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WiRES

Women in Renewable Energy Sector

WiRES (Women in Renewable Energy Sector)
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A stylized illustration of a person standing at a crossroads with a signpost, symbolizing a choice or direction. The background is a bright, yellowish-green landscape with a blue sky and white clouds. The person is standing on a path that splits into two directions, with a signpost in the center. The signpost has two arrows pointing in opposite directions. The overall scene is bright and optimistic, suggesting a positive future or a clear path forward.

Renewable Energy in Hungary: Prospect of Women Workers

Presenting the Hungarian Case

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Employment Related Problems and Gender Issues in General

- Hungary has to fight against a non-negligible unemployment rate

The unemployment rate

- for men is between 30.5 percent and 42.7 percent
- for women is between 43.5 percent and 54.5 percent

Some fields of work are practically inaccessible for women

Reasons include:

- Lack of interest → Lack or low level of qualification
- Lowly opinion or self esteem → Loss of motivation

Employment Related Problems and Gender Issues in General

- There is a great need for possibilities to work part-time or from home (especially for women on or trying to return from maternity leave).**
- In many fields of work, the „glass ceiling” phenomenon is also present.**
- In some cases the differentiation in wages of male and female employees are also considerable.**

Problems with Social Dialogue in RES

- In general, most companies do not use the instruments of social dialogue; they think of it as an “unnecessary burden”.**
- It is common for the actual employee to represent him/herself in front of the employer and also to launch negotiations about their situations and expectations in the future**
- Some employees would never approach their managers with their complaints about working standards out of fear from possible “retaliation”**

Problems with Social Dialogue in RES

- there is legal background provided for sectoral level social dialogue (Sectoral Social Dialogue Committees) but it is not used widely enough (local level is dominant)**
- the number of activities in which the representative bodies are engaged have been greatly reduced →**
- they do not provide any professional representation, only represents its member-firms regarding general, work-related matters**
- there is a very limited number of NGO-s that are engaged in protecting the rights of women and fight gender-based discrimination**

Positive example:

The Energy Centre of Hárskút:

- Gender ratio among the employed:
65 percent women, 35 percent men**
- Employed in every field of work (except for hard manual labour)**
- Tele-work used on every day basis**
- Part-time and flex-time work schedules available**
- No gender related pay gaps**
- No glass ceiling**

Available Resources

Some numbers about the current situation

Hungary possesses approximately:

1800 PJ of Solar energy,

530 PJ of Wind energy,

14 PJ of Hydro energy,

63 PJ of Geothermal energy,

200 PJ of Biomass,

Total: 2607 PJ (double of the demand of Hungary)

The total amount of renewables currently used by Hungary is

- no more than a mere **60 PJ** total
- almost entirely from biomass
 - which in most cases, practically means burning **wood** (Adopted as „alternative fuel for heating”at the time of the recent Russian-Ukrainian gas issue)
 - the largest amount of domestic biomass is made up by the so called “dendromass” (timber, often mixed with coal)

Problems

Hungary still heavily relies (for about 95%) on the use of fossil and nuclear energy carriers

Reasons of the slow changing process:

- Weakness of environmental investments**
- Hard-to-follow support scheme**
- The rigidity of the Hungarian power industry**
- Lack of proper engagement towards alternative production methods**

Ethical and moral issues:

In the case of energy from biomass

- increase in the number of wood thefts ever since the appearance of biomass-fired power plants in Hungary**
- in some cases, the production of biofuels requires more energy than the amount contained in the fuel itself**
- the ingredients needed to produce them could also be used for food production**

What needs to be done:

- Simplification of approving procedures, and establishment of a single administration;**
- Manageing network connection problems;**
- The active use of the institution of social dialogue, and coordination of the current and future/potential problems**
- The question of renewables to be put forward on the field of support schemes;**
- Redistribution of the currently available financial resources to the appropriate targets and creation of new resources**

**THANK YOU FOR YOUR
KIND ATTENTION!**



THINK GREEN