Employee Survey 2025
UZH

		UZH	UZH (Survey 2022)	Age: under 20 years old	Age: 20-39 years old	Age: 40-59 years old	Age: 60 years or older	Gender: Female	Gender: Male	Gender: Other	Category of university employee: Professors (excluding adjunct professors)	Category of university employee: Junior researchers (PhD candidates, teaching and research assistants, senior teaching and research assistants, postdocs, student assistants)	Category of university employee: Senior researchers and teaching staff (academic associates, lecturers inkl. privatdozents and adjunct professors, attending physicians)	Category of university employee: Administrative and technical staff (including operating staff, medical staff, laboratory staff, animal caretakers, apprentices)	Category of university employee: Other	Category of professor: Professor with permanent position or with tenure track (full professor, associate professor, part-time associate professor, professor ad personam, assistant professor with tenure track)	Category of professor: Professor with non-permanent position (assistant professor, SNF/UZH externally funded assistant professor)	Category of professor: Other	Academic career phase: Yes, a doctorate or PhD	Academic career phase: Yes, a post-doctorate or habilitation	Academic career phase: Yes, a specialist/medical specialist	Academic career phase: No	Level of employment: 80% and more	Level of employment: 50% to 79%	Level of employment: 20% to 49%	Level of employment: Less than 20%
Number of completed questionnaires	n=	4'278	3'994	24	1'987	1'836	255	2'434	1'623	47	331	1'351	479	1'858	101	286	38	6	678	380	42	251	2'796	906	321	77
Work content																										
I am able to use my skills, abilities and knowledge in my work.		83	84	73	83	83	85	82	86	80	96	87	86	78	82	96	97	97	87	89	89	81	85	80	79	77
My work is diversified.		81	81	64	79	83	86	80	83	77	96	81	85	78	75	96	92	97	80	85	89	74	84	78	74	69
My work gives me the feeling that I have done something meaningful.		77	76	70	73	80	83	76	78	68	91	74	81	75	79	91	86	97	71	75	84	77	78	74	77	75
I am able to implement my own ideas at work.		76	75	51	75	76	77	73	81	66	95	80	80	69	68	95	96	100	81	85	70	69	78	73	69	56
I have enough decision-making power to carry out my duties efficiently.		77	77	71	77	77	78	75	79	72	88	79	77	73	74	88	87	97	79	79	67	80	77	75	78	76
I am able to assume sufficient responsibility within the scope of my duties.		81	80	68	81	81	83	80	82	74	94	82	81	77	80	94	94	97	83	81	83	82	82	78	79	78
Workplace conditions/arrangements																										
My workspace (e.g., office equipment and furniture) is properly equipped.		79	79	74	78	80	82	78	80	78	92	78	76	78	74	92	86	84	80	75	65	81	79	79	80	81
The technical tools available to me (e.g., laboratory equipment, facilities, databases, library equipment, IT) are suitable.		80	80	85	80	79	82	79	81	79	88	81	77	78	77	89	82	80	82	80	71	82	80	79	81	82
The workplace conditions (e.g., room temperature, lighting conditions, cleanliness, ventilation, noise level) are pleasant.		65	66	58	64	65	66	62	68	59	74	65	65	63	62	75	70	76	65	64	59	69	64	63	68	72
The common spaces available to me (e.g., meeting rooms, lounge areas) are functional.		70	68	60	70	70	73	69	72	66	75	71	68	69	61	76	71	72	71	68	68	77	69	70	77	80
Do you have the option of working remotely?																										
yes	%	79	*	46	75	83	79	78	79	85	95	79	82	76	62	95	95	83	80	85	29	73	77	85	76	67
no	%	21	*	54	25	17	21	22	21	15	5	21	18	24	38	5	5	17	20	15	71	27	23	15	24	33
Generally I...																										
...don't work remotely.	%	15	*	55	19	11	15	15	15	13	9	19	13	13	18	9	11	0	22	20	25	12	15	15	17	8
...work remotely for less than 20% of my working time.	%	37	*	18	37	38	35	36	40	43	50	41	40	32	32	50	44	60	42	40	75	37	39	35	32	16
...work remotely for 21-40% of my working time.	%	37	*	27	32	41	39	39	34	20	35	26	35	45	33	35	36	20	28	27	0	21	37	40	24	26
...work remotely for more than 40% of my working time.	%	11	*	0	12	10	12	11	11	25	6	14	12	9	17	6	8	20	8	14	0	31	9	10	28	50
Mobile Working																										
The current conditions are suitable for me to work remotely.		82	*	57	81	83	86	82	83	77	88	82	82	81	79	88	86	88	81	80	76	89	81	83	88	94
My overall experience with the mobile working model has been good.		86	*	58	86	86	85	87	85	82	84	85	85	88	84	84	86	88	84	84	74	89	85	87	89	93
I can complete my tasks just as well while working remotely as I can at the workplace.		80	*	73	80	81	79	82	78	79	74	78	78	84	79	73	81	76	75	77	74	86	79	81	83	90
Workload																										
I have enough time to carry out my duties.		66	65	74	68	64	69	67	66	58	53	68	59	69	69	52	54	63	67	62	52	80	64	69	77	80
I have enough freedom to manage my work.		80	81	70	80	80	80	79	81	74	82	81	79	79	76	81	81	93	81	82	58	84	79	82	84	85
Enough is done at my workplace to protect my health/safety.		72	73	70	72	72	70	70	75	67	78	72	68	71	69	78	83	67	72	69	65	80	71	71	78	78
After work, I am able to easily switch off.		59	58	66	56	61	67	60	58	45	49	52	52	68	66	49	54	60	49	45	56	69	56	63	71	75
At work, I am full of energy.		67	68	55	63	71	77	66	68	63	78	62	69	68	69	79	73	80	59	62	65	70	67	66	70	70
When working, I am frequently disrupted (e.g., by telephone calls, colleagues).**		51	49	40	46	56	56	52	49	57	56	41	55	56	51	56	51	53	41	45	69	31	55	47	37	21
I feel overstrained at work.**		26	25	31	31	22	14	26	26	26	28	35	28	19	23	28	33	3	39	39	34	20	28	23	17	21
I do not feel sufficiently challenged at work.**		25	25	21	24	26	24	26	24	32	12	21	22	31	25	13	7	3	18	23	18	27	23	27	31	29
At work, I am subjected to social pressure (e.g., due to annoying behavior by superiors, colleagues, clients, students).**		34	33	34	33	35	35	36	31	51	35	31	37	34	39	36	34	40	34	31	56	22	37	31	22	24
At work, I am subjected to direct physical burdens (e.g., one-sided physical stress, noise, dirt, harmful chemical substances).**		20	18	36	21	19	17	21	19	23	12	20	22	21	29	13	6	10	21	18	44	17	22	17	16	13
Work-life balance																										
The University of Zurich offers me suitable conditions for balancing my professional and personal life.		74	71	60	70	77	81	73	75	70	76	68	70	78	74	77	65	87	67	64	48	81	72	77	81	83
Work-life balance is respected by my superior / superior authority.		77	77	55	75	80	80	77	78	70	78	74	74	81	71	78	72	76	73	72	55	84	75	82	83	86
Do you have any children between the ages of 0 and 10 for whose care you are responsible?																										
yes	%	21	23	0	16	28	3	21	20	9	31	11	32	23	16	27	61	17	5	25	7	7	18	32	17	4
no	%	79	77	100	84	72	97	79	80	91	69	89	68	77	84	73	39	83	95	75	93	93	82	68	83	96
I know the following childcare services offered by the kihz foundation: kihz Daycare Centres																										
yes	%	72	65	*	71	73	71	73	70	*	79	70	73	72	33	80	73	*	73	73	*	47	72	74	62	*
no	%	28	35	*	29	27	29	27	30	*	21	30	27	28	67	20	27	*	27	27	*	53	28	26	38	*
I know the following childcare services offered by the kihz foundation: kihz Flex																										
yes	%	45	37	*	46	44	29	47	41	*	59	45	43	43	17	61	52	*	53	43	*	38	46	46	30	*
no	%	55	63	*	54	56	71	53	59	*	41	55	57	57	83	39	48	*	47	57	*	63	54	54	70	*
I know the following childcare services offered by the kihz foundation: kihz Mobil																										
yes	%	34	25	*	35	33	29	35	32	*	48	35	33	31	17	48	48	*	42	33	*	38	36	32	18	*
no	%	66	75	*	65	67	71	65	68	*	52	65	67	69	83	52	52	*	58	67	*	63	64	68	82	*
I know the following childcare services offered by the kihz foundation: kihz Ferienbetreuung																										
yes	%	64	56	*	60	67	57	70	56	*	64	54	64	69	33	63	68	*	65	52	*	44	61	70	64	*
no	%	36	44	*	40	33	43	30	44	*	36	46	36	31	67	37	32	*	35	48	*	56	39	30	36	*
Collaboration with colleagues																										
We support each other among the professors in my organizational unit.		77	71	*	76	77	80	76	77	*	77	*	*	*	*	77	75	72	*	*	*	*	77	*	74	*
Among the professors in my organizational unit, solution-oriented communication is treated as important.		80	74	*	75	80	86	79	81	*	80	*	*	*	*	81	74	80	*	*	*	*	81	*	71	*
I experience a culture of trust among the professors in my organizational unit.		77	70	*	71	78	81	76	78	*	77	*	*	*	*	78	70	76	*	*	*	*	77	*	66	*
The professors in my organizational unit treat each other with respect.		84	79	*	78	84	90	83	85	*	84	*	*	*	*	84	83	80	*	*	*	*	84	*	77	*
Among the professors in my organizational unit, good performance is recognized (e.g., through praise, appreciation).		77	70	*	77	76	82	76	78	*	77	*	*	*	*	78	72	76	*	*	*	*	77	*	69	*
We support each other in my team/my research group.		83	83	65	82	84	86	82	85	81	95	81	80	83	80	95	94	97	81	78	83	87	83	82	85	86
In my team/my research group, solution-oriented communication is important.		79	79	63	77	81	83	78	81	72	94	77	78	78	76	94	92	97	75	77	75	83	79	79	82	83
I experience a culture of trust in my team/my research group.		79	80	62	78	80	84	78	82	72	94	78	77	79	75	93	96	97	76	77	76	84	79	79	84	82
In my team/my research group, we treat each other with respect.		85	86	78	85	85	88	84	87	82	96	85	83	84	80	96	98	97	84	84	82	90	85	85	89	88
In my team/my research group, good performance is recognized (e.g., through praise, appreciation).		77	77	60	76	79	81	76	80	71	94	76	75	76	73	94	95	97	75	73	73	83	77	78	81	80
Work organization and processes																										
The organizational structures in my immediate work environment are functional.		71	70	63	70	71	73	70	72	58	80	72	68	68	69	80	75	90	72	70	60	80	70	70	76	81
The work processes in my immediate work environment function well.		72	71	71	71	72	76	71	73	63	81	73	70	69	71	81	79	93	73	72	63	77	71	72	74	80
The responsibilities in my immediate work environment are clearly assigned.		70	69	64	68	71	75	69	70	59	81	69	67	69	70	81	78	93	68	66	70	77	69	69	75	80
Collaboration between the scientific and non-scientific personnel in my work environment works well.		77	77	72	77	76	79	76	79	71	86	80	76	73	74	86	83	90	80	78	72	85	76	77	81	82
Information and communication																										
I have access to all information that is important for my daily work.		78	79	78	78	78	81	77	79	71	83	79	77	76	74	84	79	90	79	77	78	83	78	78	81	83
My organizational unit (e.g., dean's office, department, clinic, central services) informs me about important decisions and further developments.		72	73	74	72	73	73	72	73	65	82	73	67	71	69	82	81	97	75	67	78	77	72	72	75	79
The university's executive board informs me about important decisions and further developments.		69	73	67	69	69	70	70	68	62	73	72	63	68	66	72	74	93	73	64	77	77	68	69	72	79
Remuneration																										
Compared with the demands placed on me by my work, I am satisfied with my salary.		58	56	58	54	61	67	57	60	49	80	54	53	58	54	80	79	70	46	58	41	73	57	57	68	77
I am satisfied with the benefits and extras (e.g., ASVZ, purchase of discounted meals) offered to me by the University of Zurich.		67	69	61	67	67	70	67	67	65	82	69	64	65	66	82	81	68	67	66	70	76	66	68	73	77
Possibilities for professional development																										
The University of Zurich offers me the opportunity for professional development.		67	67	68	68	66	67	66	69	61	84	73	61	61	64	86	72	73	75	67	82	74	68	64	69	71
The University of Zurich allows me to take advantage of educational and advanced training opportunities.		74	74	68	73	74	76	73	75	67	87	77	70	71	69	87	85	96	79	73	80	72	74	73	72	62
My superior / superior authority supports me in my professional development.		73	73	64	75	72	71	73	74	63	78	76	66	72	68	79	71	80	76	73	83	79	73	74	75	77
With my current work at the University of Zurich, I am able to maintain and enhance my employability.		68	68	66	69	66	70	67	68	57	84	72	60	64	68	84	83	90	73	67	88	75	68	65	70	73
Leadership																										
My direct supervisor...																										
... exemplifies what they expects from their employees.		73	73	68	73	74	74	72	75	63	79	74	69	73	67	80	70	77	73	71	76	82	72	75	78	84
... encourages their employees and supports them in their professional development.		73	73	71	75	72	72	73	74	60	79	76	68	72	68	80	70	80	76	73	78	82	72	74	76	78
... includes their employees in the decision-making process as appropriate at the various levels.		71	70	68	71	71	69	70	72	62	76	71	66	72	66	77	68	77	70	70	68	78	70	73	74	77
... communicates in a transparent, appreciative and solution-oriented manner.		73	72	75	72	74	74	72	74	57	80	71	69	74	70	81	72	80	69	68	70	81	71	76	78	81
... actively leads and expresses what they expects of their employees in terms of performance and behavior.		68	67	70	66	68	71	67	69	55	75	66	63	69	69	76	65	80	63	63	71	75	66	68	71	81
... evaluates their employees in terms of performance and behavior, and gives timely, clear, and objective feedback.		68	67	73	67	69	69	67	69	54	70	66	63	71	65	71	64	76	65	63	68	75	67	70	71	81
... sets goals for their area of responsibility.		68	67	69	67	69	70	67	70	56	74	66	63	70	65	75	66	72	65	63	67	75	67	69	71	77
... creates clear, functional organizational and management structures.		66	65	66	65	67	68	65	67	56	76	64	61	67	65	77	65	80	62	61	69	74	65	67	71	80
... actively addresses conflicts and shows possible solutions.		65	*	69	64	65	67	63	68	50	74	62	60	67	64	74	71	76	60	59	61	73	63	66	70	76
Equal opportunity and diversity																										
In my work environment, all employees are treated fairly regardless of age, gender, religion, social or geographic origin, disability, sexual orientation, etc.		85	87	81	85	86	89	84	88	71	88	85	83	86	81	88	83	97	84	81	90	92	85	86	90	92
Have you been the target of discriminatory acts (e.g., verbal or non-verbal disparagement, insults, physical assaults, etc.) in the course of your work at the University of Zurich within the last 12 months?																										
yes, once	%	7	7	17	7	7	7	9	4	22	5	7	7	8	8	5	3	0	8	7	7	4	7	9	4	3
yes, several times	%	5	4	4	5	5	6	5	4	11	4	5	5	5	9	4	5	33	6	5	2	3	6	4	2	1
never	%	88	89	79	88	88	87	86	92	67	91	88	89	88	83	91	92	67	86	87	90	93	87	87	94	96
In the course of your work at the University of Zurich, have you observed or heard of other UZH employees being the target of discriminatory acts within the last 12 months?																										
yes, once	%	14	12	13	14	14	13	15	11	20	14	14	15	13	13	13	18	0	16	14	22	9	14	15	9	8
yes, several times	%	14	11	13	15	12	12	15	12	33	15	17	13	12	11	15	13	50	18	17	20	10	14	13	11	10
never	%	73	77	75	71	74	74	70	77	48	71	69	72	75	76	72	68	50	66	69	59	81	71	72	80	82
Sustainable development																										
I make a contribution to sustainable development in my everyday work at the University of Zurich.		65	63	59	60	69	72	64	65	62	74	60	64	66	65	75	61	76	60	62	59	54	65	64	61	55
I make a contribution to sustainability in that... (multiple answers are allowed)																										
... I save resources and the environment.	%	83	86	46	78	88	86	85	82	86	84	77	81	89	60	85	73	80	80	78	43	72	83	87	76	76
... I am actively involved in discussions within and outside the University of Zurich on topics related to sustainable development.	%	30	33	8	28	32	34	28	34	46	43	29	33	28	16	43	42	60	29	32	4	30	30	31	34	21
... my teaching communicates knowledge about or the ability to reflect upon the values that are important for sustainable development.	%	25	24	38	25	25	29	22	30	46	59	33	48	9	19	61	46	60	33	37	13	31	26	23	27	28
... my research produces knowledge that is important for sustainable development.	%	23	20	0	29	19	19	17	32	18	49	40	38	5	11	49	54	60	41	42	30	33	25	16	24	21
in another way.	%	25	25	23	25	26	18	25	25	25	16	20	20	30	40	16	12	20	18	19	26	23	25	26	27	24
I do not make any contribution to sustainability, or only a small one, for the following reasons: (multiple answers are allowed)																										
I do not see any possibilities for this in my job.	%	65	67	60	65	62	81	62	68	75	58	65	68	65	47	58	58	*	63	59	69	76	62	66	71	88
I do not know how I could make a contribution.	%	46	48	60	51	37	31	47	42	67	42	52	40	39	73	31	67	*	54	51	62	49	45	48	48	35
is not expected by my superior / superior authority	%	28	31	40	28	28	23	28	28	33	18	30	27	28	13	19	17	*	33	29	31	21	31	22	22	18
too little time	%	18	13	0	19	16	19	14	24	17	26	21	20	14	13	23	33	*	23	24	23	8	22	14	4	0
would cause additional costs	%	16	15	0	17	14	15	13	21	8	24	16	15	16	7	27	17	*	15	21	23	11	19	11	10	12
The University of Zurich sufficiently supports sustainable development.		65	62	63	63	66	68	63	67	51	74	63	64	63	70	75	66	83	65	62	67	61	65	62	63	62
Academic career development																										
The University of Zurich offers a framework that allows for the ability to complete qualification work in a timely manner.		65	63	*	65	68	*	64	67	58	*	65	*	*	*	*	*	*	64	67	67	*	66	63	64	*
The University of Zurich offers a framework that allows for the ability to complete qualification work at a high scientific level.		77	76	*	77	77	*	77	77	69	*	77	*	*	*	*	*	*	78	76	81	*	78	75	78	*
The University of Zurich offers support for the presentation of my research work to the general public.		67	66	*	67	69	*	67	68	57	*	67	*	*	*	*	*	*	69	65	72	*	68	65	75	*
I am aware of the rules and regulations that are important for me, e.g., the doctoral regulations or the framework specifications.		71	68	*	70	78	*	73	68	73	*	71	*	*	*	*	*	*	73	66	68	*	69	75	73	*
The University of Zurich does a lot in the area of academic career development.		61	59	*	61	63	*	61	61	49	*	61	*	*	*	*	*	*	63	56	68	*	61	61	67	*
I know where to report or to whom I can turn in the event of any conflict with my supervisor.		60	57	*	59	66	*	60	59	55	*	60	*	*	*	*	*	*	63	53	66	*	58	66	50	*
The University of Zurich endeavors to ensure support for emerging researchers.		62	60	*	62	63	*	62	63	39	*	62	*	*	*	*	*	*	64	59	71	*	62	64	60	*
There are people at the University of Zurich who I turn to as mentors.		63	60	*	63	60	*	60	66	48	*	63	*	*	*	*	*	*	64	58	84	*	63	63	54	*
I feel well prepared for the next step in my career.		54	53	*	54	55	*	52	56	41	*	54	*	*	*	*	*	*	53	52	76	*	53	55	53	*
Commitment																										
I am proud to be associated with the University of Zurich.		79	78	72	76	82	82	79	80	70	90	77	77	79	76	90	89	90	75	78	79	82	79	79	81	77
I am happy to mention to acquaintances that I work for the University of Zurich.		81	81	81	79	84	83	81	82	75	92	80	80	81	80	92	88	93	77	81	80	84	81	81	83	84
I am prepared to render an above-average performance for the University of Zurich.		80	80	62	75	84	86	79	82	62	94	76	81	80	79	95	92	97	74	76	76	80	80	79	80	75
The future of the University of Zurich is dear to my heart.		78	78	60	72	84	85	78	79	68	93	71	80	81	74	93	86	97	68	70	71	78	78	79	81	74
If I were to be given the choice once again, I would decide again for a job at the University of Zurich.		81	80	72	79	83	83	81	82	71	92	80	78	81	79	92	93	97	77	80	81	88	80	82	86	83
Job satisfaction																										
When you think about everything that is important to you in a job, how satisfied are you overall with your current job situation at the University of Zurich?		73	73	70	71	75	78	73	75	64	85	72	71	73	71	87	76	87	71	71	73	79	73	73	78	78

* not assessable
** negatively worded questions (high agreement = negative; high disagreement = positive)
Percentages without coloured background