

EDUCATION AND RESEARCH

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For a country like Switzerland with few natural resources, a well-educated workforce and constant innovation are its most important capital. Swiss education and research policy is designed accordingly. Switzerland's public schools, universities, postgraduate programs, and international private and boarding schools are famous worldwide for their quality. The country's federal structure also ensures both high quality and proximity of the business world and research institutions to the educational system. One special feature of Swiss education is the dual training system: students have a choice between the traditional educational path at high schools and universities or, on the other hand, industrial vocations and careers in the service sector, where they receive hands-on training on the job.

12.1 SCHOOLING AND VOCATIONAL TRAINING

Switzerland's dual vocational training system is unique worldwide and provides the country with a highly qualified and innovative workforce and thus a leading position in the global economy.

Under the Swiss system, the cantons are responsible for the quality and type of education (basic education, universities, universities of applied sciences) within their territory. Only the Swiss Federal Institutes of Technology (ETH/EPFL) are under federal direction. Various coordinating bodies ensure that the educational and training plans are harmonized between cantons.

www.edk.ch

Swiss Conference of Cantonal Ministers of Education (EDK)

www.educa.ch

Swiss education server

www.bildungssystem.bfs.admin.ch

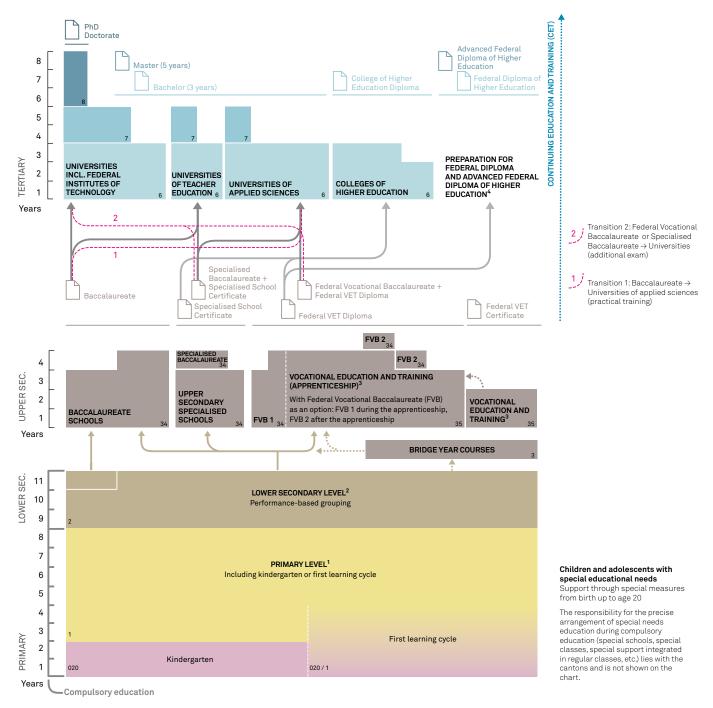
ducation statistics

12.1.1 Basic and Further Education

Education begins at the kindergarten level at age five or six. Primary school starts at age seven and runs through to grades four to six, followed by a lower secondary school the levels of which correspond to their personal ability. The name and curriculum of the educational levels varies from canton to canton. Once they have completed lower secondary school, students have finished their compulsory nine years' schooling. They can then either begin vocational training or attend high school to prepare them for university studies. Aside from apprenticeship and high school, students can continue their education beyond the statutory minimum by attending an intermediate diploma school to earn a specialized diploma.

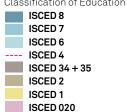
The Swiss Education System

(FIG. 40)



© EDK CDIP CDEP CDPE, August 2019

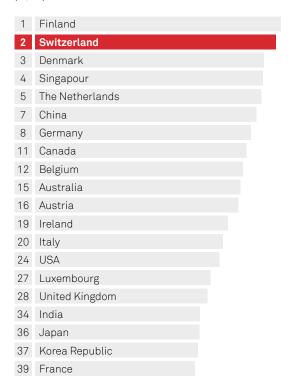
ISCED | International Standard Classification of Education 2011



- ¹ Two years of kindergarten or the first two years of a first learning cycle: included in compulsory education in the majority of cantons
- ² Lower secondary level: 4-year scuola media in the Canton of Ticino (pursuant to exception clause in Art. 6 HarmoS Agreement). Transition to Baccalaureate Schools possible after 10th school year
- ³ Vocational education and training (apprenticeship): training in a host company + instruction at a VET school + branch courses. For certain professions, a VET diploma can be obtained in a full-time school programme (e.g. in trade or IT schools).
- ⁴ Federal examination / Federal diploma of higher education = ISCED 6 Advanced federal examination / Advanced federal diploma of higher education = ISCED 7

Quality of the Education System

1 = completely fails to meet the economy's needs, 10 = meets the economy's needs (FIG. 41)



Sources: IMD World Competitiveness Center 2022

Public per Capita Spending on Education

in US dollars (FIG. 42)

1 Luxembourg 5.820 Switzerland 5,016 3 Iceland 4,604 4 Norway 3,972 5 Denmark 3,902 6 USA 3,742 7 Sweden 3,739 10 Belgium 3,009 12 The Netherlands 2.780 13 Ireland 2,654 14 Austria 2,464 16 Canada 2,253 17 United Kingdom 2,233 18 Germany 2,157 19 France 2,146 20 Hong Kong 2,138 23 Singapour 1,563 26 Korea Republic 1,490 28 Japan 1,369 29 Italy 1,352 53 China 373

95% of students finish their mandatory education at a local state school. Only 5% attend private schools. Public schools enjoy a good reputation. In the 2018 OECD Program for International Student Assessments (PISA), Swiss students scored higher than the average in OECD states, with public schools achieving slightly higher scores than private ones. The IMD management institute has also confirmed that Switzerland has a high-quality education system that meets the economy's needs (Fig. 41).

Switzerland's public schools not only provide an education, they also fulfill an important integration function: children with different social, linguistic, and/or cultural backgrounds all attend the same schools. For Switzerland, a country with four national languages, multilingual skills are extremely important. In addition to their mother tongue, children are taught a second national language and English from primary school onward.

In 2018, public-sector spending on education in Switzerland was approximately 39 billion Swiss francs. That's 5.4% of the gross domestic product. On a per-capita basis, this level of spending puts Switzerland in second place worldwide.

www.pisa.oecd.org

PISA stud

9.09

8.90

8.47 8.43

8.38

8.20

8.00

7.82

7.70

7.60

7.53

7.15

6.97

6.84 6.51

6.40

6.13

6.06 5.94 www.bfs.admin.ch Swiss Federal Statistical Office

6.11

Sources: IMD World Competitiveness Center 2020

12.1.2 Vocational Training

Switzerland has the world's best vocational training system. The consistently low unemployment rate in the Swiss labor market is attributable to the quality of the Swiss vocational training system, as well as a stable economy. Basic vocational training begins after the completion of compulsory education. Great importance is placed on practical on-the-job training. More than three quarters of all young people complete a work-and-training-based apprenticeship lasting three to four years and consisting of practical work in a company coupled with study of the accompanying theory at a vocational school for the relevant sector. In addition, students are eligible to obtain professional certification, which entitles them to enter a university of applied sciences where they can earn a Bachelor's or, in some cases, a Master's degree. Universities of applied sciences provide a tertiary level of education. 90% of Swiss students continue their education once they have completed compulsory schooling, placing Switzerland near the top of all OECD countries with regard to further education.

This dual system ensures that businesses have a choice of well-qualified and practically trained employees ready to enter the relevant sector. Youth unemployment is significantly below that of the average in the Euro countries. It is important to note that the practical aspect of vocational training in no way reduces the importance of in-depth teaching in school.

Professional education and training play an important role in Switzerland. Higher specialist and professional training courses are conducted with the approval of the federal authorities and professional associations. Successful completion of these courses leads to the attainment of a Swiss federal vocational certificate or diploma. In Switzerland there are more than 150 federally recognized schools offering professional college degree programs, the majority of which are engineering colleges. These schools teach qualifications that are often learned only at universities in other countries. Vocational degrees are mutually recognized through bilateral agreements between Switzerland and the EU. The plethora of Switzerland's vocational training courses is made easier to understand and compare by the National Qualification Framework for Swiss Vocational and Professional Education and Training (NQF VPET) as well as explanations about certificates and diploma supplements.

www.s-ge.com/education

Facts and figures on professional training in Switzerland

www.sbfi.admin.ch

State Secretariat for Education, Research and Innovation (SERI)

www.wbf.admin.ch > Topics > Education

Information issued by the Swiss Federal Department of Economic Affairs, Education and Research (FAFR)

www.swissworld.org > Education and Science

Education in Switzerland

www.berufsberatung.ch

Advice on choosing a profession, higher education course and career

12.2 FURTHER EDUCATION

Continuing training plays an important role in Switzerland. Public institutions such as universities and universities of applied sciences offer not only postgraduate programs but also courses on various specialized topics which are open to everyone, not just graduates. Non-students can also register to sit in on regular courses. Adult education courses are publicly subsidized and open to everyone. There is also a wide variety of courses offered by private educational establishments, from language courses to yoga and managerial courses.

www.weiterbildung.ch

www.ausbildung-weiterbildung.ch

Overview of continuing training (providers and courses)

www.up-vhs.ch

Swiss Adult Education Association

12.3 UNIVERSITIES AND COLLEGES

12.3.1 Universities and Institutes of Technology

Universities and Institutes of Technology

Basel

Zurich

St. Gallen

Bern

Lucerne

Grisons

Brig

Geneva

Brig

Lugano

University
 ETH
 Specialized higher education region

Specialized higher education region

- University of Applied Sciences Northern Switzerland (Fachhochschule Nordwestschweiz)
- 2 University of Applied Sciences Zurich (Zürcher Fachhochschule)
- 3 Eastern Switzerland University of Applied Sciences
- 4 University of Applied Sciences of the Grisons
- 5 Lucerne University of Applied Sciences and Arts
- University of Applied Sciences Southern Switzerland (Scuola Universitaria Professionale della Svizzera Italiana)
- 7 University of Applied Sciences Bern (Berner Fachhochschule)
- University of Applied Sciences Western Switzerland (Haute école spécialisée de Suisse occidentale)
- 9 UniDistance Suisse
- Maleidos University of Applied Sciences

Sources: State Secretariat for Education, Research, and Innovation (SERI), 2022

Semester Tuition Fees

(Bachelor degree, in CHF) (FIG. 44)

	EPFL LAUSANNE	ETH ZURICH	UNIVER- SITY OF BASEL	UNIVER- SITY OF BERN	UNIVER- SITY OF FRIBOURG	UNIVER- SITY OF GENEVA	UNIVER- SITY OF LAUSANNE	UNIVER- SITY OF LUCERNE	UNIVER- SITY OF NEUCHATEL	UNIVER- SITY OF ST. GALLEN	UNIVER- SITY OF ZURICH	USI (LUGANO MENDRISIO)
Domestic students	730	730	850	750	720	435	500	725	425	1,000- 1,200	720	1,100
International students	730	730	850	950	870	435	500	1,025	700	2,900- 9,848	1,220	3,100
Other mandatory fees	50	69		34-55	115	65	80	85	75 – 90	229	54	900

Sources: swissuniversities.ch, 2022

In Switzerland there are ten cantonal universities at which the main language of instruction is either German (Basel, Bern, Zurich, Lucerne, St. Gallen), French (Geneva, Lausanne, Neuchâtel), Italian (Lugano), or bilingual – German and French (Fribourg). There is a Swiss Federal Institute of Technology in Lausanne (French) and one in Zurich (German). In 2020/21, around 165,000 students were enrolled in these twelve universities, of whom almost 52% were female and around 31% were foreign students. This is one of the highest percentages of international students worldwide. At 45%, the number of foreign professors is also comparatively high, underlining the international aspect of Swiss universities.

The range of subjects offered for study at Swiss universities is very wide. With the exception of medicine, there are no specific restrictions on admission. For a Bachelor's/Master's degree, foreign students must meet the language requirements and some universities require students to pass an admissions exam. Tuition fees for international students are also very reasonable. In addition to tuition, between 18,000 and 28,000 Swiss francs a year are required for living expenses, depending on the city and personal needs. As a result of the Bologna Accords, which aim to create a European higher education area, all Swiss universities have converted all courses of study to the Bachelor's/Master's system. Within the scope of this reform, courses of study are increasingly offered either partially or fully in English (esp. Master's courses). Switzerland participates in international student exchange programs such as ISEP, which enable foreign students to study at a Swiss university for a semester.

Swiss universities have earned high praise worldwide for their curricula and fields of research in certain areas of specialization in various degree subjects. The two Federal Institutes of Technology in Zurich (ETH) and Lausanne (EPFL) work together with the international research community to conduct cutting-edge research. They strive to attract world-renowned scientists. Swiss universities regularly rank among the top 100 universities worldwide and even higher in Europe, while some institutes are part of the world elite. Swiss colleges and universities are also involved in international research programs and offer postgraduate studies (e.g. in cooperation with foreign academic institutions).

www.sbfi.admin.ch

State Secretariat for Education, Research and Innovation (SERI)

www.universityrankings.ch

Iniversity ranking

www.swissuni.ch

Swiss association of university continuing education

www.swissuniversity.ch

Information for foreign students

Executive MBAs: The Most Important Providers

SUPPLIER	HOMEPAGE
International Institute for Management Development (IMD)	www.imd.org/emba
Omnium Alliance (University of St. Gallen, University of Toronto, partner schools)	www.omniumgemba.com www.gemba.unisg.ch
University of St. Gallen	www.emba.unisg.ch
University of Zurich	www.emba.uzh.ch
Rochester-Bern (University of Bern, University of Rochester)	www.rochester-bern.ch
CEIBS Switzeland	www.ceibs.ch
ZfU International Business School	www.zfu.ch/master-programme/
EMBA Lucerne	www.hslu.ch/emba
Swiss Federal Institute of Technology Lausanne (EPFL)	emba.epfl.ch
Università della Svizzera italiana	www.emba.usi.ch
Geneva School of Economics and Management	www.unige.ch/gsem/en/executive/emba

Sources: collated internally

12.3.2 Universities of Applied Sciences

Universities of applied sciences offer practical training at the Bachelor's and Master's level for professionals, most of whom have professional certification and have already gathered professional experience. In addition to normal teaching, these universities carry out research and development projects with private companies, particularly SMEs, and provide advanced training courses to local enterprises.

As a result, universities of applied sciences have partial responsibility for regional science and technology transfer and therefore continuously interact with industry. They have a large pool of teaching, research, and development and services skills that are strongly geared to clients, markets, and practice. In their role as research institutes, they are supported at the national level by the Swiss Innovation Promotion Agency Innosuisse and work together with the Swiss Federal Institutes of Technology and universities.

www.sbfi.admin.ch > Hochschulen > kantonale Hochschulen > Fachhochschulen und pädagogische Hochschulen

v of universities of applied sciences

www.innosuisse.ch

wiss Innovation Promotion Agency

12.3.3 Executive MBA (EMBA) Programs

A special type of further education is the Executive MBA program, which is aimed at managers with many years' managerial experience under their belt. Generally, EMBA courses are work-study programs that are based on a modular system. Most of the degree programs also include time studying abroad in addition to the courses in Switzerland. IMD in Lausanne is a prime example of a top Swiss school whose EMBA program is regularly ranked as one of the best in the world. The program at the University of St. Gallen is also one of the best programs in the entire world.

www.find-mba.com > Europe > Switzerland

www.ausbildung-weiterbildung.ch

www.swissuniversitv.ch

12.4 INTERNATIONAL PRIVATE SCHOOLS AND BOARD-ING SCHOOLS

The Swiss education system also includes private schools. At several hundred private schools, students are taught in one of the three national languages – German, French and Italian – or in English (and some also offer other languages) to over 100,000 students. International schools are primarily important for employees of foreign companies who often remain in Switzerland for only a short time. During their stay, the children receive a suitable education in their native language or an international education and are prepared for the school-leaving certificates valid in their home country, such as the German Abitur, French baccalauréat, or US university admission certificate. Suitable establishments can be found in every region and all cities. The school fees are average compared to other countries.

Swiss boarding schools are known not only for their high level of education, but also for their strict discipline and international student body. Often they have very selective acceptance criteria and are known for their elite standing in the world.

www.swissprivateschoolregister.com

Register of private schools in Switzerland

www.swiss-schools.ch

Swiss Federation of Private Schools (SFPS)

www.sgischools.com

Swiss Group of International Schools

12.5 RESEARCH AND DEVELOPMENT

12.5.1 Conducting Research in Switzerland

The faster the pace of technological change, the greater the role that research and development play in a country's economy. Switzerland is one of the world's most research-intensive countries. In 2019 it spent more than 3% of its GDP on research and development.

Of the 22.9 billion Swiss francs spent on research and development in 2019, 65% (approx. 14.8 billion Swiss francs) was financed by the private sector.

Relative to its population, Switzerland has the world's highest proportion of Nobel laureates (see fig. 47). In terms of patent applications Switzerland ranks first in international comparison (see fig. 46).

Switzerland is one of the world's most research-intensive countries. In 2019 it spent more than 3% of its GDP on research and development.

Patent Applications per 100,000 Inhabitants

(FIG. 46)

1	Switzerland
2	Korea Repub
3	Luxembourg
4	Japan
5	Sweden
6	Denmark
9	Germany
10	The Netherla
12	Austria
13	USA
14	Ireland
15	Singapour
16	Belgium
18	China
19	France
20	United Kingo
22	Canada
23	Italy
25	Australia
28	Hong Kong
50	India

Sources: IMD World Competitiveness Center 2020

Nobel Laureates per Million Inhabitants (FIG. 47)

1	Switzerland	1.73
2	Norway	1.48
3	United Kingdom	1.10
4	Sweden	0.96
5	USA	0.93
6	Israel	0.85
7	Denmark	0.68
8	The Netherlands	0.57
9	Germany	0.46
10	Austria	0.45
11	Ireland	0.40
13	France	0.35
14	Belgium	0.35
16	Canada	0.29
18	Japan	0.17
19	Hong Kong	0.13
20	Italy	0.10
26	China	0.00
27	India	0.00
28	Korea Republic	0.00
28	Luxembourg	0.00

Sources: IMD World Competitiveness Center 2021

In terms of academic publishing, Switzerland, with almost 4,300 publications per million inhabitants, is a world leader. From a global perspective, Switzerland is responsible for 1.1% of publications and hence finds itself in 19th place globally. Publishing articles in scientific journals (whether printed or digital) is the most important way to distribute research findings and knowledge. The "impact factor" shows how often articles in one journal are cited in another. Switzerland produces 1.5% of the world's most quoted publications. This shows that Swiss publications receive considerable recognition internationally. In Switzerland, most publications are published in the area of life sciences.

Government funding is provided principally for basic research. The private sector and the scientific community work closely together. Each institute at university and college level has a coordination office for cooperation with the private sector. The Swiss Innovation Promotion Agency Innosuisse can make significant financial contributions to research and development projects in which companies cooperate with non-profit research organizations.

www.sbfi.admin.ch > Topics > Research and innovation

 ${\tt State \, Secretariat \, for \, Education, \, Research \, and \, Innovation \, (SBFI)}$

www.innosuisse.ch

Swiss Innovation Promotion Agency

55 www.snf.ch

521

503

429

336

253

233

202 188

154

150

142

140

117

102

95

79

63

46

28

3

Swiss National Science Foundation (SNSF)

www.myscience.ch

Swiss Portal for Research and Innovation

12.5.2 International Collaborative Research

The Swiss private sector has a keen interest in research cooperation with partners abroad, particularly from the EU. Research and development cooperation with innovative foreign partners also gives smaller companies access to know-how from which they can benefit. Bilateral agreements with the EU create even more favorable conditions for this type of cooperation.

Further information on international collaborative research can be found in Section 4.2.4.

 $www.snf.ch > Research > Fresh \ impetus \ for \ research > Internationality$

www.sbfi.admin.ch > Research and Innovation > International Cooperation in Research and Innovation
International cooperation in education, research and science

Research Establishments in Switzerland

(FIG. 48)

INSTITUTION		LOCATION	HOMEPAGE
CERN	European Organization for Nuclear Research	Geneva (GE)	www.cern.ch
CSEM	Swiss Center for Electronics and Microtechnology	Neuchâtel (NE)	www.csem.ch
EAWAG	Aquatic research institute of the ETH	Dübendorf (ZH), Kastanienbaum (LU)	www.eawag.ch
EMPA	Swiss Federal Laboratories for Materials Science + Technology	Thun (BE), Dübendorf (ZH), St. Gallen (SG)	www.empa.ch
PSI	Paul Scherrer Institute	Villigen (AG)	www.psi.ch
SLF	Swiss Federal Institute for Snow and Avalanche Research	Davos (GR)	www.slf.ch
Geneva Graduate Institute	The Graduate Institute of International and Development Studies	Geneva (GE)	www.graduateinstitute.ch
WSL	Swiss Federal Institute for Forest, Snow and Landscape Research	Birmensdorf (ZH), Cadenazzo (IT), Davos (GR), Lausanne (VD), Sion (VS)	www.wsl.ch

Sources: collated internally

12.6 SWITZERLAND INNOVATION – THE SWISS INNO-VATION PARK

Switzerland Innovation, Switzerland's innovation park, offers technology companies space to cooperate with leading international universities, including the prestigious Swiss Federal Institutes of Technology (ETH Zurich and EPFL) and the University of Basel, and to use research results to develop marketable products and services. Switzerland Innovation thrives off of interdisciplinary cooperation between science and industry, which opens up new ways of marketing for a new era.

Switzerland Innovation's technology parks are the ideal location for research-oriented companies to develop their next ground-breaking or highly profitable product. Switzerland thus lives up to its reputation as the most innovative country in the world.

12.6.1 Innovation Focus Areas

Switzerland Innovation focuses on five innovation focus areas: health and life sciences, mobility and transportation, energy, the environment and natural resources, manufacturing and production, and computer and computational science. Each of these fields is a breeding ground for the development of a broad range of innovations that benefit society in areas such as robotics, artificial intelligence, space, nanotechnology, materials research, additive manufacturing, diagnostics, cancer treatments, or renewable energy.

12.6.2 Switzerland Innovation Parks

Switzerland Innovation Park Basel Area

The Switzerland Innovation Park Basel Area offers a platform and the latest infrastructure for innovative research and development projects at the interface between leading industry in the field of life sciences as well as precision mechanics and first-class academic research. The focuses are health and medical technology, digital health, biotechnology, and industrial transformation. With local research institutes such as the University of Basel or the Department of Biosystems Science and Engineering at ETH Zurich, top research can be accessed in many different areas. The Innovation Park Basel Area is located at the four sites Allschwil, Basel, Jura, and the Novartis Campus, offers innovative and ultra-modern infrastructure, and is an ideal breeding-ground for startups.

Switzerland Innovation Park Biel/Bienne

Switzerland Innovation Park Biel/Bienne has four competence centers – modern production techniques (industrial 3D printing), battery technology, medical technology and smart factory – as well as five priority areas for research and development: health and life sciences; energy, environment and natural resources; manufacturing and materials; computer and information technology; and mobility and transport. Its laboratories and research services are available for SMEs and start-ups and it supports them in development and implementing marketable products.

Switzerland Innovation Park Innovaare

The Switzerland Innovation Park Innovaare is a unique innovation park at the Paul Scherrer Institute (PSI) in Villigen that boasts large-scale, state-of-the-art research facilities. It is the site of an emerging research and development ecosystem that brings together research groups from large companies, SMEs, and startups with outstanding academics from the Paul Scherrer Institute. Based on the PSI's expertise, innovations are brought to market maturity in the areas of accelerator technology, new materials and processes, people and health as well as energy.

Innovation Focus Areas and Specialist Areas

(FIG. 49)



Switzerland Innovation Park West EPFL

The Switzerland Innovation Park West EPFL is a network that extends across six university locations in Western Switzerland, based around the renowned École polytechnique fédérale de Lausanne (EPFL). It covers all innovation areas. Here, companies and researchers will find outstandingly equipped laboratories and a unique atmosphere in an academic environment where the big sellers of the future are developed. Thanks to dialog between researchers, talented individuals and entrepreneurs, the network is a breeding-ground for innovations. R&D teams from large groups and creative startups get the chance to work with world-famous professors and innovative spin-offs and to shape the future with their new product developments. More than 200 startups and 30 international companies are located in the innovation parks. Over 400 companies of all sizes (including 50 international companies) are located in the innovation parks.

Switzerland Innovation Park Zurich

In close proximity to the top-ranking Swiss Federal Institute of Technology (ETH) Zurich and the University of Zurich, Switzerland Innovation Park Zurich is creating a new platform for research, development and innovation. The first projects in this park come from the areas of robotics and mobility, space travel and aviation, as well as advanced manufacturing. For example, the ETH intends to establish a robotics and mobility hub to promote collaboration between academic research, companies, and start-ups. The University of Zurich is also planning a space and aviation hub.

Switzerland Innovation Park Ost

The competence profile of Switzerland Innovation Park Ost covers the topics of health technology, MEM industries, and digitization. Selected focuses include an enhancement of the quality of life and performance as well as sensor technology. Research partners are Empa, the Cantonal Hospital of St. Gallen, the University of St. Gallen, the Eastern Switzerland University of Applied Sciences, and RhySearch. At the main location in St. Gallen, Switzerland Innovation Park Ost rents office and laboratory space and offers coaching programs for development teams. A special program identifies and supports start-up companies from the initial idea to successful implementation.

12.6.3 Target Audience

The strategic position of Switzerland Innovation at the forefront of global research attracts many highly innovative businesses. Nowhere else offers such a wide range of new technologies and the combined expertise of some of the world's leading experts making breakthrough innovations a reality. Research teams and innovation cells work together in an environment that inspires innovation and is focused on successfully launching new products on the global market. Target groups include:

- Medium-sized and large technology companies that develop new marketable products, services, and processes.
- Established companies from high-tech industries with a high value-added ratio and a clear focus on research and development and innovation activities.
- Research groups, the research and development teams of corporations, and start-ups.

12.6.4 Services

A wide range of services and excellent research infrastructure have been specifically designed to ensure the full potential and operational effectiveness of R&D staff and innovation cells at Switzerland Innovation. This includes, among others:

- Support for cooperation with world-class academic partners and easy access to the best talent and researchers.
- A network of thriving high-tech start-ups and spin-offs.
- A platform for the exchange of ideas and for partnering with the research and development teams of international companies.
- Industrial liaison officers who help R&D personnel to expand their options.
- Approximately 200,000 square meters of high-quality laboratories, offices, conference rooms and co-working spaces; large research institutions with accelerator facilities.
- A business-friendly and politically stable environment; access to research funding from Switzerland and the EU; very high quality of life that is attractive to top talents and their families.

www.s-ge.com/innovation-parks

www.switzerland-innovation.com Switzerland Innovation Foundation