

RESEARCHER WOMEN

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Abstract

I think that the equal opportunity and the underprivileged marginal labour-market layers' significance play an important role in the economics of our days, so the women's labour-market participation. Analysing the Hungarian data lines, we can see that the women's labour-market participation significantly lags behind the men's. I wish to prove with a questionnaire survey that in the North-Hungarian region the women's labour-market situation and the career opportunities of the researcher women lags behind the men's slightly. Based on my research, beyond the women's traditional home tasks have appeared the claims for work derives from the employment, so the double burden is put into practice, too. we can explain with the difficulties of the compatibility of childbearing and the work, the undertaking extra limited tasks of the workplace, providing extra performance which is sensible for the women, that in the North-Hungarian region the female career path move more slowly than the men's.

Keywords: labour - market, women, equal opportunities

INTRODUCTION

The economics for a long time was considered as a neutral zone from a genital viewpoint – since it works with facts and data – therefore apparently it cannot bring into any kind of gender – based assays. The questions asked by the feminist economics put the economic questions into reasonable context. According to them, it would be necessary to put the emphasis from the market consumption onto the caring of the outside market, leading back the feminine values into the society (Michalitsch, 2011).

In the study I tried to find answers to: (1) what kind of chance disadvantages reach the women and the mothers with children in the scientific life, (2) how much the gender discrimination makes their professional career harder, (3) on what kind of degree prevails the glass ceiling effect, (4) whether the childbearing slows down the women's scientific career?

The aim of the study is to present the career opportunities of women and their labour-market judgement. Empirical (questionnaire) survey was carried out to answer the research questions in the higher education institutions of the region of northern Hungary.

Women in the research sector

More women take part in the education and the research worldwide, but the leading positions are occupied by men. The European Commission expert group in Central and Eastern Europe and in the Baltic countries examined the women's research activities in the mid – 1990s and concluded that the academic career is rather typical of men. The equal opportunity structure was not created in the organisations, which would support the women entering the male – dominated leadership layer. In our country the L'Oreal and the Hungarian National Commission for UNESCO are exceptions, who are specifically looking for women's labour force for research activities. It was intended to draw the attention of the economy to the marginalization of the results of the talented female researchers. (www.mindentudas.hu).

The number of female researchers is the least on the area of technical science, the physics and the mathematics. On the area of the sociology, the neurology and the chemistry the female researchers' number are less than the men's. Women are very receptive for the new problems, they have good problem-solving ability, and therefore they often obtain high doctorate title in the last three areas. The European Union has not been dealt with the women's situation; only in 1982 a decision was formulated, what brings the women's fate to the fore on the area of the career, the family and the education (Koncz, 2008).

The level of education also significantly influences the participation on the labour-market because these two have higher qualifications would prefer to work and develop career. Today, the majority of women have higher educational attainment, but in the area of science men are more acknowledgements (Kissné, 2002).

Considering the qualification from the beginning of the 1990s, young people increasingly gained higher qualifications, which has a significant effect on their future employment opportunities. Today, there is hardly an area where women are not reached, so the situation from the aspect of training can be said relatively satisfying. Globally we can relate that the postgraduate training contributed to the large increase of the participant students' number in the higher education.

It is not possible to make discrimination based on the Hungarian laws, but in practice it is not always the case. In sectors, mainly employing women, the number of layoffs is not as big as in the case of men, but despite of it women's salary is lower.

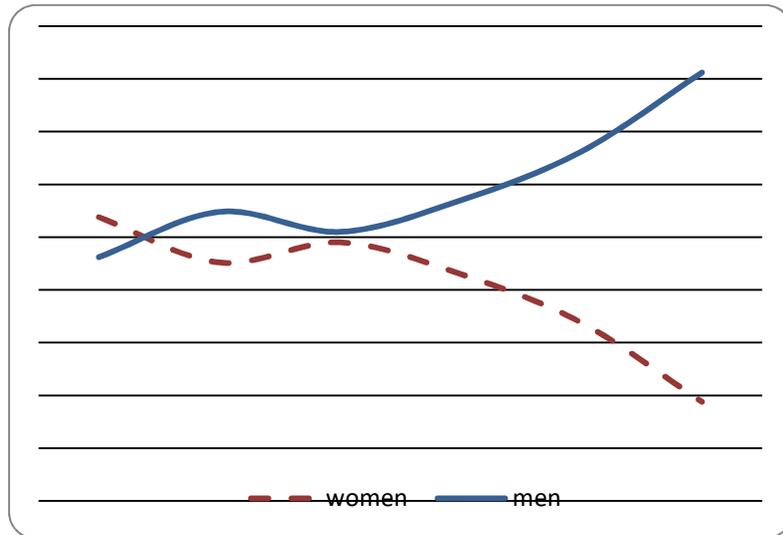
Due to the social changing roles, women appeared increasingly appeared on the labour-market, but this big jump did not automatically lead to equality between the woman and the

man, and to the equitable division of labour. The employment does not set free the women from the housework. In general, men do not have another task after the completion of their work, they often sit down to watch TV, while women are cooking, washing, cleaning up, and of course there are exceptions. Based on time balance's data for all countries the statement is right that the women generally do more housework with 2-3 hours per day than men. In our country, this difference could be 4-5 hours. In the dual-earner households it can be experienced that the women's working hours is less with 3-10% from the men's, but at home they work twice as much, thus overall women work more with 30% than men. With regard to the time of women spent on doing housework and child care (Polónyi-Tímár, 2001).

The aim of the International federation of Graduated Women is to encourage more women to participate in university education. The organization now operates in 65 countries, including Hungary and altogether consists of about 162.000 members. In addition to the general improvement of the situation of the women, the association pays special attention to proper education, human rights, equality between women and men. The World Conference, organized every three years and the regular regional meetings and cooperation create opportunities for women with different nationality and occupation, who has had graduated.

Csóke (2013), drew the attention to a very interesting result, who proved the hypothesis during his research that women are moving behind the men in the scientific life, and the glass ceiling effect prevails in the filling of university positions. Based on the Fig. 1, the women's participate proportion continuously decreases by the progress of the hierarchical level in the university hierarchy. "While in Hungary, between the graduates, the proportion of women is 55% , in the case of the university students the proportion equalize between women and men, the same can be experienced in graduate schools. However, among the Ph.D. course graduated, women are only presented only in 37%, among those who have academic doctorate (D.Sc.) 13.5% in 2008 (Csépe, 2008), 16.5% in 2013 (Csóke et al., 2013). Among the professors men, while among the assistant professors women are over – represented (Schadt, 2011). Among the full member of MTA 4.4% are women, and 15.2% are women in the corresponding members" (Kereszty, 2014).

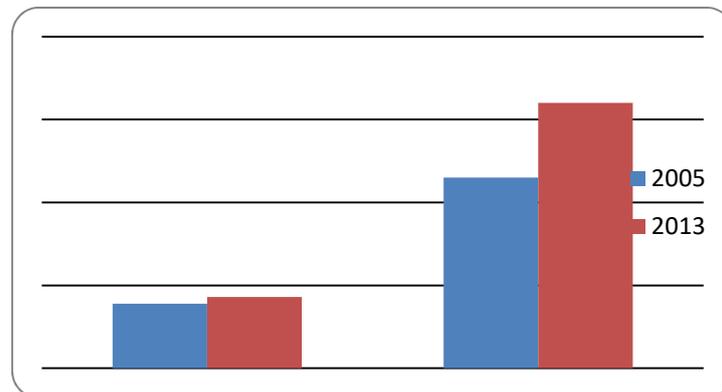
Figure 1 Distribution of men and women between the individual positions of the university hierarchy



Source: Kereszty, 2014 (citing: Csőke et al., 2013 of his work)

The proportion of women among academics is very modest, only 4% was in 2013, and shows the unpleasant situation that hardly any progress has been made compared to 2005. In the case of Doctor of Sciences and the Hungarian Academy of Sciences 5% points increase could be observed in 8 years, but the reached 16% is still quite low in 2013 (Fig. 2).

Figure 2 The proportion of women in the academy doctors and doctor of sciences (in 2005 and in 2013, %)

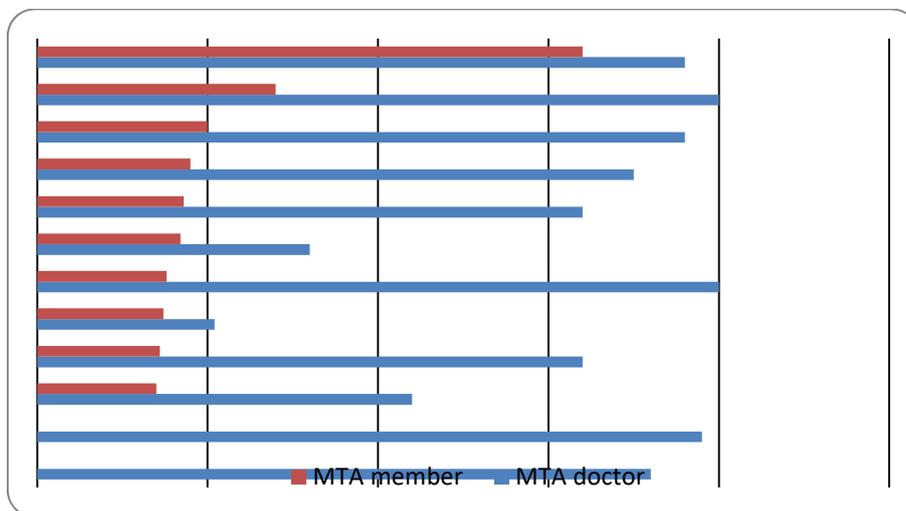


Source: Csőke et al., 2013

Csőke and his co-authors drew the attention for thought-provoking results for the proportion of women between the doctors of the Hungarian Academy of Sciences and the full members of MTA on the area of science. There is no full female MTA member in the agricultural sciences and language and literature sciences, in the rest of the areas is also

negligible, in the case of the philosophy and history of science there is the maximum value of the data line between the MTA full members, which is 16% (Fig. 3).

Figure 3 The proportion of women among the the doctors of the MTA and the MTA orinary members (2013, %)



Source: Csóke et al., 2013

More studies go into detail about the question of the double burden and associated with the role (Pilcher – Whelehan, 2004:31), so a forced choice appears for the women, which is basically determining their advancement in their career. In the research sector even more increased problematic question is “the right time” of having children. The women are rather closer to 32-33 years at the birth of the first child than the end of their 20s. To the parenthood it is necessary to survey the material sources, in the doctoral training – otherwise in an ideal childbearing age – only a small proportion of women want a child (based on the experiences observed around me). Most of them have children during the period of doctoral procedure or after the acquisition of Ph. D. degree. In the first case the biological risks of late childbearing appear due to the protracted process of doctoral. In the second case a very lengthy grade acquisition may occur due to the childbearing. The teacher assistant or scientific assistant position following the Ph.D. student status and the modest wage levels associated with it in some cases it also can be a hindering factor in deciding to have children. It is essential to have a strong family support, both material and psychological support. In this situation, the application of a typical employment with a bigger proportion can give a solution in the higher education. The part-time jobs or tasks performed in outwork would mean a great help for mother with a baby, particularly on the research area, the home atmosphere may mean more

fruitful researcher work (of course, depending on the scientific fields, for a researcher woman dealing with nanotechnology, making experiments, who spend long hours, days in a laboratory), but the process of the creative work would be feasible in part-time job. Csépe Valéria has the same opinion, too (2008).

OBJECTIVES AND METHODS

I made a questionnaire survey among students and working teaching colleagues in 2015 in the North-Hungarian region (the University of Miskolc, the Károly Róbert College in Gyöngyös, and the Eszterházy Károly College in Eger teachers and students formed the base of the sample). I was curious about the men's opinion among the respondents as a control group. A higher proportion of responses came from the University of Miskolc; independently from this I considered the results valid and acceptable from the other two institutions, as well. Considering the structure of the questionnaire the following topics are included: (1) personal data (age, educational level, monthly earnings, residence, marital status), (2) decision options after the high-school years, (3) equal opportunities, group of questions dealing with a labour-market position, (4) questions relating to forward advancing possibilities, and career opportunities.

In the case of the questionnaire we cannot talk about sampling because the survey was targeted delivered to the target group (all three institution of higher education through the Neptun study system, all instructors, students and administrative staff received the web accessibility to which was necessary to the electronic filling.

THE RESULTS OF THE QUESTIONNAIRE – PERSONAL DATA

Considering the received answers (Tab. 1.) altogether 565 people filled out the questionnaire, of which 85% are the citizens of the University of Miskolc, 11% from the Eszterházy Károly College and only 4% from the Károly Róbert College was the proportion of the arriving responses. The overall proportion of men was 23%, which is an appropriate control group.

Table 1 The number of respondents on the basis of the mother institution and the gender

Institution	men	women	total
Eszterházy Károly College	10	50	60
Károly Róbert College	0	22	22
University of Miskolc	119	365	483
Total	129	437	565

Source: own editing

University / college docents formed the tutorial circle in a bigger proportion in 37% (27 people), from them 14 people were men respondents. The number of university / college assistant professors was also high in the sample, 17 people (19.8%), from them 4 people were men respondents. The university / college teaching assistants appear in 14% (17 people) among the respondents, from them 7 people are men. The university / college teachers and other researchers work in other research position was 15 people, 3 of them were men.

Table 2 The number of instructors based on the scope of their activities

Institution	Gender	assistant lecturer	assistant professor	associate professor	professor	other
Eszterházy Károly College	men	2	2	5	1	0
	women	3	0	0	2	0
Károly Róbert College	women	0	2	4	1	1
University of Miskolc	men	5	4	14	2	0
	women	7	9	14	2	6
Total	men	7	6	19	3	0

Source: own editing

Based on the data of the students' number, participants in the basic training gave the answers in the largest proportion in 58.9% (275 people, 72 of them were men), then the number of participants' proportion was also high in the master training, it was 24.5% (114 people, from them 18 people were men). 3 students from the higher professional training appeared in 6.9% between the respondents (32 people, from them 0 was men). Ph.D. students appeared in 3.4% (16 people, 5 were men of them). (Tab. 3.)

Table 3 The number of students based on the level of training

Institution	Gender	higher professional training	BA/BSc studies	MA/MSc studies	Ph.D. studies	postgraduate studies
Eszterházy Károly College	men	0	7	0	0	0
	women	10	18	6	0	2
Károly Róbert College	women	1	6	1	0	0
University of Miskolc	men	0	65	18	5	6
	women	21	175	89	11	22
Total	men	0	72	18	5	6
	women	32	199	96	16	24

Source: own editing

From the respondents, 178 people have high school graduation certificate (since the largest proportion of respondents are BSc students), another 116 people have a bachelor's degree, 89 people have master's degree and 57 people have Ph.D. degree. 19 people are male respondents from the Ph.D. degree holders from the University of Miskolc (Tab. 4).

Table 4 The respondents' highest educational level by institutions

Institution	Gender	BA/BSc degree	high school graduation	MA/MSc degree	Ph.D. degree	vocational school graduation
Eszterházy Károly College	men	2	4	1	0	0
	women	10	8	7	8	7
Károly Róbert College	women	6	1	4	5	1
University of Miskolc	men	17	37	19	19	14
	women	81	128	58	25	44
Total	men	19	41	20	19	14
	women	97	137	69	38	52

Source: own editing

I asked the respondents' about their marital status, 41.4% of them live in partnership (234 people), further 136 people (24.1%) are married. 28.1% of the respondents are single and further 5.7% are divorced (Tab. 5).

Table 5 The respondents' marital status by the area of science and institution

Institution	Disciplines	single	divorced	married	live in partnership	widow
Eszterházy Károly College	Law Sciences			2		
	Arts	1	1	3	1	
	Earth Sciences	1		1		
	Economics Sciences	7	2	13	17	
	Engineering Sciences				2	
	Social Sciences				4	1
	Natural Sciences	1	1	1	1	
Károly Róbert College	Agronomics		1	1	2	
	Arts		1		1	
	Economics Sciences	5	1	8	2	
University of Miskolc	Agronomics				1	
	Law Sciences	17	9	28	39	1
	Arts	19	4	21	25	
	Health Sciences	10	1	3	19	
	Economics Sciences	44	7	29	67	1
	Engineering Sciences	51	2	24	49	1
	Social Sciences	2	1	2	1	
Music	1	1		3		
Total		159	32	136	234	4

Source: own editing

I handled the women's and men's opinion separately after the general questions. The age structure of the respondents (Tab. 6.):

- 31.5% among the 18-22 years
- 24.6% among the 23-27 years
- 9.7% among the 28-32 years
- 11.2% among the 33-37 years
- 10.1% among the 38-42 years
- 5.1% among the 43-47 years and it is 8% in the case of 48 years or above.

Table 6 The respondents' age by gender and institution

Institution	Gender	18-22	23-27	28-32	33-37	38-42	43-47	48-
Eszterházy Károly College	men	3	2	2		2		1
	women	13	9	4	8	5	7	4
Károly Róbert College	women	0	5	1	6	7	2	1
University of Miskolc	men	28	39	11	13	14	5	9
	women	134	84	37	36	29	15	30
Total		178	139	55	63	57	29	45

Source: own editing

THE RESULTS OF THE QUESTIONNAIRE – LABOUR-MARKET DATA

I was curious what the respondents' opinion about the feminisation of the labour-market opportunities and disadvantages, so I drew three statements, from which they had to mark that one, with which they mostly agreed (Tab. 7). 380 people (67.3%) agreed with that in certain positions could occur chance detriments, while 163 people (28.8%) accepted that the women unambiguously are in disadvantage at the labour-market, and only 22 people (3.9%) agreed with that there is no disadvantage for women at the labour-market.

Table 7 The respondents' opinion about the chance detriments of women at the labour-market by gender and institution

Institution	Gender	Women none in a detriment position at labour market	In certain positions have chance detriments	Women are clearly in detriment at labour market
Eszterházy Károly College	men	1	8	1
	women		31	19
Károly Róbert College	women	1	7	14
University of Miskolc	men	11	88	20
	women	9	246	109
Total		22	380	163

Source: own editing

We receive interesting results if we summarize the opinions according to genders. The 9.3% of men agreed with the fact that women did not have chance detriments in employment, while only the 2.3% of women accepted it. 74.4% of men agree with the statement that disadvantages affecting women can occur at certain occupations, and 65.1% of women agreed with it. 16.3% of men accepted that the women are clearly in a disadvantage at the labour-market, while 32.6% of women agreed with it. The answers confirmed my hypothesis that women form a much stricter judgement about their own labour-market situation.

I formulated as an open question if there is chance disadvantage concerned the women at the labour-market, what factors cause them. The received answers contained in high proportion (nearly 80%) the childbearing and the discrimination, as hindering factors. "If you are young, it is because you will give birth at once. If you have already given birth because your children will be ill." Or according to another opinion: "Itself, because the female sex as a protected feature and because of the stereotypes rooted in the typical traditional family concept." Additional interesting opinions: "I think that a woman can be successful as a man.

Actually, I could not mention any chance detriments. In my opinion, childbearing is important and I would not like to speak as a disadvantage if someone brought up a child, because it is very important. Maybe, I think a disadvantage is that a man has much more hatchet-face than a woman, and it probably helps them better, and I think a man communicates better than most of the women, but according to me it depends on the person.” It was interesting that many respondents wrote that they did not experience any kind of negative discrimination in science, but positive one was (I experienced marriage as a benefit). The safe family background greatly enhances the implementation of the scientific career.”

68.5% of the respondents do not know the term of glass ceiling effect and only 31.5% is familiar with it. It surprised me, because I assumed that they know the best-known theoretical model, definition of the obstacles of women’s career paths. Among the respondents, who said yes, 24.7% were men, while among those who do not know it 21.8% were men (Tab. 8). Those, who know the glass ceiling effect, they are largely instructors and administrative staff, and this term is less-known among the students.

Table 8 The knowledge of the content of the glass ceiling effect by gender and institution

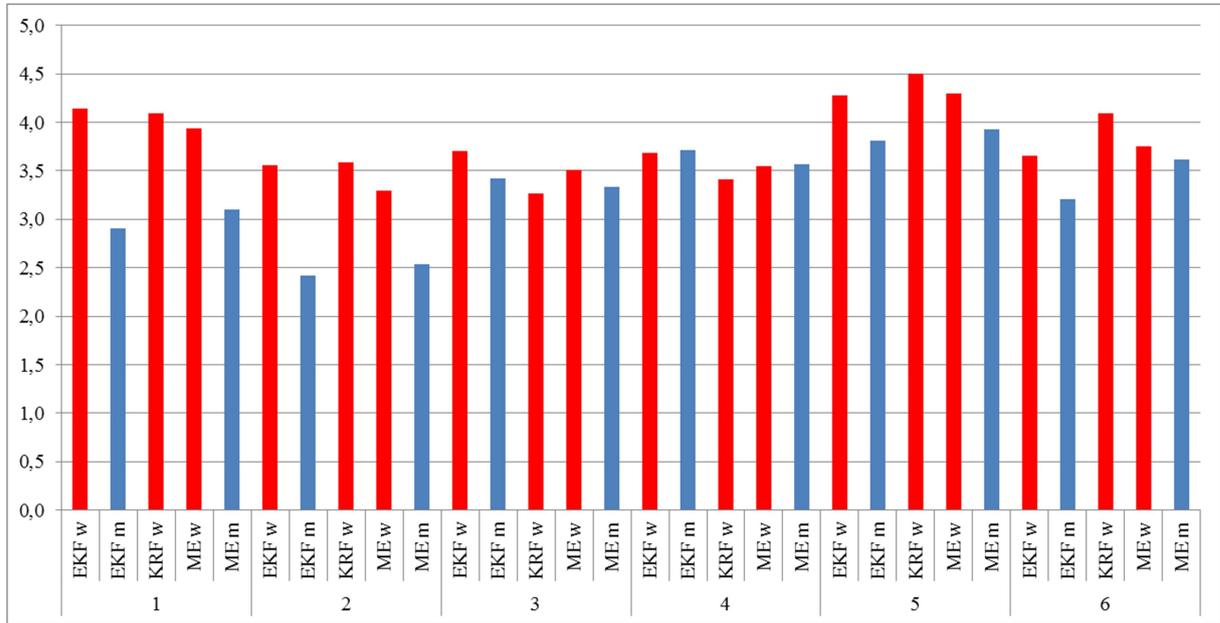
Institution	Gender	yes	no
Eszterházy Károly College	men	5	5
	women	18	32
Károly Róbert College	women	12	10
University of Miskolc	men	39	80
	women	104	260
Total		178	387

Source: own editing

I also formulated statements for the labour-market success, which the respondents had to be assessed from 1 to 5 (Fig. 4). To the statement that men can get on well on the labour-market, the women gave 4.06 points, men gave 3.01 points. To the statement that women are in a disadvantage on the labour-market, because of the gender discrimination, the women gave 3.48 points, and men gave 2.48 points. To the statement that childbearing slows down the women’s career path, but it does not hinder them, the women gave 3.49 points, and the men 3.38 points. To the statement that a woman with many children can also be as success as a man, the women gave 3.55 points and men 3.67 points. To the statement that leading positions are mostly filled by men, the women gave 4.36 points and the men gave 3.87 points.

For me, the family is more important than the career statement, the women gave 3.83 points, and the men 3.42 points.

Figure 4 The respondents' opinion about getting on the labour-market by gender and institution



Source: own editing

Legend:

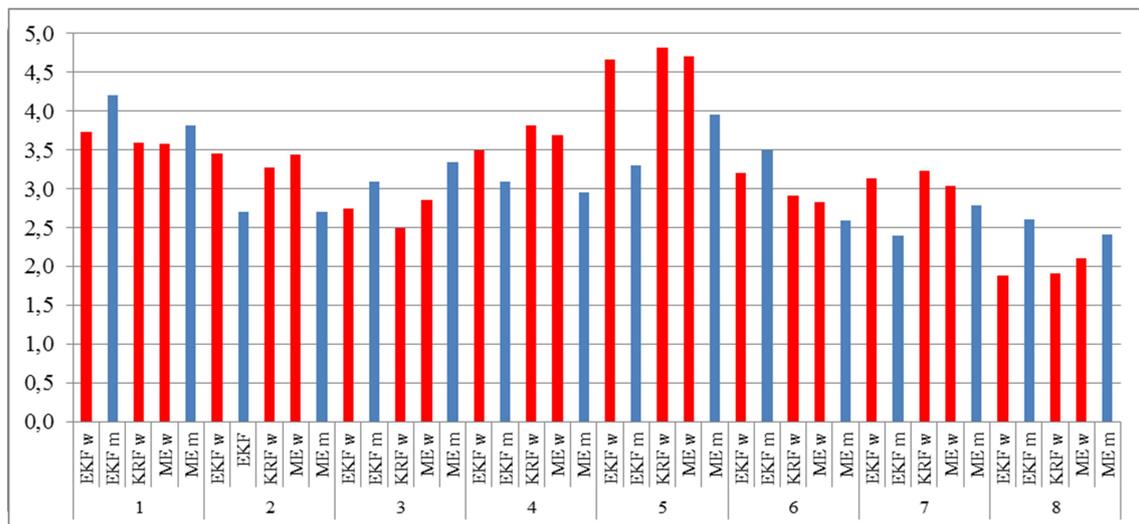
1. The men can getting on well on the labour-market
2. Women are in a disadvantage on the labour-market which can be traced back to the gender discrimination
3. Childbearing slows down the women's career path, but it does not hinder it
4. A woman with many children also can be as success as a man
5. Leading positions are mostly filled by men
6. For me, the family is more important than the career

THE RESULTS OF THE QUESTIONNAIRE – CAREER DATA

I was curious about the respondents' opinion from the career opportunities concerning the women and the participation in the higher education (Fig. 5). I summarized the given answers and I averaged the points from 1 to 5. I handled the women's and the men's opinion separately. Significant difference could not be observed between the answers arriving from the institutions, so I took the average of the scores of the institutions in the text evaluation. To the statement that women are in a disadvantage in higher education, the women gave averagely 3.64 points, and the men gave 4.01 points. To the statement that a negative discrimination concerns women better than men during the job interviews, the women gave 3.39 points and men 2.71 points. To the statement that women have the same opportunities in

the academic life as men, the women gave 2.7 points and the men 3.23 points. To the statement that a higher proportion of men with research scholarships, the women gave 3.67 points, and the men 3.03 points. More tasks fall to the women after founding a family statement, the women gave 4.73 point, and the men 3.73. To the statement that in the higher education there are more women than men independently from the area of science, the women gave 2.98 points and the men 3.05. To the statement that men are much more career oriented than women, the women gave 3.14 points, and men gave only 2.6 points. The principle of an equal wage for equal work comes true in our country, the women gave 1.97 points, while the men gave 2.51 points to this statement.

Figure 5 The respondents' opinion about the career opportunities concerning the women by gender and institution



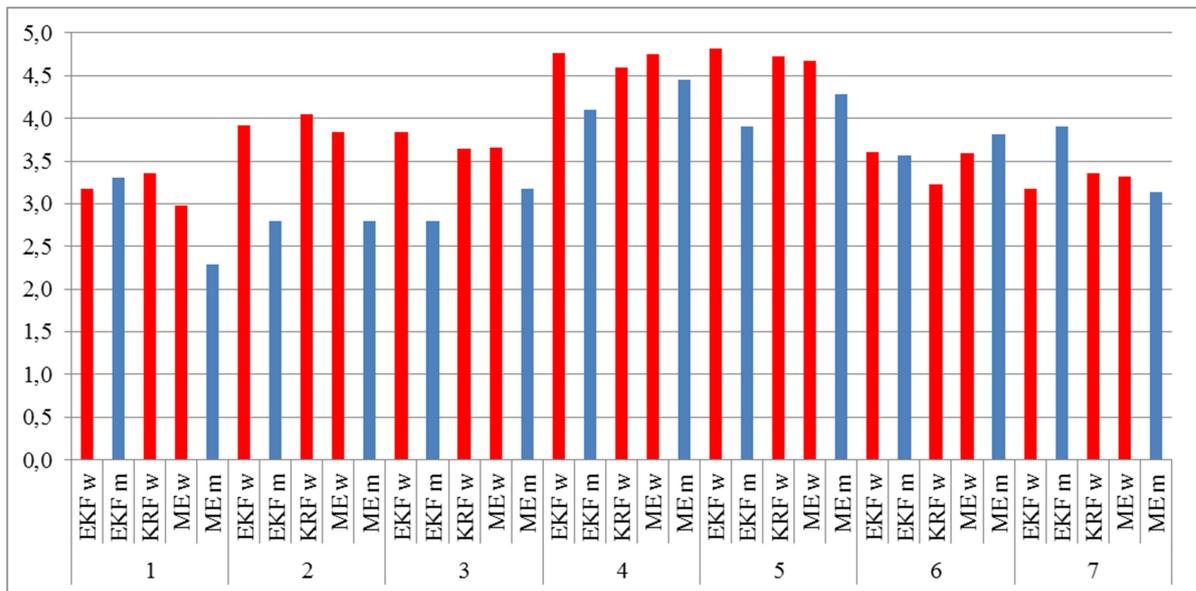
Source: own editing

Legend:

1. In higher education, women are not at a disadvantage
2. During the job interviews, women are more affected by negative discrimination
3. Women have the same opportunities than men in the academic life
4. The higher proportion of men win research scholarships
5. The women have more tasks after founding a family
6. In higher education, there are more women than men, independently from the area of science
7. Men are much more career oriented than women
8. The principle of equal wage for equal work comes true in our country

I also worked out statements for the measure of discrimination against women and prevailing in the researcher sector, which ones the respondents had to mark from 1 to 5 (Fig. 6).

Figure 6 The respondents' opinion about the discrimination affecting women by gender and institution



Source: own editing

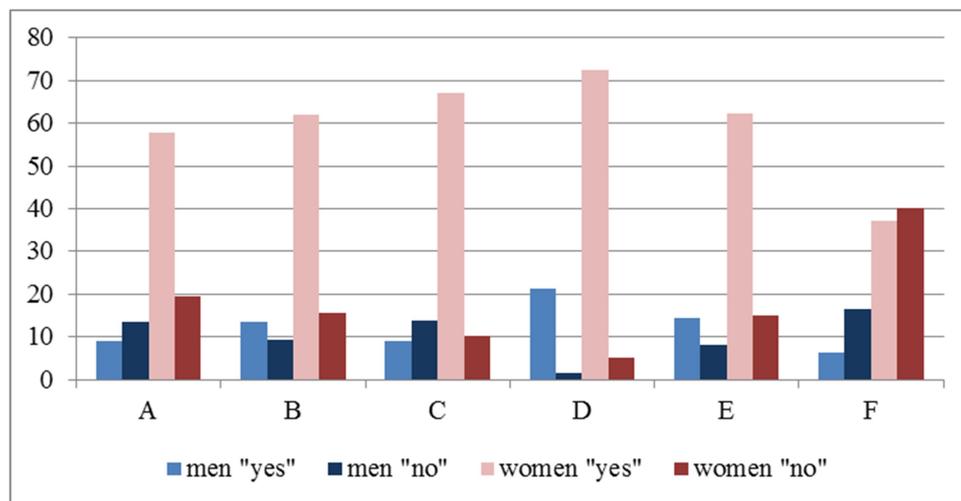
Legend:

1. Based on my experience, I have already felt discriminated because one of my characteristic (ex. gender, religion, etc.)
2. It seems that men are more easily able to succeed in the labour-market
3. In the research sector, there are more men than women
4. The acquisition of degree is / was important for me
5. Knowledge acquired during the studying, is important for me
6. First, I would like a well-paid job then I would have a child / I would found a family
7. I would work in a typical employment form with pleasure (outwork, part-time, work at home)

On the figures the average values are represented by institution and gender, as significant difference cannot be observed. To the statement that I have already felt -based on my experiences- discriminated, on the basis of my characteristics (ex. gender, religion, etc.), the women gave 3,17 points and the men gave 2,8 points. It seems that men are more easily able to succeed in the labour-market, women delivered 3,94 points and men 2,8 points to this statement. There are much more men in the research sector than women statement, the women point was 3,71 and the men gave 2,99. The acquisition of the degree is / was important for me, the women averagely gave 4,7 points and the men's point was 4,28. To the statement that the knowledge acquired during the studying is important for me, the women averagely gave 4,74 points, and the men gave 4,09 points. To the statement that first, I would like a well-paid job and then I would have a child / I would found a family, the women gave 3,48 points, and men 3,69. I would work in the typical employment forms with pleasure (outwork, part-time, work at home) women delivered only 3,29 points and men gave 3,52 points to this statement, Overall, both for women and men are very important to get a degree and expand their knowledge, this received the highest point from all the statements.

I formulated statements for the role of women in the scientific life and i was curious how the women and men agree with these statements (they had to answer 'yes' or 'no') (Fig. 7.) with statement that women are at a more disadvantage situation compared to the men in the scientific research and opportunities of career, altogether 51 men agreed with it and 76 people did not. From the women 323 people agreed with the statement, and 109 not. Those women are in a disadvantage situation who hav children or they are marred, with this statement 13.35% of men agreed, and 61.92% of the women also agreed; and 9.25% of men and 15.48% of women did not agree with this statement. Women have to provide bigger performance to get the same acknowledgement as men, with this statement agreed the 8.88% of men, and 66.965 of women agreed. Disagreed the 13.855 of men and the 10.3% of women. Between some areas of science, the distribution of men and women is different, 21.14% of men and 72.475 of women agreed with this statement; and disagreed 1.42% of men and 4.97% of womwn. To the statement that there is a significant difference between the women's and men's career path, 14.54% of men and 62.23% of women agreed; and the 8.14% of men and the 15.07% of women did not. The women evaluate their own performance less than men for adjustment 6.21% of men and 37.06% of women agreed; the 16.49% of men and the 40.25% of women disagreed.

Figure 7 The women's role in the scientific life (%)



Source: own editing

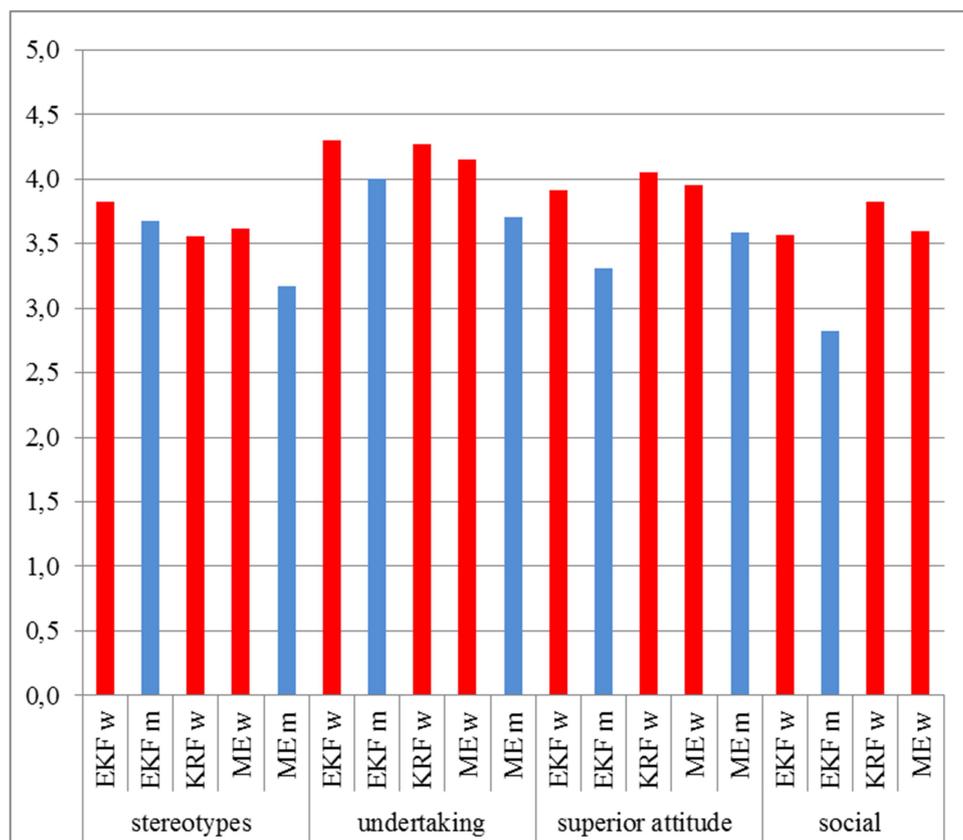
Legend:

- A Women are in a more disadvantage situation than men in the scientific research and career opportunities
- B Those women are in a disadvantage who have children or married
- C Women have to provide more performance to get the same acknowledgement as men
- D The distribution of men and women is different in some areas of science
- E There is a significant difference between male and female career paths
- F Women value their scientific performance less than men

I was curious about the respondents' opinion what the success depends on in the scientific life. Several factors were enumerated, and the respondents selected the one according to pleasure, with which they agree. Most of them identified the success with the professional contacts (461 responses), the achieved results (455 responses), the language knowledge (341 responses), with the professional career (339 responses), with a workplace support (287 responses), supporting family background (240 responses), the circumstances (224 responses), with the position (203 responses), and finally with the won scholarships (152 responses).

I was also curious how the respondents evaluation the hindering factors of women's career (Fig. 8). Women marked the childbearing with the highest score (4.24 points), then the superior's attitude (3.97 points), the social expectations and stereotypes got to the third place (3.66 points). The ranking was formed differently in the men's case. According to them the mostly hindering factor is childbearing (3.85 points), the stereotypes and the superior's attitude (3.45 points), and the social expectations (3.01 points).

Figure 8 The given average points to the factors hindering women's career by institution and gender



Source: own editing

The questionnaire survey gave interesting results, basically confirmed my belief that women judge much harder their own labour-market chance disadvantage, than men and many times I had the impression during the reading of the opinions, that the women see the opportunities more gloomily than it would be reasonable or the real situation it is. It was surprising that the women's majority have already experienced some kind of discrimination. It is nicely outlined in the researcher sector that career opportunities are limited for the women in the higher educational institutions of the region. Women also evaluated with an extremely high score the statement that they have to accomplish, work for the acknowledgement than the men.

CONCLUSION

The aim of the study was to present the women's and women's working in the researcher sector career opportunities and their labour-market judgement.

During the research the following question and as the results of the questions the following answers have been formulated:

- (1) What kind of chance detriments reach women and mother with children in the scientific life, and in higher education?

I established on the basis of the results of the literature overview and the questionnaire survey that the previous gender roles reinterpreted as the result of the historical processes, the Hungarian political system and the economic restructuring. Demands are appeared from the employment beyond the women's home tasks, so the double burden puts into practice, as well.

- (2) How much does the genital discrimination make harder their career achievement?

Women are affected by both the vertical and the horizontal segregation in the labour-market, and further consequence that women are more frequently employed in part-time jobs, or in any other "precarious" forms of employment (public employment or illegal work, as well).

- (3) On what kind of degree applies the glass ceiling effect?

The results of the questionnaire survey absolute supported the thesis expressed also by the researchers, that the difficulties obtaining the higher positions women defined the female genital endowments and the family tasks. Furthermore, the glass ceiling effect and the lack of chance awareness are also a career hindering factor.

- (4) Why does the women's career path move more slowly in the scientific life?

We can explain with the difficulties of the compatibility of the children and the work, the accepting of restricted extra work tasks and providing excess capacity by the women that in the North-Hungarian region. Almost as an irresolvable paradox can be mentioned that the proportion of women with higher qualification continuously increasing in our country, but men are occupy in the higher positions.

On the whole, we can set out that the research sector provides career opportunities and promotion opportunities for women and mothers with small children, but a highly-efficient work-family role reconciling is needed, and the family's support not only from the circumstances viewpoint (I think of the existing wage differences), but also in the form of psychological support.

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