

Diversity management at ASFINAG

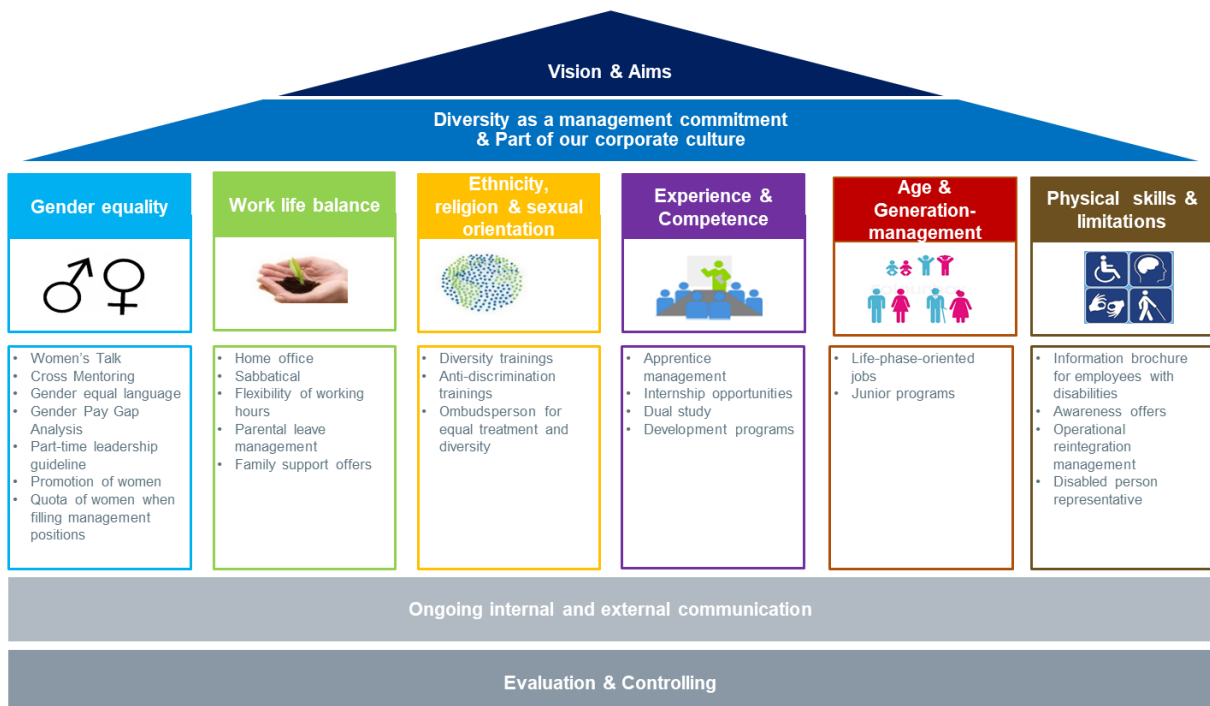
Diversity is a commitment, key priority and imperative for ASFINAG. ASFINAG's Board of Directors took a first major step in September 2016 by signing a "Diversity Charter". Since 2017, a newly appointed Diversity Manager leads this important topic.

Main motivations for ASFINAG's diversity commitment

- Aging workforce**
 The average age of ASFINAG's workforce is increasing. 32.3% of the employees are 50+ years. The 50-54 year old ones are already the largest group of skilled manual workers.
- Shortage of skilled workers**
 For a long time labour shortages had not been a major issue for ASFINAG. This is now changing. It is particularly evident in the areas of IT, construction technology and project management.
- Social responsibility**
 Among other commitments ASFINAG pledges itself to its social responsibility as a major employer and leading Austrian company. This includes for instance the consistence of gender equality but also the employment of people with disabilities.

ASFINAG's diversity management concept

An important requirement for implementing diversity management is the existence of diversity in the workforce. Therefore, ASFINAG developed and adjusted the priorities of its diversity management concept accordingly. The two core aspects which are of greatest importance for ASFINAG are age and gender. The graphic below illustrates this together amongst other activities.



One beacon initiative: The ASFINAG Cross-Mentoring Program

In February 2021, the fourth edition of the “Cross-Mentoring Program” started. This is a multi-company junior program for women that is done together with two other companies from the mobility sector, namely the “Wiener Stadtwerke” (managing the public transport in Vienna) and the “Austrian Federal Railway Company”.

With its participation in the Cross-Mentoring Program ASFINAG has been sending a clear message to the public on the issue of promoting women since 2018. Our aim is to make qualified women visible and thereby increase their chances. The most important focal points are coaching, feedback, personality and competence development as well as strengthening their own network. Cross-mentoring means that mentors and mentees need to come from different companies in every single case.

Women who have not yet evolved to become managers but are interested in taking on a management position in the next one to five years can apply for the program and go through a selection process. The most suitable candidates are accepted into the program and matched with mentors from the two other companies according to their interests.

The program starts with a kick-off event. In addition to regular meetings with the respective mentors more workshops, networking gatherings and women-specific seminars are also part of the program. After one year the program ends with a graduation event.

In 2020, due to the corona virus, many events ceased to happen personally and had to be switched to a virtual meeting. It is even more gratifying that the participants stated that they had benefited greatly from the program this time nonetheless.

About ASFINAG

ASFINAG was founded in 1982 and is responsible for the management of the entire Austrian turnpike network. The network consists of more than 2,200 km (1,400 miles) of highways, more than 160 tunnels and nearly 5,800 bridges. ASFINAG is solely user-financed. Its primary source of revenues are tolls, time-based for light vehicles and distance-based for heavy vehicles. ASFINAG’s core tasks include highway operation, maintenance, construction management and toll collection as well as traffic management. ASFINAG and its 2,900 employees are committed to provide responsible and long-term solutions by using new technologies and innovations to make Austria’s highways one of the safest and most modern in Europe.

For more information, visit www.asfinag.at/en

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