

Communiqué de presse du 7 mars 2018

#equalitymeansbusiness

Plus de 60 chefs d'entreprise en Suisse lancent un signal fort

Les entreprises suisses visent l'égalité des sexes. Les progrès sont certes assez lents, mais chaque année qui passe permet de faire un pas de plus dans la bonne direction. C'est en grande partie grâce aux efforts permanents de l'association Advance et à certaines mesures très concrètes prises par plusieurs acteurs majeurs du tissu économique suisse: Sandoz Pharmaceuticals AG (Suisse) qui comptabilise 66% de femmes, dont 50% dans le management. Chez Biogen Switzerland, un quart des cadres dirigeants sont également des femmes. La parité règne également chez IKEA Suisse. Lors de la Journée internationale des femmes qui se tiendra demain, plus de 60 CEO et leaders d'opinion défendront publiquement toute une série de mesures concrètes. Quinze réseaux d'entreprises seront également présents.

En sa qualité d'organisation leader en Suisse, Advance s'engage activement depuis 5 ans pour l'augmentation de la part des femmes dans le management. Les entreprises qui font systématiquement appel à des femmes talentueuses en profitent – cela ne fait aucun doute. Elles sont plus innovantes, plus productives et plus rentables. Mais ce n'est pas uniquement la question des femmes qui est importante. La problématique de la conciliation entre la vie de famille et le travail concerne aussi les hommes. Cela fait en effet bien longtemps que ce sujet n'est plus réservé qu'aux femmes. La véritable égalité des sexes implique que les responsabilités soient réparties de la même manière pour tous.

Une pression positive sur l'économie

Le nombre de femmes membres d'une direction ou d'un conseil d'administration augmente d'année en année en Suisse – mais très lentement. C'est ce que révèle également le Schilling Report 2018 paru aujourd'hui. «C'est la raison pour laquelle notre initiative est si importante», explique Alkistis Petropaki, directrice générale d'Advance. Elle note une évolution positive: «Nous constatons que la culture, les mentalités et la structure de travail évoluent dans le bon sens d'année en année. Notre forte progression est également un très bon signe. Nous comptons en effet déjà 75 entreprises membres qui montrent le bon exemple. Elles exercent ainsi une pression positive sur l'ensemble de l'économie.»

La solution: des changements structurels, des «quotas» facultatifs et un encouragement ciblé

De nombreuses grandes organisations ont parfaitement conscience de leur responsabilité. Elles ont su saisir les avantages des équipes mixtes et n'attendent pas qu'on leur impose des «quotas». Elles agissent de manière totalement indépendante et volontaire. Elles l'annonceront d'ailleurs demain, le 8 mars lors de l'événement « Gender Equality Means Business » - et présenteront différentes approches:

Novartis a fait de la flexibilité au travail, pour les hommes comme pour les femmes, une priorité dans toutes ses divisions, et ce en particulier chez **Sandoz Pharmaceuticals AG** (Suisse). Chez Novartis, l'entreprise est aux côtés de ses collaborateurs quand ils décident de mener de front carrière professionnelle et vie personnelle. Ce soutien leur permet ainsi d'exprimer leur vrai potentiel. Le choix d'un emploi à temps partiel ou celui d'avoir juste plus de temps libre, sans représenter de menace sur l'évolution de la carrière, va de pair avec la mise en place d'offres d'emploi de 80 à 100%, avec possibilité de « jobsharing ». Ces mesures permettent ainsi à Novartis de recruter un plus grand nombre de talents. **EY** propose également des modèles de travail flexibles avec un objectif d'au moins 25% de femmes associées (partners) d'ici à 2020.

En 2018, **Citi** a mis en place des mesures de transparence à l'embauche, la promotion et le maintien des femmes à leur poste au sein de l'entreprise, à tous les niveaux. **IKEA Suisse** annonce également le lancement d'un programme visant à faciliter le retour au travail après un congé maternité. Les femmes en congé maternité pourront être tenues au courant des développements sur le lieu de travail pendant leur absence et pourront également participer à des formations facultatives en cas de congés prolongés. Un accueil de trois jours à leur retour facilitera leur réintégration dans la vie professionnelle.

Une autre solution réside dans les «quotas» facultatifs, auto-imposés: d'ici 2020, **Biogen** souhaite augmenter le taux de cadres féminins d'au moins 40%. Actuellement, 35% des employés de Luterbach sont des femmes. **Accenture** vise un rapport de 30:70 pour les cadres dirigeants d'ici à 2021. Idem pour **Deloitte** : 30% d'ici 2020 et 35% pour **Adecco**. **PwC** veut également atteindre 20% d'associées d'ici à 2020. Certaines entreprises se réjouissent déjà de bons résultats intermédiaires: en 2017, **Egon Zehnder** a déjà nommé 40% de femmes au sein de son conseil d'administration. **McKinsey** a recruté presque 50% de femmes, tous niveaux confondus, au cours des deux dernières années.

Il convient également de noter que le nombre d'entreprises issues de l'industrie et de la technologie qui s'engagent sur cette voie est en augmentation constante. Outre **ABB** et **Siemens**, qui faisaient déjà partie d'Advance en 2017, **Schneider Electric**, **Bühler** et **Hilti** sont venus rejoindre cette année l'initiative. Les programmes ciblés d'encouragement, tels que le mentoring, le sponsoring, le renforcement des compétences et l'échange de « best practices » pour un environnement professionnel favorable à l'égalité des sexes, sont des éléments essentiels. Advance propose justement des programmes complets de ce type à ses entreprises membres. **L'ensemble des déclarations se trouvent en pièce jointe et dès demain sur le site www.equality-means-business.ch**

Table ronde des CEO à l'occasion de la Journée internationale des femmes

Demain soir, Advance organisera en collaboration avec l'université de Zurich un événement avec près de 300 invités. **Kristine Braden**, présidente d'Advance et Citi Country Officer pour la Suisse, Monaco et le Liechtenstein donnera le coup d'envoi de la manifestation «Gender Equality Means Business». C'est à l'aide de chiffres concrets que la banquière étayera l'argument économique en faveur de l'intégration systématique des femmes. Ensuite, les CEO **Simona Scarpaleggia** (IKEA Switzerland), **Nicole Burth** (The Adecco Group Switzerland) et **Simon Owen** (Deloitte Switzerland) discuteront des évolutions actuelles et des mesures concrètes pour le marché du travail suisse. **Allyson Zimmermann**, Executive Director de Catalyst Europe présentera la keynote. Elle fait office d'autorité reconnue en matière d'«Inclusive Leadership» et de mise en pratique de la diversité.



Advance
WOMEN IN SWISS BUSINESS

International Women's Day 2018

**Gender Equality Means Business –
Invitation to our Celebration Event**

Aula University of Zurich, 2nd floor (KOL G 201)
Rämistrasse 71, 8006 Zurich
Thursday, March 8th – Starting at 5.30pm

Contact média pour des informations complémentaires, demandes d'entretiens et visuels

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www.equalitymeansbusiness.ch

À propos d'Advance

Advance est la plus importante organisation d'entreprises sise en Suisse qui s'engage activement pour les femmes au niveau du management. Des équipes mixtes prennent des décisions plus pertinentes, elles sont plus innovantes, plus productives et plus rentables. L'égalité des sexes est un avantage compétitif, une situation win-win pour les hommes et les femmes. Advance soutient ses entreprises membres en leur proposant un programme intégré leur permettant d'encourager de façon ciblée l'égalité des sexes mais aussi, et surtout, l'égalité des chances.

Membres fondateurs

ABB – CEMBRA MONEY BANK – CREDIT SUISSE – IKEA – MCKINSEY & COMPANY – PWC – SANDOZ – SIEMENS – SWISS RE – IMPACT

Membres

ABERDEEN – ACCENTURE – ADECCO – ALCON – ALIXPARTNERS – ALLIANZ – ASTRA ZENECA – AXPO – BANK FOR INTERNATIONAL SETTLEMENTS – BDO – BIOGEN – BÜHLER – CITI – CLARIANT – DART – DEINDEAL – DELOITTE – DEUTSCHE BANK – DOW – EIDG. PERSONALAMT EPA – EMMI – EY – FRANKE – GOOGLE – GSK – HILTI – HSBC – JOHNSON & JOHNSON – J.P. MORGAN – KPMG – LEATHWAITE – LGT CAPITAL PARTNERS – LOMBARD ODIER – LONZA – MANPOWER – MIGROS – NESPRESSO – NESTLÉ – NOVARTIS – NZZ MEDIENGRUPPE – PFIZER – PICTET – DIE POST – RAIFFEISEN – RANDSTAD – RICOLA – ROBECOSAM – ROCHE – ROTHSCHILD & CO – SBB CFF FFS – SCHNEIDER ELECTRIC – SHIRE – SKYGUIDE – SRG SSR – SWISSCOM – SYNULSE – TAMEDIA – TAGHEUER – THOMSON REUTERS – UBS – WALDERWYSS RECHTSANWÄLTE – XL CATLIN – ZÜHLKE – ZÜRICH – ZÜRCHER KANTONALBANK

Sponsors de l'événement du 8 mars 2018

LONZA – EY – ACCENTURE

Partenaires réseau

BUSINESS & PROFESSIONAL WOMEN SWITZERLAND – FEMALE BUSINESS SEMINARS – GLEICHSTELLUNGS CONTROLLING – LEAN IN CHAPTER SWITZERLAND – PROFESSIONAL WOMEN'S GROUP – PROFESSIONAL WOMEN'S GROUP OF BASEL – PROFESSIONAL WOMEN'S NETWORK ZUG & ZÜRICH – THE LEAGUE OF LEADING LADIES – RESEARCH INSTITUTE FOR INTERNATIONAL MANAGEMENT UNIVERSITÄT ST.GALLEN – WOMEN IN DIGITAL SWITZERLAND – WECONNECT INTERNATIONAL – INSEAD WOMEN IN BUSINESS – WIN – WOMENWAY – VERBAND FRAUENUNTERNEHMEN

www.advance-women.ch

Statements

Company / Person	Quotes in original language
Remo Lütolf Country Managing Director ABB Switzerland	<p>I believe gender equality is simply a must for every professionally run business in Switzerland. That's why diversity is a cornerstone of our performance culture at ABB. The principle of equal opportunity is an integral part of our company philosophy. Everyone must have the same chances for success, and I firmly believe that we can truly achieve success together only with a foundation built on diversity.</p>
Thomas Meyer Senior Country Managing Director Switzerland Accenture	<p>We believe the future workforce is an equal workforce. On our journey towards that target, our goal is to reach a 30:70 gender ratio for our leadership (level manager and above) by 2021 in Switzerland. We therefore plan the following activities for 2018: targeting gender balanced recruiting at all levels, advancing talented women in the same pace as men, ensuring management coaching for all our women.</p>
Nicole Burth CEO The Adecco Group Switzerland	<p>We believe that gender equality and inclusion drive competitiveness. Therefore, we enforce an increase in the quota of our female leaders to 35% by 2020. To achieve this, we insist internally on presenting at least one female profile for each of our leader positions.</p>
Dr. Benedikt Hoffmann General Manager Alcon Switzerland and Austria	<p>Embracing diversity and flexible working models are the best way to find successful and sustainable solutions for the challenges and opportunities that we encounter in our personal and business life. Therefore, I commit to diversity and advancing flexible working for Alcon employees in Switzerland and Austria whenever possible.</p>
Beatrix Morath Managing Director & Market Leader Switzerland AlixPartners	<p>I believe that gender equality is a key success factor for business. AlixPartners has set three years' goals for diversity by level and community and commits to measure performance against these goals. Concrete actions to achieve these are among others: The establishment of a firm-wide flexible work arrangement policy, the rollout of a training on Diversity and Personal Respect to all employees ensuring engagement and support, the creation of a Working Women Employee Resource Group and Diversity events to foster discussions among business leaders.</p>
Jörg Zinsli COO und Mitglied der Geschäftsleitung, Vorsitzender des Diversity & Inclusion Board Allianz Suisse	<p>Wir verpflichten uns zu einer durch Chancengleichheit geprägten Zusammenarbeit und glauben daran, dass gender diverse Teams den Unternehmenserfolg steigern, indem sie unsere Wettbewerbsfähigkeit und Innovationskraft stärken. Um ein ausgewogenes Geschlechterverhältnis im Management zu erreichen, fördern wir flexible Arbeitsmodelle. Deshalb ist es uns wichtig, dass Führungspositionen auch mit einem Pensum von 80% oder im Jobsharing wahrgenommen werden.</p>
Werner Schiesser CEO, Delegate to the board of Directors & Partner BDO Switzerland	<p>I believe that gender equality means business. Therefore, I commit to promoting an open dialogue, to encourage and support young talented women in their career plans and promote options to combine family and career.</p>
Dr. Natascha Schill Managing Director Biogen Switzerland AG	<p>I believe that gender equality means business. Therefore, we commit to further role modeling inclusive behavior - one of Biogen's core values - to continue increasing the percentage of female leaders from 24% to 40% by 2020 at our new manufacturing location Luterbach in Switzerland. At our Luterbach location, currently 35% of our employees across all levels and departments are women, already well above the industry average.</p>
Stefan Scheiber CEO Bühler Group	<p>I believe gender equality means business. Therefore, I commit to strengthening Bühler's diversity and inclusion efforts on a global scale. This commitment is fully backed by our Board of Directors and management who agree that raising the proportion of women in our workforce is a vital component of this endeavor. In 2018, our global management pledged to a 1% year-over-year increase in the share of women they employ. This is an important step in our continuing mission to recruit, retain and advance diverse talent.</p>

<p>Robert Oudmayer CEO Cembra Money Bank</p>	<p>I believe that gender equality means business. Therefore, I commit to keeping promoting the Bank's tradition to support our employees – women and men – to combine work and family life by offering flexible working solutions such as part time, flex time or home office whenever possible. At Cembra we have an overall share of women of 48%, and 30% of women in leading positions. We commit to continuing to hire, retain and promote women across all levels of the Bank.</p>
<p>Kristine Braden Citi Country Officer Switzerland, Monaco and Liechtenstein, President of Advance</p>	<p>At Citi Switzerland, we believe that #EqualityMeansBusiness. This year, we are committed to delivering two key drivers to create a more diverse team where every employee has a fair opportunity for growth, promotion and reward. We will do so by embedding transparency metrics on our hiring, promotion and retention of women across all levels of the organization and raising awareness of our flexible working hours arrangements.</p>
<p>Thomas Gottstein CEO Credit Suisse (Schweiz) AG</p>	<p>I believe that gender equality means good business. Therefore, we have stipulated a target of increasing the ratio of women throughout our top three management layers in the Swiss Universal Bank Division of Credit Suisse to 20% by 2020.</p>
<p>Daniel Aghdami Managing Partner DART Talent & Executive Search</p>	<p>I believe in the undeniable virtues of a diverse workforce. My team and I are committed to supporting our clients in reaching their diversity goals. 38% of our executive hires in 2017 were women, contributing to a net increase of female talent in senior roles for our financial services clients. Our target of ensuring a minimum of three women on every shortlist remains in place, and has proven a valuable tool in our commitment to greater, merit-based diversity in the investment management sector in Switzerland. Furthermore we continue to lead by the example of our own diverse workforce and equal hiring conditions.</p>
<p>Simon Owen CEO Deloitte Switzerland</p>	<p>Gender equality is important for businesses to attract and retain the best talent. In 2017, we committed to increase our senior female leadership by 2020 by 10% to 30%. One year into our commitment, we have already increased the percentage of senior female leadership by 4%. In addition to this ongoing commitment to increase senior female leadership, Deloitte Switzerland is committed to increase the number of women in technology roles in our organisation by 5% within the next year.</p>
<p>Peter Hinder CEO Deutsche Bank Switzerland and Head of Wealth Management EMEA</p>	<p>We need the best talents to be competitive and cope with demographic change. We aim to attract more women to join, stay and excel in our bank and actively support them to develop into higher positions with our female talent initiative that runs for the second year. We are proud to be EDGE certified and a member of Advance to continue on this path to improve gender balance in our bank and management.</p>
<p>Heinz Haller Executive Vice President Dow Europe GmbH and President Europe, Middle East, Africa and India</p>	<p>Dow strives to have a truly inclusive & diverse culture by proactively engaging both women and men, customers and suppliers, and the communities where we operate.</p>
<p>Dr. iur. Barbara Schaerer Direktorin Eidgenössisches Personalamt</p>	<p>Die ausgeglichene Vertretung der Geschlechter ist ein wichtiges personalpolitisches Ziel der Arbeitgeberin Bundesverwaltung. Wir konnten den Anteil der Frauen speziell auch im höheren Kaderbereich in den letzten Jahren kontinuierlich steigern und sind mit 20 Prozent auf einem Niveau angelangt, das sich durchaus sehen lässt. Wir sind uns aber bewusst, dass es nach wie vor Anstrengungen braucht.</p>
<p>Marcel Stalder CEO EY Switzerland</p>	<p>I believe that gender equality means business. Therefore, I am committing to an inclusive and open culture with flexible working structures that allow women and men to thrive and ultimately support our leadership commitment to achieve a ratio of 25% female partners by 2020.</p>
<p>Christoph Loos CEO Hilti Group</p>	<p>Mixed teams bring better results. As an integral part of our Champion 2020 business strategy, diversity plays a significant role. Being inclusive makes us more innovative, more flexible and ultimately stronger. This is an exciting journey, we focus on attracting the best talents from all backgrounds, we invest heavily in creating an inclusive environment and we put in place people development and reward systems which are transparent, traceable and non-discriminatory, to make Hilti a great place</p>

	to work for everyone. We improve our gender mix steadily and we are pleased to see the number of female team members growing at all levels, including on leadership positions.
Franco Morra CEO HSBC Private Bank (Suisse)	I believe that gender equality means better business. Therefore, I commit to making HSBC the employer of choice for female talent in Swiss banking. We will pursue this goal by mentoring & sponsoring high potential female colleagues to support them in their career ambitions, and by continuing to actively recruit women at all levels. In order to better serve our diverse client base, we aim to build an environment where diversity of thought is valued and where we thrive together.
Simona Scarpaleggia CEO IKEA Switzerland, Co-Chair UN Panel on Women's Economic Empowerment	I believe in gender equality and therefore at IKEA we commit to establishing an opt in communication flow during maternity leave and a three day on-boarding after maternity leave that will bring mothers up to speed about work place developments, facilitating their return. High potentials are offered optional trainings during their extended maternity leave that will allow them to return better qualified to their jobs and further pursue their careers. The measure will be in place by September 1st, 2018.
Paolo Moscovici General Manager JPMorgan (Suisse)	We believe that gender equality means business. Therefore, the JPMorgan (Suisse) Management Committee and I commit to implementing a program to train managers to better support pregnant employees and those returning from maternity or adoption leave, to ensure their continued success in the workplace.
Helena Trachsel Leiterin der Fachstelle für Gleichstellung von Frau und Mann Kanton Zürich	Unsere Fachstelle setzt sich aktiv für die Umsetzung von Gleichstellung ein. Insbesondere fördern wir mit dem Prix Balance einen Kulturwandel hin zu einer Arbeitswelt, die es Frauen und Männern ermöglicht, Karriere, Familie und Angehörigen-Betreuung zu vereinbaren. 2018 verschaffen wir Vorbild-Unternehmen dadurch starke Visibilität.
Stefan Pfister CEO KPMG Switzerland	I believe that gender equality means business. Therefore, I keep enforcing gender parity among newcomers, and supporting our talents - both women and men.
Fridtjof Helemann Chief Human Resources Officer Lonza	I believe that gender equality means business. Therefore, I commit to giving women visibility through allocating 30% of key strategic growth projects to female leaders including exposure and full P&L responsibility.
Felix Wenger Managing Partner McKinsey & Company Switzerland	I believe that gender diversity is the right thing to do, but also makes sound business sense. Companies with a high gender diversity at executive levels attract and retain talent more easily, and our research shows they are also the better performers. We have worked a lot on diversity, and I am proud to report that almost 50% of our recruits over the last two years are women - we as a firm are committed to continue on this path.
Christophe Cornu CEO Nestlé Switzerland	International Women's Day is an excellent opportunity to raise awareness on Gender Balance within all partner companies. At Nestlé Switzerland, we will be holding a series of internal events on the subject of Leading together – women and men of all generations to discuss on how we can accelerate our diversity and inclusion journey. All these actions taken at local level will contribute to the Nestlé Group achieving its global objective to be a gender-balanced company by 2018 by creating the enabling conditions in its work environment to achieve annual increases in the percentage of women managers and senior leaders.
Matthias Leuenberger Country Delegate and acting Country President Novartis Switzerland	We believe that gender equality means business. Therefore, we commit to an inclusive company culture and to fostering equal opportunities. As one of our concrete measures, we have introduced a one month's paternity leave in Switzerland and are driving a global effort to increase the number of women in leadership roles.
Urs Honegger CEO PriceWaterhouseCoopers Switzerland	I believe gender equality means business. Therefore, the management board and I are committed to increasing the proportion of women partners in our pipeline to 20% by 2020. To achieve this, I want to engage in an open discussion about our culture and values, delegate co-ownership for women employees to the management board and foster equal promotion opportunities and equal pay for women.
Dr. Patrik Gisel	Ich bin überzeugt, dass sich die Chancengleichheit zwischen Mann und

Vorsitzender der Geschäftsleitung Raiffeisen Schweiz	Frau positiv auf die ökonomischen Resultate von einem Unternehmen auswirkt. Wir arbeiten intensiv daran, in unseren HR- und anderen Führungsprozessen Chancengleichheit als zentrales Element zu etablieren. Das neue Führungsverständnis soll auch Teilzeitarbeit für Väter und Mütter ermöglichen und so flexibler Führungspositionen anbieten.
Rebecca Guntern Head BACH & Country Head CH Sandoz	As we know from our own experiences, and from the awareness work done by our Diversity & Inclusion department, each of us has a unique way of thriving and doing our best work. And with respect to our changing environment in terms of technology, we need to ensure that we provide flexibility to attract and retain talent who need to be productive on their own terms, at times that work for them. Talking about flexible working, especially one aspect is key for me: the systematic advertisement of job postings with 80-100% flexibility plus option of job-share. I think that this will also contribute towards creating an even more diverse and inclusive culture and significantly increase the number of women in senior and middle management. If we want to be a leader in improving and extending peoples' lives, we must create a culture where people can have more control over how they contribute to our Purpose. Therefore I commit to develop and implement a flexible working action plan in 2018.
Bernd Brandl Managing Director SAP Switzerland	I commit to actively contributing to SAP's goal of increasing the share of women in leadership by 1% year-over-year to reach 30% women in leadership by 2022.
Andreas Meyer CEO SBB	Mit gemischten Teams werden wir unsere Ambitionen schneller und besser erreichen. Mehr Frauen in Führungsteams unterstützen dieses Ziel, indem sie neue Perspektiven einbringen und die männlich geprägte Kultur in unserem Unternehmen positiv beeinflussen. Wir sind überzeugt, dass uns heterogene Teams mit hoher Vielfalt an Wissen, Kompetenzen, Denkweisen und Herkunft fitter für die zukünftige Arbeitswelt machen. Um die Führungskultur weiter zu entwickeln, bearbeiten wir das Thema Diversity & Inclusion ab 2018 in Workshops mit Führungsteams auf allen Managementstufen und unterstützen damit diesen wichtigen Veränderungsprozess.
Dr. Barbara Frei Zone President Schneider Electric	At Schneider Electric, we firmly believe that gender equality and inclusion are good for business and economy at large. Therefore, we commit to a new Flexibility at Work Policy enabling women and men on all organizational levels to benefit from homeoffice, jobsharing and part-time career options.
Susanne Ruoff CEO Swiss Post Ltd	I am convinced that increased diversity and a higher proportion of women in management positions supports our business and the economy. That is why we will continue to empower women in our company. Flexible working options are essential for men as well as women for whom full time employment is not suitable or possible. However, diversity goes beyond gender. We must bring together employees both younger and older, people from different cultures and regions of Switzerland, and people with different skills. It is this diversity that brings us closer to our customers.
Rute Fernandes General Manager Shire Switzerland	I believe that diversity and gender balance means business. Therefore, I commit to supporting and leveraging the Women@Shire and the Early Career Professionals@Shire initiatives to build a diverse and balanced leadership in Switzerland.
Siegfried Gerlach CEO Siemens Schweiz AG	Bei Siemens Schweiz wollen wir den Frauenanteil in Führungspositionen nachhaltig erhöhen. Eine gezielte Förderung von Frauen soll genauso zum Erreichen dieses Ziels beitragen wie flexible Arbeitszeitmodelle und Unterstützung bei Betreuungsthemen. Ich persönlich unterstütze u.a. die Aktivitäten unseres internen Women's Network, das ist in den letzten Jahren um das Vierfache gewachsen ist. Alleine in der Schweiz umfasst dieses Netzwerk bereits über 180 Frauen in unterschiedlichsten Positionen. Ausserdem haben wir, mittlerweile sehr erfolgreich, für Frauen mit technischem Hintergrund, ein Entwicklungsprogramm in Zusammenarbeit mit SVIN - der Schweizerischen Vereinigung für Ingenieurinnen - implementiert.
Alex Bristol	I believe that gender equality means business. Therefore, I commit to

CEO Skyguide	doing everything in my power to increase the share of women in upper management at skyguide to 13%, making our company more diverse and thus, I believe, much more successful in the future.
Gilles Marchand Generaldirektor SRG	Die SRG verpflichtet sich, die Diversität innerhalb des Unternehmens zu fördern. Wir schaffen dazu die notwendigen Rahmenbedingungen, z.B. mit einer gelebten Teilzeitkultur: Mehr als die Hälfte der Mitarbeitenden arbeiten Teilzeit, fast die Hälfte davon sind Männer.
Urs Schaeppi CEO Swisscom AG	Gemischte Teams erbringen bessere Leistung. Deshalb erweitern wir unsere Nachfolge ab 2018 noch gezielter mit weiblichen Talenten und involvieren uns als Konzernleitung noch direkter in die Förderung weiblicher Talente.
James C. Smith President and CEO Thomson Reuters	I believe that gender equality means business. Therefore, I commit to developing the talents and championing the contributions of our female employees as equal partners in our success, as we march toward gender parity at all levels of our organization.
Axel P. Lehmann President UBS Switzerland	We are committed to hiring, retaining and promoting more women at all levels across the firm and will continue to build on our aspiration to increase the ratio of women in management roles to one-third. Wir wollen auf allen Ebenen des Unternehmens mehr Frauen einstellen, halten und fördern. So setzen wir uns weiter dafür ein, den Anteil von Frauen in Managementfunktionen auf einen Drittel zu erhöhen. Nous tenons à recruter, retenir et promouvoir davantage de femmes à tous les niveaux et dans tous les secteurs de la banque. Nous aspirons à continuer d'augmenter la proportion de femmes dans des postes de direction pour qu'elle soit d'un tiers.
Dr. iur. Ueli Sommer Rechtsanwalt, Partner Walder Wyss Attorneys at Law	I believe that gender equality means business. At Walder Wyss, we are committed to business and women. Therefore, I commit to supporting women in our business to make it to the top by personally coaching all women in my team.
Michael Ruesch Country Manager Insurance XL Catlin	I profoundly believe in gender equality and in the power of diversity. We commit to make UZH a great place to study and work for people from all walks of life.
Juan Beer CEO Zurich Insurance	I believe that gender equality means business. Therefore, I commit to continuing with our equal pay for equivalent work standards and to raising female ratio on all management levels. I further commit to strengthening our female career paths from an early stage on and will increase our female mentoring & sponsoring.
Michele Bernasconi Leiter Distribution und Diversity Champion, GL-Mitglied AXA	Diversity bringt Mehrwert - sowohl für Arbeitgeber als auch fürs Business. Daher setze ich mich persönlich dafür ein, Vielfalt auf allen Ebenen zu fördern. Unter anderem unterstütze ich als Sponsor eine Mitarbeiterin in ihrem beruflichen Werdegang, fördere flexible Arbeitsmodelle und engagiere mich für mehr Frauen in der Distribution.
Valentin Vogt Präsident des Verwaltungsrates Burckhardt Compression Holding AG und Präsident des Schweizerischen Arbeitgeberverbandes	Gemischte Teams erbringen bessere Leistungen. Deshalb setze ich mich als Präsident des Arbeitgeberverbandes seit Jahren aktiv mit konkreten Aktionen für mehr Frauen in Verwaltungsräten ein. Zum Beispiel mit zehn praxiserprobten Handlungsempfehlungen für die Schweizer Wirtschaft.
Monika Rühl Vorsitzende der Geschäftsleitung economiesuisse	Vier von fünf Geschäftsstellen sowie die operative Geschäftsleitung von economiesuisse sind in Frauenhand. Im Sinne von Chancen statt Quoten engagiert sich economiesuisse zudem für die Vereinbarkeit von Familie und Beruf. So unterstützen wir alle Mitarbeitenden bei den Aufwendungen für die externe Kinderbetreuung.
Peter Teuscher Founder & Managing Director BSD Consulting	I believe that gender equality means business. Therefore, I commit to promoting a flexible and results-oriented culture that allows for private/professional-life compatibility from 80% onwards for all genders and positions within my company.
Dr. iur. Jana Nevrlika Cofounding Strategist LL.M. MBA	I commit to supporting female founders by providing one pro-bono workshop a month to female startup organizations to support female founders to think big and do their cofounding set up right.

<p>Simone Stebler Consultant Egon Zehnder Switzerland</p>	<p>At Egon Zehnder, we strongly believe in the power of diverse teams. We have a longstanding history of providing our clients with solutions that mirror our own commitment to diversity and gender equality. Last year, more than 40% of our board hires in Switzerland were female. It is our aim to continue being the partner of choice for our clients in realizing their diversity agenda.</p>
<p>Esther-Mirjam de Boer Geschäftsleiterin GetDiversity GmbH</p>	<p>Ich bin überzeugt, dass Diversität und mehr Frauen in der Führung gut sind fürs Geschäft und für unsere Wirtschaft. Deshalb werden wir im Unternehmen für jede Vakanz in Verwaltungsräten und Geschäftsleitungen mindestens 50% weibliche Kandidaturen vorschlagen.</p>
<p>Guido Schilling Managing Partner guido schilling ag</p>	<p>A strong gender diversity is vital for the Swiss economy to reach its full potential. I am contributing by living up to my principle: "Seek and you shall find". Consequently, on each of our shortlists we will present at least two candidates from the minority.</p>
<p>Michèle Ruoff Senior Client Partner Executive Search Korn Ferry</p>	<p>Gender equality means business. Therefore, I commit to including female candidates in my searches whenever possible and I continue to mentor and encourage female talents in the supply chain, operations and digital field. This journey will drive diversity in business and ensures we will see more role models of women in senior executive and board positions who can act as sponsors and take decisions for diverse talents in key business positions.</p>
<p>Karina Storinggaard Cofounder & CEO Think Yellow</p>	<p>I strongly believe in gender equality and its many positive consequences. Think Yellow was founded on this belief. We are committed to accelerating the achievement of UN SGD5 gender equality goals through gender lens investment. We enable private individuals to invest toward making a positive impact on gender equality in the workplace and beyond.</p>
<p>Magnus Hartog-Holm Ambassador Swedish Embassy in Bern</p>	<p>I believe that gender equality means business. Therefore, I commit to continuing our work with the Swedish Feminist Foreign Policy and arrange at least one event on the theme equal representation during the year. We will also engage another Embassy to make a commitment at the International Women's Day 2019.</p>
<p>Valérie Vuillerat Founder & Managing Partner Hiversity</p>	<p>Research proves that diversity is a key component for building products that a heterogenous group of customers love. Therefore, I commit to fostering the creation of more diverse product teams among my corporate clientele by allocating 20% of my time for individual and group coaching in such mandates.</p>
<p>Dr. Anina Cristina Hille Lecturer Lucerne University of Applied Sciences and Arts Leader of Women's Business</p>	<p>I believe gender equality means business. Therefore, I commit to fostering the visibility of implemented actions to increase the number of female leaders. Together with Women's Business Inspirations.</p>
<p>Prof. Dr. Harald Gall Dean, Faculty of Business, Economics and Informatics & Member of the MBA Executive Committee University of Zurich</p>	<p>A strong gender diversity is important for a successful Executive MBA program at the University of Zurich. We are therefore committed to increasing female participation in our EMBA-classes to 30% by 2020.</p>
<p>Prof. Dr. Winfried Ruigrok Dean of the Executive School University of St. Gallen</p>	<p>I believe that gender equality means business. Therefore, I commit to at least 30% women in our executive education programs until 2020.</p>
<p>Prof. Dr. Michael O. Hengartner President of the University of Zurich</p>	<p>I commit to transparency and gender awareness throughout the professorial hiring process. Therefore, the University of Zurich will implement gender monitoring of the recruitment processes across all faculties and issue university-wide guidelines on conflicts of interest</p>
<p>Prof. Dr. Gudrun Sander Director Competence Centre for Diversity and Inclusion CCDI University of St. Gallen</p>	<p>We strongly believe in gender diversity. The St. Gallen Diversity Benchmarking provides actionable insights into how companies can improve their gender diversity. We aim to increase the number of participating companies to 50 by the end of 2019.</p>
<p>Elisabeth Bosshart Zentralpräsidentin Business & Professional Woman BPW</p>	<p>Business & Professional Women engagieren sich auf verschiedenen Ebenen für die Gleichstellung von Frauen in der Wirtschaft. Wir machen mit Projekten wie dem Equal Pay Day öffentlich auf bestehende Ungleichbehandlungen aufmerksam und stossen eine breite</p>

	gesellschaftliche Diskussion an. Die öffentliche Diskussion legt die Basis dafür, dass EntscheidungsträgerInnen in Wirtschaft und Politik ihre Positionen überdenken und ihr Verhalten ändern. Wir lobbyieren bei Parlamentarierinnen und Parlamentariern für die Anliegen berufstätiger Frauen und die Anpassung der gesetzlichen Rahmenbedingungen und nehmen Stellung zu Gesetzesvorlagen, die Frauen im Beruf und insbesondere in Führungsfunktionen betreffen. Wir unterstützen Frauen durch Mentoring und gezielte Weiterbildung, z.B. durch das Programm Women on Boards dabei, fit zu sein für Führungsaufgaben in verschiedenen Positionen. Wir fordern die Unternehmen auf, die Beteiligung von Frauen auf allen Hierarchieebenen zu fördern und bieten ihnen Unterstützung für die Umsetzung dieser Ziele an.
Dr. Karin Jeker Weber Females Business Seminars Geschäftsführerin All about Marketing	I believe that gender equality means business. Therefore, we train up to 200 women each year and team up with companies to make female leadership happen.
LEAN IN Switzerland	At LEAN IN Switzerland, we believe that gender equality means business. In 2018 we therefore commit to organizing 6 workshops for our members and colleagues to help them build the skills necessary to advance faster in their careers, supporting dozens of women through our mentoring initiative THRIVE and supporting other females in creating their own LEAN IN Circles.
Ana Paula Tediosi President PWG Zurich	At PWG we strongly believe gender equality means business. Therefore, we commit to organizing three events around this crucial topic in 2018. The first one on "Women empowering themselves" with Martin Grieder, CMO Sonova AG.
Alexandra Marcoin-Karacsonyi Founder & President PWN Geneva-Lausanne	At PWN Geneva-Lausanne we strongly believe that gender equality means business. Therefore we commit to renew our cross-gender mentoring program in 2018.
Janice Mueller President PWN Zug & Zurich	At PWN Zug & Zurich we strongly believe gender equality means business. Therefore, we commit to supporting the professional development of 15 women in our network through our mentoring programme in 2018.
Janine Fuchs Board Member WE SHAPE TECH	At WE SHAPE TECH we are convinced that gender equality means business. Therefore, we commit to empowering young women by transforming potential into action and talent into leaders. Through events, workshops and networking activities we foster diversity and inclusion in tech and innovation.
Maggie Berry Executive Director for Europe & Switzerland WEConnect International	At WEConnect International, we believe that gender equality means business. In Switzerland, we commit to hosting three events that will bring together women-owned businesses and multi-national corporations with a focus on creating business connections and procurement opportunities which will increase gender diversity in corporate supply chains.
Kristin Engvig Founder & Managing Director WIN & WIN Conference	I believe gender equality means business. Therefore, we commit to empowering, developing and connecting 1000 women and men through our programs in 2018.
Patricia Widmer Programme Head Women Back to Business	At Women Back to Business, we believe that gender equality means business. Therefore, we commit to supporting more than 40 highly educated women on the way back to their careers through our programme in 2018, and contribute to closing the gender gap.