



Annual Review 2025

Horizon Europe Gender Equality Plan 2022 - 2027

1 This review

UZH adopted an inclusive [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 2025. 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.

The remainder of this document addresses the European Commission's requirements and recommendations for Gender Equality Plans under Horizon Europe as defined in «[Horizon Europe Guidance on Gender Equality Plans](#)».

The Gender Equality Plan was updated during 2025. There were two reasons for this: Firstly, many of the links contained in the original Plan needed to be updated. Secondly, UZH completed a university-wide project on disability inclusion

2 Process-related requirements 2025

No.	Requirement	UZH action in the reporting year (2025)
1	<i>Publication: a formal document published on the institution's website and signed by the top management</i>	<i>Completed in 2022.</i>

2	Dedicated resources: commitment of resources and expertise in gender equality to implement the plan.	UZH's Office for Equality, Diversity, Inclusion together with the Gender Equality and Diversity 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 published raw data (download) for 2024 and updated the associated interactive online graphics. Notably, these data show that in 2024 UZH achieved more than 30% women professors for the first time in its history (article). Continues in 2026.
4	Training: awareness raising/training on gender equality and unconscious gender biases for staff and decision-makers.	22 September 2025: Dedicated session on EDI issues in leadership in UZH's Leadership Development Program . 20 November 2025: Half-day workshop on inclusive language (German) for UZH employees. Continues in 2026.

3 Content-related recommendations 2025

No.	Recommendation	UZH action		Status per 31 December 2025
5	Work-life balance and organizational culture	5.1	<i>UZH includes work-life balance and organizational culture items in its staff satisfaction survey and takes action to remedy problems that emerge.</i>	<i>Completed in 2022.</i>
		5.2	<i>UZH implements the Executive Board decision ULB 2021-571 «Improved Work-Life Balance for Parents»</i>	<i>Completed in 2025.</i>
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.	<i>Adoption on permanent basis: Completed in 2025.</i> Program delivery: Continued in 2025 with 26 participants (women professors) from across Swiss universities. Also, selection for the 2026 delivery took place in the fall of 2025.
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)	As outlined in previous GEP reviews, the part relating to EDI data on the UZH professoriate remains open and will be addressed in the context of GEP requirements in Framework Program 10 (FP10, 2028-34). These are currently not known.

			Continues in 2026.
		7.2 UZH defines actions to increase the number and proportion of women professorial hires	Within the Executive Board’s strategic project on faculty hirings a review of the regulatory framework guiding faculty hirings took place in 2025. The review had a distinct equality lense and offered ample opportunity for input, community engagement and co-creation across the University. See also Process-Related Requirement 3 (above). Continues in 2026.
8	Measures against gender-based violence, including sexual harassment	8.1 <i>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</i>	Completed in 2022.
		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 national awareness-raising event took place on 29 April 2025. At UZH, there was a small event in the Main Building to mark the day. Also, UZH supported the national campaign. Continues annually 2026 – 2027. Two further developments deserve mention. Firstly, on 6 August 2025 UZH participated in the “beta testing” of the GenderSAFE institutional self-assessment tool and gave extensive feedback to the GenderSAFE consortium. This also proved to be a valuable opportunity for self-reflection on UZH’s work against gender-based violence. Secondly, in 2025 UZH launched a university-wide initiative to analyse and update its student and staff support services, including supports regarding gender-based violence. Continues in 2026.

9	Integration of the gender dimension into research and teaching content	9.1	UZH integrates the results of project « Sex and gender integration in the Swiss medical curriculum » (2021 – 2024, federal program P7) into its medical curriculum.	<i>The project was completed in 2025. The responsibility for further developing of the medical curriculum lies with the Chair of Gender Medicine, Prof. Carolin Lerchenmüller. Furthermore, Gender Medicine is continuously advanced nationally through the GEMS platform, which several Swiss medical and nursing universities including UZH use to share teaching and learning materials in Gender Medicine.</i>
		9.2	UZH's School for Transdisciplinary Studies offers a module on gender and diversity for all UZH students.	The module « Gender und Diversity konkret » was delivered in the fall semester of 2025 within the School for Transdisciplinary Studies . Continues in 2026.

Black: Measure still active

Grey and italic (style: "Hervorhebung/Emphasis"): Measure completed in a previous reporting period

4 Signature



Deputy President UZH
Zurich, 13 February 2026