

## **Gender balance**

Full respect for and observance of gender balance in all areas of university life is a constant challenge, which in particular includes overcoming the continuing influence of certain past embedded traditional aspects in society as a whole, further it is a long-term gender imbalance among candidates applying for senior positions at VSE, and a constant higher proportion of men than women among regular employees. On the other hand, even in the past, when gender balance was not a priority and subject to monitoring, there were women in the management of faculties and the VSE management, even in leadership positions. In October 2017, the current female Rector was elected by the VSE Academic Senate also for the second term of office. This fact demonstrates that we work in a highly qualified, professional, creative and in all respects non-discriminatory environment.

Wage rates are consistent with the method of job classification of our employees. In a transparent manner, all employees are classified in a unified wage grid, depending on achieved education and the length of professional experience. In relation to the quality of work performance of the employee, a performance premium, a senior employee premium, or a function premium may be awarded. Thus, there are no criteria other than work performance taken into consideration in the remuneration of men and women.