

Promotion of Women Scientists

Mentoring Programmes in Switzerland

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The Swiss university system

Universities	GE-Programmes	00-03	04-07	08-11
		Mio CHF	Mio CHF	Mio CHF
2 Federal Inst. of Technology (ETH)	Own activities	?	10	12
10 Cantonal Universities	Federal Progr. of Gender Equality (FP U)	16	16	16
7 Universities of Applied Sciences	Federal Progr. of Gender Equality (FP UAS)	10	10	10

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Federal programme of gender equality at universities 2000 – 2007 (FP U)

Goal: to double the percentage of women professors from 7% (in 1998 to) 14% by 2006.

Results :
14% women professors by 2006

Modules

- 1 Incentives for the employment of women professors
- 2 Mentoring
- 3 Support of day care facilities for children

Budgets

- 2000-2003: 16 Mio CHF (10 Mio €)
- 2004-2007: 16 Mio CHF (10 Mio €)

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Federal programme of gender equality at universities 2008 – 2011 (FP U)

Goal: to increase the percentage of women professors from 14% in 2006 to 25% by 2012.

Modules

- 1 Incentives for the employment of women professors
- 2 Promotion of next generation women scientists
- 3 Dual Career Couples

Budget

- 2008 – 2011: 10 Mio € (16 Mio CHF)

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Federal gender equality programme at the universities of applied sciences 2000 – 2007 (FP UAS)

Goals: to motivate women to study technology, computer science and economics
to introduce gender mainstreaming action plans

Budgets: 2000- 2003: 10 Mio CHF (6 Mio €)
2004- 2007: 10 Mio CHF (6 Mio €)



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Gender equality programmes at the universities of applied sciences 2008 – 2011 (FP UAS)

Goals:

- Gender balance: students, assistants, teachers, administrative and technical staff
- Broad awareness of gender issues
- Gender Mainstreaming

Budget: 10 Mio CHF (6 Mio €)

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Similarities

...and differences

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Module 2: Projects 2004 – 2006

		Incl. Follow-up	Participants (appr.)	Amount CHF
Mentoring-projects (one-to-one-, peer-mentoring & some-to-one-mentoring)	16	25	400	3'380'270
Seminars & coaching	5	11	500	807'480
Platforms & databank	3	5	800	797'98
TOTAL	24	41	1'100	4'985'739

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Cooperation projects

- FP UAS & FP U WISEGIRLS
- ETH ZH TANDEM plus IDEA
- FP U Mentoring Deutschschweiz and Réseau Romand
- FP U Peer Mentoring

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Local projects

- FP U Diss+ (U of Basel)
- FP U Carrière académique (U of Geneva)

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Evaluation at national level

FP UAS (2004-2007)

Marie-Louise Barben, Elisabeth Ryter, Büro BASS
2nd part of the report: About project effects and advances in the gender balance

FP U (2000-2007)

Franziska Müller, Ruth Bachmann, Christine Spreyermann, Christine Rothmayr
Mentoring-projects: case studies

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More Information:

FP U

2000 – 2007

<http://www.cus.ch/wEnglisch/beitraege/chancengleichheit/index.php>

2008 - 2011

<http://www.crus.ch/information-programme/chancengleichheit.html>

FP UAS

<http://www.bbt.admin.ch/themen/hochschulen/00218/00230/index.html?lang=en>

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