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](http://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:

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

Objectives
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?

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Project Website english: https://www.bmbf.gv.at/enfr/women/employment/top.html