



## **BEST WORKPLACE FOR WOMEN SURVEY AND AWARD 2025**

**The Association for Women's Career Development in Hungary will once again launch the "Best Workplace for Women 2025" competition on 8 March 2026, in celebration of International Women's Day.**

The public-benefit Association for Women's Career Development in Hungary (AWCDH), which has held UN ECOSOC Consultative NGO Status since 2009, has established a professional forum that directly involves leading Hungarian employers and brings together organizations actively engaged in expanding employment opportunities and promoting equal opportunities, including representatives of the UN, the EU, government institutions, the business and academic sectors, civil society organizations, and the media. Through our activities, we contribute to labor market growth, the strengthening of social cohesion, and the enhancement of economic competitiveness. The good practices implemented by award-winning organizations serve as models for the wider labor market, and we present them at national, EU, and UN levels. Thanks to AWCDH's active participation in international scientific cooperation, the analytical results produced within our projects are also published and disseminated at both national and international academic forums.

### **Aim of the Best Workplace for Women Award**

The Association for Women's Career Development in Hungary announces its annual call for participation in the "Best Workplace for Women" survey each year on March 8, International Women's Day, continuing the successful initiative launched in 2007 in honor of the European Year of Equal Opportunities for All.

Now being held for the nineteenth time for the 2025 cycle, the Best Workplace for Women competition aims to highlight not only the equal-opportunity aspects of women's employment but also its economic and organizational importance, while showcasing best practices that can be adapted by other employers. At exemplary workplaces, employers support work-life balance, flexible and inclusive organizational solutions, and long-term sustainable employment, while taking employees' needs and interests into account.

The rapid technological and social changes of recent years have made it clear that work habits, expectations, and organizational cultures must be re-examined. Hybrid work models, digitalization, and the growing emphasis on employee well-being are lasting trends to which organizations are consciously adapting.

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

Within the framework of the Best Workplace for Women competition, the Association for Women's Career Development in Hungary has conducted regular surveys among employers and women employees since 2007.

**További információ: Magyar Női Karrierfejlesztési Szövetség**  
**Further information: Association for Women's Career Development in Hungary**

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Over nearly two decades, we have developed and continuously refined a comprehensive database focusing on women's employment, including workplace well-being, professional development opportunities, and employee retention.

Our special database regarding women's employment and women's well-being is available as a representative sample reflecting the opinion of more than 25 thousand employees and several hundred managers.

## Key Focus Areas

Within the framework of the Best Workplace for Women Survey and Award, the Association for Women's Career Development in Hungary places special emphasis on the following groups of women employees and related challenges:

- labor market integration of early-career women
- reintegration and retention of women returning from maternity leave
- career-path programs supporting women aged 55 and above
- improving employment opportunities for women with disabilities
- expanding local job opportunities for women in rural areas
- increasing women's employment in STEM, ICT, and AI sectors
- addressing the long-term impacts of hybrid work models and digital work environments.

## Conditions of Participation

Organizations operating in Hungary may apply for the Best Workplace for Women Award in two categories:

- organizations employing **20–250 employees**;
- organizations employing **more than 250 employees**.

## Evaluation Framework

The Best Workplace for Women Award is granted on the basis of a comprehensive and interconnected set of criteria that assess the complexity of organizational practices and how employers respond to the life situations of women employees across all age groups.

The Association for Women's Career Development in Hungary evaluates applicants according to the following key areas:

- compatibility of work, private life, and family responsibilities
- promotion of intergenerational cooperation
- fair working conditions
- opportunities for career development and advancement
- support for health, well-being, and mental health
- consideration of women's diverse life situations
- opportunities for skills development, including digital skills
- sustainability and corporate social responsibility
- availability of hybrid work arrangements
- employee experience and organizational culture.

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### **Chair of the Evaluation Committee**

Ildikó Görgényi Modláné, adult learning expert and researcher

### **Members:**

Dr. Valéria Molnár Farkasné, labor law expert

Katalin Hajós, women in leadership expert

Gyöngyi Fazekas, HR expert

Dr. Zsuzsa Sebestyén, equal opportunities expert

Dr. Melinda Sléder, labor lawyer

### **Schedule**

**March 8, 2026** – Launch of the call for applications

**Through September 30, 2026** – Submission period for applications

**By November 20, 2026** – Statistical and qualitative evaluation of applications, personal interviews, preparation of summaries for the Evaluation Committee, and final decision.

**The ceremonial presentation of the “Best Workplace for Women 2025” Awards will take place on 27 November 2026 in Budapest, at the Rubin Wellness & Conference Hotel.**

### **Awards**

Three Grand Prizes will be presented in each category by the Association for Women’s Career Development in Hungary. AWCDH reserves the right to grant joint awards and to present special awards at its discretion.

### ***Further information:***

**Andrea Ferenczi president**

**Email: [ferenczi@womenscareer.org](mailto:ferenczi@womenscareer.org)**

**<https://bestworkplaceforwomen.com/>**

**Encl.: Award Winners from Previous Years**

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## AWARD WINNERS FROM PREVIOUS YEARS

### WINNING APPLICATIONS OF THE “BEST WORKPLACE FOR WOMEN AWARD 2024”

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

##### **I. evosoft Hungary Ltd.**

The Award was taken over by **Ágnes György**, Head of People & Organization, and **Zita Timár-Sneider**, Marketing Coordinator

##### **II. Euroleasing Financial Services Plc.**

The Award was taken over by **Éva Hardicsay**, Head of HR

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

The Award was taken over by **Dr. Gréta Czene**, Chairwoman and CEO

##### **Special Award: Foundever Hungary Ltd.**

The Award was taken over by **Diána Viktória Gaál**, HR Manager

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

##### **I. Fót Joint Municipal Office**

The Award was taken over by **Péter Zámodycs**, Chief Administrative Officer, and **Roxána Flóra Forray**, Head of the Mayor's Cabinet

##### **II. NEOCONS Plc.**

The Award was taken over by : **Evelin Buri**, Managing Director

##### **III. Morpho Group**

The Award was taken over by **Eszter Bedő**, Head of HR and **Zsuzsanna Kiss**, Head of Corporate and Media Relations

##### **Special Award: GTC Hungary Plc.**

The Award was taken over by **Lilla Jávorszky**, HR Generalist

### 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

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## **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

### **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*

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

*The Award was taken over by Mrs. Preszlerné 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. Naszelné 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*

### **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 Prize shared:

III. Budapesti Módszertani Szociális Központ és Intézményei

III. Karsai Holding Zrt. Székesfehérvár

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

- I. Váci Család- és Gyermekegészségi központ
- II. Atlas Copco Magyarország Kft. Szigetszentmiklós
- III. The third Prize 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. Bőrfestő 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
- Companies / institutions employing more than 250 people**
- I. MAVIR Magyar Villamosenergia-ipari Átviteli Rendszerirányító Zrt.
  - II. Ericsson Magyarország Kft.
  - III. Hewlett Packard Enterprise Hungary

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### ***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 Mozgássérülteket 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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- 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.

#### 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)

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### ***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: ELMÜ 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-Köfém Kft.  
Special Award of Világgazdaság (World Economy): Kanizsa Trend Kft.

### ***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.*

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