

The Austrian Perspective: „Women are top! To the top by innovative corporate cultures“

Co-Funded by the PROGRESS programme
of the European Union



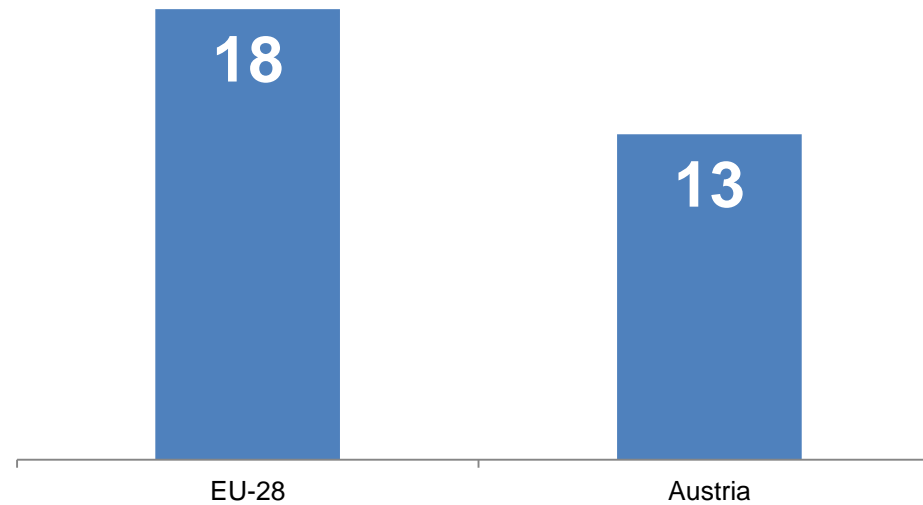
Agenda

- **The context**
the Austrian situation of women on boards and in management
- **The project**
objectives and activities of the Austrian PROGRESS-project



The situation in Austria

... female board members (%) well below EU average:

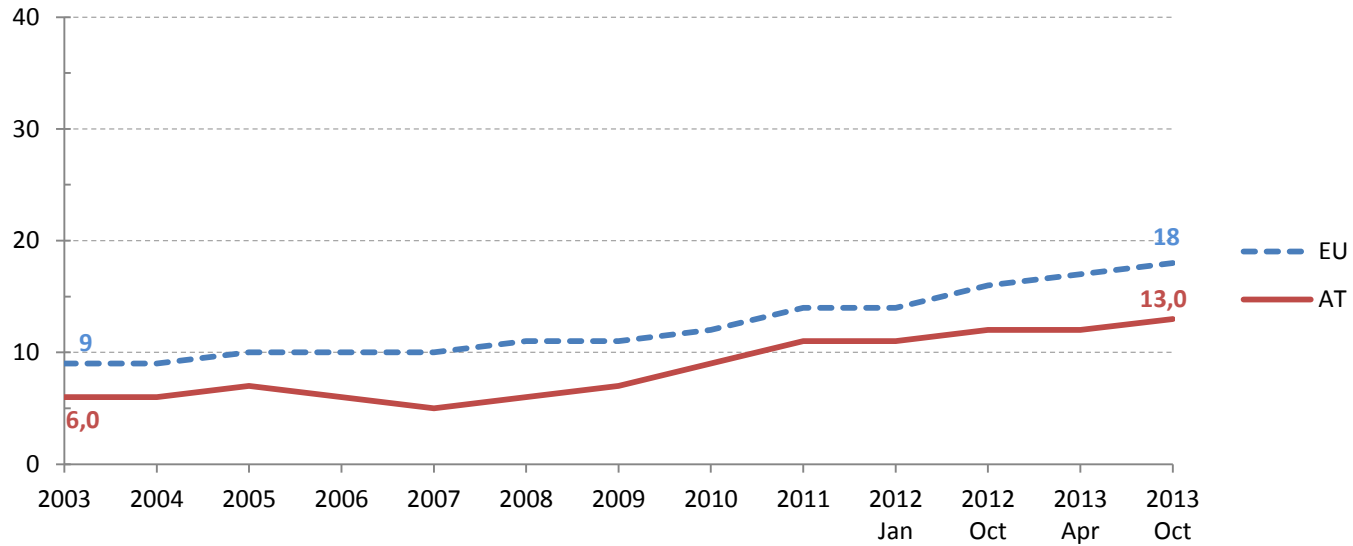


EU Database Women and Men in Economic decision-making; data 2013



The situation in Austria

... (slow) progress over last decade

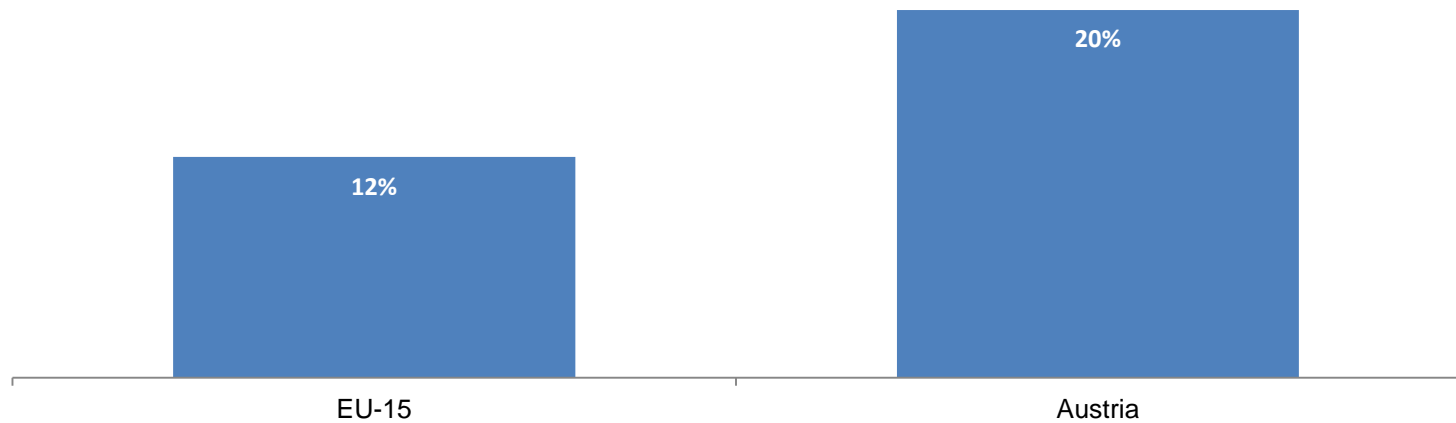


EU Database Women and Men in Economic decision-making



The situation in Austria

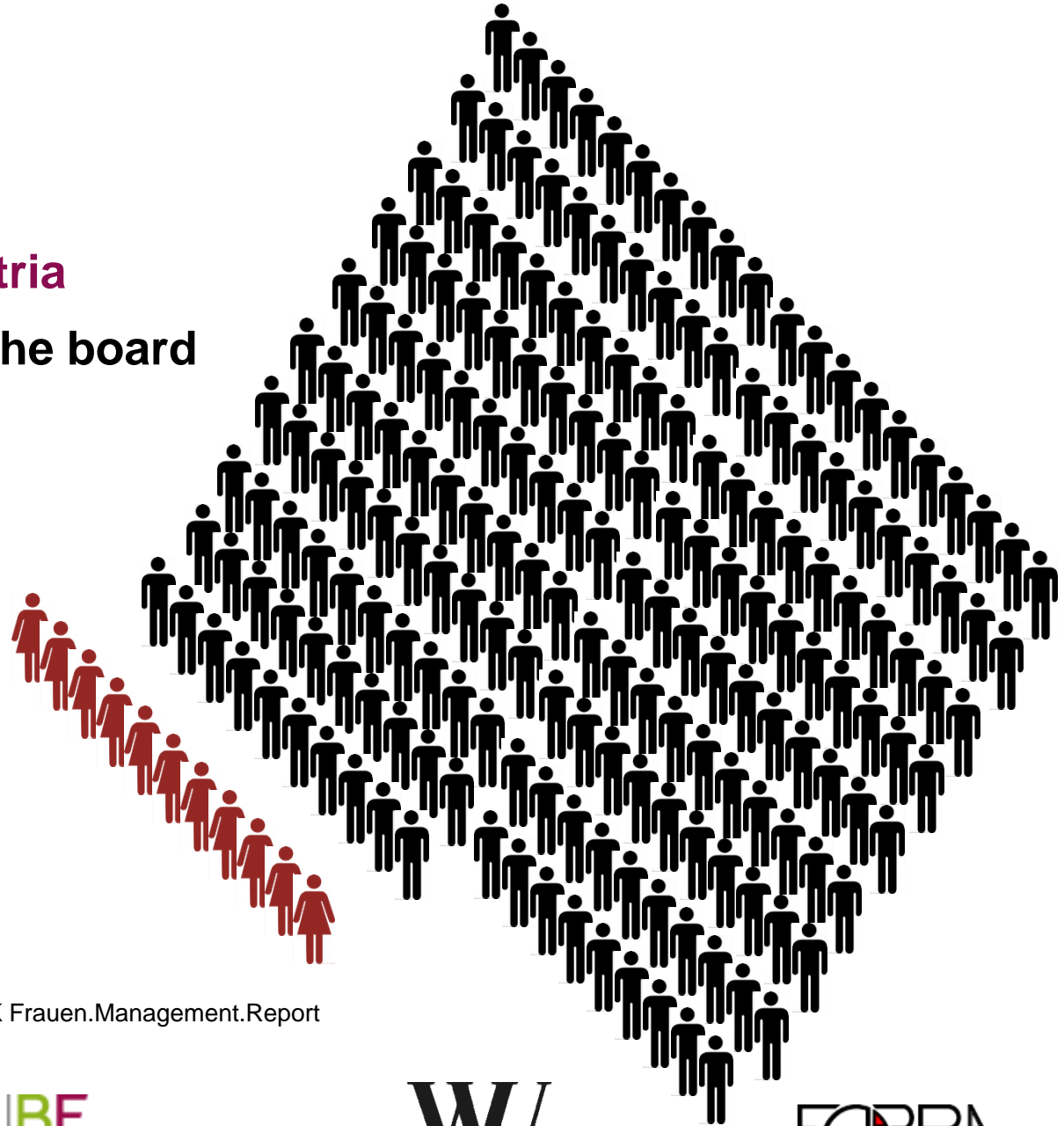
... still **no woman** in every 5th board



Corporate Governance Report 2013



The situation in Austria ... chairpersons of the board



AK Frauen.Management.Report

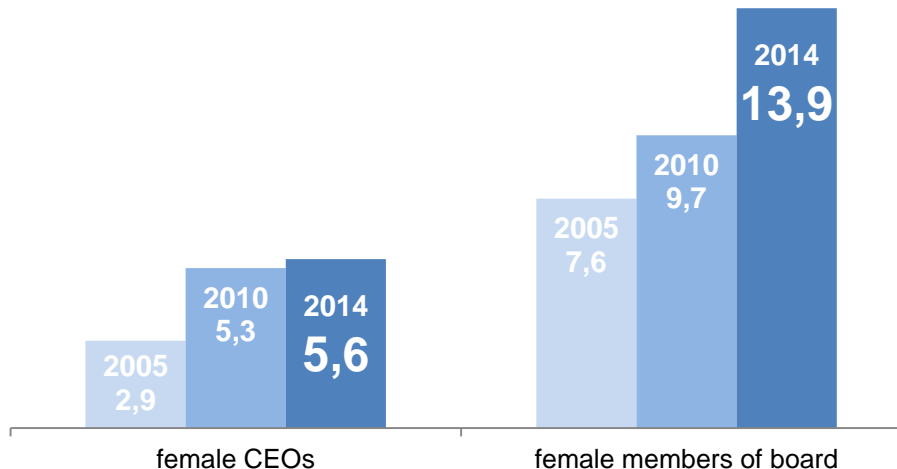


The situation in Austria

... in service sector **one** in 10 CEOs is a woman

... in industry sector **one** in 20 CEOs is a women

... average among the top 200 companies: **one** in 20 CEOs



The situation in Austria – Why?

... traditional...

- Highly segregated labour market (sectors)
- High (and increasing) part-time rate for women – 46%
- Gender roles and stereotypes > gendered work/family
- Overtime/Presence culture
- 80% family owned businesses
- SMEs majority of Austrian businesses
- Informal networks crucial
- ...

... and: no binding legislation



Silver linings for female board members and female managers: Legislation

- Specific **legislation** for certain areas
 - › **ORF**: quota 45% for (almost) all positions
 - › **Universities**: 40% women in decision-making committees, boards, organs
 - › **Public service**: quota of 50% for all positions



Silver linings for female board members and female managers: Initiatives by Government

- Cabinet decision on quota for female board members in **public companies: target 35% until 2018; status 2014: 33%** (applies to board members nominated by federal state)
- **Database** for board ready women www.zukunft-frauen.at
- **Programmes** for (future) female leaders
- **Rules on diversity** in P-CGC, AktienG



Silver linings for female board members and female managers: The business case

- Initiatives on **company level** (mentorings, trainings, ...)
- CGC - reportings



The situation in Austria – Silver linings

- **General awareness ...**
- **... that there's still room for improvement**



PROGRESS in Austria: Women are top! To the top by innovative corporate cultures.

- acknowledges challenges AND the way we've come so far
- is based on AND promotes awareness, dialogue, progress
- focuses on Austrian specifics – **the company culture**



The project:

Objectives

- promote women on boards and gender equality in top positions in Austrian companies
 - › Best practices
 - › Cooperation with companies
 - › Learning/reflecting via online game simulation



The project:

partners/activities/expected outcome

**The Agenda:
BMBF**

- How to communicate and implement findings?
- Information, coordination, networking
- Future measures and sustainable implementation

**The simulation
game: WU**

- How to get women on boards?
- Online game prototype for management trainings
- reflecting, learning, changing nomination decisions

**Dialogue and best
practices: FORBA**

- Women managers - what works well where?
- Interviews, focus groups, forum events for exchange
- Documentation on good practices and role models



Thank you!

Questions?

Contact:

Katja.Gerstmann@bmbf.gv.at

Project Website english:

<https://www.bmbf.gv.at/enfr/women/employment/top.html>

