

To the EPFL School Assembly and the ETH Zurich Lecturer's Conference

On behalf of the ETH Women Professor Forum, we would like to contribute to the consultation on the partial revision of the ordinance of the ETH Board for Professors at the Federal Institutes of Technology (ETH Professorial Ordinance).

We already sent our concerns on Article 14 to the ETH board.

Please, find below supplemental comments on Articles 13 and 27.

Thank you for considering our input for inclusion into the feedback offered by the EPFL School Assembly and the ETH Zurich Lecturer's Conference, respectively.

Best Regards,

Carlotta Guiducci, Vice-President of ETH WPF, on behalf of the ETH WPF

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Article 13 Résiliation des rapports de travail par le Conseil des EPF

We are concerned about the following extract:

Current version:

FR : 2 Avant de présenter sa demande, le président de l'EPF constitue une commission qui se prononce sur l'opportunité de la résiliation et émet une recommandation. La commission se compose d'au moins de six membres: trois d'entre eux ne doivent pas relever de l'EPF concernée. Trois des six membres sont proposés par la Conférence du corps enseignant.

EN : Prior to placing a request [for termination of a contract], the ETH President shall set up a committee to consider whether it is reasonable to terminate the employment and to issue a recommendation. The committee shall have a minimum membership of six, of which three must not be members of the ETH in question. Three of the six members are proposed by the Conference of Lecturers.

Modification in consultation

2 Avant de procéder à une résiliation ordinaire des rapports de travail aux termes de l'al. 1, le président de l'EPF constitue une commission chargée d'examiner le bien-fondé de la résiliation et d'émettre une recommandation. La commission se compose d'au moins six membres; trois d'entre eux ne doivent pas relever de l'EPF concernée. Trois des six membres sont proposés par la Conférence du corps enseignant.

EN: Prior to ordinary termination of employment pursuant to para. 1, the ETH President shall set up a committee to consider whether it is reasonable to terminate the employment and to issue a recommendation. The committee shall have a minimum membership of six, of which three must not be members of the ETH in question. Three of the six members are proposed by the Conference of Lecturers.

According to the modified version, it seems that the president of the ETH/EPF carries out the termination of the contract, while in the current version, it is mentioned that the president in question should proceed to placing a request to the ETH Board. We wonder if this different phrasing actually attributes direct power over the case to the president of the corresponding ETH Institution and that he/she is only requested to form the commission and consider their recommendation.

The cases of termination that shall be considered "with cause" should be specified in greater detail.

Article 13a. Employment termination for reasons of sickness or accident

We would suggest that the continuity of the insufficient working capacity (for 730 days) is explicitly indicated.

We would like to rephrase the following part in order to specify that the 730-day duration of incapacity of work should result in contract termination only if it is uninterrupted.

Our proposal:

“In the event of permanent total or partial incapacity for work, the employment contract may be terminated by the ETH Board at the request of the President of the ETH due to insufficient working capacity at the earliest after 730 days of uninterrupted incapacity for work. “

Article 27a Paternity leave, adoption leave and leave for the care of a seriously ill child.

We propose to change the Article name to include same-sex partners. A suggestion would be: ‘Paternal and Partner leave...’

Regarding paternal and partner leave, we would like to have it stated that if both parents/partners are ETH Domain employees, they should be able to share the parental leave with a mandatory minimum of 8 weeks of maternity leave and 4 weeks of paternal/partner leave.

For what concerns the leave for care, we would propose to include the leave for the care of a sick close family member (for instance, an elderly parent, but not exclusively).

With best regards,  
The WPF Board