

Equal opportunities

The Equal Opportunities Committee (EOC), which includes representatives from all staff groups at Eawag, seeks to prevent discrimination of any kind at the institute and within the ETH Domain. In 2020, Eawag participated not only in the ETH Domain's long-running "Fix the leaky pipeline" programme (designed to foster women's scientific careers), but also in the swissuniversities CONNECT programme, which aims to connect women's careers in academia and industry, providing financial support for projects in this area. The second round of the programme, which involved a total of 35 participants from all the institutions of the ETH Domain (including 4 from Eawag) plus the University of Zurich, took place in spite of the pandemic, with some meetings switching to a virtual format.

In 2020, the first training event on unconscious bias was held for management. This event explored the significance of implicit prejudices and how these can be addressed and reduced both by leaders and within teams. There was a special focus on the topics of recruitment, doctoral research and promotion, and daily work in the team.

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 (34%). As well as supporting the Empa-Eawag nursery, Eawag contributes to the childcare costs of low-income parents.

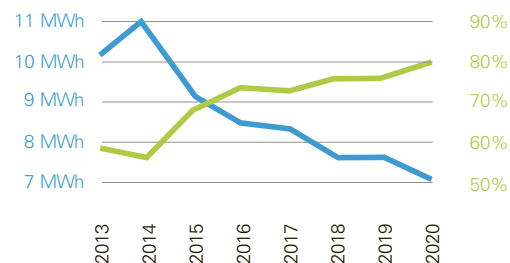
Environment

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. Over the last two years, under the "FlyAware" 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.

Since 2020, under an internal directive, staff have been required to travel by rail rather than air for journeys of up to 1,000 kilometres. And since 2019, Eawag has had its own videoconferencing facility, making it much easier for researchers to conduct remote meetings.

Energy consumption per capita

Energy consumption MWh/FTE
Renewable energy share in per cent



Electricity generation and greenhouse gas emissions

Solar power MWh
Greenhouse gas emissions in t CO₂-eq

