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**WOMEN
ENGINEERS
AT ALTEN**



EDITION NO. 5 - MARCH 2022

WOMEN ENGINEERS

AT ALTEN

“

ALTEN is committed to showing young women that the engineering profession is not just for men.

”



Sandrine Antignat-Gautier
Communication Director ALTEN

TALES OF WOMEN ENGINEERS

PORTFOLIO 2022

Innovation as a Leitmotif

Every year since 2017, female consultant-engineers from the Group have been sharing their inspiring stories. This collection of testimonials serves a triple purpose:

- To highlight their career path and their business expertise
- To encourage young girls to take up a career
- To raise awareness in society as a whole

On the programme of this 6th edition?
Artificial intelligence, IT, aircraft of the future...

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Digital edition

Tales of WOMEN ENGINEERS

Learn more about ALTEN Consultants
in Finland, Poland, Spain, Switzerland, France
and the Netherlands

#BreakTheBias





SPECIALIZED SUBSIDIARIES

AIXIAL

The Group's **Life Sciences** specialist subsidiary gives a voice to 5 women: from their motivations to the challenges they face on a daily basis!

This action by **AIXIAL** is part of a global initiative to encourage young women to join the pharmaceutical industry and start a scientific career.



 More information: <https://www.aixial.com/en/international-womens-day-2022/>

MI-GSO | PCUBED

On March 8th, **MI-GSO | PCUBED** hosted a roundtable discussion with women and men from around the world to discuss how they can collectively break down prejudice and raise awareness throughout the company.

INTERNATIONAL
WOMEN'S
DAY 2022

MI-GSO | PCUBED



#BreakTheBias

Register for our upcoming panel discussion

March 8th | 11am EST | 4pm UK | 5pm France

"Everyone has a story and it's worth sharing."



Several questions were raised, including:

How **to break** down prejudices?

Why do we need more women in **leadership positions**?

Do you think we are sufficiently represented?

Create **resource groups** for employees?





WORLD



On the occasion of International Women's Rights Day, **ALTEN Sweden** wanted to highlight the testimony and journey of Rea, a Software Engineer in IT.

She is proud and excited to be part of the ever-growing women community in the technology industry. Rea is active in the internal network **Women@ALTEN**, where one of the main objectives is to inspire young girls to choose technical professions.

In this interview, Rea tells us more about Women@ALTEN and how empowering it is to be part of such a community. She talks about her female role models and how important it is to inspire young girls to choose technical careers.

Every year, **ALTEN Switzerland** conducts a salary analysis of its employees to determine if there is a gender pay gap. As of 2021, the assessment shows no **gender pay gap**. The tool used to perform the analysis, Logib, is the standard analysis tool of the Swiss Confederation. The results of the analysis are then verified by an independent auditing company.

It is important to highlight that before the analysis was made mandatory by the Swiss government, ALTEN Switzerland did it on a voluntary basis.



In October 2021, at the 20th Meet'Ingé recruitment forum, **ALTEN France** signed the Syntec-Ingénierie Engineering Charter for Gender Equality.

ALTEN will therefore bring the **4 commitments** of the Charter for **Gender Equality** to life through several actions, so that women and men in engineering can imagine and design tomorrow's world together.



1. **Take action** to change the image of engineering among young people
2. **Ensure** equal treatment of women and men throughout their careers
3. **Encourage** a balance between personal and professional life for all
4. **Encourage** access to management positions for women, by developing upward mobility

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Women Engineers at ALTEN

<https://mag.alten.com/en>

