



University: University of Pécs
Country: Hungary

SDG8: DECENT WORK AND ECONOMIC GROWTH

8,2 Employment practice

8.2.2. Does your university as a body recognise unions for all, including women & international staff? **Yes.**

Higher Education Employees' Trade Union (HEETU), Institutional Organization of the University of Pécs, Organizational and Operating Regulations;

2. Basic principles of the University's organizational structure

According to the document, the HEETU functions as the official institutional trade union representing the employees of the University of Pécs. It explicitly states that the union represents, protects, and enforces the employment interests of its members, and actively participates in shaping university and higher education policy. Membership in the union is voluntary, as described in Section 2.1, meaning that employees are free to join or not to join the organisation. This reflects the principle of freedom of association within the university environment.

6. Membership of the HEETU

The union is open to all university employees, as outlined in Section 6.3, which specifies that any employee or retiree of the university may become a member. Section 6.4 extends eligibility even further, allowing students, doctoral candidates, and dismissed employees to become associate members. The rules contain no limitations based on gender, nationality, or employment category, implying that women and international staff have equal rights to participate and be represented within the union.

5.3. Detailed rules governing chief trustees and trustees, their election and recall; 7.3. Board of Trustees; 7.7. The president

The document also describes a well-defined structure for collective representation and negotiation. Section 5.3.15 stipulates that the main union representatives (the főbizalmi) represent the union within the university's faculty councils and other decision-making bodies, ensuring the presence of organised labour within the institution's governance processes. Section 7.3 and subsequent clauses detail the functions of the Bizalmi Testület (Board of Representatives) and the President of the union, who act as coordinating and negotiating bodies. The President, according to Section 7.7.1, formally represents the trade union before other social organisations as well as the bodies and officials of the University of Pécs, thereby ensuring institutional recognition of collective dialogue.