

Annual Report 2021



1	Editorial
2	Review and outlook
4	Structure
6	2021 financial year
8	2021 financial statements
10	Member companies
11	Publication details

25 years of profawo – 25 years of support for working families



profawo celebrated a milestone in 2021. A quarter-century ago professional early years childcare was hard to find in Switzerland. How to combine a family with working life simply wasn't an issue in society at the time. Childcare options outside the family were few and far between, so the only solution for many was for the mother to give up work for a time. Childcare Service – an association founded by private-sector companies – stepped in to fill the daycare gap.

Childcare Service became pro family and work, or profawo for short. With its kids & co and care & co brands profawo now not only offers child-care-related services but also advice and respite solutions for those caring for elderly or dependent relatives. To profawo, combining family and work means caring for children and other family members. It's what completes us.

profawo is a success story that we continued to write in 2021 and will add to again for many years to come. The need for our services has been highlighted in unexpected ways since the world has been in the grip of the pandemic. Although working from home has finally become an option, caring for children at home at the same time has presented a whole new set of challenges. Parents know this first hand of course, but so too do our members, their employers. WFH will remain an important model even after the pandemic, but can only function for both parties if care services are available and employees can concentrate fully on their work.

There was no let-up in the pressure on our daycare centre staff during year two of COVID-19. The high quality of care they provide, and for which profawo is known, is now more important than ever. The focus shifted towards protecting children and carers from the virus. This demanded a greater effort by all in terms of organisation, administration and care itself.

On behalf of the profawo Committee I would like to thank our members and our parents for their trust and support. I would especially like to thank our staff, who do extraordinary work every day to ensure that the children entrusted to us are in exceptional hands.


 Stefan Holzinger
 Committee, profawo Schweiz

Redefining the family-work balance

Having tested working from home (WFH) and remote working and enjoyed the flexibility they offer, many employees are now reluctant to return to the office. Parents and family carers are not the only ones to have benefited from these new ways of combining family and working life. Much of the working population as a whole values the greater freedom to organise their own work, free time, further study, and social or political commitments. They have no desire to return to the rigid structures of old. Much as been said about millennials and the labour market, but the truth is they now make up some 30% of it. They want to decide when and where they work, and take it for granted that they will have both a job and a family. And they choose their employers accordingly. This “new” work-life model is no longer just about managing family life. It is something that every employee wants.

The task for employers is to make these working models an integral part of their strategies, and then put them into practice. Responding to employee needs means offering flexibility about when and where the work is done, part-time employment models, and job and top -sharing and employee lifecycles. This offers a solution to the growing lack of qualified employees in all sectors.

With new work-family-life approaches employees no longer have to organise every minute of their days. Their wellbeing improves and they are more focused and productive, happier and more motivated. Long-term loyalty to their employer is the result. Mothers, fathers, and family carers all benefit from this flexibility because it becomes the norm.

It is in the interests of profawo member companies to give their employees even more reliable, targeted support with care-related issues. This allows them to boast more attractive fringe benefits and remain attractive as employers. We worked hard in 2021 to help them achieve this, with the following developments in particular:

- profawo is adopting the “work & care” module developed by the Careum School of Health. This expands the services we offer family carers by a number of products that are individually tailored to companies’ needs. More information will follow in summer 2022.

- We have increased the number of daycare and holiday programme places that we offer under the “kids & co” brand. This has been made possible by the launch of our own organisation in the Biel area, an acquisition in the Bern region, and a partnership with four centres in the Aarau area. profawo members and their employees now have an even broader choice of childcare places.
- In 2021 we also made a virtue out of necessity with our profawo “Online Sessions”. These 45–60-minute lunchtime events proved extremely popular. The huge interest shown and positive feedback received confirmed that this new product is an excellent addition to our existing support offering. Each session focuses on one aspect of the family-work balance and shares loads of ideas, food for thought, and advice on overcoming a wide range of challenges. Straightforward and to the point, they quickly generate excellent value added for participants.

Amid all of these highlights, our 25th anniversary was a bittersweet occasion that we wish we could have celebrated more fully. That said, we are grateful that we were able to hold smaller regional employee events and at least recognise and thank our staff for another year of hard work in 2021. We now embark upon 2022, full of drive and confidence that the new balance between family and work is achievable for all.



A blue ink signature of Cornelia Peltenburg.

Cornelia Peltenburg
Managing Director profawo Zurich



A blue ink signature of Sandra Gurtner-Oesch.

Sandra Gurtner-Oesch
Managing Director profawo Bern

profawo – pro family and work

Our primary aim is to help people combine family and working life

As a non-profit organization, profawo operates daycare centres under its own kids & co brand. We also organize care for family members via our care & co section. profawo runs four local offices in Basel, Bern, Geneva and Zurich. A further office, in Lausanne, opened at the end of 2021. The organization is financed by its member companies, which benefit from a whole range of discounts and free services.

The three associations – profawo Bern, profawo Zurich and profawo Schweiz – are run by honorary committees. These are made up of individuals who are drawn from our member companies and represent the “co” for community we use in our brands.

profawo Schweiz Committee (founded 2008)

- Karin Schmidt, Mibelle Group, President
- Stefan Holzinger, SBB AG

profawo Zurich Committee (founded 1996)

- Susanne Sacco, Head Health Management, Credit Suisse AG, President
- Andreas Sturm, Co-Owner and Partner, phorbis Communication AG Basel, Vice-President
- Karin Schmidt, Mibelle Group
- Nicole Oberholzer, Layer, *Mittelschul- und Berufsbildungsamt*, Canton Zurich
- Simon Dobler, Head of Business Controlling, TX Group (formerly Tamedia)

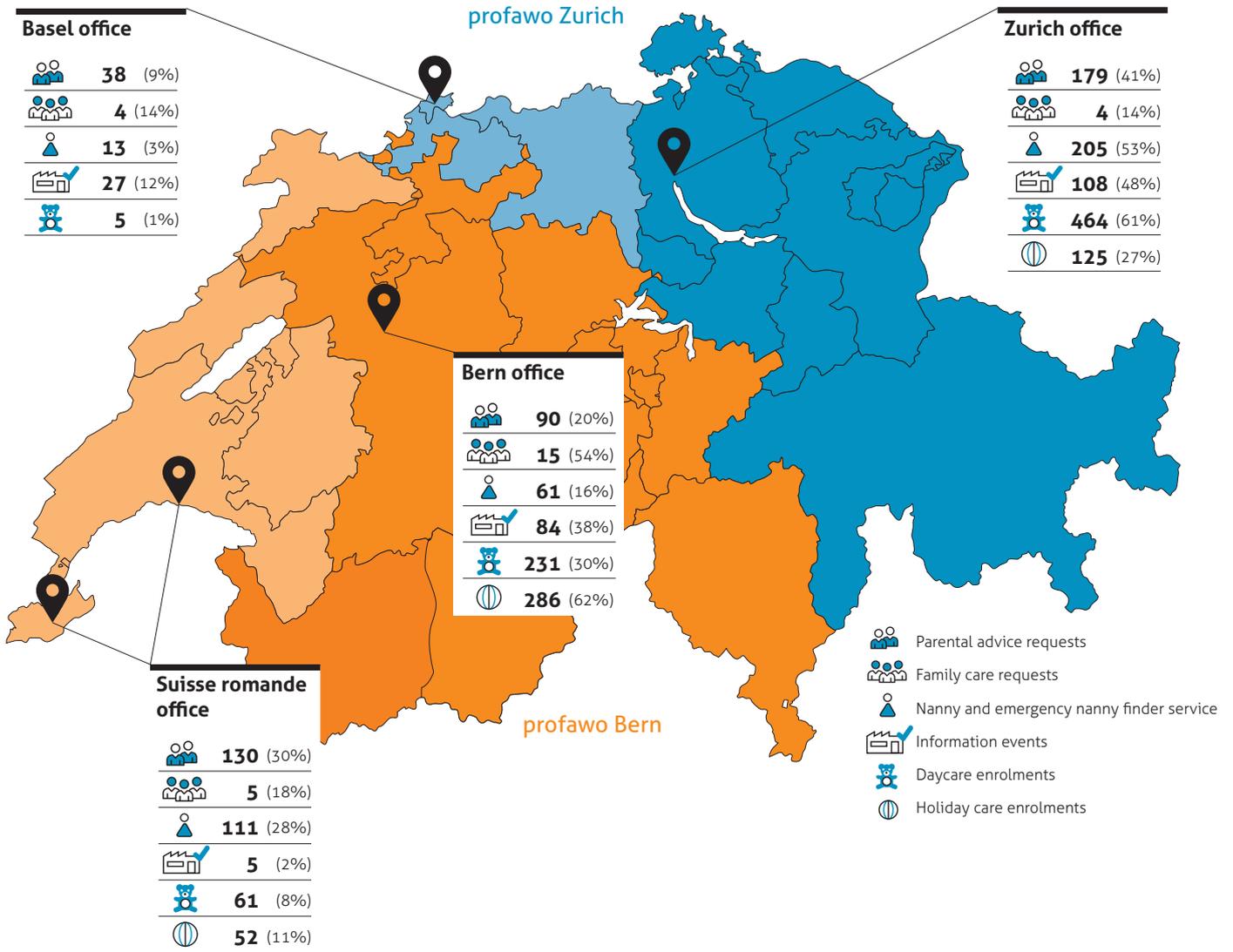
profawo Bern Committee (founded 2002)

- Stefan Holzinger, SBB AG, President
- Margit Aakermann, Rado Swatch Group Ltd.
- Anita Herren-Brauen, Member of the Cantonal Parliament
- Barbara Jgushia, swissuniversities
- Ariane Ryser, BEKB
- Ursula Rytz, Studio Thom Pfister

Key figures for Switzerland

Member companies	157
Member company employees	122'188
Children cared for in kids & co centres	1'154
profawo employees	274
of which trainees (FaBeK qualif.) and interns	103

As at 31.12.2021



Solid financial foundation

profawo Schweiz is a lean umbrella organization responsible for profawo's national network. It handles shared marketing and educational activities. profawo has a considerable presence in the urban centres of Zurich, Basel, Bern, Lausanne and Geneva. Two regional associations, profawo Zurich and profawo Bern, look after separate parts of Switzerland and generate income within their particular regions.

profawo is a non-profit organization. We invest financial surpluses in the further expansion of our services to support the combination of family and working life

COVID-19 continued to prove a challenge in 2021. The two profawo associations nonetheless succeeded in increasing income by more than CHF 1.5 million, thanks to an expanded offering in the Biel, Bern and Zurich regions. Meanwhile, the cantons of Zurich and Bern continue to cut the number of guaranteed childcare places, and profawo saw membership revenues rise by a strong 9%. As we entered the second year of the pandemic the benefits of membership and the importance of being an attractive employer remained unquestioned. profawo recorded total income of CHF 16,133,294 in 2021, CHF 1,705,038 (10%) of which was public funding in the form of subsidised fees for families and start-up assistance.

Unlike 2020, in 2021 very few days of care had to be reimbursed to parents as a result of covid-related centre closures. profawo did not claim any financial support or compensation for short-time working either (2020: CHF 1,069,624).

Operating expense rose by more than CHF 2 million. The increase is explained in part by moves to expand our capacity and the associated non-recurring capital costs. At the same time we also faced unbudgeted personnel expenses owing to the high numbers off sick.

profawo had a good financial year, despite the difficult circumstances and many new ventures. It is clear from the organization's equity – and its 25% increase – that profawo has a strong financial foundation and is therefore well prepared for the challenges of the future.

profawo is a non-profit-oriented organization that invests surpluses in the further expansion of services to support the combination of family and working life.

profawo – flexible solutions
for combining family and work



Balance sheet

as at 31.12.2021 with prior-year comparison

	Bern		Zurich		Total [*]	
	2021	2020	2021	2020	2021	2020
Assets in CHF 000s						
Cash and cash equivalents	1 585	2 210	1 340	1 381	2 925	3 591
Accounts receivable	331	577	95	210	425	787
Del credere	-17	-28	-10	-38	-27	-66
Other short-term receivables	1	4	229	76	230	80
Current accounts, other profawo org.	234	104	51	119	285	223
Accrued income and prepaid expenses	206	62	37	28	243	90
Current assets	2 340	2 929	1 742	1 776	4 082	4 705
Financial investments	811	106	127	129	937	235
Property and equipment	0	0	239	325	239	325
Fixed assets	811	106	366	454	1 176	560
Total assets	3 151	3 035	2 107	2 230	5 258	5 265
Liabilities in CHF 000s						
Accounts payable	595	517	527	275	1 122	792
Current accounts, other profawo org.	20	0	0	6	20	6
Other short-term liabilities	0	66	31	938	31	1 004
Accrued expenses and deferred income	101	56	107	44	208	100
Current liabilities	716	640	665	1 262	1 381	1 902
Loans	400	0	0	0	400	0
Long-term interest-bearing debt	400	0	0	0	400	0
Provisions	780	1 232	165	105	945	1 337
Long-term borrowed capital	780	1 232	165	105	945	1 337
Equity capital on 1.1.	1 163	916	-175	-205	988	710
Reserves	0	0	1 038	1 038	1 038	1 038
Surplus for the period	92	247	415	31	507	278
Equity capital on 31.12.	1 255	1 163	1 278	863	2 533	2 027
Total liabilities	3 151	3 035	2 107	2 230	5 258	5 265

*Representing the total of all regional associations. This is provided for illustrative purposes only and does not correspond to the profawo Schweiz Annual Report. The associations are legally independent and are not required to present consolidated statements.

The figures shown in the table are rounded to the nearest thousand Swiss francs. Adding items may therefore result in rounding differences.

Income statement

as at 31.12.2021 with prior-year comparison

	Bern		Zurich		Total [*]	
in CHF 000s	2021	2020	2021	2020	2021	2020
Members' contributions	514	471	482	439	995	910
Parents' fees	4 935	4 226	7 486	6 959	12 421	11 185
Income from guaranteed places	158	237	243	270	401	507
Income from short-term care	21	44	50	66	71	110
Income from member participations	80	80	0	0	80	80
Public subsidies	1 705	1 360	0	19	1'705	1 379
Other income	188	133	305	289	493	422
Impaired receivables	-34	-10	0	0	-34	-10
Total income	7 567	6 541	8 566	8 043	16 133	14 583
Personnel expense	-6 042	-4 746	-6 063	-6 051	-12 105	-10 797
Operating expense	-476	-339	-523	-509	-999	-848
Premises and maintenance expense	-1 102	-710	-1 177	-1 057	-2 279	-1 767
Office and administrative expense	-427	-355	-394	-245	-821	-600
Total expense	-8 047	-6 150	-8 157	-7 862	-16 204	-14 012
Operating result before net financial income	-480	391	409	180	-71	571
Financial income	22	0	0	0	22	0
Financial expense	-10	-3	-3	-3	-13	-6
Depreciation and amortization	0	0	-86	-115	-86	-115
Net financial income	12	-3	-88	-118	-76	-121
Operating result	-468	388	321	63	-148	450
Extraordinary, non-recurring or out-of-period expense	-27	-214	0	-31	-27	-244
Extraordinary, non-recurring or out-of-period income	588	74	94	0	682	74
Tax	-1	-1	-0	-1	-1	-2
Surplus for the period	92	247	415	31	507	278

profawo Bern was audited on 15.02.2022 by T+R AG, Gümliigen
 profawo Zurich was audited on 15.02.2022 by hit Treuhand Sàrl, Uster

Member companies

as at 31.12.2021

Bern region

aaq – Swiss Agency of Accreditation and Quality Assurance
 Ausgleichskasse Berner Arbeitgeber
 Bauflex AG
 Berner Kantonalbank
 Bernerland Bank AG
 Bernische Lehrerversicherungskasse
 Bernmobil
 Busbetrieb Solothurn und Umgebung
 Business Network Communications AG
 Chambre économique Bienne-Seeland
 Die Schweizerische Post AG
 Diggelmann + Partner AG
 Ecoptima
 fairtiq AG
 Feldmann Advokatur & Notariat
 F-RE GmbH
 Freibank Speis & Trank – Eggstern & Partner GmbH
 Gesellschaft Schweizer Tierärztinnen und Tierärzte
 Hirslanden Bern
 Hundesittingbern
 Insel Gruppe AG, Abteilung für Elektrophysiologie
 Insel Gruppe AG, Universitätsinstitut für Radiologie DIPR
 Insel Gruppe AG, Universitätsklinik für Angiologie
 Intersport International Corporation
 KPT / CPT
 Livica Sammelstiftung
 Lungenpraxis Seeland
 Meex Versicherungsbroker AG
 MPS Micro Precision Systems AG
 Municipality of Muri bei Bern
 Omega SA
 Polyconsult AG
 Praxis Kornhaus
 Praxis Sternenplatz AG Worb
 Previs Vorsorge
 Regionalverkehr Bern-Solothurn
 Restaurant zum Alten Schweizer
 Spitalzentrum Biel – Centre hospitalier Bienne
 Swiss Lottery and Betting Board
 Swissmedic / Schweizerisches Heilmittelinstitut
 Swiss National Bank
 Swiss Red Cross
 Trust Commercial SA
 Zahnarztpraxis Bellevue AG

Suisse romande

Banque Pictet & cie SA
 Boston Consulting Group AG (Switzerland)
 Brönnimann & Gottreux Architectes SA
 E-CUBE Strategy Consultants SA
 Ematys International SA
 Kalec-Motor SA
 Lionel Meylan SA
 Mecabelec Automobiles & Bike Sàrl
 Merck Serono S.A.
 One Acre Stichting
 Ostéopathe Melinda Keiser
 Riviera Rehab Sàrl
 SYSMeta IT Sarl
 Transports publics de la région lausannoise TL

Zurich region

ACP Advanced Circuit Pursuit AG
 Adecco Group AG
 Africa Wealth Partners AG
 ARDEGA Deponie AG
 Automafify AG
 Balanx AG
 Banque Pictet AG
 Bär & Karrer Rechtsanwälte
 Baxter Healthcare SA
 Boston Consulting Group AG (Switzerland)
 comparis.ch AG
 Contexta AG
 Decisis Holding AG
 Decisis Services AG
 Dr. A. E. Scotoni Management und Immobilien AG
 EF Education First Ltd
 FIFA – Fédération Internationale de Football Ass.
 Google Switzerland GmbH
 Homburger AG
 Hotel Tivoli Schlieren AG
 Human Professional Personalberatung AG
 HypoPlus AG
 iAgentur AG
 IAZI AG
 IFAWA GmbH
 iii AG
 Interogo Holding AG
 KAYAK Europe GmbH
 Kieger AG
 Lenz & Staehelin
 Leonteq Securities AG
 Lindt & Sprüngli (International) AG
 Novelis AG
 responsAbility Investments AG
 Rheinmetall Air Defence AG
 Robeco Switzerland Ltd
 RTP Schweiz AG
 RWM Schweiz AG
 Sanatorium Kilchberg AG
 Schminkbar AG
 Skapas Rechtsberatung AG
 Streichenberg und Partner, Anwaltskanzlei
 Supreme Court of Canton Zurich
 Swiss Life AG
 Swiss National Bank (ZH)
 Swiss Re Management Ltd
 The Market Media AG
 Van de Wetering Atelier für Städtebau GmbH
 Verve Capital Partners AG
 VSAO Zürich
 Webrepublic AG
 Wenger & Vieli AG
 Zurich University of Teacher Education

Nationwide

AEK Onyx AG
 Alloga AG
 APP Unternehmensberatung
 Arnold AG
 Arpe
 Baumeler
 BKW AEK Contracting AG
 BKW Energie AG
 BKW Energie AG KKM
 BKW Wallis
 BLS AG
 cc energie ag
 Credit Suisse AG
 Curea Elektro AG
 Deutsche Bank
 DG Rail
 Duvoisin Groux
 eBay Marketplaces GmbH
 Engytec AG
 Farner Consulting AG
 Galenica AG
 Galexis AG
 Goldman Sachs Bank AG
 HCI Solutions AG
 Hinni
 Infosys Consulting AG
 Inspiratio.net
 J.P. Morgan (Suisse) SA
 Kellerhals Carrad Basel KIG
 La Goule
 OM Pharma
 Securon AG
 SWICA Healthcare Insurance Ltd
 Swiss Council for Accident Prevention bfu
 Swiss Federal Financial Market Supervisory Authority FINMA
 Swiss Federal Railways SFR
 Swiss Federal University for Vocational Education and Training EHB
 Swissgrid Ltd
 Swiss National Science Foundation
 swissuniversities
 Takeda Pharmaceuticals International AG
 TBF + Partner AG
 UBS AG
 Unione Farmaceutica
 Valiant Bank AG

Publication details

Published by:
profawo Schweiz
Aarberggasse 20
CH-3011 Bern
+41 (0)31 311 74 09
www.profawo.ch

Photos:
Adobe Stock (cover page, page 7)
Private (pages 1, 2, 3)

Design:
do.grafik, Künsnacht



profawo Basel

St. Johannis-Vorstadt 3
CH-4056 Basel
+41 (0)61 515 69 67
bs@profawo.ch

profawo Bern

Aarberggasse 20
CH-3011 Bern
+41 (0)31 311 74 09
bern@profawo.ch

profawo Geneva

30, avenue de Miremont
CH-1207 Geneva
+41 (0)22 321 02 78
sr@profawo.ch

profawo Lausanne

Rue du Petit-Chêne 38
CH-1003 Lausanne
+41 (0)21 312 8 71
sr@profawo.ch

profawo Zurich

Zähringerstrasse 26
CH-8001 Zurich
+41 (0)44 254 60 50
zuerich@profawo.ch