Gender Equality in Swiss Universities

Maya Widmer, SNSF

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Session C3: Mobilising and mobility of scientific talent
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

- Cantonal universities (10)
- Federal institutes of technology (2) and annex institutions (4)
- Universities of applied sciences (7)
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
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  

Persons supported by SNSF  

- younger than 35 years  
- Women
Use of funds (II) 2010

Total: CHF 726 million

- Project Funding: 64%
- Individual Funding: 22%
- Scientific Conferences, Publication Grants, International Co-operation: 4%
- National Research Programmes (NRP): 9%
- National Centres of Competence in Research (NCCR): 1%

Total: CHF 726 million
Use of funds (III) 2010

Total: CHF 726 million

- Humanities and Social Sciences: 24%
- Mathematics, Natural and Engineering Sciences: 34%
- Biology and Medicine: 42%

Total: CHF 726 million
Success rates by sex 2011 and proportion of women

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<tr>
<th></th>
<th>Women</th>
<th>Men</th>
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<tbody>
<tr>
<td><strong>Project Funding</strong></td>
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<tr>
<td>Hum. &amp; Social Sc.</td>
<td>46%</td>
<td>55%</td>
<td>19.4%</td>
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<tr>
<td>STEM</td>
<td>47%</td>
<td>45%</td>
<td>28%</td>
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<tr>
<td>Biology &amp; Medicine</td>
<td>66%</td>
<td>67%</td>
<td>10%</td>
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<tr>
<td>Interdisc. P. &amp; Sinergia</td>
<td>37%</td>
<td>49%</td>
<td>17.6%</td>
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<tr>
<td><strong>Individual Funding</strong></td>
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<tr>
<td>Fellowships (prospective r.)</td>
<td>70%</td>
<td>66%</td>
<td>40%</td>
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<tr>
<td>Fellowships (advanced r.)</td>
<td>57%</td>
<td>70%</td>
<td>36%</td>
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<tr>
<td>Ambizione</td>
<td>22%</td>
<td>33%</td>
<td>34%</td>
</tr>
<tr>
<td>SNSF-Professorship</td>
<td>26%</td>
<td>21%</td>
<td>29.5%</td>
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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
_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