

Research Funding Policy

SNSF Mission Statement on Equality between Women and Men

A. Principles

- The SNSF is committed to equality between women and men. It actively undertakes measures to distribute opportunities equitably and to support the equal and balanced participation of women and men in all functions, on all boards and across all programmes.
- The SNSF defines equality as a responsibility to gender mainstreaming anchored in all activities of its research council and administrative offices.
- The implementation of equality is amongst the central tasks of its leadership, meaning that responsibility for equality lies with the presidency of the National Research Council and the Directors.
- The SNSF sets itself goals in the area of equality and monitors progress by regularly collecting relevant data.
- The composition of boards is to be decided in a way that takes equality concerns effectively into account.
- The use of gender-sensitive communication strategies in the SNSF is a matter of course.
- In order to achieve equality in practice, the SNSF applies targeted measures to eliminate existing gender-based disadvantages.

B. Equality standards and measures in research funding

Funding programmes

The SNSF strives for the equitable participation of women scientists and academics at all levels of its funding programmes. New programmes are scrutinized in advance for their possible effects on the equality of women and men, and – if necessary – are supplemented by accompanying measures.

Funding for young researchers

The SNSF devotes particular attention to funding young women researchers, especially in disciplines where women are underrepresented. Where necessary, the SNSF, within its scope, advocates changes to structural conditions. It supports measures in the fields of mentoring, consulting and network-building for young women scientists and academics.

Membership of boards

In order to attain gender-balanced membership of its boards, the SNSF gives preference to the underrepresented gender in cases of equally weighted candidates. The SNSF is committed to increasing the proportion of women, particularly in leadership positions.

Expert opinion

The SNSF is particularly concerned that women and men are able to gain equal access to funding means through a strict, quality-based evaluation process. The SNSF works to continually raise the awareness of its evaluation boards about common perceptions and thinking patterns regarding gender. In case of significantly disproportionate success rates between women and men, the SNSF is able to introduce target specifications.

Reconciling career with family life

The reconciliation of scientific or academic work with family life receives support for women and men through mechanisms such as the option of part-time work. Appropriate measures are undertaken to counteract gender-specific disadvantages.

Gender dimension of research

With all research applications, the SNSF takes note of the inclusion of a gender dimension to the extent that it seems appropriate or indispensable to the research topic or object. The SNSF also supports research in gender studies.

Monitoring equality

The allocation of awards by the SNSF is regularly subject to equality monitoring.

Equality commission

A commission advises and supports SNSF bodies on equality issues.¹

C. Equality standards and measures in administration

The following summary explains the most important standards and measures undertaken within the SNSF's own administration. The approach taken to developing human resources is described in detail.

Human resources policy and development

Our goal is to provide a gender-neutral culture in which the concerns of women and men are taken into equal consideration and no one faces discrimination on the basis of gender. The SNSF offers career opportunities regardless of gender, language, nationality, ethnicity, religion, age, health or way of life. Mobbing, sexual harassment and other forms of disrespect are not tolerated at the SNSF.

We strive to attain gender balance at all levels of the institution. With leadership positions we attach special importance not only to leadership potential but also to social abilities, and particularly to gender awareness. The SNSF understands gender awareness to mean the ability of persons to reflect critically on the variety of gender roles and images, and to deal with these in a way that offers multiple opportunities to both genders.

¹ Editorial amendment, in force since October 2015

Continuing education, offered internally, regularly addresses topics in the area of equality, while programme leaders make certain that women participate in subject-specific and leadership courses.

The SNSF supports the balance between career and family, such as through the option of working at home. It offers part-time positions at all institutional levels and flexible working hours within specified frameworks. Jobsharing is possible for suitable positions. Such measures help to promote a work-life balance.

The SNSF has a non-discriminatory pay and reward system. Policies regarding salary and advancement criteria are transparent and consistent.

Communications

Gender-neutral communication supports and promotes the equality of women and men. Gender-neutral formulations, moreover, are unambiguous and clear. The SNSF consciously addresses women as well as men through its contemporary and forward-thinking communication strategies. All documents consistently take gender-neutral language into account while providing for readability and stylistic elegance. Gender stereotypes in language and images are avoided.

Third-party allocation

The SNSF takes equality into account as a criterion in third-party allocations.

Monitoring

The SNSF continually monitors adherence to the equality mission statement and implementation of its target goals. Gender-specific data – in particular with regard to salaries and advancement – is regularly collected and communicated in appropriate forms.

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