



University name: University of Pécs
Country: Hungary

SDG5: Gender equality

University of Pécs – Report on the implementation of the UN Sustainable Development Goals (SDG 5)

2024

1. Introduction

Among the UN Sustainable Development Goals (SDGs), the University of Pécs pays particular attention to **Goal 5: "Achieve gender equality and empower all women and girls."**

As Hungary's oldest and one of its largest higher education institutions, the University of Pécs promotes gender equality through the integration of education, research and social responsibility. The University is convinced that equal opportunities for women and men are not only a moral and legal obligation, but also a prerequisite for sustainable development and innovative scientific performance.

The UP has ensures equal opportunities, supporting women's participation in academia and leadership roles, and the social integration of disadvantaged groups an integral part of its organisational culture. The institution is committed to creating a safe, supportive and inclusive environment for all students and staff, where there is no place for gender-based discrimination.

The 2024 SDG 5 Report presents how the University of Pécs contributes to the achievement of the global goal of gender equality. The report describes the policies, programmes and data in the areas of education, research, institutional management and social engagement that serve to strengthen women's participation and promote gender equality in higher education.

This report is based on **the UP University Strategy 2023–2030 document**, the professional work of the faculties, and **the activities of the UP Green University Program Office and the Sustainable Development Coordination Council**, as well as the activities of the **relevant organisational units of the University**.



2. Policies and institutional frameworks

The **European Union's 2020-2025 Gender Equality Strategy** is the EU's central policy framework for promoting gender equality in all Member States, including Hungary. As the University of Pécs operates within the legal and political sphere of the EU, this strategy provides the overarching principles that guide institutional equality plans, national legislation and funding frameworks directly affecting higher education institutions.

The **University of Pécs' Strategy for 2023-2030** states that ensuring equal opportunities is a fundamental value of the institution. The University rejects all forms of discrimination and pays particular attention to strengthening the role of women in training, research and third mission tasks. The strategy document emphasises that promoting equal opportunities between women and men is a key element of social responsibility and university community development.

The Hungarian legal framework – in particular Act CXXV of 2003 on equal treatment and Act CCIV of 2011 on national higher education – obliges universities to ensure equal treatment and equal opportunities. The University of Pécs also enforces these principles in its own regulations and operating procedures, particularly in the areas of access to education, student support and equality in the workplace.

3. Legal and strategic background

- UN Agenda 2030 – Sustainable Development Goals (SDG 5)
- European Union – Gender Equality Strategy 2020–2025
- **Article XV (1)–(2) of the Fundamental Law of Hungary:**

The Fundamental Law stipulates that all persons are equal before the law and prohibits any discrimination on the basis of, among other things, gender, race, religion or origin. This provides a constitutional basis for the requirement of equal treatment in education and employment.

- **Act CXXV of 2003 on equal treatment and the promotion of equal opportunities:**

The Act regulates in detail the prohibition of discrimination and obliges public institutions, including universities, to draw up equal opportunities plans and to support disadvantaged groups.

- **Act CCIV of 2011 on National Higher Education:**

The Act requires higher education institutions to ensure equal opportunities and non-discriminatory treatment of students and staff, and supports the increased participation of female students, researchers and teachers.



- PTE Strategy 2023–2030
- PTE Sustainability Report 2024

4. Employment practices and labour rights

The University of Pécs guarantees compliance with Hungarian labour regulations and international labour law principles, ensuring fair working conditions and equal treatment. The university pays particular attention to fair pay, the promotion of equal opportunities and transparent employee representation.

4.1. Living wages and benefits

Based on Government Decree 508/2023 (XI. 20.), the UP ensures that all employees receive the local living wage or higher. The UP Equal Opportunities Plan (2024) stipulates that all employees shall receive the minimum benefits prescribed by law, which are supplemented by additional benefits under the Collective Agreement, such as housing allowances, social assistance, maternity and funeral allowances, and support for children's camps.

4.2. Trade union recognition

The Higher Education Employees' Trade Union operates as an officially recognised interest group at the University of Pécs. The represents all employee groups, including female and international employees, and participates in university decision-making.

5. Equal opportunities and an inclusive university community

Every year, the University of Pécs publishes **its Equal Opportunities Plan**, which sets out the prohibition of discrimination and the requirements for equal treatment. The university pays particular attention to **gender equality, support for people with disabilities** and the creation of a **family-friendly working environment**.

The main objectives of the **Gender Equality Plan (GEP)** are:

- Work-life balance.
- Gender equality in leadership and decision-making positions.
- Enforcing gender equality in research and education.
- Action against sexual harassment and discrimination.

These measures serve not only to promote equal opportunities, but also **mental safety and well-being**.

6. Indicators and measures

The University of Pécs continuously monitors the proportion of female students, as well as application and admission data, in the Neptun system. According to data from 2010–2019, the proportion of women exceeded 50% in most faculties, particularly in the Faculty of Humanities and Social Sciences, Faculty of Health Sciences, Faculty of Pharmacy, and the



Faculty of Business and Economics. Male students are in the majority only at the Faculty of Engineering and Information Technology and the Faculty of Sciences.

The University of Pécs offers a number of mentoring programs, scholarships and targeted forms of support for female students and lecturers. These include the ABB Women's Mentor Programme, faculty-level Mentor Clubs (Faculty of Humanities and Social Sciences; Faculty of Cultural Sciences, Education and Regional Development; Faculty of Engineering and Information Technology), and university-level Learning Support and Student Advisory Services. These also include the **WONY Mentor Program**, organised for the fourth time in 2022 by the Women in Energy Association, which the Faculty of Law of the University of Pécs has also joined to support the professional development of women in the energy sector. The University of Pécs also follows gender distribution in terms of the ratio of lecturers and managers. The participation of women at the faculty management level is gradually increasing, and one of the strategic goals is to further increase the proportion of female researchers in academic life.

7. Monitoring and accountability

The fulfilment of the provisions of the University of Pécs' Equal Opportunities Plan is monitored by the Staff Council and the Equal Opportunities Committee. The Equal Opportunities Committee examines the implementation of the Equal Opportunities Plan, the situation regarding equal treatment and equal opportunities in the workplace, and prepares a report on the results of the examination.

8. Recognition

In 2024, the University of Pécs came second in the national competition "**Responsible Employer of the Year 2024**", announced by the National Employment Non-Profit Ltd. This recognition demonstrates the University of Pécs' commitment to fair employment, diversity and social responsibility.

9. Summary and future objectives

The activities of the University of Pécs in the field of gender equality are in line with the objectives of UN SDG 5, but further progress is needed in increasing the proportion of female leaders, strengthening their participation in research careers, and developing gender-sensitive data collection and monitoring.

Future measures include further developing the university's Gender Equality Plan, expanding family-friendly workplace measures, and continuing awareness-raising programmes aimed at breaking down gender stereotypes.