

# **Why so few? Gender Equality in the Swiss National Science Foundation**

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SWISS NATIONAL SCIENCE FOUNDATION

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# Key features of SNSF

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- \_ Founded in 1952
- \_ Listed as a foundation under private law
- \_ Supports scientific and scholarly research
- \_ Largest Swiss institution for the support of research
- \_ Annual budget of CHF 479 million (2006)

# Funding Means

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## **Basic research**

- \_ Project funding
- \_ Individual funding (scholarships, SNSF professorships, etc.)
- \_ Conference grants
- \_ Publication grants

## **Targeted research**

- \_ Research programs (NCCR, NRP)
- \_ International Cooperation

# Individual Funding

- \_ Scholarships for research periods abroad
  - \_ early-career researchers
  - \_ advanced-career researchers
- \_ SNSF-supported professorships
- \_ EURYI
- \_ Marie Heim-Vögtlin program
- \_ Scholarships for scientific communication
- \_ Short research periods and exchange programs
- \_ Doctoral program Pro\*Doc

# The most important equality measures

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a) institutional equality measures

b) specific measures for research advancement

# Institutional equality measures

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- \_ Introduction of the SNSF Gender Equality Committee (2001)
- \_ Position of „gender equality in research funding“ representative (2001)
- \_ Systematic incorporation of gender issues into all decision-making (Gender Mainstreaming) (2003)
- \_ Preferential rule in elections to the National Research Council (2003)

# Specific equality measures in research funding

- \_ Special program for women:
  - Marie Heim-Vögtlin Program (est. 1991, overhauled 2003)
- \_ Quotas
  - SNSF-professorships: 30 % women
  - Scholarships: 40 % women)
  - Post-doctoral program „Pro\*Doc“: 40 % women
- \_ Age limits
  - Scholarships: No age limits (33 and 35) for women
  - SNF-professorships: flexible age limits
- \_ Balancing Family and Career
  - Part-time work
  - Paid maternity leave
  - Recognition of care responsibilities
- \_ Study on „Gender and Research“

# Commissioned Study „Gender and Research“

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Regula Julia Leemann	(Pedagogical Institute Zürich)
Heidi Stutz	(BASS)
Sabina Schmidlin	(Federal Bureau of Statistics)

Length of study: October 2006 – June 2008

# Projected Aims

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## Aims, phase 1

- a) Quantifying gender-specific rates of loss (leaky pipeline)
- b) Tracing the career path of younger academic researchers, with regard to the consequences of individual and project support gained from the SNSF

## Aims, phase 2

- a) Analysis of the gender-specific rates of loss, both internal and external to scientific/academic institutions
- b) Analysis of the role played by the politics of research support within the SNSF (support, barriers)

[www.snf.ch](http://www.snf.ch)



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