

Portrait of the laureate of the MESTEMACHER FEMALE MANAGER OF THE YEAR 2019 PRIZE

**Milagros Caiña Carreiro-Andree,
member of the BMW AG management board**

**Immigrant worker's daughter
Education is the key**

by Prof Dr Ulrike Detmers



Photo: BMW Group

"The director of the grammar school I attended in Menden, North Rhine-Westphalia, knew me and another guest worker's child by name. We were 1,000 pupils, but only 2 or 3 of us were the children of guest workers," said the BMW management board member, **Milagros Caiña Carreiro-Andree**, emphasised. Born in Boboras, Spain, in 1962 she was unanimously selected as the 18th laureate of the "MESTEMACHER FEMALE MANAGER OF THE YEAR PRIZE" by the jury. When it comes to women making a career for themselves in top management, **Milagros Caiña Carreiro-Andree** counts among the avant garde. Reason enough to distinguish the native Spaniard with the Mestemacher industrial bakery's "FEMALE MANAGER OF THE YEAR" prize, which has existed for 18 years.

In 1965, aged 3, she arrived in Westphalia with her parents. Her mother started working in a factory to earn money for the immigrant family. Her father was unfit for work and looked after his daughter, Milagros. In 1982, she graduated from high school with her "Abitur" certificate. Her parents had taught her that education is the key to everything else that happens in life.

After graduating from high school, she completed an apprenticeship as an industrial clerk and subsequently went on to study business administration part-time. Until 2006, she held various positions in Vossloh AG and was a member of the management board for personnel and organisation since 1999. She went to Berlin in 2006, where she assumed the position as Head of Group Executive Management, Corporate Principles, Executive Development and Support at Deutsche Bahn AG / DB Mobility Logistics AG. At the start of 2011, she took over the personnel management of the Transportation and Logistics Division within Deutsche Bahn AG and, at the same time, was also the personnel director of Schenker AG. The Spaniard has been a member of the BMW AG management board since July 2012. As the Labour Director, she is responsible for human resources and social affairs, facility and energy management as well as construction for the Group as a whole. The plant in San Luis Potosí in Mexico, which opened recently, is a current example.

As the most popular employer, the BMW Group is far ahead when it comes to evaluating specialists and managers. **Milagros Caiña Carreiro-Andree** advocates sustainable professional entrepreneurial promotion of gender equality. Overall, her work is about achieving diversity in the workforce. She knows that the entire management board is supporting her. Under her responsibility, the increase in the share of women was supported by numerous activities. These include expanding childcare facilities and attractive instruments for working time - from mobile work and flexible part-time models, to parental and nursing leave - to adapting working hours to individual needs. The BMW Group also offers a comprehensive portfolio of measures targeted at promoting women in management positions. The measures are aimed at the areas of controlled sourcing, targeted internal personnel development and changes in culture and mind-set.

The number of female managers in Germany has more than doubled since the beginning of 2012. The target we set ourselves of 15-17% female executives by 2020 was already achieved by 2018. Not only is the BMW Group regarded as an attractive employer overall, but women, in particular, also rate BMW - as recently confirmed in China - as the best equality-oriented company. The first female plant manager was already appointed at one of the BMW Group's largest production sites in Shenyang, China, while in Germany, which is rather conservative,

the first female plant manager took over at BMW's Dingolfing plant shortly afterwards. And even more can still be achieved with **Milagros Caiña Carreiro-Andree**.