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Career Advancement is Getting More Difficult -  
Number of Executives Again on the Decline

Press conference

17 July 2015, 10 a.m.

Club area of Presseclub Concordia, Vienna

## Number of executives has been declining for years

**The current evaluation of the Austrian Executive Monitor Report has shown that career advancement is getting more and more difficult. In the past five years, the number of executives has dropped by more than 100,000. In 2010, the share of wage earners filling managerial positions was still 14 percent, compared to only 10 percent at present. The highest share of executives is still to be found in the administrative sector: approximately every fourth (23 percent) states that he/she has a leading position. In the educational sector only three percent say so, five percent in tourism.**

Employees assess their promotion prospects increasingly worse. In 2010, at least 53 percent of all employees without managerial functions were satisfied with their opportunities for promotion and development, compared to only 49 percent at present. Only 17 percent are "very" satisfied, more than every fifth, however, is little to not satisfied at all (21 percent). Unsurprisingly, on the other hand, executives assess their career opportunities more positive: more than three quarters (77 percent) are satisfied in this respect.

## Unequal promotion prospects

In Austria, the prospects to be promoted to a leading position are not only getting worse, but they are also distributed unequally. The data of the Work Climate Index help to identify the most important criteria facilitating a career advancement. The most important - and in fact absolutely essential - factors for someone to get a management job are still a person's education, sex, origin and age: the higher the formal level of education, the higher the chance that an employee fulfils a managerial function.

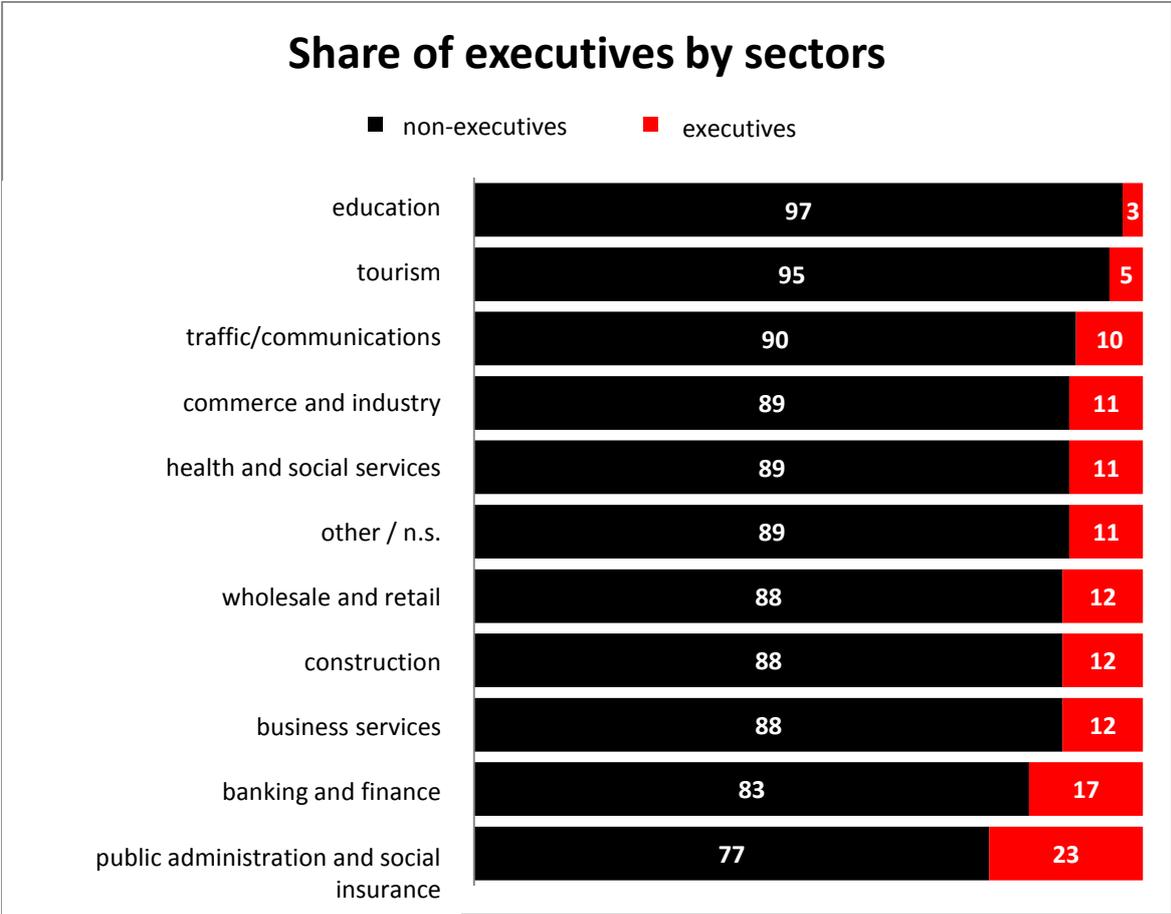
## Executives are mostly older and male

Women have significantly lower chances to fill a managerial position in Austria, just as is the case with people having a migration background and working part-time. Therefore, the structure of executives in this country is rather homogeneous: two thirds are men, almost half of them is older than 45 years, 91 percent don't have a migration background, and 92 percent are full-time employees. In other words: only one percent of the executives are women with a migration

background and working part-time. So, women and migrants still have a long way to go before they reach any management level in a domestic company.

Where are most of the executives?

The highest share of executives in relation to other employees is to be found in public administration, where almost every fourth person states that he/she fulfils a leading function. In the private sector, it is only in banking and finance that the share of executives is above average (17 percent). In education and tourism it is clearly below average.



Career advancement still pays off

On average, the Work Climate Index of executives has been 110 points in 2014/15, that of non-executives four points lower. Executives assess their social status clearly higher. The same is true of company benefits, the occupational activity in general, and especially the income as well as the opportunities of advancement and career. In

terms of income, in particular, 76 percent of the executives are satisfied, and thus 18 percent more than other employees.

Beyond that, more than half of the executives are offered to undergo further training to increase their technical competences on a regular basis, fewer of them (37 percent) receive further training to increase their leadership skills. One quarter of all executives are paid a lump sum overtime payment. The salary of 12 percent is a dynamic one, which means it depends on the economic success of the company. Six percent have a share in the company.

### Many executives are stressed out

However, executives are also found to be subjected to higher pressure, e.g. due to mental stress or stress because of expected innovations: 27 percent complain about pressure of time, 16 percent suffer from a constant change of workflows, 22 percent say they are under constant pressure of work without a chance to breathe, and 14 percent feel stressed because their leisure time is interrupted by occupational obligations.

Working hours, to name but one aspect, are a challenge for many executives: with 43 hours per week they work clearly longer on average than other employees. 36 percent of the executives work overtime frequently, 44 percent sometimes - only one fifth of them rarely or never, i.e. they manage to complete their work within the agreed working hours.

### Differences by management levels

Not all executives are equal: one of the pivotal distinguishing features is the number of people reporting to them, and thus the management level. In the years 2010 to 2015, an average of 60 percent of the executives have had no more than five people reporting to them, 21 percent six to 10 employees, eleven percent eleven to 20 people, and eight percent more than 20 people. Younger people, migrants and women are frequently found in lower management levels: more than two thirds of the executives in charge of more than 20 people are males without a migration background and working full-time.

## The Austrian Executive Monitor Report

For more than 18 years the Upper Austrian Chamber of Labour has surveyed the Austrian Work Climate Index on a regular basis. The situation of employees in managerial functions was first addressed in 2009. The Austrian Executive Monitor Report focuses on two questions: What about the job satisfaction of executives in Austria? What are their worries and troubles? To this end the Chamber of Labour uses the data of the Work Climate Index, supplemented by additional surveys made within the scope of the Austrian Executive Monitor Report. In face-to-face interviews the respondents are asked if they hold executive positions. Between 10 and 15 percent of the wage earners answer this in the affirmative - with a downward trend. This group includes foremen/forewomen in the industry and branch managers in trade, as well as managing directors in the private sector, or executives in the field of public administration. Thus the Executive Monitor Report covers a wide range. With this study, the Upper Austrian Chamber of Labour wants to highlight the situation of employees in managerial functions.