

## Gender Equality Programs at Swiss Higher Education Institutions

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### swissuniversities, new: all Swiss HEI/RI are eligible Program P-7, 2017-2020

The final budget (CHF 12 Mio.) will be decided upon in 2016 by the Swiss Science & Innovation Council (May, positive) and the Federal Parliament (September). The HEI will contribute 50% matching funds.

#### Objectives & domains of action

1. Gender Equality in the promotion of (young) academics and in the (academic) careers
2. Gender Equality in the choice of academic study/ employment
3. Building of diversity competence in HEI
4. Gender Equality in teaching and research

#### Module A – Gender Equality Action Plans (GAP)

At present, 28 Swiss HEI/RI will submit a GAP. The official “Call” has been launched in June 2016 ([www.swissuniversities.ch/en/organisation/projekte-und-programme/p-7/](http://www.swissuniversities.ch/en/organisation/projekte-und-programme/p-7/))

#### Module B – project cooperations

Innovative forms of networking and knowledge transfer between HEI, Call, spring 2017

Steering committee: Delegation Diversity swissuniversities and invited inter/national experts

#### Further web information:

- [www.swissuniversities.ch/en/topics/promotion-of-young-talents/equal-opportunities/suc-programme-p-4/](http://www.swissuniversities.ch/en/topics/promotion-of-young-talents/equal-opportunities/suc-programme-p-4/)
- [www.sbf.admin.ch/fh/02141/02152/index.html?lang=en](http://www.sbf.admin.ch/fh/02141/02152/index.html?lang=en)
- [www.swissuniversities.ch/en/organisation/delegations/diversity-delegation](http://www.swissuniversities.ch/en/organisation/delegations/diversity-delegation)

#### Good practices examples:

- [www.gleichstellung.uzh.ch/de/politik/aktionsplan/toolkit.html](http://www.gleichstellung.uzh.ch/de/politik/aktionsplan/toolkit.html)
- [www.unibas.ch/de/Universitaet/Administration-Services/Vizerektorat-Forschung/Chancengleichheit/Service-Arbeitsbereiche/stay-on-track.html](http://www.unibas.ch/de/Universitaet/Administration-Services/Vizerektorat-Forschung/Chancengleichheit/Service-Arbeitsbereiche/stay-on-track.html)
- [www.unilu.ch/en/university/academic-services/equal-opportunity/academic-career/#c8916](http://www.unilu.ch/en/university/academic-services/equal-opportunity/academic-career/#c8916)

#### Various evaluation reports (swissuniversities)

- [www.swissuniversities.ch/en/topics/equal-opportunities/federal-equal-opportunities-programme-2000-2012/](http://www.swissuniversities.ch/en/topics/equal-opportunities/federal-equal-opportunities-programme-2000-2012/)

### 7 Universities of applied sciences

#### Federal Program SERI, 2013-2016. Objectives

Reducing horizontal segregation mainly in Health and STEM  
Reducing vertical segregation  
Enhance diversity and inter-institutional cooperation

#### Domains of action:

1. Institutionalization of gender equality policies in different areas
2. Human resources development and development of young academics
3. Recruitment and student development
4. Teaching and research
5. Others

#### Gender Equality Action Plans (GAP)

For the period of 2013-2016, the 7 universities of applied sciences have established individual action plans based on the program concept ([www.sbf.admin.ch/sbf/de/home/themen/hochschulen/fh/grundlagen/chancengleichheit.html](http://www.sbf.admin.ch/sbf/de/home/themen/hochschulen/fh/grundlagen/chancengleichheit.html))

4-year Budget: CHF 10 Mio.

### 10 Cantonal Universities SUC-Program P-4, 2013-2016. Objectives

1. Institutionalization of equal opportunity of women and men / gender equality.
2. To achieve meaningful progress in gender equality (budgeting, academic staff, monitoring, ...)
3. Structurally implement Gender Studies at Swiss universities.

#### Domains of action:

1. Establishment of gender equality in the university structures and as part of quality management
2. Women professors (goal 25% cat. I, 40% cat.II) and more women in academic leadership positions
3. Gender-sensitive actions in the promotion of young academics (PhD students and postdocs)
4. Support for students, staff and researchers with family/ care obligations
5. Women in STEM
6. Human resources (HR) and organisational development
7. Other/new measures (e.g. stereotype & unconscious bias campaigns & trainings)

#### Gender Equality Action Plans (GAP)

For the period of 2013-2016 all 10 cantonal universities have established individual action plans based on the program requirements ([www.swissuniversities.ch/fileadmin/swissuniversities/Dokumente/DE/UH/Chancengleichheit/Dok53\\_11\\_150212\\_Web\\_e-3.pdf](http://www.swissuniversities.ch/fileadmin/swissuniversities/Dokumente/DE/UH/Chancengleichheit/Dok53_11_150212_Web_e-3.pdf))

4-year Budget: CHF 13.7 Mio.