

# CRIF AG STUDY: 27.1% FEMALE RATIO IN COMPANY MANAGEMENT IN SWITZERLAND



In Switzerland, 27.1% of people working in management are women, while females make up 23.2% of those serving on Boards of Directors. Ten years ago, the equivalent figures were lower – 23.1% in the case of management roles and 20.1% for mandates on Boards of Directors. The Canton of Aargau reports the highest female ratio at the management level, achieving 30.4%.

CRIF has looked at changes over the past ten years in the ratio of females serving in Swiss company managements and Boards of Directors. In 2021, 27.1% of the people currently working at management level are women; ten years ago, the equivalent figure was 23.1%. The ratio of women serving on Boards of Directors is lower; at present, 23.2% are women, compared with 20.1% in 2011.



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## The Canton of Aargau employs the highest ratio of females at the management level

The highest ratio of females at the management level is reported by the Canton of Aargau (30.4%), followed by the Cantons of Appenzell Innerrhoden (30.3%), Appenzell Ausserrhoden (29.3%), Graubünden (28.9%) and Thurgau (28.5%). The economically powerful Canton of Zurich reports a female ratio of 28.2%. Female ratios are below average in all of the French-speaking Cantons, as well as in Ticino. The Canton of Neuchâtel trails in last place on this list, with a female ratio of 23.3% – behind the Cantons of Zug (24.2%), Valais (24.3%) and Ticino (24.5%).

## Major discrepancies between different sectors

We can see significant differences in the position of women in management, depending on which sector is involved. Women are represented most strongly in veterinary services, achieving a ratio of 51%. Charitable foundations (51.6%) and social services (50.6%) also employ a higher than average proportion of women at the management level. In contrast, the lowest female ratios appear in the civil engineering (13.5%), energy supply (13.6%) and mechanical engineering (14%) sectors.

## Basel Stadt has the highest ratio at the Board of Directors level

At 24.8%, the Canton of Basel Stadt reports the highest female ratio anywhere in Switzerland for membership of the Boards of Directors – followed by the Canton of Aargau (24.7%) and the Canton of Zurich (24.2%).

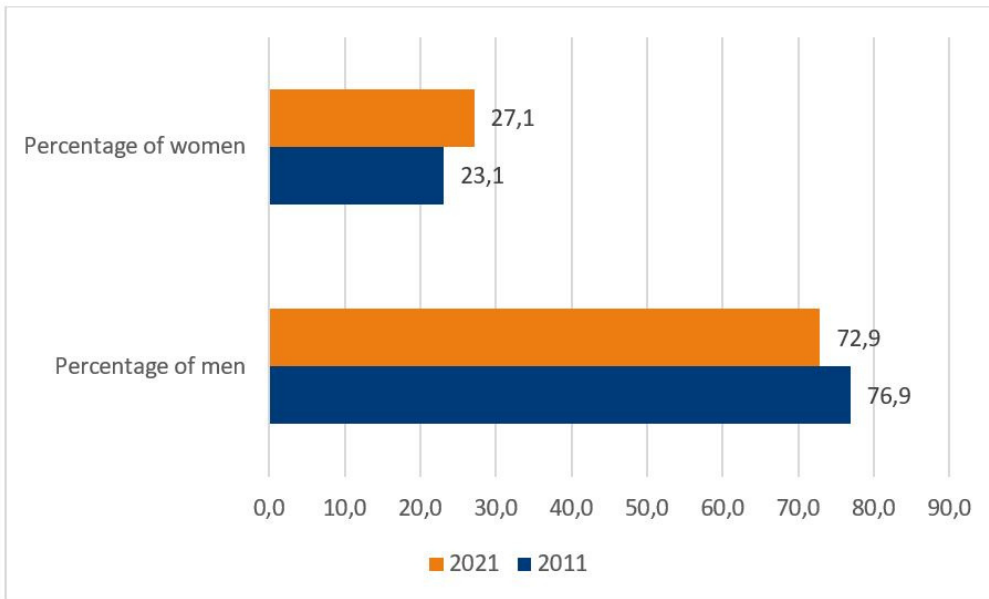
## About the survey process

In this survey, we took into account those people whose names were listed in the Commercial Register as management personnel or Members of the Board of Directors. We compared 2011 with 2021. The survey was carried out on 17th February 2021.

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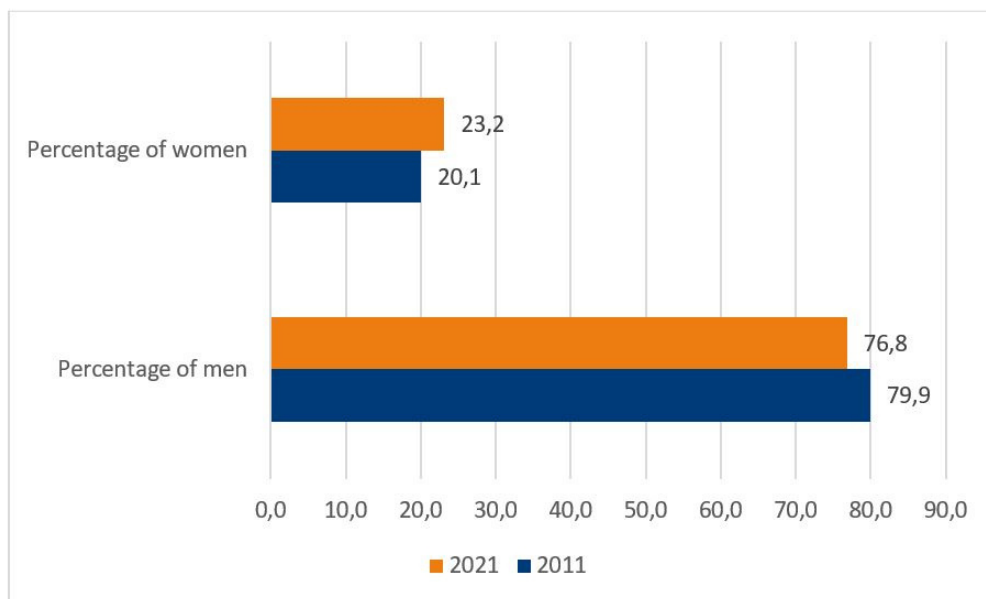


## Management personnel, ratio of men/women



In 2021, 27.1% of people currently working at the management level are women; ten years ago, the equivalent figure was 23.1%.

## Board of Directors, ratio of men / women



The female ratio in Board of Directors mandates is currently 23.2%, compared with 20.1% in 2011.

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## Female ratios in management by Canton, 2021

Canton	Female ratio
Aargau	30.4
Appenzell Innerrhoden	30.3
Appenzell Ausserrhoden	29.3
Graubünden	28.9
Thurgau	28.5
Glarus	28.3
Zurich	28.2
Schwyz	28.2
Solothurn	28.0
Bern	28.0
Schaffhausen	27.9
Uri	27.7
Basel Stadt	27.4
Geneva	26.8
Obwalden	26.6
St. Gallen	26.5
Basel Land	26.4
Lucerne	26.3
Nidwalden	26.0
Vaud	25.1
Jura	25.0
Freiburg	24.7
Ticino	24.5
Valais	24.3
Zug	24.2
Neuchâtel	23.3
<b>Switzerland</b>	<b>27.1</b>

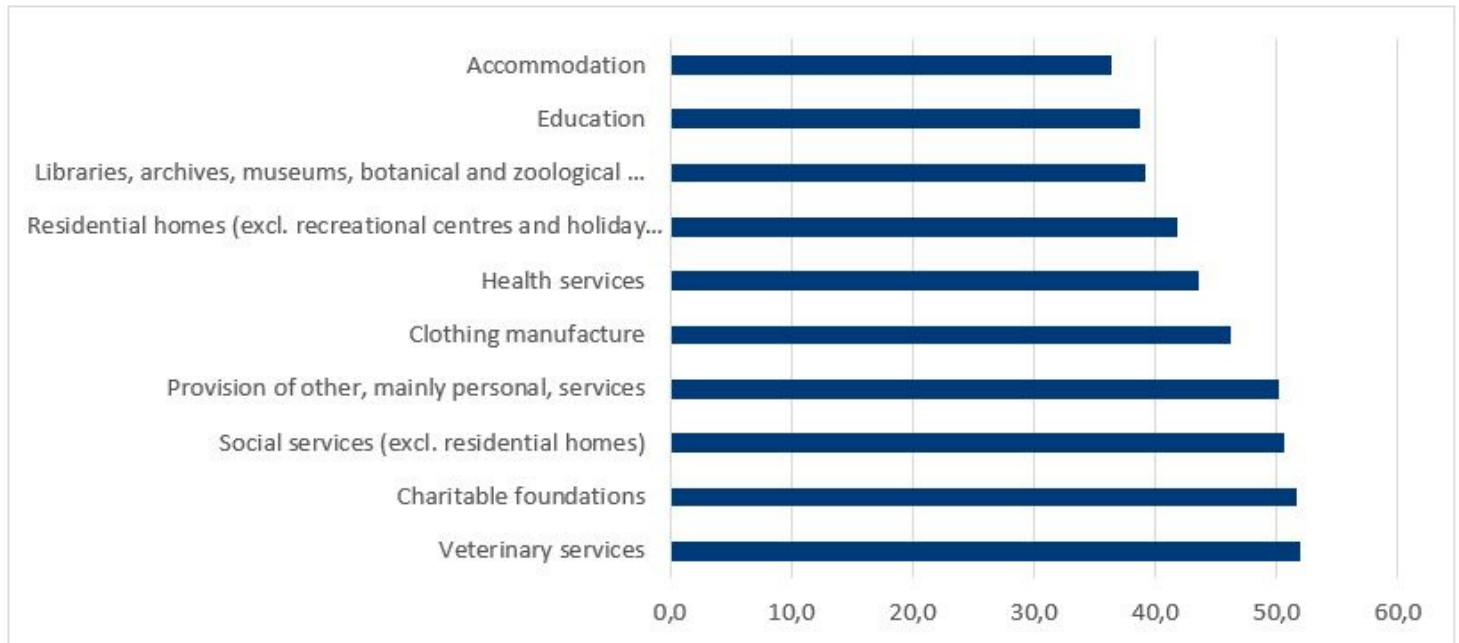
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Female ratios are below average in all of the French-speaking Cantons, as well as in Ticino. The Canton of Neuchâtel trails in last place on this list, with a female ratio of 23.3% – behind the Cantons of Zug (24.2%), Valais (24.3%) and Ticino (24.5%).

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## Sectors with the highest female ratios in company managements, 2021



Women are represented most strongly in veterinary services, achieving a ratio of 51%. Charitable foundations (51.6%) and social services (50.6%) also employ a higher than average proportion of women at the management level. In contrast, the lowest female ratios appear in the civil engineering (13.5%), energy supply (13.6%) and mechanical engineering (14%) sectors.

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## Female ratios on Boards of Directors by Canton, 2021

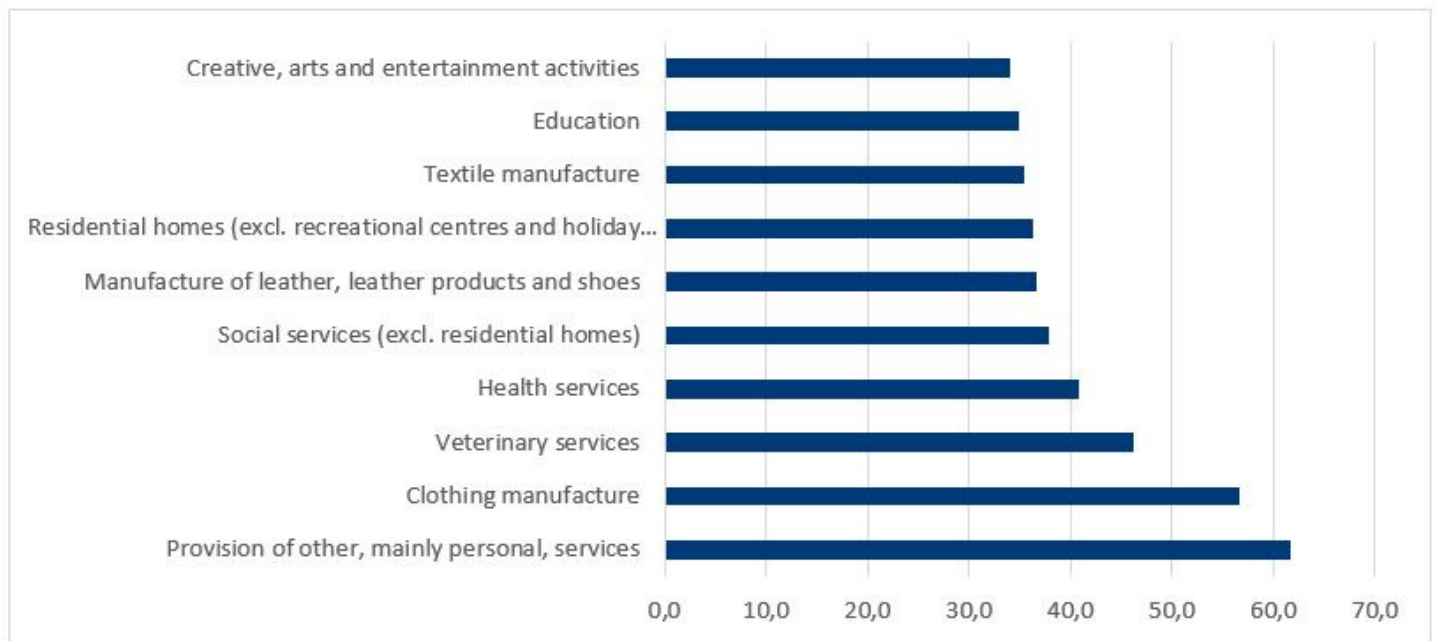
Canton	Female ratio
Basel Stadt	24.8
Aargau	24.7
Zurich	24.2
Basel Land	24.1
Glarus	23.9
Lucerne	23.8
Bern	23.8
Thurgau	23.7
Solothurn	23.7
Jura	23.7
Appenzell Ausserrhoden	23.5
Graubünden	23.2
Valais	23.1
Vaud	22.9
St. Gallen	22.8
Ticino	22.7
Geneva	22.6
Nidwalden	22.5
Uri	22.4
Schwyz	22.1
Schaffhausen	22.0
Freiburg	21.9
Obwalden	21.6
Neuchâtel	21.6
Appenzell Innerrhoden	20.8
Zug	18.3
<b>Switzerland</b>	<b>23.2</b>

At 24.8%, the Canton of Basel Stadt reports the highest female ratio anywhere in Switzerland for membership of the Boards of Directors – followed by the Canton of Aargau (24.7%) and the Canton of Zurich (24.2%).

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## Sectors with the highest female ratios on Boards of Directors, 2021



Women are most strongly represented in the provision of other, mainly personal, services (hairdressing and cosmetic salons), achieving a ratio of 61.6%. An above average proportion of women are also members of Boards of Directors in the areas involving clothing manufacture (56.6%) and veterinary services (46.2%).