



Swiss Women's  
Audiovisual Network



# Annual Report 2023

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Cover photo: Image taken from «Cascadeuses», directed by Elena Avdija © Bande à Part Films





## ABOUT

Founded in 2018, SWAN – Swiss Women's Audiovisual Network is a non-profit association which aims for equality of sexes and genders, and diversity in the Swiss audiovisual industry.

It gathers a network of female\* professionals from different backgrounds and areas of Switzerland, dedicated to advance the career of women\* who are from or in the country, and work in all areas of film, television, video and other screen-based media.

To achieve these goals, the association carries out actions, organises events, offers services, initiates studies and collaborates with film festivals, companies, institutions as well as umbrella and professional organisations from Switzerland and abroad.



Producer and former SWAN's Executive Committee co-opted member Flavia Zanon with director Carmen Jaquier receiving Opera Prima prize for best first feature film for « Foudre » at Solothurn Film Festival © Solothurn Film Festival

# Foreword

2023 opened under the best possible auspices. In January, “Foudre”, directed by Carmen Jaquier and co-produced by former SWAN Executive Committee’s member Flavia Zanon, won the “Opera Prima” Prize for best first feature at the Solothurn Film Festival. A few months later, it received two Quartz in the categories “Best Sound” and “Best Film Music” at the Swiss Film Awards, and was also selected to represent the country at the Oscars. Other great film projects led by artists close to our organisation received distinctions this year, such as “Becoming Julia” by SWAN’s co-founder and former co-president Laura Kaehr, “Loving Highsmith” by SWAN’s co-founder Eva Vitija, “Terra Mater” by SWAN’s member Kantarama Gahigiri and “Stuntwomen”, directed by Elena Avdija and co-produced by SWAN’s creative advisor Ursula Meier.

So many awards attributed to women\* in the same year would not have been thinkable, even a decade ago. However, despite encouraging progress in terms of diversity and equality in the Swiss audiovisual sector, obstacles and discrimination are still happening behind-the-scenes on a daily basis. A survey conducted by gfs.bern in the Swiss population in 2019 revealed that only 8% of victims of rape file a complaint. What about our industry? In 2022, we launched #ch\_metoowall, an online platform allowing female\* professionals to submit personal accounts of sexual harassment and violence anonymously. Through this project, we wanted to map the situation in our country but we did not collect as many testimonies as we expected and the project failed to meet the needs of our visitors for more active support. In response, we plan to create a hotline to serve victims and hope it can see the light of day very soon.

Meanwhile, we still have to face a lot of challenges. The year was indeed marked by profound upheavals within our team. New people arrived but others, who were pillars of the association, decided to leave. This has not only caused a lot of turmoil but also made us question the way we operate. In 2021, SWAN moved back to an all-volunteer form and this went quite well for a while. But the level of activity we have reached requires daily administrative tasks and some of us had to come in every day to complete them, a situation which became almost impossible to sustain. In response, we have decided to reduce the number of our projects to focus in restructuring our organisation. By doing so, we aim to improve our stability, strengthen our presence in the industry and fulfil the needs of our members better. SWAN is about to open a new chapter of its history and we are looking forward to it! But before we get there, we would like to express our gratitude towards our past and present collaborators, allies and special consultants for their ideas, commitment, diligence and patience, and also to our partners and sponsors as well as to all our members. Thank you!

SWAN’s Executive Committee members and co-opted members:

Orane Burri, Lucie Emch, Elettra Fiumi, Estelle Gattlen, Aylin Gökmen, Ksenia Ignatenko, Delphine Jeanneret, Delphine Luchetta, Klaudia Reynicke, Sarah Rothenberger, Katia Skila Durlemann, Beren Tuna (FemaleAct), Anaïs Voirol and Cadenza Zhao





# Events

## Giornata Cinema 2023

On March 1, 2023, SWAN which was represented by board member Elettra Fiumi, participated in «Giornata Cinema», a day of study and networking dedicated to professionals and organisations of the Swiss audiovisual industry active in Ticino. Initiated by Ticino Film Commission, the event took place at the amazing La Straordinaria in Lugano, in the company of AFAT, AGF Aktion Grüner Film, ARF/FDS, CISA, La Divisione della cultura e degli studi universitari, GRSI Gruppo registi Svizzera Italiana, GSIFA, RSI Radiotelevisione svizzera, SSA and SSFV and Syndicom. Le's hope this unprecedented gathering will open doors to new opportunities in this region of Switzerland.



SWAN's Executive Committee member Elettra Fiumi at the Giornata Cinema 2023 © Kristina Juric



Ticino Film Commission's president Niccolò Castelli doing a speech © Kristina Juric



## Women in sound

What's the situation of women in audio, a presumably male-based department? In a panel discussion with actress, comedian and radio presenter Marie-Eve Musy, sound engineer, programmer and director Clara Alloing, hosted by videographer and SWAN board member Delphine Luchetta, crucial topics were explored such as visibility, labor law, access to training and employment and interpersonal relationships of female professionals working in sound in the Swiss audiovisual industry. The guests shared their experiences and views on how to navigate the sometimes precarious audiovisual industry. The discussion was preceded by the screening of the documentary "J'ai énormément dormi" by Clara Alloing and took place at the movie theater Spoutnik in Geneva on June, 3, 2023.



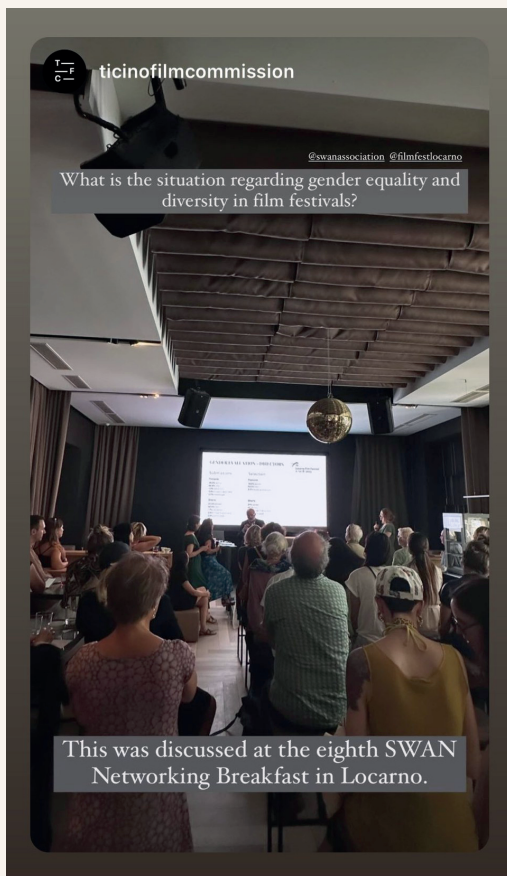
Marie-Eve Musy and Clara Alloing 2023 © All rights reserved

## SWAN's Locarno Networking Breakfast

August 6 was the day for our big annual meeting, within the framework of the Locarno Film Festival: the Locarno Networking Breakfast. And as per its tradition, SWAN hosted a discussion with distinguished guests at the Sport Café, while providing coffee, tea, pastries and juices. This year, the association celebrated the fifth anniversary of the Pledge for Gender Parity and Diversity in Film Festival, which was signed for the first time by the Locarno Film Festival. Other Swiss festivals would follow. Seizing the occasion of this event, SWAN wanted to reflect on the statistics collected over the years. Have the numbers improved? Is the pledge a useful tool to achieve change? What are the challenges that women still have to face?







An Instagram story about SWAN's Locarno Networking Breakfast in 2023 © Ticino Film Commission

To discuss these topics, film critic and Locarno Film Festival's artistic director Giona A. Nazzaro was invited to present the statistics of this edition of the festival. Other industry professionals reflected on these numbers and provided insights into what to expect in the coming years.

## Matchmaking for Women in Media & Music

Once again, SWAN has teamed up with SoundTrack Zurich and SoundTrack Cologne to bring "Matchmaking for Women in Media & Music", an event aimed exclusively at female composers and sound designers. It took place on Friday, September 29, 2023 in Publicis during the Zurich Film Festival and was intended to link creators and technicians with directors, music supervisors, publishers and producers and open doors to new collaborations. Highly praised, this matchmaking event offers a unique opportunity to our members that SWAN wishes to renew in the future.



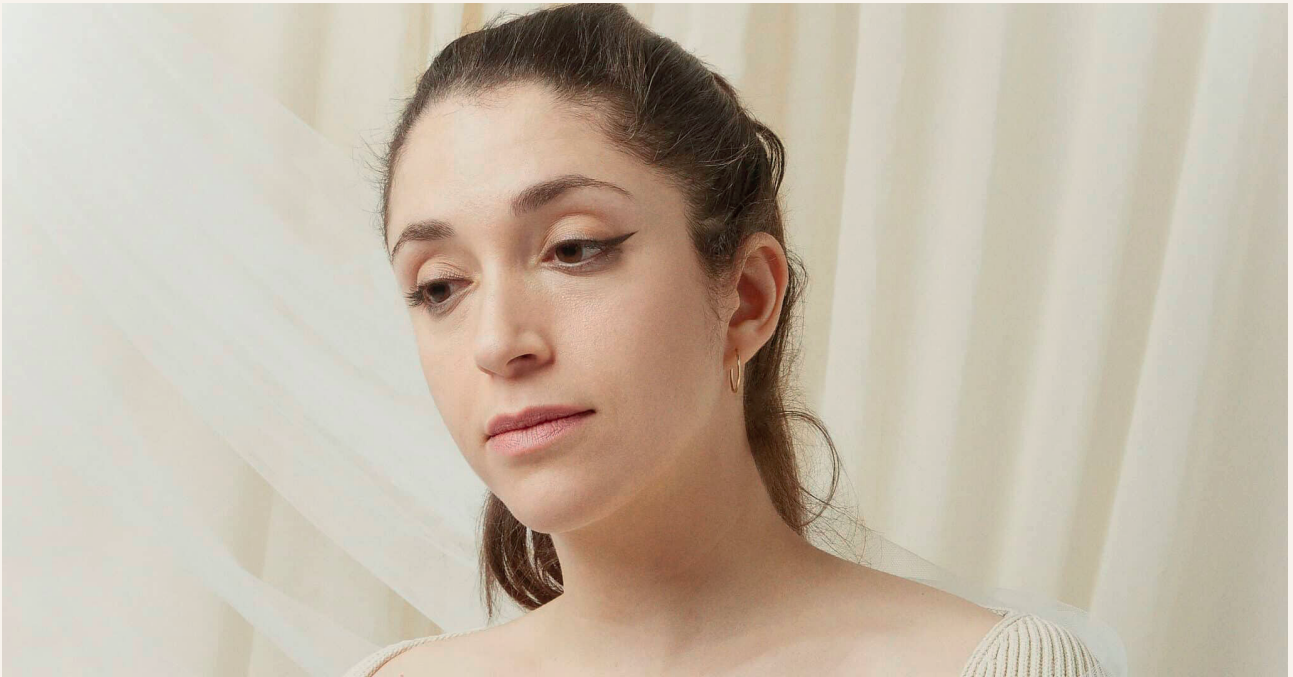
The matchmakers: (from left to right and top down) Mara Deuschle, Liliane Ott, Sabine Gisiger, Cynthia Lowen, Corinna Dästner, Barbara Kulcsar, Laura-Morales, Caterina Mona, Annette Gentz, Olga Dinnikova, Elena Avdija and Sabine Boss © All rights reserved





## Case study: Living

Within the framework of the Zurich Film Festival and SoundTrack Zurich, SWAN has organised a panel centered on the work of London-based pianist and motion picture score writer Emilie Levienaise-Farrouch. The event took place on Saturday, September 30, 2023 from 15:00 to 16:00 in NZZ Festival Lounge and was hosted by Zurich-based composer and SWAN's board member Ksenia Ignatenko. It was meant to provide a deep dive into Emilie's creative approach to motion picture score writing for the Oscar-nominated film "Living". Unfortunately, it was cancelled because the plane of the guest never left London.



Composer Emilie Levienaise-Farrouch © All rights reserved

# Pledges



Now former co-presidents Azra Djurdjevic and Ana Castaños Bielsa at Solothurn Film Festival on January 24, 2023  
© Delphine Luchetta

## Solothurn Film Festival's parity numbers presentation

Since its founding, SWAN has invited Swiss film festivals to sign the Pledge for Parity and Inclusion so that they commit to promote equality and diversity in their programming as well as in their juries and teams. On January 24, 2023, in Kreuz Genossenschaft Solothurn, the Solothurn Film Festival shared its annual parity numbers, to follow up on its commitments since the signing the pledge in 2019. This event took place within the framework of the festival and was hosted by the festival co-directors Niccolò Castelli and Monica Rosenberg and SWAN co-presidents Azra Djurdjevic and Ana Castaños Bielsa.

## Locarno Film Festival: Celebrating 5 Years of the Pledge for Gender Parity and Diversity in Film Festivals in Switzerland

This year, we celebrated the fifth anniversary of the Pledge at the Locarno Film Festival which was the first to do so in Switzerland. We wanted to reflect on the statistics collected over the years. Have the numbers improved? Is the pledge a useful tool? What are the challenges that women still face? To discuss these topics and the statistics of this edition of the festival, we



welcomed Giona A. Nazzaro, film critic and artistic director of Locarno Film Festival. Other industry professionals were invited to comment and provide insights into what to expect in the upcoming years.

## The GIFF enters the SWAN pledge

The tenth and latest festival to sign the pledge was the GIFF Geneva International Film Festival. Highly anticipated, the ceremony was held behind closed doors at the “Balcon du Léman” on the top floor of the Swiss Radio Television Tower in Geneva, in the presence of the general and artistic director of the GIFF Geneva International Film Festival, Anaïs Emery, the president of the GIFF Foundation, Guerric Canonica, the godmother of the Pledge, head of the Cinema Department of HEAD Geneva, producer and director, Anita Hugi, the two members of the SWAN Executive Committee, Katia Skila Durlemann and Delphine Luchetta, as well as a few guests such as Sophie Sallin, cultural advisor at Ville de Genève.

It should be noted that this is the second time that Anaïs Emery has participated in the event. From 2006 to 2020, she directed the NIFFF Neuchâtel International Fantastic Film Festival, also a signatory of the charter since 2019.

[→ Read more about the pledges](#)



From left to right: SWAN's executive member Delphine Luchetta, GIFF Foundation's president Guerric Canonica, GIFF's executive and artistic director Anaïs Emery, SWAN's executive member Katia Skila-Durleman and pledge godmother, director, producer, festival programmer and head of HEAD-Genève's cinema department Anita Hugi © Sonia Benarab / GIFF 2023



# Other projects

## Cinéforum's Diversity Group

Although individual initiatives exist, there are no common guidelines between the different players of the Swiss audiovisual sector to fight against inequalities. To fill this gap, Cinéforum has set up a group for diversity, in order to bring together artists, regional funds, schools, umbrella and professional organisations, and interest groups such as SWAN.

The Cinéforum's Diversity Group met several times during 2023 in preparation for a major conference day, planned for the beginning of February 2024. Ana Castaños Bielsa, co-president of SWAN until October 2023, represented our association during the meetings. Executive Committee member Delphine Luchetta replaced her after she left.

During the meetings, the group decided to put its focus on four topics: work conditions of women and minorities, the fight against violence and discrimination, the creation of a pledge of good conduct for production companies and representations of diversity on screen.

→ [Link to the interview of Geneviève Rossier \(DE, FR\)](#)

→ [Link to the article on Cinéforum's initiative \(DE, FR\)](#)

## Survey #ch\_metoowall

In 2022, SWAN launched #ch\_metoowall, an online space allowing women of the Swiss audiovisual industry to give anonymously testimonies of the sexual harassment and assault they have experienced. Once collected and moderated by expert Agota Lavoyer, the comments are then published on a Instagram account.

Through this project, inspired by other initiatives such as Shit people say to women directors, Paye Ton Tournage or #SwissMediaToo, the association aimed to map the situation experienced in our country. However, not many testimonies as expected were collected and the Instagram account remained unnoticed. It seemed that the project failed to succeed but it was not clear why so it was decided to launch a survey on December 5, 2024 to gather some feedback as to why that could be and what changes could be made. The results were enlightening. With the help and valuable comments of members and partners, it appeared that the project had not enough media coverage and that it did not meet the victims' needs for support and action.

The team has now learned the lesson and has decided to work in partnership with Agota Lavoyer and other specialised organisations to develop a more efficient tool for the community, such as a dedicated hotline.



## Kalkulator – Jetzt wird mit Care gerechnet!

SWAN's Executive Committee co-opted member FemaleAct has developed “Kalkulator – Jetzt wird mit Care gerechnet!”, an online tool which is available on its website and was designed to provide a visualization of possible child-care costs incurred by artists.

Many people in the performing arts do not work on regular hours. Unfortunately, subsidized child care is only intended for weekdays from 8am to 5pm. But during evenings, weekends or holidays, the costs must be borne by the artists alone. This calculator was created to help them make their costs visible to employers.

In this first version in German, FemaleAct has focused on care work for children. This tool is free of charge to both artists and their employers, and is designed to increase awareness of the compatibility between work and family life.

FemaleAct is a Zurich-based association for screen and stage actresses. It is mostly composed of FINTA (Frauen, Intersex, Non-binary, Trans and Agender) professionals who live and work in Switzerland, and use their experience to identify where structural change is needed in the performing arts and develop projects to accelerate it.

[→ More info \(DE\)](#)



© Rachel Duc



# General Assembly

In order to satisfy all its members, partners and friends in Switzerland, SWAN organises its assemblies in a different linguistic region each time. It also always tries to give the opportunity to follow the event online. Due to technical issues, virtual attendance was not provided this year. The team would like to apologise to those who could not attend and thank those who came to the assemblies in person.

## General Assembly 2023

April 22, 2023 | Théâtre de Marens, Nyon

On April 22, 2023, in Théâtre de Marens, within the framework of Visions du Réel, SWAN celebrated its yearly general assembly to discuss the goals achieved and the events and projects run in 2022, as much as the plans and the budget for 2023-2024. The amount of the association's fee remained unchanged.

Important changes in the association's composition were also communicated, such as the resignation of Ivana Kvesić from her position as a co-opted member of the Executive Committee and of Pamela Polanco from her position as a member of the Executive Committee. Laura Elena Cordero volunteered to serve as an auditor, and her nomination was approved by 16 members, with one abstention. The assembly endorsed the election of auditors from among the Executive Committee members by a vote of 16. The candidacy of composer and musician Ksenia Ignatenko, a composer and musician as Executive Committee member was met with enthusiasm. She was elected by 16 members.

As participants were invited to ask questions and make suggestions, some topics emerged: advocating female technicians and behind-the-scene professionals much more, organising more match-making events, hosting women's projects on a website and increasing the number of SWAN's members.

## Extraordinary General Assembly 2023

October 7, 2023 | NZZ Festivalounge de Marens, Zürich

This extraordinary general assembly was convened, primarily with the aim of disclosing important structural changes and putting them to a vote. The event took place on October 7, 2023 at the NZZ Festivalounge in Zurich, within the framework of the ZFF Zurich Film Festival. During the assembly, Ana Castaños Bielsa and Azra Djurdjevic announced that they would step down from their position as co-presidents, with immediate effect. Also, Priscilla Frey announced that she would end her long-term mandate as treasurer on December 31, 2023,





to ensure a smooth transition in financial matters. Additionally, administrator Mireille Gast and Executive Committee member Lotte Kirscher said they were also leaving the team, while Executive Committee Estelle Gattlen has been appointed as a co-opted member of the Executive Committee.

After these announcement messages, new candidates for the Executive Committee introduced themselves: director Cadenza Zhao, assistant director, screenwriter and camerawoman Katia Skila Durleman and film programmer Lucie Emch. 19 members voted yes for their election.

The Executive Committee has long expressed a desire to achieve a more horizontal organisation, where team members are encouraged to work together and share the same amount of responsibilities. To reach this goal, an adjustment was proposed to Article 12, regarding the operation of the Executive Committee, particularly to accommodate a structure without a president. It was proposed that the article specifies that rather than requiring the president's signature for engagement in contracts with third parties, only the treasurer needs to be informed in writing. The treasurer's agreement with the decisions is not mandatory, as the latter are made collectively by the Executive Committee. Modifications needed to be made on the paragraph e) of the article 12, regarding the signatures. The suggested update was "The Association is validly engaged to third parties by the signature of two board members. They will always need to inform the treasurer in writing of the decisions made before signing". 20 members voted yes for the modification of the statutes.



Katia Skila Durleman introducing herself to join the Executive Committee, in the presence of now former co-presidents Ana Castañosa Bielsa and Azra Djudjeric during the Extraordinary General Assembly © Delphine Luchetta



Members attending the Extraordinary General Assembly  
© Delphine Luchetta



Image taken from «Becoming Julia», directed by Laura Kaehr © First Hand Films



Image taken from «Terra Mater», directed by Kantarama Gahigiri © Les Films du Léopard / RGBW GmbH



Image taken from «Loving Highsmith», directed by Eva Vitija © Madman Films



# Welcomes and farewells

As explained previously, 2023 was marked by profound upheavals within the association. It has in fact welcomed a large number of team members, and at the same time experienced numerous departures, including those of historic members of the Executive Committee and the office. These changes began during the Ordinary General Assembly on April 22, when Ivana Kvesić (co-opted member of the Executive Committee) and Pamela Polanco (member of the Executive Committee) ended their activities in the association. During the summer, it was Mireille Gast's turn to leave. Under contract as an administrator from 2019 to 2021, she chose to continue to voluntarily carry out certain "back office" tasks for the association until 2023, although not part of the Executive Committee. A few months later, during the Extraordinary General Assembly on October 7, 2023, Lotte Kirscher (member of the Executive Committee) left her position. She was followed by the treasurer, Priscilla Frey and the two co-presidents Azra Djurdjevic and Ana Castañosa Bielsa. The latter was the last co-founder of the association still active in the Executive Committee members. With her departure, an important chapter in the history of the organisation has turned.

SWAN wishes all these extraordinary women the best in their future projects and would like to thank them warmly for their immeasurable work and commitment to the association. Without them, it would definitely not be what it is today!



From left to right: Ivana Kvesić, Pamela Polanco, Mireille Gast, Lotte Kirscher, Ana Castanosa Bielsa, Azra Djurdjevic, Priscilla Frey

A new era has therefore opened, starting with the arrival of film music composer Ksenia Ignatenko during the General Assembly in April, then with the arrival of film programmer Lucie Emch, the assistant director and camerawoman Katia Skila Durlemann and director Cadenza Zhao, during the Extraordinary General Assembly on October 7, 2023. The team is delighted to have them on board and continue the adventure with them!



From left to right: Cadenza Zhao, Katia Skila Durleman, Ksenia Ignatenko, Lucie Emch



# Perspectives

Despite the challenges, we still wish to carry on the activities of the association and pursue its objectives, that is to inform about equality and diversity topics in the Swiss audiovisual industry, and to advocate and support the career of women\* of the sector, in all possible ways. It will focus on the following:.

## **Organising a limited number of projects**

In order to save its energy which has been very much in demand, our team will only organise a reduced number of projects this year. We will therefore restrict ourselves on main public events and prioritise back office activities.

## **Taking a step back to redefine our purpose**

Under the pressure of our administrative tasks, pending projects and lack of resources, we frequently felt we were losing sight of what was essential to us. As a consequence, some of our team members experienced burnout. Today, not only do we want to take advantage of this transition to reassess our goals but also to find solution to work in healthier way.

## **Restructuring our organisation**

Given the changes that the association has undergone, a complete reorganisation is necessary, It involves shifts in workforce composition and workflow, and simultaneous development of new growth strategies. With this restructuring, we aim to improve our organisational stability, strengthen our presence in the audiovisual industry and serve the needs of our members better.

## **Shifting from an all-volunteer organisation to a staffed one**

Having reached the very limits of an all-volunteer organisation, we are now planning to evolve into a staffed one, with three part-time positions (administration, accounting and communication). To reach this goal, we will need to organise an extensive fundraising campaign and apply for 3-year contract financial support from the Federal Office of Culture. The application process will take from 12 up to 24 months.

## **Partnering up with other organisations**

Since its foundation, SWAN has already established partnerships not only with its sister organisations but also with professional institutions, to ensure that we are all working together towards the same goals. For example, SWAN participated in the «Workshop Days on Diversity



and Working Conditions in Romandie» organised by Cinéforum in collaboration with key players in the industry. We would like to continue this work and establish more partnerships.

## Bringing more visibility to our members

Our foremost aim is to promote the work of our members through our social media or website, or with our events. We have been accustoming ourselves to relay postings and information on their latest releases, festival selections, awards or projects as frequently as possible. And we would like to maintain this habit.

## Providing support for victims of violence and discrimination

Following the relative failure of our project #ch\_metoowall, we will reinvest the remaining funding to develop a hotline for victims of violence and discrimination, according to the wishes of the last general assembly. Expert Agota Lavoyer who was already involved in #ch\_metoowall project, has agreed to participate in a test experiment, where she will provide counselling and emergency assistance for a film crew during a shooting in Zürich. The launch date is planned for summer 2024.



Image taken from «Blackbird Blackbird Blackberry», directed by Elene Naveriani © Alva Film



# Press review

Although we had fewer activities in 2023, we nevertheless remained present in the media. Here is a selection of articles, reports, interviews and reviews related to SWAN, on the web and the radio and in the newspapers.

## Swiss Fiction Movement Podcast#2 Film & Theaterszene nach #metoo

January 24, 2023 |  
Maison du Futur, Switzerland

Maison du Futur and Swiss Fiction Movement have released a podcast on the post-#MeToo Swiss film and theater scene. In this show hosted by Samuel Schwarz and actress and FemaleAct member Wanda Ladina Wylowa, expert Agota Lavoyer, Pro Quote Film co-founder Barbara Rohm, and director and SWAN co-founder and former co-president Laura Kaehr explain why it is still relevant to raise the topic of sexual violence on set in this country.



From to left to right: Agota Lavoyer, Laura Kaehr, Barbara Rohm, Wanda Ladina Wylowa © All rights reserved

[→ Link to the podcast \(DE, EN\)](#)

## Place au prix Cléopâtre ! On va primer les femmes !

February 9, 2023 | Radio Vostok, Switzerland

In reaction to the absence of female nominations at the Césars 2023, Causette launched the first edition of the Cléopâtre Prize which will be awarded to two female directors on February 24, 2023. To discuss this humorous yet political initiative, Inès Rezki of Radio Vostok brought together Causette's editor-in-chief Anne Cuxac, producer Marie-Lou Pahud and director and SWAN commission member Sonia Benarab.

[→ Link to the podcast \(FR\)](#)





## Cérémonie des Oscars: Le film «Women Talking» se veut exemplaire en matière d'environnement de travail

March 12, 2023 | RTS Radio Télévision Suisse, Switzerland

In reaction to the absence of female nominations at the Césars 2023 in France, Causette magazine launched the first edition of the Cléopâtre Prize which will be awarded to two female directors on February 24, 2023. To discuss this humorous yet political initiative, Radio Vostok brought together Causette's editor-in-chief Anne Cuxac, producer Marie-Lou Pahud and director and SWAN commission member Sonia Benarab.

[→ Link to the podcast \(FR\)](#)

## Locarno artistic director Giona A. Nazzaro addresses the drop in films by female directors in festival's line-up

August 9, 2023 | Screen Daily, UK

In this article, Locarno Film Festival's artistic director Giona A. Nazzaro addresses the drop in films by female directors in the festival's line-up in 2023.

[→ \(Link to the article \(EN\)\)](#)



Locarno Film Festival's artistic director Giona A. Nazzaro © LFF



## Cinéforum bringt den Dialog über Diversität im Filmsektor wieder in Gang

September 22, 2023 | Cinébulletin, Switzerland

At the last Locarno Film Festival, Cinéforum organised a panel discussion pointing out worrying gender inequalities in the Swiss film industry. This event was the starting point of a group project on diversity bringing together different filmmakers and organizations including SWAN.

[→ Link to the article \(EN\)](#)



Pauline Gyga and Max Karli © Eddy Mottaz / Le Temps

## Rita Productions, 20 ans d'activisme cinématographique

October 31, 2023 | Le Temps, Switzerland

In 2003, Pauline Gyga and Max Karli founded Rita Productions and produced «My Life as a Courgette». If we had to find a common denominator in their projects, it would be the highlighting of strong female characters.

[→ Link to the article \(FR\)](#)



## Anaïs Emery • Managing and artistic director, GIFF

November 3, 2023 | Cineuropa, Belgium

Geneva International Film Festival's director Anaïs Emery gave her opinion on crucial questions such as parity and inclusion in film festivals, and the attraction of digital creation.

[→ Link to the article \(EN\)](#)

## Anita Hugi: «La Suisse a une création cinématographique forte»

December 1, 2023 | Le Temps, Switzerland

Bienne-born director, producer, film programmer and former artistic director of the Solothurn Film Festival, Anita Hugi was nominated head of the cinema department of HEAD Genève in September 2023. In this extended article, she talks about her career and gives her vision on the Swiss film industry and organisations like SWAN.

[→ Link to the article \(FR\)](#)



Anita Hugi, head of Cinema Department of HEAD Genève © Eddy Mottaz / Le Temps



# Sponsors, partners and sister organisations

SWAN wishes to express its gratitude to all its sponsors, partners and sister organisations for their support this year. Their generosity and commitment have provided the association with the necessary resources to go on with its activities and carry on the fight for equality and diversity in the audiovisual sector in Switzerland:

23bis, About Blank Design Office, Alliance F, ARF/FDS, AROPA, AWFC, Berlinale, Ciné-Doc, Cinéforum, Cinéma Spoutnik, Elles Font des Films, Ernst Göhner Stiftung, EWA, Federal Office of Culture, Federal Office for Equality, FemaleAct, FIFDH, Filmtonfrauen, FOCAL, Fondation Emilie Gourd, GARP, GIFF, GSFA, Her Docs!, Locarno Film Festival, Loterie Romande, Migros Culture Percentage, Müller-Möhl Foundation, Oertli-Stiftung, Paillettes Production, POWER TO TRANSFORM!, ProQuote Film, Solothurn Film Festival, Sophie und Karl Binding Stiftung, SoundTrack Zurich, SSA, SSFV, Stiftung Anne-Marie Schindler, Stiftung für die Erforschung der Frauenarbeit, Suissimage, SWISS FILMS, SWISSPERFORM, Ticino Film Commission, Visions du Réel, WIFT Germany, WIFTI and ZFF, to name but a few.

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Stiftung für die Erforschung der Frauenarbeit  
Stiftung für die Erforschung der Frauenarbeit

Stiftung für die Erforschung der Frauenarbeit  
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FemaleAct

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WOMEN IN FILM NETWORK

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AUTEURS: TRICES  
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Locarno  
Film Festival



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Sophie und Karl  
BINDING STIFTUNG

SOLOTHURNER FILMTAGE  
JOURNÉES DE SOLEURE  
GIORNATE DI SOLETTA  
SOLOTHURN FILM FESTIVAL

SOUND  
TRACK  
ZURICH

SSA  
société  
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SSFV  
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WOMEN IN FILM AND TELEVISION GERMANY

WIFTI

ZÜRICH  
FILM FESTIVAL



Swiss Women's  
Audiovisual Network

## BECOME A MEMBER

Join a large network of professional women\* and actively support gender equality and diversity! It's an opportunity to take part to our programs and events and to join a community built by experienced people who want to create an entertainment industry free of bias.

[→ Register](#)

## FOLLOW OR GET LISTED IN OUR DIRECTORY

Available in English, French, Italian and German, SWAN Directory is the very first online inventory of women working in the Swiss film, television and screen industry. It raises the visibility of female professionals and allows them to connect with potential employers or partners.

If you are seeking a job, financing opportunities or exposure, get listed! If you are recruiting, follow our directory! Whatever are your needs, don't hesitate to create an account. It's free!

[→ To Directory](#)

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