Swiss Policy for Promoting Gender Equality in Higher Education

Irene Rehmann, SERI
Symposium on Gender Equality, Istanbul, November 7, 2014
Students in 2012 - total 222’700

- Cantonal Universities:
- Universities of Applied Sciences
- Federal Institutes of Technology (ETH)

<table>
<thead>
<tr>
<th>Course</th>
<th>BA</th>
<th>MA</th>
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<tbody>
<tr>
<td>HUM &amp; SOC</td>
<td>71%</td>
<td>71%</td>
</tr>
<tr>
<td>ECO</td>
<td>67%</td>
<td>67%</td>
</tr>
<tr>
<td>LAW</td>
<td>62%</td>
<td>62%</td>
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<tr>
<td>NAT SCI</td>
<td>75%</td>
<td>75%</td>
</tr>
<tr>
<td>MED &amp; PHARM</td>
<td>64%</td>
<td>64%</td>
</tr>
<tr>
<td>TECH SCI</td>
<td>71%</td>
<td>71%</td>
</tr>
<tr>
<td>OTHER</td>
<td>71%</td>
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Students at Universities according to field 2013

- BA
- MA
Students at UAS according to field 2013

Professorship and other personnel

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<tr>
<th></th>
<th>Universities</th>
<th>Universities of Applied Sciences</th>
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<tbody>
<tr>
<td></td>
<td>total</td>
<td>women (%)</td>
</tr>
<tr>
<td>professors</td>
<td>3'700</td>
<td>18</td>
</tr>
<tr>
<td>other docents</td>
<td>9'400</td>
<td>30</td>
</tr>
<tr>
<td>(UH part time)</td>
<td></td>
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<tr>
<td>assistants and academic</td>
<td>22'700</td>
<td>39</td>
</tr>
<tr>
<td>personnel (UH part time)</td>
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<td></td>
</tr>
<tr>
<td>Admin. and technical</td>
<td>12'700</td>
<td>55</td>
</tr>
<tr>
<td>personnel</td>
<td></td>
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source: BFS 2013
Equal opportunity programme since 2000 at cantonal universities

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<tbody>
<tr>
<td>Individual initiatives</td>
<td>1st programme</td>
<td>2nd programme</td>
<td>3rd programme</td>
<td>4th programme</td>
</tr>
<tr>
<td>according to university</td>
<td>16 Mio. CHF 3 modules</td>
<td>16 Mio. CHF 3 modules</td>
<td>19 Mio. CHF 3 modules + DCC</td>
<td>10 Mio. CHF Action plans</td>
</tr>
</tbody>
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Equal opportunity programme since 2000 at Universities of Applied Sciences UAS

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<td>3rd programme</td>
<td>4th programme</td>
</tr>
<tr>
<td>new structure for UAS</td>
<td>10 Mio. CHF additional fields of study</td>
<td>10 Mio. CHF</td>
<td>10 Mio. CHF</td>
<td>10 Mio. CHF Action plans</td>
</tr>
</tbody>
</table>

women professors at universities in % of the total

women professors at UAS in % of the total
Cantonal Universities - 3 Modules measures on different levels

Module 1:
Incentives for the nomination of female professors

- € 830'000 per year approx.
  divided per newly hired female professors
- Free use of amount received; primarily invested for gender equality measures and structures

Module 1
Newly nominated female Professors at universities 2002-2014
Female Professors at ETHZ and EPFL 2003-2014

Module 2

Promotion of young female talents, primarily PhD students and post-docs

- Projects: € 800'000 CHF/year approx. (matching funds 50%)
  - Mentoring
  - Courses for specific and transferable skills
  - Networks, e-platforms, brochures
  - Bourses d’Excellence, „protected time“, „subside tremplin“
  - Leadership and nomination procedure training

Main output:

- more women empowered for and interested in an academic career
- new ideas and best practice to promote young talents
- to improve and to consolidate the gender equality offices
Module 3

Compatibility of academic career and family life

- Child care
  - offers in various forms;
  - flexible working hours

- Support for Dual Career Couples (DCC*) 2009-2012
  - to work out criteria for support
  - small amount of money to distribute
  - potential to promote equal opportunity: women are twice as likely as men to live in DCC (survey)

* couples in which both partners have a strong personal commitment to their work and pursue their own career

Evaluation of the 3rd programme

Main findings concerning DCC (survey and analysis)

- Academic personnel is often living in DCC constellations: women more often than men (45% vs 32%)

- For a successful Double Career the post-doc level is important

- In general DCC support receives a major degree of approval and the demand for DCC support is high
Evaluation of the 3rd programme II

- Programme: primarily based on projects
- Positively evaluated: achievements by individual support
- Missing: implementation of measures and structures
- **Needed**: structural reforms and structural change

Implementation of gender equality **structures** in the HEI to guarantee continuation and collaboration.

Programme 2013-2016

**New Approach: Individual Action Plans**

Identified fields of action

- Implementation of gender equality in university structures
- Increase of the proportion of women in steering bodies
- Gender-sensitive measures for the promotion of young academics
- Measures to ‘balance’ family and academic career
- Decrease of horizontal and vertical segregation, main focus on STEM / the technical fields
- Organisational development and human resources
Actionplan

main focus of some universities:
- unibas.ch: Gender equality focused on organisational development and on culture change
- unfr.ch: Working conditions of researchers and of academic personnel with families
- unige.ch: Culture change to integrate gender equality into university policies and faculties, e.g. nomination procedures and non-discrimination
- unil.ch: 40% of female professors among the newly nominated, implication of faculties „vision 50/50“
- uzh.ch: Faculty based projects e.g. „women in steering bodies“, „kids and careers“; explicit recruitment of female researchers; to promote gender policy and monitoring.

To resume:
- Start of programme gender equality in 2000; 3 periods of 4 years each with 3 modules: professorship, mentoring, family and academia.
- The new programme as of 2013 is looking for structural change at the institutions: ongoing process.
- The programmes have been successful in some respect but not enough to get to 25% of female professors at universities.
- There is still horizontal segregation, mainly in the technical fields.
Further informationen

State Secretariat for Education, Research and Innovation:
www.sbfi.admin.ch / topics / higher education

Rectors Conference CRUS:
www.crus.ch / Chancengleichheit / Equal Opportunity

Thank you for your attention