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/)

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

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.sbfi.admin.ch/sbfi/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)

4-year Budget: CHF 13.7 Mio.