



Bundesamt für Bildung und Wissenschaft  
Office fédéral de l'éducation et de la science  
Ufficio federale dell'educazione e della scienza  
Federal Office for Education and Science



**Helsinki Group**

# **WOMEN AND SCIENCE**

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**Review of the Situation in Switzerland**

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# **WOMEN AND SCIENCE**

**Review of the Situation in Switzerland**

**Federal Office for Education and Science**

**Irene Rehmman**

**Bern, June 2004**



## Introduction

This report was written at the suggestion of the *Helsinki Group*, which was established by the European Commission in November 1999 to consider issues concerning *Women and Science*. The *Helsinki Group* is a committee of civil servants and gender experts from the EU Member States and associated countries with the mandate to promote discussion and exchange experiences on measures and policies for encouraging the participation of women in science and research at local, regional, national and the European levels. It is also charged with providing national gender-specific statistics and developing gender-sensitive indicators in order to monitor the participation of women in European research.

Since October 2002 Switzerland has been represented in the *Helsinki Group* by two experts. A third member (from the Swiss Federal Statistical Office) is involved with the activities of the sub-group of statistical experts.

This survey of the situation in Switzerland belongs to the series of reviews from other countries belonging to the *Helsinki Group*. The report *National Policies on Women and Science in Europe* published by the research unit *Women and Science* of the EU in March 2002 contains information on individual national policies and measures concerning women and science. This report on research policy and measures in the field of women and science in Switzerland adds to the existing reviews of other European countries, but also offers the Swiss reader an overview of the present situation.

Since 1992 Switzerland has increased its participation in the Framework Programmes of the European Union (EU). With the newly signed research agreement between Switzerland and the EU, Switzerland can now fully participate as an "Associated Country" in the 6<sup>th</sup> Framework Programme, starting on 1<sup>st</sup> January 2004. This offers new possibilities for Switzerland to participate in international projects and to orient its research policies to international cooperation. For women researchers in Switzerland the activities of the Helsinki Group are an important basis for support in the ongoing process for equal opportunity in education and scientific work. Despite considerable progress in the last 20 years, the equality of women and men in the field of research has not been achieved. Therefore it is the obligation of politics, institutions and individuals to actively support the equality of women and men.

I wish to thank all colleagues within and outside of the government administration for their assistance and support in writing this report.

Bern, June 2004

Federal Office for Education and Science

Irene Rehmann

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# 1 The National Background

The following report contains a summary of the most important points on the development of equal opportunity policies in education and research in Switzerland, as well as a survey of the current situation. It encompasses policies, programmes and action plans on the national level. Statistical data are included to illustrate the report.

## 1.1 The Role of Women in Swiss Society

Women have had the right to vote in Switzerland only since 1971.<sup>1</sup> In 1976 the Federal Council established the Federal Commission for Women's Issues, giving impetus to a process that had already begun in other countries. With this extra-parliamentary commission the government finally recognized the discrimination of women and began to develop measures for its elimination.

In 1981 a referendum was passed anchoring the principle of equal opportunity for women and men in the Swiss Constitution (Art. 8, Para. 3), and creating the legal basis of equal rights for women and men.<sup>2</sup> At the end of the 1980s and during the 1990s *Equal Opportunity Offices* were opened at the federal, cantonal and local levels. By 2003 in addition to the national office, 17 cantons and four cities had equal opportunity offices.

In the last two decades women have assumed more responsibilities and duties in the workforce and in public and political fields. In education and research their position also began to improve. Special efforts have been taken in the last 10 years to support and foster women at the universities.

However, it is still too early to speak of the equality of women in the fields of teaching, research or research policy. In spite of gender equality on the legal level, equality in fact has not yet been achieved.

The OECD report from March 2003 found that Switzerland has a considerable need to catch up in gender mainstreaming in higher education and recommends the employment of additional measures. Some of these measures were included in the government's "Programme Paper on the Promotion of Education, Research and Technology 2004-2007" (see Chap. 2).

Progress has been achieved in several areas: All universities now have active equal opportunity offices. Founded in 1988 the Federal Office for Equality between Women and Men has developed numerous projects in different fields and could implement diverse measures. However, there is not an equal opportunity office devoted exclusively to the fields of education and research that could centrally coordinate the activities of the universities and other research institutes.

Women now have responsible positions in various committees and commissions. This, however, is not everywhere the case and women are, as a rule, under-represented. The rectors of the ten cantonal universities are men. A few of the universities of applied sciences are headed by women. The Research Council of the Swiss National Science Foundation for the Promotion of Scientific Research is presided over by a woman, her term will end in 2004. Since the beginning of 2004, the Swiss Science and Technology Council, an advisory body to the government has been headed by a woman.

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<sup>1</sup> On 7 February 1971 a referendum on women's suffrage at the national level was approved by a majority of Swiss men.

<sup>2</sup> In 1988 new marital legislation anchored the basic principles of the equal rights for women and men, and rights and benefits within marriage, including recognition for unpaid work within the family.

## 1.2 The Swiss Education System

An important feature of the Swiss education system (primary school and secondary school levels I and II) is that the autonomy of the 26 cantons has led to substantial differences within the system.<sup>3</sup> This federalism is one of the reasons for a certain inertness in the introduction of equal opportunity. An equal opportunity policy for these levels, was recommended for all cantons by the Swiss Conference of Cantonal Ministers of Education (CCME) in October 1993. Currently, on the federal level an educational framework law is in preparation. This legislation will take into consideration recommendations of the CCME, which strive for a degree of uniformity, and intend to promote the universities according to unified principles.<sup>4</sup> This should also have a positive effect on gender mainstreaming.

Tertiary education in Switzerland is also influenced by the federalist structure. The institutions of higher education are divided in two groups: on the one hand the ten universities and two Federal Institutes of Technology; and on the other, the universities of applied sciences (UAS), and the pedagogic universities.

The Swiss Confederation is responsible for the two Federal Institutes of Technology (and their associated institutes) and for the universities of applied sciences in the areas of economics, technology and design. The cantons are responsible for the universities and for some of the universities of applied sciences. The cantonal universities are supported by federal and cantonal funds, but are to a large extent autonomous. In Switzerland there are basically three independently controlled and financed university systems. Therefore, the measures discussed in this report on equal opportunity and gender studies vary between the different universities and UAS.

A further feature of Swiss higher education is that the percentage of women students has increased very slowly, although at one time Switzerland was a pioneer regarding women students. In 1876 with the matriculation of a Russian woman medical student, the University of Zurich became the second European university (after Paris) to admitted women to the study of medicine. At the beginning of the 1970s the percentage of women students was merely 25%.<sup>5</sup> In the last 25 years women have substantially caught up in higher education, particularly at the universities. However, specific professions still remain under-represented (see Chap. 1.4).

### Major institutions concerned with education policies

The Swiss University Conference (SUC) is responsible for the cooperation and coordination of Swiss university policies between the federal government and the cantons. The Rectors' Conference of the Swiss Universities (CRUS) is a consultative body, which presents its position on issues decided on by SUC (for example, the implementation of the reforms of the Bologna Declaration)<sup>6</sup>. The federal government directly regulates the universities of applied sciences with the Federal Law on the Universities of Applied Sciences from 1995 through their governing bodies.

In 2003 with the title "Landscape of Swiss Tertiary Education 2008" the federal government and cantons launched a project aimed at reforming the university system. In particular it

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<sup>3</sup> Article 19 and Article 62 of the Swiss Constitution anchor the claim to "the right to sufficient and free primary education...". The cantons are responsible for this guarantee. An explicit right to education is not mentioned in the Federal Constitution. (CEDAW Report, Dec. 2001:62)

<sup>4</sup> This includes uniformity in the duration of curricula, mobility, recognition of diplomas; the duty to cooperate between the cantons and the federal government, introduction of quality assurance mechanisms; uniform basic principles for the federal support of the universities (federal technical universities, universities and universities of applied sciences); and framework legislation on the competence of the federal government for continuing education.

<sup>5</sup> This percentage had been achieved once in 1906, when Switzerland was a popular place to study for foreign women.

<sup>6</sup> For further details see OECD Tertiary Education in Switzerland, 2003:44

examines questions of the legal framework, management and finance, with the aim of creating a uniform legal framework for all types of universities.

### 1.3 Research in Switzerland

The Swiss National Science Foundation for the Promotion of Scientific Research (SNSF) is the most important instrument of the Confederation for the promotion of research and the support of future scientists. It supports scientific studies at Swiss universities and independent research institutes. Its financial support is focused on qualitatively superior individual projects in non-oriented basic research. Fellowships for promising young researchers and for experienced researchers, as well as exchange programmes with various partner countries are an integral part of the promotion of young scientists. On behalf of the Federal Council and the Parliament, the SNSF is responsible for the implementation of the National Research Programmes (NRP) and the programme “National Centers of Competence in Research” (NCCR).

The NRP projects are concerned with current complex questions of national importance, and are aimed at supplying scientifically-grounded and innovative contributions to the solution of urgent social or economic problems within a useful timeframe. The NCCR projects have the goal of providing on-going support for the centres of competence and their networks. This further promotes the goal of strengthening the concentration of strategic research institutions in Switzerland. Three main aspects characterise the NCCR: Excellent quality and internationally recognised research; the transfer of knowledge and technology; and the education and promotion of women. The call for project outlines for 2004 received one proposal in the field of Gender Studies.

The Swiss National Science Foundation has been able to expand its programmes to increase the participation of women in science. Equal opportunity for women and men and the improvement of career opportunities in science for women are postulates with which the SNSF uses not only to continually control and systematically improve its promotion programmes, but also its internal decision-making processes. The SNSF is, as a rule, neither the employer of scientists nor does it maintain its own research facilities. Therefore, gender mainstreaming is closely linked to the situation of each particular research institution. Recently, the SNSF introduced measures to optimise the process in the allocation of research projects, as well as further measures for the promotion of women scientists and gender studies (see Chap. 2.1 d).

The Commission for Technology and Innovation (CTI) is the representative of the federal government for the promotion of applied and business-oriented research and development. It does not directly promote individuals, but supports new developments and applications in technology by linking dynamic enterprises to researchers at universities. Gender mainstreaming depends, therefore, on its institutional partners.

### 1.4 Statistics on Women in Science

In the last years gender-specific statistics could be collected in several areas. In some fields of research, as well as in the collection of statistics from the private sector, there is still a need to broaden the scope of the statistics. The available statistics show that the participation of women in education and research is increasing, but women are still strongly under-represented.

In 1980 the *university matriculation rate* (defined as the percentage of beginning students in the population of 21-year-olds living in Switzerland) was 15% for men, but only 10% for women. By 1999 it was virtually the same for both sexes (18.7% for women compared to 19.6% for men).

In 1999, 8% of the women living in Switzerland had a university degree, while the *percentage of men* was still substantially higher at 10.8% (of the 27-year-old population of Switzerland).

Nevertheless, women have gained ground since 1990, when only 4.6% had completed a university degree. In the year 2002 this rose to 8.9%. (see Appendix A, Fig. 2). It is worth noting that since 1994 more young women than men completed a *Matura* (the higher secondary school leaving certificate). In 2002 the percentage of women was 56% (see Appendix A, Fig. 2).

The percentage of *women students* increased between 1980 and 2002 at the universities by approximately 15% (from 32% to 47%), and the percentage of *women graduates* (those who completed a degree) rose from 26% to 45%. In the last decades women strongly caught up in higher education. The new programmes for the promotion of women have also contributed to this success. In 1996 the percentage of women at the cantonal universities was as follows: 43% of students, 26% of the assistant personnel and 6% of the teaching staff. In 2000 at the time of the launching of the promotion programme “Equal Opportunity” (see Chap. 2.1), the corresponding percentages were 45%, 34% and 7%. With this programme the *percentage of women professors* should be doubled to 14% by 2006, and women academic junior staff will receive support for their careers. In 2002 based on statistics, an increase in the percentage of women to 47.4% of students, 45.1% of assistant personal and 9.2% of the teaching staff can be seen.

It is still striking, that in the humanities and social sciences and in law, the proportion of the women students exceeds that of men. This, however, declines considerably at the doctoral student level and finally constitutes a quite small proportion of the teaching staff (see Appendix A, Fig. 3).

The gender-divide in specific *courses of studies* is still very prominent. Women are well-represented in the life sciences, i.e. medicine and pharmacy. Their presence in physics, computer science and in the traditional engineer fields of electrical engineering and machine construction remains, however, marginal. This also applies to economics. In all disciplines, the proportion of women on the teaching staff of the universities is markedly low (see Appendix A, Fig. 4).

There is no statistical data on the number of women in leading positions at education institutions and commissions, or in research promotion and research institutions. Women are, however, in the minority; if they are represented at all. The new regulations for the Research Council of the SNSF (see Chap. 2.1 d) give priority to the application of women with similar qualifications.

A comparison of the proportion of women in R+D in 1996 and 2000 shows a slight increase. This is, however, still very small. At the universities it was 35.6% in 2000, in the private sector 19.8% (see Appendix A, Figs. 5a and 5b). The percentage of actual research personnel is even lower with 26.6% at the universities and 16.5% in the private sector. Women researchers tend to be concentrated in the areas of nutrition, research laboratories, pharmacy and chemistry (see Appendix A, Fig. 6). Women are also more often found in the administration and technical areas of research than men (see Appendix A, Fig. 7).

## 1.5 Policy Framework for Women in Higher Education

The federal government’s Programme Paper on the “Promotion of Education, Research and Technology 2000-2003” explicitly included for the first time the topic of equal opportunity as a national goal in the multi-year programme, and funds had been earmarked for its implementation. This is also the case for the Programme Paper for 2004-2007. In addition to equal opportunity policies, the institutionalisation of gender studies is also planned. The Swiss University Conference will make a definitive decision on this issue.

## **a) Developments at the universities**

The universities in Switzerland enjoy considerable autonomy. Questions concerning gender mainstreaming are within their sphere of competence. The Confederation has options for indirect control, for example through the financing of specific projects<sup>7</sup>.

After 1990 individual universities began - based on the previously mentioned Equal Opportunities Law of 1981 - to make efforts towards institutionalising gender mainstreaming and adapt their regulations accordingly. At the University of Geneva targets to increase the number of the women on the teaching staff, as well as the right of appeal for rejected chair-candidates were in 1991, for the first time, anchored in the university regulations. An equal opportunity representative was appointed and a women's study programme established.

Guidelines developed in 1990 at the University of Basel set the goal of increasing the percentage of women by 25% at all levels by the year 2005. At the University of Berne in 1991 the Department of Equal Opportunities for Women and Men has the mandate to implement equal opportunity measures, act as an advisory body, and promote women's studies. It also developed the mandatory "Regulations for Equal Opportunities for Women and Men at the University of Berne". The two Federal Institutes of Technology and all other universities have equal opportunity representatives since 2001 at the latest. In addition, there are voluntary women's commissions.

At the initiative of the University of Berne, the Conference of Equal Opportunity Officers at Swiss Universities was founded in 1992 (KOFRAH/CODEFUHES). It facilitates the exchange of information and experience between equal opportunity representatives and advises on university and national science policies. It supports national programmes and a unified policy for the promotion of women in education and science in Switzerland, and is committed to the promotion and institutionalisation of women's and gender studies. Today KOFRAH is a partner in the field of equal rights and education policies at the national and international levels. It was instrumental in the initiation and implementation of the Equal Opportunity Programme (see Chap. 2). An additional aim of KOFRAH is that individual equal opportunity officers not only have a diverse range of duties, but also have corresponding rights.

## **b) Promotion programmes on the national level**

On the federal level two programmes for the promotion of women at the universities were launched in the beginning of the 1990s: The promotion of junior academic staff (with a women's quota of 33%) was one of the special measures of the Confederation (see Chap. 2.1 c); and grants for women resuming their studies in medicine and the natural sciences after having a family was a programme of the SNSF (see Chap. 2.1 d).

The unfavourable economic situation in the mid-1990s led to spending cuts on the part of the cantons and the Confederation, and as a result developments in gender mainstreaming stagnated. However, in November 1999 the Swiss government enacted various laws and allocated funds for strengthening the existing supporting instruments in education and research (see Chap. 2), with the goal of recognising the scientific contribution of women in accordance with the Fourth World Conference of Women in Beijing, and awarding women the social and economic recognition they deserve.

In the contract on efficiency and performance 2000-2003 of the Federal Institute of Technology, equal opportunity was anchored as a scientific-political goal. The new contract for 2004-2007 reconfirmed that equal opportunity will be integrated at all levels and in all processes, and especially in management.

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<sup>7</sup> This promotion instrument supports joint projects of national importance.

## **2 Measures Adopted to Promote the Role of Women in Higher Education and Science**

### **2.1 Most important measures**

#### **a) Federal equal opportunity programmes at the universities**

The Law on the Promotion of Universities and Co-operation between Institutions of Higher Learning (LAU) of 1999 introduced a new type of funding to promote pilot projects deemed by the cantons and the Confederation to be of national importance. Funding includes a basic allocation and additional funding through competition. The projects are chosen under the auspices of the Swiss University Conference. The first federal four-year programme “Equal Opportunity for Women and Men at the Universities” took place from 2000 to the end 2003, and in 2004 the second phase of the four-year programme began. With its comprehensive goals and the coordinated modules aimed at a national policy, it has a special position within the framework of previous equal opportunity projects at the universities. Until now it is one of the most important measures in the area of equal opportunity at the universities. The results of the 16 million franc programme, and its three modules<sup>8</sup> received a positive evaluation. Gender mainstreaming could be institutionalised at all universities. At the beginning of the programme, only four universities had an equal opportunity office, and at the end of the year 2002 every university had one. A total of 43 projects with a broad palette of measures in the field of equal opportunity were carried out, including standard one-to-one mentoring, peer-mentoring programmes, courses and series of lectures on awareness in the area of equal rights, as well as workshops for secondary school students. In addition at every university the child care facilities have been improved and expanded.

One of the goals of the Federal Equal Opportunity Programme is to double the percentage of women professors from 7% in 1998 to 14% by 2006. Statistics show that until now in every academic year more women professors have been hired than the number of women who completed a habilitation (requirement for a professorship) in that year. In the academic year 1999/2000, 27% of the new appointments were women; however in 2000/01 the percentage of newly appointed women professors sank to 14%; and 2001/02 it climbed to 17%. Within the framework of this programme, data collected for the first time showed that by the end of August 2002, 9.2% of the professors in Switzerland were women. Compared to OECD countries, in which 10% of the academic chairs are held by women, Switzerland is still under-represented. Therefore, more efforts are still needed to increase the percentage of women professors at Swiss universities.

The evaluation of the first phase showed that the strategies for the implementation of the three project areas were successful, and important impulses and innovations were taking place: monitoring of gender mainstreaming based on appointments of women professors. It also recommended to develop new stimulus and incentives in order to take into account the differences in the percentage of women in various disciplines. Goals of the mentoring programme are to optimise target audiences and the transfer of knowledge. Simultaneously, the institutions responsible for education policies have been urged to coordinate the promotion of junior staff and gender mainstreaming.

For the second stage (2004-2007) the same credit of 16 million Swiss francs is available, however, with the option of budget reductions in 2006 and 2007. At the request of the universities, the programme should retain its existing structure. In addition to doubling the percentage of women professors to 14% by 2006, the percentage of women is to be increased on

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<sup>8</sup> 1) Incentives for the employment of women as professors, 2) mentoring and 3) support of day care facilities for children.

all hierarchical levels. Cooperation between the universities in the area of equal opportunity is also to be intensified. The transfer of knowledge and sustainability are to be important considerations for the approval of projects.

#### **b) Equal opportunity programmes at the universities of applied sciences (UAS)**

Since 1996 the Swiss technical and special colleges have been reorganised as universities of applied sciences (UAS) with a university status similar to equivalent teaching institutions in other European countries. The UAS are regulated on the federal level by the “Federal Law on Universities of Applied Sciences”, and equal opportunity measures are anchored in the Goals for the Developmental Years (1996-2003). The Action Plan for the realization of these goals came into effect in 1999 at the UAS. The concrete implementation of these measures is the responsibility of each UAS, and is controlled in their individual cantonal regulations.

To create synergy for finding solutions to the various tasks, the representatives for equal opportunity and gender mainstreaming formed two groups: the Commission for Equal Opportunity and the Equal Opportunity Association, which includes everyone active at the universities of applied sciences in the field of equal opportunity. The Commission presents position papers on policy questions and develops unified and controlled standards for equal opportunity at the universities of applied sciences.

The universities of applied sciences received from the Confederation a credit of 10 million Swiss francs for the promotion of gender mainstreaming. Favourable conditions for motivating women to study technology, computer science and economics, are to be created with special projects. Additional measures for the improvement of general conditions were created for teachers, students and research staff. Due to the mainly technical and economic orientation of subjects offered at the universities of applied sciences, workshops and open houses are important tools for motivating young women to choose these fields of study.

In a relatively short time competence in the area of equal opportunity could be established and many projects begun. The integration of gender mainstreaming in the overall strategy is still not yet assured. The pursuit of this goal is one of the future activities.

A continuation of the equal opportunity programme in 2004-2007 is planned and has a credit of 10 million Swiss francs. By supplying their own funds, the universities of applied sciences and the Federal Institutes of Technology can participate in the equal opportunity projects of the universities.

#### **c) Promotion of junior academic staff**

The programme for the promotion of junior academic staff runs in a modified form from 1992 to the end of 2004. In spite of a modified legal basis, it is an explicitly uniform programme.

The third stage of this programme with a credit of approximately 58 million Swiss francs from the Confederation runs from October 2000 to the end of the academic year 2003/04. With these funds the cantonal universities can annually finance approximately 125 to 150 junior and senior assistant professorships with federal funds.

A third programme introduced some innovations to the first two programmes (1992 to 1996 and 1996/97 to 1999/2000). For the most part, it is aimed at the upper-middle level, i.e. junior and senior assistant professorships. The percentage of women was increased from 33% to 40%. Less financial resources were available, because since 2000 the Swiss National Science Foundation has been gradually increasing the SNSF Professorships (see App. B). This programme is an example of a successful measure for the promotion of the women. It will, however, be reduced at the end of 2004 and combined with the SNSF Professorship programme.

#### **d) Measures of the Swiss National Science Foundation**

In February 2001 the Groupe de Réflexion, an expert committee of the SNSF presented a final report on “Equal Opportunity for Women in the Sciences and for the Promotion of Gender Studies” (GRIPS Gender). The report contains important data on the status of women scientists and offers recommendations. This was discussed by the Research Council and a series of measures were decided upon. In the same year an Equal Opportunity Commission of the SNSF, as a consulting body to the Research Council was created. In addition the position “Equal Opportunity Officer for the Promotion of Research” was created and filled. With the support of the SNSF Equal Opportunity Commission, gender mainstreaming as an organisational and decision-making principle was anchored in the Multi-Year Programme 2004-2007, and in the yearly goals of the SNSF. Simultaneously measures were taken to increase transparency in gender-specific questions concerning the allocation of research grants and other financial support.<sup>9</sup>

The SNSF has various programmes for the promotion of women researchers. In the last four years existing programmes were continued or expanded (see Appendix B), including doctoral fellowships, SNSF Professorships, and the participation of the humanities and social sciences in the Marie-Heim-Vögtlin Programme. In the field of basic research an “Equality Plan” has been developed, that follows the guidelines for project proposals and the evaluation of the project applications of the European Union “Support and Promotion of Women Scientists”.

With the new electoral regulations for the Research Council, a rule of preference was introduced in 2003, which gives priority to the applications of women with equivalent qualifications. This strives for an equal representation of women and men and increased gender competency in this decision-making body. Until this is fulfilled, the applications of women with equivalent qualifications will receive preferential treatment at all stages of selection. Internal procedures and guidelines were developed to ensure compliance.

#### **Programmes for re-entry grants<sup>10</sup>**

In addition to the above mentioned promotion programmes, it is particularly important to mention the research grants of the Marie-Heim-Vögtlin Programme (MHV). These grants are intended for well-qualified women scientists whose careers have been interrupted due to family circumstances, and provide them with the opportunity to resume their research and scientific careers. The grants are for the resumption of scientific research, and for support in the integration of the recipient at a university or scientific institute. MHV grants are awarded as a rule for 24 months, and can be extended under special circumstances for a maximum of a further 24 months. The grants are available to both doctoral and post-doctoral candidates. The programme also offers an electronic network, which facilitates the exchange of scientific and institutional information and makes the academic re-integration as efficient as possible. The SNSF also insures that links to projects at the universities for this programme are available. This programme was initially intended for natural sciences and medicine, has been extended in 2003 to include doctoral candidates in the humanities and social sciences.

In 2001 the age limit for fellowships for women was cancelled (provisionally until 2005).<sup>11</sup> Limited mobility or interrupted career processes should not be career obstacles. The target of

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<sup>9</sup> The goals of the SNSF regarding research funding include: Women and men are to be supported independent of their marital status and the compatibility of family and scientific careers is to be facilitated (paid maternity leave, recognition of part-time work, amount of funding, recognition of child care duties and limited mobility as a reason for career delays).

<sup>10</sup> The Marie-Heim-Vögtlin Programme (MHV) offers research grants. The cantons are responsible for undergraduate scholarships, with a yearly budget of 270 million francs, of which approx. one-third is from the Confederation. Due to new funding methods, the Confederation will reduce its contributions in near future, but will play a greater role in regulating funding. Essentially the cantons are free to determine the criteria and amount of scholarships, their minimum and maximum however is determined by the Confederation.

<sup>11</sup> The age limit for young scientists is 33 at the beginning of the grant, and 35 for advanced researchers.

30% participation of women has been achieved for the SNSF Professorships, and since 2002/03 overachieved.

The goal of 40% participation by woman has been set for all fellowship programmes, such as those for post-doctorial promotion, and the promotion of academic junior staff (upper mid-level). For the SNSF Professorships the goal for women is 30%. In the humanities and social sciences the SNSF plans to award additional doctoral fellowships (with an average duration of 3 years) to highly talented young people, with 40% reserved for women.

## 2.2 Gender Studies

At the end of 1980s and the beginning of the 1990s there was increased awareness at Swiss universities, that gender research plays an important role for the contemporary advancement of knowledge and research. Compared with other countries, for example Germany, where academic chairs and fellowships focusing on women's research, specialized graduate schools and doctoral programmes were established, there was a great need for Swiss universities and research institutions to catch up. Since the 1980s in addition to other projects, the Swiss Association for Feminist Science<sup>12</sup> advocated the promotion and institutionalisation of feminist research in Switzerland. Thanks to the initiative of engaged students, assistants, as well as some university teachers, topics concerning women and gender research have been increasingly taught at the universities.

The first step regarding women's research was the National Research Programme (NRP 35) in 1993 "Women, Law and Society: the Paths to Equality" funded with 6 million Swiss francs.<sup>13</sup> The goals of the programme were the preparation of scientifically-based strategies for the promotion of the equal rights for women and men. The 24 projects of the programme were aimed at practical-political measures based on scientifically grounded methods (data bases, systematic considerations, theoretical foundation, identification of obstacles and the analysis of resistance). The National Research Programme gave further impulse to gender research, which had been marginalized in Switzerland. On the initiative of the Economic Commission for Europe of the United Nations, the Swiss Federal Statistical Office (SFSO) began in 1996 to record indicators for the evaluation of the relationship of the genders in key areas of society.<sup>14</sup> The processing of fundamental interdisciplinary data began to be accorded great importance. The importance of gender studies at the universities was not yet self-evident. In 1997 the study "Women's Studies and Gender Research in Switzerland: At Zero after 25 Years" caused a small uproar.<sup>15</sup> In the meantime, however, progress has been made. The persistent commitment of individuals and institutions, as well as the advancement of interdisciplinary gen-

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<sup>12</sup> Already since at the beginning of the 1980s the Swiss Association for Feminist Science has been active in personal networking and mutual support of women in science. It emerged from the new feminist movement of the 1970s and 1980s in Switzerland. It is a forum for animated discussions concerning questions of feminist science. With positions and demands the association influences science policies and the educational and research institutions.

In 1924 the Swiss Association of Female University Graduates was founded, with various regional associations. Its goal is to support the scientific and professional careers of women, as well as to promote the acquisition of higher academic qualifications. It is a member of the International Federation of the University Women (IFUW). In addition there are also further women's associations organised by academic discipline or career area.

<sup>13</sup> The mandate for the National Research Programme (NRP) of the Federal Council at the SNF was given in 1991. As a result 100 projects were submitted of which 24 were approved. The data and findings were published in 2000 at the end of the programme.

<sup>14</sup> These indicators are: Population, health and disease, domestic work, maternity leave, child care, education, professional activity, economical resources, science and research, power and politics, violence and criminality.

<sup>15</sup> Frauen- und Genderforschung in der Schweiz. Nach 25 Jahren am Nullpunkt angelangt, SAGW Bulletin 2/1997, p. 11-24.

der studies in other countries, finally enabled the establishment of gender research at many universities in Switzerland.<sup>16</sup>

In the summer 2001 the University of Basel created a chair for the Centre of gender studies which anchored women's and gender research in the academic environment. Since the summer of 2002, Gender Studies can be studied as a minor subject in the philosophical-historical department, and beginning in 2005 a bachelor's and master's degree will be offered. Since the winter semester 2003/04, courses in gender studies are accepted as free credit points in certain interdisciplinary programmes.

At the University of Zurich the establishment of a chair for gender studies is still under discussion. The University of Lausanne, on the other hand, has since September 2000 a professor and two assistants in gender studies. Their task is to anchor gender studies firmly within the humanities and social sciences. At the end of 2004 a professor will be appointed at the Interdisciplinary Centre for Gender Research at the University of Geneva, and beginning in the autumn of 2005 a bachelor's degree programme will be offered for the first time in gender studies. Gender studies in Geneva will be offered within sociology, political science and humanities, while the University of Berne in cooperation with the Universities of Fribourg and Neuchâtel are concentrating on promoting the academic junior staff in gender studies for cultural studies and jurisprudence. In addition a prize will be awarded in Berne every two years for gender research, and regular events will be organised in women's studies and gender research. The University of Lucerne plans to expand its interdisciplinary courses in theology, humanities and jurisprudence. The University of St. Gall specializes in gender and management.

In the last few years the universities have established "institutionalised centres" for gender studies, and the curricula are being expanded, which fosters interdisciplinary cooperation between social sciences, humanities, cultural sciences, medicine, natural and engineering sciences and turns away from traditional academic divisions. Furthermore, on-campus coordination offices increasingly cooperate with experts on gender studies at home and abroad. In April 2003, for example, the Coordination Office of the University of Zurich and the Women's Council of the University of Constance held a joint meeting on "Gender Studies between Theory and Practice: An Orientation".

In 2003 the various coordination offices for gender studies at the Swiss universities formally created the "Commission for Gender Studies", a sub-commission of the Conference of Equal Opportunity Officers at Swiss Universities (KOFRAH). However, the process of institutionalisation is not yet completed: With a mandate from the Swiss University Conference, it presented a proposal for the expansion of gender studies in Switzerland. It strives for a broad institutionalisation at all universities and a specific scientific profile. Within the framework of project-specific funding, a project to promote Gender Studies at Swiss universities has been submitted. The decision has not yet been made.

At the universities of applied sciences, gender studies are also offered: Cultural and Gender Studies as a post-diploma programme at the University for Design and Art in Zurich; the Department of Gender Studies at the Zurich University of Applied Sciences; and Gender Management at the University of Applied Sciences of Northwest Switzerland.

## 2.3 Graduate Schools

In 1998 within the framework of the Swiss Priority Programme "Switzerland Towards the Future", the SNSF introduced graduate schools as pilot projects. This was a measure to promote future scientists. Eight graduate schools were approved for three years. One was

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<sup>16</sup> In 1999 the Swiss Science and Technology Council recommended the institutionalisation of Gender Studies, as a result of three reports on woman's studies in Switzerland: Appraisal of Research and Teaching in Gender Studies/Women's Studies in Switzerland by International Experts.

“Knowledge - Gender - Professionalisation / Gender Relationships and Social Order”. The evaluation of this and two others graduate schools was published in a report in 2002. Improvements were suggested, and positive effects were emphasised.

After 2000 graduate schools and/or training projects for doctoral students were established within the framework of the support category “grants for specific projects” of the Confederation, and under the rubric of cooperation and innovation projects.

Graduate programmes are offered at the universities of Geneva and Lausanne as post-diploma programmes. Doctoral students in economics and social sciences at the University of Geneva could choose women’s studies and gender research as a priority. In addition the Universities Geneva and Lausanne offer a joint post-graduate research degree (Diplôme d'Etudes Approfondies DEA) in Gender Studies. This interdisciplinary post-graduate programme is supervised by 2 professors, one in Geneva and one in Lausanne. Beginning in autumn 2004 this diploma will also be offered as a MA. Furthermore, a two-and-a-half year continuing education programme in gender studies is planned for the University of Geneva .

Beginning in April 2002 the universities of Basel, Berne/Fribourg, Geneva/Lausanne, as well as Zurich have each had a graduate college in gender studies. The four cooperating graduate schools offer support and cooperation that has been up to now rather unusual in Switzerland for doctoral and post-doctoral students. This is a three-year programme, based on an interdisciplinary network that promotes local as well as national events on different levels, and supports the process of writing a dissertation. The Swiss University Conference provides the support and funding for this national network in cooperation with the universities using project-specific funding, which must be re-approved every four years.

In the previously discussed programme paper on the “Promotion of Education, Research and Technology 2004-2007” the SNSF received a mandate from the government to establish 14 graduate schools (with approx. 15 fellowships for 3 years each), this measure (costing approx. 10 million francs annually) will start with the humanities and social sciences; 40% of the fellowships are reserved for women.

## 2.4 Networking

Networking takes place in various fields and on several levels, for example within the framework of the equal opportunity programmes, but also in the Marie-Heim-Vögtlin Programme, where a network is available to women resuming their studies. The website ([www.gendercampus.ch](http://www.gendercampus.ch)) collects important information on this topic and facilitates exchanges. The expert database Femdat is an important source of data on networking for women. The graduate school “Gender Studies” also has a network between the students and experts. There are numerous interest groups, associations, or mailing lists of interest groups who practise networking on various institutional levels. Workshops with experts on particular subjects take place regularly. A list of the most important addresses are in Appendix C.

## 2.5 Monitoring and Evaluation

Systematic monitoring has been introduced for almost all previously mentioned measures. Controlling the effectiveness of the new measures has been demanded by politicians as well as by the administration. Important aspects of the evaluation report<sup>17</sup> of the Federal Equal Opportunity Programme at the Universities have been helpful in other fields and programmes as well. It pointed out at problems in the statistics and presented recommendations for elimi-

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<sup>17</sup> Evaluation of the Federal Equal Opportunity Programme for Woman and Men at Universities. Report on the effects of the programme 2000 to 2003, (in German), Berne November 2003, [www.cus.ch](http://www.cus.ch) - equal opportunity project. The report is also the basis for the planned final evaluation, i.e. a comprehensive investigation of the results.

nating these errors in the second stage of the project. This will refine the monitoring and changes can be better evaluated in the next phase of the programme. These recommendations led the Swiss Federal Office of Statistics to collect gender-specific data in additional areas of higher education.

The universities have also been requested to collect gender-specific statistics in the future. The SUC, the organisation of Confederation and cantons for cooperation on university policies, has the mandate to develop and implement controlling measures for national equal opportunity. Furthermore, the cantons are requested to include equal opportunity goals in their contracts on efficiency and performance with the universities.

In the same way the Swiss National Science Foundation includes detailed, gender-specific data for every programme (Monitoring). The most important statistics are published in the Internet. The data are continually being evaluated. In comparison with foreign studies, the reasons women discontinue a scientific career are analysed. Whether the measures introduced up to now have helped, can not be judged as they are too recent. However, a slight but not insignificant increase in the participation of women is noticeable. In regard to the grants for advanced researchers, this could be the result of the elimination of the age limit for scholarships.

### 3 The Private Sector

According to a study by the Swiss Federal Office for Statistics the percentage of women researchers in the private sector in Switzerland is 16.5% (see Appendix A, Fig. 5). Two large companies indicate the number of the women in their research departments as approximately 36%.<sup>18</sup> The percentage of women in management positions in these companies is approximately 8%. Data collection in the official statistics is not as fine-tuned as that of the universities.

It is estimated that women in the private sector earn at least 20% less than men in the same position. There are individual enterprises, which are concerned with equal opportunity. Particularly the large chemical and pharmaceutical firms, that need intact and innovative research teams, place a high value on the equality of women and men. In addition they are also striving to enlarge the participation of women at the management level and in research.

In cooperation between the private sector and the university in the Basel area, the cross-mentoring programme "Women into Industry" has had positive resonance. As a further example of good practice, the "Back-to-Work Programme" is also worth mentioning.

### 4 Future Perspectives

The above mentioned measures in the field of equal rights for women in research and science have gotten off to a good start in most areas. Thanks to special programmes the participation of women could be improved. The awareness for gender mainstreaming has also grown on some levels. Most of the above mentioned programmes will be continued until the end of 2007. It is hoped, that in spite of stagnating or even reduced financial budgets the commitment of those responsible will not be reduced, and that the efforts in gender mainstreaming will be sustained. Especially, the tendency of women not to continue their university studies after receiving their first diploma (see Appendix A, Fig. 4), should be counter-acted with the mentoring projects within the framework of the research programmes for equal opportunity.

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<sup>18</sup> This includes the entire personnel, which is then 19.8% in Swiss enterprises (SFOS, On the Path to Equal Opportunity (in German) 2003:33).

It is also hoped, that after the promotion programmes are finished, it will be possible to integrate these measures into the regular programmes of the universities. It is still important to continue the awareness process in the decision-making bodies.

Various new studies propose further measures for the improvement of the situation. In the study on the motivation for the choice of studies, suggestions have been made to raise the interest of women for technical and mathematical subjects.<sup>19</sup> This includes targeted information for potential women students, mentoring as a support structure, networks and multi-dimensional intervention with innovative projects linked to the promotion of women.<sup>20</sup>

It is anticipated that the proportion of women in education and research will slightly increase in the coming years. (see Appendix A, Fig. 8). The authors of the statistical report “Women and Science in Switzerland” are convinced that in the future women will assume an even more active role in science and in the economy. A substantial role will be played by women also with regard to the development of the knowledge-based society.<sup>21</sup> In order that equal opportunities are carried out, special measures continue to be necessary in gender mainstreaming.

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<sup>19</sup> For example, in technical and scientific studies: Gilbert, Anne-Françoise 2003, Observatoire EPFL.

<sup>20</sup> Ibid. p. IX

<sup>21</sup> SFOS (Bundesamt für Statistik, Frauen und Wissenschaft in der Schweiz), 2003:3



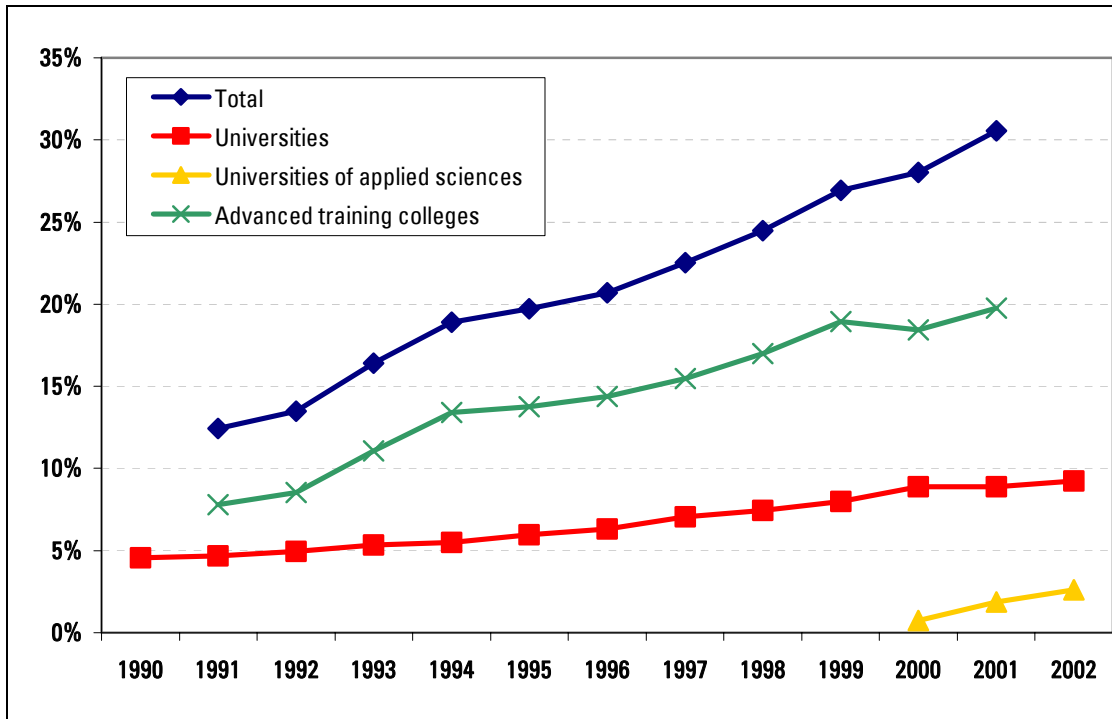
## Literature (selected publications)

- Abteilung für die Gleichstellung von Frauen und Männern der Universität Bern, Bericht 1995-2000, Bern, 2001
- Botschaft über die Förderung von Bildung, Forschung und Technologie in den Jahren 2004-2007, vom 29. Nov. 2002 (<http://www.admin.ch/ch/d/ff/2003/2363.pdf>)
- Bundesamt für Statistik, Frauen und Wissenschaft in der Schweiz: Zwei Perspektiven 2001/2002 (Bundesamt für Statistik und Observatoire Science der Eidg. Technischen Hochschule Lausanne), Dezember 2003
- Bundesamt für Statistik (Hrsg.), Auf dem Weg zur Gleichstellung? Frauen und Männer in der Schweiz, Dritter statistischer Bericht, BFS, 2003
- Eidg. Büro für die Gleichstellung von Frau und Mann, Erster und zweiter Bericht der Schweiz über die Umsetzung des Übereinkommens zur Beseitigung jeder Form von Diskriminierung der Frau (CEDAW), Bern, Dezember 2001
- Eidg. Kommission für Frauenfragen, Viel erreicht – wenig verändert? Zur Situation der Frauen in der Schweiz, Bericht, Bern Juni 1995
- Gilbert, Anne-Françoise, Fabienne Crettaz de Roten & Alvarez Elvita, Promotion des femmes dans les formations supérieures techniques et scientifiques. Rapport de recherche et recommandations, Observatoire EPFL Science, Politique et Société, avril 2003
- GRIPS Gender, Schlussbericht. Empfehlungen zur Gleichstellung von Frauen in der Wissenschaft und zur Förderung von Gender Studies Bern, 2001 ([www.snf.ch/de/wom](http://www.snf.ch/de/wom))
- OECD, Tertiary Education in Switzerland. Reviews of National Policies for Education, Paris 2003
- Page, Juli, Regula Julia Leemann (Hg.), Karriere von Akademikerinnen. Bedeutung des Mentoring als Instrument der Nachwuchsförderung, Bern, 2000, Bundesamt für Bildung und Wissenschaft, BBW-Schriftenreihe 2000/1d
- Schweizerische Universitätskonferenz (Hg.), Evaluation Bundesprogramm „Chancengleichheit“ von Frau und Mann an Universitäten 2000-2003. Umsetzung und Wirkung des Programms, Bern 2004 ([www.cus.ch](http://www.cus.ch))

Further information see Appendix D) Swiss links

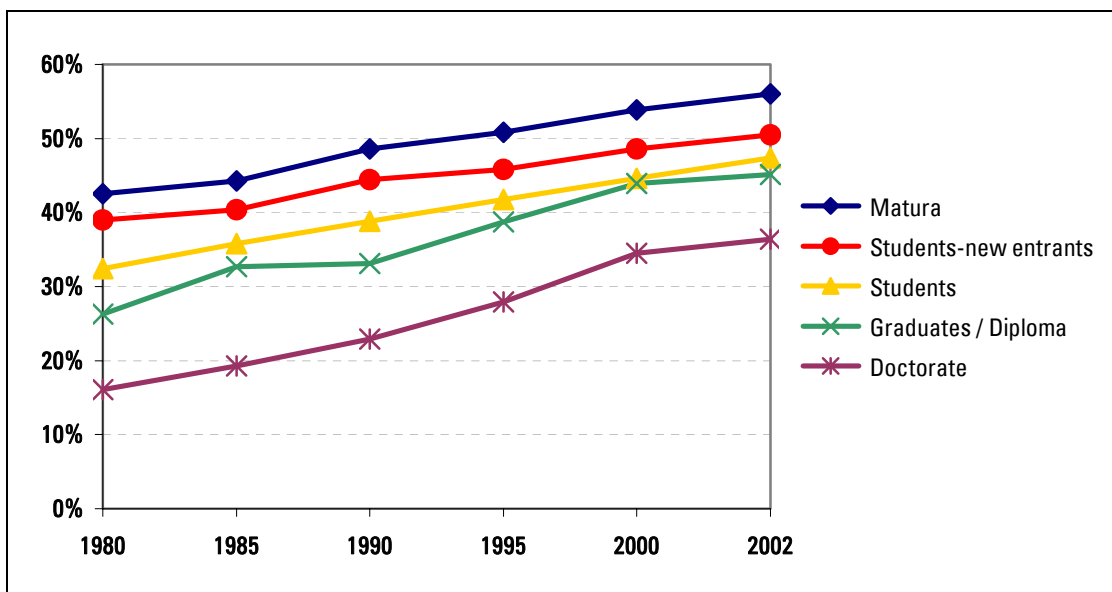
Figures

Fig. 1 Percentage of women graduates in the Swiss population, 1990-2002



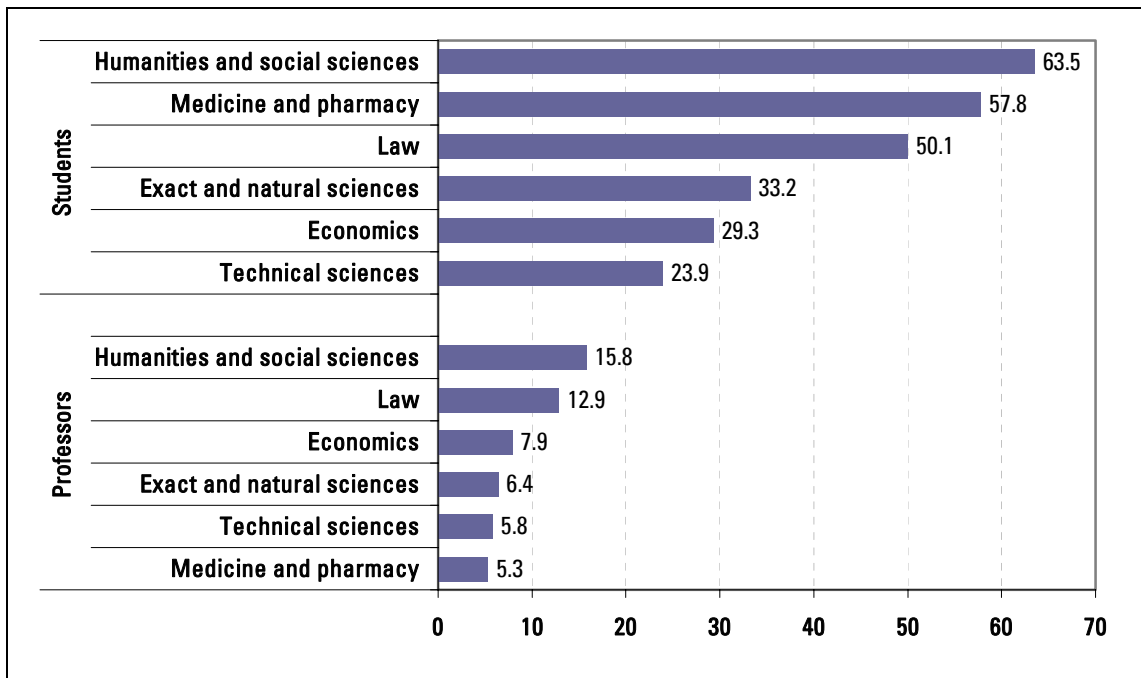
Source: Swiss Federal Statistical Office

Fig. 2 Percentage of women at universities



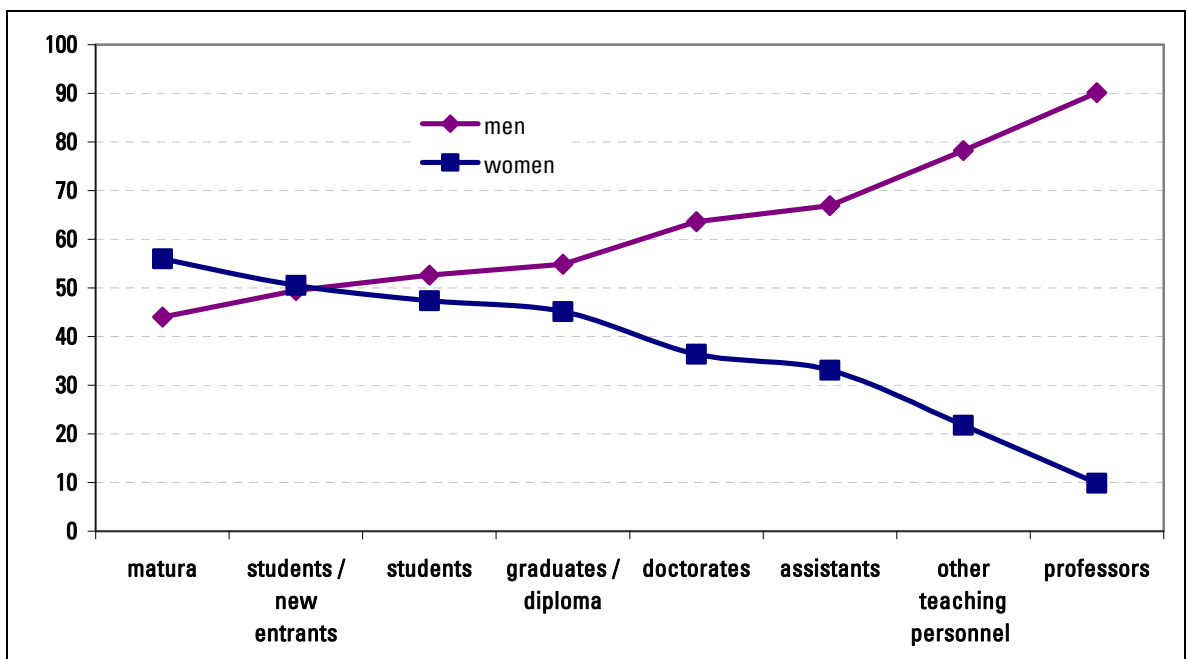
Source: Swiss Federal Statistical Office

Fig. 3 Percentage of women students and professors by field of study, 2000  
(in % of the total of the categories by field of studies)



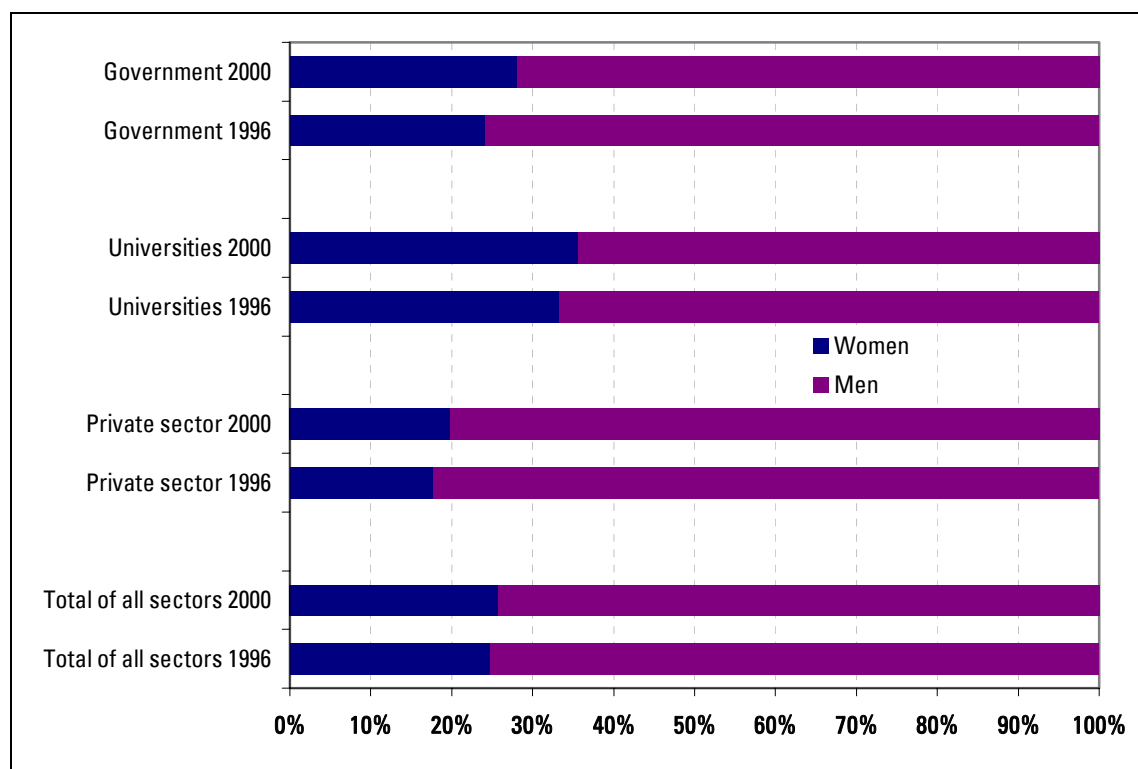
Source: Swiss Federal Statistical Office

Fig. 4 Leaky pipeline: university careers in Switzerland by level and gender, 2002



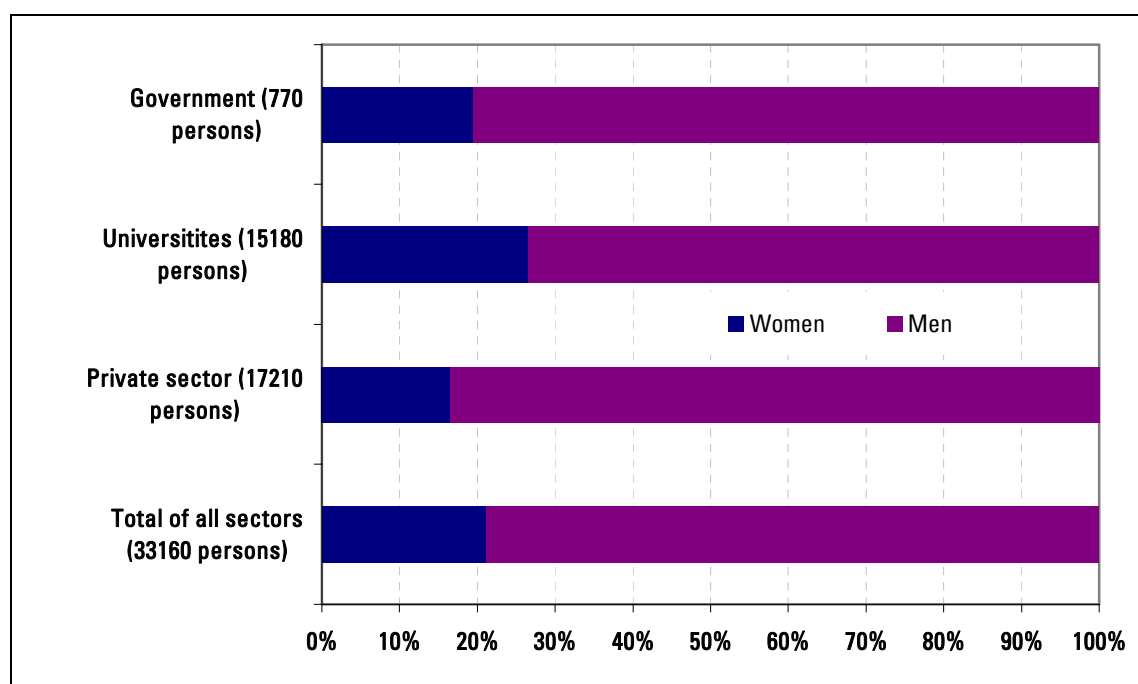
Source: Swiss Federal Statistical Office

Fig. 5a) R&D personnel in Switzerland by sector and gender, 1996/2000



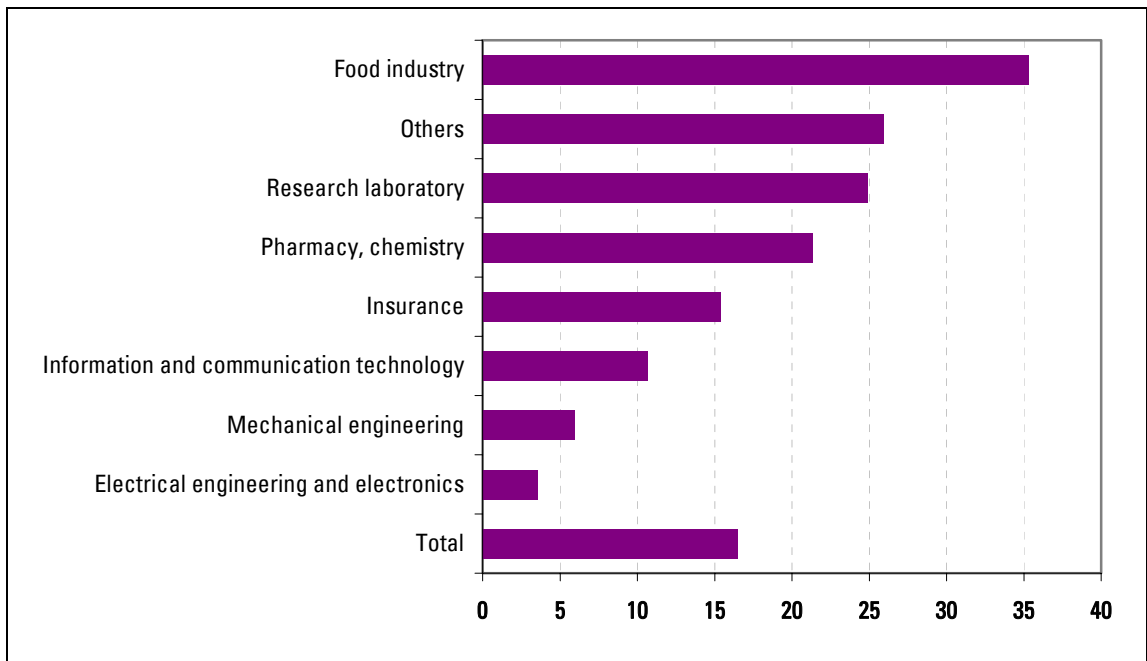
Source: Swiss Federal Statistical Office

Fig. 5b) Researchers in Switzerland by sector and gender, 2000



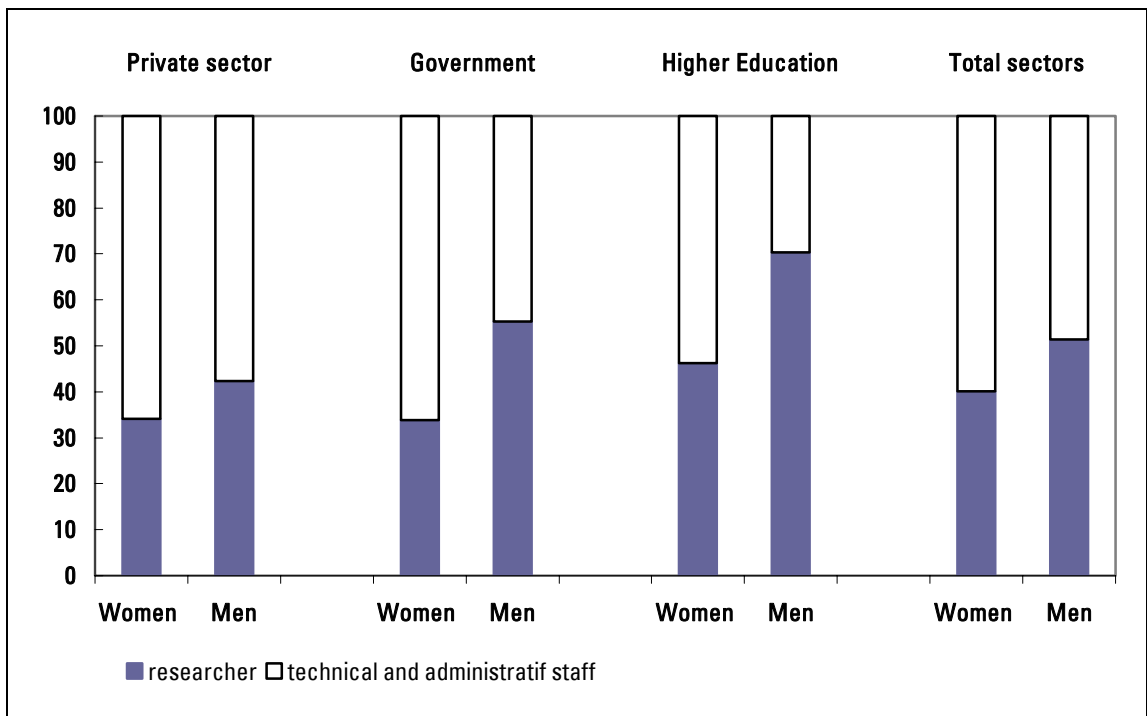
Source: Swiss Federal Statistical Office

**Fig. 6 Percentage of women researchers by economic field, 2000**



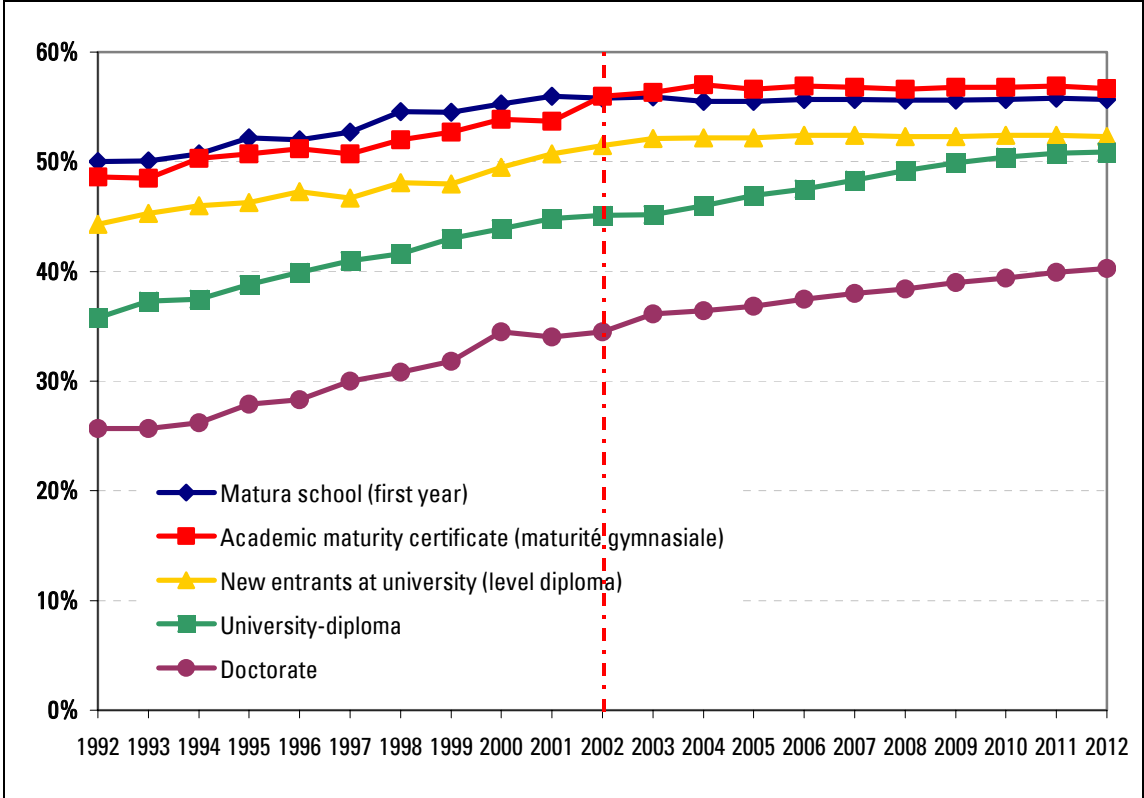
Source: Swiss Federal Statistical Office

**Fig. 7 Distribution of R & D personnel across occupations by sector and gender, 2000 (in % of the total by gender and by sector,)**



Source: Swiss Federal Statistical Office

Fig. 8 Percentage of women by level of education 1992-2002;  
scenario 2003-2012



Source: Swiss Federal Statistical Office

## National Programmes and Initiatives in the Area of Women and Science in Switzerland

Appendix B)

| Title  | Description   | Funding   | Website and Contact  |
|--|---|---|--|
| Federal Equal Opportunity Programme 2000-2003 and 2004-2007: 3 Modules | Promotion of equal opportunity of women and men at universities, 3 Modules                                    | Joint funding from the Confederation and universities (participating universities supply 50% of funding); credit control by the Federal Office for Education and Science OES; programme responsibility of the Swiss University Conference SUC; evaluation of the programmes by Interface Lucerne, and/or the University of Geneva and sfinx Bern. | www.cus.ch<br>Gabriela Obexer-Ruff<br>info: nadja.jungo@cus.ch |
| Module 1: Incentives   | Financial incentives for universities to promote the hiring of women professors                               | Federal funds   | www.cus.ch<br>Gabriela Obexer-Ruff<br>info: nadja.jungo@cus.ch |
| Module 2: Mentoring  | Allocation of direct funding to the universities and allocation of funds for mentoring projects (competitive) | Federal funds<br>Swiss Confederation and universities (as a rule 50% each)  | www.cus.ch<br>Gabriela Obexer-Ruff<br>info: nadja.jungo@cus.ch |
| Module 3: Child Care   | Allocation of direct funding for improving child care and direct funds for child care projects (competitive)  | Federal funds<br>Swiss Confederation and universities (as a rule 50% each)  | www.cus.ch<br>Gabriela Obexer-Ruff<br>info: nadja.jungo@cus.ch |

| Title   | Description   | Funding   | Website and Contact   |
|---|---|---|---|
| Swiss National Science Foundation   | Individual promotion instrument with specific measures to increase the proportion of women in scientific research in Switzerland  |   |   |
| Marie Heim-Vögtlin Programme  | Promotions programme for women resuming their scientific career;<br>Since 2003 additional child care benefits and networking  | Swiss National Science Foundation (Federal funds) | www.snf.ch<br>Jean-Bernard Weber<br>jbweber@snf.ch  |
| SNSF Professorships   | Promotion programme with a 30% (1999-2003) resp. 40% (2004-2007) quote goal for women depending on the call for proposals   | Swiss National Science Foundation (Federal funds) | www.snf.ch<br>Jean-Bernard Weber<br>jbweber@snf.ch  |
| National Research Programs/<br>National Centers of Competence in Research NRP/NCCR  | One of the goals of the programme: "Support of talented young doctoral and post-doctoral candidates and improving the career chances of women in research"; each NCCR is responsible for the promotion of women in its own area, monitored by the SNSF.                         | Swiss National Science Foundation (Federal funds) | www.snf.ch -<br>Stefan Bachman<br>sbachmann@snf.ch  |
| Fellowships for promising young researchers and for experienced researchers   | Elimination of the age limit for women to the end 2005 (limited measure).   | Swiss National Science Foundation (Federal funds) | www.snf.ch<br>Jean-Bernard Weber<br>jbweber@snf.ch  |
| <b>Project:</b><br><b>Cooperation Project Gender Studies Switzerland: complementary to priorities at Swiss universities</b> | Promotion of gender studies in Switzerland: Institutionalisation and teaching at the universities; Expansion and network building at the established Gender Studies Centres. Programme concept developed by KOFRAH/CODEFUHES - www.genderstudies.ch currently under evaluation. | Federal funds requested                           | Andrea Maihofer:<br>andrea.maihofer@unibas.ch<br><br>Gaël Pannatier:<br>info-liege@iscm.unil.ch<br><br>Brigitte Schnegg<br>brigitte.schnegg@izfg.unibe.ch |

Source: Swiss National Science Foundation, 27.10.2003 /Sb

## Networks in Switzerland

## Appendix C)

| Network Name   | Country (of 'HQ') | Contact person           | Contact email                   | Network website  | Scientific discipline (or multi-disciplinary) |
|--|-------------------|--------------------------|---------------------------------|--|---|
| Femdat - The first comprehensive Swiss online-database of women scientists and experts | Switzerland       | Ms Franziska Scheidegger | femdat@afg.unibe.ch             | www.femdat.ch  | All   |
| College of Graduates in Gender Studies   | Switzerland       | Ms Lilian Fankhauser     | lilian.fankhauser@izfg.unibe.ch | www.gendercampus.ch (E-Networking project)                             | Gender Studies                                |
| Mailing list for female doctorate candidates at the University of Basel                | Switzerland       | Ms Gesine Fuchs          | fuchs_waehren@datacomm.ch       |  | All   |
| Equal – Electronic mailing-list for women of ETH Zurich                                | Switzerland       | Ms Brigitte Manzbrunner  | equal@lists.inf.ethz.ch         | www.lists.inf.ethz.ch/mailman/listinfo/equal                           | Natural Sciences, Engineering, All            |
| Liege – Swiss Universities' Laboratory for Gender Studies                              | Switzerland       | Ms Gaël Pannatier        | info-liege@iscm.unil.ch         | http://www.unil.ch/liege/etudesgenre                                   | Gender Studies                                |
| Femwiss – Swiss Association for Feminist Science                                       | Switzerland       | Ms Ursula Lipecki        | femwiss@femwiss.ch              | www.femwiss.ch   | All   |
| Unifemmes - Swiss Association of Female University Graduates                           | Switzerland       | Ms Anne Banateanu        | banateanu@hotmail.com           | www.unifemmes.ch   | All   |
| P.A.F. – Planung, Architektur, Frauen  | Switzerland       |                          | paf@goodlinks.ch                | www.goodlinks.ch/paf   | Architecture                                  |
| SVIN - Swiss Association of Women Engineers  | Switzerland       |                          | info@svin.ch                    | www.svin.ch  | Engineering                                   |
| Frauenplanenbauen  | Switzerland       | Ms Gisela Vollmer        | gisela.vollmer@raumplanerin.ch  | www.frauenplanenbauen.ch (E-Networking project on www.gendercampus.ch) | Art, Architecture, Constructing               |

| <b>Network Name</b>  | <b>Country (of 'HQ')</b> | <b>Contact person</b>                               | <b>Contact email</b>   | <b>Network website</b>  | <b>Scientific discipline (or multi-disciplinary)</b> |
|--|--------------------------|---|--|---|--|
| IZFG - Interdisciplinary Centre for Women and Gender Studies at the University of Berne<br>And:<br>Center of Competence Gender Studies at the University of Zurich | Switzerland              | Ms Lilian Fankhauser<br>And:<br>Ms Elisabeth Maurer | lilian.fankhauser@izfg.unibe.ch<br><br>frauenst@zuv.unizh.ch | www.izfg.unibe.ch<br><br>www.genderstudies.unizh.ch   | Gender Studies                                       |
| Swiss Society for Women and Gender Studies   | Switzerland              | Ms Regina Wecker                                    | regina.wecker@unibas.ch                                      |   | Gender Studies                                       |
| Verein Pro FRI - Swiss Feminist Institute of Law   | Switzerland              | Ms Zita Küng  | info@profri.ch   | www.profri.ch   | Law  |
| VSA - Association of Swiss Women Physicians  | Switzerland              | Ms Luzia Schneider                                  | luzia.schneider@hin.ch                                       |   | Medicine   |
| Mentoring projects in different disciplines of the German, French and Italian speaking parts of Switzerland  | Switzerland              | Ms Sibylle Drack                                    | sibylle.drack@afg.unibe.ch                                   | www.mentoring.unibe.ch<br>links to mentoring projects in the German, French and Italian speaking parts of Switzerland | All  |
| FFU FachFrauen Umwelt - Network for Women in ecology related jobs  | Switzerland              | Ms Sandra Gloor                                     | info@ffu.ch  | www.ffu.ch  | Ecology  |

**Information on the Conference of Equality Officers at Swiss Universities under [www.equal.ethz.ch/html/links\\_frameset.htm](http://www.equal.ethz.ch/html/links_frameset.htm)**

## Swiss Links

Gender Campus: An information and communication platform for gender studies and gender equality: [www.gendercampus.ch](http://www.gendercampus.ch)

The site provides information for those interested in gender studies as well as gender equality related questions. It is also meant to be a platform for anyone who is planning an event, has published a book or wants to launch a research project on gender issues, who is looking for a collaborator familiar with the topics of gender studies or has any other request or intention related to gender research, which she/he wants to communicate to the gender interested community. In addition to the three informative sections dedicated to Gender Campus, Gender Studies, and Gender Equality, Gender Campus Switzerland also includes a dynamic area dealing with virtual courses in gender studies and internal communication regarding gender projects. Gender Campus Switzerland is a project resulting from the collaboration of the "Interdisziplinäres Zentrum für Frauen- und Geschlechterforschung, IZFG" (centre for interdisciplinary studies on women and gender), the University of Bern, and the Berner Fachhochschule (higher vocational school of Bern).

Languages: German, French, Italian, English

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Femdat: Swiss Database of women experts: <http://www.femdat.ch/>

Femdat is a comprehensive Swiss database of women scientists and experts from various fields. Femdat makes it quick and easy to find and contact women experts working in the fields of science, trade and industry among others. Each expert can be selected according to subject, specialist area, training, experience, language and many other criteria. Femdat is a service for everyone who is looking for women with expertise in a particular field. Universities, Universities of Applied Sciences, research institutes, companies, committees, the press, administrative authorities and other institutes as well as private persons looking for women experts will achieve their objectives quickly and easily. The use of Femdat is free of charge. Every woman who has a university or college degree, or has extensive experience in a particular field, can enter her name and details in Femdat free of charge.

Languages: German, French, English

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Federal Gender Equality Programme for Universities 2000–2003 and 2004–2007:

[http://www.cus.ch/De/D\\_Projekte/D\\_Projekte\\_Chance/Projekte\\_Chance1.html](http://www.cus.ch/De/D_Projekte/D_Projekte_Chance/Projekte_Chance1.html)

In 1999, the Swiss government devoted 16 million Swiss francs to the support of gender equality at Swiss universities. The programme's stated goal is to double the proportion of female professors from 7% (in 1998) to 14% by 2006. For the implementation of the programme, specific measures in a number of areas were necessary. The federal programme divides these areas into three modules:

Module 1- Incentive System: The 1.35 million Swiss francs per annum provided by the federal government for this area are distributed to the universities at the end of each academic year according to the number of newly hired ordinaria (full) and extraordinaria (associate) female professors.

Module 2- Mentoring: It divides up the 4.8 million Swiss francs assigned to this module into financing for projects as well as basic contributions. 32 mentoring projects were accepted by

the steering committee. The universities and their partner institutions (where this applies) are matching the 2.8 million francs from the federal government.

Module 3- Childcare: This module aims to institutionalize daycare facilities at each of the universities and/or to expand existing structures to meet existing need. As in the case of module 2, the money (4.8 million Swiss francs) for module 3 was shared among projects and basic contributions.

Languages: German, French

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Federal Programme for Equal Opportunities at Universities of Applied Science 2000–2003 and 2004-2007:

<http://www.bbt.admin.ch/fachhoch/dossiers/chancen/d/index.htm>

The under-representation of women in education and research is a loss for education, the economy and society, and a waste of resources. Raising awareness of equal opportunity issues is therefore an important aim of the Swiss federal policy on Universities of Applied Sciences. The UAS, in accordance with Article 11, objective 11 of the federal ordinance on Universities of Applied Sciences, are required to take measures to promote gender equality and raise the proportion of women in their institution. As part of a Federal Office for Professional Education and Technology (OPET) mandate, an expert group developed an action plan (PDF [PDF] 197KB / German or French); CHF 10 million have been set aside for its implementation, which must be completed by 2003. The OPET has one person, who deals with equal opportunity issues. An advisory board has also been created to evaluate project submissions.

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Swiss Conference of Gender Equality Delegates: <http://www.equality.ch/>

On this site you find a list with over 400 links connecting with gender-relevant web-sites and homepages of institutions in the equality field (French and German).

The Swiss Conference of Gender Equality Delegates brings together federal, cantonal and communal equality offices; the Principality of Liechtenstein's Office for Equality between Women and Men enjoys observer

status. The Conference supports, coordinates, plans and implements activities of national scope. It takes a hand in shaping public opinion and influences federal legislation with the aim of incorporating viewpoints specific to

women and gender equality concerns in order to achieve a sustainable, coherent policy on equal opportunities.

Languages: German and French.

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The Swiss Federal Office for Equality between Women and Men: <http://www.equality-office.ch/>

The Federal Office for Equality between Women and Men was set up by the Swiss Federal Council in 1988 and is currently part of the Federal Department of the Interior. The Equal Rights article in the Swiss Constitution and the Law on Equality between Women and Men form the basis of our mandate - a comprehensive task that can be stated in simple terms: promoting equality between women and men in all areas of life and eliminating all forms of direct and indirect discrimination. The Secretariat of the Federal Commission for Women's Issues is affiliated with the Swiss Federal Office for Equality between Women and Men .

Languages: German, French, Italian and English.

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## Swiss Publications

LEEMANN, REGULA JULIA, Chancengleichheiten im Wissenschaftssystem. Wie Geschlecht und soziale Herkunft Karrieren beeinflussen, Zürich, 2002.

Although women participation in higher education has improved during the last decades, they are still considerably underrepresented in high positions within the scientific labour market. For young people from a lower social background even the possibility to graduate is limited. There is little knowledge concerning their career as raising generation in the scientific community.

This publication focuses on the question of inequality in scientific career patterns. It treats questions concerning the differences between female and male as well as the relation between class and gender. An other focus lies on the investigation of the influence of different disciplines on academic careers of women and men. .

Language: German

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LEEMANN, REGULA JULIA, Transitions into research careers in Switzerland, in: *Education and Training* 44, 4/5, 186-198, 2002.

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SNF, Schlussbericht von GRIPS Gender: Empfehlungen zur Gleichstellung von Frauen in der Wissenschaft und zur Förderung von Gender Studies, Bern, 2001.

At the beginning of 2001, the Swiss National Science Foundation entrusted a "groupe de réflexion", composed of both internal and external experts, with the analysis of gender-relevant problems in SNF research support and the presentation of recommendations for any measures to be taken in this respect.

As PDF-File in French or German on [http://www.snf.ch/en/wom/wom\\_enc.asp](http://www.snf.ch/en/wom/wom_enc.asp)

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BARBEN, MARIE-LOUISE / RYTER, ELISABETH, Mehr Dozentinnen an die Fachhochschulen! - Empfehlungen und Handlungsvorschläge, Bern, 2003.

The Federal Office for Professional Education and Technology has entrusted a study on the subject, how to face the underrepresentation of female teachers at the Swiss universities of applied science.

As PDF-File in French or German on <http://www.bbt.admin.ch/fachhoch/dossiers/chancen/d/index.htm>

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MICHEL, CHRISTINE / BIERI, SABIN / IMBODEN, NATALIE / SEITH, CORINNA, ed., Hochschulreform, Macht, Geschlecht. Aktuelle Reformprozesse an Hochschulen aus feministischer Sicht, Schriftenreihe BBW 2003 / 2d, Bern, 2003.

This publication gives an overview on the conference organised by the 'Association Suisse Femmes Féminisme

Recherche' on march 24<sup>th</sup> 2002 on 'reform processes in higher education, authority, gender'. The system of higher education in Switzerland is suffering a stratified reform process, e.g. more autonomy of the cantonal university, increasing incentive-oriented financial support by the Swiss government to the cantonal universities, the creation of universities of applied science and the implementation of the Bologna-Declaration. In this process the explicit effect

on gender equality in higher education has barely been taken into account. The conference focused on the integration of the gender-perspective into the ongoing change of structure or else its consideration as a steering instrument.

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MEYER, THOMAS / NYFFELER, BETTINA, Akademische Nachwuchsförderung im Spannungsfeld zwischen Beruf und Berufung – Sondermassnahmen des Bundes zur Förderung des akademischen Nachwuchses an den schweizerischen Hochschulen – Bericht zur qualitativen Befragung 2000, BBW-Schriftenreihe 2001 / 4d, Bern 2001.

This report gives a qualitative view on the results of the evaluation of the specific measures taken by the Swiss government to promote academic careers. This qualitative indepth view reflects the diversity of individual and gendered career patterns and situations during their promotion.

Language: German – link: <http://www.bbw.admin.ch/html/pages/bildung/nachwuchs-d.html>  
(Evaluationsbericht 2001)

French – link: <http://www.bbw.admin.ch/html/pages/bildung/nachwuchs-f.html>  
(rapport d'évaluation 2001)

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PAGE, JULIE / LEEMANN, JULIA REGULA, ed., Karriere von Akademikerinnen – Bedeutung des Mentoring als Instrument der Nachwuchsförderung, BBW-Schriftenreihe 2000 / 1d, Bern 2000.

This publication gives an overview on the conference held on march 27<sup>th</sup> 1999 at the University of Zurich on the topic 'female academics and career – the importance of mentoring as an instrument to promote academic career'. It shows the complex possibilities and the importance that mentoring has as an instrument to reach gender equality in higher education. It also shows that mentoring is just one instrument among others.

Language: German (partially in French)

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The Swiss Federal Statistics Office publishes yearly gendersegregated statistic in the sector education and higher education in the series 'Statistik der Schweiz'.

Languages: German, French, Italian

German – link to this data: [http://www.statistik.admin.ch/stat\\_ch/ber15/dber15.htm](http://www.statistik.admin.ch/stat_ch/ber15/dber15.htm)

French – link to this data: [http://www.statistik.admin.ch/stat\\_ch/ber15/fber15.htm](http://www.statistik.admin.ch/stat_ch/ber15/fber15.htm)

Italian – link to this data (partial): [http://www.statistik.admin.ch/stat\\_ch/ber15/iber15.htm](http://www.statistik.admin.ch/stat_ch/ber15/iber15.htm)

English – link to this data (partial): [http://www.statistik.admin.ch/stat\\_ch/ber15/eber15.htm](http://www.statistik.admin.ch/stat_ch/ber15/eber15.htm)

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