

Gender Equality Plan (GEP)

Swiss Institute of Allergy and Asthma Research (SIAF)

1. Commitment

The Swiss Institute of Allergy and Asthma Research (SIAF) is committed to fostering a safe, diverse, equitable, and inclusive working environment for all employees, researchers, students, and visitors. We believe that diversity, equal opportunities, and mutual respect are essential for scientific excellence and innovation.

SIAF is committed to promoting gender equality, equal opportunities, diversity, and an inclusive working environment. We strive to ensure that all members of the institute are treated fairly and have equal opportunities to contribute, develop, and succeed.

To promote equal treatment and reduce existing inequalities, SIAF is committed to ensuring fairness in:

- Recruitment and employment
- Allocation of tasks and responsibilities
- Working conditions and work-life balance
- Equal remuneration
- Training and professional development
- Career progression and promotion
- Performance evaluation and dismissal procedures

SIAF maintains a zero-tolerance policy towards discrimination, bullying, sexual harassment, and any other form of inappropriate behaviour.

2. Dedicated Resources

The implementation of the Gender Equality Plan is coordinated by the institute's management in collaboration with the administrative office. The administrative office, including Human Resources, provides the necessary administrative resources for the implementation and annual monitoring of the plan. Questions concerning equal opportunities and respectful conduct may be addressed to the institute's management or the administrative office.

3. Existing Measures

SIAF actively promotes gender equality and equal opportunities through the following measures:

- Compliance with applicable Swiss legislation regarding equality, non-discrimination, and workplace protection.



- Transparent and fair recruitment procedures.
- Equal pay for equal work in accordance with institutional salary regulations.
- Equal access to training, continuing education, and career development opportunities.
- Flexible working arrangements where compatible with operational requirements.
- Measures supporting work-life balance and family-friendly employment conditions.
- Maternity, paternity, parental, and other statutory leave arrangements in accordance with Swiss legislation.
- Equal opportunities for participation in scientific and administrative leadership positions.
- Promotion of a respectful, inclusive, and collaborative working culture.

4. Objectives and Measures

SIAF is committed to maintaining an inclusive and respectful working environment. The institute will periodically review its policies and practices to ensure equal opportunities for all employees. Gender-related indicators will be monitored annually, and the Gender Equality Plan will be reviewed and updated as necessary. SIAF will promote awareness of gender equality, diversity, inclusion, and unconscious gender bias among staff and decision-makers. Relevant information, guidance, and training opportunities will be communicated to employees as appropriate.

5. Data Collection and Monitoring

To evaluate progress, gender-related data are collected and reviewed annually by the Human Resources department (or the responsible administrative office) in accordance with applicable data protection regulations.

The following indicators are monitored annually:

1. Total staff by gender.
2. Academic leadership positions by gender.
3. Administrative leadership positions by gender.
4. Share of researchers by gender.

Annual GEP Statistics (2026)

Indicator	Female	Male	Non-binary
Total staff by Gender	27	17	0
Academic leadership positions by Gender	3	3	0
Administrative leadership positions by Gender	2	0	0
Researchers by Gender %	60.0%	40.0%	0%

Researchers include scientific staff and group leaders with research responsibilities. Technical, administrative, IT and other support staff are excluded.



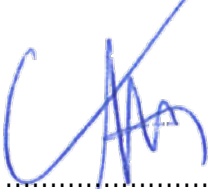
Statistics are collected and updated annually as part of SIAF's Gender Equality Plan monitoring.

7. Reporting and Communication

SIAF is committed to transparency regarding gender equality and diversity. This Gender Equality Plan is publicly available on the institute's website and is reviewed on a regular basis.

Progress is monitored annually through the collection of institutional indicators. The Gender Equality Plan is reviewed and updated periodically to ensure its continued effectiveness and to reflect SIAF's ongoing commitment to equality, diversity, and inclusion.

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