



University: University of Pécs
Country: Hungary

SDG10: REDUCED INEQUALITIES

10,6 Measures against discrimination

10.6.1. Does your university as a body have an admissions policy which is non-discriminatory or which details and explains the logic for any appropriate positive discrimination policies in admissions, which is publicly posted? **Yes.**

Admission procedures for higher education vocational training, undergraduate programs, and undivided programs at the University of Pécs

The Faculty of Law, the Faculty of Humanities and Social Sciences, the Faculty of Health Sciences, the Faculty of Engineering and Information Technology, the Faculty of Cultural Sciences, Education and Regional Development, and the Faculty of Sciences follow the same scoring criteria. Fourty points are awarded for disability, disadvantaged status, and childcare, of which institutional points may be claimed for more than one category.

7. § (1) During the admission procedure, the University shall ensure that applicants with disabilities are able to participate in the admission procedure.

(2) Applicants with disabilities are entitled to the same benefits during the admission procedure as those to which they are entitled under the laws on public education and public schooling.

Legal remedy during the admission procedure

47. § (1) Applicants may request the Office in writing to investigate any errors in scoring or calculation that they have noticed by the end of the second working day following the date on which they were notified of the institution's decision. No justification will be accepted for failure to meet this deadline. The request must be submitted to the head of the Office by email. The Office is required to investigate the request within 5 working days. The head of the Office or a person designated by him/her in writing shall decide on the request. The Office shall notify the applicant of its decision by email without delay. The Office shall immediately make the necessary changes to the ranking records.

10. § (1) A certificate certifying completion of foreign secondary school education and entitling the holder to apply to a higher education institution in the country concerned, issued in a country belonging to the European Economic Area or in a country that has promulgated Act XCIX of 2001 on the recognition of higher education qualifications in the European region, promulgated in Lisbon on 11th April, 1997, shall be equivalent to a Hungarian secondary school leaving certificate. or whose equivalence is established by other international agreements.

(2) The Office shall not be required to recognize certificates whose equivalence is established by an international treaty or legislation for the purpose of further study, but shall accept them without a separate decision. When such a document is submitted, the University shall only examine whether the document in question falls within the scope of the international treaty or legislation and whether it is a secondary school leaving certificate issued by a recognized educational institution.



8. § (1) In order to ensure equal opportunities, applicants who, at any time between the publication of the Information Brochure and the deadline specified in Section 13 (3) of the Regulations, can be proven to meet the following criteria, are entitled to institutional points:

- a) disadvantaged applicants are entitled to 40 institutional points at each place of application,
- b) applicants with disabilities are entitled to 40 institutional points at each place of application,
- c) applicants on unpaid leave for the purpose of caring for a child who receive infant care allowance, child care allowance, child-rearing allowance, home care allowance for children, nursing allowance for home care of children, childcare allowance, absence allowance as a member of the professional staff of a law enforcement agency, or is on maternity leave or unpaid leave as a professional or contract soldier, and can prove this with a certificate issued during this period, is entitled to 40 institutional points at each place of application. The faculties may reduce the institutional points awarded on the grounds of equal opportunity in the relevant annex.

(2) Only a certificate or decision issued by a notary or the competent guardianship authority may be accepted as proof of disadvantaged status pursuant to Section 108(9)–(10) of the Nftv. in the case of persons who have not reached the age of 25 by the deadline for application. If it only establishes regular child protection benefits, it cannot be accepted as proof of disadvantaged status on its own, pursuant to Section 67/A of Act XXXI of 1997. The certificate or decision may be accepted if it contains:

- a) the applicant's name and natural identification data,
- b) the fact and duration of eligibility,
- c) the name of the issuer and the number of the certificate/decision,
- d) the authentic signature and seal of the competent authority authorized to issue the certificate.

(3)

(4) The applicant's disability or special educational needs may only be certified by a detailed expert opinion. The expert opinion must in all cases include the name of the disability and/or its BNO code as defined in Section 108(6) of the Nftv. In the absence of this, the document shall not be accepted. If the expert opinion contains a reference to a review, the expert opinion prepared during the review (supplement, amendment) must also be submitted. However, the supplement or amendment can only be accepted together with a detailed expert opinion.

(5) If the applicant's disability or special educational needs already existed during secondary education, the disability or special educational needs may be certified by a detailed expert opinion. The expert opinion shall be submitted in accordance with Decree 15/2013. (II. 26.) EMMI on the operation of pedagogical service institutions, the expert committee of the county (capital) pedagogical service (or its member institutions acting as county or national expert committees) shall prepare it on the basis of a comprehensive examination of the student. (Among the legal predecessors of the educational services, the expert committees for assessing learning abilities and rehabilitation and the national expert and rehabilitation committees were authorized to issue expert opinions.)



(6) Students (applicants) who did not have a disability or special educational needs at the time of completing their secondary education may request a disability assessment from the ELTE National Pedagogical Service after 1st September, 2020.

(7) Expert opinions issued by the legal predecessors of the rehabilitation administrative bodies (e.g., metropolitan and county government offices, NRSZH, OOSZI, etc.) that are final (i.e., do not include a review period) are acceptable if they contain the name of the disability.

(8) If the applicant who is not a Hungarian citizen does not have a place of residence in Hungary, or in the absence thereof, a place of stay, or if he or she has an expert opinion issued abroad, the disability may be certified by a certified translation of the expert opinion issued abroad.

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(9) Entitlement to institutional points for childcare must be certified by a document issued by a Hungarian authority as follows:

a) infant care allowance (ICA), adoption allowance (AA), child benefit (CB), maternity leave payment (MLP) and child-rearing support (CRS) in the case of a certificate, official certificate or decision issued by the body paying the support (branches of the Hungarian State Treasury, government offices or, if the employer is a social security payment office, the employer),

b) in the case of home childcare allowance (HCA) and childcare allowance determined with regard to children, an official certificate or decision issued by the body determining the benefit (district office of the Capital City/County Government Office),

c) in the case of unpaid leave, a certificate issued by the employer, together with a decision establishing one of the above legal titles,

d) in the case of persons in professional service with law enforcement agencies, a certificate issued by the employer, together with the employer's decision or order establishing the absence allowance or unpaid leave,

e) professional and contract military personnel on maternity leave or unpaid leave, accompanied by a certificate issued by the employer and a decision or order issued by the employer.

(10) If the decision establishing any of the above legal titles was issued more than 90 days before the deadline for applying for admission to higher education, a certificate issued by the employer for unpaid leave or unpaid leave must be submitted. As a member of the professional staff of a law enforcement agency, the certificate/decision/order must state that the applicant is receiving childcare allowance or is on unpaid leave for childcare purposes during the period between the publication of the Information Notice and the deadline specified in Section 13(3) of the Regulations. As a professional or contract soldier, the certificate/decision/order must include the fact that the applicant is on maternity leave or unpaid leave for childcare purposes during the period between the publication of the Information Notice and the deadline specified in Section 13(3) of the Rules. The document, issued no more than 90 days before the application deadline, must contain the following information:



a) the applicant's name and personal identification data (place and date of birth, mother's name),

b) the fact that the applicant is on unpaid leave for childcare purposes or receives infant care allowance, adoption allowance, childcare allowance, childcare assistance, child-raising support, home childcare allowance and childcare allowance, absence allowance, is on maternity leave or unpaid leave.

Equal Opportunity Plan, University of Pécs (01/01/2024 - 31/12/2024), Section I, point

I. General objectives, ethical principles

With this Equal Opportunities Plan, the University of Pécs expresses its commitment to the principles of equal opportunities in the workplace, its intention to fully respect the principles of equal treatment and to take supportive measures to enforce these principles and to promote equal opportunities.

1. Non-discrimination, equal treatment

The University of Pécs prevents and hinders discrimination against employees in the course of employment.

The prohibition of discrimination applies:

- during recruitment,
- employment and working conditions,
- wages, income, benefits
- training, retraining and other incentives,
- membership and participation of workers in workers' organisations,
- the promotion system,
- and in cases of termination, transfer and other employment-related matters.
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- wages, income, benefits,
- training, retraining and other incentives,
- membership and participation of workers in workers' organisations
- the promotion system
- and in cases of termination, transfer and other employment-related matters.

The principle of non-discrimination and the requirement of equal treatment apply to all groups of workers and prohibit any discrimination based on age, sex, colour, marital status, nationality, ethnic origin, descent, religion or belief, political opinion, sexual orientation or gender identity. The University of Pécs shall pay special attention to the prevention and elimination of direct



and indirect discrimination on the grounds of age, gender, nationality, marital status, health or disability of employees.

2. Respect for human dignity

The University of Pécs recognizes the right of every human being to live as a person of equal dignity, and with this in mind, respects the human dignity and individual values of employees in the course of employment. The University of Pécs, taking into account the interests of its employees, shall establish working conditions and working conditions that ensure respect for and preservation of human dignity.

3. Fair and flexible treatment

Considering that the principles of non-discrimination, equal treatment and respect for human dignity are not sufficient to eliminate all existing inequalities that workers may face in the course of their employment, the signatories will develop positive, fair and flexible measures to improve and preserve the employment position of the people concerned. In this context, the parties undertake to adopt supportive measures to promote equal opportunities for women, workers over 40 years of age, workers of Roma identity and identifying themselves as minorities, workers with disabilities, workers with children/large families and workers bringing up children alone, in particular in the areas of training, job security, employment, social protection, employment protection and equal opportunities.

Equal Opportunity Plan, University of Pécs (01/01/2024 - 31/12/2024), Section III-IV, point II. Specific goals

In order to mitigate the disadvantages identified in the situation assessment and to fully ensure equal treatment, we aim to:

1. Review personnel processes to ensure compliance with equal treatment and to promote equal opportunities.
2. Improve working conditions, with particular emphasis on improving the situation of workers over 40, parents with young children and workers with reduced working capacity, with particular attention to the physical and ICT accessibility of buildings and workstations.
3. Promote equal access to training programmes, improving workers' qualifications and foreign language skills.
4. Extend as far as possible the benefits for workers with children.
5. In public events and communications related to development, the applicant should express an awareness of opportunities, i.e. seek to convey the university's inclusive approach and reduce existing prejudices against certain social groups.
6. In the case of infocommunications developments, the applicant should strive to make infocommunications accessible, seeking the necessary satisfactory and innovative means to achieve this.

IV. Specific programs, measures for each target group

1. In the area of pay (benefits)

- a) The Parties shall review the Collective Agreement in force as of 1st March 2017, as necessary, and shall amend the Collective Agreement, if necessary, in accordance with



the procedure set out therein, paying particular attention to changes in legislation and to the benefits of employees.

Beneficiaries: all groups

Deadline: according to the collective agreement

Responsible: parties to the collective agreement

- b) The University of Pécs complies at all times with the legal provisions on remuneration for work, and provides the benefits provided by law to employees without discrimination.

Beneficiaries: all groups

Deadline: continuous

Responsible: those exercising the power of an employer

2. In the field of working conditions (access to work equipment, working hours, health and safety)

- a) The University of Pécs will make the workplace and work possible and accessible to employees with special needs on an equal basis, by making the workplace physically accessible, providing information about the workplace and work in a way that is understandable to all, and providing the necessary tools for people with disabilities to perform their work. To this end, it will develop a methodology for creating an up-to-date, change-tracking database on the state of physical and info-communication accessibility of buildings that is easy for the users concerned to understand, communicate and report on, and will prepare the necessary database.

Beneficiaries: those with disabilities

Deadline: continuous

Responsible: organizational units

- b) In order to meet the physical and health needs of employees and to promote a healthy lifestyle, the employer shall provide the occupational safety and health equipment and facilities specified in the legislation in force, as well as create the conditions for safe working conditions, and collect, communicate and develop the health prevention services available on campus. To this end, it regularly reviews its Occupational Health and Safety Policy, its Regulations on the Protection of Law Enforcement and Property and other relevant policies.

Beneficiaries: all groups

Deadline: continuous

Responsible: organizational units



- c) Through the Support Service, the University of Pécs facilitates the transport of university citizens with disabilities and the learning conditions of students.

Beneficiaries: students with disabilities

Deadline: continuous

Responsible: Support Service

- d) The employer provides the employees with ergonomically suitable working conditions and work equipment, depending on their financial possibilities.

Beneficiaries: all groups

Deadline: continuous

Responsible: organizational units, Chancellory

- e) The employer provides occupational health care, organises special screening tests, collects, communicates and develops health prevention services available at the university and enables disadvantaged and vulnerable groups to use them.

Beneficiaries: all groups

Deadline: continuous

Responsible: organizational units

- f) In order to facilitate the transition to retirement, the University of Pécs strives to develop solutions that take into account the interests of both employers and employees, and that allow employees to prepare for retirement and retirement living in the years before retirement. To this end, the employer draws up and disseminates information on the various retirement options.

Beneficiaries: Women with 40 years of service, workers about to retire

Deadline: continuous

Responsible: Chancellory, those exercising the powers of an employer

- g) The University of Pécs undertakes to comply at all times with the rules of labour law providing protection against termination of employment in the event of redundancies, to take into account the general objectives and ethical principles set out in Chapter I of the Equal Opportunities Plan, to inform employees of the opportunities offered by the law and to use them to the greatest extent possible.

Beneficiaries: Most employees

Deadline: continuous

Responsible: Chancellory, those exercising the powers of an employer



3. In the field of career development (qualifications, recruitment, termination of employment)

- a) The University of Pécs promotes equal opportunities for disadvantaged groups in the recruitment process, and to this end does not discriminate in terms of age, gender, nationality, ethnicity, clan status, religion and belief, political affiliation in job advertisements, in the definition of selection criteria for employment and in the selection of employees, except in cases of necessary discrimination clearly arising from the nature or nature of the employment. The University of Pécs shall place emphasis on the qualifications, skills, abilities, skills and experience required for the performance of the job when establishing the employment relationship.

Beneficiaries: all groups

Deadline: continuous

Responsible: organizational units

- b) The University of Pécs considers it important to support the career development of its employees within the University. To this end, the University of Pécs ensures equal access to advertised vacancies for its employees, where justified by the duties of the post, and ensures that employees are given preference in recruitment.

Beneficiaries: all groups

Deadline: continuous

Responsible: organizational units, Chancellory

- c) The employer shall fully comply with the relevant legislation in the career advancement of employees and shall ensure the rights provided for by law to all employees equally and without discrimination.

Beneficiaries: all groups

Deadline: continuous

Responsible: organizational units, Chancellory

- d) The University of Pécs undertakes to continue to act in full compliance with the provisions of Act I of 2012 on the Labour Code on the legal status of employees, in accordance with the conditions set out therein, in the event of any future redundancies.

Beneficiaries: all groups

Deadline: in accordance with the schedule

Responsible: Chancellory, those exercising the powers of an employer

4. Promoting equal access to training programs, equal opportunities in training and education



- a) The University of Pécs shall provide lifelong learning opportunities in order to increase the knowledge and skills of its employees. To this end, it allows participation in training courses that support the performance of the job and contribute to professional advancement regardless of age, gender, marital status, the financial possibilities of the department and the workplace.
- b) The University of Pécs continuously assesses the learning, further education and development needs of its employees and strives to support the training of employees as widely as possible, paying special attention to the training of disadvantaged employees.
- c) In accordance with the Labour Code and the University regulations in force, the University of Pécs provides employees with the time off necessary for the continuation of their studies on the basis of a study contract to be negotiated with the employees, and contributes to the costs of training. The rules for the support of training courses pursued by employees at the University of Pécs with reimbursement of costs and at their own expense are laid down in the Rector's Instructions.

Beneficiaries: all groups

Deadline: continuous

Responsible: organizational units

5. In the area of benefits for employees with children or extended families

- a) The University of Pécs takes into account the distance of the employee's place of residence from the workplace, the coordination of family and work obligations when establishing working hours, and to this end endeavours to adapt working hours to the opening hours of educational and training institutions, and takes school and kindergarten breaks into account when taking leave.

Beneficiaries: families

Deadline: continuous

Responsible: organizational units

- b) The University of Pécs strives to provide various benefits and discounts to employees with children, single parents and young people starting their careers (according to their living situation, school start-up support, housing maintenance support, employer housing loan, reduced holiday, social assistance, etc.)

Beneficiaries: families, entrants

Deadline: continuous

Responsible: organizational units

- c) The University of Pécs regards employees on maternity/childcare leave as equal employees and maintains continuous contact with them during the period of childcare absence.



Beneficiaries: families,

Deadline: continuous

Responsible: organizational units

- d) The University of Pécs maintains a day-care centre for children under the age of three and a kindergarten as a public educational institution, which provide day-care and kindergarten education and care for children in accordance with their founding documents and operating licences. The children of university staff members shall have priority in admission to nursery schools and kindergartens.

Beneficiaries: families,

Deadline: continuous

Responsible: Practical Primary School, Secondary School, Secondary Technical School and Kindergarten of the University of Pécs