

#womeninlightingSwissfacts

Gender Equality Survey in the Swiss Lighting Industry

The survey structure was prepared, conducted and analyzed by Francesca Feltrin, Women in Lighting Ambassador for Switzerland

"When WII was founded back in 2019, I had only been working for a few months as a Junior Lighting Designer. Hearing about the experiences of so many women, their struggles and successes, and how they juggled a typically male-dominated work environment, had a great impact on my approach to work and helped me to better recognize all instances of gender bias and discrimination - something I had certainly already experienced on my own skin, but not with real awareness. I began to understand a lot of work situations I had experienced in the past months and why I had been treated in a certain way. And hearing the same experiences from many - so many - other women, it gave me support: it wasn't my problem, I wasn't being overly sensitive, but it's a systemic problem that so many other people were facing.

I think it is very difficult to make progress on gender equality without having a good awareness of the current situation - What are women and non-binary people who are part of the Swiss lighting community experiencing? What are their struggles? I hope that reading facts, opinions and eperiences can help identifying these issues and then overcoming them, togetehr with giving some support to all the people that are going through the same struggles."

Francesca



As gender equality is becoming an increasingly hot topic in many countries around the world, this survey aims to analyze the situation of gender equality in the Swiss Lighting Community. Following the structure of the UK Facts survey conducted in 2021 from Carmela Dagnello for WIL UK, our goal is t bring out the facts and what lighting professionals are currently experiencing.

Is there a gender pay gap, and if yes, how big it is?
What's the male/female ratio of the lighting professionals?
Are there specific roles/sectors in which women are excluded or underrepresented?
Is there a difference in education or working opportunities?
How much sexism are lighting professionals experiencing at the workpace or during meeting or events?

These are just a few of the questions that this survey aimed to answer.



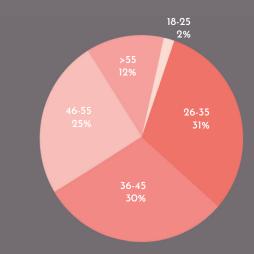
This survey was conducted between May and August 2022 using the online platform https://paperform.co/ and all the answers have been collected in an anonymous form.

The data was collected across different sectors of the lighting field: lighting consultancies, architecture and building engineering firms, manufacturers, research, teaching, arts and theater.

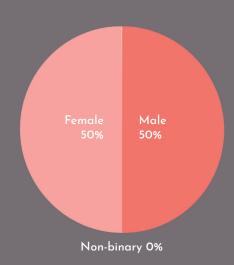
64 people completed the survey and the percentanges shown in the following graphs refer to this total amount of participants.

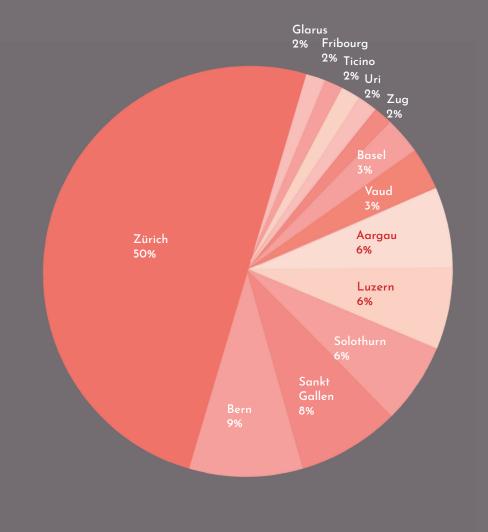
In addition to answering specific questions that could be translated into percentages and graphs, survey participants were also able to give open answers where they could share and explain their opinions and experiences. Some exctracts of these answers have been included at the end of this document.

AGE LOCATION



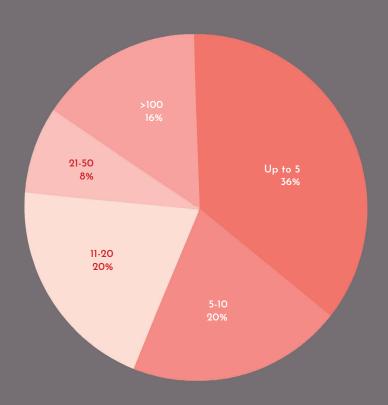


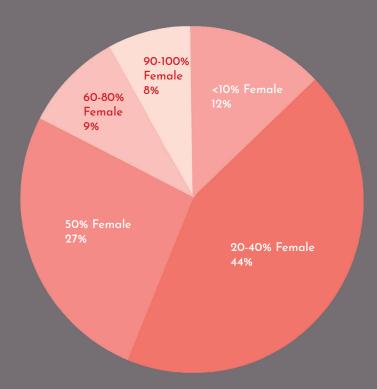




NUMBER OF EMPLOYEES

FEMALE/MALE EMPLOYEES RATIO







OCCUPATION



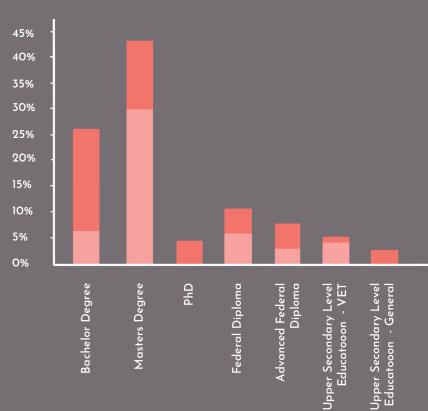
Architectur

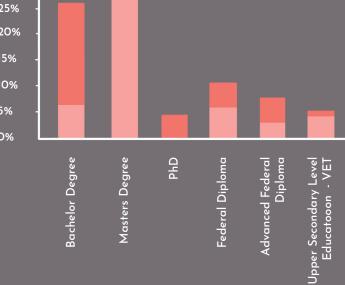
Governmen

Associatio













70%

60%

50%

40%

30%

20%

10%

0%

Lighting Consultanc

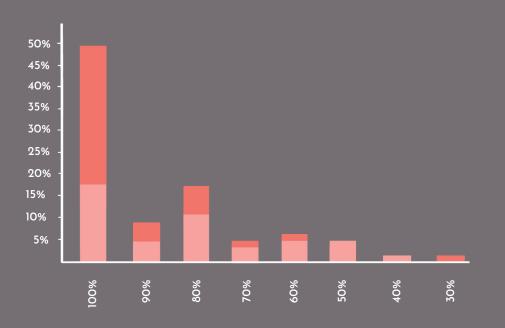
Manufacture

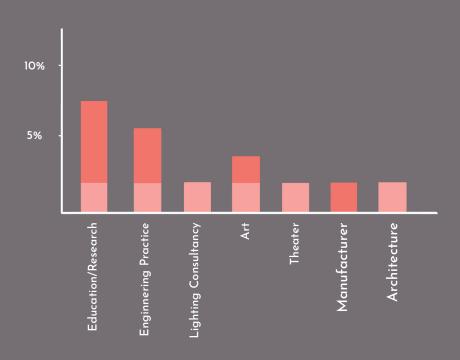
Education/Researc

Electrical Engineerin



SECOND OCCUPATION

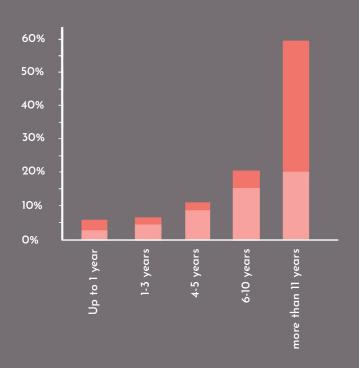


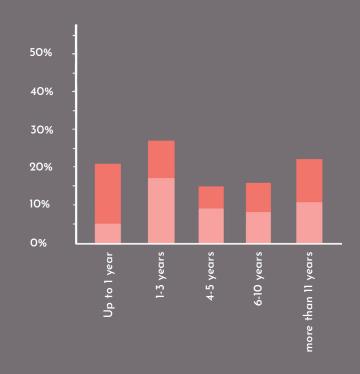




YEARS WORKING IN IN THE INDUSTRY

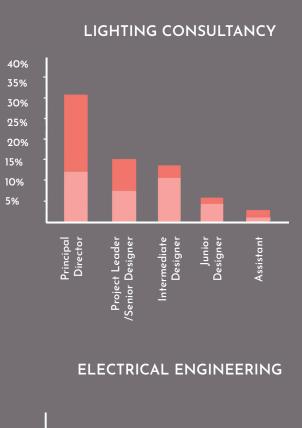
YEARS WORKING IN THE CURRENT ROLE

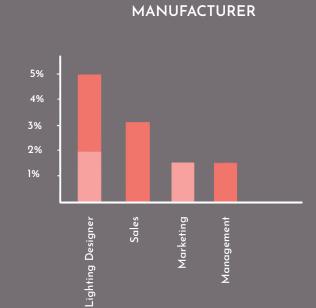


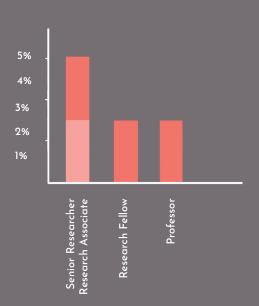




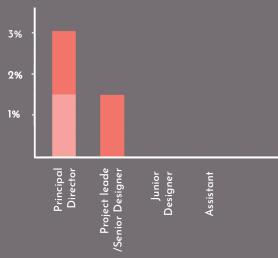


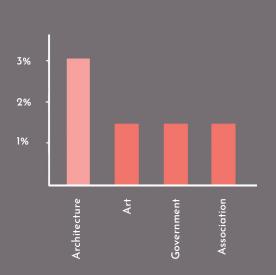






EDUCATION/RESEARCH





OTHERS



AVERAGE SALARY - LIGHTING CONSULTANCY

	working 100%	N. of ans- wers	working 90%	N. of ans- wers	working 80%	N. of answers	working 70%	N. of answers	working 60%	N. of ans- wers	working 50%	N. of answers
Principal /Director	103000 CHF	10	105000 CHF	2	105000 CHF	2	90000 CHF	3	50000 CHF	1	50000 CHF	1
Senior Designer/ Project Leader	93000 CHF	4	90000 CHF	1					90000 CHF	1	90000 CHF	1
Lighting Designer	86000 CHF	3			70000 CHF	1					50000 CHF	2
Junior Lighting Designer	53000 CHF	3			40000 CHF	1						
Graduate /Assistant	40000 CHF	2										

AVERAGE SALARY - LIGHTING CONSULTANCY - WOMEN

Years of emplyment in the	Up to 1 year	N. of	1-3	N. of	4-5	N. of	6-10	N. of	More than 11	N. of
current role		answers	years	answers	years	answers	years	answers	years	answers
Principal /Director		-	105'000 CHF	2		-	90'000 CHF	1	107'000 CHF	5
Senior Designer / Project Leader			86'000 CHF	3			130'000 CHF	1	190'000 CHF	1
Lighting Designer	70'000 CHF	2	90'000 CHF	4	84'000 CHF	1				
Junior Lighting Designer	50'000 CHF	1	60'000 CHF	1	52'000 CHF	1				
Graduate /Assistant			50'000	1						

^{*}salaries are calculated for 100% working time

AVERAGE SALARY - LIGHTING CONSULTANCY - MEN

Years of emplyment in the current role	Up to 1 year	N. of answers	1-3 years	N. of ans- wers	4-5 years	N. of answers	6-10 years	N. of ans- wers	More than 11 years	N. of answers
Principal /Director	98'000 CHF	4	100'000 CHF	1	90'000 CHF	2		-	160000 CHF	3
Senior Designer / Project Leader	83'000 CHF	2			90'000 CHF	1	80'000 CHF	1	130'000 CHF	1
Lighting Designer			80'000 CHF	1			100000 CHF	1		
Junior Lighting Designer			60'000 CHF	1						
Graduate /Assistant	30'000 CHF	1								

^{*}salaries are calculated for 100% working time

AVERAGE SALARY - ELECTRICAL ENGINEERING

	90% working	N. of answers	30% working	N. of ans- wers
Principal /Director	110'000 CHF	1	50'000 CHF	1
Senior Designer / Project Leader	90'000 CHF	1		
	Female	Male		
Principal /Director - More 11 years	120'000 CHF	85'000 CHF		
Senior/project Leader - 6-10 years		100'000 CHF		

AVERAGE SALARY - EDUCATION/RESEARCH

	working 100%	N. of answers	working 80%	N. of answers
Research Associate/Senior Researcher			80'000 CHF	1- Female
Professor	120'000 CHF	1 - Male		
Research Fellow	190'000 CHF	1 - Male		

AVERAGE SALARY - MANUFACTURER

	working 100%	N. of answers	working 60%	N. of ans- wers
Management	50'000 CHF	1		
Marketing			60'000 CHF	1
Sales	80'000 CHF	2		
Lighting Designer	83'000 CHF	3		

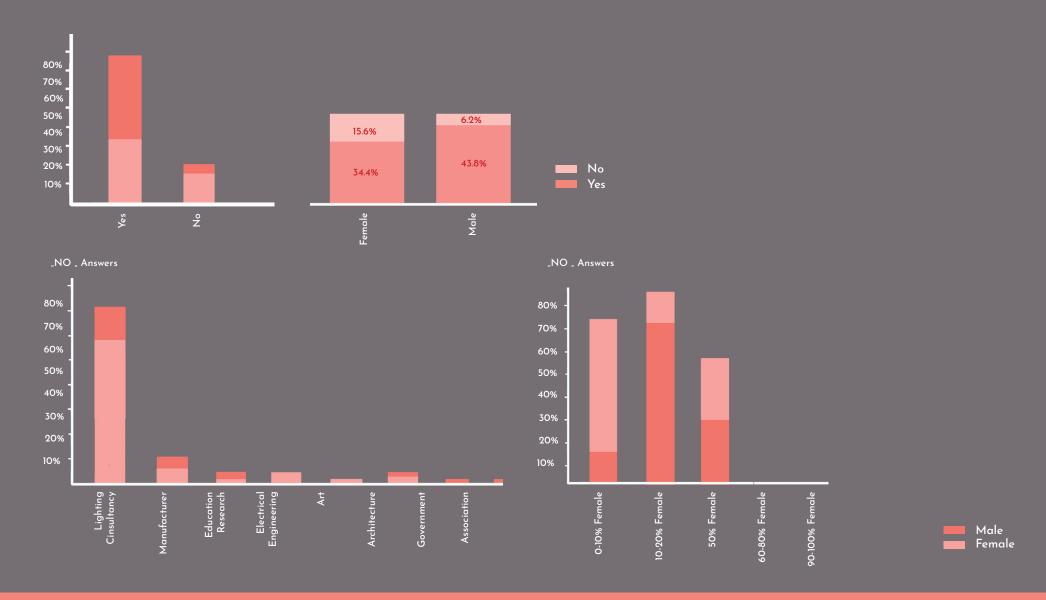
	Female	Male
Management - More than 11 years		50'000 CHF
Marketing - 6-10 years	84'000 CHF	
Sales - More than 11 years		80'000 CHF
Sales - 4-5 years		80'000 CHF
Lighting Designer - More than 11 years	90'000 CHF	
Lighting Designer - 1-3 years		70′000

^{*}salaries are calculated for 100% working time

AVERAGE SALARY - OTHERS

	working 100%	N. of ans- wers	working 80%	N. of answers
Art - Up to 1 year	60'000 CHF	1 - Male		
Architecture - 6-10 years			80'000 CHF	1- Female
Architecture - Up to 1 year			50'000 CHF	1- Female
Association - More than 11 years	20'000 CHF	1 - Male		
Goverment - More than 11 years			90'000 CHF	1 - Male

DO YOU FEEL EVERY GENDER IS TREATED EQUALLY?



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"We have two male bosses, four new sub-bosses, no women were considered for these positions."

"Women are greatly disadvantaged in a swiss based working environment."

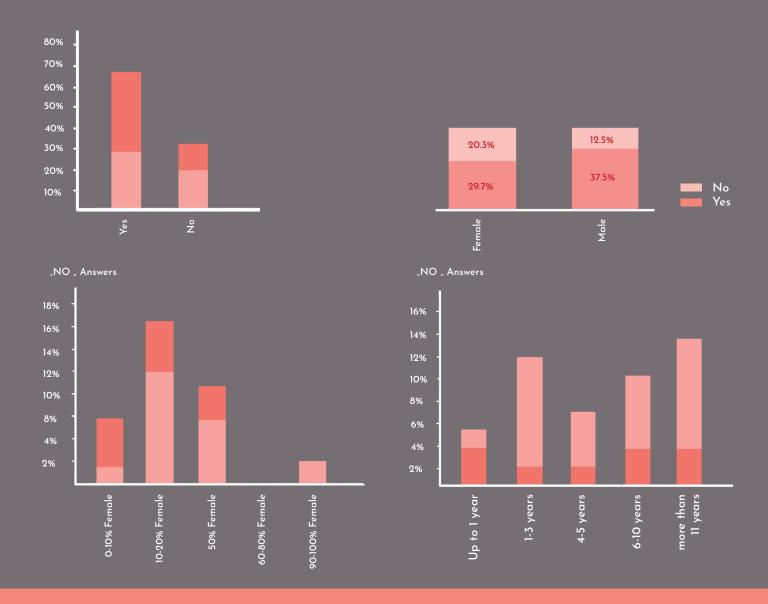
"Women do not always receiving the same trust from the boss."

"The conservative attitude of the owner with prejudices such as: "Women will get pregnant sooner or later anyway and cannot be employed from then on" as well as the unwillingness to allow part-time work"make it difficult for a woman to get a career"

"I have more responsibility than a colleague (same age, same basic training), I am older than him in the company, I have a professional license and started a federal patent but we have the same salary…"

"I earn 2'000 CHF less than my male colleague, same positions and same age, me with better education and being working in the company for longer time"

DO YOU THINK MALE EMPLOYEES GET SAME OPPORTUNITIES AS NON-MALE EMPLOYEES?





Male Female

DO YOU THINK MALE EMPLOYEES GET SAME OPPORTUNITIES AS NON-MALE EMPLOYEES?

"The rules at my company were made by men.

Men are better at playing the "male rules".

Example: Women expect that they are paid fair and are less likely to negotiate for higher salaries than men."

"Depending on the client or project team, female employees sometimes still do not experience the same appreciation as male employees."

"Male employees seem to be promoted easier."

"I think male employers get more money."

"Female employees are partly underestimated."

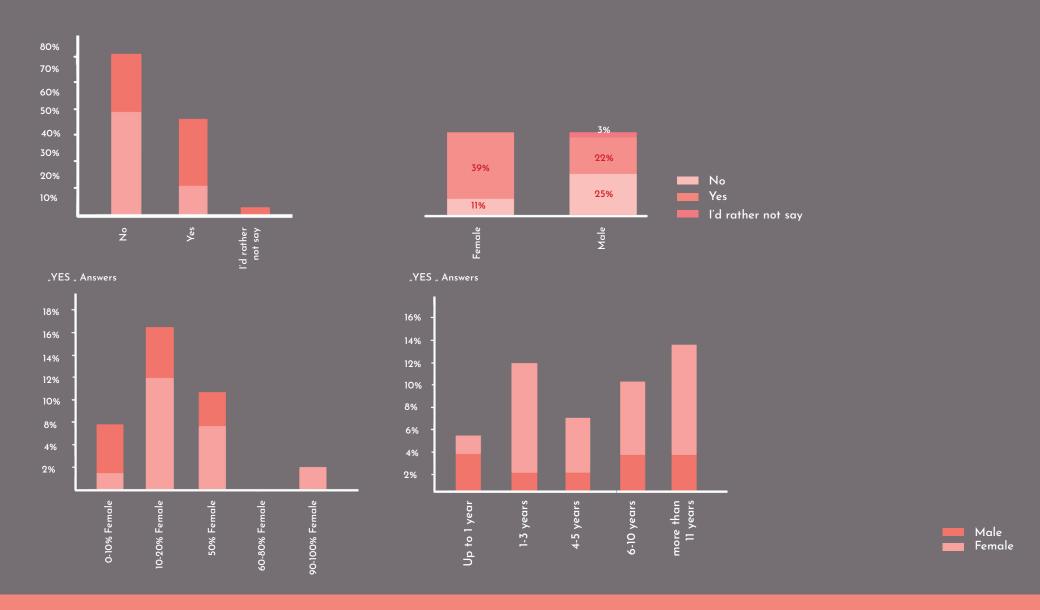
"If we want to evolve, we are told that we have time. But I'm approaching thirty. If a woman wants to start a family, she's the one who's away for four months, not the men.

And in the lighting world that means working at night, so if you want a woman to have responsibilities, she has to choose between having a family and her job.

It's going to be easier and faster for men to evolve. so no the progression is not the same and neither is the salary "



HAVE YOU EVER EXPERIENCED OR WITNESSED SEXISM IN YOUR WORKPLACE FROM COLLEAGUES / INTERVIEWERS / SUPPLIERS?



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"Jokes, side kicks, direct unforeseen approaches."

"Women are seen more as housewives or at least weakest project leaders, even though we do an equally tough job, if not more tough as we have to prove ourselves every day to all men working with us."

"A lot of mansplaining from male manufacturers representatives when discussing a project, unnecessary advices or comments on my design and often a very condiscending "Sex jokes out of context and look at body parts in an unappropriate way"

"I have been 38 years in the Industry. 25 years as stage lighting designer/ professional. I applied for jobs and the answer was" we do not have the infrastructures (aka WC and wardrobes) for female employees".

I have been in Archictectual lighting industry since 2010 and I have been ignored or not taken serious by my bosses and collegues about my technical expertise and competences".



HAVE YOU EVER EXPERIENCED OR WITNESSED SEXISM OUTSIDE YOUR WORKPLACE?



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"An architects asked if I "belong" to my employer instead of if I work for him."

"wWhen I go on a "repair mission" clients often call my male boss to do the repair by video, because they doesn't trust me."

"On construction site: inappropriate comments about the female role in the building environment from engineers that lack technical knowledge and can't stand a woman supervising them.

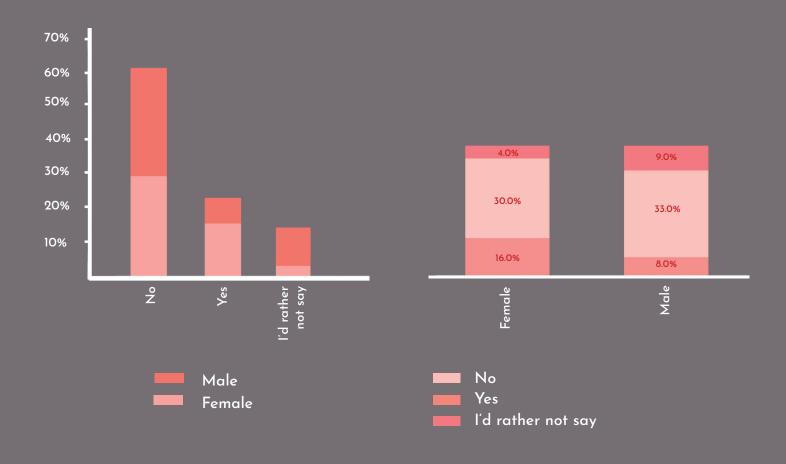
On industry events: drunk male manufacturers representatives hugging me, kissing me and touching me."

"Sex jokes out of context and look at body parts in an unappropriate way"

"Male collaborators always think to know technical details better and do not take my opinion or comments seriously, most of them has a very skeptic attitude when I am suggesting ideas and solutions.

It happened a few times that I had to discuss with an Electrician on site to convince him that was I was asking was possible and not that hard to achieve, whilst an architect once started to discuss the lighting project with a client without including me into the conversation and saying many incorrect things - I had to interrupt him and correct him and then his attitude even got worse..."

DOES YOUR COMPANY SUPPORT WOMEN WITH DEDICATED POLICIES?



CONCLUSIONS

From the collected data, we have learned that statistically there is a good gender balance in the Swiss lighting community in terms of women's presence in the sector and salaries.

Women seem to be well represented in the Lighting Consulting sector for the various roles, including Principal and Project Leader roles, while for the other types of occupation unfortunately not enough data were collected to draw general conclusions. There is, however, a high ratio of companies with low percentage of female employees - 44% of them has only 20-40% of women in their staff and 12% of companies even have less than 10%.

Nonetheless it can be observed that the presence of women in the sector is increasing - whilst for people with more than 11 years of experience in the sector there are more men than women, for those with less years of experience the percentage of women is higher than that of men.

The data also show that there is no difference in terms of educational opportunities between men and women, for the different educationsl options available in Switzerland.

On the other hand, it is possible to notice that more women than man work part-time: 30% of women against the 14% of men.

In terms of salary, no evident gender pay gap can be observed from the collected data.



CONCLUSIONS

Although the first questions of the questionnaire do not reveal any particular gender differences, the last four questions concerning experiences of gender bias and discrimination in the work environment indicate that the situation in the Swiss lighting community is far from being gender-equal.

22% of the participants feel that genders are not treated equally, especially in companies or firms where the presence of women is relatively low, whilst 33% of participants believe than women don't get the same opportunities as man. Women don't receive the same trust and appreciation from bosses and coworkers, they struggle more to get promoted and sometimes they have a lower salary than male collegues with equal responsibilities and skills.

44% of the overall participants and 80% of the female participants have experiend or witnessed sexims in their workplace, especially in companies with a low percentage of female employees, and 50% of participants have experience or witnessed sexims at work events out of the workplace, especially during coordination meetings or on construction sites. Participants have seen or experienced on their own skin inappropriate jokes or comments, unsolicited physical contact, mansplaining, underestimation of their know-how and skills. Some answers to the open questions addressed the issue of motherhood and maternity lave, and how they are still considered a problem by employers and experienced as a career obstacle by women.

Apparently only a few companies support women with dedicated policies.

CONCLUSIONS

From the questionnaire we learned that statistically there is a moderate gender balance in the Swiss lighting community, which has improved in recent years, but still does not achieve true gender equality.

Women continue to feel underestimated, not taken seriously in work contexts, both by their bosses and colleagues and by external collaborators, they are less likely to be promoted, especially for positions that require more responsibility (even less if they have a family). Motherhood is still regarded as a problem, both by employers and by women themselves, who are forced to choose between family and career.

The purpose of this questionnaire was framing the Swiss situation and identifying the most heartfelt and problematic issues, with the hope of helping lighting professionals to become more engaged in fighting gender stereotypes and discrimination. It is essential to continue the discussion and talk more openly about gender inequality, to raise more and more awareness about the problems that so many people face every day.



A heartfelt thanks to all the people who took the time to complete this survey and shared their experience and thoughgts.

A special thanks to all the people who have given their contribution to the survey: Sharon Stammers, Martin Lupton, Katia Kolovea, Janine Stampfli, Eleanna Kafka, Afroditi Anagnostopoulou Tsialiamani.