

---

# Gender Equality

## Implementation Plan of the National Research Programme NRP 60

Berne, 1 May 2009

## Contents

<b>1.</b>	<b>Summary</b>	<b>4</b>
<b>2.</b>	<b>Introduction and background</b>	<b>5</b>
2.1	Persisting gender inequalities	5
2.2	National and international research context	5
<b>3.</b>	<b>Goals of NRP 60</b>	<b>7</b>
<b>4.</b>	<b>Guidelines for research project design</b>	<b>8</b>
<b>5.</b>	<b>Main research topics</b>	<b>9</b>
5.1	Module 1: Analysis of policy processes	9
5.2	Module 2: Evaluation of gender equality measures	10
5.3	Module 3: Problem-oriented analyses on family, work, and education	12
<b>6.</b>	<b>Practical significance and target audience</b>	<b>15</b>
<b>7.</b>	<b>Submission procedure</b>	<b>16</b>
7.1	Basic procedures	16
7.2	Pre-proposals	17
7.3	Full proposals	17
7.4	Selection criteria	18
7.5	Schedule and budget	18
<b>8.</b>	<b>Organization and management</b>	<b>19</b>

## What are National Research Programmes (NRP)?

The research carried out by National Research Programmes consists of targeted research that contributes to the solution of contemporary problems of national importance. Under the provisions of Article 6, paragraph 2, of the Law on Research of 7 October 1983 (as of 25. February 2008) the Federal Council selects the topics and foci to be researched in NRPs and mandates full responsibility for implementing the Programmes to the Swiss National Science Foundation (SNSF, Division IV).

Article 4 of the Federal Ordinance on the Law on Research of 10 June 1985 (as of 1 January 2009) describes the purposes and contents of NRPs as follows:

*<sup>1</sup> National Research Programmes are a means to direct and support coordinated research projects that have a common goal. Where needed, National Research Programmes should strengthen scientific research capacities.*

*<sup>2</sup> Topics of research are appropriate for National Research Programmes if, in general,*

- a. scientific research on the problem is of national importance;*
- b. Swiss research can make a significant contribution to the resolution of the problem;*
- c. solutions require research contributions from multiple disciplines;*
- d. the research goals cannot be met exclusively through basic research, through research within a specific section of the administration, or through industrial applications research;*
- e. research on the problem can be expected to produce research results that have practical applications within a five-year time period.*

*<sup>3</sup> The following criteria should be taken into consideration in setting forth the topics of National Research Programmes:*

- a. the programmes can provide the scientific basis for decision-making by government and the administration;*
- b. the programmes can be conducted with international collaboration and are also of great interest to Switzerland.”*

# 1. Summary

The National Research Programme «Gender Equality» (NRP 60) aims to generate new knowledge about the development and implementation of gender equality policy and the effectiveness of existing strategies, programmes, and measures for promoting equality between women and men. The research projects will also study policy areas and measures that do not directly address gender equality and examine their gender-relevant effects. The programme also supports projects that generate new knowledge on the social, economic, legal, political, cultural, and individual reasons for the persistence of inequalities between women and men. The findings should establish a basis for developing innovative objectives and measures of a sustainable gender equality policy for Switzerland.

The programme will comprise three research modules:

- *Analysis of policy processes:* For policies in Switzerland that explicitly address gender equality, projects in this module will reconstruct and assess the development and implementation stages of the policy processes. Projects will also contribute to the knowledge base by addressing policy areas that do not explicitly aim to promote gender equality but have important effects on equality between women and men. Projects will uncover structural and normative bases and specific institutional conditions, as well as the processes of and barriers to a successful gender equality policy.
- *Evaluation of gender equality measures:* Projects in this module will determine the effectiveness of gender equality strategies, programmes, and measures implemented since 1980 at all government levels (Confederation, cantons, municipalities) and in various public and private sector organizations in Switzerland. These projects will produce information not only on the successes but also on the challenges and limits of gender equality activities in Switzerland to date and enable their assessment against the situation in other European countries. Here again, projects should also study measures that do not directly address equality issues but have importance, direct or indirect, for gender equality.
- *Problem-oriented analyses on family, work, and education:* Projects in this module will generate new findings on the structural, cultural, economic, legal, social, political, and individual causes of the persistence of inequalities between women and men. These analyses will focus on key areas of gender equality policy and their interfaces – family, work, and education – and should also uncover the mechanisms and challenges of implementing gender equality measures.

On 28 November 2007 the Federal Council mandated the Swiss National Science Foundation (SNSF) to conduct the NRP 60, with funding of CHF 8 million, for a duration of three years. The SNSF National Research Council named a Steering Committee for strategic management of the NRP, and the Head of the Federal Department of Home Affairs approved an implementation plan on 1 May, 2009.

## 2. Introduction and background

### 2.1 Persisting gender inequalities

Despite extensive efforts in the last decades at all government levels and in numerous organizations, real equality between women and men has not yet been achieved and, despite considerable successes at the legal and societal level, gender equality issues are increasingly hitting limits. For instance, fewer women than men in Switzerland complete higher education, and gender stereotypes continue to affect choice of education, training, and careers. In neither low nor more highly qualified areas have women been able to attain the same success as men in terms of job position and pay. Hence, gender-specific segregation in the labour market continues and in Switzerland is considerably more marked than in other European countries. In the family, little has changed in the sharing of responsibilities for housework and/or care: Despite modern notions of division of labour between partners, even young couples continue to follow traditional family models. Single parents still suffer poverty, and domestic violence is a persistent basic problem in relations between men and women.

The *persistence of gender inequality* violates the principles of justice and equal opportunity. In addition, low birth rates, especially those of well-educated women, are leading to problems for the social security system (demographic ageing) and the labour market (lack of qualified workers). There is also suboptimal utilization of human work and creativity potentials (most especially, the retreat of qualified women from the labour market), a problem that relates not only to justice concerns but also to economics. Specifically, it indicates inefficient use of financial and temporal resources and a lack of economic sustainability. As a result, researchers face questions on a multitude of issues: the *genesis* and *implementation* of a gender equality policy and the *effectiveness* and *practicality* of gender equality policy objectives in Switzerland; the gender-relevant effects of policy and planning areas that do not directly address gender equality; and the *causes* of persisting inequality between women and men, which in the context of ongoing extensive societal change can be situated in both institutional and biographic conditions. Accordingly, there is a great need for robust findings on the gaps in gender equality policy action and in the understanding of why efforts to promote gender equality have only limited effectiveness. Only with such knowledge will it be possible to identify, and draw a roadmap for achieving, the key goals of a *sustainable gender equality* for Switzerland.

### 2.2 National and international research context

Internationally, various research activities have been and are assessing gender equality activities and their framework conditions. These include studies conducted by MAGEEQ, a three-year (1998-2002) research project on policy framing and the institutional conditions of gender mainstreaming implementation (funded within the European Commission's 5th Framework Programme), and the integrated QUING (Quality in Gender + Equality Policies) project on gender equality policies across the EU Member States, which will run until 2010 (funded by the European Commission's 6th Framework Programme). These international comparisons yield important information on effective and sustainable gender equality strategies and the relevance to gender equality of different policy regimes. At the same time, international comparative analyses of policy areas

such as family or labour market policy and international and regional surveys (e.g. Eurostat, UNO, ILO, OECD) are also producing extensive information. By becoming a part of the «Gender Statistics Database» of the United Nations Economic Commission for Europe (UNECE) Switzerland has taken the first step towards situating its gender equality condition in the international context. However, reflection is still needed on Switzerland's gender equality policy objectives against the background of existing international datasets. Also needed is benchmarking of Swiss gender equality policy with regard to international norms, mechanisms, and instruments. Hence, research studies that evaluate the concepts, strategies, and measures of Switzerland's gender equality policy in relation to other European countries and/or in relation to the European Union (EU) seem especially relevant, as do also policy area analyses using international comparisons.

Nevertheless, although the experience of other countries is very important for Switzerland, it can only be conditionally transferred to Switzerland, because gender equality policy and activities are shaped by each nation's legal, economic, cultural, and historical conditions. Moreover, the evaluative and analytical studies conducted to date in Switzerland can not substitute for systematic investigation within a comprehensive programme of research on the framework conditions and effectiveness of gender equality policy and measures. Accordingly, the NRP 60 projects aim to clarify the complex policy, economic, cultural, social, and institutional conditions for gender equality in the Swiss context while also taking into account existing datasets (see, for example, *Gleichstellungsatlas der Schweiz* [Gender Equality Atlas of Switzerland], Swiss Federal Statistical Office). Especially desirable are projects that use sound methodology and comparative research design to evaluate gender inequalities and gender equality policy experiences in different institutional and regional contexts (for example, comparisons between different Swiss cantons, between urban and rural regions, or between government measures and measures in the private sector). Knowledge is also currently lacking on the interplay of different factors (such as social residential environment, available infrastructure in quarter/district and municipality, cantonal legislation, labour market conditions) that affect the reproduction of gender inequalities.

### 3. Goals of NRP 60

The NRP 60 research programme supports efforts to produce new and in-depth knowledge about the social, institutional, and political/governmental conditions and requirements for developing and implementing gender equality policy and the gender-relevant implications of other policy areas. Specifically, NRP 60 projects will determine the extent to which the concepts, strategies, and direct and indirect measures taken by various actors since the 1980s have proved themselves in everyday society; in families; in social, economic, cultural, and political organizations; and at the level of individual action and decision-making. The projects will also uncover the complex causes of persisting inequality and identify the challenges of implementing gender equality policy activities and achieving gender equality.

NRP 60 will generate evidence-based, usable knowledge for a sustainable gender equality policy in Switzerland. For educational institutions, the private sector, the courts, politics, and public administration, the projects will provide knowledge and recommendations as to what form gender equality policy and gender equality activities must take in order to overcome resistance and influence social structures, individual actions, and decision-making patterns in a way that achieves their goals without side effects. The projects will also explain the extent to which complements and developments are needed at the legal, economic, political, structural, and cultural levels in order to systematically break down inequalities between women and men. At the same time, the research will show how the negative consequences of interactions between the category 'gender' and other social differentiation categories (such as ethnic origins, social class, level of education, parental status, age, disability) can be overcome.

NRP 60 also aims to support the professionalization of gender equality work and the development of quality standards for a sustainable gender equality policy in the broadest sense (that is, in the sense of direct and indirect measures). Specifically, the programme aims to answer the following questions: In what way can a transformative influence be effected on those traditional forms of the division of labour that have implied inequality? How can a more gender-sensitive perspective be adopted as a quality criterion in the development of educational institutions and work organizations, as well as in numerous other areas of society? Likewise, projects will uncover possible incentive structures, instruments, and processes through which the equality of women and men can be achieved sustainably in the context of current changes in society and gender relations. On the basis of empirical findings, recommendations will be made as to the starting points for activities that address gender equality directly or indirectly in various social arenas and the form such activities should take.

## 4. Guidelines for research project design

All research projects will demonstrate an empirical orientation. To ensure that the research programme produces fruitful findings, they should also follow the four guidelines below.

### **Cross-project collaborations**

Research collaborations with other projects within and outside NRP 60 and at the international level are encouraged. In all cases, researchers should check whether and to what extent they can use already existing quantitative and qualitative datasets and the results of completed and ongoing national and possibly international studies on their topics. Hence, submitted projects that require extensive representative surveys might consider conducting data collection jointly with other project teams, and evaluation projects should thoroughly investigate and clarify possible co-funding, especially co-funding by practice-oriented institutions and should explain in their proposals how practical measures and evaluation intermesh. Given the importance and potential fruitfulness of an international comparative perspective, the programme is particularly interested in projects that involve cooperation between Swiss project teams and research groups in other countries (see section 7 below, submission procedure).

### **Cross-module perspectives**

Projects that combine aspects from more than one research module are very welcome. The research programme is also interested in having individual projects from different modules work cooperatively on complementary research questions.

### **Comparative research designs**

Systematic comparative research designs are welcome for all modules. Of particular interest are project designs that produce generalizable findings on gender equality-relevant activities, successes, and conditions and that, based on international comparison, provide insights into why inequalities persist. Because of Switzerland's strongly decentralized political structures and cultural heterogeneity, the programme is also interested in comparisons of various meso and micro contexts in the (language) regions and cantons of Switzerland and in comparative analyses of cities, conurbations, and rural areas.

### **Diachronic perspectives/transformations**

Given NRP 60's three-year research duration, topics can not be investigated using longitudinal designs. However, diachronic studies that throw light on social transformations and the procedural character of the emergence/development, legitimization, and success or failure of gender equality activities and their features are encouraged if they generate new knowledge on causal connections that explain the current situation. Examples of studies of this kind would be retrospective content analyses of relevant reports or secondary analyses, or longitudinal analyses of administrative records. The time period of research interest is the 1980s up to the present.



## 5. Main research topics

The NRP 60 comprises three research modules: analysis of policy processes, evaluation of gender equality measures, and problem-oriented analyses on family, work, and education.

### 5.1 Module 1: Analysis of policy processes

Gender equality policy is based on a complex interplay of very different and often controversial interest patterns in society and politics. Hence, analyzing the genesis of gender equality policies and investigating the gender-relevant implications of other policy areas (such as tax policy, education policy, and migration policy) form an important basis for assessing the success and the effectiveness of the direct and indirect gender equality policy activities implemented to date. Most particularly, identifying the normative, legal, economic, and social bases and the specific prerequisites and processes of the emergence/development and implementation of gender equality policy can serve as the foundation for recommendations on courses of action to support a sustainable gender equality policy. In addition, policy process analyses can throw light on non-decisions and «negative decisions» in the area of gender equality policy and on other gender equality-relevant areas. At the same time, comparative perspectives at the national and international level can yield information on the unique aspects, successes, and deficits of the Swiss gender equality policy and are explicitly encouraged by the programme.

#### **Analyses of the development and implementation of equality policies**

Studies on social power relations and dominant political, social, and economic interest patterns that explicitly lead to or prevent gender equality policy priority settings seem important. At present, little is known about the influence of political parties, the economy, the church, women's and men's organizations, labour unions, courts, and gender equality institutions on the development of gender equality policy. For example, what (incentive) policies contribute to the fact that a gender equality policy is developed? Why is it that to date in Switzerland – in contrast to other European countries – instruments such as gender mainstreaming and gender budgeting have barely gained a foothold and have failed to attain general consensus as strategies for the reconciliation of family life and work/education (such as extra-familial child care, family friendly company policy, fiscal and socio-political incentives). Why has Switzerland fallen behind on family policy as compared to, for example, France, Germany, or the Scandinavian countries? Reconstructions of the emergence/development of gender equality activities should also address multiple discrimination (for example, on grounds of ethnic origins, age, social position, sexual orientation, disability). It is also especially important to ask what political goals must be defined and what institutions and stakeholders mobilized to integrate the diverse social realities of men into gender equality policy programmes and to make their role in the gender equality process a positive one.

In addition to the structural preconditions for a gender equality policy, projects should address legitimization and argumentation patterns that lead to the success or failure of gender equality policy concepts and strategies. That is, the mobilization of groups, the orientation of gender equality policy content (for example, as women's emancipation, equal opportunities, or economic benefit), normative orientations, and notions of equal-

ity, justice, and fairness play an important role in determining the need for action. Whether the issue is promotion of women in leadership positions, the reconciliation of work and private life, or the needs and rights of girls and boys in the classroom, normative notions of gender and gender relations are relevant. Other important cultural determining factors of gender equality policy are social discourses, public resonance and acceptance of the gender equality issue, and efforts towards gender equality. How, and with what consequences, are these factors perceived and presented in today's media, among the public, in companies, and in organizations/associations?

Another topic in this module is the implementation of gender equality policy programmes by cantons and municipal governments, industry, educational institutions, labour unions, NGOs, gender equality officers, and women's and men's organizations. Switzerland's decentralized federalism draws special research attention to, among other things, cantonal and regional differences in the funding and staffing of gender equality offices or to questions about the status, mandate, or networking of gender equality activities.

The programme is also interested in funding studies that investigate the successful transfer of gender equality policy initiatives between different spatial/social contexts. For example, is a gender equality policy defined mainly in cities also applicable in rural areas? What is the effect of newer organizational forms of cooperation under federalism (inter-cantonal conferences and agreements, harmonization in the education system, and so on) on the emergence/development and feasibility of measures? Likewise, little is known about what is demanded of the corresponding interfaces or about the cooperation between public institutions and non-governmental actors on gender equality policy-relevant issues.

### **Analysis of fields of policy and planning not specifically related to or addressing gender equality**

NRP 60 also supports analyses of policy areas that do not explicitly target promotion of gender equality but are expected to affect gender relations or can be assumed to interact with gender equality policy objectives. The programme would find desirable any analysis of the gender-specific effects of policy and planning fields (such as labour market, education, economic, social, migration, and integration policy; environmental, health, and transport and spatial/land use planning) that potentially support or undermine gender equality goals, as well as investigations into whether gender equality plays a role in these policies. Other important questions include the following: Are certain actors trying to introduce the gender aspect? Are there any connections between, for example, family, social, police, and criminal law when it comes to protecting women against domestic violence? For what groups of persons do gender-related disadvantages cumulate because of a combination or interaction of policies? Most particularly, studies examining different policy and planning fields with regard to indirect or direct forms of unequal treatment and discrimination should always address the question of how these policy fields can be complemented and developed.

## **5.2 Module 2: Evaluation of gender equality measures**

Ever since equal opportunity for women and men became anchored in the Swiss Constitution, a number of strategies, programmes, and measures for gender equality have been

realized. In module 2, projects should investigate the success of these activities as implemented in Switzerland at different levels, by diverse actors, and in different organizations (for example, in public organizations and private-sector companies, educational institutions, the courts, non-profit organizations). Here, an important evaluative aspect would be questions about the economic and business management dimensions of these gender equality activities.

Very important for assessing the current situation are comparative analyses (at the level of the Swiss Confederation, cantons, municipalities, corporate bodies, foundations, companies, clubs/unions/societies, associations, NGOs, and so on). Also needed are comparisons with other European countries; for example, the extent to which the success or failure of gender equality-relevant activities in Switzerland today differs from the success or failure of those activities in other European countries or at the level of the EU. In addition to quantitative analyses, detailed qualitative studies are also conceivable that examine concrete instances of programmes and action plans for gender equality and identify possibilities, limits, and best practices.

### **Evaluation of strategies and measures for gender equality**

One important concern for this module is the appraisal of gender equality activities and the assessment of their effectiveness and efficiency. On the basis of appropriate indicators (see also the Federal Statistical Office (FSO) publications at [www.bfs.admin.ch](http://www.bfs.admin.ch)), projects should determine the extent to which prior measures have proven effective in eliminating or preventing the disadvantages connected with gender in various areas of society. Projects might, for example, analyze company programmes to improve work/family reconciliation or study the effects of gender equality measures on immigrant families. Projects should also consider multiple discrimination, where a person is subjected to discrimination based on a combination of gender and other social differentiation categories.

Another research question is whether and in what way specific strategies and programmes may generate unintended negative effects on gender equality (for example, establishment of gender equality as a so-called 'women's problem'). Likewise, is it possible that measures by the government and measures applied in the private sector (such as diversity management) stand in a (competitive) relationship, and where can synergy effects be found between the activities of public sponsors and those of the private sector? The analyses should not only point out implementation successes and problems but also reveal and clarify whether and in what way prior strategies and programmes need to be complemented or adjusted/modified in order to guarantee the sustainability of gender equality.

### **Analysis of strategies and measures not specifically related to or addressing gender equality**

Analyses should also include and identify strategies and measures that do not directly target gender equality but that either open up interactions with gender equality policy activities or have relevance for them in a mediated or unintended way. For instance, what gender effects can be attributed to instruments and measures that do not specifically address gender equality in policy (social, education, labour market, economic, integration, or environmental) or planning (transport and spatial/land use)?

### 5.3 Module 3: Problem-oriented analyses on family, work, and education

This module starts out from current problems of inequality in family, work, and education. The projects will produce new findings on the social, economic, legal, political, and cultural *reasons for the persistence of gender inequality* in these three areas of life, which are anchored in the Swiss Constitution as key areas of gender equality policy. Here

research attention should be directed explicitly also to the role of men in social transformation processes and to the question as to how men can be more actively integrated into the gender equality process. The analyses should generate usable knowledge from which innovative and sustainable solution approaches for gender equality can be derived. Very important here are also research perspectives that examine interactions between gender, social class, educational level, parental status, ethnic origins, and age.

Besides the module's concentration on the *interfaces and interdependencies* of family, work, and education, projects should also link *macro, meso, and micro analytical perspectives* at the empirical, or at least theoretical and results-related, level. Thus, projects should inter-relate social-cultural prerequisites (especially social changes), institutional framework conditions, and individual decision-making and conduct over the life course (outlined below as three cross-cutting topical perspectives).

In addition to the social, legal, economic, and political conditions for gender equality, projects should also examine the resistance and change potentials that women and men bring into everyday 'doing gender (in)equality' under the influence of overarching structural and cultural conditions and circumstances.

Analyses of the reasons for persisting inequality should also be linked to the question of the existence and mechanisms of the gender equality-relevant measures available for families (such as prevention of domestic violence), in the world of work, and in the education system. For instance, what complex interweaving of factors and processes contributes to innovative life models for couple households, equal pay, equal opportunity in the world of work, and changes in people's decision-making on education/training and career choices? Also needing identification are the factors and mechanisms that stand in the way of acceptance and successful implementation of gender equality measures. Therefore, the desired analytical focus of the projects is *not* the monitoring of gender equality activities' goals and effects in the sense of evaluation research (compare here module 2) but rather examination of the complex interdependencies produced and maintained by gender inequalities.

#### **Societal changes**

Problem-oriented analyses should view existing gender inequalities in the context of the extensive changes currently taking place at the societal level (compare for example, demographic change, migration, pluralization of family forms), at the national level (such as reform of the welfare state, taxes, criminal law and civil law), in the economy (such as tertiarization, globalization, economic and financial crises), and in the education system. In this connection, there remain many open questions about interactions between the (vocational) education system, the continuing segregation in occupational sectors,

structural factors in the (in)compatibility of family and work, and traditional patterns of division of labour in families.

For example, projects might address research questions on the relationship between current developments in the labour market and gender relations, such as the consequences of discontinuous work histories and atypical and insecure workforce participation on typical and atypical decisions about the life course, education/training, or family planning. Likewise, in light of these developments, what are the possible effects of measures to prevent unequal pay or violence in couples' relationships or measures to improve work/life balance? What is the relation between gender segregation in the labour market, gender equality policy measures, childcare services outside the home, and the distribution of housework and care? Also unexplained at present is the connection between structural forms of discrimination against women in working life and direct violence in the home.

### **Institutional framework conditions**

The education system, work sphere, and family are characterized by specific structural conditions, rationalities, and ways of functioning whose role in the persistence of gender inequality and the mechanisms and limits of gender equality activities has been insufficiently studied. Hence, projects should also take into consideration the far-reaching changes occurring in education (such as Bologna Process, vocational education law, 'formation continue'), in companies (such as reorganization, downsizing), in government (such as New Public Management), and in families (such as dual earner couples, dual custody, single parents, extra-familial child care).

The starting point for these analyses should be the unresolved problems of gender inequality reproduction and its interdependencies. For instance, what do the socio-cultural and economic aspects of family of origin, the structural features of educational institutions, and the conditions of a company framework contribute to stereotypical decision-making on education/training and occupational choice, unequal pay, unequal career opportunity, and family/work conflicts? What role do the models and notions of masculine and feminine norms conveyed by the media, labour organizations, and job training play in the gender connotations of education/training and occupations, attitudes towards work, part-time work, childhood, parenthood, income requirements, or even violence in families? Questions such as these seem particularly important, given the new competition between the genders, micro political processes, and the potential for individual resistance.

### **Patterns of behaviour and decision-making over the life course**

Gender inequalities are often reproduced at crucial transitions during the life course, such as choosing a career, marriage, divorce, or the birth of a first child. Hence, the research programme will also direct attention to these strategic moments of decision in a person's life. For example, how do gender constructions and gender-related values in interaction with basic prevailing structural conditions – like company policy on work hours, social infrastructures, gender-typical income structures, and tax legislation – translate into individual decisions and actions in such a way that they ultimately find expression in the dynamics of gender-typical life courses?

Here again, studies should start from the inter-dependencies between different areas of life. For instance, how do the following work together with regard to the genesis of gender-typical attitudes and behaviour patterns: the education system, employment conditions, and structural factors in the reconciliation of family and work? To what extent do psychological, social, and economic factors or political and company incentive systems influence couples' decisions about children, sharing housework, or employment? What institutional arrangements make gender-unequal forms of the division of labour seem 'rational' and acceptable to men and women? Likewise, what challenges and barriers do gender equality activities encounter when it comes to, for example, preventing the shaping of gender-stereotypical developments by society and culture that would hinder self-confidence, interests, competencies, and social behaviour at various levels of education, in working life, and in families? Also unexplained is why personal ideal notions about family responsibilities (childcare, housework, care of aged parents) so often contradict the way men actually live their everyday lives.

## 6. Practical significance and target audience

The persistence of gender inequalities violates the principles of social justice and equal opportunity and results in wasted economic resources. Continuing inequality thus contradicts the goal of both social and economic sustainability. To address this problem, NRP 60 will produce evidence-based knowledge about the reasons for gender inequalities and thus provide some bases for strategies and measures to overcome them. Improved equality of women and men will benefit the Swiss economy and society as a whole. Thus, the NRP will contribute towards realization of a Switzerland that is economically successful and shows solidarity. Most particularly, the expected research findings will support longer-term knowledge, reflection, and change processes.

Most especially, NRP 60 will reveal the positive and negative effects of prevailing political, economic, legal, social, and cultural conditions and point to mechanisms for the equality of women and men. Thus, the research programme will produce findings that can be used profitably by all decision-makers on economic policy, labour market policy, social policy, and education policy in their future activities related to gender mainstreaming.

NRP will also identify the successes and deficits of earlier gender equality policy programmes and will work out a foundation for a more effective and more sustainable gender equality policy. Moreover, because the research programme addresses politics, the courts, social institutions, national, cantonal, and municipal governments, education institutions, NGOs, and the private sector, the findings will interest a diverse target audience. The results will be particularly useful, however, for decision-makers in governments, parliaments, departments, and public and private-sector institutions as a basis for forward-looking decisions and measures. The research will also support gender equality offices and officers in government departments and public agencies, the private sector, the education system, labour unions, political parties, and women's and men's organizations in the implementation and fulfilment of their mandates.

At the national and international level, a further target audience of NRP 60 is academia. That is, by producing new knowledge on the complex interplay of structural and cultural factors in the social production of gender relations, the programme will contribute towards a better scientific understanding of the profound social transformation processes currently occurring in Switzerland and many other countries. It will also clarify how central and informative consideration of the gender question is in scientific disciplines.

## 7. Submission procedure

### 7.1 Basic procedures

The NRP 60 Implementation Plan and forms, rules, and instructions for submitting project proposals electronically via the Web portal “mySNF” can be found at [www.snf.ch](http://www.snf.ch).

There is a two-stage submission procedure for NRP 60: Pre-proposals are submitted first, followed by invited full proposals. Pre-proposals and full proposals are reviewed by a group of international experts.

Pre-proposals and full proposals must be submitted electronically via the Web portal mySNF. To use mySNF, applicants must register for a user account in advance at [www.mysnf.ch](http://www.mysnf.ch). User accounts are then valid for an unlimited time and allow access to all SNSF funding instruments. To meet the deadline for electronic submission of pre-proposals, applicants must register for a user account 14 days prior to the submission deadline at the latest. Hard copies sent in by post are accepted only by special exception and with advance express approval by the SNSF.

Pre-proposals and full proposals may be submitted in English, French, or German. For review-process technical reasons, full proposals must be submitted in the same language that was chosen for the pre-proposal.

The duration of research projects is restricted to a maximum of 36 months.

Collaboration with research groups in other countries is welcome, if demonstrated added value can be achieved through cross-border cooperation or if the external impetus makes a substantial contribution to Swiss research as to content or methodology. Decisions on possible (co-)financing with research projects abroad will be made on a case-by-case basis. In the framework of NRP 60 the Austrian Science Fund (FWF) is interested in two options for financing projects, the “money follows cooperation line” and the “lead agency process”; the German Research Foundation (DFG) is interested in only the “money follows cooperation line” financing option.

The SNSF funds awarded are exempted from Value-Added Tax (VAT) (art. 33 par. 6). Under the National Research Programmes the SNSF does not issue contracts but instead awards grants for the promotion of scientific research in Switzerland.



## 7.2 Pre-proposals

The deadline for submission of pre-proposals is 10 August 2009. The pre-proposal should provide a description of the planned research project as well as the following information:

To be submitted electronically via the *mySNF* portal:

- Basic data and summary
- National and international cooperation
- Cost estimates for personnel and material (budget)

Project description (please submit as a PDF file):

- Research topic and project goals
- Theoretical background and research questions
- Methods
- Time plan; milestones
- Expected benefit and possible applications of the results
- List of the five most important publications within the field of research
- List of the grant applicant's five most relevant publications

The project description should not exceed five pages in length. Along with the project description, the grant applicant must submit a short curriculum vitae (maximum 2 pages long; longer CVs and longer publication lists will not be accepted).

The Steering Committee reviews the submitted pre-proposals and in consultation with external experts makes the final decision, based on the selection criteria listed below, to issue or not issue an invitation for submission of a full proposal. If pre-proposals do not conform to the objectives of the NRP, the Steering Committee may recommend to the National Research Council – without additional expert review – that the project not be funded.

Pre-proposals can be submitted together in one package for joint projects. It is important that these pre-proposals are on a par with independent, individual pre-proposals. They will be reviewed individually and must therefore each contain all relevant information.

## 7.3 Full proposals

In a second step, submitters of favourably reviewed pre-proposals are issued an invitation to submit a *full proposal*. If the steering committee identifies the need for co-ordination between individual projects, the concerned applicants, with the invitation to submit an application, will be informed and, if need be, requested to collaborate.

Invited full proposals must follow the SNSF guidelines and be submitted electronically via the *mySNF* portal.

Based on international experts' reviews and an internal review, the Steering Committee decides what projects will be recommended to the National Research Council (Division IV; Presidial Board) for funding (or not recommended for funding).

## 7.4 Selection criteria

The following are the review criteria for pre-proposals and full proposals:

- **Scientific quality and originality:** Theoretically and methodologically the projects must represent current state-of-the-art in the field and conform to international scientific standards of current research. Moreover, the projects must have an innovative component and clearly set themselves apart from ongoing research.
- **Interdisciplinarity:** Projects utilizing an interdisciplinary approach are encouraged. These project proposals must make it clear how interdisciplinary cooperation is going to be assured.
- **Feasibility and compliance with the goals of the programme:** The projects must match the main research topics outlined in the Implementation Plan and comply with the overall framework of NRP 60.
- **Application and implementation:** National Research Programmes are explicitly required to produce research results that have practical applications. Priority is therefore given to projects that have high practical relevance. In particular, the projects must generate usable knowledge for a sustainable gender equality policy.
- **Personnel and infrastructure:** Adequate equipment and personnel to carry out the project must be demonstrated.

The Secretariat of Division IV checks fulfilment of formal criteria (whether the application is complete and submitted by the deadline) before the proposal is sent on for review. Pre-proposals and full proposals that do not fulfil the formal criteria will not be reviewed.

## 7.5 Schedule and budget

The following schedule has been set for NRP 60:

Call for pre-proposals	May 6, 2009
Deadline for submission of pre-proposals	August 10, 2009
Invitations to submit full proposals sent out	Mid- November 2009
Deadline for submission full proposals	Mid-February 2010
Final decision on full proposals	May 2010
Start of research	June 2010

The funding for NRP 60 is CHF 8 million. The funding is planned to be allocated to the research modules and to implementation/administration as follows:

Module 1	CHF 1.6 million
Module 2	CHF 1.6 million
Module 3	CHF 3.3 million
Implementation and administration	CHF 1.5 million

## 8. Organization and management

### **Steering Committee**

Prof. Dr. Brigitte Liebig, Department of Applied Psychology, University of Applied Sciences of Northwestern Switzerland; (President)

Prof. Dr. Lucien Criblez, Institute of Education, University of Zurich

Prof. Dr. Karin Gottschall, Zentrum für Sozialpolitik, University of Bremen

Prof. Dr. René Levy, Faculty of Social and Political Sciences, University of Lausanne

Prof. Dr. Birgit Sauer, university professor for political science/governance and gender, Department of Political Science, University of Vienna

Prof. Dr. Alfonso Sousa-Poza, Chair for Household, Consumer and Gender Economics, University of Hoheim (Stuttgart); senior lecturer in economics at the University of St. Gallen

Prof. Dr. Christa Tobler, Europainstitut of the University of Basel; University of Leiden

### **Delegate of Division IV of the National Research Council**

Prof. Dr. Christian Suter, Institut für Soziologie, University of Neuchâtel

### **Programme Coordinator**

Dr. Stephanie Schönholzer, Swiss National Science Foundation (SNSF), Bern

### **Implementation Officer**

N.N.

### **Representative of the Federal Administration**

Patricia Schulz, lic. iur., lawyer, director of the Federal Office for Gender Equality (FOGE), Bern

### **For the State Secretariat for Education and Research (SER), Bern**

Dr. Claudine Dolt

Swiss National Science Foundation  
Wildhainweg 3  
Post office box 8232  
CH-3001 Bern  
phone +41 (0)31 308 22 22  
fax +41 (0)31 305 29 70  
E-Mail nfp60@snf.ch  
www.snf.ch  
www.nfp60.ch

© May 1, 2009