

Gender Equality Monitoring 2024

Short report in line with Horizon Europe requirements



Windisch, 17 September 2024

1 Declaration of commitment and principles

The FHNW respects and promotes the diverse potential of its students and staff and aims to ensure equal opportunities at all levels. By committing to a diversity-based study, continuing education and work environment, it is expressly in favour of embracing diversity and against discrimination, sexual harassment and bullying.

One of the priority goals is to achieve equal opportunities at management level and to boost the participation of women in decision-making in the realm of higher education policy. This goal was defined in the documents "Diversity at the FHNW – Strategic Priorities and Action Plan 2021-2024" and in the "Strategic priorities for sustainability at the FHNW 2035", complete with target values and corresponding implementation measures; the documents also established the indicators.

2 Resources and structures

Diversity is seen as an important cross-cutting issue at the FHNW, which is embedded in higher-level structures and processes as well as management tasks. The FHNW Diversity & Sustainability support unit (70% FTE) and the Diversity Officers of the nine schools (approx. 165% FTE in total) are constantly investigating where specific support measures, disadvantage compensation or co-constructive adjustments are necessary, advising the decision-makers accordingly and implementing appropriate measures. Additional staff resources are provided for counselling and support in the area of disadvantage compensation and personal integrity protection (for example persons of trust ect.).

3 Target values

By 2024, the FHNW will increase the current proportion of female professors and women in leadership positions by 5%, and by 2035 by a total of 15%. Special attention is being paid to the MINT subjects. According to current personnel data, between 350 and 400 new professors and leadership positions are due to be filled between now and 2035; above-average efforts must be made to address and take into account women in the relevant search and appointment procedures. To bring this about, the FHNW must significantly increase its attractiveness as an employer for potential female managers.

4 Measures

In order to achieve a balanced gender ratio in leadership positions and to identify and dismantle existing barriers in careers, the FHNW is focusing measures on increasing the proportion of newly recruited or internally promoted female professors and women in leadership positions A + B, as well as retaining and developing them. Other aspects of diversity – in terms of representation in leadership positions and the inclusion of different perspectives in participation and decision-making processes – can also be included under this priority. The following measures are being implemented as a priority:

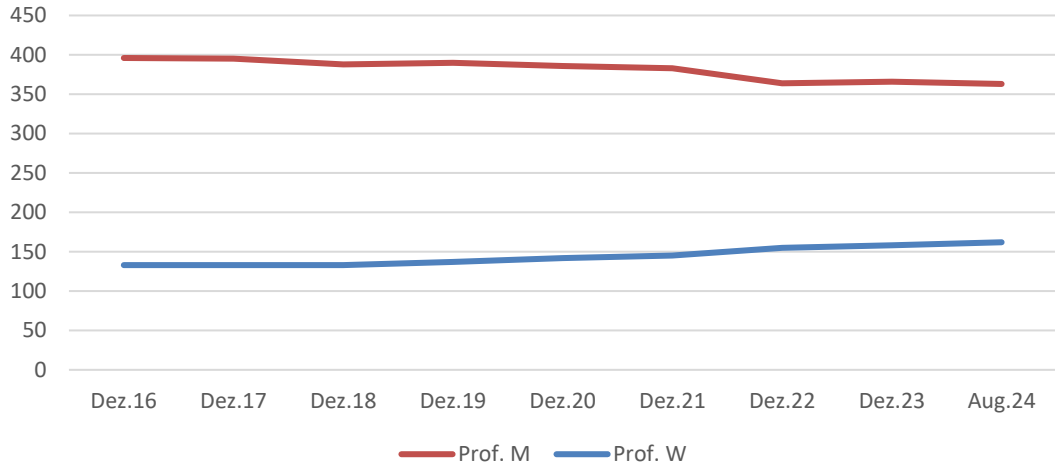
- A gender ratio of 1:1 is targeted in the selection committees.
- The target proportion of new female entrants at levels 19/20 is specified for each school in the performance agreements between the President of the FHNW and the directors of the schools.

- The brand “university of applied sciences lecturer” is used by the schools to systematically and proactively address and connect with potential applicants. In order to support the decentralised appointing bodies and HR departments, existing channels are being developed further and new tools integrated in a process-oriented manner.
- Diversity is included as a topic and process element in the revision of the [leadership principles](#).
- Strategic personnel planning is aligned with diversity as a shared value and potential.
- The FHNW is strengthening its awareness culture and sensitising managers/staff to the issues of stereotyping, unconscious bias, boundary transgressions, Violations of personal integrity.
- The FHNW is establishing a [reporting and investigation procedure](#) to deal with any violations of personal integrity. At the same time, new management culture processes, awareness-raising activities and management tools such as key employee data are contributing to inclusion and awareness.

5 Evaluation and development 2023

The goals set within the framework of the Diversity and Sustainability action plans are reviewed annually and discussed at senior management level and adjusted if necessary. When the plans run their course, a detailed report is prepared, which examines the effectiveness of the measures on the basis of the specified indicators and at the same time makes recommendations for the need for further action. The Diversity Action Plan 2025-2028 is currently being developed: the topic of increasing the proportion of female professors and the proportion of women in management positions is also anchored in this plan. The period 2016 to 2024 saw a slight increase in the proportion of female professors from 25% to 31%; the proportion of women in leadership positions A and B rose from 23% to 32%. In 2023 four of the nine schools had a woman at their head. Efforts based on the measures outlined above must be continued at a steady pace.

Timeline Professors FHNW



Timeline Leadership Positions FHNW

