

Women Scientists in Switzerland

Claudia Kasper

500 Women Scientists Switzerland (spokesperson)

500 Women Scientists Fribourg-Bern (co-coordinator)

Akkreditierungsrat

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500 Women Scientists

Switzerland

500 Women Scientists Switzerland

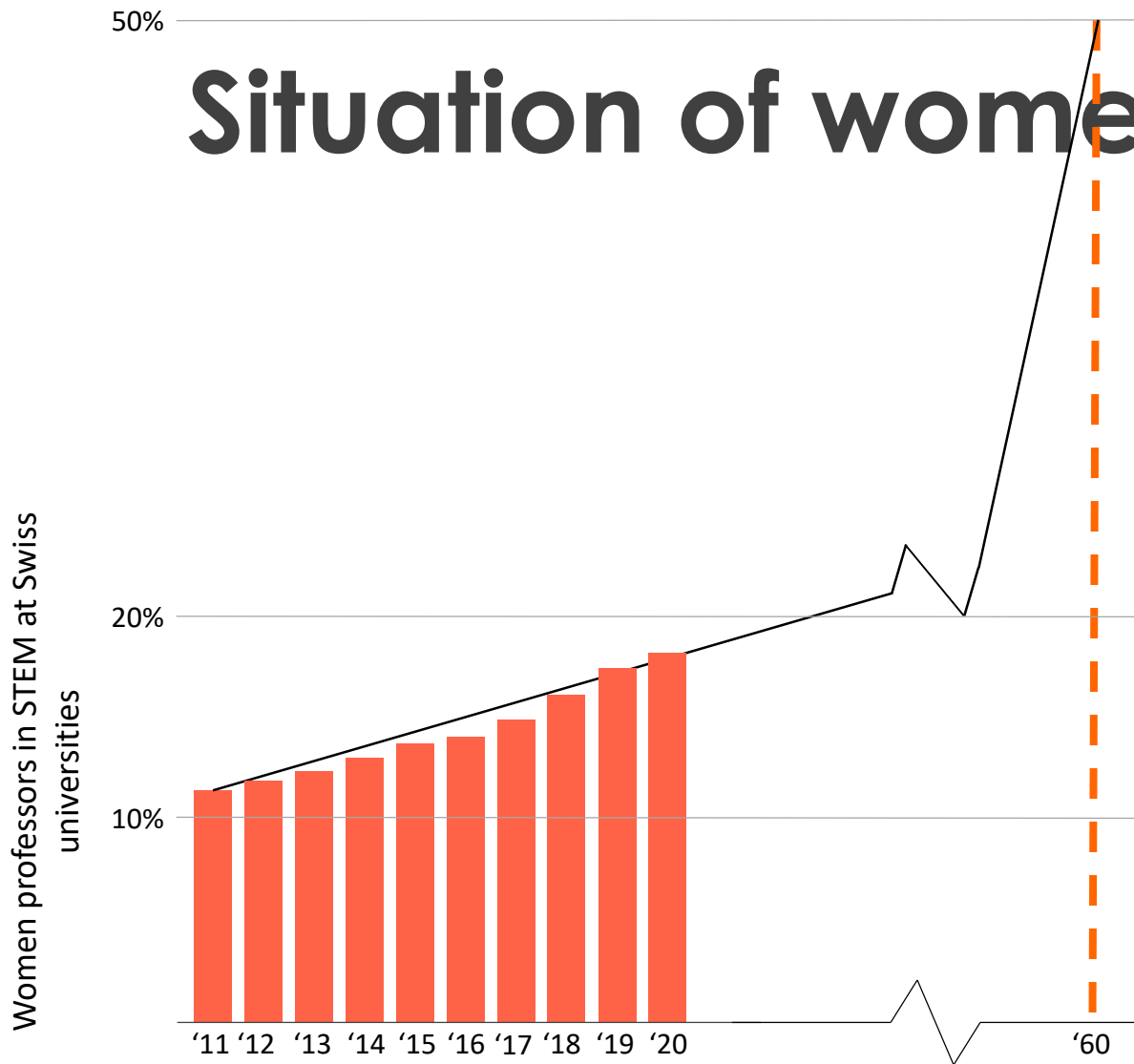


- *local chapter of a world-wide initiative*
- *professional networking association for women* in STEMM*
- *promote careers of women* scientists*
- *increase visibility of female* experts*

Advocate for the improvement of working conditions of women scientists



Situation of women in science in CH



- 52% of students but only 23% of professors are women
- flagrant loss of women along career progression
- well-trained specialised work force!

Need for action!

Adapted from: <https://www.swissinfo.ch/eng/how-switzerland-is-trying-to-bridge-the-science-gender-gap/47318816> Source: Federal Statistical Office

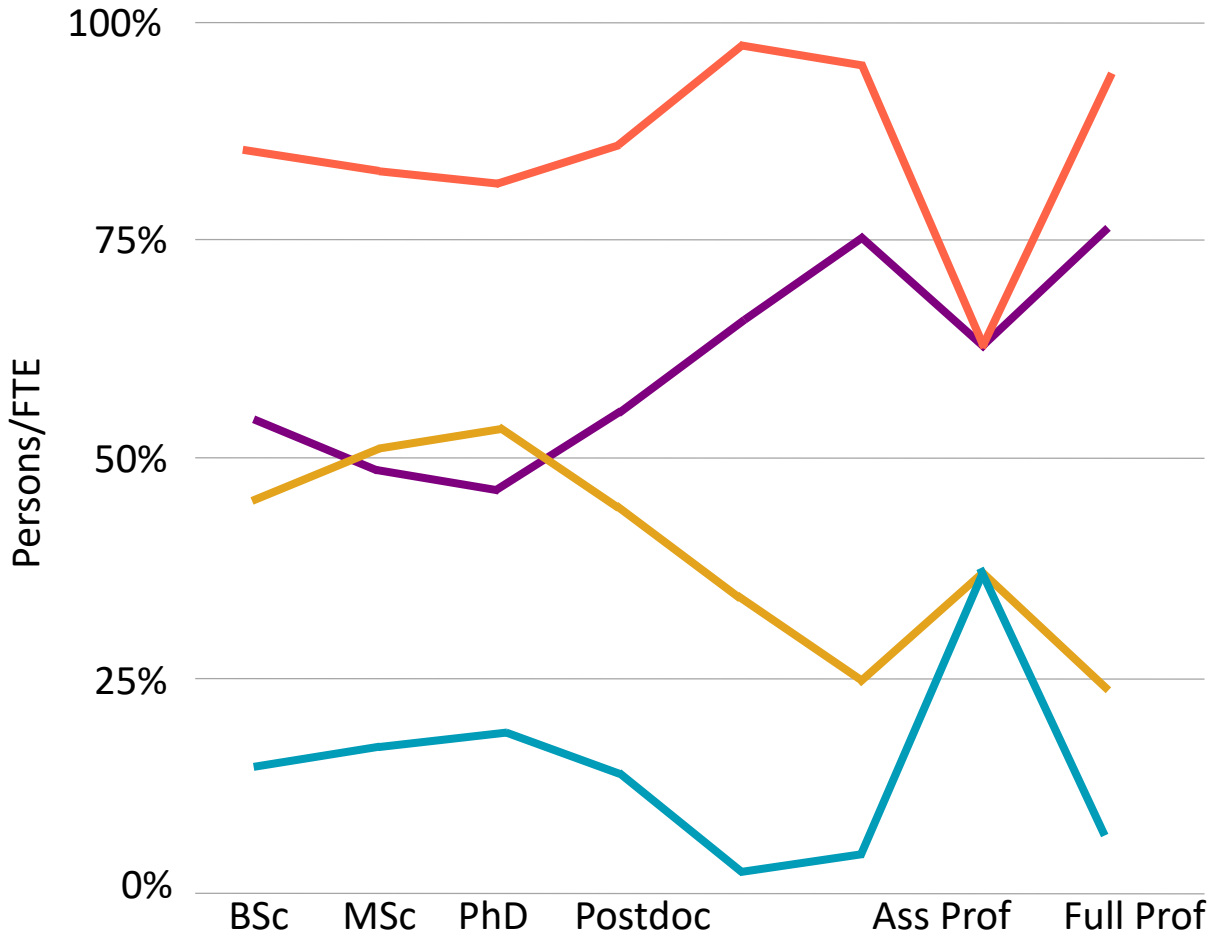


500 Women Scientists



Switzerland

The 'leaky pipeline'



Biology

m
f

Computer Science

m
f

Adapted from: [Different Types of Leaky Pipelines 2020](#), ETH Equality Monitoring



Are women not interested in STEMM?

...or staying in academia?

They are!

- **cultural aspects:** in CH, **22.4%** of students enrolled in mathematics are women, in Italy **51.6%**¹
- systemic **barriers** and a lack of role models
- implicit rather than explicit **gender stereotypes**
- **self-exclusion** is very prevalent (brilliance)
- **gender harassment** and **sexual misconduct** are rife, difficult to report, no independent investigation
- rarely consequences for perpetrator

¹source: EPFL and MIUR, Italian Ministry of University and Research for academic year 2016/17
in <https://www.europeanwomeninmaths.org/gregorio-presutti/>



Consequences

■ Society

- *“holding women back holds the world back”*¹
- solving complex problems need diverse mindsets
- loss of public money invested in the training of a specialised work force

■ Universities

- loss of talented women leads to over-representation of less talented men in higher career positions
- bad reputation – loss of potentially best candidates

■ Demography

- trained workforce harder and harder to find
- applicants can afford to be more choosy

■ Justice

- all members of society must be able to realise their potential

¹<https://www.globalcompact.ch/post/why-women-in-science-technology-engineering-and-mathematics-are-agents-of-change>



500 Women Scientists Switzerland fully supports the initiative to change the accreditation standards!

