

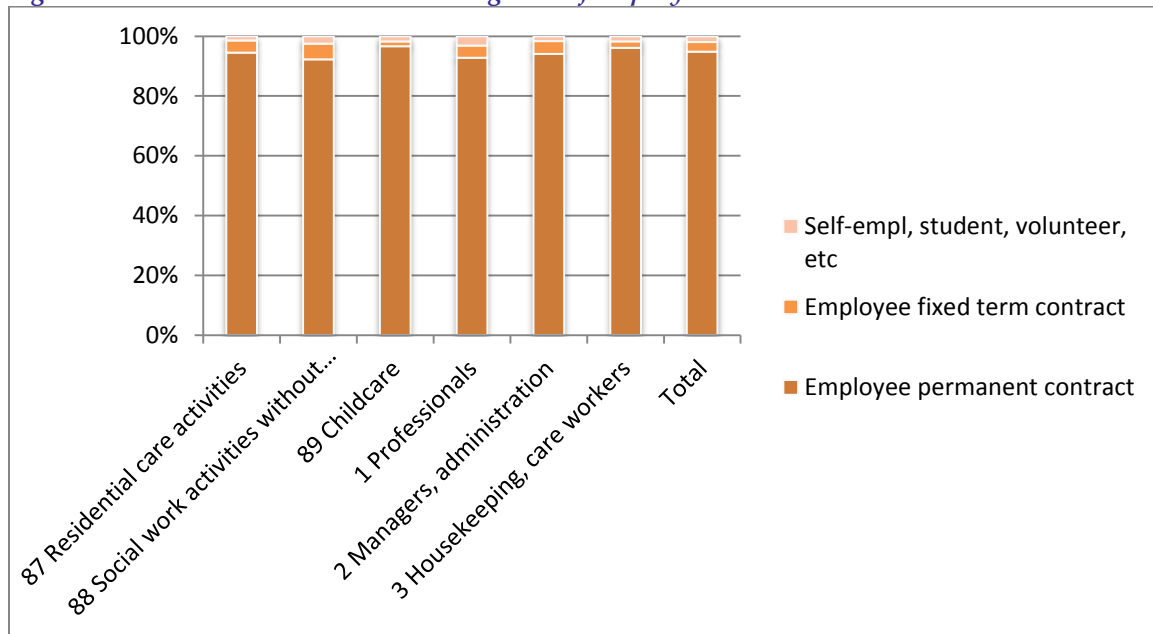
The social services in Hungaryⁱ

What about wages and working conditions in the social services in Hungary? To explore this topic we use the 1129 responses, of which 95% women, to the continuous WageIndicator web survey with data from January 2013 until September in Hungary 2014. 708 persons provided valid data for the wage calculations.

Employment status

Over nine in ten workers in the social services in Hungary are an employee on a permanent contract; in childcare this is even 9.5 in ten workers (Figure 1). Employees on a fixed-term contract are most often found among workers in the professional occupations. On average workers in the social services have 21.2 years of service in the labour force (not in a graph). Almost three in ten have been promoted in their current organization. A second job is held by 6% (childcare 5%).

Figure 1 Distribution over three categories of employment status

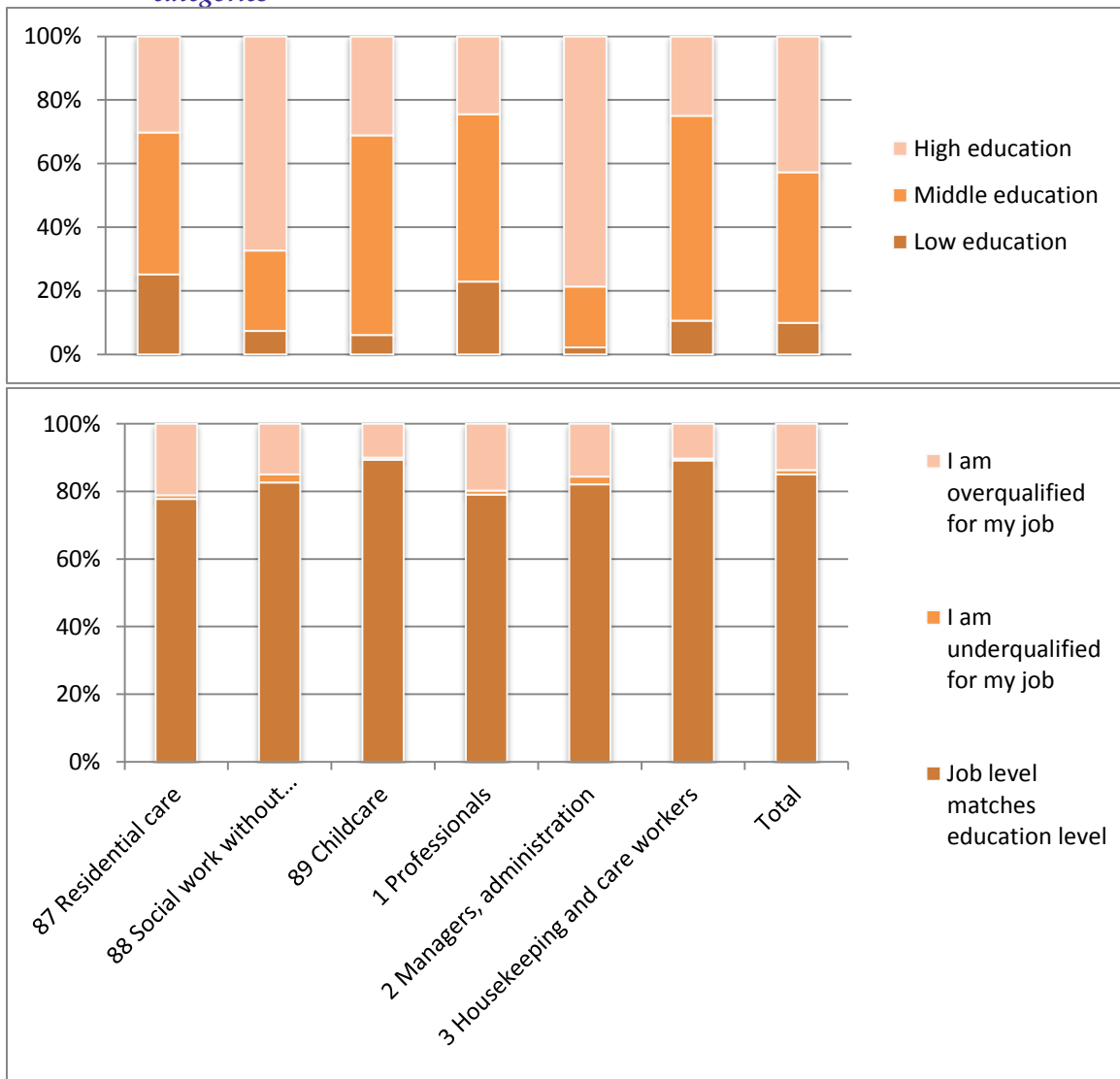


Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014. Selection workers in social services in Hungary. N = 1129.

Training and education

Almost five in ten workers in the social services of Hungary have a middle education, and even higher so in childcare. More than four in ten have a high education, as the first panel in Figure 2 shows. Almost nine in ten report that their education levels match the demands in their jobs, as the second panel in Figure 2 shows. More than four in ten have received employer-provided training in the last year (not in a graph).

Figure 2 *Distribution over three educational categories. Distribution over job match categories*



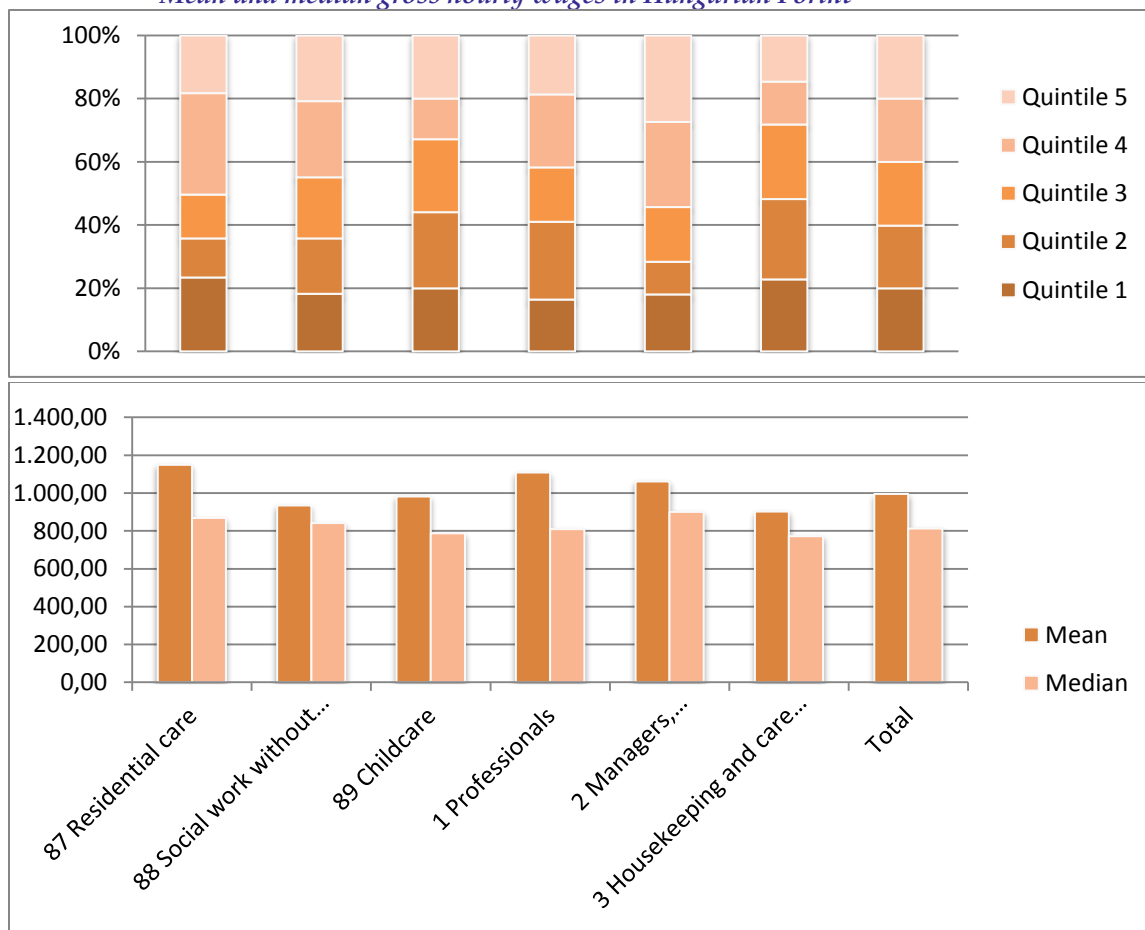
Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014. Selection workers in social services in Hungary. N = 1087 for Education; N = 1003 for matching.

Wages

To compare wages, we divided the gross hourly wages into five equal categories (see the bar Total in the first panel in Figure 3). The workers in the housekeeping and care jobs most frequently fall into the lowest category, whereas the workers in the managerial and administration jobs fall most often in the highest category.

In the second panel in Figure 3 we use two yardsticks to measure wages: the median (as many persons below as above this amount) and the mean (average) wages. The largest gap between mean and median is found for the workers in the professional jobs, pointing to a large group at the bottom of the wage distribution and a small group high-earners at the top. The wages in childcare are mostly found at the bottom of the distribution.

Figure 3 *Distribution over five equal categories gross hourly wages. Mean and median gross hourly wages in Hungarian Forint*

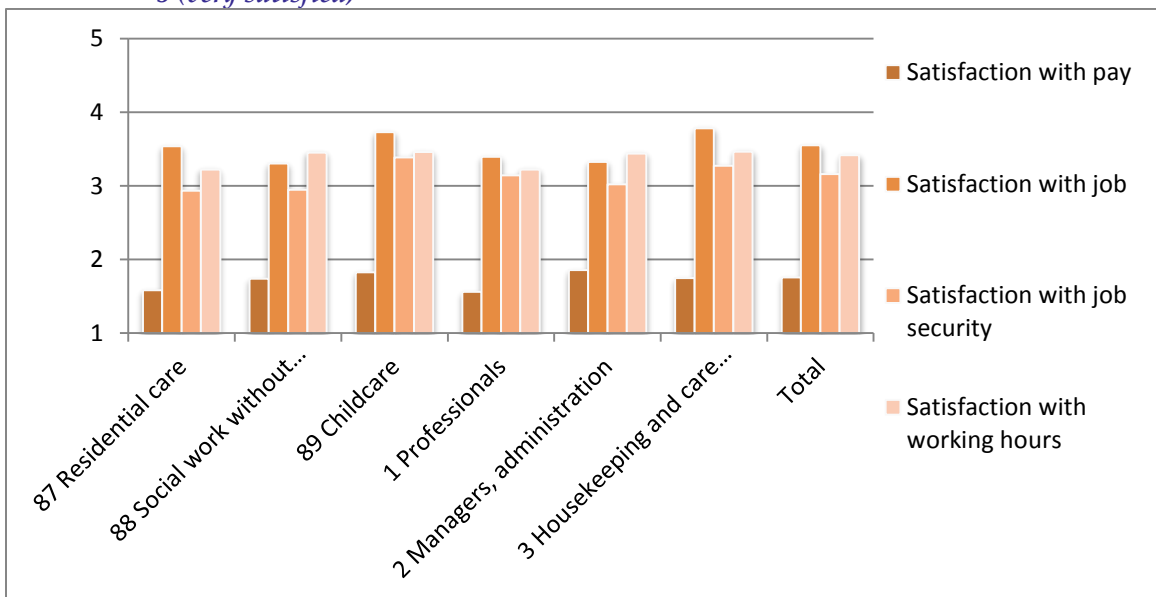


Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014. Selection workers in social services in Hungary. N = 708.

Job satisfaction

Out of four satisfaction survey questions, the workers in the social services in Hungary are most satisfied with their job, closely followed by satisfaction with their working hours. Satisfaction with pay has by far the lowest score, on average 1.8 on a scale from 1 (highly dissatisfied) to 5 (very satisfied). Figure 4 shows the average scores by activities in the social services and by occupational groups. Among the workers in the professional jobs, satisfaction with pay is extremely low, namely 1.6. In contrast, among the workers in the housekeeping and caring jobs, satisfaction with the job has with 3.8 the highest score, closely followed by the workers in childcare (3.7).

Figure 4 Average scores on four satisfaction questions, ranging from 1 (highly dissatisfied) to 5 (very satisfied)



Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014. Selection workers in social services in Hungary. N = 695 for Satisfaction with pay; N = 690 for Satisfaction with job; N = 688 for Satisfaction with job security; N = 694 for Satisfaction with working hours

ⁱ Report of the [WICARE](#) project, November 2014. Project supported by the European Commission in its Industrial Relations and Social Dialogue Program (Nr. VS/2013/0404). Authors: Kea Tijdens and Maarten van Klaveren, University of Amsterdam / Amsterdam Institute for Advanced labour Studies ([AIAS](#)). Partners: [EPSU](#), [WageIndicator](#), and [CELSI](#). Sole responsibility for the project lies with the authors. More information about the project, see <http://www.epsu.org/a/10010>.