

Welcome Apéro 2020

Office for Gender Equality (OGE)

The University of Bern strives to promote gender equality among its students, faculty and staff. Its approach is anchored in the *Strategy 2021* policy and implemented through the “Gender Action Plan 2017-20”.

Gender equality at the University of Bern

The Office for Gender Equality (OGE) advises and supports parties responsible for carrying out the action plan. It also initiates and executes its own measures to foster gender equality.

The OGE is active in the following 8 areas:

1) Institutional anchoring of gender equality

Structures and plans favouring gender equality in faculties, centres, administration; gender and diversity; gender monitoring.

2) Equal opportunities in personnel selection

Participation by the OGE’s gender equality officers and by the gender equality delegates from the faculties in structural and employment committees; counselling.

3) Promotion of female early career researchers

COMET career programme for female postdocs, targeted courses and coaching.

4) Career, studies and care

Continuing development of family friendly infrastructure; support of university staff and students with care responsibilities; encouragement of flextime models;

dual career support; advisory and informational services.

5) Stereotype-free choice of studies

Drawing attention to stereotyped choice of subject area; career open houses and National Future Day.

6) Non-discriminatory study and work environment

Preventive measures against discrimination on the basis of gender, sexual orientation and gender identity; prevention of sexual harassment; encouragement of gender-neutral and non-discriminatory linguistic usage; equal pay.

7) Equal opportunities for the general university staff

Analysis of the need for action and development of measures for the administrative & technical university staff.

8) Communication

Information about gender equality via newsletter, websites, printed matter, and events.

What the OGE can do for you:

Career Programme COMET for female Postdocs, mentoring

The OGE offers the Career Programme COMET (Coaching, Mentoring and Training) and accompanies mentoring programmes at faculty level for junior scientists and students.

Courses and workshops, coaching

The OGE offers an annual programme of courses and workshops for students, intermediate staff, faculty, and administrative staff. We also offer career coaching for female postdocs.

Dual Career support

The OGE supports partners of newly arrived scientific staff in their professional start. The support measures are open to partners of scientists on the postdoc level and above.

Advisory services

The OGE advises university administrative units and individuals on issues related to gender equality (gender discrimination, balancing career, studies and family, etc.).

Information

Through a newsletter, website, events and printed publications, the OGE provides information on current topics in university gender equality policy and on measures to promote gender equality.