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Diversity & Inclusion Switzerland



Living Diversity & Inclusion at Novartis takes us a step closer to reflecting our customer base - patients, caregivers, and healthcare professionals. This helps us better understand and meet our customer needs. A corporate culture in which heterogeneity is valued and integrated in decision-making processes promotes innovation and strengthens customer focus which contributes to the company's long-term success.

Diversity & Inclusion Switzerland focuses on four key areas: People with different **cultural backgrounds**, from **different generations and gender**, with **individual abilities and working styles**. **Families at Novartis** are also an important component.

Here is an overview of the most important Diversity & Inclusion activities:



Diversity & Inclusion

Inclusion extends beyond numerical equality. Novartis is committed to ensuring that a diverse workforce is present not just in theory, but in practice. Diversity is a given, Inclusion is a choice.



Family Services

Reconciling the needs of life at home and work is often a challenge. Novartis therefore provides various family-oriented initiatives to help its associates.



Internal initiatives

There are various initiatives at Novartis to promote and leverage the multicultural make-up of the workforce and to support the formation and management of diverse teams.



External cooperations

Novartis collaborates with many external bodies to provide its associates with the best possible support and to drive forward the Diversity programs.

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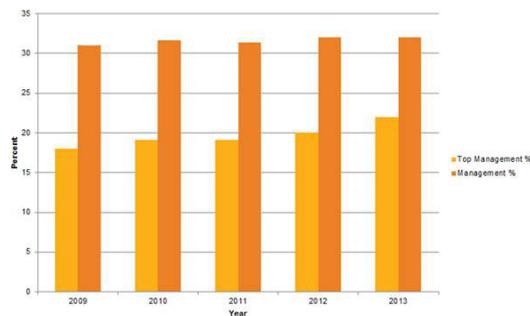
Diversity & Inclusion

Inclusion extends beyond numerical equality. Novartis is committed to ensuring that a diverse workforce is present not just in theory, but in practice. Different cultures and nationalities promote ideas and different perspectives. Novartis provides the framework for people with disabilities to put their skills to the best possible use. Integrating the ideas, experiences and skills of different generations in everyday working life is another of Novartis' goals for success on the market. Diversity is a given, Inclusion is a choice.



Women in Management

The proportion of women in management is reviewed on an annual basis. In 2000, the figure was just 14% but by the end of 2013 had risen to 32%.



Flexible working models

The well-being of associates is dependent on a harmonious balance between work, leisure, family and friends. Novartis helps associates – both men and women - find the best possible balance between their private and working lives. Our range of flexible working models helps: We offer part-time positions, working from home (telework), job sharing, and additional vacation days with a corresponding reduction in salary. These options are available to anyone who has to care for children or older family members; who is studying; who wants to travel or pursue their hobbies.

[Learn more about our Flexible Working Models](#)

Equal pay

Equal pay for men and women is regularly reviewed at Novartis. The results for 2014 demonstrate that Novartis in Switzerland respects the equal pay policy for men and women. The Logib Assessment tool allows an annual review of Novartis associates salaries.

[Read more*](#)

[You can find more information on equal pay policy \(Lohnvergleichsdialog\)*](#)

[Read more in the respective flyer](#)

[Review of equal pay at Novartis in Switzerland](#)

Diversability strategy

Diversability is an internal Novartis program for people with disabilities. It paves the way for a better understanding of the needs of our associates with disabilities, customers and patients. "It's not about disability, it's about abilities."

"Global Business and Disability Network" (ILO)

Novartis is a member of the steering committee of the International Labor Organization. The ILO is a strategic cooperation partner of Novartis for people with disabilities.

[Read more about the subject*](#)

[Read the recent and selected ILO publications*](#)

[Watch the new video "The Ability Factor" to find out about the many ways in which people with disabilities represent an untapped pool of skills that can enhance virtually any business.*](#)

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Family Services

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Family Support Program

Novartis works with an external service provider to offer advice and information about childcare, eldercare and homecare.

Childcare

Novartis has four daycare centers in Basel and one in Stein to help its associates with children.

Support during the school holidays

Novartis provides a wide range of care and supervision for the summer and fall holidays.

Parental Coaching Program

The “Parental Coaching Workshops” are aimed at associates who are expecting a baby, have recently become a parent or adopted a child. They are intended to support associates through the life-changing experience of starting or growing a family and help mothers and fathers balancing the new responsibilities with their career.

Daughter-/Son- Day

The annual “National day of the future” gives children aged between 10 and 14 the opportunity to come to their parents’ place of work and learn about the world of work. The focus is on technical professions. Novartis supports this national initiative.

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Internal initiatives

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Life-work integration

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[> Read more about the subject](#)

Employee Resource Groups

Novartis supports employee resource groups for people with common backgrounds and interests (e.g. Asian Business Club, LinkInDIA, Diversability, Cross Generation, Empowering Women to Impact Now). The aims and activities of these groups always have a link to business. For Novartis, these groups are permanent fixtures which provide valuable insight into markets and cultures (like Asia and India), different generations and gender as well as the special abilities of people with disabilities.

Cross-divisional Diversity & Inclusion Events

These events bring together associates from various divisions. They cover D&I subjects which are linked to business. Previous topics include understanding the Swiss schooling system and flexible working models also for men.

Newcomer Events

Novartis holds various events for new associates and associates from abroad. These make it easier for associates to integrate into working life and also their local surroundings.

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antelope – getting ahead by leaps and bounds

The new career program offered by the University of Basel for female doctoral students.

 [Read more about the subject*](#)

Women Back to Business (WBB)

Novartis supports the program for women returning to work run by the University of St. Gallen.

 [Read more about the subject*](#)

Basel Connect

Novartis supports Basel Connect, a platform for Swiss people and expats to share their experiences and knowledge.

 [Read more about the subject*](#)

Women's Empowerment Principles (WEP) / UN Women

The Women's Empowerment Principles relate to the potential for equal treatment along the entire value chain. Novartis was the first Swiss company to sign up to these principles and participates in the event on an annual basis.

 [Read more about the subject*](#)

Executive Women's Platform

Novartis plays an active role in this round table event designed especially to allow women on management level to share their views and experiences from the world of work. The platform is part of a series of events organized by "Catalyst Europe" at various locations throughout Europe.

 [Read more about the subject*](#)

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