

Status of Women Academics in Switzerland and Canada

Executive Summary:

We would like to share information and experience on the status of women in academia in two countries that could be case studies: Switzerland and Canada. We will focus on the programs and measures that have been set up, both at the government and university levels, to achieve equal opportunity for academic women in Canadian and Swiss universities. The following topics will be discussed :

*Equality programs,

* Mentoring,

*Overcoming the glass ceiling phenomena through educational initiatives (including workshops and other forms of education about women in leadership roles)

*The need for women to understand the male model of power relations.

As an illustrative example of private initiatives, we will examine the initiative seeking to promote women implemented by the Association of Women Professors at the University of Basle, in Switzerland. Its success, when it began, ten years ago, and its difficulties today (which are mainly due to the lack of interest of the younger generation) will be analysed. We will also discuss the attempt, in Switzerland, to collaborate with the Association of University Women, and would like to suggest some forward-looking strategies for the future.

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