



University: University of Pécs
Country: Hungary

SDG8: DECENT WORK AND ECONOMIC GROWTH

8,2 Employment practice

8.2.8. Does your university as a body have a process for employees to appeal on employee rights and/or pay? **Yes.**

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

V. Bodies participating in the implementation of the Equal Opportunities Plan, as well as the procedure to be used to ensure equal treatment and equal opportunities

1. The fulfillment of the contents of the Equal Opportunities Plan of the University of Pécs is monitored by the Council of Public Employees and the Equal Opportunities Committee.

The rules regarding the composition, operation, tasks and powers of the Equal Opportunities Committee are contained in Annex No. 18 of the organizational and operational regulations of the University of Pécs.

The Equal Opportunities Committee participates in the investigation of complaints made due to violations of equal treatment, harassment, discrimination, and violations of equal opportunity laws and this Plan, in the procedure applicable to ensure equal opportunities.

The Equal Opportunities Committee and the Council of Public Employees may initiate an investigation at the rector of the University of Pécs without a report or complaint in the event of a violation of the law affecting a larger group of public employees.

2. In order to ensure equal treatment and equal opportunities, the University of Pécs provides civil servants with the opportunity to file a complaint in the following way:

In the event of a violation of equal treatment, harassment, illegal segregation, or retaliation, all civil servants may, without discrimination, contact the Equal Opportunities Commission, the Council of Public Employees, or trade unions represented at the employer, which within 8 days of submitting the complaint - in the case of a trade union complaint, the Equality After obtaining the committee's opinion - it is presented to the employer.

From the time the complaint is submitted to the employer, until the case is resolved, but for a maximum of 8 days, the objected measure that forms the basis of the complaint may not be implemented.

If the parties concerned cannot reach an agreement during the above procedure, they can involve a mediator in the procedure, the bearing of related costs must be stipulated in a separate agreement.

The civil servant must be informed of the outcome of the procedure.

If the procedure is still not successful and the case cannot be resolved, the civil servant can turn to the territorially competent labor court.



3. In addition to the above, the University of Pécs has a university ombudsman based on Annex No. 55 of the University's Organizational and Operational Regulations, whose general task is to support the non-discriminatory treatment of university citizens in accordance with the requirement of equal treatment, and to facilitate the peaceful settlement of their related conflicts in the university during operation.

The ombudsman can be approached by any citizen of the University, if they experience any of the following on the part of another citizen, decision-making forum or organizational unit of the University in connection with the operation of the University:

- a) violation of equal opportunities,
- b) discrimination,
- c) violation of the right to a fair trial,
- d) violation of human dignity,
- e) abuse of power,
- f) violation of privacy,
- g) harassment,
- h) violation of the right to sexual self-determination.

4. The parties accept the Equal Opportunities Plan of the University of Pécs for the period between 1st January, 2024 and 31st December, 2024.

5. The Equality Committee monitors the implementation of the Equality Plan. The Equal Opportunities Committee examines the implementation of the provisions of the Equality Plan, the situation of equal treatment and equal opportunities in the workplace, and prepares a report on the results of the investigation 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 Equality Plan for the next period, the parties consider this Equality Plan binding.

6. The University of Pécs, in order to make the Equal Opportunities Plan known to all public employees, publishes it on the University's website; the heads of the organizational units ensure that the Equal Opportunities Plan is known and accessible to all civil servants.

In order to create equal opportunities in the workplace, the parties accept the Equal Opportunities Plan of the University of Pécs with their signatures.