



University name: University of Pécs
Country: Hungary

SDG8: Decent work and economic growth

University of Pécs – Report on the implementation of the UN Sustainable Development Goals (SDG 8)

2024

1. Introduction

The University of Pécs, as one of Hungary's oldest and most traditional higher education institutions, is committed to the United Nations Sustainable Development Goals (SDGs). This report focuses on Goal 8 – Decent Work and Economic Growth – presenting the university's institutional policies, employment practices and measures to ensure equality, fair wages and workers' rights. The report details how the UP supports sustainable economic development, productive employment and decent working conditions, in line with Hungarian labour legislation and European Union social standards.

2. Institutional commitment to SDG 8

The University of Pécs recognises that decent work and sustainable economic growth are fundamental elements of sustainable development. The university's policies are guided by Hungarian national legislation, the Charter of Fundamental Rights of the European Union, and internal regulations that promote decent employment, social welfare and gender equality. These principles are embodied in institutional documents such as the Equal Opportunities Plan, the Collective Agreement and the Gender Equality Plan (GEP).

3. Political and legal frameworks

The employment and equal opportunities policies of the University of Pécs are in line with Hungarian and European legal requirements. The most important legal references are as follows:

- Act I of 2012 on the Labour Code, which regulates employment relationships, working conditions and employee rights.
- Act CXXV of 2003 on equal treatment and the promotion of equal opportunities.
- The Fundamental Law of Hungary, which guarantees equal rights and equal treatment for women and men.
- Government Decree 508/2023 (XI. 20.) on the determination of the mandatory minimum wage (minimum wage) and the guaranteed minimum wage
- UP Equal Opportunities Plan 2024.
- UP Gender Equality Plan (GEP).



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 remuneration, 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 Union 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 management 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. Monitoring and accountability

The fulfilment of the provisions of the Equal Opportunities Plan of the University of Pécs 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.

7. 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.



8. Summary

The activities of the University of Pécs are closely aligned with the UN's SDG 8 Sustainable Development Goal. The university is committed to fair work, equal treatment and sustainable economic growth. By integrating Hungarian legislation, institutional regulations and international standards, the University of Pécs is an exemplary institution of fairness, inclusiveness and social responsibility in Hungary and the European higher education community.