



Annual Review 2023

Horizon Europe Gender Equality Plan 2022 - 2027

1 This review

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 continues UZH's ongoing progress review and refers to the year 2023. 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 of 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.

Chapters 2 and 3 (below) address the European Commission's requirements and recommendations for Gender Equality Plans under Horizon Europe as defined in «[Horizon Europe Guidance on Gender Equality Plans](#)».

2 Process-related requirements

In 2023, UZH fulfilled the European Commission's four process-related requirements as follows:

No.	Requirement	UZH action in the reporting year (2023)
1	Publication: a formal document published on the institution's website and signed by the top management	Completed (see GEP Annual Review 2022)
2	Dedicated resources: commitment of resources and expertise in gender equality to implement the plan	UZH's Office for Gender Equality and Diversity together with the Gender Equality Commission had the resources and expertise to implement the Gender Equality Plan.

3	Data collection and monitoring: sex/gender disaggregated data on personnel (and students, for the establishments concerned) and annual reporting based on indicators	UZH collected a short report and raw data . The website was updated. (UZH publishes an extensive report every second year and a short report in the «off years». Raw data is published annually).
4	Training: awareness raising/training on gender equality and unconscious gender biases for staff and decision-makers	UZH offered the following trainings: 22 March 2023: « Reduce blind spots: How to make fairer, less biased decisions and evaluations » Prof. Heather Hofmeister (Goethe University Frankfurt a.M.) 5 September 2023: « Bias in teaching and learning » Prof. Eileen Drew (Trinity College Dublin), Prof. Toms Brage (Lund University)

3 Content-related recommendations

In 2023, UZH addressed the European Commission's five content-related recommendations as follows:

No.	Recommendation	UZH action		Status per 31 December 2023
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.	Completed (see GEP Annual Review 2022)
		5.2	UZH implements the Executive Board decision ULB 2021-571 «Improved Work-Life Balance for Parents»	The implementation progressed according to plan in 2023. Particular mention can be given to the review of UZH's « Management and Leadership Principles » which will in future address the accommodation of parental responsibilities as part of leadership duties at UZH. Continues in 2024.

6	Gender balance in leadership and decision-making	6.1	UZH adopts « HIT » 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 2023. Continues in 2024.
7	Gender equality in recruitment and career progression	7.1	UZH implements Executive Board decision ULB 2021-334 (Code of Conduct Gender Policy Report 2021)	Good progress was made on implementing ULB 2021-334 during 2023. Only one point, which refers to EDI data on the UZH professoriate, remains open (ULB 2021-334 VI). This point will be addressed in the context of GEP requirements in Framework Program 10 (FP10, 2028-34). These are currently not known. Continues in 2024.
		7.2	UZH defines actions to increase the number and proportion of women professorial hires	The report on the legal permissibility of quota-based measures in Switzerland delivered by the Faculty of Law in December 2022 (see GEP Annual Review 2022) was carefully reviewed and found to offer possibilities for future actions aimed to increase the percentage of women professors. However, since data on professorial hirings has recently indicated a gender difference between different types of hiring procedures, the focus in 2023 regarding increasing the number and proportion of women professors at UZH lay on exploring and resolving this issue rather than on introducing quota-based measures. Continues in 2024.
8	Measures against gender-based violence, including sexual harassment	8.1	UZH participates actively in the « Third LERU Gender Conference on the Prevention of Sexual Harassment » at the University of Geneva (organizers: University of Geneva, University of Strasbourg), 1-2 June 2022	Completed (see GEP Annual Review 2022)
		8.2	UZH participates actively in the national awareness-raising event (23 March each year)	The highlight of the national event 2023 was the release of a video which shows all presidents of Swiss higher

			<p>against sexual harassment at universities «Nationale Kampagne sexuelle Belästigung an Hochschulen»</p>	<p>education institutions, including UZH's President Michael Schaeppman, conveying a joint message against gender-biased violence. The video garnered significant media attention.</p> <p>Moreover, UZH marked the day by publishing an interview with Prof. Brigitte Tag and Sina Staudinger, both of whom have key roles in the work against gender-based violence at UZH.</p> <p>Continues annually 2024 – 2027 (changed date: 25 April instead of 23 March).</p>
9	Integration of the gender dimension into research and teaching content	9.1	<p>UZH integrates the results of project «Sex and gender integration in the Swiss medical curriculum» (2021 – 2024, federal program P7) into its medical curriculum.</p>	<p>A Core Curriculum was developed to provide a reference for the teaching of sex and gender in the different universities and institutions in Switzerland in a coordinated and unified manner. The Core Curriculum complies with the PROFILES objectives (Profile Relevant Objectives and a Framework for Integrative Learning and Education in Switzerland).</p> <p>A website promoting the sharing of teaching materials between universities was launched.</p> <p>The project consortium established links with the Swiss Gender Health Network at an event organised by the latter on 14 November 2023.</p> <p>Continues in 2024.</p>
		9.2	<p>UZH's School for Transdisciplinary Studies offers a module on gender and diversity for all UZH students.</p>	<p>Dr. Sandra Winheller assumed her role as project coordinator on 1 September 2023. She started drafting the module's didactic concept, which was at an advanced stage by the end of 2023.</p> <p>Continues in 2024.</p>

Black: Measure still active

Grey: Measure completed in a previous reporting period

4 Signature

A handwritten signature in blue ink, appearing to be 'E. W. A.' with a stylized flourish at the end.

Deputy President UZH
Zurich, 13 March 2024