



University: University of Pécs
Country: Hungary

SDG8: DECENT WORK AND ECONOMIC GROWTH

8,2 Employment practice

8.2.6. Does your university as a body have a policy on pay scale equity including a commitment to measurement and elimination of gender pay gaps? **Yes.**

Gender-based discrimination is regulated by Hungarian law, and the University of Pécs fully complies with these national and European Union legal standards. The University's internal operations and employment practices are therefore aligned with the statutory obligation to ensure equal rights and opportunities for men and women in all aspects of employment and institutional governance.

The Gender Equality Plan (GEP), University of Pécs (2021), Goals, Legislative environment, 5-7. page

Gender equality and the obligation to treat men and women equally is duly declared by Hungary - in accordance with the legal standards of the European Union and the spirit of the relevant international conventions - at different levels of the legal hierarchy and in the most important of the regulated areas of law. Thus, the Fundamental Law of Hungary, which serves as Hungary's Constitution, contains a generic rule, which states in general terms that "Women and men shall have equal rights", a provision that imposes a direct obligation not only on citizens and other law enforcers, but also on legislators themselves, guaranteeing in principle that no provision of any legal norm, nor the practical implementation and application of the law may result in discrimination between the genders.

Although adopted in a similarly general approach, Act V of 2013 on the Civil Code, adopted as the most important regulator of civil law relations, also declares in Section 2:43 (c) that discrimination against a person shall be construed as a violation of personality rights.

In accordance with the Fundamental Law, Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities (Ebtv) expressly declares, inter alia, the unlawfulness of discrimination against natural persons and, although it does not specify the category of women and men, the norm clearly treats discrimination between genders that cause disadvantage as a violation of the prohibition under Article 8 (a).

It is also very important to note that the provisions of Article 21 also mention typical cases of discrimination in employment.

However, the detailed regulation of employment is most directly and immediately set out in Act I of 2012 on the Labour Code, which, besides the aforementioned provisions of the Ebtv., in Article 12 (1), in addition to the general prohibition of discrimination, also explicitly lays down the principle of equal treatment in the determination of the remuneration.