



University: University of Pécs
Country: Hungary

SDG5: GENDER EQUALITY

5,6 Women's progress measures

5.6.3 Does your university as a body have a maternity and paternity policies that support women's participation? **Yes.**

Equal Opportunity Plan, University of Pécs (01/01/2024 - 31/12/2024), Section IV, point 5, attached

IV. Specific programs, measures for each target group

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

Family Support Guide, 2018