

Gender Equality in Swiss Universities

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Session C3: Mobilising and mobility of scientific talent



SWISS NATIONAL SCIENCE FOUNDATION

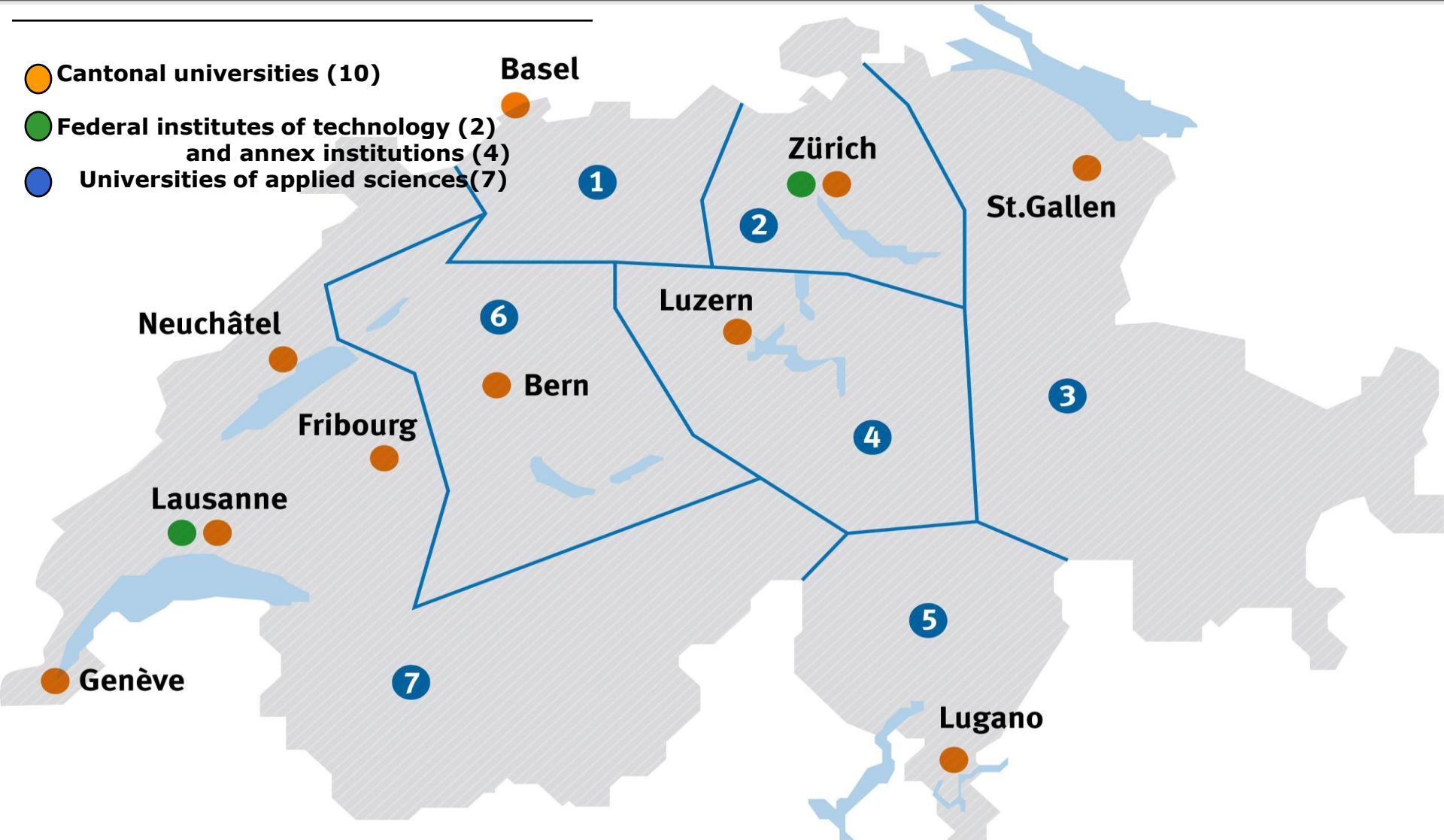
Outline

- Facts and figures
- Measures on the Swiss national level
- Gender equality at SNSF
- Outlook

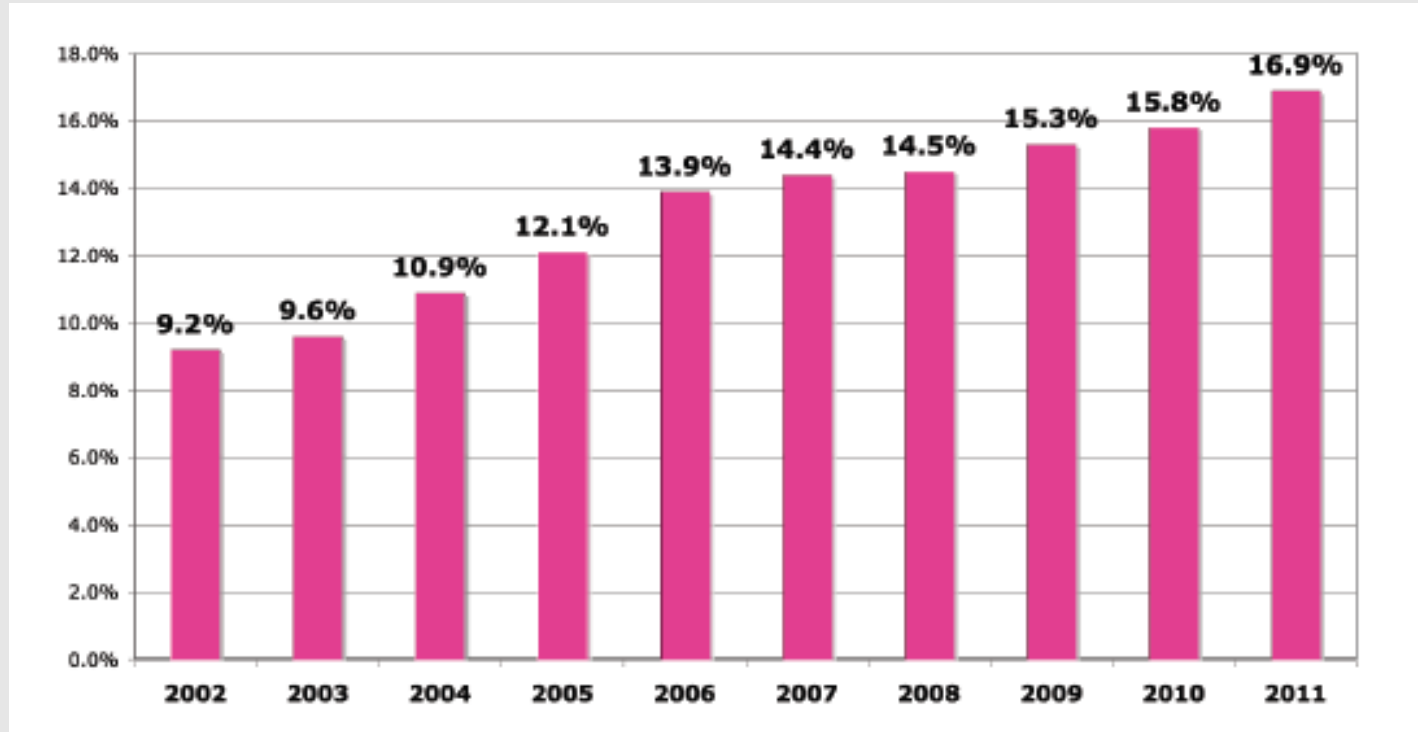


Facts and figures

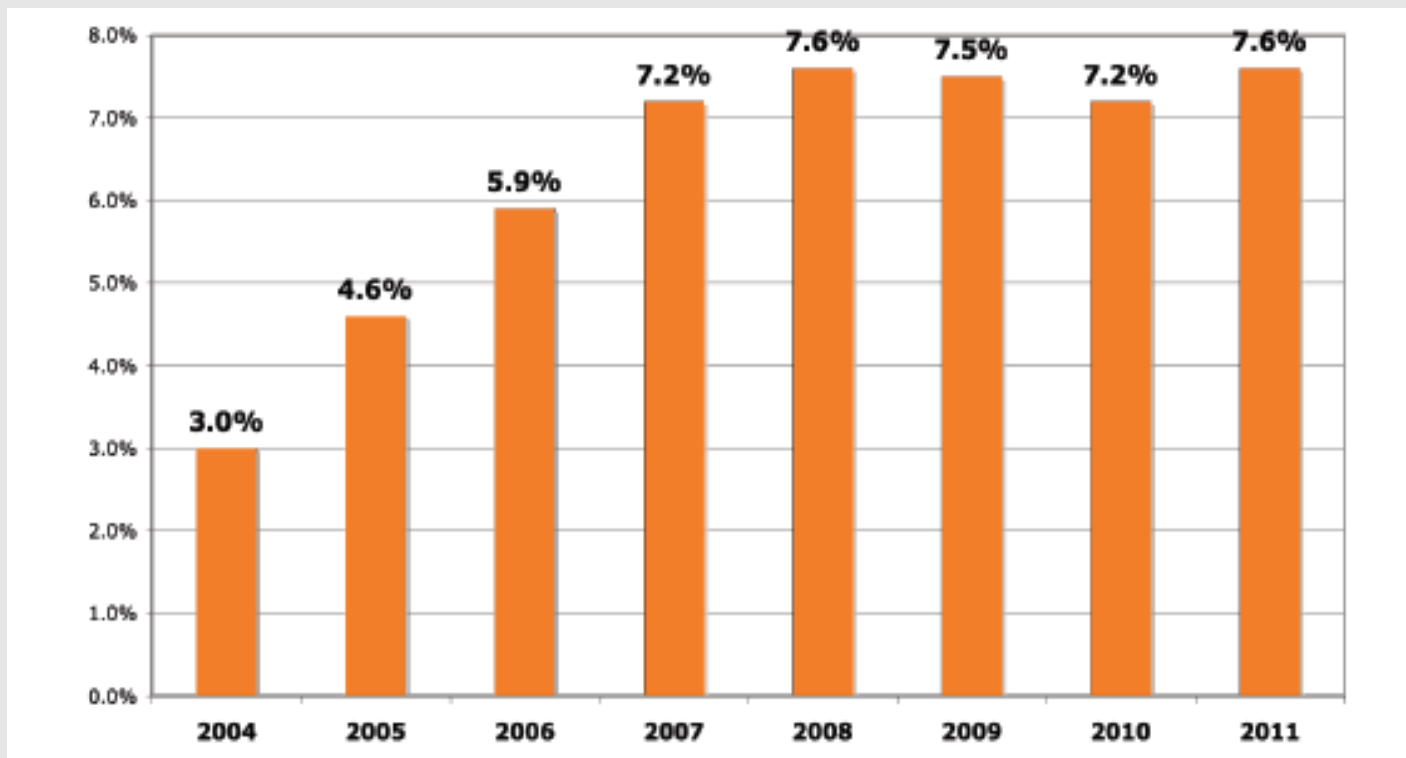
Types of public institutions performing research in Switzerland



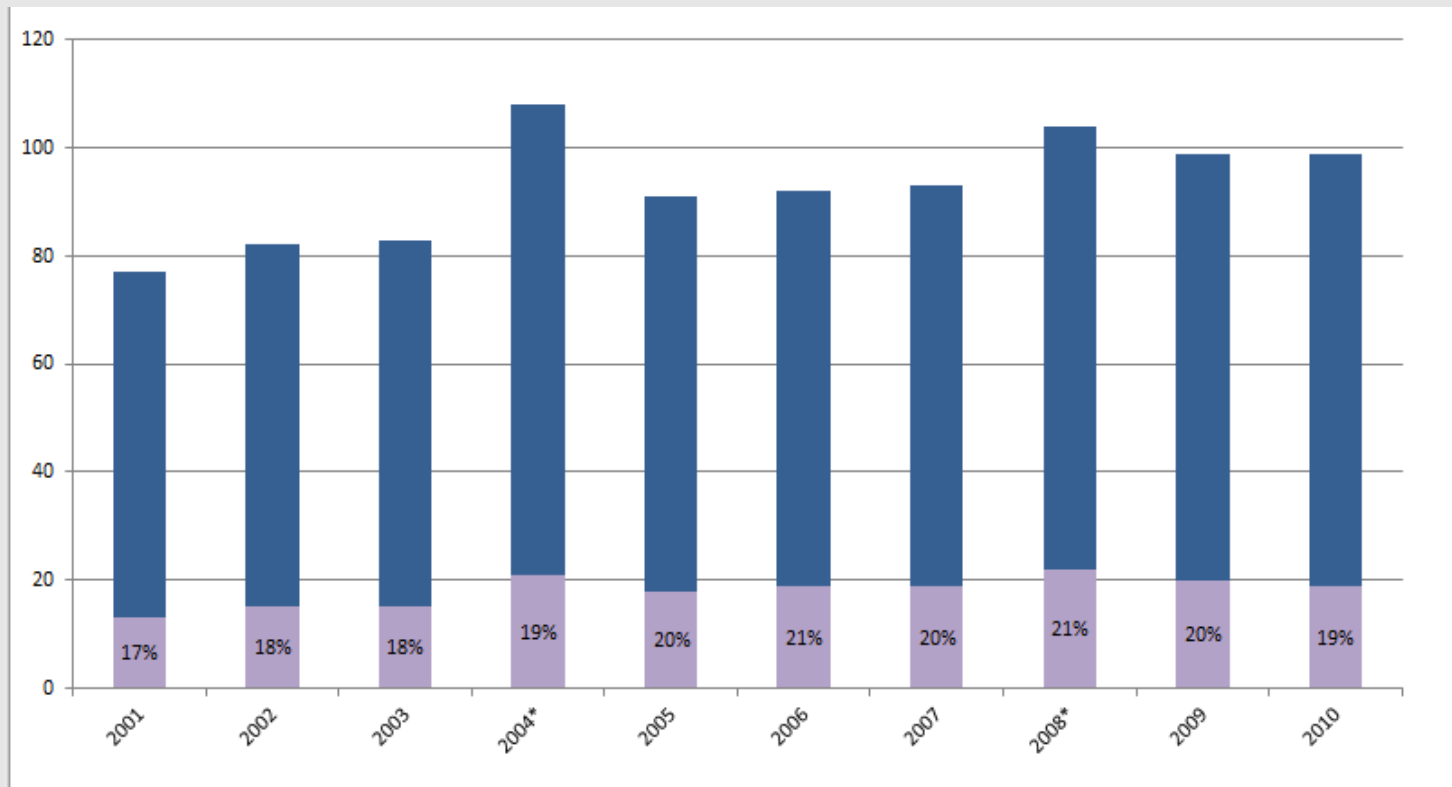
Proportion of women professors Universities (without ETH-domain)



Proportion of women professors ETH-domain (ETHZ & EPFL)



Proportion of members in the SNSF Research Council by sex 2001-2010



Men
Women



National level Equality Programme and Gender Studies

The Swiss Federal Equal Opportunity Programme for Universities

_ Start in 2000

Aim: to increase the proportion of female professors & support the academic careers of women

_ 4 mio CHF per year (state funds), matching funds by univ.

_ Primarily based on project basis

_ Variety of projects at each university:

Mentoring, child care, courses, networks, leadership and nomination procedure training, coaching, support of dual career couples, etc.

www.crus.ch > Equal Opportunity

Swiss Network of Gender Studies

Since 2002

State funds for a network of doctoral schools in gender studies

Since 2004

State funds for the Swiss Network of Gender Studies



Gender equality at the SNSF

Policy of Support

The SNSF

- _ promotes scientific research
- _ invests in young scientists
- _ enables research stays abroad
- _ promotes international co-operation
- _ strengthens the position of women in research

Use of funds (I) 2010

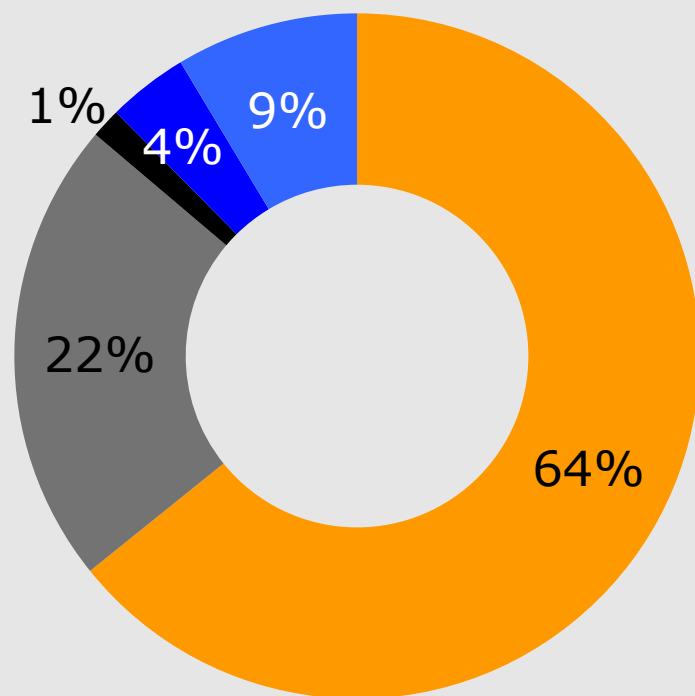
Investigator-driven Project Funding by SNSF approx. 3,100

Persons supported by SNSF approx. 7,700

 _ younger than 35 years 78 %

 _ Women 44 %

Use of funds (II) 2010



■ Project Funding

■ Individual Funding

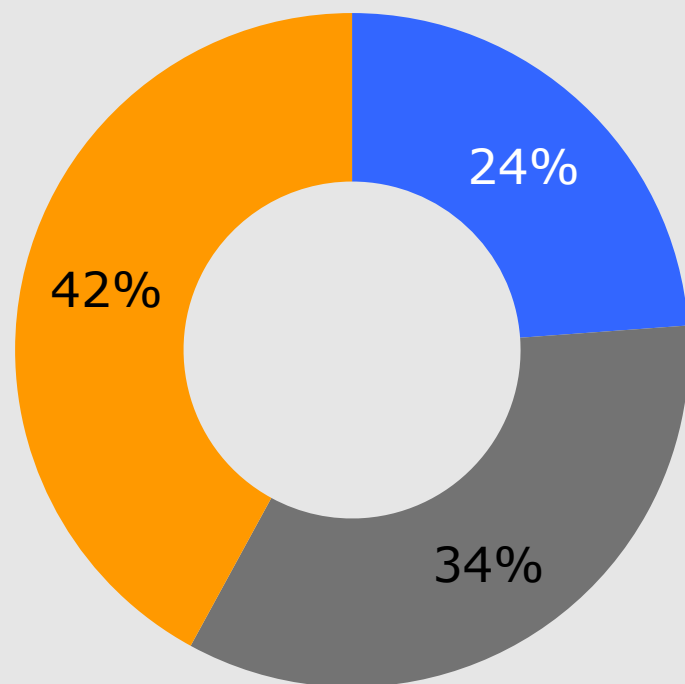
■ Scientific Conferences, Publication Grants, International Co-operation

■ National Research Programmes (NRP)

■ National Centres of Competence in Research (NCCR)

Total: CHF 726 million

Use of funds (III) 2010



- Humanities and Social Sciences
- Mathematics, Natural and Engineering Sciences
- Biology and Medicine

Total: CHF 726 million

Success rates by sex 2011 and proportion of women

	Women	Men	Prop. of W
Project Funding	46%	55%	19.4%
Hum. & Social Sc.	47%	45%	28%
STEM	66%	67%	10%
Biology & Medicine	37%	49%	17.6%
Interdisc. P. & Sinergia	37%	49%	14.4%
Individual Funding	53%	52%	40.7%
Fellowships (prospective r.)	70%	66%	40%
Fellowships (advanced r.)	57%	70%	36%
Ambizione	22%	33%	34%
SNSF-Professorship	26%	21%	29.5%

Gender equality measures at the SNSF

Career specific support

- _Information
- _Supporting existing mentoring programmes at universities
- _Gender action plans in the NCCR
- _Special programme for women: Marie-Heim-Vögtlin subsidies
- _Exceptions concerning academic age
- _Financial support for childcare

Gender equality measures II

_Commitment

_Equal opportunities commission and office

_Mission statement for gender equality at the SNSF

_Targets: Fellowships: 40%

Ambizione: 35%

SNSF-Professorship: 30%

_Monitoring (committees, boards, success rates in funding)

_Publication of sex-disaggregated data



Outlook

New measures at SNSF

Multi-year Programme 2012-2016

Forthcoming

- _Facilitating early mobility: Doc.Mobility (2012)
- _120%-solution for post-doc with young children (2013)

Still on the wish list

- _2+1 fellowships (1 year returning option) for families
- _Money for Gender equality measures in all projects

New Federal Programme for Equal Opportunity / Gender Studies

2013 – 2016

(not yet decided)

_New Gender Equality Programme based on action plans

_State funds for the existing Network of Gender Studies