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## Eawag's portfolio of measures to achieve gender diversity

Eawag is committed to promoting gender diversity with the understanding that: increasing diversity provides access to a broader talent pool; having more diverse teams (in all functions) brings a wider range of experiences and capacities to bear and tends to increase flexibility of thinking and creativity; and increased diversity (especially among the scientific staff) provides female and male students at all levels with role models for women in positions of scientific leadership and thus supports Eawag's mandate in education.

With this understanding, Eawag has implemented the following portfolio of measures:

### *Monitoring*

- Monitoring and reporting of women's participation in Eawag's workforce as required by the ETH Domain. Statistics are reported to the ETH Board and published in Eawag's Annual Report.
- An external analysis of salaries in the ETH Domain conducted in 2021 concluded that there are no discrepancies between salaries of men and women at Eawag. This analysis will be repeated by the ETH Domain at regular intervals.

### *Hiring and dual career support*

- Guidelines for search committees on increasing diversity (Policy Directive 21-07).
- Policy for target-of-opportunity hiring, which is applicable for dual career hires.
- Re-entry grant: the grant provides support for partners of Eawag tenure-track or tenured researchers whose scientific careers have been disrupted due to family obligations. Eligible individuals can apply for financial support to re-engage in research at a Swiss institution of higher education (Policy Directive 19-02)

### *Protection against discrimination*

- Policy Directive 18-08 directly addresses protection from sexual harassment, stalking, mobbing and discrimination at the workplace.
- Confidential support is offered by Eawag's Ombudspersons.
- Respect campaign launched in Spring 2019 and re-launched in 2022.

### *Support for parents, especially mothers*

- On-site childcare (joint with Empa) or financial support for off-site childcare in Kastanienbaum.
- For tenure-track scientists, the tenure evaluation period is automatically extended for maternity leave plus 2 months.
- Flexible, part-time employment can be accommodated.
- Mothers on the scientific track (including doctoral students and researchers holding doctoral degrees) can request targeted support when they return to work after maternity leave (Policy Directive 17-03).

### *Mentoring, coaching, career development*

- Participation in the Fix the Leaky Pipeline and CONNECT program in the ETH Domain with support from the Eawag Directorate.
- Four lessons module on equal opportunity, diversity and unconscious bias within the 6 days management training CAS Leadership in Science. The training is mandatory for all new managers of Eawag.

### *Platform for identification of issues and new measures and diversity staff support*

- Eawag internal Committee on Gender Equity and Equal Opportunity with representation from all levels of the institution.<sup>1</sup> [Note: additional information available through Eawag's Intranet.]
- Together with PSI and Empa, Eawag employs a part-time staff member to support diversity activities<sup>2</sup>

Through these measures, Eawag has achieved the following representation of women:

- ⇒ Overall 49% women (2021)
- ⇒ Senior staff (FS9-15) 36% women (2021)
- ⇒ Tenure-track and tenured scientific staff above 30% at all levels including the Heads of the Research Departments (FS9-12) and above 40% at the level of the Directorate.

## **Eawag does not have a Gender Action *Plan*; Eawag has Gender *Action*.**

<sup>1</sup> <https://www.internal.eawag.ch/en/departments-commissions/fachkommissionen/equal-opportunity-committee/>

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