

School of Expertness and Valuation ITB

FORD 5. Social Sciences

Module 4 Viability

Topic 4.17 Human resources structure

Self-evaluation: During these years, there was an increase in the number of employees who participated in R & D, depending on the gradual development of VŠTE. The age structure in these years is in the range of 30 to 69 years. In 2018, three foreign R&D workers were hired, of which two were women.

VŠTE does not yet hold an HR Award. In 2019, a project was being prepared, the output of which was the creation of preconditions and the setting of standards for obtaining this award. The project was submitted to the call No. 02_18_054 for Development of capacities for research and development II in priority axis 2 of the OP RDE. unfortunately, this project was not supported by the subsidy provider for implementation.

Why are the tables so empty? Provide information on how to understand these tables.

According to the tables, only scientists were included.
The share of academic staff in R&D is not monitored.

Topic 4.18 Measures for equality between women and men

Self-evaluation: Strategies for equality between women and men

Equality between women and men is one of the fundamental values on which a democratic society is built. Equality between women and men is also a fundamental human right. Promoting equality between women and men not only has a human rights dimension and is, above all, a matter of justice, but it is also crucial for economic growth, prosperity and competitiveness.

VŠTE recognizes the Government Strategy for Gender Equality in the area of human resources management strategy. Representation of women in decision-making positions is applied at VŠTE in the following positions: Chancellor, Rector, Director of the Institute of Expertise and Valuation, Head of Economics, Head of Kindergarten, Head of Study Department, Head of Lifelong Learning Center, Head of Foreign Languages, Head of Registry and Reception director for pedagogical activities, head of purchasing, head of canteen, etc. VŠTE strives for balance in the representation of academic staff at various levels of the education system, eg deputy head of the Department of Tourism and Marketing, deputy head of the Department of Management, deputy head of the Department of Construction, deputy head Department of Mechanical Engineering.

Gender equality and gender equality measures are not just a question of the gender balance in the individual VŠTE bodies. Every employer in the EU has a duty to promote equality between men and women in the workplace in a targeted and systematic way. VŠTE also focuses on other areas of gender equality, eg solving problems related to the division of labor and assigned tasks, setting clear and non-discriminatory criteria in the selection of employees, creating equal employment and career advancement for all employees equally, equal financial evaluation of comparable work or work of comparable value for men

and women, working conditions, reconciliation of work and private life, prevention of discrimination - acting in a way that does not discriminate on the basis of sex (but also for other reasons)

When selecting employees, VŠTE sets the same, clear and non-discriminatory criteria in order to ensure that the most suitable candidate can be employed, regardless of his or her gender affiliation. The financial evaluation of employees is determined by the internal wage regulation according to the position to which the candidate applies, regardless of gender. Equal opportunities for career advancement are created for employees. To facilitate the start of work from maternity leave, a kindergarten has been set up on the VŠTE premises, where employees can place their children.