



Gender Equality

Project summaries of the National Research Programme NRP 60



Contents

- 2 Preface
Equality is not a matter of course
- 4 Overview
Tracking down gender inequality in everyday life
- 5 Knowledge transfer
Creating new visions for the future
- 6 Cluster 1 Work + Organisations
- 8 Project 1: Development and steering of gender equality policy at work
- 9 Project 2: Gender-specific inequalities in the working environment:
political-institutional factors
- 10 Project 3: An activating social policy for the advancement of women?
- 11 Project 4: Trade unions and gender equality (SynEga)
- 12 Project 5: Gender equality among older employees (EGALISE)
- 13 Project 6: Equal opportunity in the enterprises and programmes of SRG SSR
- 14 Project 7: Gender, generations and equality in farming in Switzerland (AgriGenre)
- 15 Project 8: Sexual harassment at the workplace: who harasses whom, how and why?
- 16 Cluster 2 Education + Careers
- 18 Project 9: Dolls, building blocks and outdoor activity days: (un)doing gender in the nursery
- 19 Project 10: What do the schools teach about gender equality?
- 20 Project 11: Career and gender: why do women choose male professions?
- 21 Project 12: More equal opportunities in the choice of careers
- 22 Project 13: Gender inequalities in educational and career pathways
- 23 Project 14: Career entry and wage discrimination (BELODIS)
- 24 Project 15: Work inequalities related to gender and ethnicity
- 25 Project 16: Women in engineering professions: sought-after *and* respected?
- 26 Cluster 3 Family + Private Household
- 28 Project 17: How gender-sensitive is family policy in the cantons of Switzerland?
- 29 Project 18: The effects of pension reforms on families
- 30 Project 19: Care trends in private households: redistribute or outsource?
- 31 Project 20: Child care services and gender equality
- 32 Project 21: Domestic violence interventions from the victims' perspective
- 34 Information



Professor Brigitte Liebig

Equality is not a matter of course

More than a generation ago women in Switzerland were granted the right to vote, and the equality of men and women was established in the Federal Constitution and through the Gender Equality Act. Although in comparison with other European countries Switzerland developed its gender equality policy rather late, within a few years it quickly made up for the lack of modernisation. Since the 1980s Switzerland's orientation towards international norms, the activities of the women's movement and organisations, numerous measures at the federal level and in labour organisations, and not least economic developments have led to comprehensive improvements in equal opportunity for men and women in education, at work and at home.

In light of these developments, the National Research Programme (NRP 60) on "Gender Equality" begun in 2010 seems outmoded: Is it not so that today's young men follow different examples than their fathers did? Certainly today's younger women can count on having far better opportunities and greater support in their working life? Is it not safe to assume that any remaining inequalities will simply disappear in the coming years?

The answer is no. Legal improvements and institutionalised gender equality policy do not necessarily also determine social order. The discrepancy between public discourse on gender equality in government and the media and the reality of gender relations has become all too evident over the past few years. The persistent unequal distribution of burdens in the family, wage discrimination and unequal prospects for promotion in the work environment, as well as the fact

that to this day women are still victims of domestic violence, are evidence of continuing discrimination that mainly affects the female gender. In addition, new inequalities are becoming more evident where gender is combined with other social differences, such as ethnic or social background, age or parental status.

This means that overcoming inequality is a permanent challenge, which must be achieved by women and men everyday and woven into everyday life at home and at work. Gender equality demands reflection on ideas about femininity and masculinity at the societal level as well as conscious biographical decisions by each and every individual. Last but not least, the practice of gender equality must also be mirrored in the structures of the working environment and in the social institutions. As long as in 2010 we are still surprised that four members of the Federal Council are women and as long as it still seems unusual to find men who are single-parenting or caring for parents, gender equality is still far from being a matter of course. But even if that were no longer the case, social transformation requires that we re-examine the actual equality of men and women time and time again.



Professor Brigitte Liebig

President of the NRP 60 Steering Committee
University of Applied Sciences Northwestern Switzerland

Tracking down gender inequality in everyday life

Gender equality aims to eliminate unlawful inequality. This entails a process that is ridden with prerequisites, and the effectiveness of the process cannot be guaranteed through laws and statutes alone.

Following up on thirty years of gender equality efforts in Switzerland, NRP 60, as the first research programme of systematic investigation on the topic, will deliver findings that will make it possible to assess the effects of gender equality policy strategies, programmes and measures (also in comparison to other European countries) and to identify the complex conditions of success or failure of gender equality policy and implementation. In this context, the research will also study policy areas and measures that do not address gender equality directly – such as reforms of the Swiss social insurance system or tax policy – but are important for gender equality both directly and indirectly.

Furthermore, for gender equality to succeed, we must track down gender inequality in everyday life. In addition to everyday habits and habitual ways of thinking that produce differences and hierarchies between men and women, we have to identify the individual decisions and the structural framework that often go unnoticed even today but still contribute to discrimination and inequalities at home, at school and at work – and at interfaces and transitions between these spheres. Uncovering the causes of gender inequality is expected to yield not only information on the effects and limits of gender equality policy measures but also concrete indications of ways and means to influence gender relations.

In this way NRP 60 provides a knowledge base to actors responsible for successful gender equality policy and shows the practical sphere how, in the context of social change and the upheavals in gender relations, gender equality can sustainably be achieved.

Creating new visions for the future

NRP 60 started in autumn 2010 with 21 research projects. Results are expected in autumn 2014. The projects make it clear that solving social problems as well as social and economic progress require approaches that reflect gender.

The continuing existence of gender inequalities violates the principle of social justice and equal opportunity and leads to a waste of economic resources. It is thus inconsistent with both social and economic sustainability goals. Improved equality between men and women benefits the Swiss economy and society as a whole.

Gender equality benefits everyone

Gender equality is a fundamental part of every viable future society, towards which NRP 60 can make an extensive contribution. It will deliver empirically sound information on the causes of gender inequality and thus identify starting points for strategies and measures to reduce it. NRP 60 is expected to generate insights for better utilisation of women's potential in the labour force, produce knowledge on possible ways to influence educational and vocational decisions and provide recommendations for a viable future policy that will promote gender equality sustainably.

Communicate and network the know-how

NRP 60 attaches particular importance to knowledge transfer – that is, communicating core research results to interested parties. For this reason, the research programme was devised from the start with a view to networking between research and practice. It seeks intensive dialogue with politicians and the media, companies, social institutions and administrations, gender equality offices and representatives, as well as women's and men's organisations.



In past years numerous gender equality policy measures have been implemented in the area of employment. Nevertheless, a more equitable distribution of paid and unpaid work between men and women has not yet been achieved. Part-time hours and marginal employment are widespread among working women – with considerable consequences for their social security. Besides complex political and labour market-specific factors, conditions and processes in the work organisations themselves influence gender equality and inequality in the world of paid work.

Work + Organisations



Project leaders**Dr. Thomas Widmer**

Institut für Politikwissenschaft
University of Zurich
Affolternstrasse 56
8050 Zurich
T: +41 44 634 38 41
thow@ipz.uzh.ch

Professor Silke Bothfeld

University of
Applied Sciences Bremen
Neustadtswall 30
D-28199 Bremen

Dr. Andrea Leitner

Institut für Höhere Studien
Stumpergasse 56
A-1060 Vienna

Dr. Gesine Fuchs

Institut für Politikwissenschaft
University of Zurich
Affolternstrasse 56
8050 Zurich
fuchs@ipz.uzh.ch

Contact**Dr. Thomas Widmer****Project 1****Development and steering of gender equality policy at work****Entstehung und Steuerung von schweizerischen Gleichstellungspolitiken zur Erwerbsarbeit**

In Switzerland, the various policy measures for gender equality in the world of work have not had sweeping success. This research project will produce knowledge on the dynamics and the interplay of these measures so that state actors can better plan and coordinate gender equality policies in future.

Background Despite various gender equality policy measures, the situation has hardly changed for women. Although women's level of education and rate of paid employment in Switzerland have risen in recent decades, this has not led to greater equality in pay and careers. Women continue to be discriminated at work.

Aims and methods The aim of this project is to acquire basic knowledge on the development and steering of measures to promote gender equality in the world of work in Switzerland. For this purpose the researchers will examine policy measures of the Confederation and the cantons that target equal participation of women and men in paid employment. These measures include anti-discrimination measures (Federal Act on Gender Equality), measures for active promotion of equality by private and public employers, and programmes on reconciliation of work and family life. The researchers will collect and classify existing policy initiatives and measures and conduct in-depth analyses of selected cases through standardised surveys and interviews with affected persons and experts and through document analysis.

The project also includes comparative investigations of Germany and Austria, as gender relations in both of these countries are similar to Switzerland. However, in Germany and Austria the main focus of gender equality policy is on reconciliation of work and family life, whereas in Switzerland there is a stronger focus on anti-discrimination measures.

Significance Knowledge of steering mechanisms will allow state actors to better plan and coordinate gender equality programmes. Taking specifically Swiss features into consideration and heeding suggestions from the country comparison, the researchers will develop promising potential courses of action for Switzerland.

Project 2

Gender-specific inequalities in the working environment: political-institutional factors

Geschlechtsspezifische Ungleichheiten in der schweizerischen Arbeitswelt: Politische und institutionelle Einflussfaktoren

There are gender-specific inequalities in the working environment in Switzerland with regard to paid employment, family work and housework, and volunteer work. In this project the researchers examine the situation in different cantons and identify the decisive political, institutional and sociocultural factors.

Background Women continue to be disadvantaged in the working environment. They have lower labour force participation rates than men and are usually paid less than men. They are overrepresented among people in precarious employment and among the non-registered unemployed and underrepresented at higher management levels in large companies. Similar patterns can be found in other areas: unpaid family work and housework, care work and helping relatives and neighbours. Also in volunteer work, women mainly perform basic tasks, whereas men often assume leadership roles with greater prestige.

Aims and methods Up to now there has been little research on differences between the cantons with regard to discernible inequalities in working life or to the political, institutional and social structural factors responsible. In addition, there are few comparative studies that consider paid employment, unpaid family and housework, and volunteer work. The project aims to close these research gaps.

First, the researchers will group the cantons based on an analysis of inter-cantonal differences. In a further step, they will examine the influence of individual and context features on the gender-specific inequalities. Using qualitative comparative analysis (QCA) they will also seek to identify historical and institutional factors that can explain cantonal inequalities in the working environment.

Significance This project offers a chance to identify the factors that foster models of labour division (best case) that are favourable for gender equality policy. The findings will support the development of political measures for the equality of women and men in the working environment.

Project leaders

Professor Michael Nollert
 Departement
 Sozialwissenschaften
 University of Fribourg
 Route des Bonnesfontaines 11
 1700 Freiburg
 T: +41 26 300 77 90
 michael.nollert@unifr.ch

Dr. Ruedi Epple
 Departement
 Sozialwissenschaften
 University of Fribourg
 Route des Bonnesfontaines 11
 1700 Freiburg
 T: +41 26 300 78 15
 rudolf.epple@unifr.ch

Dr. Sebastian Schief
 Departement
 Sozialwissenschaften
 University of Fribourg
 Route des Bonnesfontaines 11
 1700 Freiburg
 T: +41 26 300 77 83
 sebastian.schief@unifr.ch

Contact

Professor Michael Nollert

Project leaders**Professor Eva Nadai**

Hochschule für Soziale Arbeit
University of Applied Sciences
Northwestern Switzerland
Riggenbachstrasse 16
4600 Olten
T: +41 62 311 96 38
eva.nadai@fhnw.ch

Professor Gisela Hauss

Hochschule für Soziale Arbeit
University of Applied Sciences
Northwestern Switzerland
Riggenbachstrasse 16
4600 Olten
T: +41 62 311 96 75
gisela.hauss@fhnw.ch

Contact**Professor Eva Nadai****Project 3****An activating social policy for the advancement of women?****Lohnende Investitionen? Zum Gleichstellungspotenzial von Sozialinvestitionen und Aktivierung**

Current social policy emphasises work instead of welfare and seeks to integrate the unemployed in the labour market rather than to merely give them monetary support. Can such measures open up new educational and employment opportunities for unemployed women, or do they instead tend to result in additional burdens?

Background The welfare state's effort to fully integrate persons able to work into the labour market also affects gender relations. The traditional model of male "breadwinner" and non-employed housewife is replaced by the model where all adults independently earn their living. In the social insurances and social welfare, this policy is found in the fostering of employability and in the pressure on welfare benefits recipients to find employment. Such programmes seldom take into account the different life situations and needs of women and men, but they often take up on gender stereotypes: women are employed in textile studios; men are trained as forklift operators.

Aims and methods This research project focuses on the issue of the gender equality potential of activation strategies in the areas of unemployment insurance and social welfare. How do these institutions "invest" in the employability of unemployed and often low qualified women? Are the measures appropriate for the specific situation and the needs of the target group? How do women deal with the demands of activation? And what does access to the working environment mean to the recipients? Does this mean more autonomy or additional burdens? The project will conduct ethnographic case studies in a regional job centre, a social services office, and three to four integration programmes (observation as well as interviews with staff and unemployed persons and their spouses/partners).

Significance The study will provide an empirical basis for the assessment of gender effects in labour market policy and social policy as well as an impetus to discuss the equality of underprivileged women, who are often immigrants. The study is also of interest for immigration policy and makes a theoretical contribution to the debate on the entanglement of inequality dimensions (gender, ethnicity, class) in gender research.

Project 4

Trade unions and gender equality (SynEga)

Les syndicats et l'égalité entre les sexes en Suisse.

Politiques, mobilisations, pratiques

The SynEga project is a study on the gender equality policy of trade unions in Switzerland since 1990. How is the policy that targets gender equality within the trade unions and in other occupational contexts developed and implemented? What factors are beneficial, and what factors act as impediments?

Background Despite important steps forward for women, far-reaching inequalities between men and women still persist in Switzerland and other countries. Although this is a known fact, little research has been done, particularly in Switzerland, on how the trade unions contribute towards the promotion of gender equality or the rise and persistence of inequalities. Trade unions play an important role in working life and, in Switzerland and Europe, they have recently made gender equality one of their policy goals. For this reason, the project will analyse how gender equality policies are implemented within and by the trade unions of Switzerland and investigate what measures they use to promote gender equality within their own ranks and in a broader context.

Aims and methods The SynEga project will analyse how the trade unions mobilise for gender equality and implement the relevant measures. In addition, it will learn more about the behaviour of actors in the trade unions with regard to issues such as division of labour among men and women activists or jobs and careers. Finally, it will examine the role of gender relations in these steps towards equality or inequality. The project will study trade unions in the two umbrella organisations (Swiss Federation of Trade Unions and Travail Suisse) in the German, French, and Italian speaking regions of Switzerland. The methods used will include document analysis, group and individual interviews, observation and questionnaires.

Significance Gender equality is an important issue for everyone, men and women. For this reason, more background knowledge is urgently needed on the mechanisms of gender equality policy, and with the latest radical changes in the trade unions this knowledge has become even more important. The results of the research project will help trade unions and other public agencies (such as gender equality offices) as well as actors in the economic and political spheres to develop and align their gender equality strategies. Beyond that, the SynEga project seeks to fill research gaps in this area at national and international level.

Project leaders

Professor Olivier Fillieule

Centre de recherche sur
l'action politique de l'Université
de Lausanne (CRAPUL)
University of Lausanne
Bâtiment Anthropole
1015 Lausanne
T: +41 21 692 31 40
olivier.fillieule@unil.ch

Dr. Martina Avanza

Centre de recherche sur
l'action politique de l'Université
de Lausanne (CRAPUL)
University of Lausanne
Bâtiment Anthropole
1015 Lausanne

Professor Hervé Rayner

Centre de recherche sur
l'action politique de l'Université
de Lausanne (CRAPUL)
University of Lausanne
Bâtiment Anthropole
1015 Lausanne

Dr. Philippe Blanchard

Centre de recherche sur
l'action politique de l'Université
de Lausanne (CRAPUL)
University of Lausanne
Bâtiment Vidy
1015 Lausanne

Vanessa Monney

Centre de recherche sur
l'action politique de l'Université
de Lausanne (CRAPUL)
University of Lausanne
Bâtiment Anthropole
1015 Lausanne

Contact

Professor Olivier Fillieule

Project leader

Professor Nicky Le Feuvre
 Institut des sciences sociales
 (ISS), University of Lausanne
 Bâtiment Anthropole
 1015 Lausanne
 T: +41 21 692 32 13
 nicky.lefeuvre@unil.ch

Contact

Professor Nicky Le Feuvre

Administrative Contact

Alba Brizzi
 Institut des sciences sociales
 (ISS), University of Lausanne
 Bâtiment Anthropole
 1015 Lausanne
 T: +41 21 692 31 80
 alba.brizzi@unil.ch

Project 5**Gender equality among older employees (EGALISE)****EGALISE – L'égalité des seniors en emploi**

This project compares the age management strategies of companies in Switzerland to the expectations and experiences of employees over age 50 and investigates how new inequalities between men and women arise for this age group.

Background For a society in which the population is ageing and skilled personnel and experienced staff are scarce, it is important to keep older employees in the labour market. This project studies how gender differences arise in career paths and examines the recruiting, education and further training, promotion and pay of older employees as well as their working conditions and job benefits. It will identify structural, institutional and individual mechanisms that foster or obstruct gender equality in the second half of working life.

Aims and methods The project comprises three levels of analysis:

1. A statistical overview of the development of the gainful employment of older employees in a number of European countries in the last 20 years and a stock-taking of government measures in Switzerland affecting the working conditions and job benefits of older employees of both sexes (Old Age Insurance, unemployment insurance, Invalidity Insurance, occupational pension scheme etc.).
2. An analysis of strategies and practices in human resources management in several Swiss companies and their effects on the careers of older employees. The project will pay special attention to whether the companies in various fields follow a gender equality policy and an age management strategy.
3. A qualitative study of the careers of approximately 60 older employees capturing the parameters of their working conditions and job benefits and the employees' subjective attitudes on different areas of life (work – family – leisure time) in the second half of their working lives.

Significance The employability of older employees is a central topic for decision-makers in the government and the economy. Based on the project findings, recommendations will be made as to how attention to gender equality in the workplace can be fostered in the context of a company's age management.

Project 6

Equal opportunity in the enterprises and programmes of SRG SSR

Gleichstellung der Geschlechter: eine "idée suisse"?

Chancengleichheit in den Unternehmen und Programmen der SRG SSR von 1980 bis in die Gegenwart

This project examines equal opportunity of men and women and the gender equality policy of the Swiss Broadcasting Corporation (SRG SSR) at the level of the institution and its journalistic programmes from 1980 to the present. Special attention will be paid to differences among the language regions and the two media, radio and television.

Background SRG SSR idée suisse is a particularly interesting organisation to study with regard to the implementation of equal opportunity for men and women, because:

1. It is the largest media organisation in Switzerland and plays an important role in public opinion formation.
2. As a public service media enterprise, it has a sociocultural model function ("idée suisse").
3. It is firmly established in all language regions of Switzerland and reflects the historical and cultural characteristics of the different regions in both its strategies and in its journalistic programmes.

Aims and methods The project aims to show how SRG SSR makes equal opportunity a subject for discussion and implements it. Using temporal and geographic comparisons, the researchers seek to understand the culturally different conditions of the success or failure of a gender equality policy. Documents in the enterprise archives (company reports, internal guidelines and transcripts/minutes) will be systematically analysed, and samples of programmes on the topic of equal opportunity will be retrieved from the radio and television archives, to discover how SRG SSR has handled the topic journalistically since the 1980s. In addition, the researchers will conduct in-depth interviews with key persons in the enterprise units.

Significance Based on the findings of this research study, it should be possible to determine gender equality measures through which SRG SSR can improve the situation of women in the company. Via content analysis the researchers will provide feedback to the radio and television editors on how well the programming up to now has taken gender equality aspects into consideration. Based on the findings, recommendations will be made regarding further education for managers, HR directors and programme creators.

Project leaders

Dr. Ruth Hungerbühler

Istituto Media e Giornalismo
University of Lugano
Via G. Buffi 13
6900 Lugano
T: +41 58 666 47 29
hungerbr@usi.ch

Professor Nelly Valsangiacomo

Section d'histoire
University of Lausanne
Bâtiment Anthropole
1015 Lausanne
T: +41 21 692 29 40
nelly.valsangiacomo@unil.ch

Contact

Dr. Ruth Hungerbühler

Project leaders**Dr. Yvan Droz**

Institut de hautes études
internationales et du
développement (IHEID)
Rue Rothschild 20
1211 Geneva 21
T: +41 22 908 45 11
yvan.droz@graduateinstitute.ch

Dr. Fenneke Reysoo

Institut de hautes études inter-
nationales et du développement
(IHEID), Geneva

Valérie Miéville-Ott

Association suisse pour
le développement de
l'agriculture et de l'espace
rural (AGRIDEA), Lausanne

Ruth Rossier

Forschungsanstalt Agroscope
Reckenholz-Tänikon

Contact**Dr. Yvan Droz****Project 7****Gender, generations and equality in farming
in Switzerland (AgriGenre)****Genre, générations et égalité en agriculture: transformations
des configurations familiales et des représentations de la masculinité
et de la féminité**

Economic developments have changed farming profoundly. This project investigates changes in gender relations and intergenerational relations and examines the factors that foster the emergence of new, more egalitarian family forms. The findings will be compared to studies on other small family businesses.

Background In the last 30 years radical changes in the political and economic framework of agriculture have changed the (re)production conditions of farms. Agricultural policy and legal regulations have had different effects on women and men and on the images of masculinity and femininity. The production and reproduction sphere in the agricultural sector show various forms of organisation with regard to the different roles of women and men and also the different roles of generations.

Aims and methods The researchers are focussing on three levels: First, they will take stock of government agricultural policies and the corresponding legal regulations of the last 30 years and investigate whether the issue of equal opportunity was considered and to what extent this is reflected in the distribution of public funds. They will examine whether and how regulations in inheritance law, criteria for the granting of direct payments and the possibility of attending retraining courses and programmes have affected women and men differently. At the second level, the researchers will examine farms and how they organise the production and reproduction areas. They will focus on the division of labour between men and women and between generations and identify special features of the change in gender roles. At the same time, they will investigate femininity and masculinity concepts and how they differ. At the third level, the researchers will study the different ways of life and social practices on farms in a period of radical change. They will identify factors that foster the rise of new and perhaps more egalitarian relations between women and men and different generations.

Significance The research group wants to firmly integrate gender research within farming research. At the same time, the analysis of the different ways in which women and men and generations live together is also applicable to other areas in Swiss society. It thus opens up new perspectives in government equality policy. The study will deliver findings on the role of government measures in transforming gender relations and in the development of new ways of living together for men and women and the generations.

Project 8

Sexual harassment at the workplace: who harasses whom, how and why?

**Sexuelle Belästigung am Arbeitsplatz:
Besseres Verständnis heisst wirksamere Prävention**

Sexual harassment at the workplace is a serious problem. But how exactly does it arise? Who harasses whom, and under what conditions? And based on that, what consequences become evident for prevention of sexual harassment in companies?

Background For some time now, sexual harassment at the workplace has been the topic of serious discussion in research and practice. The Federal Act on Gender Equality prohibits sexual harassment as discrimination based on gender and holds companies responsible for preventing it.

Nevertheless, there is little reliable knowledge of the facts behind harassment, the consequences for persons affected by harassment, repercussions for the company, etc. – especially when men are the victims of sexual harassment by women.

Aims and methods The research project consists of four parts. In the first part, the researchers will gather data on sexual harassment in Ticino, based on a similar study conducted in the German- and French-speaking regions of Switzerland. The results will therefore allow reliable conclusions to be drawn regarding the actual spread of sexual harassment in Switzerland as a whole. The second part focuses on case studies in private companies and public organisations. By paying attention to different contexts and actors, the researchers will investigate how people deal with sexual harassment in everyday working life. In the third part, in-depth interviews with affected women and men will provide information on how sexual harassment can come about and what effects it has. In the fourth part, the researchers will conduct an anonymous survey of harassers to analyse the role of personality in sexual harassment as well as the situation-determined triggers.

Significance The study will contribute towards a comprehensive understanding of sexual harassment at the workplace because it captures sexual harassment as a phenomenon broadly, includes women and men as victims of harassment and harassers, and covers all language regions of Switzerland. The findings will provide a basis for planning prevention measures against sexual harassment more efficiently and more fully in future.

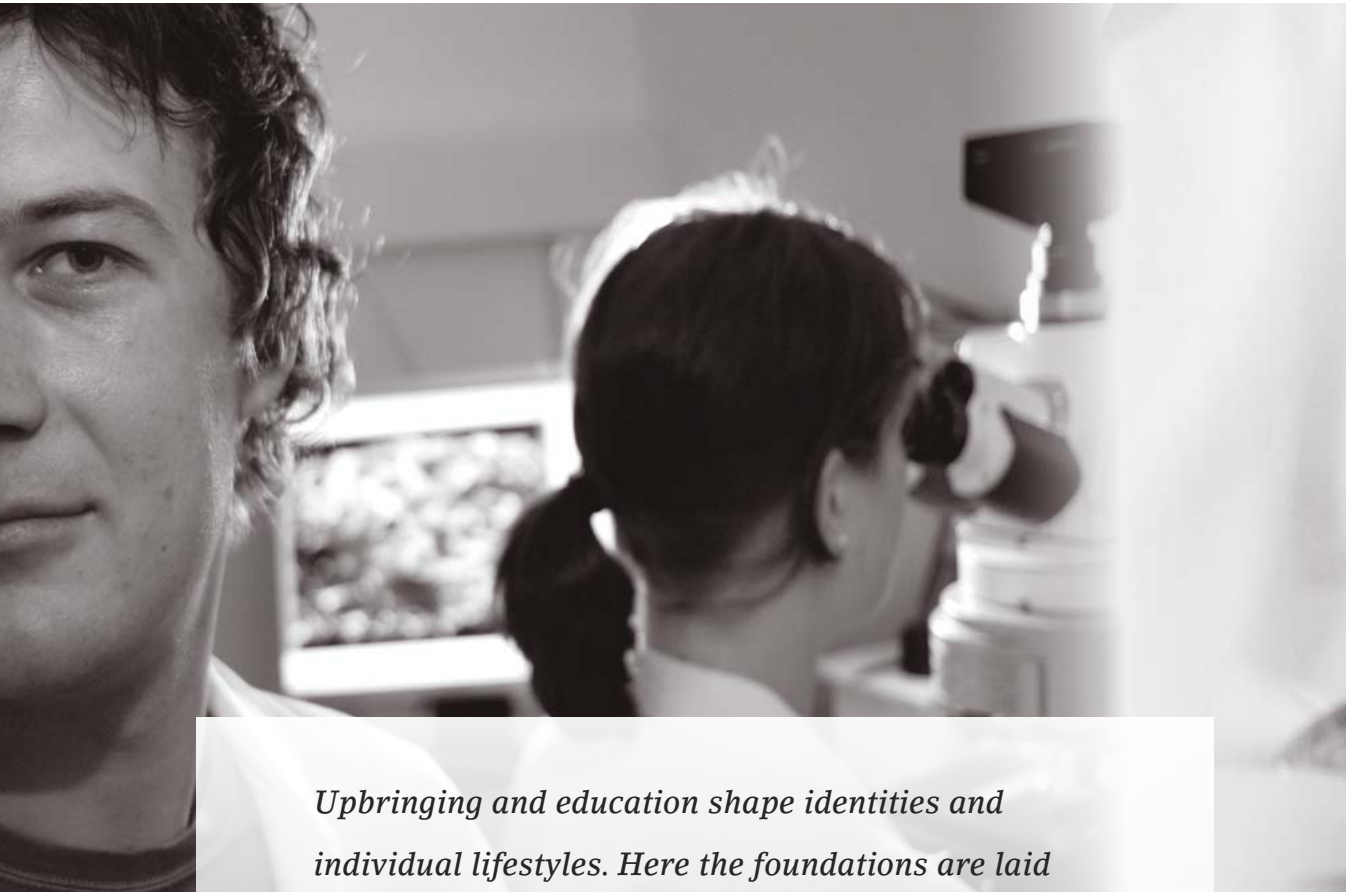
Project leaders

Professor Franciska Krings
Département de comportement
organisationnel
University of Lausanne
Bâtiment Internef
1015 Lausanne-Dorigny
T: +41 21 692 34 89
franciska.krings@unil.ch

Marianne Schär Moser
Forschung und Beratung
Wasserwerksgasse 2
3011 Bern
T: +41 31 311 56 54
schaer@schaermoser.ch

Contact

Professor Franciska Krings



Upbringing and education shape identities and individual lifestyles. Here the foundations are laid for decisions about education, and the course is determined for success in working life. Despite definite improvements, young women and men still do not have the same access to more than a few pathways and levels of education and training. In neither lower qualified nor highly qualified employment areas are women able to turn their qualifications into employment positions and pay as successfully as men.

Education + Careers



Project leaders

Professor Julia Nentwich
 Lehrstuhl für Organisations-
 psychologie
 University of St. Gallen
 Varnbühlstrasse 19
 9000 St. Gallen
 T: +41 71 224 26 36
 julia.nentwich@unisg.ch

Dr. Franziska Vogt

Institut für Lehr- und Lernfor-
 schung, Pädagogische Hochschule
 des Kantons St. Gallen
 Notkerstrasse 27
 9000 St. Gallen
 T: +41 71 243 94 80
 franziska.vogt@phsg.ch

Contact

Professor Julia Nentwich

Project 9**Dolls, building blocks and outdoor activity days:
(un)doing gender in the nursery****Puppenstuben, Bauecken und Waldtage:
“(Un)doing” gender in Kinderkrippen**

How do children in nurseries learn to be boys or girls? Do men as preschool teachers bring a different impetus to the work compared to women? Using qualitative methods, the researchers will investigate “doing gender” in Swiss nurseries.

Background Childcare services for preschool children have become more important in recent years. However, only few studies are available in this field, and gender aspects have hardly been investigated. This is surprising, as preschool teacher is a profession rarely chosen by men. Even more so, it is in preschool age, from 3 to 6 years, that children develop their first stable understanding of gender. For enhancing equality between women and men, it is important that children at this age are not restricted in their development through the transmission of stereotyped behaviours.

Aims and methods The researchers aim to investigate how interactions and everyday activities in the nursery tend to either emphasise differences between the genders or make gender differences retreat into the background (un/doing gender). For this purpose the researchers will conduct interviews and video-based observations at 20 preschool day care facilities in the German-speaking region of Switzerland at which at least one male preschool teacher is employed. They will then analyse the data with regard to the interactions between the children and the male and female teachers, the play activities offered and aspects of the nursery space. The focus lies not only on the extent to which gender-stereotypical toys or forms of interaction are used, but also on alternative practices. Furthermore, the study will examine whether male preschool teachers bring alternative forms of interaction to the nursery.

Significance The research project will provide basic knowledge for gender equality processes in general and for the development of gender-awareness in early childhood education in particular.

Project 10

What do the schools teach about gender equality?

**Enseignement de l'égalité à l'école:
pratiques et représentations enseignantes**

In the face of stubbornly persisting differences in the careers of women and men, equality has become a priority school topic. This project investigates teachers' courses of action and how their perceptions of this urgent societal issue influence their handling of the topic.

Background In Switzerland, gender equality education is set down in school policy documents. Thanks to the Swiss Conference of Gender Equality Delegates in the French-speaking part of Switzerland, the cantons there provide resources to the schools to foster diverse ways of life and to question stereotyped role models. Nonetheless, career choice continues to be strongly influenced by gender, and women's careers are more frequently obstructed by invisible barriers (glass ceiling).

Aims and methods This project examines how teachers make use of the teaching aids for gender equality education and how this is connected with their own assessments of the equality issue and with their working environment.

A sample of teachers and school principals in the French-speaking region of Switzerland will be surveyed by questionnaire. The questionnaire taps how the different education actors handle the gender equality topic and their attitudes towards it. Interviews with teachers will complement the data and provide information on the deeper associations between values, gender equality concepts and teaching practice. In addition, interviews with policy makers in education and gender equality will investigate the specific situation in each canton and identify how much importance the different cantons attach to this school topic.

Significance The project has an action research dimension. It addresses different actors in the education system and signals to them how important gender equality education in schools is. Based on the recommendations, all of the actors involved will be able to take a more targeted and thus more efficient course of action.

**Project leader
and Contact**
Professor Farinaz Fassa Recrosio
Institut des sciences sociales
(ISS), University of Lausanne
Route de Chavannes 33
Bâtiment de Vidy
1015 Lausanne
T: +41 21 692 32 25
farinaz.fassarecrosio@unil.ch

Project leaders**Professor Walter Herzog**

Institut für Erziehungswissenschaft, University of Bern

Muesmattstrasse 27

3012 Bern

T: +41 31 631 37 26

walter.herzog@edu.unibe.ch

Dr. Elena Makarova

Institut für Erziehungswissenschaft, University of Bern

Muesmattstrasse 27

3012 Bern

T: +41 31 631 47 42

elena.makarova@edu.unibe.ch

Contact**Professor Walter Herzog****Project 11****Career and gender:
why do women choose male professions?****Geschlechtsuntypische Berufs- und Studienwahlen bei jungen Frauen**

This project examines young women's reasons for choosing or not choosing male professions, focusing on the question as to what is more decisive in the choice of a gender-atypical profession or course of study: personal role models (parents, teachers) or school subjects.

Background Statistics show that men and women do not choose the same professions. Professions in the field of mathematics, computer science, the natural sciences, and technology are favoured by men and avoided by women. This causes not only supply shortfalls when recruiting employees in natural science/technology occupations but also reinforces the prejudice that certain (personality) characteristics were "typically female" or "typically male". Prejudices of that kind are an important cause of the unequal career and life opportunities for women.

Aims and methods This project aims to explore what causes young women to choose gender-atypical professions (for example, physicist, mechanic). To this end, the researchers investigate the influence of family and school on young women's ideas about their future careers. Do women choose occupations in the area of the natural sciences and technology because of personal role models (parents, teachers) or because school subjects in the natural sciences (mathematics, physics, chemistry) attracted them? To answer these questions, young people in Matura schools and vocational schools in German-speaking Switzerland will be surveyed by means of questionnaires and interviews.

Significance On the one hand, the results will allow critical assessment of a widely held explanation of problems in the area of gender equality that is popular with politicians – "there are no female (male) role models". On the other hand, the findings will provide a basis for preparing the ground for possible concrete measures in the basic education, training and continuing education of upper secondary level teachers as well as in the design of teaching aids.

Project 12

More equal opportunities in the choice of careers

Aspirations et orientations professionnelles des filles et des garçons en fin de scolarité obligatoire: quels déterminants pour plus d'égalité?

In Switzerland girls and boys choose their careers according to different patterns. What are the causes of these differences? How can effective action be taken against them?

Background In Switzerland boys and girls choose different occupations. Until now, measures to expand the range of careers chosen by girls and boys have not achieved the expected impacts.

Aims and methods The project arose from cooperation between a section in the Department of Education and a research group at the university. The aim is to find out why boys' and girls' career interests and career choices at the end of compulsory education are still different. The intention is to produce new findings on the effectiveness of measures that were implemented to foster gender role-independent career choices by boys and girls. In five cantons, pupils in lower secondary level will be questioned about their career aspirations, their gender identity and their views on gender relations. Their parents and teachers will be surveyed on comparable questions. The data from these surveys and a comparison of the data with secondary analyses of large national surveys will yield important information on what induces young people to make gender-specific education and career choices at the end of compulsory schooling. In cooperation with gender equality experts, the researchers will also analyse where the problems and challenges lie in today's measures to promote gender-independent career choice.

Significance The recommendations from the research project will allow all of the actors involved to work harder towards more equal opportunities for girls and boys in their career aspirations, career interests and career choices.

Project leaders

Professor Dominique Joye
Faculté des sciences sociales et politiques, University of Lausanne
Route de Chavannes 33
Bâtiment de Vidy, 1015 Lausanne
T: +41 21 692 38 40
dominique.joye@unil.ch

Dr. Karin Müller
Service de la recherche en éducation (SRED)
Quai du Rhône 12, 1205 Geneva
T: +41 22 546 71 09
karin-erika.muller@etat.ge.ch

Dr. Edith Guilley
Service de la recherche en éducation (SRED)
Quai du Rhône 12, 1205 Geneva
T: +41 22 546 71 51
edith.guilley@etat.ge.ch

Dr. Lavinia Gianettoni
Méthodologie, inégalités et changement social (MISC)
University of Lausanne
Route de Chavannes 33
Bâtiment de Vidy, 1015 Lausanne
T: +41 21 692 38 86
lavinia.gianettoni@unil.ch

Dr. Jacques-Antoine Gauthier
Méthodologie, inégalités et changement social (MISC)
University of Lausanne
Route de Chavannes 33
Bâtiment de Vidy, 1015 Lausanne
T: +41 21 692 38 43
jacques-antoine.gauthier@unil.ch

Dominique Gros
Service de la recherche en éducation (SRED)
Quai du Rhône 12, 1205 Geneva
T: +41 22 546 71 40
dominique.gros@etat.ge.ch

Contact

Professor Dominique Joye

Project leaders**Professor Andrea Maihofer**

Zentrum Gender Studies
University of Basel
Steinengraben 5
4051 Basel
T: +41 61 267 08 75
andrea.maihofer@unibas.ch

Professor Max Bergman

Institut für Soziologie
University of Basel
Petersgraben 27
4051 Basel
T: +41 61 267 28 12
max.bergman@unibas.ch

Dr. Sandra Hupka-Brunner

Institut für Soziologie
University of Basel
Petersgraben 27
4051 Basel
T: +41 61 267 28 28
sandra.hupka@unibas.ch

Contact**Professor Andrea Maihofer****Project 13****Gender inequalities in educational and career pathways****Kontinuität und Wandel von Geschlechterungleichheiten in Ausbildungs- und Berufsverläufen junger Erwachsener in der Schweiz**

Substantial gender inequalities still prevail in the educational and career pathways of young adults in Switzerland today. How can they be explained? What factors and mechanisms play a role? And where can changes be identified?

Background Despite considerable efforts, in comparison with other European countries the educational and career pathways of young people in Switzerland are still very gender typical: Men seldom become primary school teachers, and only few women become heads of large banks. Women and men are very limited in their opportunities and cannot realise their full potential. In addition, these inequalities solidify the traditional division of labour within the family. At present, we still lack knowledge as to why these old patterns persist and how they can be changed.

Aims and methods This project aims to explain the inequalities between men and women in their educational and career histories taking into consideration both personal and institutional factors. The focus is on the life phase of education and training up to labour market entry. The researchers use a mixed methods design and analyse quantitative longitudinal data from the TREE (Transitions from Education to Employment) study, which has been following the transition from education to employment for 10 years. Semi-narrative interviews will be conducted with 30 persons who have gender-typical and gender-atypical biographies. Attention will focus in particular on family background, personal and institutional experiences, and ideas about career and family. The findings will also yield information on the individual gender habitus of the interviewees.

Significance The project will contribute new insights into the complex interaction of parenting, the education system, family and career patterns, and gender norms. The findings on why gender-specific differences in educational and career histories persist or change will serve as a basis for designing sustainable gender policies and developing an education system that is more fair to both men and women.

Project 14

Career entry and wage discrimination (BELODIS)

BELODIS – Berufseinstieg und Lohndiskriminierung – neue Erklärungsansätze zu einer Schlüsselphase für geschlechtsspezifische Ungleichheiten

Even with the same qualifications, women still earn 10% less than men. What are the causes of the discriminating wage gap between men and women, and at what point in time in the educational pathway and working career does it arise?

Background Women continue to earn 20-30% less than men. Statistically, 50% of the differences in pay between men and women can be explained by differences in work experience and qualifications that arise in the course of working life. This means that no differences should be found at the time of career entry. Yet there are indications that there is a wage gap already when men and women enter employment, even with the same education and training. A question that has not been studied before is whether and to what extent there is a discriminating wage gap between men and women in Switzerland even at career entry and at what point in time this gap arises.

Aims and methods The project studies gender inequalities during a formative phase of life: the transition from school to work. The focus is on pay differences between women and men who have completed vocational education and training and enter the labour market for the first time. In addition, the project will examine whether the wage gap is explainable or discriminatory (that is, based on gender alone).

With the aid of TREE (Transitions from Education to Employment), the first national longitudinal survey on the transition from school to work, the researchers will find out whether the differences in pay are the result of people's own decisions to select a specific training position and/or due to the allocation of such positions by the company providing vocational training. The researchers will also conduct a survey of companies to discover whether female candidates for well-paid jobs are discriminated against despite equal qualifications.

Significance Clarification of the causes of wage gaps and the stage at which they arise will provide pointers towards useful measures against wage discrimination. In addition, the findings of this project will for the first time enable comparisons between Switzerland and other countries that are already further ahead in this area of vocational education research.

Project leaders

Dr. Michael Marti

Ecoplan
Thunstrasse 22
3005 Bern
T: +41 31 356 61 61
michael.marti@ecoplan.ch

Kathrin Bertschy

Ecoplan
Thunstrasse 22
3005 Bern
T: +41 31 356 61 61
kathrin.bertschy@ecoplan.ch

Contact

Dr. Michael Marti

Project leaders**Professor Doris Wastl-Walter**

Geographisches Institut
University of Bern
Hallerstrasse 12
3012 Bern
T: +41 31 631 80 16
dwastl@giub.unibe.ch

Dr. Yvonne Riaño

Geographisches Institut
University of Bern
Hallerstrasse 12
3012 Bern
T: +41 31 631 88 64
riano@giub.unibe.ch

Contact**Professor Doris Wastl-Walter****Project 15****Work inequalities related to gender and ethnicity****Understanding Inequalities in the Labour Market:
The Intersection of Gender and Ethnicity**

Women experience inequality in the labour market in various ways and intensities depending on their ethnicity/nationality. This study aims at providing an empirically sound understanding of how gender and ethnicity intersect to generate gender inequalities in the labour market.

Background At present we still do not have a complete and differentiated understanding of how and why gender inequalities in the Swiss labour market persist. Three areas in particular need to be addressed: (a) how the intersection of gender and ethnicity/national origin generates unequal access to paid work, (b) the extent to which women succeed in applying, maintaining and further developing their professional qualifications in the labour market, (c) the strategies that they devise to counteract hurdles they face in the labour market and apply and acquire new professional qualifications.

Aim and methods Using a comparative perspective, this project aims to address the three areas presented above regarding both women of Swiss and non-Swiss origin that have vocational training or university education. The study combines quantitative and qualitative methods. Beyond statistical analysis of the 2009 Labour Force Survey, the methods of study include expert interviews, MINGA workshops and biographical interviews. The latter will be carried out with both members of couple households in order to understand how the professional careers of the man and the woman evolve before and after having children.

Significance It is expected that the project's findings will provide a comprehensive knowledge base for developing innovative policies towards gender equality in the labour market that: (a) build on a differentiated perspective, thus taking into account women of Swiss and non-Swiss origin, (b) address the problem from a dynamic perspective, thus devising measures that help to prevent the devaluation of women's professional qualifications, (c) are resource-oriented, thus building on women's own strategies, and (d) give special attention to the impact of household arrangements on the (unequal) situation of women in the labour market.

Project 16

Women in engineering professions: sought-after *and* respected?**“TransformIng” – Analyse der Rekrutierungs- und Förderpraktiken von Unternehmen hinsichtlich genderspezifischer kultureller Hemmnisse und Förderfaktoren**

Women engineers are underrepresented in the economy, and they have fewer career opportunities than men. In this project the researchers analyse the influence of company culture and formal and informal company recruiting and promotion practices on the careers of women engineers.

Background Engineering professions are still the most male-dominated professions. Gender differences in the male “territory” of technology are a global problem; however, Switzerland is one of the countries where the percentage of women engineers is below the EU average already at the level of university studies. Women engineers continue to be underrepresented in companies. Career entry is more difficult for women engineers, and their careers advance more slowly and less far than their male colleagues’.

Aims and methods The project examines the effect of company cultures in the Swiss economy on the careers of women engineers. The study focuses on how formal and informal company practices of recruiting and promoting women engineers have fostering or hindering effects for women. For this purpose the researchers will conduct case studies in seven companies and a representative survey of men and women engineers. Based on the findings the researchers aim to determine how the gender relations of companies can be changed and how career entry and the careers of women engineers can be improved using existing and new instruments. Beyond that, the researchers will launch dialogue between science and the economy on this topic.

Significance The study is directed at decision makers in the private sector; prospective and working female and male engineers; universities; professional, interest and trade associations; and researchers. It will develop practical knowledge and recommendations for the equality of women and men in engineering in the private sector and will provide a basis for complementing or modifying existing policy strategies in gender equality. The analysis and removal of labour market obstacles seems important, as this is a signal to young women in their university studies and career choice phase, and it is what keeps well-educated women in their profession.

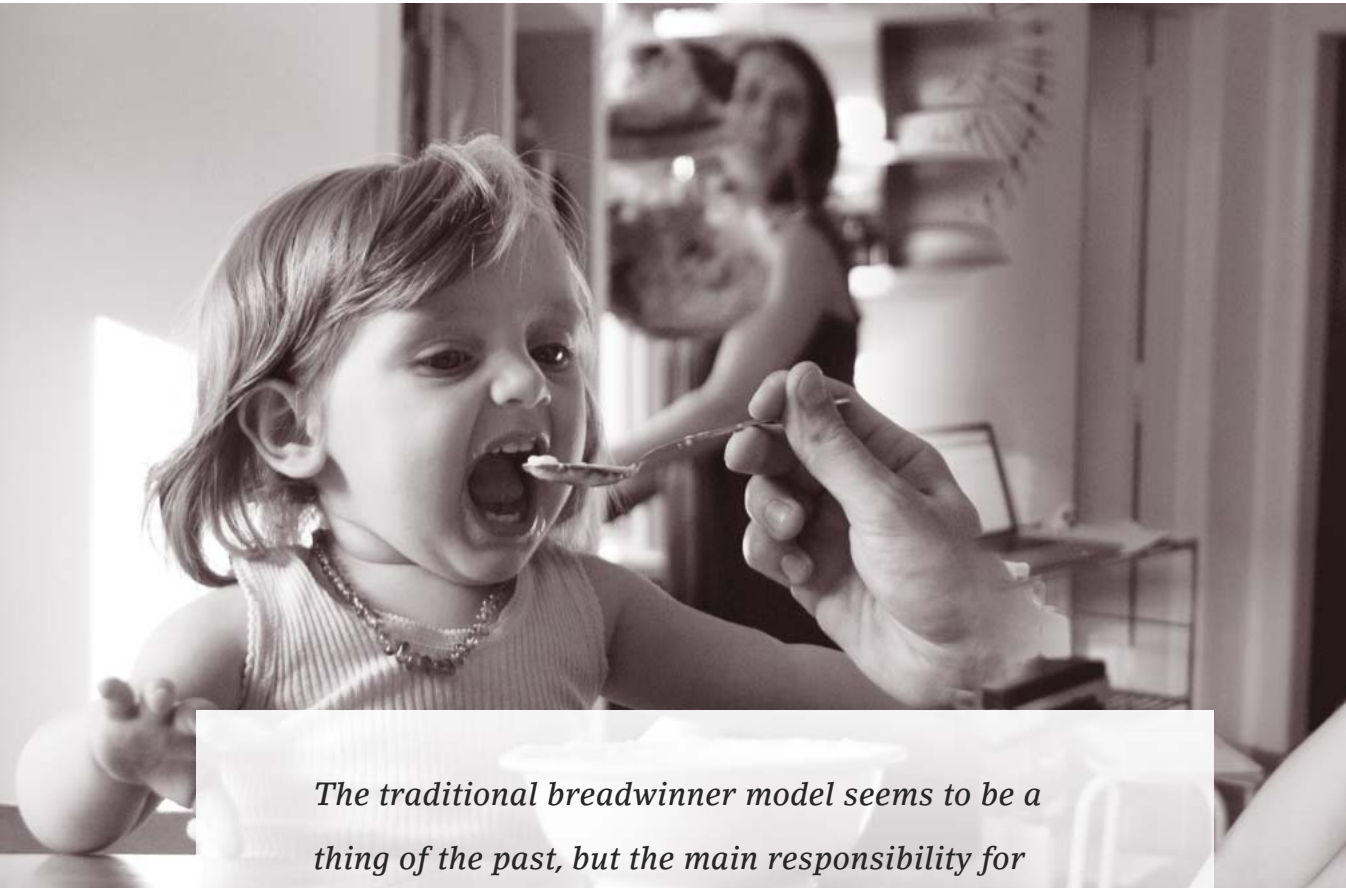
Project leaders**Dr. Heinz Rütter**

Rütter + Partner
Sozioökonomische Forschung
und Beratung
Weingartenstrasse 5
8803 Rüschtikon
T: +41 44 724 27 70
heinz@ruetter.ch

Anja Umbach-Daniel

Rütter + Partner
Sozioökonomische Forschung
und Beratung
Weingartenstrasse 5
8803 Rüschtikon
T: +41 44 724 27 70
anja.umbach@ruetter.ch

Contact**Anja Umbach-Daniel**



The traditional breadwinner model seems to be a thing of the past, but the main responsibility for care of children and others needing care still falls to women, and even young couples are choosing traditional models of division of labour. In addition, violence has not been wiped out of the domestic setting. The decline in the birth rate, the increasing divorce rate, and a variety of new ways of life and types of households point to far-reaching changes in private life and are linked to new gender equality policy challenges.

Family + Private Household



Project leaders**Professor Andreas Balthasar**

Interface Politikstudien
Forschung Beratung
Seidenhofstrasse 12
6003 Lucerne
T: +41 41 226 04 26
balthasar@interface-politikstudien.ch

Professor Joachim Blatter

Seminar für Politikwissenschaft
University of Lucerne
Hirschmattstrasse 25
6003 Lucerne
T: + 41 41 228 74 07
joachim.blatter@unilu.ch

Franziska Müller

Interface Politikstudien
Forschung Beratung
Seidenhofstrasse 12
6003 Lucerne
T: +41 41 226 04 26
mueller@interface-politikstudien.ch

Contact**Professor Andreas Balthasar****Project 17****How gender-sensitive is family policy in the cantons of Switzerland?****Wie evidenzbasiert und gendersensibel ist die Politikgestaltung in Schweizer Kantonen? Das Beispiel der Steuerpolitik und der Sozialtransfers zugunsten von Familien**

Examining the case of tax and social transfer policies in Switzerland as an example, this project aims to find out how strongly family policy in the Swiss cantons takes gender-relevant factors into consideration, and what factors promote or hinder evidence-based policy making.

Background Policy making in the case of taxes and social transfer and its consequences for single parents and couples with children varies widely from canton to canton. Analyses show that, for many couples, splitting paid employment between them does not pay off financially. This is problematic not only for gender equality but also for economic policy.

Aims and methods The concept of evidence-based policy assumes that policy should benefit from systematically obtained, empirically based and argumentatively well-founded knowledge. This project examines whether evidence-based information was available to the cantonal policy makers for decisions in the tax and social transfer policy area, and what influence this information had on policy making. The study will also focus on factors that promoted or hindered evidence-based policy making.

As a starting point of the analysis, an inventory of relevant family policy decisions at the cantonal level will be drawn up. Then it will be examined whether the policy making was based on evidence-based information and how differences among the cantons can be explained. Selected decision-making processes in six cantons will also be investigated as case studies with the aim to compiling a detailed analysis of the effects.

Significance Gender mainstreaming aims to take into consideration the direct and indirect effects of all policy decisions on gender equality. A precondition for this is that evidence-based information is used in the policy-making process. For this reason, in addition to scientific publications, the project team plans to develop a checklist for use by cantonal administrations and parliaments. The checklist should sharpen awareness of the effects of tax and social transfer policy on gender equality.

Project 18

The effects of pension reforms on families**Familienbildung und Arbeitsmarktpartizipation im Lichte von Sozialversicherungsreformen**

This project examines the effect of pension reforms in Switzerland on spouses' labour market participation (who is in paid employment and with what work-time percentage) and on divorce patterns. The aim is to assess if and to what extent the pension reforms have an impact on gender equality.

Background In Switzerland, the old-age pension scheme was fundamentally reformed in the 1990s. In particular, rights to a pension changed decisively for married persons. The 10th revision of the Old-Age and Survivors' Insurance (OASI; in German AHV) introduced individual accounts, splitting of pension benefits between spouses, and bonus credits for caregiving (child rearing). Furthermore, with the revision of the divorce law, in the occupational retirement scheme (2nd pillar) the splitting of retirement capital was introduced in the case of divorce. In both schemes, the goal behind the changes was to better recognise the non-monetary contribution in the form of child rearing by the secondary wage earner by redistributing pension entitlements from the main earner to the secondary earner.

Aims and methods The project focuses on the effects of these reforms in theory and in empirical facts. By using an economic model, it will examine the incentive effects of social security reforms on labour market participation of married couples and on divorce patterns. In the empirical investigation, the behaviour of individuals and couples before and after the reforms will be compared. For this purpose, data on motives, knowledge, satisfaction and balance of power within the family before and after divorce will be collected by means of court records, discussions with specialists (lawyers, judges) and interviews with divorced couples. Changes in paid employment and the divorce rate will be examined based on data from the OASI and the Swiss Labour Force Survey (SLFS/ESPA/SAKE).

Significance The OASI and the occupational retirement scheme administer a large part of the joint life income and redistribute it. They therefore provide incentives for important decisions during the economically active phase of life and thus impact the actual equality of men and women. The analyses will provide legislators, administration and other groups interested in shaping policy with important information on possible effects of the policy measures that they design and implement.

Project leaders**Professor Monika Bütler**

Schweizerisches Institut für Empirische Wirtschaftsforschung (SEW-HSG)

University of St. Gallen

Varnbühlstrasse 14

9000 St. Gallen

T: +41 71 224 23 17

monika.buetler@unisg.ch

Professor Franz Schultheis

Seminar für Soziologie (SfS-HSG)

University of St. Gallen

Tigerbergstrasse 2

9000 St. Gallen

T: +41 71 224 28 17

franz.schultheis@unisg.ch

Contact

Professor Monika Bütler

Project leaders

Professor Annegret Wigger
 Institut für Soziale Arbeit (IFSA)
 University of Applied Sciences
 St. Gallen
 Industriestrasse 35, Postfach
 9401 Rorschach
 T: +41 71 844 48 82
 annegret.wigger@fhsg.ch

Dr. Nadia Baghdadi

Institut für Soziale Arbeit (IFSA)
 University of Applied Sciences
 St. Gallen
 Industriestrasse 35, Postfach
 9401 Rorschach
 T: +41 71 844 48 17
 nadia.baghdadi@fhsg.ch

Contact

Professor Annegret Wigger

Project 19**Care trends in private households: redistribute or outsource?****“Private Care”-Arrangements in der Schweiz – eine Herausforderung für die Gleichstellung**

This project investigates care arrangements with paid service providers and the policy and institutional framework conditions for care of persons in private households. The goal is to be able to assess consequences for gender equality.

Background Despite numerous measures for gender equality, unpaid housework and care work in Switzerland are unequally distributed, with women taking on a larger share than men. What is more, women are mainly employed part-time, and they have to do this housework and care work alongside their paid work hours. In contrast, men continue to work mostly full-time. In spite of women’s double burden, a care deficit remains that calls for a (re)organisation of care work.

Aims and methods Studies in other countries show that care is being outsourced to service providers, mainly women immigrants, usually doing domestic work. This is particularly the case where public care services are few and far between or too expensive. Although estimates indicate that this trend may also be present in Switzerland, there is a lack of systematic knowledge. It is also unknown how this affects gender equality processes.

This study aims to:

1. Acquire knowledge of different forms of private care arrangements with foreign service providers
2. Identify relevant policy framework conditions that influence these privately paid for care arrangements
3. Explore the gender equality consequences of the policy framework conditions and the care arrangements

The project will use the following methods:

1. Thirty narrative interviews with employers and employees in private households
2. Policy field analyses and group discussions with experts
3. Analysis of the connection between the policy framework conditions and the care arrangements

Significance The project findings will result in a catalogue of measures concerning care work as the basis for realisation of a successful gender equality policy.

Project 20

Child care services and gender equality

Gleichstellung der Geschlechter: Welche Rolle spielt die familienergänzende Kinderbetreuung?

This project explores the connections between the provision of child care services and career opportunities of women and men in Switzerland. The project will include quantitative and qualitative analyses.

Background The birth of the first child represents the key moment that sets the course for labour division within the family. It is still mostly women who reduce their paid employment and take on the new child care tasks, whereas most men have the traditional role of breadwinner. Mothers' (temporary) withdrawal from working life and reduction of their work hours result in career and pay inequalities. Several studies showed that child care services contribute towards overcoming inequalities between men and women: countries which provide better child care services show a higher labour force participation rate of women and less unequal pay due to gender.

Aims and methods The study aims to find out what role child care services play in gender equality in Switzerland. The main question is how provision of child care services with all its components – supply, price, quality – and also the associated tax rulings have an effect on family planning (time when family is started, number of children) and current paid employment status of men and women (decision to work, work-time percentage, pay, position). For the quantitative analysis the researchers will combine data from the Swiss Labour Force Survey with new national data on the child care services supply. In a further step, the findings will be examined in-depth by means of qualitative interviews.

Significance The study findings should be incorporated into practical recommendations for actors in the gender equality and family policy areas. Here the researchers aim to show what measures in the area of child care services are the most effective in contributing towards gender equality.

Project leaders

Dr. Rolf Iten
Infras AG
Binzstrasse 23
8045 Zurich
T: +41 44 205 95 06
rolf.iten@infras.ch

Professor Michael Lechner
Schweizerisches Institut für
Empirische Wirtschaftsforschung
(SEW-HSG)
University of St. Gallen
Varnbuelstrasse 14
9000 St. Gallen
T: +41 71 224 23 20
michael.lechner@unisg.ch

Contact

Dr. Rolf Iten

**Project leader
and Contact****Dr. Daniela Gloor**

Social Insight, Forschung

Evaluation Beratung

Unterdorfstrasse 18

5107 Schinznach-Dorf

T: +41 56 443 15 14

gloord@socialinsight.ch

Project 21**Domestic violence interventions
from the victims' perspective****Betroffenensicht zu Recht und Interventionen bei Partnergewalt –
auf dem Weg zur Gleichstellung der Geschlechter?**

The public stance on domestic violence has changed from taboo to intervention. Today, victims of domestic violence receive support from advice centres, the police, legal authorities, the health care system and other institutions. However, it is not known how appropriate and efficient the new interventions are. This project focuses on the perspective of the affected persons.

Background During the past ten years, domestic violence interventions have intensified in Switzerland, as they have also in other European countries. This project evaluates the situation of women who are or have been victims of violence: How do they rate the help and advice that they received? What forms of support were helpful and useful? What conditions and circumstances had more limiting or negative effects?

Aims and methods The aim of this research study is to reflect on the current intervention and support network on the basis of the users' experience. This approach extends the social policy discourse to include the dimension of the affected persons. The information will be collected by means of narrative interviews, and the contacts will be established via institutions of the support and advice network. These include the police, general help centres for victims and specialised institutions such as women's shelters or women's advice centres. In addition the working methods of these institutions will be examined. The study will look at institutions in four cantons of Switzerland.

Significance The results should reveal whether and how the changed practice contributes towards the well-being of victims of domestic violence. The findings should also show what interactions between the experience of violence and gender-specific conditions/circumstances may possibly continue to affect these women. Including the persons affected brings in a new perspective and provides new knowledge in a still urgent problem area within gender equality.

Schedule





Steering Committee
Professor Brigitte Liebig
 Hochschule für Angewandte
 Psychologie
 University of Applied Sciences
 Northwestern Switzerland
 (President)



Professor Lucien Criblez
 Pädagogisches Institut
 University of Zurich
 (CH)



Professor Karin Gottschall
 Zentrum für Sozialpolitik
 University of Bremen
 (D)



Professor René Levy
 Laboratoire interdisciplinaire
 d'étude des parcours de vie
 (PAVIE)
 University of Lausanne
 (CH)



Professor Birgit Sauer
 Institut für Politik-
 wissenschaft
 University of Vienna
 (A)



Professor Alfonso Sousa-Poza
 Lehrstuhl für Haushalts-, Konsum-
 sowie Genderökonomik
 University of Hohenheim
 (D)

Participants



Programme Coordinator
Dr. Stephanie Schönholzer
 Swiss National Science Foundation
 Wildhainweg 3
 3001 Bern
 T: +41 (0)31 308 22 22
 nfp60@snf.ch



**Head of Knowledge Transfer/
 Media Contact**
Dr. Gudrun Sander
 Neugasse 40
 9000 St. Gallen
 T: +41 (0)71 220 82 18
 gudrun.sander@sandersg.ch



**Representative of
 the Federal Administration**
Dr. Ursula Thomet
 Federal Office for Gender Equality
 (FOGE)
 Bern



**Delegate of the National
 Research Council**
Professor Alexander Grob
 Fakultät für Psychologie
 University of Basel

The Swiss National Science Foundation

The Swiss National Science Foundation (SNSF) is Switzerland's leading provider of scientific research funding. Commissioned by the federal government, it supports research work in all academic fields, from philosophy and nanoscience to biology and medicine.

The focus of its activities is the scientific endorsement of projects submitted by researchers. Each year, approximately 3,000 projects and 7,000 researchers are funded by the SNSF with an annual total amount of around CHF 700 million.

What is an NRP?

The National Research Programmes (NRP) contribute scientifically substantiated solutions to urgent problems of national significance. They are approved by the Federal Council, last from 4 to 5 years and are funded with CHF 5 to 20 million. The NRPs are problem-oriented; inter- and transdisciplinary; dedicated to achieving a defined, overall goal through co-ordination of individual research projects and groups and focused on the knowledge transfer of the results.

Copies of this brochure can be obtained from:

Swiss National Science Foundation
Wildhainweg 3
Postfach 8232
CH-3001 Bern
Tel.: +41 (0)31 308 22 22
Fax: +41 (0)31 305 29 70
E-mail: nfp60@snf.ch

www.snf.ch
www.nrp60.ch

December 2010

Editor

National Research Programme NRP 60
Swiss National Science Foundation
Wildhainweg 3
Postfach 8232
CH-3001 Bern

Editorial

Gudrun Sander, Organisationsberatung, St. Gallen

Design

grafik design meili, Wetzikon

Photos

Carmela Odoni, Bern

