



University: University of Pécs
Country: Hungary

SDG5: GENDER EQUALITY

5,6 Women's progress measures

5.6.7. Does your university as a body have measurement/tracking of women's likelihood of graduating compared to men's, and schemes in place to close any gap? Yes.

Graduate career tracking system – 2024 follow-up examination at the University of Pécs

In 2010, the University of Pécs joined the national Graduate Program system (DPR), which in Hungary in 2005 by law (Act CXXXIX of 2005 on higher education), and then in the 2011 Act on Higher Education (2011 Act on national higher education) and 87/2015. (IV. 9.) reconfirmed in a government decree.

In 2019, within the framework of cooperation with the Office of Education, the career tracking of graduates has changed significantly. Instead of the former central questionnaire, there is a core block, a differentiated module and a thematic research module was created, to which institutions can add their own their questions. The questions of graduates in connection with their studies, labor market situation, international experience, main they relate to their competences, and we also got to know their opinion about our university, about our trainings, and also about the major completed, as we consider it important that our trainings adapt to the expectations of the labor market. The significantly transformed central questionnaire as a result, the processing is carried out accordingly. The data obtained is useful they can provide information to future students just as the labor market is different actors, as well as for university citizens, leaders, teachers and researchers too.

The **2024 Graduate Career Tracking System** report of the University of Pécs provides detailed data on graduates by gender across all faculties. The chart included in the report shows that women represent a clear majority of graduates at the institutional level. Overall, **61.93% of graduates are women**, while **38.07% are men**, reflecting a strong gender imbalance in favour of women in degree completion. This finding is consistent with broader national trends in Hungary, where women generally have higher rates of study completion at the tertiary level. When broken down by faculty, significant variation emerges but the general pattern remains consistent: women dominate in most academic fields. The **Faculty of Cultural Sciences, Education and Regional Development** shows the most striking female majority, with **92.22% women and only 7.78% men** among graduates. The **Faculty of Health Sciences** follows with **82.69% women**, while the **Faculty of Humanities and Social Sciences** also shows a clear female dominance of **71.29%**. Moderate female majorities appear in medicine, pharmacy, and the arts, where the **Medical School** has **57.55% women**, the **Faculty of Pharmacy** **66.59%**, and the **Faculty of Music and Visual Arts** **65.71%**. The only faculties with a clear male majority are those in technical and natural sciences: at the **Faculty of Engineering and Information Technology** men represent **71.82%**, and at the **Faculty of Sciences** **58.82%**. The **Faculty of Law** and the **Faculty of Business and Economics** are more balanced, though still with a slight female majority.

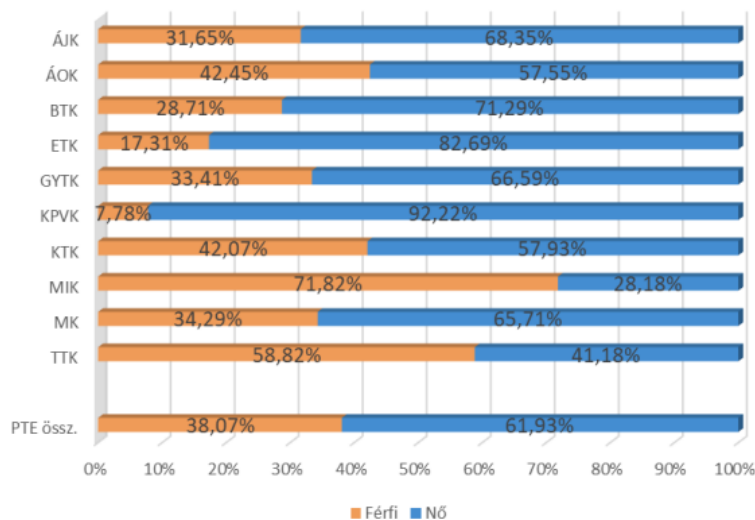


Figure 1: Distribution of graduates by gender (broken down by faculty) (n=994)

The Gender Equality Plan (GEP), University of Pécs (2021), Goals, Strategic plans, 17-18. page, attached

Goals

The Gender Equality Plan (GEP) of the University of Pécs, taking into account the recommendations of the Horizon 2020 research and innovation program supported by the European Union and based on the results of the analysis of our initial data, focuses on the following thematic area and intends to achieve progress through systematic monitoring:

1. The balance of work and private life in the organizational culture
2. Gender balance in university leadership and decision-making
3. Gender equality in recruitment and career development
4. Integrating the dimension of gender equality into the contents of research and education
5. Preventing sexual abuse and harassment and eliminating gender prejudices and stereotypes

Strategic plans

3. Equality between the sexes in the field of hiring and career building, the UP starts trainings and consultations that help the implementation of these aspects. During the implementation of the strategic plan, the University continuously examines the data of the employees in order to designate further interventions.

4. Integrating the dimension of gender equality into the content of research and education appears as a goal at the University of Pécs. Within this framework, in order to make a proposal, the University examines the curriculum of all recommended courses and discusses the role of a gender equality dimension in an institutional forum.

Neptun database

“In order to create the Gender Equality Plan of the University of Pécs, it is also important to examine the university's students. Our analysis sample included students whose gender data was available in the Neptun database. There is a gap in the gender data: of the 87,273 courses



in the Neptun database, gender could be assigned to 85,905 courses. The analysis focuses on all courses available at the UP between 2010 and 2019, and the data tables presented contain the gender assigned to the courses.”

“In many faculties, although the representation of women is higher in the given faculty, their proportion decreases at higher levels of education. This indicates that further support for female students may also be necessary in their academic advancement.”

“A more in-depth analysis of the data tables could provide opportunities for further support for UP students and for putting fairness into practice among students. All of this could lead to a reduction in dropout rates and more students continuing their studies at higher levels of education, thus contributing to the sustainability of the university.”