



## BEST WORKPLACE FOR WOMEN 2024 AWARD

### Background

**On the Occasion of International Women's Day on 8 March 2025 the Association for Women's Career Development in Hungary announced the "The Best Workplace for Women 2024" Competition and Prize.**

**The Association for Women's Career Development in Hungary (AWCDH), in UN-ECOSOC - Consultative NGO Status since 2009, has established a Platform of knowledge transfer with the participation of organizations interested in working for the enhancement of women's employment and the realization of women's equality (EU, government, academia, corporate and non-profit spheres, media) by the direct involvement of Hungarian employers. This Platform serves as basis for the enhancement of women's employment and a more characteristic representation of women's equality, thus contributing to the enlargement of the labor market and the strengthening of economic competitiveness of Hungary. The AWCDH is presenting its projects at EU and UN level as well, as Hungarian "best practices". Since 2020 the pandemic forced many employers to fundamentally rethink their working practices and attitudes.**

### Aim of the Best Workplace for Women Award

**The Prize has been established to point beyond the need for equal employment opportunities to the economic advisability and advantages of making more and more women part of the work force. The AWCDH issued a call for participation in the survey of the "The Best Workplace for Women 2024" Award on 8<sup>th</sup> March 2025 for the 18th time as a continuation of the successful initiative launched in 2007 in honor of the "Equal Opportunities for All – European Year".**

### **Database regarding women's employment**

**Since 2007 we have carried out surveys in connection with our "Best Workplace for Women" Award among employers and employees. Our special database regarding women's employment and women's well-being is available as a representative sample reflecting the opinion of more than 24 thousand employees and several hundred managers.**

### **We have developed our "Best Workplace for Women Award" with particular emphasis on**

- Introduction of Hungarian "best practices" on Hungarian and international platforms
- Representation of the interest of special women's groups as employees such as:  
integration of fresh graduates into the labor market,  
inclusion and/or continued employment of women returning from maternity leave,  
support of the careers of women over 55,  
improving employment chances of women with disabilities,  
improving employment chances of rural women,  
women's employment in the STEM and ICT sector.
- The impact of the pandemic on employment and working methods.

### **További információ: Magyar Női Karrierfejlesztési Szövetség**

### **Further information: Association for Women's Career Development in Hungary**

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## Conditions of Participation

**The Competition is open to Employers operating in Hungary who fall into one of two categories:**

- those employing 20-250 individuals,
- those employing more than 250 individuals.

### **Aspects of Evaluation:**

- reconciliation of work, private and family life
- fair working arrangements
- career opportunities, promotion
- opportunities to preserve health and well-being
- skill development opportunities
- effect of the pandemic on the working methods
- efficient good practices applied during the pandemic
- personal interviews (optional)

### **Evaluation Committee:**

#### **Chair:**

Ms. Ildikó Modláné Görgényi, adult learning expert, researcher

#### **Members:**

Ms. Katalin Hajós women in leadership expert

Dr. Valéria Farkasné Molnár labor law expert

Dr. Zsuzsa Sebestyén equality expert

Gyöngyi Fazekas HR expert

## Schedule

**8 March 2025:** Announcement of the Call

**Until 30 September 2025 continuously:** Application period

### **Until 15 November 2025:**

Statistical evaluation of questionnaires, personal interviews, summaries for the Evaluation Committee, Informing the Awardees, conclusion of cooperation agreements.

### **On 27 November 2025**

The “Best Workplace for Women 2024” Award Ceremony in the in the Rubin Wellness & Conference Hotel in Budapest.

## Awards

**3 Grand Prizes** in each category will be awarded by the Association of Women's Career Development in Hungary. The AWCDH reserves the right to make a decision about shared awards and special awards.

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## WINNING APPLICATIONS IN PREVIOUS YEARS

### WINNING APPLICATIONS OF THE “BEST WORKPLACE FOR WOMEN AWARD 2023”

#### ***Companies / institutions employing more than 250 people:***

##### **I. Cofidis Magyarországi Fióktelep**

*The Award was taken over by*

Szilvia Gácsi-Kissné Koponyás, financial director and dr. Árpád Attila Szendrei HR and legal director

##### **II. SAP Hungary Kft.**

*The Award was taken over by*

Joko Amri SAP Business Women's Network Lead and Helga Faraga-Vaskó SAP Project Management Officer

##### **III. Mapei Kft.**

*The Award was taken over by*

Szilvia Mészáros PR and communication manager and Cecília Vidovenyecz-Hegedűs PR communication and press relations responsible

#### ***Companies / institutions employing less than 250 people:***

##### **I. Jobsgarden Kft.**

*The Award was taken over by*

Zsuzsa Gárdus managing director and Éva Paulovics Éva managing director

##### **II. Amplifon Kft.**

*The Award was taken over by*

Ádám Mohai HR director and Orsolya Sipos HR specialist

##### **III. HUN-REN Balatoni Limnológiai Kutatóintézet**

*The Award was taken over by*

Dr. Anita Perkins research fellow and Dr. Csilla Balogh research fellow

#### **Special Awards:**

##### **AGORA Savaria Kulturális és Médiaközpont Nonprofit Kft.**

*The Award was taken over by*

Katalin Makkay PR and communication officer and Judit Geosits cultural organizer

##### **Rubin Informatikai Zrt.**

*The Award was taken over by*

Emőke Oggolder marketing chief in the name of Csaba Parádi director

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## **Winning Applications of the “Best Workplace for Women Award 2022”**

### ***Companies / institutions employing more than 250 people:***

#### **I. MBH Bank**

*The Award was taken over by*

*Ms Dóra Bakos – employer branding expert and Ms Zsófia Suhajda – recruiting expert*

#### **II. Semmelweis Egyetem**

*The Award was taken over by*

*Mrs Kata Adonicsné Püski deputy head of cabinet, director, Semmelweis University Rector's Office, Family Friendly University Center*

#### **III. Harman Gépkocsirendszer Gyártó Kft (HARMAN Kft) Székesfehérvár**

*The Award was taken over by Mrs. Presizlerné Erzsébet Schweighardt company manager, financial director*

#### **Special Award: Kőbányai Egyesített Bölcsődék (United Nursery School of Kőbánya)**

*The Award was taken over by Mrs. Göncziné Gabriella Sárvári head of institution*

### ***Companies / institutions employing less than 250 people:***

#### **I. Capgemini Magyarország Kft.**

*The Award was taken over by Mr. Jerome Cadiou Managing director*

#### **II. Fóti Közös Önkormányzati Hivatal (Joint Municipal Office of Fót)**

*The Award was taken over by Dr. Zsolt Apor Mihályi, notary*

#### **III. iData Kft. Budapest**

*The Award was taken over by Mrs Siposné Eszter Tóth HR head of HR*

#### **Különdíj: Sz+C Stúdió Kft. Szekszárd**

*The Award was taken over by Ms Kriszta Vecsei Marketing and HR manager*

## **Winning Applications of the “Best Workplace for Women Award 2021”**

### ***Companies / institutions employing more than 251 people:***

#### **I. MKB Bank Nyrt.**

*The Award was taken over by Kitti Dobi Deputy CEO for Human Resources*

#### **II. IBM Data Storage Systems Kft.**

*The Award was taken over by Helga Kovács, operation manager*

#### **III. Metropolitan University Budapest**

*The Award was taken over by Ágnes Dávid, HR manager*

### ***Companies / institutions employing less than 250 people:***

#### **I. Randstad Hungary Kft.**

*The Award was taken over by Edina Sinka, COO and Tímea Vörös, HR leader*

#### **II. Zala Megyei Büntetés-végrehajtási Intézet (Zala County Penitentiary Institution)**

*The Award was taken over by Capt. Zoltán Soós*

#### **III. Tutti Biscotti Kft.**

*The Award was taken over by Edina Sinka, COO and Tímea Vörös, HR leader*

### ***Best Workplace for Women 2021 – Special Awards***

#### **Budapest Főváros XV. Kerületi Egyesített Bölcsődék Intézménye**

*(Budapest XV. District United Nursery School Institution)*

*The Award was taken over by Mrs. Naszékne Erika Ladola general manager and Mrs. Bódis Tiborné Bódis deputy general manager*

#### **Hatvani Polgármesteri Hivatal (Mayor's Office, Hatvan)**

*The Award was taken over by Dr. Éva Kovács, notary*

#### **Mécses Szolgáltató Közösség Egyesülete (Mécses Service Community Association)**

*The Award was taken over by Henriette Nelhübel-Oláh, MD*

**További információ: Magyar Női Karrierfejlesztési Szövetség**

**Further information: Association for Women's Career Development in Hungary**



### **Winning Applications of the Best Workplace for Women Award 2020**

#### ***Companies / institutions employing more than 250 people:***

- I. Semmelweis University Budapest
- II. Tesco-Global Áruházak Zrt. Budaörs
- III. The third Price shared:  
III. Budapesti Módszertani Szociális Központ és Intézményei
- III. Karsai Holding Zrt. Székesfehérvár

#### ***Companies / institutions employing less than 250 people:***

- I. Váci Család- és Gyermekejélési központ
- II. Atlas Copco Magyarország Kft. Szigetszentmiklós
- III. The third Price shared:  
III. Faberland Kft. Pécel
- III. MAPEI Kft. Budaörs

***Special Award in the category of Companies / institutions employing less than 250 people:***  
Fóti Boglárka Óvoda

### **Winning Applications of the Best Workplace for Women Award 2019**

#### ***Special Awards in the category of Companies / institutions employing less than 250 people:***

- Special Award I. COSMO Consult Kft.  
Special Award II. Börfestő Óvoda

### **Winning Applications of the Best Workplace for Women Award 2018**

Special Award in the category of *Companies employing less than 250 people:*

ZALASZÁM INFORMATIKA KFT. ZALAEGERSZEG

Special Award in the category of *Companies employing more than 250 people:*

TRANSFERWISE LTD. MAGYARORSZÁGI FIÓKTELEPE BUDAPEST

### **Former Winner Applications 2007-2017**

#### ***Winning Applications of the Best Workplace for Women Award 2017***

##### ***Companies / institutions employing more than 250 people:***

- I. GE Hungary
- II. Széchenyi István Egyetem
- III. AGCO Hungary Kft.

#### ***Winning Applications of the Best Workplace for Women Award 2016***

##### ***Companies / institutions employing more than 250 people:***

- I. Cognizant Technology Solutions Hungary Kft.
- II. MVM Magyar Villamos Művek Zrt.
- III. MIVÍZ Kft.

#### ***Winning Applications of the Best Workplace for Women Award 2015***

##### ***Companies / institutions employing under 250 people***

- I. Commerzbank Zrt.
- II. SZ+C STÚDIÓ KFT.
- III. BDO Magyarország Vagyonkezelő és Szolgáltató Kft.

Special Award of the AWCDH: Jász-Nagykun-Szolnok Megyei Büntetés-végrehajtási Intézet

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Companies / institutions employing more than 250 people

- I. MAVIR Magyar Villamosenergia-ipari Átviteli Rendszerirányító Zrt.
- II. Ericsson Magyarország Kft.
- III. Hewlett Packard Enterprise Hungary

### ***Winning Applications of the Best Workplace for Women Award 2014***

Winner Companies employing under 250 people

- I. GIMEX-Hidraulika Kereskedelmi és Szolgáltató Kft.
- II. XAPT Hungary Kft.
- III. Motiváció Mozzgássérülteket Segítő Alapítvány

Special Award of the AWCDH: Végvári Cukrász Kft.

### ***Winning Applications of the Best Workplace for Women 2013:***

Companies employing more than 250 people

- I. Legrand Zrt.
- II. Budapest Bank Zrt.
- III. Tigáz Zrt.

Companies employing under 250 people

- I. Tutti Élelmiszeripari Kft. (Tutti Food Ltd.)
- II. MAPI Magyar Fejlesztési Iroda Zrt. (MAPI Hungarian Development Agency Corp.)
- III. Európa Terv Kft.

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Companies employing more than 250 people

- I. Legrand Zrt.
- II. Budapest Bank Zrt.
- III. Tigáz Zrt.

Companies employing under 250 people

- I. Tutti Élelmiszeripari Kft. (Tutti Food Ltd.)
- II. MAPI Magyar Fejlesztési Iroda Zrt. (MAPI Hungarian Development Agency Corp.)
- III. Európa Terv Kft.

### ***Winning Applications of the Best Workplace for Women 2012***

Companies employing more than 250 employees

- I. NI Hungary Kft.
- II. MAG – Magyar Gazdaságfejlesztési Központ Zrt.
- III. Coloplast Hungary Kft.

Special Award of the AWCDH:

Enviroduna Beruházás Előkészítő Kft.

### ***Winning Applications of the Best Workplace for Women 2011***

Companies employing 20-250 employees

- I. Monor és Vidéke Takarékszövetkezet (Successor: Pátria Takarékszövetkezet)
- II. Industrial Technique Hungary Kft. (Member of the Atlas Copco Group)
- III. BI-KA Logisztika Kft.

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#### Special Awards of the AWCDH:

Diageo Üzletviteli Szolgáltatások Kft.

Szépkorúak Idősek Otthona (Nursing Home, Süttő)

#### Special Award of 'Világgazdaság' (World Economy):

Monor és Vidéke Takarékszövetkezet (Successor: Pátria Takarékszövetkezet)

#### ***Winning Applications of the Best Workplace for Women 2010***

##### Companies employing more than 250 employees

I. Fővárosi Csatornázási Művek Zrt. (Budapest Sewage Works Ltd.)

II. Északdunántúli Vízmű Zrt. (North-Transdanubian Waterworks, Inc., Tatabánya)

III. Unilever Magyarország Kft.

##### Companies employing 30-250 employees

I. Factory Creative Studio Kft. (Szeged)

II. Cisco Systems Magyarország Kft.

III. KÜRT Információbiztonsági és Adatmentő Zrt. (KÜRT Co. Information Management and Data Recovery Ltd.)

Special Awards: Special Award of the AWCDH: Magyar Máltai Szeretetszolgálat Egyesület (Hungarian Maltese Charity Service), Special Award of 'Világgazdaság' (World Economy): Optima Forma Kft.

#### ***Winning Applications of the Best Workplace for Women Award 2009***

##### Companies employing more than 250 employees

1st Award: Microsoft Magyarország Kft.

2nd Award: Fővárosi Gázművek Zrt. (Budapest Gas Works Ltd.)

3rd Award: MAVIR Zrt. (MAVIR Hungarian Transmission System Operator Company Ltd.)

##### Companies employing 30-250 employees

1st Award: S Modell Kereskedelmi Zrt., the exclusive franchise partner of Marks & Spencer Plc. London

2nd Award: Quintiles Magyarország Kft

3rd Award: Kulcs-Soft Számítástechnika Nyrt. (Key-Soft Plc.)

##### Special Awards:

Special Award of the Ministry of Employment and Labour: Móra-Vital Kft.

Special Award of 'Figyelő' (The Observer): Hotel Panda Kft.

Special Award of 'Világgazdaság' (World Economy): M.E. Trial Masters Egészségügyi Szolgáltató Kft.

#### ***Winning Applications of the Best Workplace for Women Award 2008***

##### Companies employing more than 250 employees

Divided 1st Award: SAP Hungary Kft. and Citi Shared Service Center

2nd Award: ELMŰ NyRt.

3rd Award: GE Hungary Zrt. Energy Division

##### Companies employing 30-250 employees

1st Award: EVOPRO Kft.

2nd Award: ZALAVÍZ Zrt.

3rd Award: Thermal Hotel Aquincum Zrt. Ramada Plaza

##### Special Awards:

Special Award of the Ministry of Employment and Labour: IC Companys Hungary Kft.

Special Award of Figyelő (The Observer): ALCOA-Kőfém Kft.

Special Award of Világgazdaság (World Economy): Kanizsa Trend Kft.

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**Winning Applications of the Best Workplace for Women 2007**

The 1st Award: DM Kft., 2nd Award: Paksi Atomerőmű Zrt., 3rd Award: a GE Hungary Zrt. Healthcare Division. The Ministry of Social Affairs and Labor presented WEST Hungary Consulting Kft. with a special award, which company applied in the category of the middle-sized companies alone.

**Further information:**

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