



## ADVANCE & HSG

# GENDER INTELLIGENCE REPORT

Advance, the University of St. Gallen (HSG) and participating companies are committed to promoting gender equity in Switzerland's workplaces. To measure progress and keep accountability high, the annual ADVANCE & HSG GENDER INTELLIGENCE REPORT (GIR) provides facts and research insights based on a unique Swiss cross industry sample. The report was developed by Dr. Ines Hartmann's team at the Competence Centre for Diversity & Inclusion (CCDI) at the University of St. Gallen. Since its launch in 2017 the GIR has become a highly regarded study, delivering impactful data insights and research-based recommendations.

## YOUR BENEFITS

- ▶ **Get the benchmark:** You receive an ESG relevant Diversity Benchmark provided through the HSG Diversity Benchmarking and learn about how your company is comparing to the industry peers or the full Switzerland sample.
- ▶ **Navigate your personal DE&I dashboards:** Via the platform DIVERSITY WORKS you will receive a wide range of diversity metrics providing insights into your talent dynamics from an intersectional perspective and allowing you to monitor the impact of your DE&I efforts.
- ▶ **Know your DE&I maturity:** With this analysis, you can identify your company's areas of excellence and areas for improvement which allows you to take targeted measures.

## HOW TO PARTICIPATE

By signing up on DIVERSITY WORKS and choosing one of the services you will automatically participate in the Gender Intelligence Report and receive your personal Diversity Benchmark.



- Sign up [HERE](#) and choose your service.
- Provide your anonymized HR data based on the data requirements outlined [HERE](#) (effort for data collection: approx. 4-8h).
- Fill in an online survey on implemented DE&I measures in your company (effort: approx. 10min).

## TIMELINE



Until 31 March

Data collection (effort: 4-8h).  
Submit your data by 28 February to receive the “Early Bird Bonus”: a 30-minute discussion of the benchmarking results with a DE&I expert.



April – June

The CCDI processes the data, conducts the analyses, and sets up the dashboards



June

HSG Diversity Benchmarking results ready and dashboard access available



September

Publication of the Gender Intelligence Report

## WE KEEP YOUR DATA CONFIDENTIAL

The results of the GIR are published in a consolidated form either for all participating companies or by industry. All data provided that is shared with the CCDI team will be treated confidentially. Data is uploaded to and is stored on a local server at University of St.Gallen.

## DO YOU HAVE QUESTIONS?

If you have any further questions, please do not hesitate to contact: Dr. Ines Hartmann, [ines.hartmann@unisg.ch](mailto:ines.hartmann@unisg.ch)

**SUPPORT THIS UNIQUE STUDY AND HELP SWISS BUSINESS  
TO ADVANCE GENDER EQUITY!**

### SPECIAL OFFER: PRO ACCESS

Take advantage of the pre-purchase discount and order the HSG Diversity Benchmarking Pro Access by December 31.

CODE:

**Sign up  
here!**