



University: University of Pécs
Country: Hungary

SDG8: DECENT WORK AND ECONOMIC GROWTH

8,2 Employment practice

8.2.7. Does your university as a body measure/track pay scale gender equity? **Yes.**

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

The Equal Opportunities Committee monitors the implementation of the Equal Opportunities Plan.

The Equal Opportunities Committee examines the implementation of the Equal Opportunities Plan, the situation regarding equal treatment and equal opportunities in the workplace, and reports its findings to the rector by 31st January, 2025. The deadline for the adoption of the Equal Opportunities Plan for the next period is 31st January, 2025. Until the adoption of the Equal Opportunities Plan for the next period, the parties shall consider the present Equal Opportunities Plan to be binding upon them. The University of Pécs shall publish the Equal Opportunities Plan on its website so that all employees are aware of it. The heads of the organizational units shall ensure that the Equal Opportunities Plan is available and accessible to all employees.

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