

Welcome and Introduction

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*u*<sup>b</sup>

# Prof. Dr. Virginia Richter

Vice-Rector International and Academic Careers

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Women's strike, 14 June 2019

*u*<sup>b</sup>

# Globally

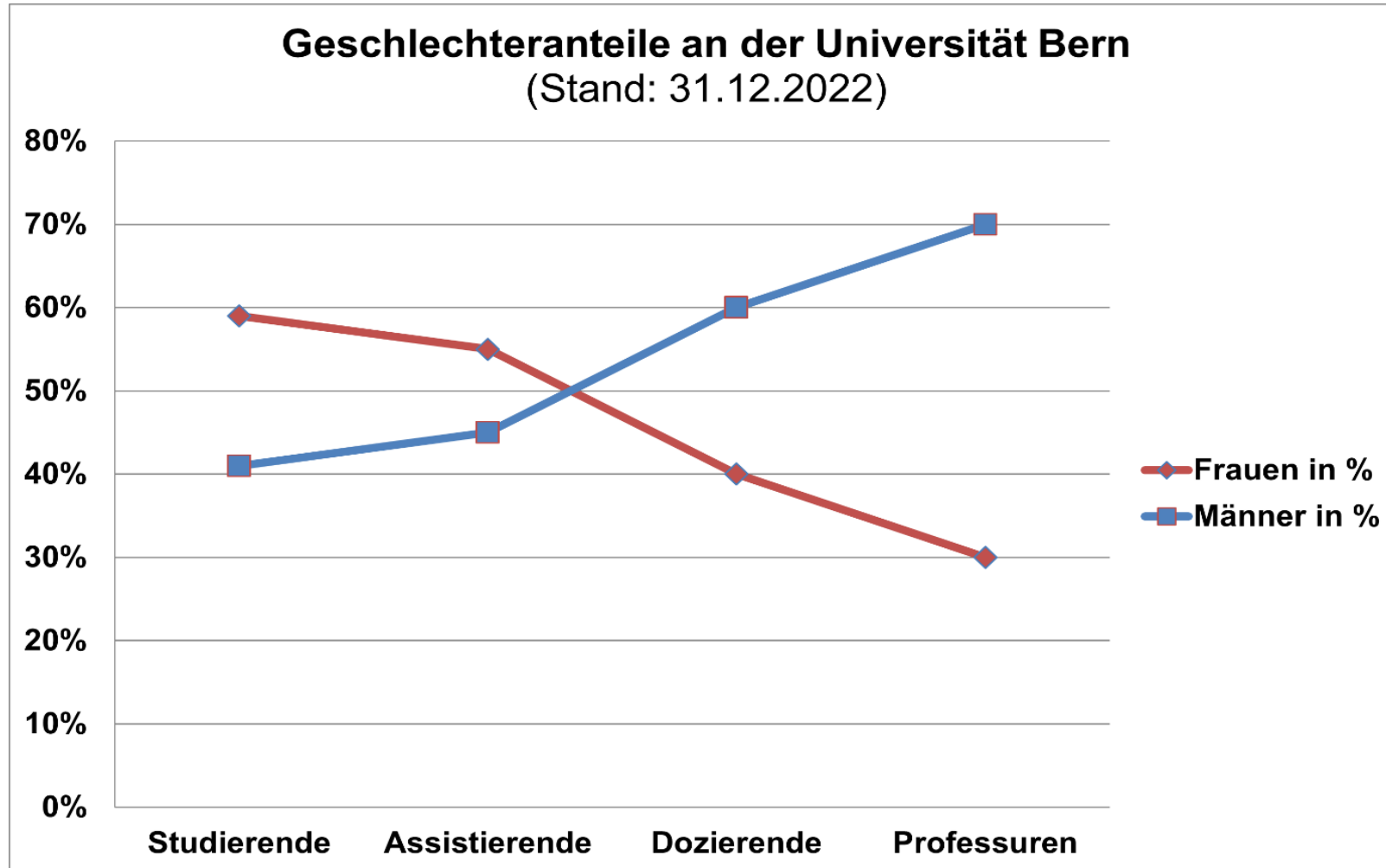
UNESCO research shows women career scientists still face gender bias. Women still account for only **28%** of engineering graduates and **40%** of graduates in computer science and informatics, according to the *UNESCO Science Report*. The share of women among engineering graduates is lower than the global average for many members of the Organization for Economic Co-operation and Development (OECD). This is the case, for instance, in Australia (23.2%), Canada (19.7%), Chile (17.7%), France (26.1%), Japan (14.0%), the Republic of Korea (20.1%), **Switzerland (16.1%)**, and the USA (20.4%).

*u*<sup>b</sup>

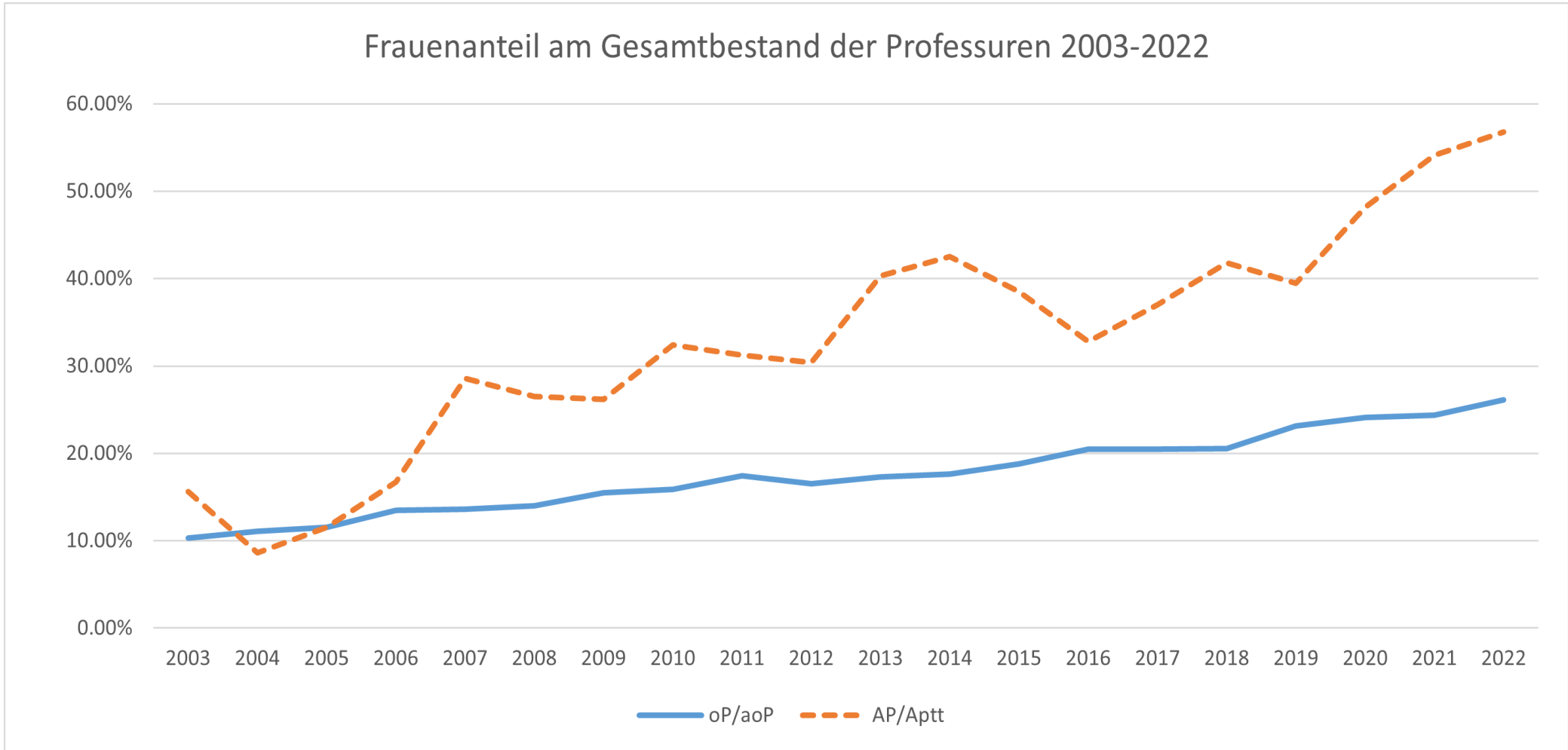
# Switzerland

Women make up only **24%** of professors at Switzerland's 12 universities, according to the European Commission's latest "[She Figures](#)" report. This percentage lies below the median for the 27 EU member countries (26%).

[In surveys](#), women have linked their departure to issues in reconciling family and academic life, lack of female role models and networking plus gender bias in the hiring and promotion processes. Switzerland also suffers from specific structural issues: childcare provision is scarce and very expensive compared to other European countries and well-paid jobs in industry offer an attractive alternative for academics.

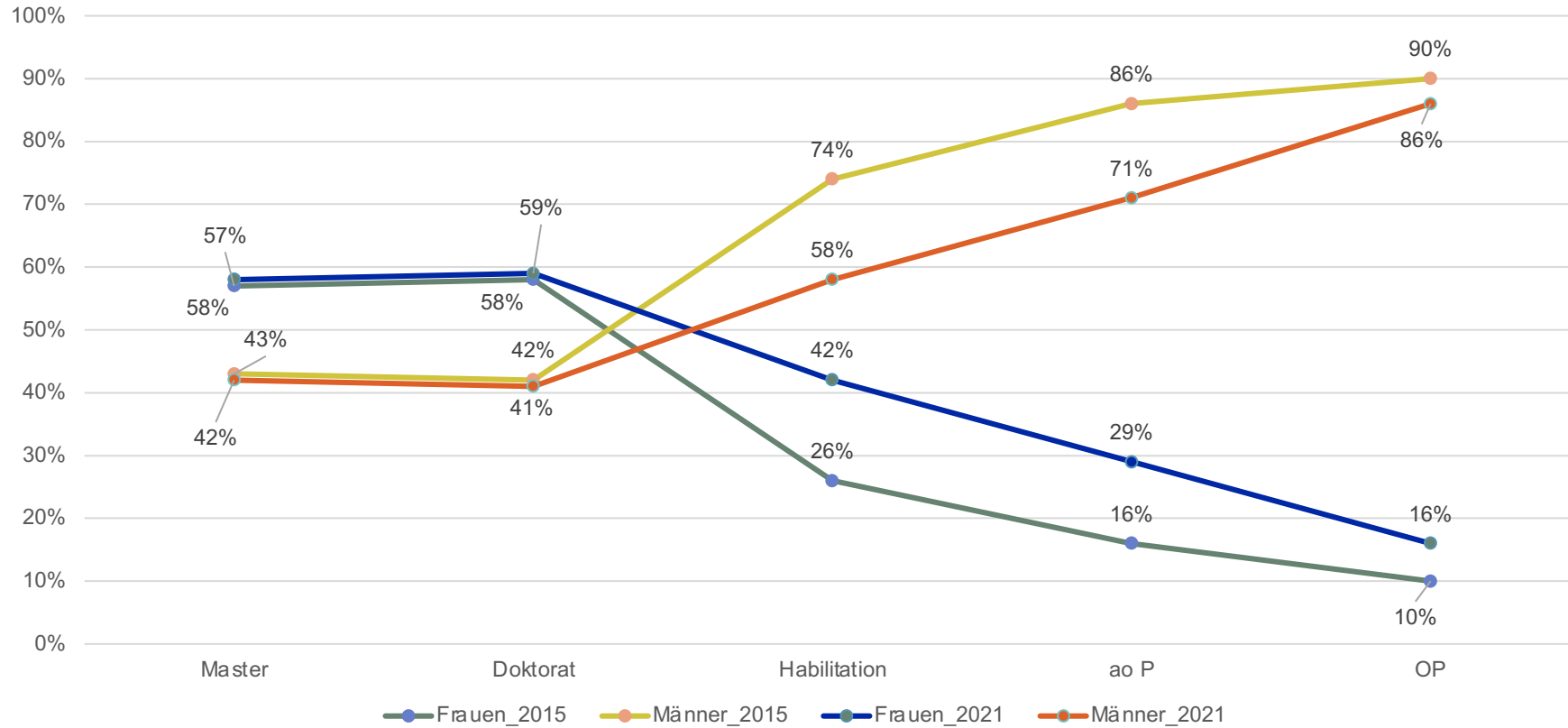


# Professorships



# Medical Faculty

Leaky Pipeline Medizinische Fakultät UniBE (2015 & 2021)





*u*<sup>b</sup>

## What to do? - individually

Form/join women's networks.

Form alliances with men, find mentors and sponsors in influential positions.

Get informed about the system.

Don't be shy: apply for prestigious grants, awards etc.

Think of your job as a (future) leadership position.

Negotiate the distribution of care work with your partner – be tough.

*u*<sup>b</sup>

## What to do? - institutionally

Seek actively to increase the number of women in leadership positions.

Make women more visible.

Address unconscious gender bias in hiring/tenure processes.

Offer support and mentoring (for women and men).

Improve the quality of academic leadership (of women and men).

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# Thank you!

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