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**-SCIENCE DISSEMINATION-**

**Women's career for a lifetime SESSION (NO. 5)**

**in partnership with**

**Association for Women's Career Development in Hungary (AWCDH)/2**

**Hungary Country report on digitalization and international comparison  
within the frameworks of the CA21107 COST Action**

**Work inequalities in later life redefined by digitalization (DIGI-net)**

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**Keywords:** digitalization, Hungary, COST Action

The Association For Women's Career Development In Hungary (AWCDH) participates in the CA21107 COST Action "Work inequalities in later life redefined by digitalization (DIGI-net)".

AWCDH members participate in research activities in all 5 Working Groups.

The name of the No 2 Working Group is: "Digitalization and Age Culture in Organizations".

WG No.2.'s leader is Professor Matt Flynn (University of Leicester) who has initiated the country profile research aiming to explore employer policies and practices concerning older workers and use of digital technology.

Our organisation, the AWCDH is interested in the preparation of the Hungary country report which was optional, because we represent the gender dimension and support women's work-life balance. We are pleased to present Hungary's situation in the areas of the research, the Hungarian good practices. We also disseminate the findings through our network with stakeholders and the decision makers.

A summary of the country profiles shows: *Computers; Skills match; Training; Biggest challenges; Businesses affected; Employer responses; Trade union responses; Good practice.*

We have also checked the country reports of the European Union member states on digitalization have been completed in September 2023. The country reports outline how each Member State is doing regarding the Digital Decade cardinal points: Digital Skills, Digital Infrastructures, Digitalization of Businesses and Digitalization of Public Services.

The country reports of the member countries are based on the same statistical criteria.

The results of each country are presented at the macro level.

The country reports of the member countries are uniform, based on statistical and administrative criteria.

The table below contains the conclusions from the COST Action No 2. Working Group Digitalization and Age Culture in Organizations country profile reports and the EU country reports.

EU Country Reports	<p>The 16-74 age group includes only one total of data related to digitalization of the EU member states.</p> <p>Specific data on older workers is not available.</p> <p>The country reports of the EU member states have a uniform perspective with a macro approach.</p>
DIGI-NET Country Profile Reports	<p>The COST DIGI-net country profile reports with a special aspect include in the introduction the data specific to the country, the characterization of the enterprises, the attitude of the trade union, and the good practices.</p> <p>The COST DIGI-net country profile highlights in more detail where greater attention should be paid to equal opportunities and the problems.</p>
EU and DIGI-NET/WG2 Country Profile Reports	<p>We can say that the reports can be interpreted separately and present the given country independently.</p> <p>They can be connected to each other.</p> <p>Based on the data of the reports further analysis and research can be prepared according to the specific purpose.</p>