

WOMEN IN LIGHTING



#womeninlightingSwissfacts

Gender Equality Survey
in the Swiss Lighting Industry

February 2024

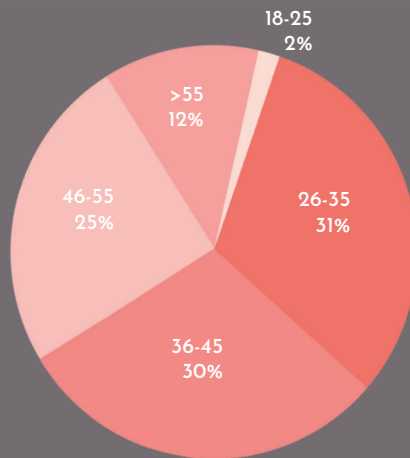
The survey structure was prepared, conducted and analyzed by **Francesca Feltrin**,
Women in Lighting Ambassador for Switzerland

„When WIL 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.

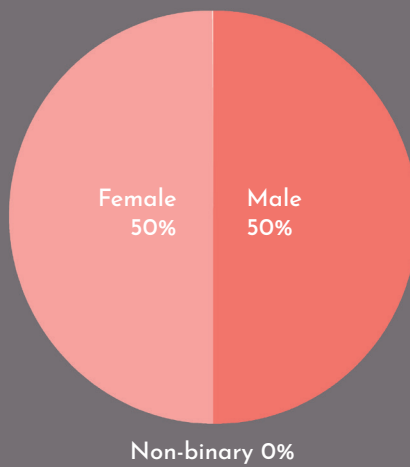
I think it is very difficult to make progress on gender equality without having a good awareness of the current situation - What are women and non-binary people who are part of the Swiss lighting community experiencing? What are their struggles? I hope that reading facts, opinions and experiences can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

Francesca

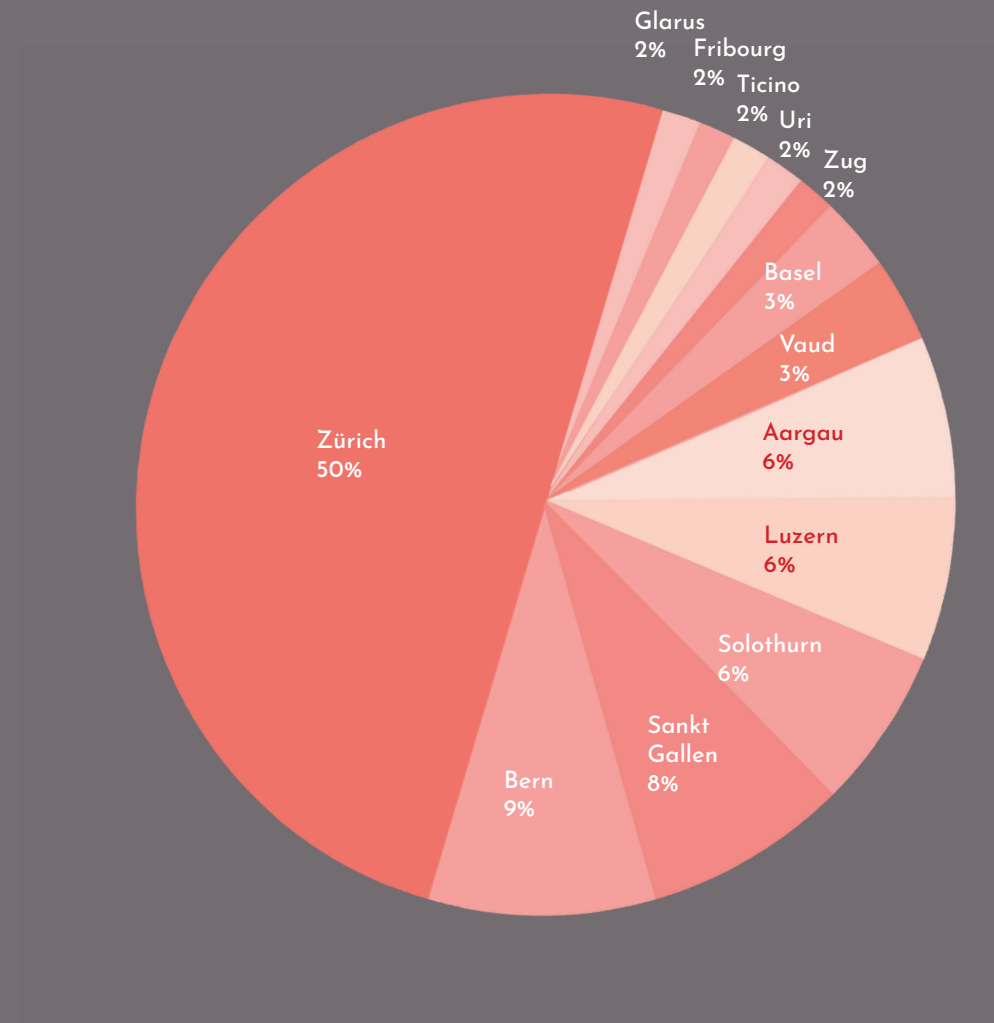
AGE



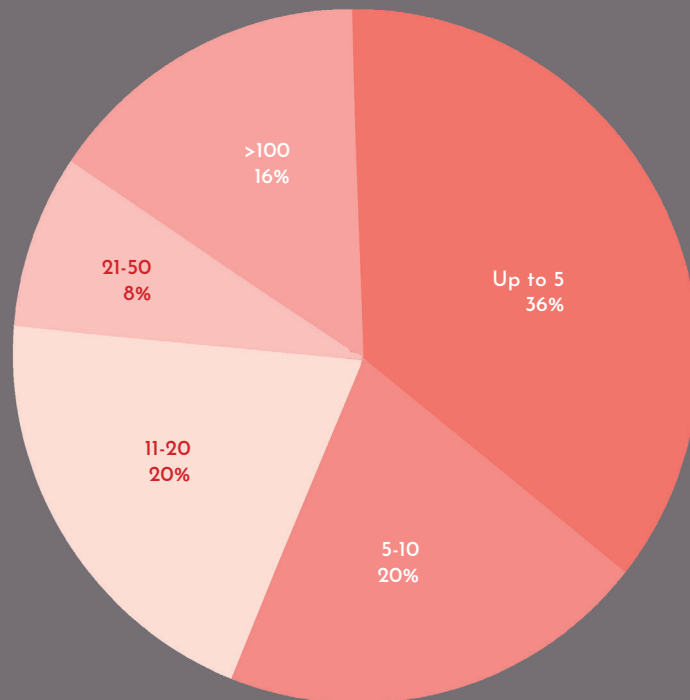
GENDER



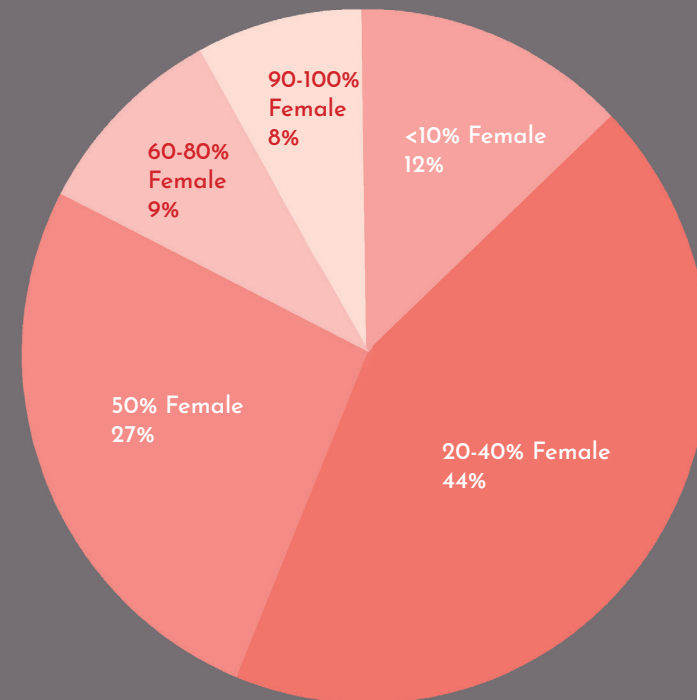
LOCATION



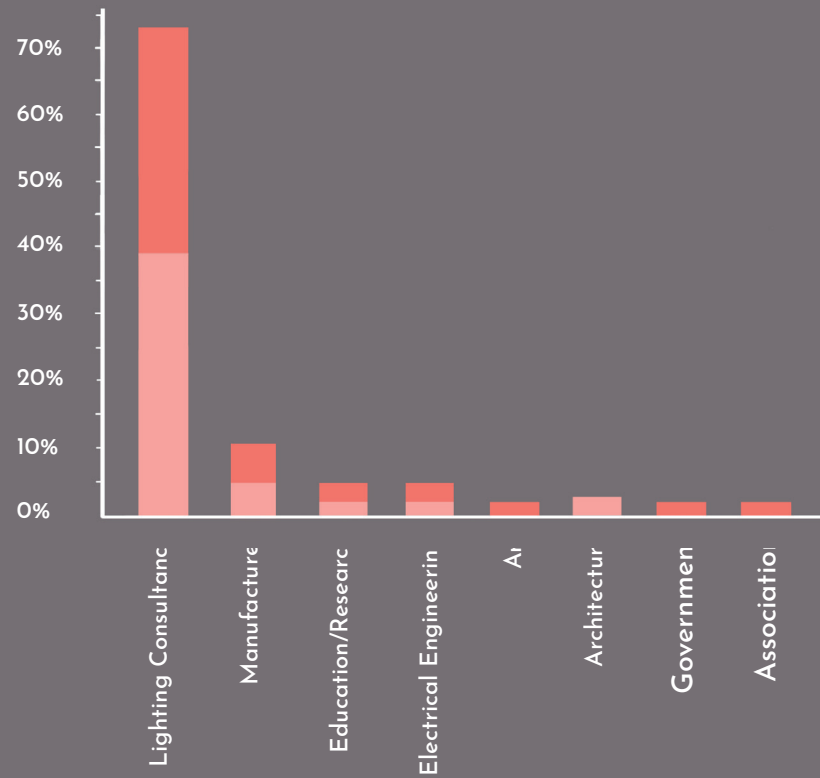
NUMBER OF EMPLOYEES



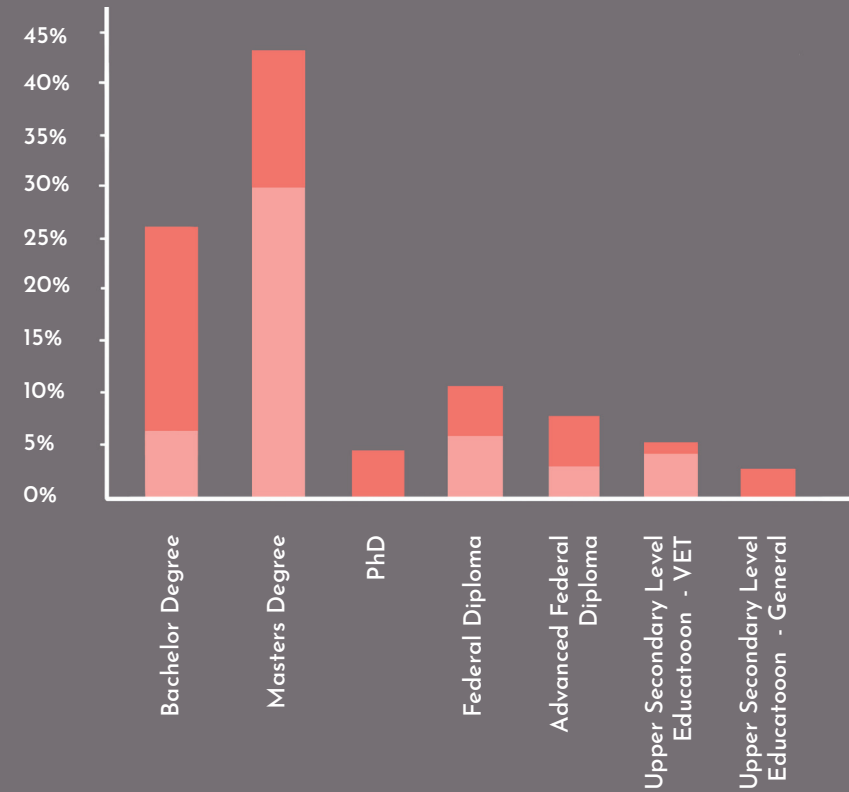
FEMALE/MALE EMPLOYEES RATIO



OCCUPATION



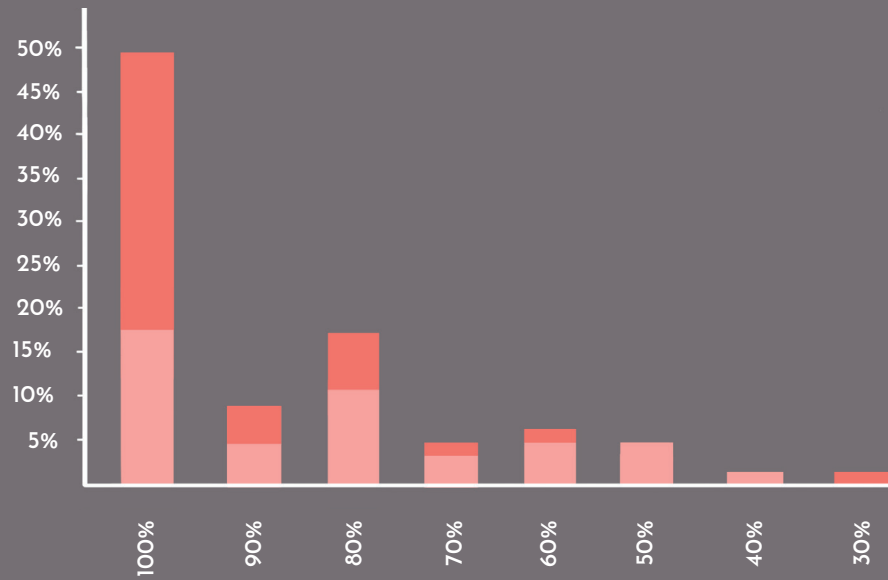
EDUCATIONAL BACKGROUND



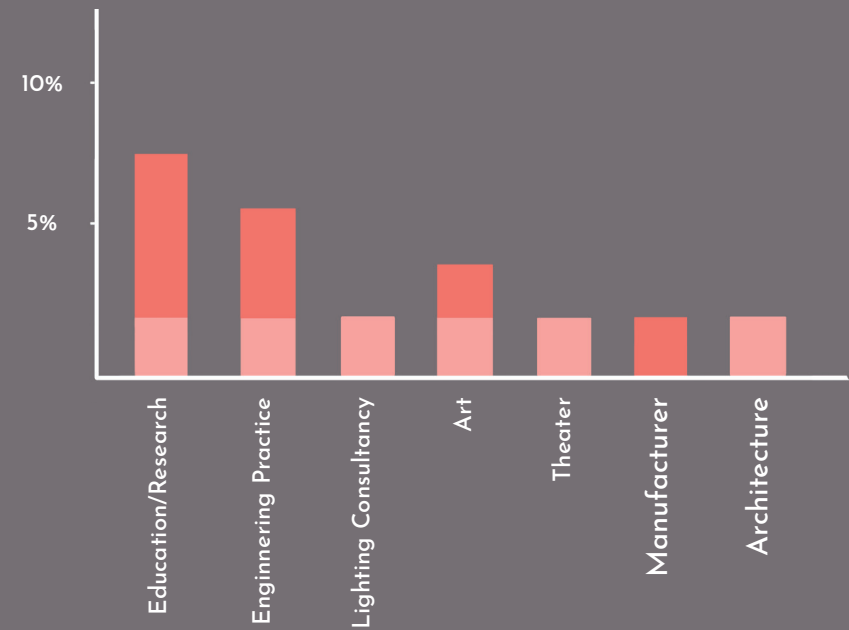
Male
Female



WORKING % - MAIN OCCUPATION



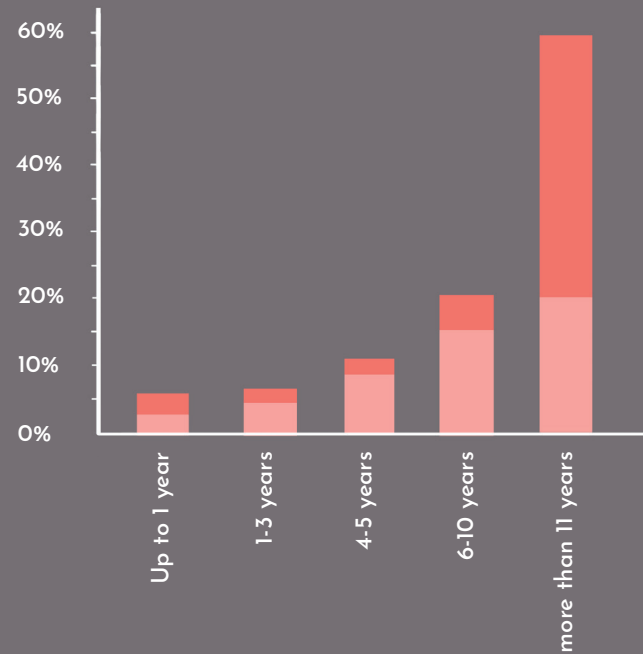
SECOND OCCUPATION



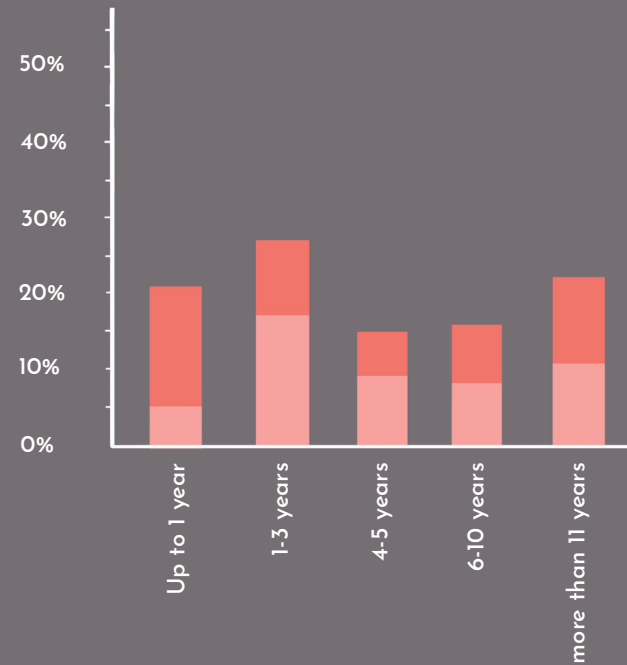
Male
Female



YEARS WORKING IN IN THE INDUSTRY



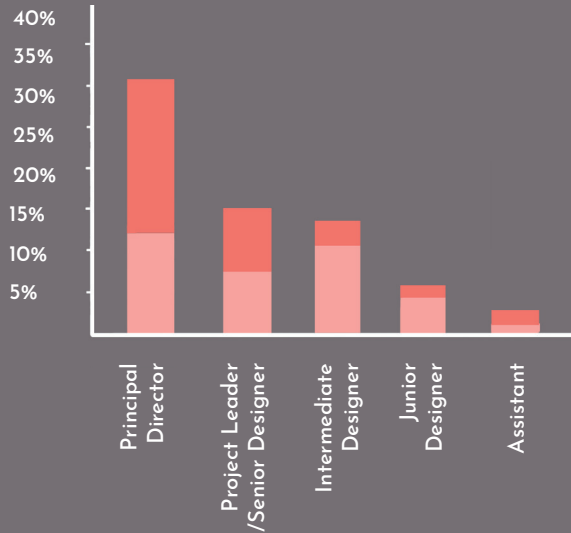
YEARS WORKING IN THE CURRENT ROLE



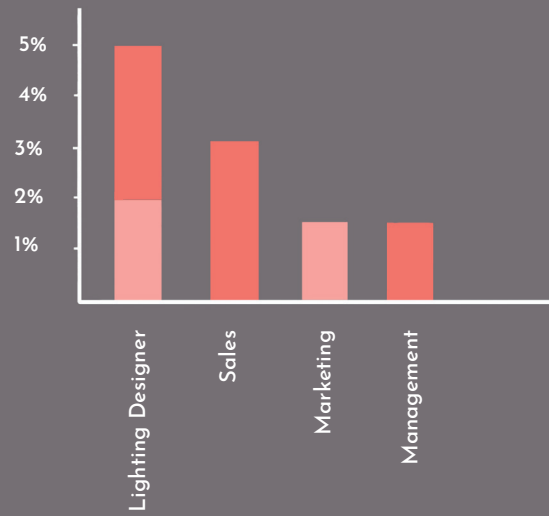
Male
Female



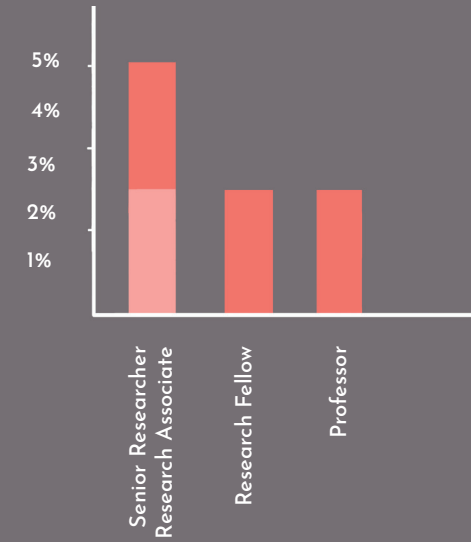
LIGHTING CONSULTANCY



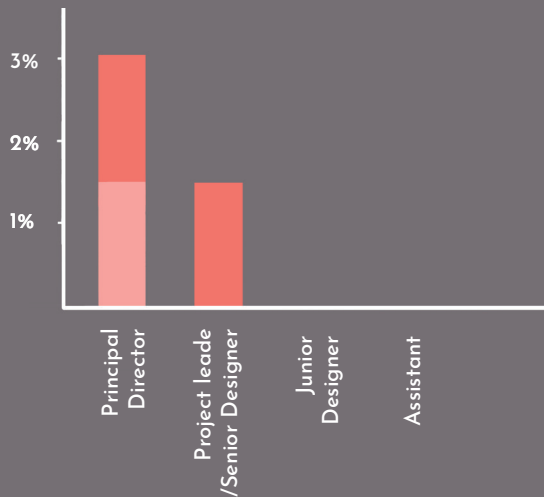
MANUFACTURER



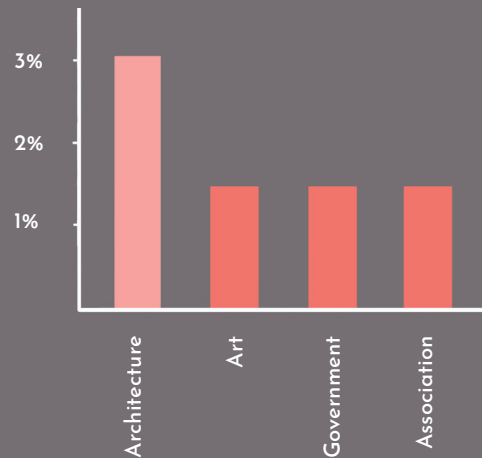
EDUCATION/RESEARCH



ELECTRICAL ENGINEERING



OTHERS



Male
Female



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 emplment in the current role	Up to 1 year	N. of answers	1-3 years	N. of answers	4-5 years	N. of answers	6-10 years	N. of answers	More than 11 years	N. of 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 employment in the current role	Up to 1 year	N. of answers	1-3 years	N. of answers	4-5 years	N. of answers	6-10 years	N. of answers	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 answers
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		

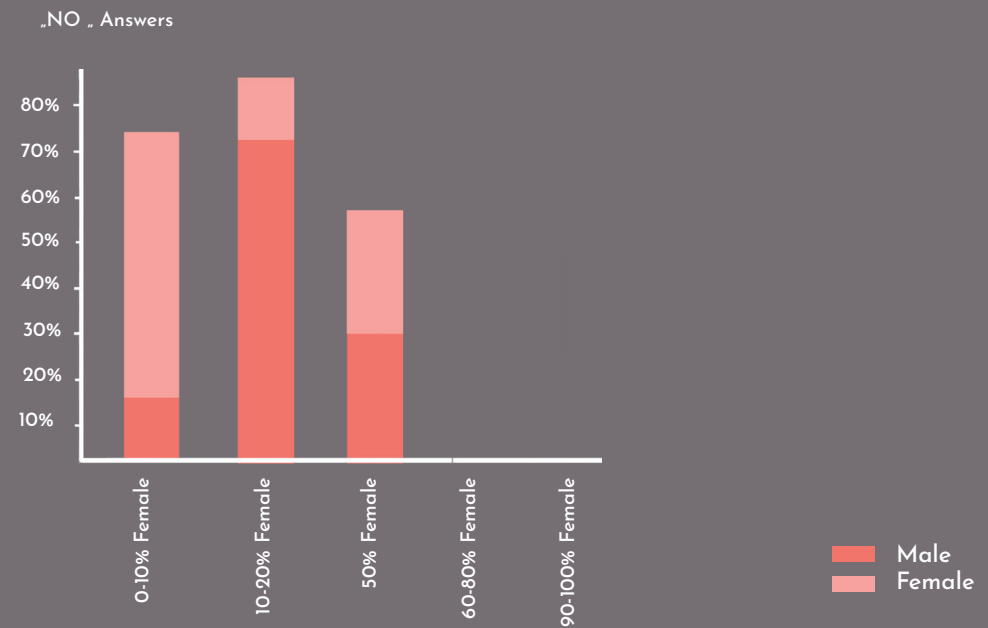
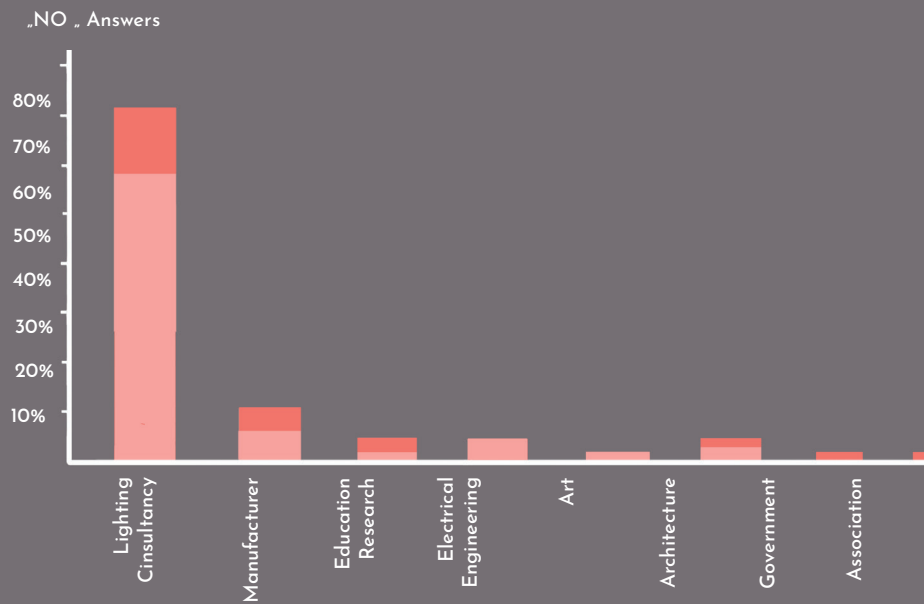
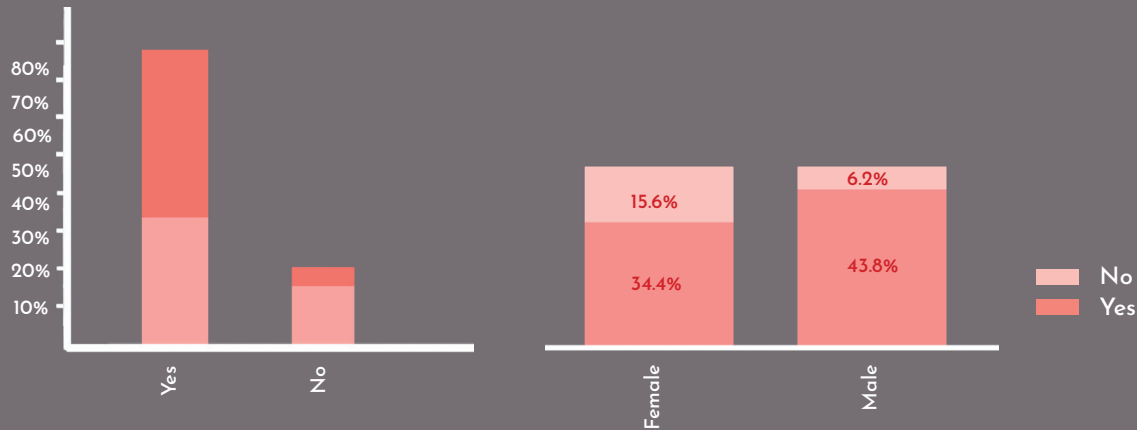
AVERAGE SALARY - MANUFACTURER

	working 100%	N. of answers	working 60%	N. of answers
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

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 do not always receiving the same trust from the boss.“

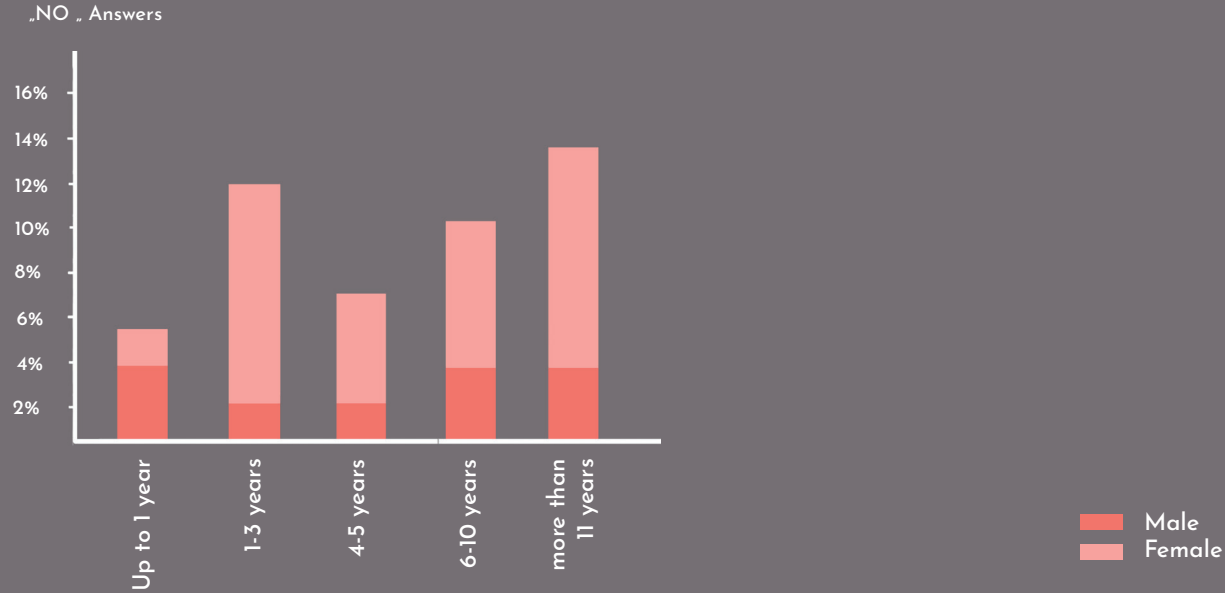
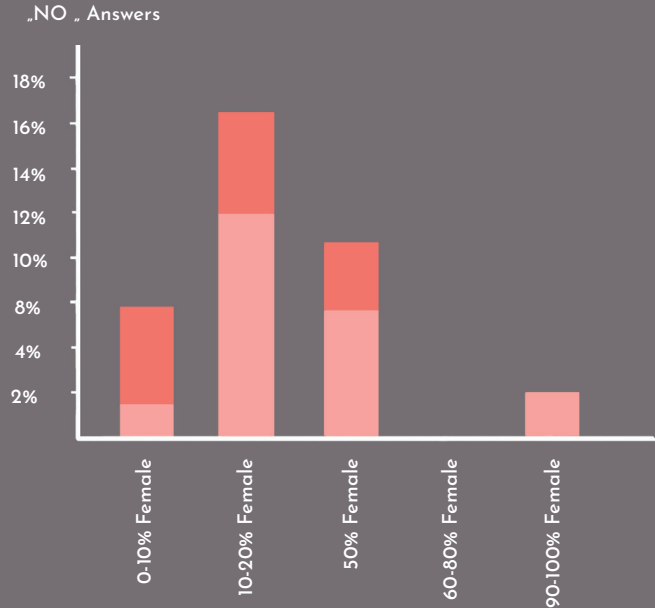
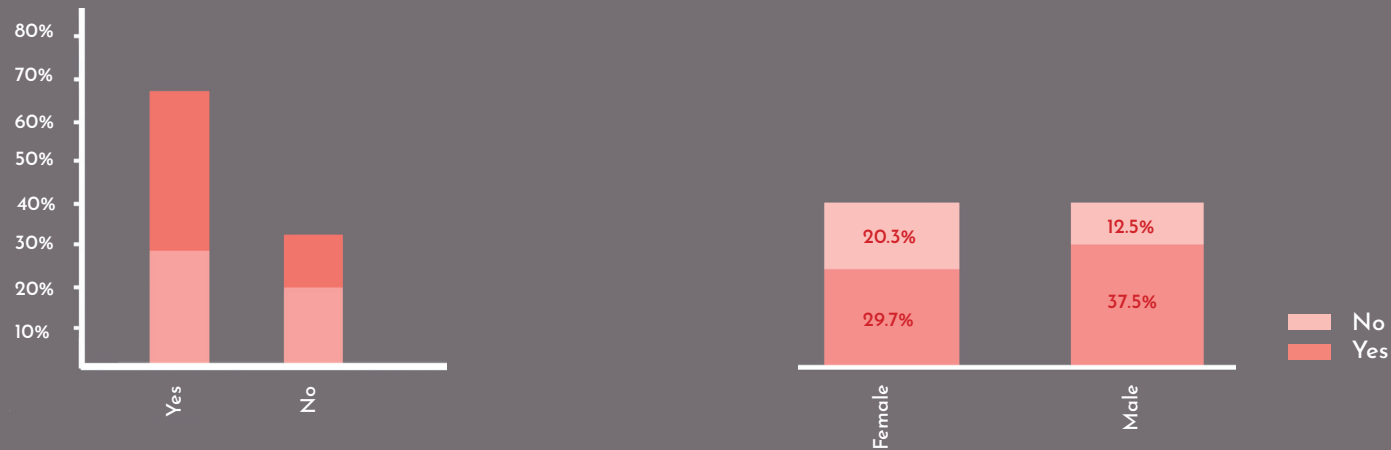
„I have more responsibility than a colleague (same age, same basic training), I am older than him in the company, I have a professional license and started a federal patent but we have the same salary...“

„Women are greatly disadvantaged in a swiss based working environment.“

„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 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?



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„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.“

„Male employees seem to be promoted easier.“

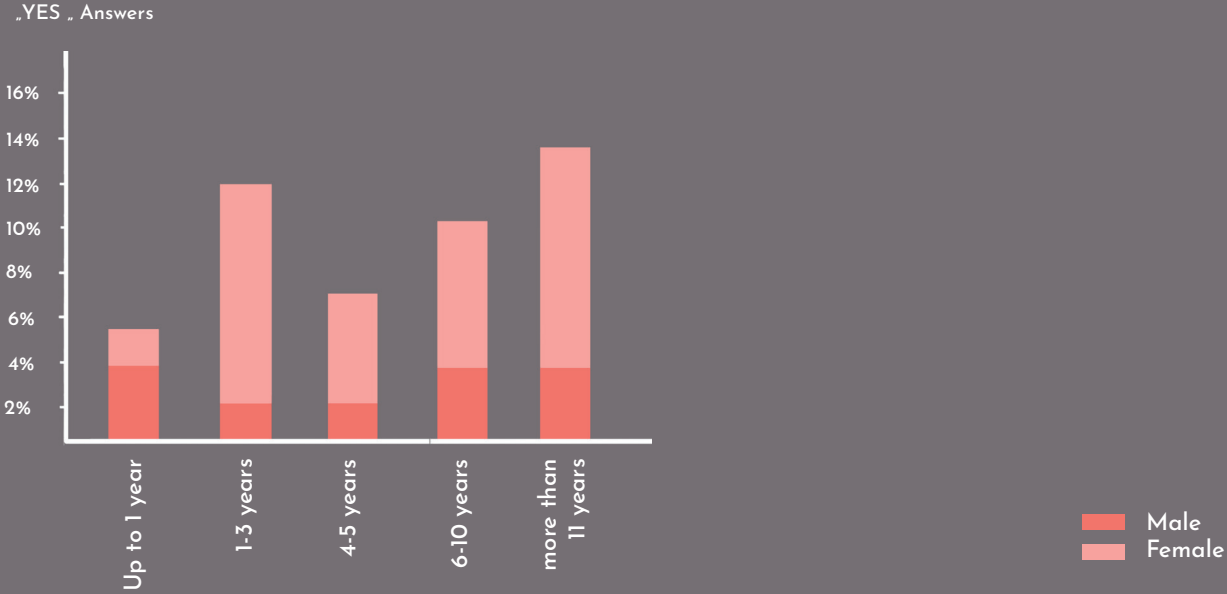
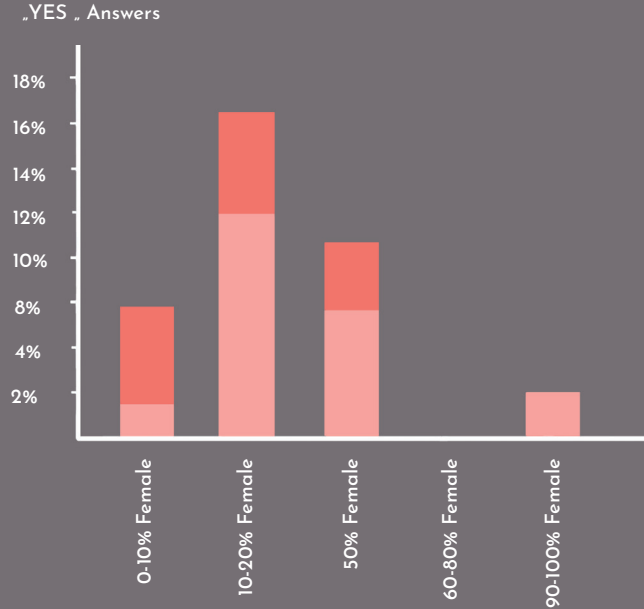
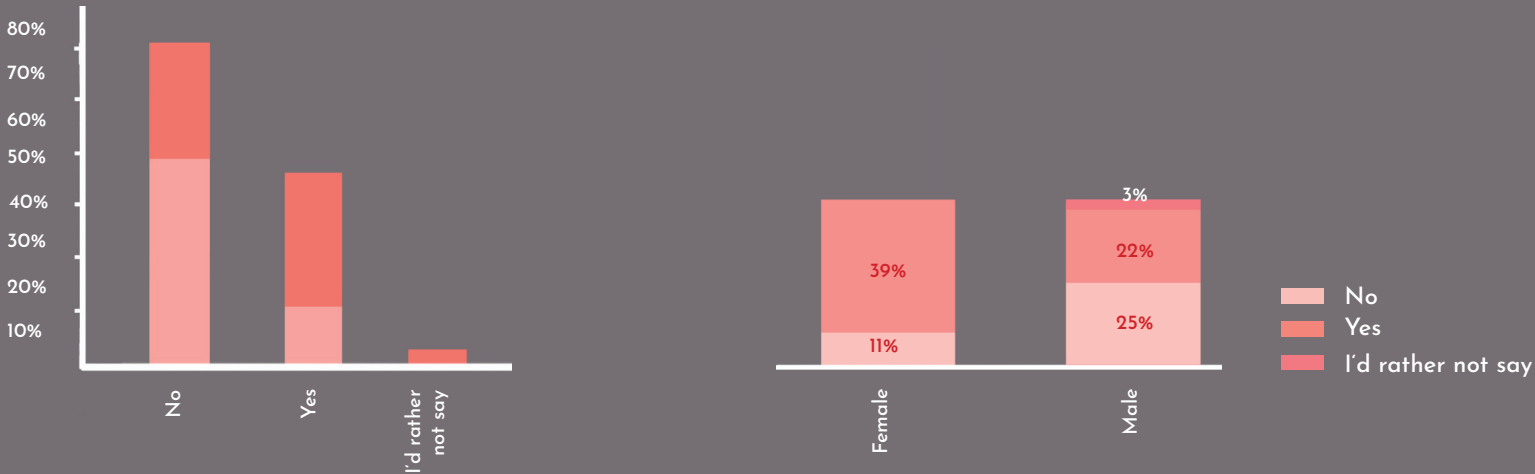
„I think male employers get more money.“

„Female employees are partly underestimated.“

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

„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.“

„Sex jokes out of context and look at body parts in an inappropriate way“

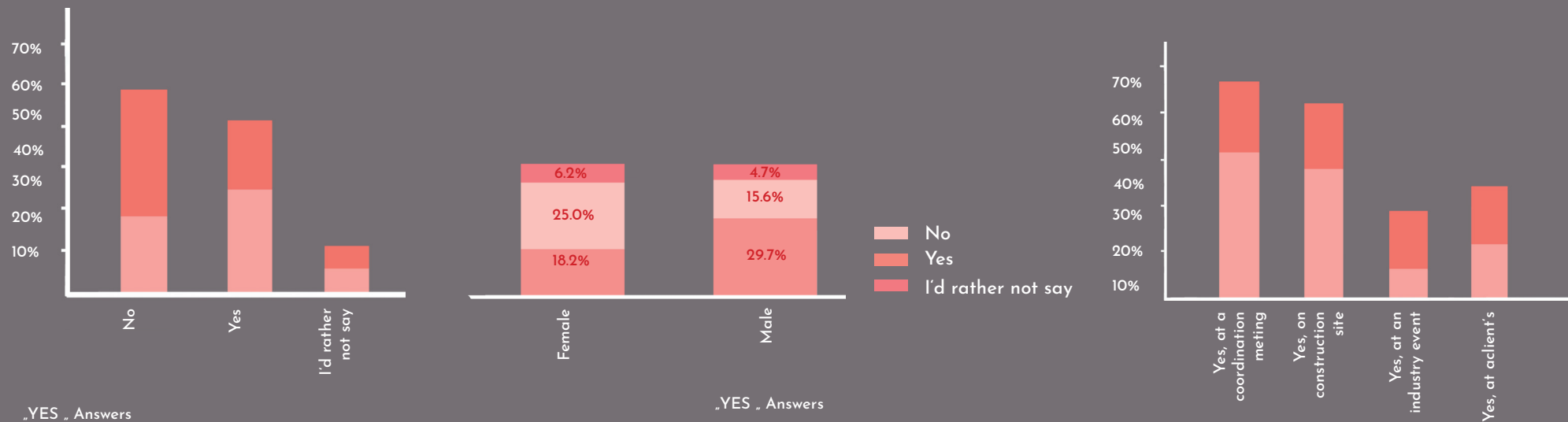
„Women are seen more as housewives or at least weakest project leaders, even though we do an equally tough job, if not more tough as we have to prove ourselves every day to all men working with us.“

„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“.

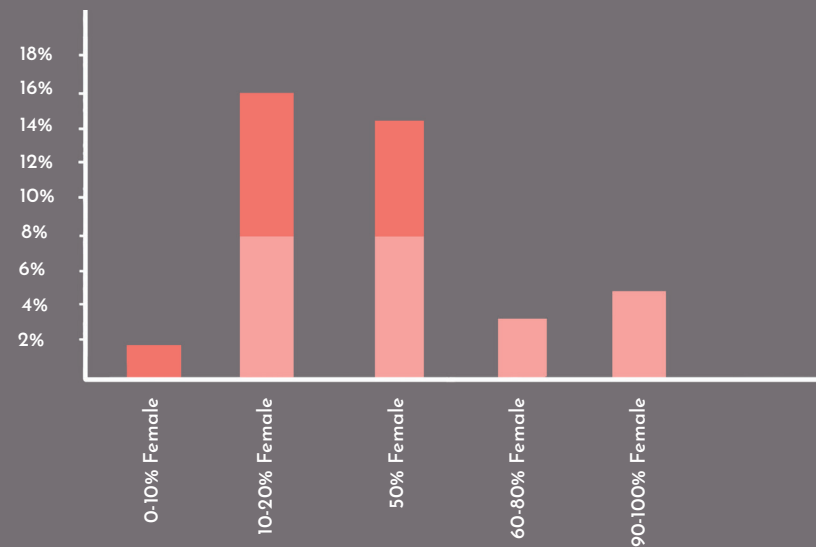
I have been in Architectural lighting industry since 2010 and I have been ignored or not taken serious by my bosses and colleagues about my technical expertise and competences“.

„A lot of mansplaining from male manufacturers representatives when discussing a project, unnecessary advices or comments on my design and often a very condescending tone.“

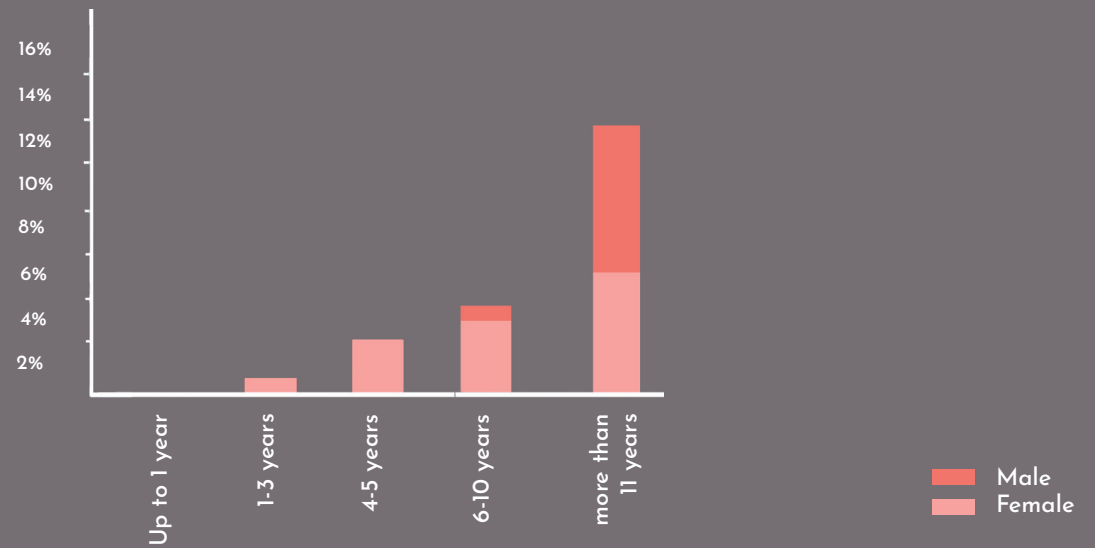
HAVE YOU EVER EXPERIENCED OR WITNESSED SEXISM OUTSIDE YOUR WORKPLACE?



„YES „ Answers



„YES „ Answers



HAVE YOU EVER EXPERIENCED OR WITNESSED SEXISM OUTSIDE YOUR WORKPLACE?

„An architect asked if I „belong“ to my employer instead of if I work for him.“

„Sex jokes out of context and look at body parts in an inappropriate way“

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

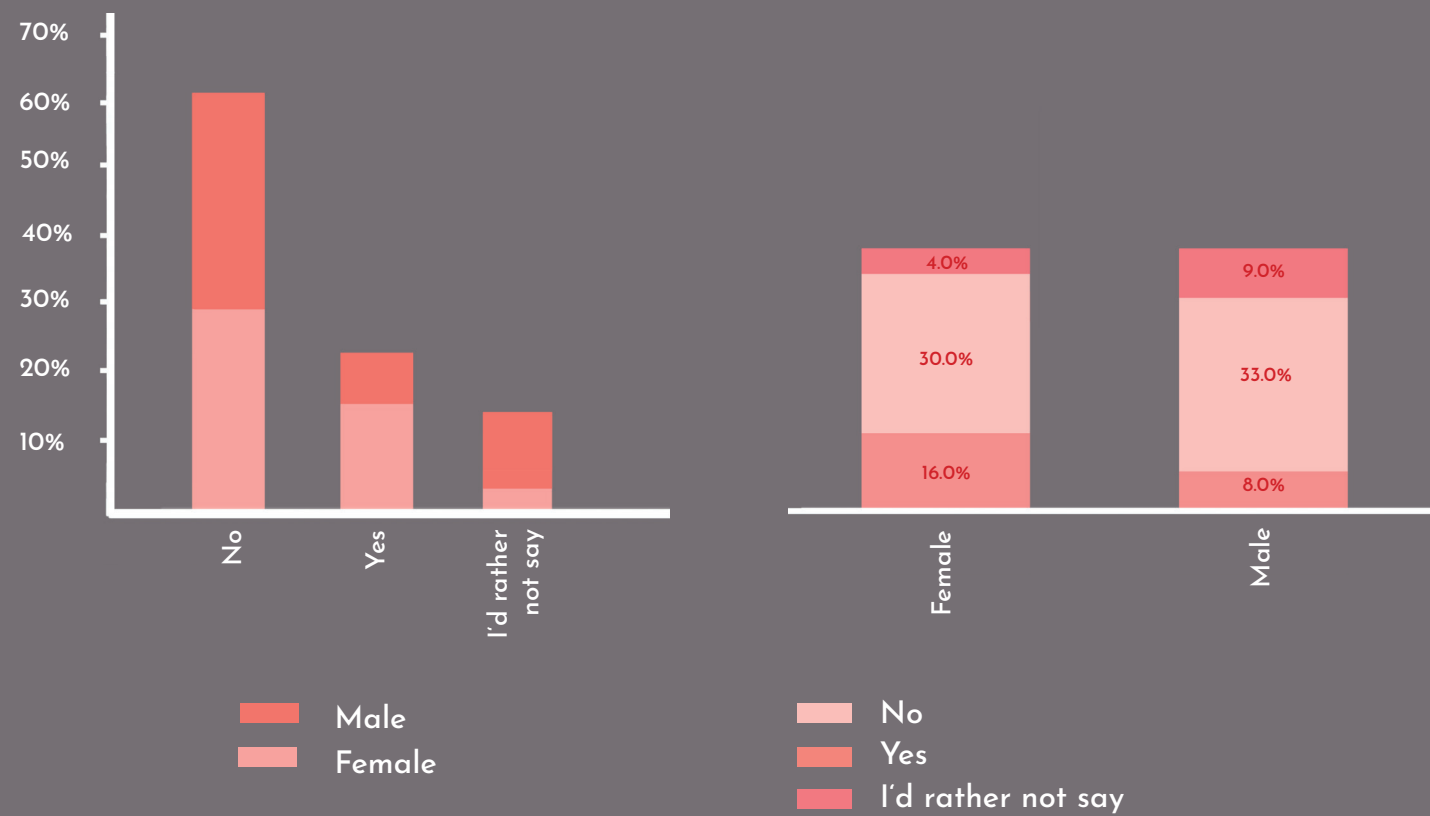
„Male collaborators always think to know technical details better and do not take my opinion or comments seriously, most of them has a very skeptic attitude when I am suggesting ideas and solutions.

„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.

It happened a few times that I had to discuss with an Electrician on site to convince him that what 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...”

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

DOES YOUR COMPANY 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.

