



University: University of Pécs
Country: Hungary

SDG8: DECENT WORK AND ECONOMIC GROWTH

8,2 Employment practice

8.2.1. Does your university as a body pay all staff and faculty at least the living wage, defined as the local living wage (if government defines this) or the local poverty indicator for a family of four (expressed as an hourly wage)? **Yes.**

Government Decree 508/2023 (XI. 20.) on the determination of the mandatory minimum wage (minimum wage) and the guaranteed minimum wage

In accordance with the provisions of Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities, the University of Pécs prepared the **Equal Opportunities Plan** for the period from 1st January, 2024, to 31st December, 2024. The scope of the Plan extended to all faculties, independent organizational units, institutions, and all employees of the University of Pécs.

Equal Opportunity Plan, University of Pécs (01/01/2024 - 31/12/2024), Section II, point 2., see below

2. In the area of benefits:

- a) Under the conditions specified in the Collective Agreement and taking into account the needs of the applicants, the University of Pécs provides employer loans for housing purposes to public employees who are entitled to it, according to the procedure defined therein, and has the right to appoint tenants based on agreements concluded with the City of Pécs County, which it takes into account in the exercise of the possibility of helping disadvantaged groups.
- b) The University of Pécs, with the cooperation of the trade unions operating at the University, provides discounted holiday opportunities for public employees. When evaluating applications, the family and social situation prevails as an important aspect, accordingly, the employer strives to support large families, those raising their children alone, and those with low incomes.
- c) On the basis of the Collective Agreement of the University of Pécs, as well as special agreements concluded with interest representation bodies, from the Fund allocated for welfare and social purposes in the Economic Plan approved by the Senate in various forms (enrollment support, maternity allowance, funeral allowance, social allowance, year-end allowance, children's camp support) supports public servants in socially disadvantaged situations.
- d) The University of Pécs provides a legal aid service for civil servants.



- e) The University of Pécs operates a Support Service in order to improve the quality of life of university citizens with disabilities.

Equal Opportunity Plan, University of Pécs (01/01/2024 - 31/12/2024), Section 4, point 1., see below

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