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## **Ordinance of the ETH Board on the Organisation of the Conciliation Commission under the Gender Equality Act for the ETH Domain (ConCom-ETH-O)**

of 12 December 2019 (Status as of 1 March 2020)

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*The ETH Board,*

based on to Article 1 paragraph 2 of the Ordinance of 10 December 2004<sup>1</sup> on the Conciliation Commission under the Gender Equality Act,

*ordains:*

### **Art. 1** Scope of application

This Ordinance governs the organisation of the Conciliation Commission under the Gender Equality Act of 24 March 1995<sup>2</sup> for:

- a. the personnel of the ETH Domain in accordance with Article 1 of the ETH Board Ordinance on Personnel of the Federal Institutes of Technology (Ordinance on the Personnel of the ETH Domain, PersO-FIT) of 15 March 2001<sup>3</sup>; and
- b. the professors of both Federal Institutes of Technology in accordance with Article 1 paragraph 1 of the Ordinance of the ETH Board on Professors at the Federal Institutes of Technology (ETH Professorial Ordinance) of 18 September 2003<sup>4</sup>.

### **Art. 2** Independence

<sup>1</sup> The Conciliation Commission is not bound by instructions.

<sup>2</sup> It is administratively affiliated to the ETH Board, to which it submits an annual report.

<sup>3</sup> The staff office of the ETH Board keeps the accounts.

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1 SR 172.327.1

2 SR 151.1

3 SR 172.220.113

4 SR 172.220.113.40

**Art. 3** Composition

<sup>1</sup> The Conciliation Commission consists of the President, four other members and four substitute members.

<sup>2</sup> The members and substitute members represent the institutions of the ETH Domain, with half representing the employer's side and half representing the personnel, including the professors.

<sup>3</sup> Equal numbers of women and men are members and substitute members of the Conciliation Commission.

<sup>4</sup> The language communities must be appropriately represented.

**Art. 4** Eligibility

<sup>1</sup> The members of the Conciliation Commission must be familiar with issues relating to gender equality and be knowledgeable in the area of human resources, employment law and the Federal Personnel Act (especially the Gender Equality Act), or occupational science.

<sup>2</sup> The President must also have legal training, and preferably have experience in mediation.

**Art. 5** Appointment

<sup>1</sup> The President and the two members and two substitute members representing the employer's side are appointed by the ETH Board. The two Federal Institutes of Technology and the research institutes may make recommendations to the ETH Board regarding the appointments.

<sup>2</sup> The ETH Board Rat may appoint a deputy in case the President is unable to act or is required to recuse him- or herself.

<sup>3</sup> The two members and two substitute members representing the personnel are appointed by the recognised staff organisations of the ETH Domain, i.e. the organisations which are required by their statutes to safeguard the interests of the personnel.

<sup>4</sup> The staff office of the ETH Board coordinates the preparations for the nomination process. It ensures that dual parity is observed as set out in Article 3 paragraphs 2 and 3, and that the language communities are appropriately represented.

<sup>5</sup> The term of office of the President, members and substitute members of the Conciliation Commission is four years. It is aligned with the legislative periods of the National Council. It begins on 1 January and ends on 31 December.

<sup>6</sup> The tenure of the President, members and substitute members of the Conciliation Commission is limited to a total of twelve years; it terminates at the end of the respective calendar year.