

Gender Equality at the Swiss National Science Foundation

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Outline

1. The SNSF
2. The Problem
3. The Start
4. The Study
5. The Measures
6. ...but

Key features of SNSF

The SNSF

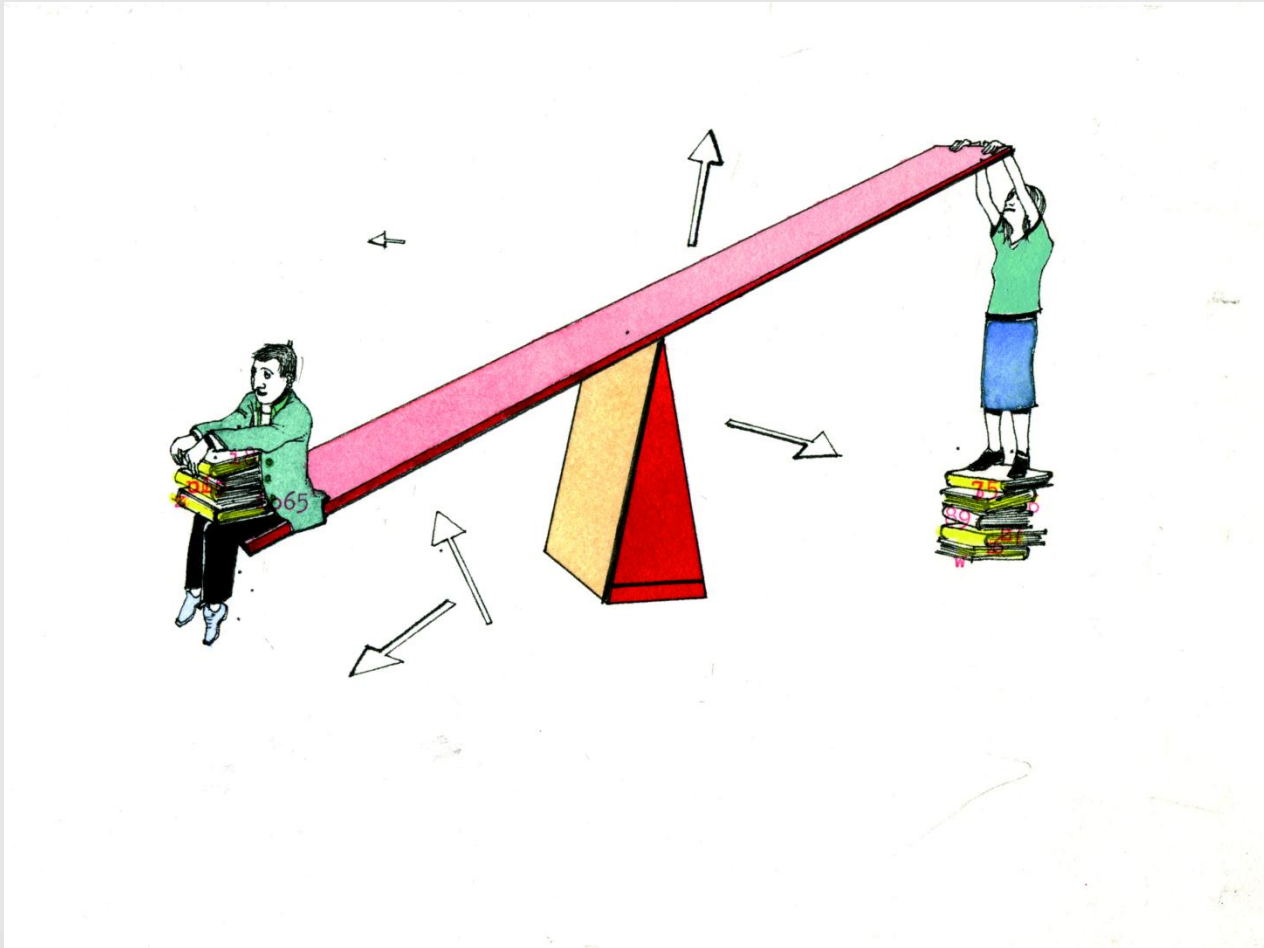
- _ Founded in 1952
- _ Foundation under private law
- _ Autonomous scientific executive body
- _ Research body of the Swiss Federation
- _ Supports scientific research
- _ Largest Swiss institution for research support
- _ Annual federal funding: appr. 500 mio. € (2010)

Funding opportunities

The SNSF

- _ Project funding
- _ Funding of individual scientists
- _ Conference grants
- _ Publication grants
- _ Research programmes (NRP, NCCR)
- _ International co-operation

The Problem



First gender report in 2001

The Start

_Expert group 1999

_First gender equality report (GRIPS Gender 2001)

_Measures since 2001



Gender and research funding

The Study

FNSNF

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Objectives

The Study

Objectives

- _Quantifying gender-specific rates of loss (Leaky Pipeline)
- _Analysis of the reasons for the gender-specific rates of loss

Sample

- _Emerging researchers (doctorate, postdoc, habilitation, SNSF-newcomers)

Time period

- _2002 – 2007 (and cohort analyses 1978 – 2002)

Project leaders: Regula Julia Leeman (FHNW) & Heidi Stutz (BASS)

Findings

The Study

No gender-specific discrimination in the SNSF

but

time is not fixing the leaky pipeline in Switzerland

Existing barriers

- Not enough career-specific support
- Difficulties in reconciling research and family life
- Mobility and internationality
- Academic culture

Career-specific support

The Measures

- _Better information (on maternity leave, part-time work etc.)
- _Supporting existing mentoring programs
- _Gender action plans in the NCCR
- _Money for gender equality measures in project funding (forthcoming)

Reconciling research and family

The Measures

_Special program for women: Marie-Heim-Vögtlin program

_Financial support for childcare at conferences

_Academic age exceptions

_120%-solution (forthcoming)

_2+1 fellowships (1 year returning option) for families
(forthcoming)

Mobility and internationality

The Measures

_Facilitating early mobility (forthcoming)

Academic culture

The Measures

_ Commitment

_ Mission statement for gender equality

_ Gender equality on the agenda

Other actions

The Measures

_Gender equality committee & office

_Preferential rule for elections in the national research councils

_Targets (stipends: 40%, Ambizione: 35%, SNF-professorship: 30%)

_Monitoring (committees, boards, success rates in funding)

_Publication of sex-disaggregated data

Research on gender equality

The Measures

National Research Program: Gender Equality (NRP 60)

1. Analysis of policy processes
2. Evaluation of gender equality measures:
3. Problem-oriented analyses of family, work, and education:

Framework: CHF 8'000'000

Duration: 3 years

21 projects

...still a lot to do



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