



Newsletter - February 2021

500 Women Scientists Bern-Fribourg

This month we have a big announcement: we recently joined forces with the [Zurich pod](#) to launch a call to address gender inequalities in academic and research institutions in Switzerland. In a letter, we highlight the key issues we have identified and propose solutions. At the end of this month, the letter will be sent to Schweizerische Hochschulkonferenz/ Conférence plénière suisse des hautes écoles. You can still support this important initiative of 500 Women Scientists in Switzerland and sign the letter on our [website](#). Together we can bring about change!

500 Women Scientists Bern-Fribourg Pod Coordinators
Claudia Kasper and Teresa Chávez-Capilla

TOP STORIES

Gender quotas in evaluation bodies at SNSF

On February 5th, 2021, the SNSF announced a [gender quota](#) in its evaluation bodies, which will enter into force with immediate effect. This means that a minimum share of 40 per cent must be held by women (or men) on the Research Council and the Presiding board, the remaining 20 per cent are flexible. In other evaluation bodies, this share depends on the share of women in the respective fields, with the limitation that the share of women must be 20 per cent higher than the share of professors in the field. This is a very significant step towards gender equality, and it is to be hoped that the mindset will also change in the right direction as a result. A bias against women and their scientific achievements is not only reserved for men, women also discriminate against women.

Precarious academic positions

[Petition Academia](#), a national petition committee to end precarity at Swiss universities, criticised two job advertisements at the University of Bern and the University of Fribourg at the beginning of February. In Bern, a 50% position was advertised for 6 months, but any additional

employment above 25% was prohibited. The purpose of this position was to obtain funding for a follow-up project after the doctorate. The question arises whether the university expected 75% of working time for the salary for a 50% position? A few days later, the University of Fribourg advertised a professorship with a paid workload of 40-50%. The daily newspapers [Bund](#) and [NZZ](#) stated that the advertisement of the University of Bern violated labour law. As a result, the advertisement was reworded and no longer contained the offending passage.

Petition Academia campaigns for better research, teaching and working conditions in Swiss academia and demands more permanent positions in academia. The petition can be signed [here](#).

Virtual viewing of “Picture a Scientist” and discussion

The [Gender Equality Office of the University of Bern](#) and the [Better Science Initiative](#), which advocates for rethinking in academia towards more sustainability, diversity and equal opportunities, organised a virtual viewing of the film “Picture a Scientist” about sexual harassment and the leaky pipeline in academia at the end of January. Claudia Kasper was present at the discussion as a representative of our pod. The film cannot be streamed at the moment, but you can subscribe [here](#) to get a notification of future chances to view the film.

DON'T FORGET

To participate in our [survey](#) to understand researchers' motivations to apply for career funding.

DON'T MISS

The [Breakthrough Festival](#) is a science learning event series for all ages featuring interactive online activities and conversations highlighting equity and women in STEM. It is not too late and you can still RSVP [here](#).

READ

The interview to [Prof. Adrienne Grêt-Regamey](#) in Paths through Science.

SIGN UP

For today's [Know the GAP](#) gender lecture at 12.30 pm: ***The Ambivalent Parity – The Constitution and Women's Rights*** by [Marilisa D'Amico](#). You can find more details [here](#).

CONTACT US in 500wsbern@gmail.com

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