

INVITATION

EQUAL PAY DAY: HOW MUCH IS WOMEN'S WORK WORTH?

Equal work | equal value | equal pay

Pay transparency and women's economic equality in Europe and Hungary

A conference organised by MENŐK – Hungarian European Women's Forum Association, FES – Friedrich-Ebert-Stiftung, and the Foundation for Real Equal Opportunities for Women

Tuesday, 27 October 2026 | 10:00–15:00

Hungarian Academy of Sciences
1051 Budapest, Széchenyi István tér 9.

We cordially invite you to our conference, where we will explore together how equality enshrined in law can become a tangible reality in everyday life, and how women's paid and unpaid work can receive recognition that reflects its true value. We look forward to welcoming you!

Registration

The principle of equal pay for equal work has long been part of European and Hungarian law, yet the gender pay gap remains a significant social and labour market problem. In addition to differences in remuneration, contributing factors include lower pay levels in sectors employing a high proportion of women, as well as the unpaid care and domestic work that predominantly falls to women.

The European Union's Pay Transparency Directive offers a new opportunity to enforce pay equality more effectively. A distinctive feature of the conference is that high-level European and Hungarian policymakers will discuss the changes needed together with experts, trade union representatives and civil society actors. Our special guest is Roxana Mînzatu, Executive Vice-President of the European Commission.

P R O G R A M M E

10:00–10:10 | OPENING REMARKS

Éva Pákozdi
President, MENŐK – Hungarian European Women's Forum Association

Michèle Auga
Director of the Budapest Office of the Friedrich-Ebert-Stiftung (FES)

10:10–10:40 | KEYNOTE ADDRESS

Equal pay for equal work. But when? Pay transparency, the gender pay gap and the value of unpaid work in Europe

> **Roxana Mînzatu**
> Executive Vice-President of the European Commission for Social Rights and Skills, Quality Jobs and Preparedness

10:40–11:00 | THE SITUATION IN HUNGARY

**Pay transparency in Hungary. Where do we stand and what lies ahead?
Transposing the EU Pay Transparency Directive and raising wages in underpaid sectors**

> **Dr Judit Zeller**
> Deputy State Secretary for Social Inclusion and Equal Treatment, Ministry of Social and Family Affairs

11:00–11:20 | INTERNATIONAL PERSPECTIVE

Pay equality in practice. What can we learn from Albania? Experiences and good practices in reducing the gender pay gap

> **Milva Ekonomi**, Member of Parliament, former Minister of Economic Development, Chair of the Committee on Economy, Employment and Finance, Albania

11:20–11:40 | QUESTIONS AND DISCUSSION WITH THE SPEAKERS

> Moderator: Dr Zita Gurmai, President of PES Women, former Member of the Hungarian Parliament and the European Parliament

11:40–12:10 | Sandwich lunch

12:10–13:10 | PANEL DISCUSSION

What will make the value of our work truly equal?
Pay, rights, representation and social change

Moderator: Krisztina Bombera, journalist

- **Péterné Boros**
  President, Hungarian Trade Union of Civil Servants and Public Service Employees (MKKSZ)
- **Dr Fanni Csernus**
  Gender equality expert, Amnesty International Hungary
- **Barbara Máté**
  Change manager, coach
- **Dr Zoltán Pogátsa**
  Economist

13:10–13:30 | QUESTIONS FROM THE AUDIENCE

13:35–14:35 | PANEL DISCUSSION

Who pays the price of care? Having children, invisible work, careers and women's economic independence

Moderator: Krisztina Bombera, journalist

- **Dr Katalin Dudás**
  Labour lawyer, State Secretary for Employment Policy, Ministry of Social and Family Affairs
- **Gabriella Borsós**
  Member of Parliament, member of the Finance and Budget Committee
- **Dr Anikó Kovács**
  HR Director, SPAR Hungary Ltd.
- **Edina Heal**
  Head of the Egyenlítő Foundation
- **Melinda Utasi**
  Managing Director, business development consultant

14:35–14:55 | QUESTIONS FROM THE AUDIENCE

14:55–15:00 | CLOSING REMARKS

Simultaneous interpretation between Hungarian and English will be provided at the conference. Please register your intention to attend by 22 October using this link.