

Contacted Women In Topmanagement Positions:

- Isabell Hametner (OMV Senior Vice President HR) x
- Simona Orhan (Expert Expat Management Austria)x
- Angelika Zartl-Klik (Senior Vice President HSSE and New Energy Solutions bei OMV) x
- Linda Kirchberger (Head of TECH Center & Lab bei OMV) x
- Katarina Sekeljic (Head of Digital Portfolio & Governance bei OMV) x
- Sabrina Novak (Client Solutions Manager DACH at LinkedIn) x
- Anne Marie Lazaroui (Senior Project Manager)
- Christine M Knittl (Sales Director DACH) x
- Sarah Fischinger (Treasury Director bei Porsche Automotive Investment GmbH) x
- Katrin Gschwandtner (Head of communications, Runtastic) x
- Michelle Strachwitz (Head of Ventures & Start up Collaborations, Loop New Media) x
- Kosch Vladimira (Leiterin Personal Service, Kapsch) x
- Inés Kaufmann (Managing Director bei Europcar Österreich, ARAC GmbH)x
- Konstanze Marinoff (Director HR Marketing and Recruiting, Porsche AG) x
- Barbara Harrer (CEO Strabag Real Estate EOOD Senior Expert Strabag Real Estate) x
- Diana Neumüller-Klein (Head Of Corporate Communications and Investor Relations at STRABAG)x
- Daniela Harnisch (Head Of Communications & Marketing at STRABAG PFS) x
- Ralitsa Ehling (Head of Risk Management & Internal Control System bei STRABAG) x
- Annette Scheckmann (Commercial Subdivision Manager, Züblin Spezialtiefbau GmbH) x
- Claudia Robineau (Head Of Sales at voestalpine Camtec GmbH) x
- Theresa Preslmayer (VP Brand & Communications Metal Forming Division at voestalpine)x
- Marion Müller (Head of Management Development at voestalpine High Performance Metals)x
- Doris Jeloucan (Head of Marketing voestalpine SIGNALING)x
- Claudia Cortner (Head of Corporate Responsibility bei voestalpine AG) x
- Nadja Jungwirth (Sales Director bei voestalpine Schienen GmbH x
- Martina Scheidleder (Managing Director voestalpine Romania SRL) x
- Sonja Loidl (Head of Digital Marketing Services bei SPAR Österreich) x
- Carmen Wieser (Head of CSR at SPAR Austria) x
- Jacqueline Wild (Head of Practices & Innovation bei Capgemini)

What I used to contact the people (first the German version and underneath the translated English Version)

Guten Tag Frau xx,

im Rahmen meiner Masterarbeit, bei der es sich um den Sozialisierungsprozess von Frauen in Führungspositionen handelt, bin ich auf der Suche nach Interview-Partnerinnen. Da mir die Ungleichheit im österreichischen Markt schon seit längerem ein Dorn im Auge ist, habe ich mich aus diesem Grund dazu entschlossen mit meiner Masterarbeit der Ursache des Problems näher zu gehen.

Im Zuge meiner Nachforschungen stieß ich auf Ihr Profil und bin davon überzeugt, dass Sie meine Studie aufgrund ihres beruflichen Werdeganges positiv bereichern könnten. Aus diesem Grund wäre ich Ihnen persönlich sehr verbunden, wenn Sie für ein 15-minütiges Interview zur Verfügung stünden. Dieses ist selbstverständlich anonym und dient der Ermittlung Ihres Sozialisierungs-Prozesses.

Über eine Antwort würde ich mich sehr freuen und wünsche noch eine schöne Woche.

Freundliche Grüße
Clemens Zeiler

Hello, Mrs. xx,

In the context of my master's thesis, which deals with the socialization process of women in management positions, I am looking for interview partners. Since the inequality in the Austrian market has been a thorn in my side for a long time, I have decided to go closer to the cause of the problem with my master thesis.

In the course of my research I came across your profile and I am convinced that you could positively enrich my study due to your professional background. For this reason, I would be personally very grateful if you would be available for a 15-minute interview. This interview is of course anonymous and serves to determine your socialization process.

I would be very happy to receive an answer and wish you a nice week.

Kind regards
Clemens Zeiler

Questions:

1. Is the thought of having kids a determining factor in making decisions about the career?
2. Which influence does private life have on working life for mothers in leadership positions?
3. Which influences did your parents exert on your perception of socialization?
4. Does gender inequality play a role in your job?
5. Did you witness a different outcome for the female and male gender within an internal competition of the firm?

Ist der Gedanke, Kinder zu haben, ein entscheidender Faktor bei der Entscheidung über die Karriere?

Welchen Einfluss hat das Privatleben auf das Arbeitsleben von Müttern in Führungspositionen?

Welche Einflüsse haben Ihre Eltern auf Ihre Wahrnehmung der Sozialisation ausgeübt?

Spielt die Ungleichheit der Geschlechter in Ihrer Arbeit eine Rolle?

Haben Sie bei einem firmeninternen Wettbewerb ein unterschiedliches Ergebnis für das weibliche und das männliche Geschlecht erlebt?

Dates for Interviews:

- 1) Tanja Spennglingwimmer 16.03 / 08:00
- 2) Eva Arh 16.03 / 11:00 Uhr
- 3) Monica Schwarz 16.03 / 15:00 Uhr
- 4) Claudia Robineau 17.04 / 09:00
- 5) Esther Lind 17.04 / 10:00
- 6) Nadja Jungwirth 18.3 / 16:00 Uhr
- 7) Krisztina Orsz 20.03 / 11:00 Uhr
- 8) Sabina Rachimova 20.03 / 12:30 Uhr
- 9) Neumüller-Klein 23.03 / 13:00 Uhr (+43 1 22422 – 1116)
- 10) Gabriele Davies 23.03 / 16 Uhr
- 11) Kirchberger Linda 24.3 / 12:30 (OMV Event)
- 12) Arezoo Edrisian 1.4.

Interviews:

Eva Arh:

Speaker 0: Clemens Zeiler

Speaker 1: Eva Arh

Speaker 0:

Thank you very much for taking your time for me. I would love to start with an introduction of your academic career and your professional career, just a thirty seconds summary before we start with the questions.

Speaker 1:

Hello, my Name is Eva Arh, Originally, I'm from Latvia. I came to Austria when I was eighteen to study at FH Krems so I did there the bachelor in Export-oriented Management because I thought it was a great mixture of business plus learning also a foreign language and after that I moved to Vienna to study International Management CEMS master.

And then in the second year of the study, I started to work in a startup company which was co-founded by study colleagues from Krems in the role of the CFO and business development the startup, but they don't need a full-time CFO for early on so I was there for two years and then I switched to "INITS", which is a high tech incubator here and again that's the biggest one in Austria I work with the companies basically on the fundraising business modeling or on the business development side I know since a bit more than 2 years I work with capital three hundred which is a venture capital fund which invests into European tech companies in the extension stage.

Speaker 0:

Okay great, thank you very much for that.

Speaker 0:

As an introduction, I would love to start with the first question of the interview right now which is: Is the thought of having kids a determining factor in making decisions about the career?

Speaker 1:

Is it about me personally or in general?

Speaker 0:

You can answer personally or general or whatever comes up to your mind about that.

Speaker 1:

Because I think it really depends, you know, I think that there are women where the willingness of having kids early on will impact their career choices and on the other hand, there are also women you know who will go for the career and will adjust the family planning based on that, so I think there are really both, I mean, me personally it's a mixture, right, I don't have kids yet so just I don't know if that's important or not.

Speaker 1:

Okay but also the fact, you know that I want to achieve certain things on the career side and kind of have this right time to have kids which of course it's hard to know or determine and I heard so many times there is no right timing then but I think it depends, I think they're both sides available, you know, I have friends that say I want to have kids you know early on and two or three and then they will basically impact their career choice but I think it's less and less common like that, I think people would still go for the career of their choice just the questions rather if it's really compatible.

And they would try and they would try it you know but then wheatear it works out that's another thing.

Speaker 0:

Okay great thank you and then my second question would be in which way does private life have an impact on the working life for mothers in decision making positions if you have any experience from colleagues or something which you have seen.

Speaker 1:

Yeah, of course, I think if there are two things, which is that it requires much more flexibility in terms of, you know, a location where you work or do you can do home office and if you are flexible in planning your schedule.

I see that with my colleagues, I see that with my friends, really combined, you know, that they're being a mother, being also a father

It really works if you have the flexibility if you can go and pick up your kids at four PM from the kindergarten and if you can stay at home easily if the kids are sick that that's doable and in our field you know interesting into a company, investment management and so on that's easily doable because we do so much online, I mean I'm really flexible in terms of our schedules.

Speaker 0:

Okay, it's really great that then that third question would be which influences did your parents make on your perception of socialization, for example when it comes to any toys or when playing games or just the mindset your parents gave you when they were raising you.

Speaker 1:

Well thank god because my parents were very chilled let's say and I had total freedom, you know, I played computer games with my brother, I played football with my cousins and I think that did, you know, play a role in the end, actually, I'm not a fan of only women-focused events because I have more the mindset if you want to do something just do that with it I think it's also a lot because my parents just gave me total freedom you know I could go for the whole "be someone today" and they were never dressing me in total pink stuff and so on, so I think yeah so I could do whatever I wanted, and also because I had a brother, his presence also influenced me in the end you know.

It made me more flexible and it didn't put me in certain categories where you are supposed to act as a woman or as a girl.

Speaker 0:

Yeah, this is very true, well, thank you very much. The next question would be does gender inequalities play a role in your job or did it ever affect you

And it could have been in every job you know, that could be in that one right now, it's just about the experience.

Speaker 1:

I mean I have been only working in small companies, so I have never been discriminated against because of that. I see that more of an opportunity because you know, in the tech field where I am, there are so little women, like there so few women, that you can really stand out in a few moments of confidence if you're not afraid of that.

You get more attention and that's good you know that helps with business, it can help to socialize, to network, because you kind of stand out so I think you can make it.

You have an opportunity out of that but yeah it depends on the person because I know that many people don't feel comfortable with being, you know, the only woman within a group of fifty so it depends on the person now, but I haven't been discriminated, at least I haven't noticed that but I don't have examples with experience from me in a big company where you have to climb the ladder, you know, to the next position and so on.

Speaker 0:

Okay because that would have been my next question is did you ever witness a different outcome for the female and male gender within the internal competition of the company but since you said you did not experience anything I think it is obsolete to ask this question.

Speaker 0:

Well then thank you so much for your answers and I will turn off the recording now.

Claudia Robineau:

Speaker 0: Officially, dear Ms. Robineau thank you so much for taking your time for me, I really appreciate that you take part in my interview and my scientific work. I would kindly ask you, could you introduce yourself, just 30 seconds who you are, your academic career and your professional career.

Speaker 1: My Name is Claudia Robineau, I studied business administration in Linz at the JKU, as well as mathematics and physics and the combination of business and technical basics made me work for VOEST ALPINE, so in 2002 I started as a key account manager at OVEST ALPINE Stahl GmbH, I did that just for 6 years, I was responsible for major automotive customers from the company. After that I was promoted as managing director to VOEST Alpine Romania, we have a sales company there, and I was responsible for Romania and Bulgaria, after 6 or 7 years, I worked as managing director of VOEST ALPINE France, also a sales company there in Strasbourg, and one year later I became the MD for Switzerland and now since 2 years, I am back in Linz as head of sales for our daughter company VOEST ALPINE CAM TEC, and beginning of April I will be the managing director of the company.

Speaker 0: thank you for the introduction, this will also ring me to the first question, is the thought of having kids a determine factor of making decisions about the career.

Speaker 1: It definitely is, it's always an influence, its either the possibility of having the flexibility of how to coordinate if a kid would rise up, if there is the chance to deal with the job and the kid if you are in Bucharest, or if you are in Strasbourg, and I always when I negotiated my contract, I always negotiated daycare and kindergarten in my contract, although I didn't know if it will happen or not.

Speaker 0: thank you, the second question, which influence does the private life have on the working life on either mothers or women in leadership positions?

Speaker 1: I think I didn't get the question right.

Speaker 0: Let's say, you are a mother, or you have colleagues who are mothers, within their private life, they have a lot of duties, they are being mothers, so it will take a lot of time, maybe the father he is busy because he has to work, etc. and the whole process of taking care of the child is up to the mother, and therefore she is already very stressed out from her private life, and then she is in her leadership position

where she doesn't have the flexibility for part-time, etc., so that's why I wanted to know if there is a correlation.

Speaker1: Yes, some of my friends were mothers. I also have leadership women in my environment, friends of mine have kids, and they manage that quite well, not only quite well, really well, yes its definitely a high-stress factor, and coordination and flexibility requests are really high, but they are consequent in "ok I have to leave at 5:30 because I have to pick up my kid at the kindergarten" so what they do, they are more consequent in splitting up private life and business and this is different to non-mothers because as far as I know from my colleagues as well, we do take business much more often into our private life, we do not split that, so if I send an email at 10 in the evening or if I sit an hour, in the evening at 9, no one would care and if a mother does that there will be problems, so they are definitely more consequent in that, but concerning work-life balance, yes there has to be a flexible part as well, or at least possibilities of grandfathers and grandmothers, or aunties. I know a very successful woman in Vienna, they do that very properly with two afternoons of grandmother and auntie, and for the rest they have daycare, and yes, the stress level is higher, but they manage that very well. Yes, I can agree it's visible its, of course, more stressful being a mother in a leadership position. They are all trying to find some time for themselves where they can relax, because they need from the time a timeout, for them doing yoga, or sports.

Speaker 0: Thank you so much, now a little bit more personal question, which influences did your parents exert on your perception of socialization. Maybe concerning the family hierarchy, your toys, etc.

Speaker 1: I definitely grew up gender conform, meaning lots of dolls and barbies, but I think that's the nonconformity, I was always pushed and supported in reading, in getting to know more things, experiencing things, every kind of technical thing I got, which was broken, I tried to fix them, so also technical things I worked a lot on, also with my father in the garden, but playing vise and literature vise, it was not so gender-driven, but roleplay vise, concerning my parents. They were classic, my dad was the worker, he got u at 4 in the morning to start his shift and he came home at 3 in the afternoon, then, of course, he was tired. So he stayed on the couch and my mom was at home until I was 12 years old, classic for the countryside, there was no daycare possibility at the time, so she was forced although she wanted to work, but she stayed with me and my sister and took care of us and our homework, etc. But what I remember exactly is, that I thought, ok I don't want that, so for me, it was clear if I would be grown up, I would do it differently, If a kid would be born, I would do it differently, I would not stay at home, although I could experience my mom did a great job with me and my sister, we were very comfortable, in a manner where a lot of kids wish they would have been raised, but I thought as a woman I see myself not as the housewife.

Speaker 0: Thank you so much, that's a great answer. Question number 4, does gender inequality play a role in your job?

Speaker 1: (laughs) Yes, of course, I think this is the difference, I am working mainly with men, in the steel industry, so I was sitting in meetings, as the only woman, in lots of meetings I was the only woman presenting in front of the member board, which at that time were only males, so yes, gender was always a topic. The question is if it was inequal, and how you measure it. If you just take just the number of people and the percentage of the gender, yes it was inequal, and it still is the case. So yes, there is an imbalance. If we count imbalance in correlation to who does which job, so regarding females. they were only the secretary, yes that's also true, I remember in these 18 years one man as a secretary and yes, the department leaders were at that time almost men, except one woman, but then it changed. So, there

was and is a change visible and there is also technical wise a change, lots of women now working in production, in R & D, technical jobs overall, of course not as much as men, but still improving. Department leaders it still is depending on the field of work, if it is in sales, we still have only one lady in charge, if you look at HR there are much more women available. It is getting better, but certainly not half and half, but not sure if we want that, or if I would want that. We all have different capabilities and competencies, so I think its more wise to attract the job towards competence and not towards gender.

Speaker 0: Did you ever experience a case where inequality happened within your company or towards you.

Speaker 1: First of all, concerning payment, I didn't see it, because especially in my positions we are talking to each other and compare our standards. We constantly update ourselves concerning possibilities, we all discussed it, we were quite open, we even saw each other's paychecks, so in my career, so far, I never saw that. Same goes for my next positions, I and my colleague received the exact same contract, there is no difference. I have a team, mixed team, males and females, and if I compare CVs I only look at competencies, never at the gender.

Speaker 0: Really thank you so much for your answer, I really appreciate your time.

Krisztina Oratz:

Speaker 0: Hello, thank you for participating, I would love to start the interview with a little introduction about yourself.

Speaker 1: I'm Krisztina Oratz, and I am the chief experience officer at "Anyline", the computer vision company based in Vienna. I've been at the company for almost 4 years now and started as a product manager, then grew up as the head of products and now this position, so a very quick growth. Before that I didn't have a technical background, I studied at WU, University of economics, international management, so general business concepts.

Speaker 0: Thank you so much for the introduction, I would love to start with the first question, is the thought of having kids a determining factor in making decisions about the career.

Speaker 1: No, it is not.

Speaker 0: Which influence does private life have on the working life for mothers in leadership positions.

Speaker 1: I have the perception that women or mothers generally tend not to go into higher positions. Not that they are not ambitious, but they take jobs that give them more flexibility and more time to spend with their family. Or the opposite, mothers who take higher-level positions, generally have a better financial situation, so they can take nannies or things like that, which is not always an option for everybody.

Speaker 0: Which influence did your parents exert on your perception of socialization?

Speaker 1: I come from Romania, a former communist country, and their gender differences weren't that big, but my family was still somehow traditional, so I wanted to play with cars, but I couldn't really or I only got a pink car, and it was very clear that my father was the bread maker, but again as an opposition

to this, my father was very supportive of any career I wanted to choose and he taught me that education and work are very important and that I should pursue anything that makes me comfortable, so I didn't notice these circumstances when growing up, now only thinking back about them partly family life was very traditional with stereotypical roles, mother cooking, a father making the money, but personally the influences where that I can be whatever I want to be and that I'm not limited because I'm a girl.

Speaker 0: Thank you for the answer. Concerning your personal job, does gender inequality play a role?

Speaker 1: So we all are very biased, including women, our internal biases, they come also out at the company where I am now, but the people try to be very aware, and we also have discussions and training about how to overcome these gender biases, I am the only woman in the management team and this is something I noticed of terms of the thing that I pay attention to, so I care more about more typical feminine things or more motivation of the team, feelings more than the bottom business line, and also the employees have given feedback that they sense a different way of approaching people from me as a woman than the other managers who are men.

Speaker 0: My last question, did you ever witness a different outcome for the female and male gender within an internal completion of the firm.

Speaker 1: Interesting, I have to say yes. SO the development team is mostly guys, we do have also women, more than normal It companies, but there is only one team leader who is a woman and I have never heard until she got this position, personal comments about other team leaders, and she was the first one, where I heard personal comments, that maybe her personal situation or personal relationship can affect her performance, and I pointed that out when I heard that, and people realized it, but it was interesting so it in action because until this point it never happened because we never had a woman in the leadership position. It was not really an outcome, it was more a situation, but maybe if I wouldn't have point it out, it would have been a different outcome.

Sabinna Rachimova:

Speaker 0: Hello, thank you for participating, I would love to start the interview with a little introduction about yourself.

Speaker 1: So my Name is Sabinna and I am the founder of my lifestyle brand Sabinna, I am a lecturer at the University of London and I am also a public speaker. About my background, I'm originally from the UDSSR I move to Austria when I was 6, I have been in London since 11 years, I'm a double immigrant child making the most of life: I went to the University of Arts in London and I have a BA in fashion design and marketing, and I do not have a master by choice.

Speaker 0: Thank you so much, my first question is, is the thought of having kids a determining factor in making decisions about the career in general.

Speaker 1: Fortunately I don't have pressure around me to have kids and I'm quite in peace with myself knowing that I'm not ready for kids at the moment and I never thought about it before, so I haven't really thought about it now, I'm 30, so in the age where everybody goes crazy about having kids, and by now they should have had kids already, or now it's the time to try, but I never really had to confront myself with this and my parents are really supportive and don't pressure me that I have to become a mother, my partner never raised his voice that he really wants kids or that we have to start trying now,

and kind of moving from that, I feel like I never have to make that point of my life, because of that. But with having said that, obviously, the society putting a lot of pressure on women, I guess a lot of women making career decisions based on if they want to have kids or not, looking at the creative industry, a lot of women try to achieve as much as they can up until the age of 30 so they can get some time to get kids, so there is definitely lots of pressure from the society.

Speaker 0: Thank you for the inside, the second question would be, which influence does private life has the working life on mothers in leadership positions?

Speaker 1: First of all, the sad thing is that there are not that many women in leadership positions, I'm talking about the fashion industry, the total workforce 70 percent is female but only 25 percent are in leadership, which is insane, and before founding my own company, I have worked for many brands and some of them were quite big and I witnessed sometimes how women in leadership positions were scared to take maternity leave or take time off to spend it with the family or kids, because even if the law in European countries say that you can't be lowered down from your current position when you come back from maternity leave, still companies will find a way to get rid of you or replace you as fast as they can. Also, again referring to the creative industry, I guess when you reach a certain age, people will either not give you the job being scared that you might get pregnant at some point and cost them money, and they might go for a male candidate instead, and again women are in general are those who take care of the elder people at their home, or the kids, or the extra work at home, it definitely influences each other, so private life and professional life is definitely merged for women in leadership positions when comparing it to men who do not have to take over this aspect.

Speaker 0: Thank you so much for all the insights. Which influence did your parents exert on your perception of socialization?

Speaker 1: I'm originally from the USSR and obviously it is a very different culture compared to the European one, so I would say that I grew up in a family that is definitely focused on typical gender roles, I have a very manly dad, and I have a mom is definitely doing the whole manager role of the family, who is managing all of us, I have 3 sisters, so we are 4 women in the family. My grand mum was a crazy feminist, was never married, had my mum by herself, while being a teacher in the UDSSR, so almost lost her job because they told her someone who is not married can't be a teacher. So I always had a good balance between the alpha man dad and my mum side being a crazy feminist but also very realistic of how you go with the times you live in, I guess often we talk about the role of women in Europe, it's still a very privileged conversation because we don't take political or cultural situations into consideration. Looking at my family my mom and dad were both professional athletes and when the UDSSR dissolved they had to decide on which career to focus in order to have a better life and maybe leave Russia, obviously my dad had better opportunities so my mum gave up her career so my mum would focus completely on his career so we can leave to go to Europe. She didn't do it because she is not a feminist, but she did it for the best for the family. I guess in most cases when we talk about one right thing to do and a wrong thing, but we have to have a deeper understanding of things and that there are many more gray zones in life we have to reconsider. The decision she made, brought all her kids a much better life and opportunities, I couldn't be where I am without my mother. I can live a feminist life these days because my mum didn't. I guess in these terms again I'm quite lucky to have a detailed insight from my parents and a multi-layer approach towards the perception of socialization and how life should be perceived.

Speaker 0: Moving to the next question, does gender inequality play a role in your job?

Speaker 1: Yes, 100 percent, in the fashion industry it's so interesting, most of the consumer are female, most of the workers are female, most of the manufacturing site are female, they are not paid properly, and treated really badly so there is definitely inequality in roles, first of all, but also when it comes to being paid equally. Also, there is a lack of transparency, I have to admit for the most of the time, I worked for other people, I never knew how much my colleagues, ear, I never knew how much I could earn, there was no framework or type of transparency, it was not that somebody told me, this is what you can do and reach. This is something that I really try to make different in my team. Again, lack of transparency, and just the way the workforce is divided in this industry makes it very very difficult to make it equal

Speaker 0: Thank you very much for the insight, my last question would be, did you ever witness a different outcome for the female and male gender within an internal competition of the firm.

Speaker 1: I can't really make a comment about my own company at the moment since we are also only women in the firm, but an interesting perspective could be, as a founder I go and pitch for funding or any type of awards, and I can see a huge difference, because obviously people who are in charge of giving out money, they are man, older man, who don't know much about the creative industry and fashion, so often I am not being taken seriously and I could see the difference if somebody comes in who has a business background, who wears a suit and pitches the same thing as I do versus me coming in, in a flower dress being myself not having a business background, I can see how I am starting from -10 and I have to go up to mutual first, before I get a shot to actually show myself and this has been really frustrating especially in the beginning when I started, but I guess there are ways around it, but it's a long journey, I witnessed a lot of this and again for the companies I worked for, you can just see how men are being promoted and getting these leadership roles, while women are being left behind mostly because they might get pregnant and leave the company, cost them money, so I guess again the fact that we are the once to give birth it already puts us in a misadventures position within a firm.

Monika Schwarz:

Speaker 0: Hello, thank you for participating, I would love to start the interview with a little introduction about yourself.

Speaker 1: My name is Monika Schwarz, I have been with this company, Rockwell Automation, for almost 40 years, I did an apprenticeship as an industrial clerk, then in the evening school my levels, then I started studying for a short time, but then I already got good job offers in the company and therefore I left my studies and concentrated on my job, first I was logistics manager, then IT customer care manager and since 7 years I am in sales, channel manager, I am responsible for our sales partners.

Speaker 0: Thank you so much, my first question is, is the thought of having kids a determining factor in making decisions about the career in general.

Speaker 1: I didn't really plan my career that way, it just happened. Always at the time when I thought I wasn't so focused on children and where I thought I was concentrating on my career, and then the first child came. Then I didn't expect to have a second one, and when I came back I was offered another job, and that's when the second child came and somehow it always happened, and I've always been able to bring my career and my private life together very well, thanks to my company, which has been very good at this. I always had good contact with my company, even during my maternity leave, and I always

worked from home, which is also a success component for me in that it is easy to combine the two. So you should not withdraw completely from working life for 2-3 years, but always try to keep in contact with the company. Of course, you can't do this with many hours in the beginning, but it's often enough that you only do something for 5 hours. It depends a lot on the company, but I can only advise every company to get involved with models, today there are already more models than I had 25 years ago, we didn't even have part-time work. At first, I was told that part-time was not possible, I should have quit because I said I couldn't work full-time with two small children, but then I was the first in our company to work part-time and it proved to be a great success that we didn't interrupt the contact. So, you don't lose access to work as a mother and it is also positive for the company because you get a very loyal employee. For me, it wasn't children or career, but for me, it was a good balance. We also had a home office very soon, I was able to work from home very early on. When the children were sick, I could work from home. In this case, I can advise every company to be flexible and the women not to leave the company at the same time as they take maternity leave. I don't think it's good if you don't have contact but you want to come back.

Speaker 0: Thank you for the inside, the second question would be, which influence does private life have on the working life on mothers in leadership positions?

Speaker 1: Of course, this is an important topic, generally the private environment. I say without help, private help, it is very difficult. I was lucky that I had parents-in-law and parents in my environment, for this reason, I never needed a single day of care, when the children were sick someone was always there, so it is important to have someone in the private environment and to accept this help. You always have to fight with it between a bad conscience towards the children and also that you are successful in your job. So especially at the beginning I often had a bad conscience, because you think that maybe the children come too short. Certainly, the grandparents are an important factor, that you have someone who lives with the children and also takes care of them when the mother is at work. It is not easy, I often had a bad conscience because I had to travel a lot in my job and then I was often not there, so I often didn't feel so good.

Speaker 0: Thank you so much for all the insights. Which influence did your parents exert on your perception of socialization?

Speaker 1: What has absolutely shaped me is that I come from a very patriarchal family, my father brought the money home and was also able to determine what we were allowed to do and what not, and so it was clear to me that I didn't want to have that, and what motivated me was that I always have my own money. My mother always had to ask my father, may I go to the hairdresser, may I do this, may I do that. Then I realized that I certainly don't want that, I earn my own money, I will be independent, that has shaped me a lot. I also notice that with my daughter, she sees it the same way, she doesn't want to get into a dependency where you are dependent on alms.

Speaker 0: Moving to the next question, does gender inequality play a role in your job?

Speaker 1: Not really, I must say. With us, we are a very male-dominated company, a technology company. But I believe that I earn the same as the men in our company. Our boss has two daughters himself and it is very important to him to promote women in our company. Unfortunately, this was not very successful in the beginning, but now this community is very active and there are many women in top management positions. But when it comes to technology, you notice that there are simply not enough women. Unfortunately, women don't apply for these jobs, there is still a fear of technology. It

was the same with me, and how I was offered the job in the technical area 7 years ago. I had the same thought; I can't do it. And it's often the same with women. If you get a job offer and you don't meet all the criteria, then you doubt yourself very often. With men, it's the opposite, and it's more a matter of self-confidence. I can only appeal to all women, please have some confidence. You can learn so much, and interest just has to be there, but you don't have to have learned everything in a school or university just to do a job. Women are extremely overcautious, and this often prevents them from taking advantage of opportunities. I work with 99% of men, and I see that they often appear with a lot of self-confidence, but unfortunately, I don't see this so often with women.

Speaker 0: Thank you very much for the insight, my last question would be, did you ever witness a different outcome for the female and male gender within an internal competition of the firm.

Speaker 1: Not really. Maybe one case was that for a while we saw that CVs with pictures were mostly taken from men, and when we started to cover the pictures and names, we started to employ a lot of women in our company. In general, in relation to Rockwell Austria, there are very fair circumstances, but unfortunately, no women apply for management positions.

Speaker 0: Thank you very much for the interview.

Tanja Spennlingwimmer:

Speaker 0: Hello, thank you for participating, I would love to start the interview with a little introduction about yourself.

Speaker 1: My name is Tanja Spennlingwimmer and I am currently Head of the Investors and Location Management department at the Upper Austria Startup Agency and there I run a department with 16 people. Before that, I worked for Kapsch in commercial projects and development, then I was involved in large international toll projects, the second part of which I spent in the USA, again managing commercial projects relating to toll projects. Before that, I was employed at Kappa Filters. First in sales development and later I opened the first location in Germany, as commercial manager and authorized signatory. In addition to my academic career, I originally completed my Bachelor's degree at the University of Applied Sciences Steyr in "International Technical Sales", then part-time "International Marketing Management" in Steyr and then the Master's degree in Business Law in Germany during my professional time in Germany. I also completed an MBA in Finance at the Vienna University of Economics and Business Administration and a doctorate in Business Law.

Speaker 0: Thank you so much, my first question is, is the thought of having kids a determining factor in making decisions about the career in general?

Speaker 1: It definitely matters. I know many people who make the statement that you have to choose between a child or a career. Personally, I find it different and perhaps too naive, but I think that both are possible at the same time.

Speaker 0: Thank you for the inside, the second question would be, which influence does private life have on the working life on mothers in leadership positions?

Speaker 1: I would say that it has a great impact because you have to organize many things at once. If you are a woman in a leadership position, you know what it is like to work hard to get things done, you need a lot of organizational talent that you probably have as a woman in such a position, and privately you will have to organize even more of the time and stress, so I think it has a very big impact.

Speaker 0: Thank you so much for all the insights. Which influence did your parents exert on your perception of socialization?

Speaker 1: My parents used a liberal, a very open, educational method. My parents were older when I was born, my mother was already 40 years old for example. Both had professions that could be combined with childcare, my mother was a teacher, my father worked in the public service. Nevertheless, it was always the case that both of them strongly promoted my school development, supported what I was studying and there was no classic role model, but rather an open approach to topics and rather supported that you can achieve everything if you are focused.

Speaker 0: Moving to the next question, does gender inequality play a role in your job?

Speaker 1: At the management level we have a clear surplus of men, I personally think, but this is not necessarily a disadvantage. I have also learned in my professional development that working with men is often much more relaxed than with women, because women are nevertheless often more difficult to manage, especially for a female manager. I don't see this in a negative light, but in the overall picture it is also the case that I am active in several supervisory board functions, and in the majority of these I am always the only woman. This shows a great imbalance, but it's not so much about gender as it is about age. In the meantime, I have started to support women who I think are very good to coach so that they develop positively. But often you must be frank and say that communication with men is sometimes easier, like clear instructions and that you can communicate more directly and not face any emotions.

Speaker 0: Thank you very much for the insight, my last question would be, did you ever witness a different outcome for the female and male gender within an internal competition of the firm?

Speaker 1: Not yet I have to admit, I didn't notice any inequality at my current jobs. To be honest, I witnessed quite the opposite. For my current position, I was chosen over a man.

Speaker 0: Thank you very much for the interview.

Diana Neumüller-Klein:

Speaker 0: Hello, thank you for participating, I would love to start the interview with a little introduction about yourself.

Speaker 1: My name is Diana Neumüller-Klein. I am Head of Corporate Communications and Investor Relations at the construction group STRABAG. I was trained at the Vienna University of Economics and Business Administration in the field of commercial sciences. In addition, I began my professional career as a journalist in the financial sector, at the Austria Press Agency, and then joined STRABAG in 2007 via stations from Raiffeisen Investment AG and OMV.

Speaker 0: Thank you so much, my first question is, is the thought of having kids a determining factor in making decisions about the career in general?

Speaker 1: I don't believe that if you decide to pursue a career, that the first thing you think about is whether that would contradict a potential desire for children. But if you actually have the desire to have children, or have a child as I do, then you have to sometimes reject opportunities that come your way because it is not compatible with the family. That doesn't mean that you have less time, but that it is often the case that you have to accept a change of location for your career, you have to be very flexible with regard to the place of work, and that's why it is not so easy to combine with a family.

Speaker 0: Thank you for the inside, the second question would be, which influence does private life have on the working life on mothers in leadership positions?

Speaker 1: I believe that if you earn very well and you can afford childcare, then it is not a problem, but only if your partner supports you. I have a child, but I couldn't imagine it if my partner didn't also take over 50% of the childcare. It wouldn't be possible without an external childcare worker who always picks my daughter up from kindergarten in the afternoon.

Speaker 0: Thank you so much for all the insights. Which influence did your parents exert on your perception of socialization?

Speaker 1: My father was always self-employed, which means I saw him at home very often. My mother was an employee and worked in Vienna. Today she says that she is very sorry that she was not there so much for my sister and me. However, we never saw it that way, we always had the feeling that our parents were with us a lot, but I also spent a lot of time with my grandparents. Today it is more likely that my mother, through her own experience, has an effect that I put less focus on career and more on the family. I have been socialized in such a way that a woman can be employed and be successful in her job, but my mother actually tries to make me realize that it is sometimes better to stay at home more with my child.

Speaker 0: Moving to the next question, does gender inequality play a role in your job?

Speaker 1: I would say that this is not a question of gender inequality, but more a question of inequality in functions. In other words, I am a woman, I chose a profession in the communications sector, and at a company like STRABAG, technicians are more highly regarded, so when it comes to career opportunities, you should be more in the technical field. I also have no construction site experience, but this is required for the executive area.

Speaker 0: Thank you very much for the insight, my last question would be, did you ever witness a different outcome for the female and male gender within an internal competition of the firm?

Speaker 1: No!

Speaker 0: Thank you very much for the interview.

Nadja Jungwirth:

Speaker 0: Hello, thank you for participating, I would love to start the interview with a little introduction about yourself.

Speaker 1: My name is Nadja Jungwirth, I am 46 years old. I attended a New Language High School where I finished my A-levels and then started to study "International Business Administration" at the University of Klagenfurt. Afterwards, I moved to Vienna and graduated in "Commercial Economics". During my studies, I started to work in various jobs and finally ended up at VOEST ALPINE in the Railway Sales Department. I started with export processes and then held various positions, from 2013 onwards I was in management positions and since 2 ½ years department-director under the management.

Speaker 0: Thank you so much, my first question is, is the thought of having kids a determining factor in making decisions about the career in general?

Speaker 1: In my circle of friends I often hear, of course, that women specifically choose jobs that can be arranged with children, which was never a thought for me. However, I would also like to say that my desire to have children has not stopped me from making a career or prevented me from deciding to have a career. It was clear to me that if I make a career, I still have the possibility to do it the way I want to, among other things I was aware that I would have the financial means for an au-pair girl. However, I do not have children, but this is not because of my career.

Speaker 0: Thank you for the inside, the second question would be, which influence does private life has the working life on mothers in leadership positions?

Speaker 1: I would say, basically, there is no influence. The experience I have had with members of my team is that there was no influence up to the point where they became mothers, after that there was a fluctuation because many young mothers are insecure when they come back from pregnancy and have to find their way back into their role, which normally always takes 1 or 2 years. In addition, they are also exposed to extreme stress, due to extra strain on the toddlers. Usually, it takes about 6 years until the children start going to school because I have the feeling that in the first years the mothers do not live for themselves but live for their children. What you also notice is that when the children come to school, the mothers go through a really positive development, also at work, they look more at themselves again, are more stable again. Additionally, it is to be noticed that they are very strengthened afterwards in crisis management and conflict management and that the pregnancy and following years definitely had a positive influence on the mothers.

Speaker 0: Thank you so much for all the insights. Which influence did your parents exert on your perception of socialization?

Speaker 1: I believe that my parents had a very big influence. My parents both always worked, my mother was working, and I was used to not having someone around all the time or spending a lot of time with our grandparents. I also had an older brother and we always played together and so I also did handicraft things with him and played with technical things. From the beginning, there was no difference in roles in my family. Because my parents split up, I had to organize a lot of things myself and by the age of 11 or 12, I was able to organize my own life in terms of household, school or in general. This was certainly something that was very helpful for me and has influenced me a lot in my working life. It taught me to make things simple. My father has always said that he supports everything concerning our education, so he was very focused on us having a good education.

Speaker 0: Moving to the next question, does gender inequality play a role in your job?

Speaker 1: Yeah, it definitely matters. At the last Annual General Meeting of VOEST ALPINE, a shareholder asked the head of VOEST how he views the proportion of women in the company, as it is very low, especially in management positions. His answer was that we are a technical company and there are not so many women who are interested or suitable for this. I actually found this very outrageous of the circumstances in our company. This is a role model for an old industry that is no longer up to date. If you look at me, I am one of the few women working in sales, where out of 10 people there are 8 men and 2 women. In many cases, these are also men who are older than me and I still manage to manage them as a director and that's why I simply don't find this argument admissible. In my previous position, for which I should have been the successor, a man was then chosen with the clear propose that a man should be in this management position. The inequality plays a role in any case and often arguments are used, such as that women are not interested in technology or that someone is needed who is strong enough.

Speaker 0: Thank you very much for the insight, my last question would be, did you ever witness a different outcome for the female and male gender within an internal competition of the firm?

Speaker 1: As mentioned in the last question, my experience is that I did not get a leadership position that was granted to me and awarded to me, and a man was hired with the motivation that a man is in a leadership position there.

Speaker 0: Thank you very much for the interview.

Linda Kirchberger:

Speaker 0: Hello, thank you for participating, I would love to start the interview with a little introduction about yourself.

Speaker 1: I am a geophysicist and graduated in Applied Geosciences with a focus on geophysics at the University of Leoben. After 6 years working for an international service provider in the oil and gas industry, I spent 3 years on a seismic ship on rotation with an office in London and then 3 years in the office in India in Mumbai, where I geophysical supervised the ships and analyzed data. For 6 years I have been with OMV and have built up a small team of 7 people in the geophysics department and have been head of the OMV laboratory in the filling area for 4 years.

Speaker 0: Thank you so much, my first question is, is the thought of having kids a determining factor in making decisions about the career in general?

Speaker 1: For me definitely.

Speaker 0: Thank you for the inside, the second question would be, which influence does private life has the working life on mothers in leadership positions?

Speaker 1: Generally, I would turn the question around because I believe that if you have a family and children as a woman, you are probably still more involved in your private or family life. The whole balancing thing is an additional stress factor. What I notice is that especially with mothers working part-time, with 32 hours, most of the time almost as much as if they were working 38 hours, that it is often still the case that appointments are made later, around 6 or 7 in the evening. This already makes it very difficult for mothers who are in management positions and it is difficult to combine everything.

Especialy in part-time work, I still have a lower income than my partner, and that is exactly what the women live in. My partner's job will always be more important because it is also financially more important because the woman can often only work part-time since she has to take care of the kids.

Speaker 0: Thank you so much for all the insights. Which influence did your parents exert on your perception of socialization?

Speaker 1: My father was also a technician, so it was always very clear to me that I wanted a technical career. This means that he supported and encouraged me very much, for example in mathematics or physics. My mother has also always been working since we were little, and she has always shown that both can be achieved. My mother also always wanted to explain to us that financial independence is incredibly important for a woman. With this, the foundation stone has certainly been laid. I did not automatically choose toys like dolls, but rather technical toys, and that was always encouraged by my parents, from chemical construction sets to technical toys that interested me more.

Speaker 0: Moving to the next question, does gender inequality play a role in your job?

Speaker 1: I work in a very male-dominated area because it is a technical area. That means there are very few female role models and I am also very often the only woman in a leading position in meetings and in the environment. We all often underestimate this, even though we all always say that we are all equal, men and women are equal, you are still the outsider, you react differently, you are simply different and this sometimes creates a certain inequality that is ideally compensated by management. Unfortunately, this doesn't always work, because it is often not even conscious. Of course, if it would be balanced out between men and women, the feeling would not be the same. It is also a difficult situation for women's promotion programs. Of course, you have to put more energy into it until more women are in management positions, but on the other hand, it also gives the impression that women are constantly dependent on support and that is also wrong. This might be viewed as women are perhaps not yet ready and everything has to be built up first. It is necessary for such groups that one has to consider how to change the wording because otherwise, it has the effect that women are not yet ready for leadership positions and that they first have to be developed and promoted

Speaker 0: Thank you very much for the insight, my last question would be, did you ever witness a different outcome for the female and male gender within an internal competition of the firm?

Speaker 1: Never really experienced anything.

Speaker 0: Thank you very much for the interview.

Gabriele Davies:

Speaker 0: Hello, thank you for participating, I would love to start the interview with a little introduction about yourself.

Speaker 1: My name is Gabriele Davies, I did a high school diploma, then I did marketing at the Viennese merchants, a marketing college, a kind of university of applied sciences, then studied journalism, but did not finish, and then I started my professional life, and always was active in marketing or sales. I have been with CyberSecurity since last year.

Speaker 0: Thank you so much, my first question is, is the thought of having kids a determining factor in making decisions about the career in general?

Speaker 1: Not for me, it didn't matter, I always pushed my career forward. But because I have no children, I cannot judge that from the current situation so much. Basically, it didn't stop me from advancing my career.

Speaker 0: Thank you for the inside, the second question would be, which influence does private life have on the working life on mothers in leadership positions?

Speaker 1: I would say that it is often very difficult to have everything balanced out, because mothers often feel that they are not able to achieve what they want in both areas, and this often leads to uncertainty that is noticeable. Sometimes they seem very stressed to the outside environment.

Speaker 0: Thank you so much for all the insights. Which influence did your parents exert on your perception of socialization?

Speaker 1: I think that, of course, parents generally have a very high impact on children when it comes to this. In my case it was the same, we had more of a conservative role model in the family, where the father brings the money home and the mother is at home. In any case, it didn't stop me from studying and rather motivated me to do it differently.

Speaker 0: Moving to the next question, does gender inequality play a role in your job?

Speaker 1: Yes, it definitely does.

Speaker 0: Thank you very much for the insight, my last question would be, did you ever witness a different outcome for the female and male gender within an internal competition of the firm?

Speaker 1: Not in the existing company because I have only been there for a year. But definitely during my professional career. Generally related to the fact that decisions were made based on gender which was not fair, where the qualifications were not assessed in the first place, but rather based on gender.

Speaker 0: Thank you very much for the interview.

Esther Lind:

Speaker 0: Hello, thank you for participating, I would love to start the interview with a little introduction about yourself.

Speaker 1: My name is Esther Lind, I am a transformation manager in a large group in the metal industry in Austria. I am trying to transform this group into a more modern company with a focus on innovation but also on culture, based on new business models. I have been with the group for 14 years, started as a young engineer in the aerospace industry, then built up the product development department with a focus on innovation. I then switched to sales and then moved to the Corp department and there I develop strategies for aviation, and this gave me my current position. I burn for everything that is out of the box. I have a degree in mechanical engineering from the Graz University of Technology and as a woman, I am rather rare in technology.

Speaker 0: Thank you so much, my first question is, is the thought of having kids a determining factor in making decisions about the career in general?

Speaker 1: Yes, or whether you have children at all if you are focused on your career. This is definitely an essential issue because, of course, in most cases, women are the ones who take the time off and look after the children and childcare. If you find a partner who is willing to choose different models for raising the child, it can work, but Austria is traditional and a real career blocker if you are a woman and you choose to build a family.

Speaker 0: Thank you for the inside, the second question would be, which influence does private life have on the working life on mothers in leadership positions?

Speaker 1: I am not a mother myself, so I can only say this from the observation of my colleagues. I know that they often have to do a balancing act when it comes to organization. That means they are very organized, mostly very fast and very efficient in what they do professionally because they have less time available. I already observe in meetings that the needs of fathers are taken very seriously, but if the same comes from mothers, it is more likely that the general opinion is that she should have considered whether she would have children or want to focus on a career. For example, if you want to schedule a meeting during the holidays and you are a father you can't participate and that's ok, but if you set an appointment where a mother wants to pick up her child, it will still be held and she will actually be punished for not being so flexible.

Speaker 0: Thank you so much for all the insights. Which influence did your parents exert on your perception of socialization?

Speaker 1: My father was strong support for me from the start and taught me early that you can try everything. He wasn't able to try so much himself, but he made it possible for me to try a lot and always encouraged me to do so. In return, my mother always tried to maintain family values. My sisters played with dolls and horses, I played with cars. I liked disassembling electronic devices or playing in the forest, in my elementary school my interests and hobbies were rather like a boy's and not like a girl's.

Speaker 0: Moving to the next question, does gender inequality play a role in your job?

Speaker 1: I say yes, but my superiors don't believe it. It is also a question of hierarchies and also of more informal issues. In my job, I am now the only woman in a managerial position surrounded by many men, including many older men. I keep coming up to the group with new topics and that is usually all blown away. I also notice in the language how the difference is. In our organization, the language shows the culture, the longer I speak, the more important I am. You have to listen to all of this, even if it lasts for hours, and most of the time people forget that the woman in the room also has an opinion. She must not interrupt, but she is also not invited to express her opinion. I always have to say that I don't interrupt, but that I also want to share my opinion.

Speaker 0: Thank you very much for the insight, my last question would be, did you ever witness a different outcome for the female and male gender within an internal competition of the firm?

Speaker 1: Again and again. That means the glass ceiling is very low. I've seen it happen that lower qualified men with less experience and less employee engagement suddenly became my superiors and I wasn't even considered. I see it all the time and if something like that happens the only way for a woman who wants to pursue a career to change the organization. If a woman is ambitious and wants something,

it is perceived negatively and if a young man is like that, then, of course, it is positive. At 40, I often heard what I still lack for the next steps, but I'm definitely further than colleagues who are currently in management positions in our company. When it comes to leadership positions, women are either not seen at all or perceived as a threat.

Speaker 0: Thank you very much for the interview.

Arezoo Edrisian:

Speaker 0: Hello, thank you for participating, I would love to start the interview with a little introduction about yourself.

Speaker 1: Good morning, my name is Arezoo Edrisian, I'm originally from Iran, moved to Austria in 1989, studied electrical engineering at the Vienna University of Technology and after my diploma exam, I started working for Siemens, in software engineering, in the telecommunications industry, had many different roles, also as a system manager. After 8 years I changed to the financial services sector, and since 2006 I have been working for Kapsch. Here I started as a software engineer, then I became head of the department, for R&D, also vice president for this department, then I was interested in an MBA study, I had successfully finished at Danube University Krems in the context of Entrepreneurship and Innovation, and then I worked as Executive Expert Operational Excellence for global improvements, strategy implementation, and cultural improvements.

Speaker 0: Thank you so much, my first question is, is the thought of having kids a determine factor in making decisions about the career in general?

Speaker 1: I have seen that this plays an important role for many women. In my case, we have an adopted child, so it wasn't as time-consuming as an infant, but then I saw that over the years it was important to me to concentrate more on the family and less on the career, but then later I saw that it is the same with many women, but there are also many women who do it differently. It's a lot of times about the attitude of the females, so I advise a lot of women who don't have children, who think that they have to have children first before they can have a career, to overthink it. The partner naturally plays an important role, but the company is also an important factor. If women in management positions can stay in part-time positions, this is of course also an advantage for the women. But this requires a lot of organizational talent, perseverance and a little bit of persistence.

Speaker 0: Thank you for the inside, the second question would be, which influence does private life has the working life on mothers in leadership positions?

Speaker 1: That depends very much on the partner, i.e. I have seen for myself that many women in management positions either have no partner or no children. It is much easier if they have to take on less responsibility in their private lives and can concentrate more on their career. The other possibility is that the man is more likely to be on maternity leave and to have done more in the household, and especially because nowadays many women are well educated and earn more with their money than the man, it is also possible to make compromises in the family. Many women who raise a child alone have a very hard time because they do not have the necessary support. I have seen that women with the right support from family and partners were mentally stronger, more resistant to stress and generally able to hold out longer. But it also depends a lot on the personality, because women often underestimate

themselves. It is also important that women work on their mental strength before they have a lot of responsibility. Every woman has to find her own way, and there is no right or wrong for that. I also believe that with many women who can do home office, their private life and work-life can be better combined. Flexibility plays such a big role in management positions and that is why I appeal to every company to think about these models.

Speaker 0: Thank you so much for all the insights. Which influence did your parents exert on your perception of socialization?

Speaker 1: My parents never cared about the gender, they always treated my brother and me the same. Because my mother did a lot of housework and as a housewife never had another job, she taught me that I should do it differently and not neglect my job because of the family. Also, the culture had, in any case, an influence on me, because I also grew up in Iran, and the household and raising children are very much attached to the woman. My parents had always asked me, why do you want to study something technical and not medicine, but then I asserted myself and said, a woman can do what she wants. But I was very lucky with my husband, who is very open and showed me that it doesn't have to be that way. He had helped me a lot and supported me. At the latest in my professional life, I realize that it is very difficult to work as a woman in a male-dominated sector, but we must have the courage to do so and there should be more role models for other women to follow so that we can balance out this inequality.

Speaker 0: Moving to the next question, does gender inequality play a role in your job?

Speaker 1: Yes, because my company is a male-dominated tech company. There are still very few women in technology, and that means that male values are more present. If a woman shows emotion, it is seen as a weakness, if a man hits the table, it is seen as a strength. When men communicate, in short sentences, it is seen as effective, when women tell more it is seen as very inefficient and not competent. Unfortunately, this has built up over the years, but nevertheless, I see that the next generation will deal with this situation better and I have a lot of hope. I believe that with the new generations there will slowly be an improvement.

Speaker 0: Thank you very much for the insight, my last question would be, did you ever witness a different outcome for the female and male gender within an internal competition of the firm?

Speaker 1: Yes, I have seen it a lot when it comes to the application process when a woman and a man apply for the same job, the men in most cases gets selected in the most cases, and this based on the fact, that often the company does not want to deal with the emotions of the woman and therefore choose the man. It is not always like this; it heavily depends on the manager and its criteria for the whole process and not always like this.

Speaker 0: Thank you so much.

Career: Scholar education, Career development

Family: family influence, family planning, Family support

Personal: Financial situation

Company: gender-related issues, tradition, company culture

