

Diversity, Equity & Inclusion

Our local DEI initiatives in Switzerland

Work and care services: Enabling our associates to be their best selves!

We are realizing our vision to reimagine medicine by valuing the diversity of our people, promoting an inclusive work environment as well as building trust with and making a positive contribution to society.

Many people struggle to find a work-life balance that suits them. A large number of our associates perform a daily balancing act when it comes to dividing their time between work and caring for children or relatives. This often enriching experience can also be seen as a burden. At Novartis, we are well aware of these challenges, and work actively to make everyday life easier for our associates.

Our contribution includes providing working mothers and fathers with extensive childcare offerings to help improve their work-life balance. Our services include among others professional childcare at the Novartis daycare centers at Basel & Rhine Valley sites, nationwide organization of long-term childcare arrangements, places in holiday camps as well as short-term and emergency child care in collaboration with external providers.

Furthermore, since July 2019, all new parents working at Novartis in Switzerland receive 18 weeks of paid parental leave (with a global minimum standard of 14 weeks). This applies to both women and men, as well as to same-sex couples and adoptive parents.

[Find out more](#) about why we are introducing equal parental leave at all locations worldwide.

In addition to this, we also offer educational workshops to help our associates make the best decision for their children's education.

Flexible work culture at Novartis

Flexible working models

Our associates are among the best in their respective fields. They want to make a difference, and are highly motivated to put their ideas into practice.

We attach great importance to offering our associates flexibility in their work so that they can find an arrangement that suits them best. This flexibility inspires improved performance, fosters creativity and helps us to attract a wide range of talented people who remain loyal to our company for many years. Flexibility promotes innovation, and allows our associates to focus on what really matters: Reimagining medicine to discover new ways to improve and extend people's lives.

Novartis Switzerland offers various flexible working models including among others daily flexibility, working from home, additional leave or part-time work as well as job sharing.

Job sharing and top sharing – working models of the future

The job sharing concept offers our associates an unique opportunity to share their position with another associate. Whether at associate or managerial level, we pull out all the stops in the search for suitable tandem partners.

Job sharing tandems bring synergies in terms of skills, know-how and experience to a job, thereby helping to increase efficiency. Against the backdrop of flexible working arrangements, job sharing is a great option that opens up more interesting opportunities to associates who prefer to work part-time and improve their work-life balance, for example.

Our associates can benefit from the job sharing model in a wide variety of situations: in the context of parental leave, a better work-life balance, caring for relatives or operational restructuring.

Are you interested in a career at Novartis? [Check out all current vacancies.](#)



Job ads including reference to “80–100%”

Introduced in Switzerland in July 2019, our 80–100% job model is another active contribution to fostering a culture of flexible working.

All 80–100% job ads refer to the option of taking advantage of a work schedule involving flexible hours, for example in the form of a 80% position. Applicants and recruiters are encouraged to discuss possible arrangements with each other. The applicant and the respective people manager agree on a working model, which meets both their needs.

Communities of belonging

At Novartis, we understand and support the need for community and belonging, which is why we support and encourage our Employee Resource Groups (ERGs). These are voluntary networks of associates with shared backgrounds, interests, experiences and perspectives.

ERGs make the unique aspects of diversity and inclusion more tangible for everyone, and contribute to the development of our talent and to a culture of curiosity and empowerment. Novartis currently has 13 ERGs in Switzerland:

Admins & Coordinators Community

A collaboration platform & network for Admins and Coordinators to foster sharing of information, knowledge, best practices and to broaden our network to act as a professional business partner for all operational aspects.

Diversability Support Network

Creates awareness and understanding among Novartis associates to ensure full integration of people with disabilities and chronic diseases in the workplace. It is not about disability, it is about diverse abilities!

Green Team

Environmental sustainability is a major challenge for our shared future. Members of the Basel Green Team promote a general interest in our planet, future generations and all those affected by pollution, climate change and the increasing scarcity of resources by developing innovative solutions within Novartis.

Techbites

Here, the concept of peer-to-peer (tech) knowledge sharing is spread in order to make use of extensive associate expertise. The interest group bridges the gap between people and technology by offering sessions on current topics and providing access to a wide range of training opportunities.

Asian Business Club

A network that aims to support product marketing in Asia & emerging markets and to promote cross-cultural inclusion.

Global Research Informatics Community

This network promotes awareness about computer and data science.

Mental Health Restoration

Focuses on improving the energy levels, satisfaction and emotional well-being of associates both at the workplace and in private life. By providing resources & tools, but also by demonstrating that good mental health is critical to the overall well-being, the aim is to prevent problems, address challenges and tackle the associated stigma.

Toastmasters International Basel Clubs

Our two Toastmasters clubs on the Novartis Campus in Basel are dedicated to helping our associates optimize their communication skills through self-directed learning and practicing active listening, structured thinking and speaking in an open, friendly atmosphere.

Empowering Women to have Impact Now:

Aims to ensure that women at all levels of Novartis are understood and valued, to participate in the company's priorities, and are recognized for their leadership qualities. The initiative provides a cross-departmental platform for sharing knowledge, networking and supporting women's professional & personal growth.

Be Mindful

Promotes mindfulness and meditation to increase well-being and compassion. Mindfulness leads to self-awareness and contributes to a positive, collaborative, non-judgmental work environment and inclusive culture.

Grassroots Mentoring

Enables associates worldwide to navigate their way easily through the corporate structure. Facilitates fast and simple networking on current research topics, as well as providing the opportunity to exchange personal experiences. The aim is to enable all associates to develop personally within and for Novartis.

PRIDE

Shares ideas, challenges and initiatives aimed at promoting diversity and inclusion, with a focus on the LGBTQI-A community (lesbian, gay, bisexual, transgender, queer, intersex and ally) within Novartis.

Working Parents Connection

This ERG provides a forum to encourage discussion, foster networking and enhance awareness of issues that affect working parents. We aim to build a sense of community among working parents, with parents ready to advise other parents, thereby fostering a more inclusive culture for parents.

Committed to an inclusive work environment

Equal Pay International Coalition (EPIC)

Equal pay for equal work. Equal pay is a fundamental principle of our employment policy, and is reflected in the commitment set out in our [Code of Ethics](#) to treat all associates fairly and with respect. Our commitment to equal pay and transparency led us to join the [EPIC in 2018](#).

Our key measures include:

- Monitor pay equity with global consistency
- Remove bias from the system
- Create pay transparency
- Achieve gender balance in management by 2023

[Learn more about our commitments on EPIC.](#)

Locally, [the Schilling Report 2020](#) concluded that Novartis – in comparison with the 250 largest Swiss companies – values gender balance, especially in management.

Gender Equality Act (GEA) in Switzerland

In addition to our internal global & local efforts under the umbrella of EPIC pledge, and according to the Swiss Gender Equality Act (GEA), since July 1, 2020, all companies in Switzerland with more than 100 employees need to assess pay equity with regards to gender (Art. 13a, 13c und 13d GEA). All our Novartis legal entities in Switzerland, which fall under the GEA, performed the pay analysis under the GEA in 2021/22 with positive outcomes: The pay analyses have confirmed that all requirements for equal pay regarding gender are fulfilled in Switzerland. These results are in line with the positive results Novartis already achieved before the legal regulation as part of the yearly voluntary federal equal pay dialogue since 2010.



Awarded for Career Empowerment

In 2022, Novartis Switzerland received the 'Career Empowerment' label developed jointly by the University of St. Gallen and Avenir. This honors companies and organizations that support job seekers with unconventional career paths who are looking to relaunch their professional careers. Novartis was awarded the label, among other things, because of its long-standing commitment to the 'Women Back to Business' program.



LGBTQI equity at Novartis

In addition to this, as an organization, we actively promote Lesbian, Gay, Bi, Trans, Queer & Intersex (LGBTQI+) equity and awareness at work and in our wider society. We want everyone to be free, to be their best and true selves at work without fear of discrimination.

That's why we were the first global pharmaceutical company to support [the United Nations Standards of Conduct for Business](#), tackling discrimination against LGBTQI+ People.

On local level, at the beginning of 2021, Novartis was awarded the "Swiss LGBTI Label", which is considered a seal of quality for companies committed to equity of their associates.

The Swiss LGBTI Label recognizes companies in Switzerland that value diversity and inclusion, and demonstrate this through measures such as the collaboration with external organizations as well as our internal guidelines and regulations. [Read more.](#)

[Learn more about the Swiss LGBTI Label.](#)



Disability equity

At Novartis, we are committed to ensuring equity and inclusion for people with disability. This commitment is closely linked to our purpose of reimagining medicine to improve and extend people's lives.

In collaboration with the [Center for Disability Integration](#) (CDI) at the University of St. Gallen, we developed our global 'Disability Equity' strategy - based on the 3I model (Inform, Include, Involve). We work closely with our employees with disabilities, our employee resource groups and external partners on the multi-year global and country-specific implementation.

As a member of the [Valuable 500](#), a global collective of 500 companies committed to the inclusion of people with disabilities, we are making the following commitments to disability equity in the coming years:

- **INFORM** all our associates about our commitment to disability inclusion and create shared awareness of what disability is and how we can all contribute to creating a safe, authentic space for dialogue
- **INVOLVE** our country organizations to increase physical & electronic accessibility and to pro-actively hire people with disabilities
- **INCLUDE** disability perspective in relevant standards & practices and ensure that associates with disabilities feel equally included and have equal opportunities for development & promotions

As part of our commitment, we also focus on mental health. Energized for Life', our global, holistic wellbeing program, includes various mental wellbeing offerings. For example, in collaboration with our partner Pro Mente Sana, we offer 'First Aid Courses' on mental health to employees and leaders.

As part of our strategic collaboration with the Center for Disability Integration, we joined the [Inclusion Champions Switzerland program](#). This involves best practice sharing with other companies and the Federal Office for the Equality of People with Disabilities. In 2022, we also renewed our partnership with MyAbility and participated in the [MyAbility Talent](#) program. The program brings highly qualified students with disabilities into contact with companies that value disability as a positive aspect of their profile. The aim of the myAbility talent program is to create a win-win situation for both talents and companies.

Our partnerships

Supporting women returning to work

Novartis supports the "Women Back to Business" program by the University of St. Gallen for women returning to work. This is a management executive program tailored specifically to the situation of women returning to the workforce or looking to retrain in a new area. In addition to management topics, integrated personal development with the aid of coaching and workshops is an important part of the program. Successful graduates receive a certificate in advanced management studies.

Mentoring doctoral and postdoctoral students

The mentoring program [ZOOM@Novartis](#) with the University of Basel enables highly qualified doctoral and postdoctoral students to gain insights into career opportunities in the private sector and science, while also experiencing working in an international company. Experienced Novartis managers accompany participants throughout the program as mentors, advising them on career challenges and development, as well as on networking and work-life balance. Exclusive workshops on thinking style analysis, job application training including simulated job interviews, as well as a retreat event with self-selected topics provide participants with important skills and knowledge for a career outside academia. In addition to this, students that are part of this program also gain insights into innovative research activities.



“Every associate is unique”

