

Equal opportunities

The Equal Opportunities Committee (EOC), which includes representatives from all staff groups, seeks to prevent discrimination of any kind at Eawag and within the ETH Domain. Its activities are supported by an Intranet site (in German and English), which was revised in 2019. In addition to the ETH Domain's well-established "Fix the leaky pipeline" programme, Eawag now also participates in the CONNECT programme (financially supported by swissuniversities), which aims to connect women's careers in academia and industry. In 2019, a "Respect" campaign was conducted in collaboration with the EOC: online and in a flyer, Eawag's values were highlighted, and contacts and responsibilities were specified for cases of harassment, stalking, bullying or discrimination. Under the motto "Respect – we're living it!", an in-house action day was held, which included a panel discussion on respectful communication and conduct in daily working life.

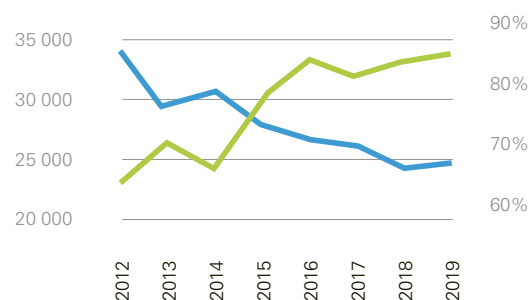
The compatibility of family and career remains an important topic. Under the Tailwind programme, grants are available to support mothers returning to work. The term of employment for tenure-track female scientists is automatically extended if they start a family, and new fathers can temporarily reduce their working hours. The proportion of women in management positions at Eawag remains relatively high (30.55%). As well as supporting the Empa-Eawag childcare centre, Eawag contributes to the childcare costs of low-income parents.

Environment

It's a well-known dilemma: international research activities are of vital importance for scientists, but aircraft emissions contribute to climate change. As an environmental research institute, Eawag therefore wishes to reduce business air travel. Since 2019, under the "Fly-Aware" initiative, young scientists at Eawag, together with the Environment team and other staff, have been discussing ways of further reducing business flights. Around half of all employees took part in a "FlyAware" survey, with a clear majority calling for action. One initial measure has already been taken: since autumn 2019, Eawag has had a new videoconferencing platform, making it much easier for researchers to conduct remote meetings. The adoption of further measures is currently being prepared in collaboration with the Directorate.

Energy consumption per capita

Energy consumption MJ/FTE **Renewable energy share** in per cent



Photovoltaic electricity generation

Solar power kWh

