

# Measures taken at the 4 RIs about the advancement of women in the ETH Domain

PSI – Empa – Eawag – WSL

# WSL – What do we do to improve gender equality? A strategy is the basis.



The WSL Gender Strategy 2022–2024 takes an integrated approach to gender equity. It addresses all genders. The goals are an inclusive culture and balanced proportions of women in leadership positions.

## And the action plan the implementation: The WSL Gender Action Plan 2022-2024 (GAP)

### **Recruitment process**

- Recruitment with search committees
- Balanced short lists, job sharing
- Consideration of non-linear career paths
- Advertisement of all jobs at 80–100%

### **Career support**

- Promotion of leadership skills among women
- ETH Domain: Fix the Leaky Pipeline
- CONNECT – Academia and Industry
- feM-LEAD – Mentoring Programme



### **Life Domain Balance**

- Opportunity to reduce workload for family-related reasons
- 120%-rule for postdoctoral researchers
- Compatibility coaching
- Child care during school holidays

### **Other measures**

- Training and development
- Support of line managers
- Recruitment monitoring
- Confidential Advice Centre

# Competence Center for Diversity & Inclusion PSI – Empa – Eawag – What do we do to improve gender equality?

- Common founded **Competence Center for Diversity and Inclusion** in 2021 to use synergies and work closer together
- Each institution has its own **strategy and focus areas**
- Each institution has **set goal together with the ETH board** to increase number of women, especially in leadership positions
- **Employer resources groups** (EOC, KfC, SCC)
- Joint **Diversity & Inclusion Calendar** (Highlight role models, important days)
- **Career Return Programms** (Tailwind Grant, Restart-Support, Family Flexibility Grant)
- **Gender monitoring**

# Joint Activities of the 4 RIs

- feM-LEAD (excl. Eawag)
- FLP
- CONNECT
- Newsletter for Equity (excl. Eawag)
- Swiss National Sexual Harassment Awareness Day

## feM-LEAD

Personal & professional  
development

1:1

Mentoring

Current career  
assessment with BIP

Framework  
Programme

Networking  
&  
Information

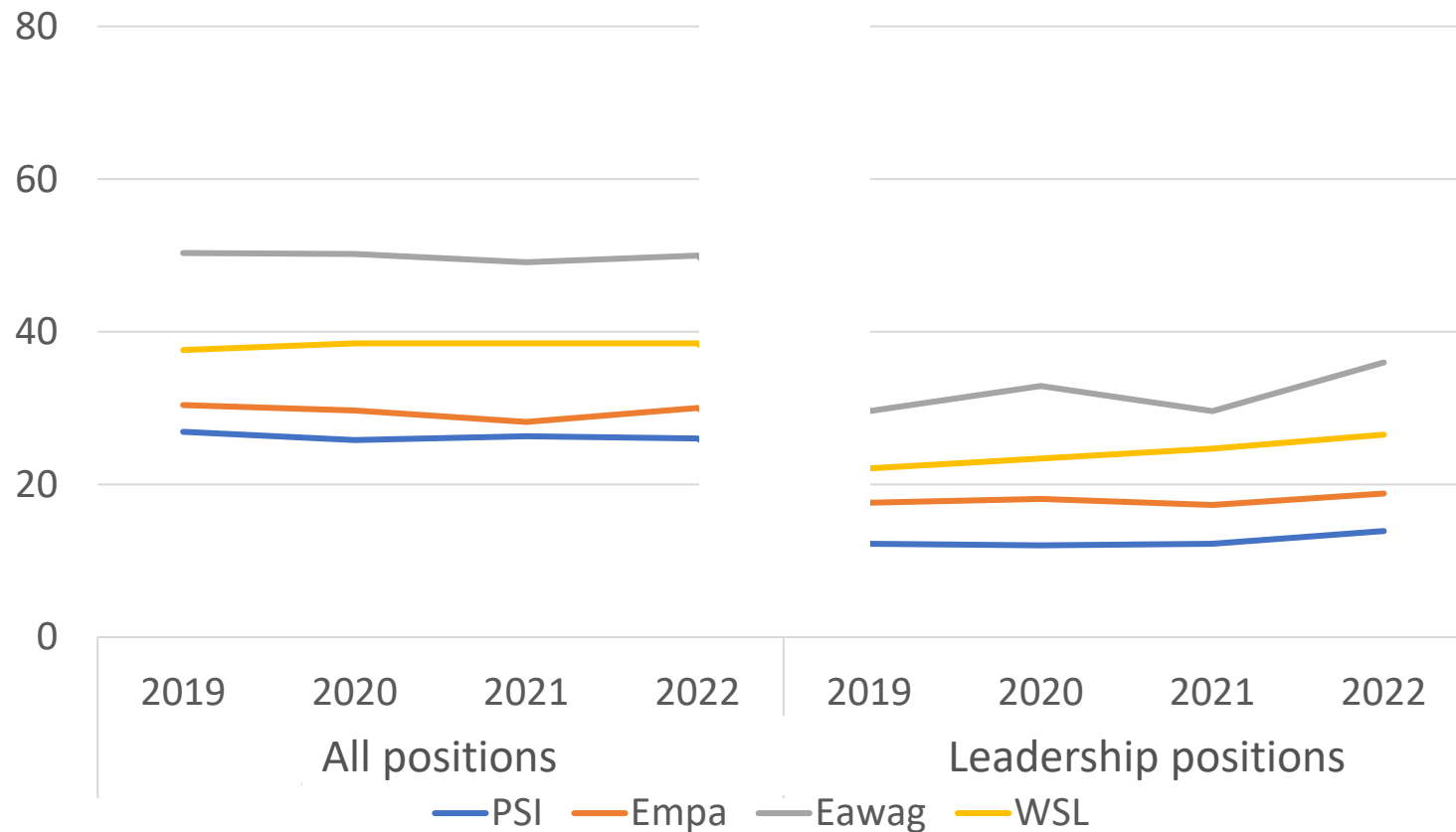
Day-to-day Work

**Questions addressed:**

- What does leadership (in general / at institutions) mean?
- Is that something for me?
- What steps can I take if I want to become a leader?
- How can I expand my network?
- What are the (unwritten) laws in the professional environment?

# What have we achieved?

Percentage Women



The proportion of women in leadership position (Directorate, heads of research and specialist units, group and programme heads) has risen in recent years.

# What did we achieve? – WSL 1



The sense of inclusion and equal opportunities is not measurable in numbers. However, in 2022 WSL conducted an Employee Satisfaction Survey.

- 88% of respondents were **mostly to very satisfied** with their work situation and **identify strongly with WSL**.
- Around 92 % stated that they **would choose a position at WSL again**.
- There were **no significant differences** between men and women.

# What did we achieve – PSI



- Expanded **feM-LEAD** programme from PSI to other RIs
- **Rising number** in leadership position
- Start of a **working group of the director** to increase number of women in leadership positions
- **Smart Staffing** process: for a fair and transparent recruiting process
- **Family Flexibility Grant**



# What did we achieve - Empa

- **Anchoring the D&I topic** within institution
- (Re-)Start of **women meet women lunches** on **March 8** → if you are interested get in touch with me!
- Department visits on the topic of **inclusive recruitment**
  - How to write job ads
  - What is important during interview, evaluation etc.
- Restart-Support

# What did we achieve - Eawag

- Very active **Equal Opportunities Committee** (get in touch with them with ideas or interest)
- Good number of **women in leadership positions**
- **Important support** such as family room, tailwind grant, Kita, etc.

