



# Annual Review 2022

## Horizon Europe Gender Equality Plan 2022 - 2027

### 1 This report

UZH adopted a [Gender Equality Plan](#) (GEP) under Horizon Europe in 2022, following the European Commission's decision to introduce a GEP funding requirement for Horizon Europe.

In line with the European Commission's «[Horizon Europe Guidance on Gender Equality Plans](#)» description of a GEP lifecycle, this report is the beginning of UZH's ongoing progress review and refers to the year 2022. Additionally, UZH is cognizant of the European Commission's 2022 publication «[Approaches to Inclusive Gender Equality in Research and Innovation \(R&I\)](#)» and in particular on the emphasis it places on monitoring progress as an integral part of achieving structural change. In this vein, UZH plans to conduct and publish annual progress reviews until the end of Horizon Europe in 2027.

### 2 Process-related requirements

UZH fulfilled the European Commission's four process-related requirements as follows:

No.	Requirement	UZH action in the reporting year (2022)
1	<b>Publication:</b> a formal document published on the institution's website and signed by the top management	UZH's <a href="#">Executive Board</a> adopted the Gender Equality Plan on 25 January 2022. It was subsequently signed by Deputy President Gabriele Siegert and published online on a <a href="#">dedicated website</a> .
2	<b>Dedicated resources:</b> commitment of resources and expertise in gender equality to implement the plan	UZH's <a href="#">Office for Gender Equality and Diversity</a> together with the <a href="#">Gender Equality Commission</a> have the resources and expertise to implement the Gender Equality Plan.
3	<b>Data collection and monitoring:</b> sex/gender disaggregated data on personnel (and students, for the establishments concerned) and annual reporting based on indicators	UZH collected and published the required data annually in the <a href="#">Gender Equality Monitoring Report</a> .
4	<b>Training:</b> awareness raising/training on gender equality and unconscious gender biases for staff and decision-makers	UZH offered the following trainings: <sup>1</sup> 26 April 2022: «Reduce blind spots: How to make fairer, less biased decisions and evaluations» Prof. Heather Hofmeister (Goethe University Frankfurt a.M.) 27 April 2022: «LERU training for unconscious bias observers» Prof. Eileen Drew (Trinity College Dublin), Prof. Toms Brage (Lund University)

<sup>1</sup> Weblinks were taken offline after the trainings had taken place.

		<p>31 May 2022: «What can we do against bias in professorial hirings? A LERU/UZH conversation» Prof. Eileen Drew (Trinity College Dublin), Prof. Toms Brage (Lund University)</p> <p>4-5 October 2022: «LERU training for unconscious bias observers» Prof. Eileen Drew (Trinity College Dublin), Prof. Toms Brage (Lund University)</p>
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### 3 Actions in relation to the content-related recommendations

Following the European Commission's content-related recommendations for GEPs, UZH's GEP contains the following actions:

No.	Recommendation	UZH action		Status
5	Work-life balance and organizational culture	5.1	UZH includes work-life balance and organizational culture items in its staff satisfaction survey and takes action to remedy problems that emerge.	Staff satisfaction survey 2022 contained items on work-life balance and organizational culture. No problems requiring action emerged. Complete (unless UZH conducts additional staff satisfaction survey during Horizon Europe).
		5.2	UZH implements the Executive Board decision ULB 2021-571 «Improved Work-Life Balance for Parents»	The Executive Board adopted an implementation plan (ULB 2022-283) and the implementation has started. Continues in 2023.
6	Gender balance in leadership and decision-making	6.1	UZH adopts « <a href="#">HIT</a> » program on a permanent basis and continues to deliver it as a national program for women professors aspiring to leadership positions within their university.	UZH considered different options for adopting HIT on a permanent basis without reaching a decision. The program was delivered according to plan throughout 2022. Continues in 2023.
7	Gender equality in recruitment and career progression	7.1	UZH implements Executive Board decision ULB 2020-334	The implementation has started. Continues in 2023.
		7.2	UZH defines actions to increase the number and proportion of women professorial hires	In February 2022 the Executive Board UZH charged the Faculty of Law with delivering an expert report on the legal

				permissibility of quota-based measures in Switzerland, with specific reference to the TU Eindhoven « <a href="#">Irene Curie Fellowship Program</a> ». Prof. Christine Kaufmann and Dr. Iris Glockengiesser delivered the report in December 2022. Continues in 2023.
8	Measures against gender-based violence, including sexual harassment	8.1	UZH participates actively in the « <a href="#">Third LERU Gender Conference on the Prevention of Sexual Harassment</a> » at the University of Geneva (organizers: University of Geneva, University of Strasbourg), 1-2 June 2022	Complete. See conference website for details on UZH involvement.
		8.2	UZH participates actively in the national awareness-raising event (23 March each year) against sexual harassment at universities «Nationale Kampagne sexuelle Belästigung an Hochschulen»	The <a href="#">Office of the Investigating Person UZH</a> organized a workshop with students UZH, alongside social media and other communications/awareness-raising measures. Continues annually 2023 – 2027.
9	Integration of the gender dimension into research and teaching content	9.1	UZH integrates the results of project « <a href="#">Sex and gender integration in the Swiss medical curriculum</a> » (2021 – 2024, federal program P7) into its medical curriculum.	2025 – 2027 Not due in the reporting year.
		9.2	UZH's <a href="#">School for Transdisciplinary Studies</a> offers a module on gender and diversity for all UZH students.	The School for Transdisciplinary Studies and Prof. Bettina Dennerlein and her research group started preparations for the module. Continues in 2023.

## 4 Signature



Deputy President UZH Zurich  
27 March 2023