

**Status of the Implementation of the
Beijing Declaration and Platform for Action**

Austrian Report
Vienna, May 2014

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and Women's Affairs
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TABLE OF ABBREVIATIONS

AK	Chamber of Labour
AMS	Public Employment Service
BGBI.	Federal Law Gazette
B-GIBG	Federal Equal Treatment Act
BMS	Means-tested minimum income
B-VG	Federal Constitutional Law
CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
EU	European Union
GAW	Ombud for Equal Treatment
GewSchG	Protection Against Violence Act
GIBG	Equal Treatment Act for the Private Sector
IOM	International Organization for Migration
MDGs	Millennium Development Goals
NAP	National Action Plan
NGO	Non-governmental organisation
OSCE	Organization for Security and Co-operation in Europe
UNCDF	United Nations Capital Development Fund
UNICEF	United Nations Children's Fund
UN	United Nations

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1 Overview analysis of achievements and challenges since 1995

1.1 Austria's major achievements in implementing the Beijing Declaration

Strengthened protection against violence

The most notable achievements include further development of Austrian legislation in the area of protection against violence and the corresponding instruments for implementation. Numerous advancements have been made with regard to rapid and efficient protection of victims of domestic violence by implementing several Amendments since the First Protection against Violence Act (Gewaltschutzgesetz, GewSchG) entered into force in 1997.

Since then, support offered by aid organisations to affected persons has significantly increased and has become considerably more diverse. The establishment of Violence Protection Centres as well as counselling service centres for women including regional offices in all Federal Provinces has made a major contribution to the prevention of violence against women and to providing professional support to victims.

Multi-faceted and ongoing awareness raising and public relations activities, for instance regarding the women's helpline against violence, have contributed enormously to the implementation of improved legislation in the field of protection against violence.

Fight against gender-based discrimination

Protection against discrimination has been clearly strengthened in Austrian legislation since the last World Conference on Women. This concerns both the public sphere at the federal and provincial levels as well as the private sector.

In addition to the legal changes introduced with the Amendments to the Equal Treatment Act (Gleichbehandlungsgesetz, GIBG) and to the Federal Equal Treatment Act (Gleichbehandlungsgesetz für den Bundesdienst, B-GIBG) to eliminate segregation and discrimination in the labour market and in access to goods and services, the implementing mechanisms were also strengthened. This includes, inter alia, regionalisation of the Ombud for Equal Treatment (Gleichbehandlungsanwaltschaft, GAW), the establishment of the Inter-ministerial Working Group for Equal Treatment, and the requirement for the Ministries and the supreme federal bodies to present plans on the advancement of women.

Knowledge and awareness of gender equality has increased in society as a whole due to regular activities undertaken by the aforementioned committees and bodies, as well as numerous information campaigns carried out by Ministers, social partners, and civil society.

Gender mainstreaming and budgeting

Gender mainstreaming is widely applied in public administration in Austria. Gender mainstreaming makes the different implications visible measures have on women and men when it comes to planning, application and assessment. Therefore it serves as a strategy to achieve gender equality. Explicit political will at the highest political level is one of the pre-conditions for gender mainstreaming, which has been underlined by six Cabinet Decisions adopted in Austria since 2000.

The first Cabinet Decision of July 2000 established the Inter-ministerial Working Group for Gender Mainstreaming. The Cabinet Decision of May 2001 laid down provisions for the use of gender-sensitive language in all Ministries. With the Cabinet Decision of April 2002, the Federal Government adopted a work programme on the implementation of gender mainstreaming based on the recommendations put forward by the Inter-ministerial Working Group. The fourth Cabinet Decision on gender mainstreaming of March 2004 outlines the conditions required for targeted implementation of gender mainstreaming at the federal level.

In keeping with the Cabinet Decision of March 2008, the implementation of the two guidelines commissioned by the Minister for Women on Gender Mainstreaming in Law Making and Gender Budgeting has been reinforced in order to mainstream gender perspectives in routine administrative work. The sixth Cabinet Decision of September 2011 laid out focus areas for sustainable implementation of gender mainstreaming.

In addition to mandatory gender impact assessments within the legislative process, gender budgeting is applied in public budget management in Austria. Anchoring the de-facto equality of women and men in public budgeting has been enshrined as a state goal in the Austrian Constitution since 2009. This has been reinforced by laying down the outcome orientation principle for current budget management at the federal level as of 2013 with special regard to the goal of de-facto equality of women and men.

This means in practice, for instance, that every line ministry and every supreme body must derive at least one outcome objective in their budget plan from the area of de-facto equality of women and men. The organisational bodies at the federal and provincial levels engaging in practical implementation are supported by a broad range of information – folders, practical manuals, training sessions – on gender budgeting and on the mechanisms controlling the goals in the outcome-oriented approach with regard to gender equality.

Measures to achieve gender equality in the labour market

Since 1998, gender mainstreaming has been implemented in the annual National Action Plans on Employment, and measures targeted at increasing women's participation in the labour market have been defined. For instance, the 1999 National Action Plan (NAP) provides for an increased offer of skills-acquisition programmes in non-traditional work fields for unemployed women and female job-seekers.

In order to eliminate the disadvantages still prevalent in the mid 2000s, Austria's Federal Government decided in the 2008-2013 government programme to develop a National Action Plan on Gender Equality in the Labour Market in collaboration with the social partners. The NAP on Gender Equality in the Labour Market constitutes a comprehensive set of measures for the period 2010-2013. The first NAP encompasses 55 measures in various fields such as increasing women's participation in the labour market, and addressing the gender pay gap and occupational segregation. It has shown, on the one hand, the diverse range of challenges to be tackled along the way to achieving gender equality in the labour market. On the other hand, consolidation in one set of measures has also created an opportunity for strategic and coordinated implementation. This has allowed for 90 percent of the measures to be fully or partially implemented. All Ministries, the social partners, as well as experts from academia, the business community, administration, the political sphere, and non-governmental organisations were involved in the NAP's development and implementation. Successful implementation has, to a considerable part, been achieved thanks to this wide-ranging participation.

By adopting the NAP's continuation in the new 2013-2018 government programme, political will has again been demonstrated at the highest political level to achieve de-facto equality in the labour market. At the same time, focus areas were defined where there is still a need to catch up. The future NAP will place a major focus on part-time employment. This will imply raising awareness of the advantages and disadvantages of full-time and part-time employment, introducing a right to information on full-time job offers, as well as creating measures for qualified part-time work.

1.2 Ongoing challenges for Austria in implementing the Beijing Declaration

Gender pay gap

Even though progress has been made in recent years to reduce the gender pay gap from 25.5 percent in 2006 to 23.4 percent in 2012¹, Austria's gender pay gap remains one of the largest in the EU. The Austrian labour market is characterised by a high female employment rate and, at the same time, by increasing part-time employment among women (45.5 percent in 2013²). Furthermore, gender-specific segregation exists across occupations, with women primarily working in lower-paid jobs and low-pay sectors. Another factor contributing to the wide gender pay gap is the fact that mainly women carry out unpaid nursing- and care-related work within the family.

Austria, on the one hand, has undertaken targeted action to reduce the barriers faced by women in full-time work. The provision of more and high-quality childcare and care facilities, the improvement of conditions for women re-entering the labour market and initiatives aimed at encouraging men to take paternity leave have a positive effect on narrowing the gender pay gap.

On the other hand, Austria has successfully implemented measures to increase income transparency and thereby raise awareness of wage discrimination. Since 2011 companies employing a pre-determined number of workers have been required to present income reports. Another step aimed at increasing income transparency is the legal requirement to state the minimum wage in job vacancy advertisements. The online wage calculator³ offers easily accessible information on wages commonly paid in a sector or region.

Women in power and decision-making

Since women remain underrepresented in decision-making positions in business, science and research, in the political sphere, and in the public sector in Austria, strengthening the role of women and their actual participation in these bodies remain a priority.

The public sector has seen very positive developments. Since the Federal Equal Treatment Act was passed in 1993, the Federal State as an employer has committed to taking special measures to empower women. In recruitment and promotion decisions in federal civil service, preference shall be given to women who are equally qualified as their male counterparts if women do not yet account for 50 percent of the total number of permanent employees in the unit concerned. Between 2006 and 2013 the proportion of women in leadership positions increased from 27.7 percent to 32 percent. Furthermore, based on the Cabinet Decision of 15 March 2011, the Federal Government of Austria has committed to a quota for the proportion of women in the federal ratio in the supervisory body of businesses with a majority held by the Federal State. (See section 2.7 for further details)

Apart from the central provision of the "quota", the Federal State as an employer continues to strive to make it as easy as possible for women to return to work after family-related leave. The State promotes reconciliation of work and parenthood in general, including making it easier for fathers to participate in the upbringing of children. Examples in the public service sector include taking a "Daddy Month", working part-time, or working from home.

A quota was introduced for university committees as well. In keeping with the 2009 Amendment to the University Act⁴, women must account for a minimum of 40 percent in all university committees and bodies such as the rectorate.

¹ Eurostat. Unadjusted calculation.

² Statistik Austria. Women aged 15 and older.

³ <http://www.gehaltsrechner.gv.at>

⁴ Federal Law Gazette I no. 81/2009

In contrast to the quota system at federal level, private sector companies have so far only made a voluntary commitment to increase the proportion of women in their management bodies, and progress has been slow. In 2013, women accounted for only 5.6 percent of management positions in the 200 Austrian enterprises with the highest turnover.⁵

Gender stereotypes and roles

Gender stereotypes continue to pose an obstacle to achieving gender equality in many areas in society. In order to create sustainable changes to stereotypical behavioural patterns in working environments, education and family life, efforts continue to be made in Austria aimed at achieving gender justice and equal opportunities in all spheres of society.

The Austrian Public Employment Service (AMS) offers tailored programmes designed to inspire girls and young women to opt for education/vocational training and careers in atypical professions, as well as to reduce barriers women face in accessing these fields. The promotion of women in the technical sectors and in skilled trades is also a focus at the university and entrepreneurial levels. (See section 2.6 for further details)

Furthermore, active fatherhood is promoted just as much as a modern concept of the roles of mothers and fathers as equal partners. With a view to support women in reconciling work and child care as well as to enhance men's engagement in those family duties, the Minister for Women – in cooperation with the Ministry of Social Affairs, the social partners and the Federation of Austrian Industries – launched an information campaign aimed at the business community in order to promote parental leave for fathers. Together with the business community, a new corporate culture is to be developed that will motivate men more strongly to take parental leave. Moreover, the introduction of two short-term versions within the childcare allowance system which provide for higher allowances has, on the one hand, allowed women to return to their jobs within a shorter period of time. On the other hand, it has encouraged more fathers to take paternity leave. Additionally, a new provision in the service regulations for federal staff, which entered into force in January 2011, offers all male civil servants the option to take one month of unpaid leave during the maternity protection period (the Daddy Month). A similar arrangement exists in the majority of the Federal Provinces and was introduced by collective agreements in various branches.

Further reform is required in the advertising field as well. By distinguishing gender-sensitive advertisements, for example, awareness across society of gender-responsive and non-discriminatory advertising should be heightened. Advertising agencies and businesses should be encouraged to use gender-sensitive advertising themes more extensively in future. The new Austrian Government has also committed in the 2013-2018 work programme to continue to combat sexism in advertisement and the media.

1.3 Setbacks in the progress towards gender equality and the empowerment of women

Women in Austria are more severely affected by poverty and exclusion. In 2012, 15.3 percent of women in Austria were at risk of poverty, which was nearly two percent more than the figure among men (13.5 percent). Women between 20 and 39 years of age (19 percent) and older women aged 65 and above (18 percent) are primarily affected. The at-risk-of-poverty rate for women who live alone stands at 24 percent, whereas men who live alone (with a rate of 15 percent) only have a slightly-above-average risk of falling into poverty. In order to ad-

⁵ http://media.arbeiterkammer.at/PDF/AK_Frauen_Management_Report_2014.pdf

vance women's economic independence and to strengthen their social protection, increasing women's participation in the labour market has been a major objective in Austria over the last two decades. Women's participation in the labour market rose from 58.9 percent in 1995 to 67.6 percent in 2013⁶. However, this trend saw a parallel increase in women in part-time employment and employment with atypical working time arrangements. In 2013, the part-time employment rate of women was 45.5 percent.⁷ Against this backdrop, women will continue to face a higher risk of being affected by poverty compared to men since they usually gain lower income and lower pension rights than men. Measures have been taken in various fields to counter women's risk of in-work poverty and poverty in old age, with the aim of sustainably strengthening social protection for all women in Austria and facilitating women's participation in the labour market with full-time employment.

Significant progress has been achieved concerning the reconciliation of family and work life thanks to an increased provision of childcare facilities and care facilities for care-dependent people. Since chiefly women, to a large part, perform these unpaid tasks in the family environment, they particularly benefit from these measures. The allowability of nursing and care-giving periods for state pension insurance has been significantly enhanced.

Austria's set of measures also focuses on promoting equal sharing of unpaid work between women and men. The introduction of new childcare allowance models, the development of information campaigns to further parental leave for fathers, and the introduction of the Daddy Month all have this aim in mind.

It has furthermore been generally facilitated to switch from part-time to full-time employment. Tailored programmes to support women in their re-entry into the labour market following maternity leave have been launched as well. Parental leave management, including expanding and enhancing this service, are among Austria's priorities.

With the potentially difficult implications associated with increased part-time employment of women in mind, the aforementioned measures will continue to be implemented in the coming years and will be complemented by new initiatives. For instance, the new Austrian Federal Government has made it an objective in the 2013-2018 work programme to conduct an information campaign about women and pensions. Based on their knowledge of the benefits and setbacks of full-time and part-time employment, women shall be able to make independent decisions. Tailored promotion, for instance with regard to childcare or re-entry into the labour market, is designed to help women to achieve financial independence in all stages of life.

1.4 Main constitutional, legislative and/or legal developments

Three significant **constitutional** provisions need to be pointed out. Firstly, the provision of Article 7 (2), which entered into force in 1998, is of particular importance. Pursuant to this provision, the Federal State, the Federal Provinces and the Municipalities commit to de-facto equality of men and women. Measures to promote de-facto equality between women and men, especially those aiming at the elimination of effectively existing inequalities, are permissible.

Moreover, gender budgeting was enshrined in the Federal Constitution with the 1 January 2009 budget law reform.⁸ Pursuant to this provision, the Federal State, the Federal Provinces and the Municipalities shall strive for de-facto equality of women and men in drawing up and implementing their budgets. This goal was further reinforced at the federal level as of 1 Jan-

⁶ Statistik Austria. Women aged 15-64.

⁷ Statistik Austria. Women aged 15 and older.

⁸ B-VG Article 13 (3)

uary 2013. Outcome-oriented budget management was introduced, which shall be implemented also in consideration of the goal of de-facto equality of women and men.⁹

At the **federal law level**, the Federal Organic Budget Act¹⁰ and the corresponding Regulations¹¹ based on the 2013 budget reform can be mentioned in the context of gender budgeting and outcome orientation. With regard to gender mainstreaming, the six Cabinet Decisions from the years 2000 to 2011, mentioned in section 1a, should again be pointed out.

Comprehensive legal changes have been put forward since 1995 in the area of protection against violence: The **Protection Against Violence Act (GewSchG)**¹² entered into force on 1 May 1997. This Act has created a legal framework for rapid and efficient protection of victims of domestic violence. Further advancements were made with the January 2000 Amendment¹³ to the Security Police Act and the January 2004 Enforcement Code¹⁴. A comprehensive revision of the legal framework took place with the **Second Protection Against Violence Act**¹⁵, which came into force on 1 June 2009. These amendments include, inter alia, the introduction of persistent perpetration of violence¹⁶ as an offence, the introduction of minimum punishment levels in cases of sexual abuse of a defenceless or mentally impaired person, or a person under the age of 14¹⁷, as well as the definition of a new criminal offence regarding the establishment of sexual contact with a person under the age of 14.¹⁸

With regard to **equal treatment legislation**, first of all, the Amendments to the **Federal Equal Treatment Act (B-GIBG)**¹⁹, which has been in effect since 1993, should be pointed out. EU law required amendments to the B-GIBG in order to implement the EU Racial Equality Directive²⁰, the EU Employment Equality Framework Directive²¹, and the amended EU Equal Treatment Directive²². Further Amendments to the B-GIBG²³ came into effect on 1 March 2011 and 1 January 2014.

An **Equal Treatment Act for the Private Sector (GIBG)**²⁴ has existed in Austria since 1979. The EU Directive²⁵ applying the principle of equal treatment between men and women in the access to and supply of goods and services was implemented with the Amendment to the GIBG²⁶ which entered into force on 1 August 2008. The 1 March 2011 Amendment to the GIBG includes, inter alia, the requirement for businesses of a certain size to produce income reports (see section 2.8 for further details). The GIBG Amendment²⁷, which entered into force on 1 August 2013, places its main focus on implementing the Equal Treatment Directive for

⁹ B-VG Article 51 (8) and (9)

¹⁰ 2013 Federal Organic Budget Act

¹¹ Regulation issued by the Federal Minister of Finance on the requirements for depicting details on outcome orientation in the draft budget statement and the supplementary budget documents (2013 Federal Organic Budget Act Para. 41 (2)); Regulation issued by the Federal Chancellor on the cross-departmental outcome controlling (outcome controlling Regulation, 2013 Federal Organic Budget Act Para. 68 (3)); Regulation issued by the Federal Chancellor on the principles of the outcome-oriented impact assessment (WFA-GV Para. 17 (3), first sentence, and of the 2013 Federal Organic Budget Act Para. 18 (4)).

¹² Federal Act on the Protection Against Domestic Violence, Federal Law Gazette No. 759/1996

¹³ Federal Law Gazette I no. 146/1999

¹⁴ Federal Law Gazette I no. 31/2003

¹⁵ Federal Law Gazette I no. 40/2009

¹⁶ Criminal Code Para. 107b

¹⁷ Criminal Code Para. 202 (1), Para. 205 (1) and (2), Para. 207 (3)

¹⁸ Criminal Code Para. 208a

¹⁹ Federal Law Gazette no. 100/1993, as amended

²⁰ Directive 2000/43/EC

²¹ Directive 2000/78/EC

²² Directive 2002/73/EC

²³ Federal Law Gazette I no. 6/2011

²⁴ Federal Law Gazette No. 108/1979

²⁵ Directive 2004/113/EC

²⁶ Federal Law Gazette I no. 98/2008

²⁷ Federal Law Gazette I no. 71/2013

Self-employed Workers²⁸ on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity. (See section 2.6 for further details)

Finally, two **additional innovations** need to be mentioned aimed at achieving equality of women and men in the labour market: Based on the **Cabinet Decision** of 15 March 2011, the Federal Government has committed to reaching a 25 percent proportion of women in the federal ratio in the supervisory body of businesses with a Federal State holding of 50 percent and more by 31 December 2013. A 35 percent proportion must be obtained by 31 December 2018 at the latest. In addition to that, the Federal State and the Federal Provinces adopted **agreements pursuant to B-VG Article 15a** on the increased provision of institutional childcare facilities for 2008-2010²⁹ and 2011-2014³⁰.

1.5 Share of the national budget for the promotion of gender equality and the implementation of gender budgeting

The Federal Minister of Education and Women's Affairs is currently responsible for the Austrian agendas in the areas of women's affairs and equality with an annual budget of approximately 10 million euros. Financial support for women-related projects and counselling facilities has continually been raised since 1995 (from about 1,115,600 euros in 1995 to about 5,900,000 euros in 2013). Currently, there is a total of 120 subsidised counselling facilities for women and girls in Austria. Since 2008, recognised counselling service centres for women and their regional offices must fulfil pre-defined and published quality criteria, and have been continually granted multi-annual framework funding contracts. Moreover, the Violence Protection Centres, the Intervention Centre for Trafficked Women and an emergency housing unit for girls and young women at risk of falling victim to or who are victims of forced marriage are funded.

Gender budgeting has been laid down in the Federal Constitution as a goal for all authorities at the federal, provincial and municipal levels in Austria. Gender budgeting allows the assessment of the state's resource allocation and thus also of the equality effects of state action. Gender-specific implications of budget decisions are made visible on the revenue side (taxes, levies, etc.) as well as on the expenditure side (financial support, resource allocation, etc.). The overarching aim is fair distribution of financial resources between women and men. The de-facto equality of women and men in public budgeting has been enshrined as a state goal in the Constitution since 1 January 2009. Pursuant to this, the Federal State, the Federal Provinces and the Municipalities shall strive for de-facto equality of women and men in drawing up and in implementing their budgets.³¹ This goal was further reinforced at the federal level as of 1 January 2013 by introducing outcome-oriented budget management. For budget management at the federal level, the principles of outcome orientation must be observed in particular consideration of the goal of de-facto equality of women and men, transparency, efficiency, and the depiction of the financial situation at the federal level in maximum accuracy.³²

²⁸ Directive 2010/41/EU

²⁹ Agreement pursuant to B-VG Article 15a on the increased provision of institutional childcare facilities, the introduction of early language tuition, and the creation of a nation-wide pre-school education plan.

³⁰ Agreement pursuant to B-VG Article 15a on the increased provision of institutional childcare facilities, with particular regard to children under 3 years of age in order to attain the Barcelona objective.

³¹ B-VG Article 13 (3)

³² B-VG Article 51 (8)

1.6 Dialogue with civil society

A dialogue with representatives of non-governmental organisations on equal treatment matters in the private sector has taken place on a regular basis for several years, with 2013 marking the seventh year. This dialogue is now enshrined in the law with the 2012 Amendment to the B-GBIG³³ and the 2013 Amendment to the GBIG³⁴. The Federal Chancellor must at least once every year hold a dialogue with non-governmental organisations which engage in fighting discrimination based on applicable legislation, and fostering adherence to the equal treatment principle.

Based on the platform called "EU, international matters and gender" ("EU, Internationales und Gender"), the Minister of Women's Affairs has invited NGO representatives, members of parliament and experts from various Ministries to a regular exchange on women-related policy matters at EU and international level. Topics such as the CEDAW country assessment in 2013, the annual sessions of the Commission on the Status of Women, as well as the "Beijing +20" process were discussed.

As part of the legislative process, NGOs can generally also state their opinions during the evaluation procedure and can therefore take part in the process. This applies for equal treatment legislation in Austria in particular. This option has been extensively made use of. When it comes to amending equal treatment legislation, the Litigation Association of NGOs Against Discrimination (Klagsverband zur Durchsetzung der Rechte von Diskriminierungsopfern) as the umbrella organisation of numerous NGOs is involved in the debate even before a draft is developed.

In addition to that, there are institutionalised bodies in many different fields which engage in a focused thematic exchange between the Government or administration and civil society.

The Government cooperates very closely with civil society in combating trafficking in human beings. This has been institutionalised through full membership of the most important NGOs in the Task Force on Combating Human Trafficking. Other NGOs are called in to Task Force meetings on an ad-hoc basis. Also at an international level, Austria champions a broad participation of civil society in all efforts made to fight trafficking in human beings.

Furthermore, formal cooperation takes place in the area of violence against women between the Division for Women and Equality and the Ministry of the Interior, on the one hand, and the Intervention Center for Trafficked Women (LEFÖ-IBF) and the Orient Express counselling centre for women, on the other hand. LEFÖ-IBF has, by contract³⁵, been entrusted by the Government with the support of victims of human trafficking. Since 2013, Orient Express has been tasked with operating a emergency housing unit for victims of and persons at risk of falling victim to forced marriage.

With regard to education, the Government's well-established communication with the Union of Teachers should be mentioned; this kind of cooperation between the social partners is common practice in all sectors in Austria. This is complemented by the School Partnership as a legally enshrined cooperation between teachers, parents and students.³⁶

In science and research, good communication has been established between the responsible Ministry and the relevant gender equality bodies of higher education and research institutions. These are the work groups for equality at universities, the Gender Platform as coordination centres for women and gender research at universities, and the children's offices at universities. A consultation panel for Austrian delegates to the Helsinki Group was estab-

³³ Federal Law Gazette I no. 120/2012

³⁴ Federal Law Gazette I no. 107/2013

³⁵ Security Police Act Para. 25

³⁶ Austrian School Education Act Para. 63f

lished in 2011 for research-related equality matters and comprises representatives of higher education and research institutions, as well as representatives of research promotion organisations. Regular contact is also maintained with the Gender and Diversity Task Force of Universities Austria, as well as with the Gender Platform, a thematic network of research institutions and research promotion institutions in Vienna.

In innovation, FEMtech Networking meetings take place on a regular basis designed to become acquainted with and disseminate information relevant in the area of women in research and technology. The line ministry informs about news regarding support and current topics. This forum is open to everyone interested and can be used to exchange information on and experiences with improving the conditions in and access to the technological and scientific fields for women.

Close and institutionalised cooperation with civil society also exists with regard to women, peace and security. The implementation of the NAP, which was adopted in 2007 and revised in 2012³⁷, on the implementation of Security Council Resolution 1325 is monitored by a Working Group consisting of representatives of all line ministries involved and the Austrian Development Agency. Civil society representatives, including NGOs and research institutes, are involved in the creation of the annual implementation reports.

With regard to the dialogue with civil society and the advancement of human rights, it needs to be said that the dialogue with civil society has significantly intensified and has been considerably enhanced since the UN Convention on the Rights of Persons with Disabilities came into force, and since the reviews of the relevant UN Conventions were carried out in recent years. The above-mentioned forms of sharing experience, and the regular cooperation with NGOs and civil society representatives form the basis for the following measures and achievements relevant to the implementation of the Beijing Declaration and Platform for Action. The Federal Ministry of Education and Women's Affairs also intends to hold an information and discussion event about the current Beijing Declaration review process with wide-ranging participation of civil society actors.

Dialogue with civil society is also held at provincial level. For instance, a comprehensive dialogue on the advancement of women and equality was initiated in the Province of Styria in 2013. About 700 actors from various societal fields and levels were involved, thereby contributing to the development of the Styrian 2020 Women and Equality Strategy.

1.7 Main in-country, bilateral and regional cooperation

In addition to the numerous mentioned national cooperation mechanisms with civil society, the Inter-ministerial Working Groups are there to ensure continuous and targeted cooperation. Several Inter-ministerial Working Groups focus on violence protection, trafficking in human beings, and the implementation of UN Resolution 1325. These Working Groups are currently developing and/or implementing National Action Plans in their specific areas. Additional Working Groups have been drawing up National Action Plans during the reporting period on the equality of women and men in the labour market, persons with disabilities, and the prevention and elimination of female genital mutilation.

At bilateral level, Austria carries out EU projects together with its neighbouring states. At regional level, too, the Federal Provinces run projects together with the border regions of Aus-

³⁷ http://www.bmeia.gv.at/fileadmin/user_upload/bmeia/media/2-Aussenpolitik_Zentrale/UN_Security_Council/Oesterreichischer_Aktionsplan_0612.pdf

tria's neighbours. The project called "Equal opportunities in regional and municipal budgets – Gender Focus" ("Chancengleichheit in regionalen und kommunalen Budgets – Gender Fokus") is one notable example of such a project which was carried out between 2009 and 2011 by the Women's Department of the Lower Austrian Government in cooperation with the South Bohemian and the Vysočina Regions within the framework of the European Territorial Cooperation.

The Division for Women and Equality welcomes delegations from other countries on a regular basis to exchange experiences and best practises. An in-depth exchange on gender budgeting and Austria's experiences following the statutory introduction of this budgetary instrument has taken place in recent years, primarily with representatives from European and Asian countries.

Other examples of bilateral cooperation include numerous projects run by Austrian Development Cooperation (Österreichische Entwicklungshilfe, OEZA), whose main focus is on integrating gender-related matters and perspectives into policies and programmes in order to achieve sustainable development. The projects "Strengthen capacities for women in Nicaragua and Guatemala" ("Kapazitätsstärkung von Frauen in Nicaragua und Guatemala") and "Boys and Men as Allies in Violence Prevention and Gender Transformation in the Western Balkans" can be mentioned as examples from recent years.

Furthermore, at the European level, Austria is active in the High Level Group on Gender Mainstreaming as well as the Advisory Committee on Equal Opportunities for Women and Men.

1.8 Effects of the Millennium Development Goals (MDGs) on the implementation of the Beijing Declaration and Platform for Action

While the aspirations put forward by the Beijing Declaration and Platform for Action with their comprehensive twelve critical areas of concern reach far beyond the MDGs, we think that the MDGs have contributed to the progress achieved to date, in particular in the areas of education and labour market, by including relevant goals. However, despite notable progress in a number of areas, gender inequalities still prevail to a substantial extent 19 years after the Beijing Declaration was passed and 14 years after the MDGs were declared, and they have been exacerbated by the current financial crises and conflicts.

On a global scale, the MDGs represent an unprecedented obligation for heads of state towards a concrete set of quantifiable and time-bound goals regarding gender equality. However, the goals and indicators involved have proved to be of insufficient adequacy to achieve empowerment of women, since by far not all equality-relevant aspects and areas of concern have been considered. The non-inclusion of civil society, and in particular of women's rights groups, in the MDG process can be regarded as highly problematic. This could be compensated only partially and belatedly by actions such as entrusting the UN Millennium Project Task Force on Education and Gender Equality with the specification of taking action guidelines to reach MDG 3. An essential result of that was the following integration of access to reproductive health and access to decent work as additional goals in the official MDG indicators list as of 2008.

In conclusion it can be said that the Beijing Platform remains highly relevant due to its substance and its comprehensive analysis, and the priorities put forward. Future development goals and indicators must consistently consider gender equality and empowerment of women in order to confront the challenges of sustainable development, and to address the Beijing Platform for Action's critical areas of concern more effectively than has been accomplished through the MDGs.

2 Progress in the implementation of the critical areas of concern of the Platform for Action since 2009

2.1 Women and poverty

The proportion of women at **risk of poverty** totalled 15.3 percent in 2012; this was nearly two percent higher than the figure among men (13.5 percent). The highest at-risk-of-poverty rate among all household forms was found in one-parent households at 30 percent. According to a recent study, more than 90 percent of these households are single-mother households. Women's at-risk-of-poverty gap totalled 20 percent and is average. However, at 26 percent, the median income of women at risk of poverty aged between 20 and 39 shows the highest gap to the at-risk-of-poverty threshold.

An essential action taken to combat women's poverty was the introduction of a **means-tested minimum income** (BMS) in September 2010. The new means-tested minimum income is a step forward from the former social benefit system and takes particular account of single parents. In order to address the high risk of poverty facing this group – which, at 96 percent, is mainly made up of women – single parents now benefit from a better position when it comes to the allocation to the indicative rate categories.

Using one's own labour is a precondition for receiving a BMS allowance.³⁸ However, in order to also make those persons who perform care- and nursing-related tasks for relatives BMS-eligible, exceptions were defined in the eligibility requirements. The exceptions apply to persons who have care responsibilities for children under the age of three years and who are unable to work because of a lack of adequate care facilities. They also apply to persons who mainly perform care-related tasks for dependants who receive a care level 3 allowance or higher, as well as for persons who provide end-of-life care or care for severely ill children. Since in Austria nursing- and care-related tasks within the family are mainly carried out by women, this exception is an important tool to support women.

A total of 221,321 people received a BMS allowance in 2012. Forty percent of the recipients were women, 33 percent were men, and children accounted for 27 percent. When BMS recipients are looked at as "dependence communities" (shared household view), single parents form the second-largest group with 16 percent.

On the occasion of the European Year for Combating Poverty and Social Exclusion in 2010, the Ministry of Social Affairs commissioned a study on "Single parents in Austria – living conditions and poverty risks" ("Alleinerziehende in Österreich – Lebensbedingungen und Armutrisiken")³⁹, the results of which were published in June 2011.

Examples of actions taken in the Federal Provinces

Statistics Austria developed a study commissioned by all Federal Provinces on "Poverty and social inclusion in the Federal Provinces" ("Armut und soziale Eingliederung in den Bundesländern")⁴⁰. The results, available since May 2013, show that women have a higher risk of approximately 30 percent with regard to the majority of poverty and inclusion indicators.

³⁸ B-VG Agreement Article 2 (2), Article 15a, promulgated in Federal Law Gazette I no. 96/2010.

³⁹ http://www.bmask.gv.at/cms/site/attachments/3/3/7/CH2170/CMS1387266116632/band7_-_alleinerziehende.pdf

⁴⁰ http://www.statistik.at/web_de/suchergebnisse/index.html

The study shows the disadvantages faced by women mainly in certain household forms such as one-parent households or women who live alone.

Further studies and evaluations enabling in-depth regional assessments have been carried out in the individual Federal Provinces as well. **Vorarlberg** has shown a significantly higher poverty risk for single parents, women who live alone, and women aged 65 and older. These groups will also receive increased attention at the provincial level in future. An applicable set of measures is currently being developed, and the "Women and Poverty" network ("Frauen und Armut") is being established together with various stakeholders. The brochure "Women's Financial Compass – Guide for Women in Vorarlberg" ("Finanzkompass für Frauen – Orientierung für Frauen in Vorarlberg")⁴¹ is already available.

Since 2011 the Women's Department of the **City of Vienna** has been working on developing a monitoring instrument for the status of gender equality called "First Vienna Equality Monitor" ("Erster Wiener Gleichstellungsmonitor"). Poverty and social protection indicators, inter alia, are being developed for this monitor, which will then be assessed and compared on an ongoing basis.

Women's poverty was addressed and outlined in the "Single Parents' Guide" ("Leitfaden für Alleinerziehende"), a brochure produced in **Burgenland** in 2009. A brochure about part-time work was published in cooperation with the Chamber of Labour (AK) in 2013. The 2011 Burgenland Women's Report focused on livelihood and employment as well.

The **Upper Austrian** Women's Department publishes a periodic status report on women that also contains gender-specific statistics⁴² including poverty and social inclusion indicators.

The aforementioned **statistical** assessments and studies face the **methodological challenge** of depicting women's poverty, the definition of which is usually based at the household level. The problem with this is that the distribution of household income among the women and men living in one household can hardly be assessed or is elusive based on the latest collected data.

2.2 Education and training of women

Of the 2008/2009 school year, 2.8 percent of 14-year-old female students had not completed **compulsory education**⁴³ by the end of the 2010/2011 school year. In comparison to the 14-year-old female students of the 2006/2007 school year (2.9 percent), this figure represents a minor improvement. The share of young women (compared to the 18- to 19-year-old women average) who acquired their **school leaving qualification** (passed matriculation examination) in the 2011/2012 school year amounted to 48.7 percent. This was a 2.4 percent increase compared to the 2008/2009 school year. Compared to that, the matriculation examination rate of young men (compared to the 18- to 19-year-old men average) stood at 34.4 percent. In terms of **higher education**, women accounted for 61.4 percent of all graduates in the 2012/2013 academic year compared to 57.7 percent in the 2009/2010 academic year.

In accordance with the "**LLL:2020 Lifelong Learning Strategy**" ("**LLL:2020 – Strategie zum lebensbegleitenden Lernen**")⁴⁴, which was adopted in July 2011, "Gender and Diversity" is one of the four main principles in Austrian education policy. Important objectives of the "LLL Strategy" include **ensuring equal access** to and **equality of women and men in**

⁴¹ http://www.ams.at/_docs/800_SfA_FinanzKompass.pdf

⁴² http://www.land-oberoesterreich.gv.at/files/publikationen/praes_frauenstatistik.pdf

⁴³ "Compulsory education" is considered the completion of the 8th grade of any type of school, and is the qualification for upper-secondary education/vocational training.

⁴⁴ http://www.bmukk.gv.at/medienpool/20916/lllarbeitpapier_ebook_gross.pdf

education and vocational training. Gender-responsive aspects are integrated into all support programmes, national education policies and strategies, as well as into education-related tenders.

Austria's **public expenditure on education** saw a 25 percent increase per capita between 2000 and 2009. Despite the austerity budgets of recent years, funding was secured in Austria for major reform projects. The nation-wide introduction of the New Secondary School (Neue Mittelschule) as well as the continuous extension of full-day schools are further funded measures contributing to the advancement of equal opportunities and gender equality in education.

In order to **eradicate illiteracy**, the "Adult Education Initiative" ("Initiative Erwachsenenbildung")⁴⁵ is designed to ensure basic education and skills as well as free acquisition of basic school qualifications for adults at a later stage. Essential quality standard principles were established with the "On the move. Basic Education and Literacy Network" ("In.Bewegung. Basisbildungs- und Alphabetisierungsnetzwerk") development partnership⁴⁶. Persons interested in this service can call the Alfa Telephone free of charge and are offered anonymous advice and information on educational/training opportunities. Moreover, support is granted to services which explicitly have less well-educated women as their target group, who particularly face discrimination owing to their age, level of education or qualification, and a lack of ICT skills. They are specifically targeted in rural and urban areas and are informed and advised on the ground about specific educational/training opportunities.⁴⁷ The Federal State and the Federal Provinces have invested more than 54 million euros in this basic education initiative during the first programming period until 2014.

The Learning Centres for Migrant Women ("Lernzentren für Migrantinnen")⁴⁸, which have been operating since 2008, and the MIKA Project ("Migration-Competence-Literacy"/"Migration-Kompetenz-Alphabetisierung")⁴⁹ focus, as do other services, on the specific **learning and educational needs of migrant women**. MIKA's aim is to professionalise education and training for trainers/teachers throughout Austria in the area of literacy, basic education, and second language acquisition with migrants.

In order to promote girls' and women's **access** to and interest in **education and careers in science and technology**, numerous targeted measures and projects have been launched in recent years. Examples include financial support of corporate measures aimed at promoting training for young women in non-traditional female occupations (especially in the technical sector). This is done in the context of corporate apprenticeship subsidisation in keeping with the Vocational Training Act.

The brochures created as part of the "FEMtech" initiative provide information about education/training and career opportunities for young female researchers, scientists and entrepreneurs. In this context, the Austrian State Prize for Equal Opportunities in Research and Science was founded in 2009. It is awarded to businesses which take highly innovative measures to promote equal opportunities within their company. With regard to **easily acces-**

⁴⁵ <https://www.initiative-erwachsenenbildung.at/initiative-erwachsenenbildung/was-ist-das/>

⁴⁶ http://www.alphabetisierung.at/no_cache/home/

⁴⁷ <http://learnforever.at/bildungsbenachteiligte-frauen>

⁴⁸ <http://www.esf.at/esf/2010/02/11/lernzentren-fuer-migrantinnen/>

⁴⁹ <http://www.netzwerkmiika.at/site/home>

sible education/training for women, mobile ICT Learning Centres ("IKT-Lernwerkstätten")⁵⁰ and the "Learning Arrangement" ("Lernarrangement")⁵¹ educational model for teaching basic ICT skills were established, among other things.

Innovations were introduced in two crucial areas in order to promote **lifelong learning and lifelong training for women**: On the one hand, the 2011 Amendment to the Vocational Training Act has made it easier to acquire apprenticeship qualifications at a later stage as an adult. When taking part in education/training programmes within quality-assured up-skilling projects, previously gained knowledge can be recognised for the qualification required to take the apprenticeship examination. The recognition process is accompanied by extensive support and consultation provided by the Apprenticeship Offices of the Austrian Economic Chambers on parts or modules which potentially need to be added. Furthermore, the Vocational Training Act allows for final examinations taken in another country to be regarded as equal to the corresponding Austrian apprenticeship examination. Additional required exams can be taken if there are differences in the apprenticeship schemes. These procedures help women having the skills acquired in their countries of origin recognised in an easy and flexible way. This, in turn, gives them easier access to the labour market and to a job that matches their qualification.

On the other hand, reforms have been carried out in educational/training leave⁵² and part-time leave for educational/training purposes⁵³. While they are equally accessible for all employees, they primarily benefit women.

Examples of actions taken in the Federal Provinces

In **Burgenland**, many projects have been launched to promote girls' and women's interest in skilled trades and technical occupations, and to reduce access barriers. These include the programmes "Girls in Engineering and Science" ("Mädchen in die Technik") and "ROBERTA – Girls Conquer Robots" ("Mädchen erobern Roboter"). While girls are well informed about jobs in the technical fields and skilled trades, many young women continue to seek careers as salespersons, hairdressers or office administrators. Some of the reasons for this are apparently, on the one hand, the career opportunities that exist in Burgenland, which mainly lie in retail and tourism. On the other hand, persistent traditional roles and gender perceptions in rural areas are decisive factors as well. Therefore, parents, grandparents, kindergarten teachers, teachers and entrepreneurs have been increasingly involved in awareness raising campaigns about women in science and technology.

The projects "HTL4girls" and "TechDating" in **Lower Austria** train female students of Higher Secondary Technical Colleges (HTL) as girl scouts and they take part in workshops and presentations. The "TechDatings" operate on the interface between school and profession, offering entrepreneurs and female students a platform promoting job opportunities for girls in skilled trades and technical occupations.

Between 2009 and 2013, the **City of Vienna** subsidised associations such as "abz* Austria-competent for women and economy" ("abz* Austria-kompetent für Frauen und Wirtschaft")⁵⁴, or the "sprungbrett" Counselling Centre for Girls and Young Women ("sprungbrett – Beratungsstelle für Mädchen und junge Frauen")⁵⁵, which foster women's and girls' access to vocational training, further training, technology and science. Furthermore, publications such

⁵⁰ <http://learnforever.at/mobile-ikt-lernwerkstatt>

⁵¹ <http://learnforever.at/lernarrangement>

⁵² Federal Law Gazette I no. 90/2009

⁵³ Federal Law Gazette I no. 67/2013

⁵⁴ <http://www.abzaustria.at/english>

⁵⁵ <http://www.sprungbrett.or.at/>

as the "Education Compass for Girls and Women in Vienna" ("Bildungskompass für Mädchen und Frauen in Wien")⁵⁶ and a brochure containing advice for women on salary negotiation ("Gehaltsverhandlungstipps für Frauen")⁵⁷ were issued. Vienna has promotion measures in place for low-educated migrant women and illiterate migrant women, for example the "Mum learns German" project ("Mama Lernt Deutsch")⁵⁸, and "StartVienna: Start coaching for new migrants from other EU and third countries" ("StartWien: Niederlassungsbegleitung für neu eingewanderte Menschen aus EU- und Drittstaaten")⁵⁹. The "waff" Counselling Centre for Career and Further Education ("waff – Beratungszentrum für Beruf und Weiterbildung") provides free information and counselling services on professional change, and funds education and further training of low-skilled working women with its "FRECH – Women take opportunities" ("FRECH – Frauen ergreifen Chancen") programme. 50 percent of women supported by the "waff" Counselling Centre for Career and Further Education are migrant women. The **Upper Austrian** Parental Leave and Career Competence Centre named KOMPASS⁶⁰ increasingly cooperates with businesses in order for them to offer specific training for their female employees aimed at promoting the position of women within the company.

2.3 Women and health

Equal opportunities in health between the sexes has been stated as an individual target within the **Health Targets for Austria**⁶¹ since 2012. "Health in All Policies" is one of the main Health Target principles and is designed to contribute to integrating health perspectives into other political sectors. Further progress concerning equal opportunities in health can be expected thanks to the "Health in All Policies" approach and the associated integration of other sectors.

Based on the NAP on Integration⁶² as well as the Health Targets, health-related support measures for **migrant women** are implemented. Examples of these targeted measures include the development of specialised communication seminars on intercultural skills in transplant medicine, the translation of vaccination information folders into several languages, the production of information material in multiple languages on nutrition and health care in Austria, as well as the introduction of a video interpreting service.

The **inclusion of means-tested minimum income recipients in the health insurance scheme** was laid down in a Regulation in 2010.⁶³ Means-tested minimum income recipients without health insurance are now included. This is a major improvement in access to health care for people who previously only received minimum medical care on a case-by-case basis by social welfare authorities.

With regard to advancing screening programmes for the promotion of women's health, the breast cancer early detection programme has been prepared as a new quality-assured screening programme throughout Austria over the last five years. As of the first quarter in

⁵⁶ <http://www.wien.gv.at/menschen/frauen/pdf/bildungskompass.pdf>

⁵⁷ <http://www.wien.gv.at/menschen/frauen/pdf/gehaltsverhandlungstipps.pdf>

⁵⁸ <http://www.wien.gv.at/menschen/integration/deutsch-lernen/mama-lernt-deutsch/>

⁵⁹ <http://www.startwien.at/cms/view/content?locale=en>

⁶⁰ <http://www.kompass-ooe.at/>

⁶¹ <http://www.gesundheitsziele-oesterreich.at/die-10-ziele/>

⁶² <http://www.bmi.gv.at/cms/cs03documentsbmi/809.pdf>

⁶³ Amendment to the Regulation on the implementation of health insurance for persons included in the health insurance scheme pursuant to Para. 9 of General Social Insurance Act, Federal Law Gazette II no. 262/2010.

2014, all women in Austria between 45 and 69 years of age receive regular letters inviting them to attend screenings.

The Ministry of Health has allocated resources to the provincial AIDS assistance associations (Aids-Hilfe-Landesvereine) as a **means to prevent the spread of HIV/AIDS**. Financial support in 2014 amounts to about 2.6 million euros. Gender sensitivity is an essential criterion applied in all services – prevention, consultation, care – provided by the associations. Vulnerabilities resulting from gender perspectives, such as sexual violence, are an important issue especially for women, and for migrant women from high-prevalence countries in particular. Therefore, "gender and sexual identity" as well as "gender and migration" also play a central role when it comes to training for teachers and other educational staff. The University Colleges of Teacher Education offer relevant training courses on "gender-specific aspects of health promotion in schools" and "gender skills and addiction".

The **2010/2011 Austrian Report on Women's Health** has contributed substantially to the dissemination of information on women's health in Austria.⁶⁴ This report evaluated the social causes of women's health as well as changes in the underlying conditions over the last decade. As such, the Report on Women's Health constituted the foundation for future women's health policies. The primary health targets and fields of action are, inter alia, breast and lung cancer in women, endometriosis, cardiovascular diseases, mental health, work and health, eating disorders, and promotion of women's health.

Annual financial support for the Austrian Women's Health Centres and projects about women's health is an essential way to promote health care for women. The Ministry of Health annually raises financial resources of approximately 110,000 euros for all existing Women's Health Centres. This is complemented by annual subsidies of 93,500 euros for the Austrian Women's Health Centres work group, which is responsible for the interconnection of and coherence in women's health policies.

Examples of actions taken in the Federal Provinces

In 2009, **Vorarlberg** published a report on the health of women and the girl-child, and a catalogue of measures designed to improve health in women and girls in Vorarlberg. The information campaigns called "Take care of yourself" ("Luag uf di")⁶⁵, and "concerning:woman" ("betrifft:frau")⁶⁶ brought women's health topics directly to the regions and valleys. In addition to that, the FEMAIL Information Centre for Women⁶⁷, which is subsidised by the Vorarlberg authorities, serves as a hub for women-specific health matters.

The Health Service of the **City of Vienna** is dedicated to increasing the number of migrant women from a Turkish background who attend prevention screenings. Therefore, the project "I will remain healthy" ("Ich bleib' gesund")⁶⁸ offers prevention screenings, with the support of Turkish-speaking female social workers, in two districts where many migrant women from Turkey live.

In **Upper Austria**, a campaign called "Healthy Municipality" ("Gesunde Gemeinde")⁶⁹ has been launched where a model for municipal health promotion was developed in which wom-

⁶⁴ <http://bmg.gv.at/cms/home/attachments/5/3/5/CH1102/CMS1329822770089/frauengesundheitsbericht.pdf>

⁶⁵ <http://www.femail.at/projekte/luag-uf-di.html>

⁶⁶ <http://www.vorarlberg.at/pdf/programmheftbetrifftfrau2.pdf>

⁶⁷ <http://www.femail.at/home.html>

⁶⁸ [\[wien.at/projekte/aktuelle_projekte/nach_zielgruppen/migrantinnen/ich_bleib_gesund.html\]\(http://www.frauengesundheit-wien.at/projekte/aktuelle_projekte/nach_zielgruppen/migrantinnen/ich_bleib_gesund.html\)](http://www.frauengesundheit-</p></div><div data-bbox=)

⁶⁹ <http://www.gesundegemeinde.ooe.gv.at/>

en's health plays a vital role. More than 97 percent of Upper Austrian municipalities have already adopted this proven model.

An event series called "Being healthy is key" ("Hauptsache gesund") on breast cancer prevention and self-examination was re-introduced in **Burgenland** in 2011 after it had first been held in 2004. The project "women-active-linked" ("frauen-aktiv-vernetzt")⁷⁰ was mainly targeted at women from Burgenland who only occasionally engage in physical exercise. Workshops tailored to women have been offered over three years focusing on 'targeted exercise and diet' and 'successful communication and networking'.

Those launching initiatives on women's health in the individual Provinces have mainly been confronted with the challenge of reaching their target group, and encouraging women to make use of the services and go to the events. In addition to that, raising private funds has become increasingly difficult since the onset of the economic and financial crisis.

2.4 Violence against women

More rigorous legal action can be taken against violence against women and the girl-child since the **Second Protection Against Violence Act**⁷¹ was adopted in 2009. These amendments include, inter alia, the introduction of persistent perpetration of violence⁷² as an offence, the introduction of minimum punishment levels in cases of sexual abuse of a defenceless or mentally impaired person, or a person under the age of 14⁷³, as well as the definition of a new criminal offence regarding the establishment of sexual contact with a person under the age of 14.⁷⁴

Austria signed the **Council of Europe Convention on preventing and combating violence against women and domestic violence** on 11 May 2011, and ratified it on 14 November 2013. In implementing the Council of Europe Convention, an Inter-ministerial Working Group was founded tasked with the development of a **NAP** on the **Protection of Women against Violence**. Relevant NGOs are involved in the NAP development as well. Its completion and adoption by the Cabinet are scheduled before the end of 2014.

Specialised support centres, the **Violence Protection Centres**, exist for victims of domestic violence and stalking. There is one Violence Protection Centre in every Federal Province. Some Provinces have established regional centres in addition to that. Despite the tense budgetary situation, the Violence Protection Centres' financial resources were increased by over 9 percent between 2009 and 2013. During this time, the number of supported people also saw a significant increase from 14,622 to 16,299. On average, 89 percent of all supported victims are female.

In August 2013, an **emergency housing unit for victims of forced marriage** was established for the whole country in Vienna. A team of six female staff provide counselling and support for girls and young women who are at risk of falling victim to or are a victim of forced marriage. Furthermore, an online counselling service is available which offers safe and anonymous counselling independent of the place of residence.

⁷⁰ <http://frau-aktiv-vernetzt.sportunion.at/start.php?contentID=80875&v1=force>

⁷¹ Federal Law Gazette I no. 40/2009

⁷² Criminal Code Para. 107b

⁷³ Criminal Code Para. 202 (1), Para. 205 (1) and (2); Para. 207 (3)

⁷⁴ Criminal Code Para. 208a

The app "**fem:HELP**"⁷⁵ which has been available since September 2013 should be mentioned in this context. Apart from providing contacts, it features the possibility to document injuries, acts of stalking, and infringements of prohibition orders to enter the common home, or prohibition of contact orders. The app is also available in Bosnian, Croatian, Serbian, Turkish, and English.

The "**Alliance Against Violence**" ("Bündnis gegen Gewalt")⁷⁶ was initiated by the Ministry of the Interior in cooperation with "Kuratorium Sicheres Österreich". In order to ensure better networking between all Austrian actors actively engaged in violence prevention, a coordination centre against violence was established within the Federal Criminal Police Office in 2010. One of the main projects of the "Alliance Against Violence" is called "MedPol". Its aim is to enhance identification of injuries caused by third parties, especially when inflicted by domestic violence, and improve documentation in order to enable criminal proceedings to be conducted. The content has also been included in training for medical officers in police service and specially trained prevention officers.

A number of special projects concentrate on the **needs of certain groups of women and girls** in the context of violence and prevention. Only a few examples will be mentioned: With public funding, the African Women Association provided individual and group counselling on medical and social matters, and especially on female genital mutilation, for African women and girls living in Austria. The project "Increasing the capacity of domestic workers of different origins to respond to sexual violence through community-based interventions" aims at providing domestic workers with more options to adequately respond to sexual violence. In the violence prevention workshop "Stop Violence" ("Halt der Gewalt"), girls and young women learn to build self-confidence so as to be able to stand up to and defend themselves against violence and sexual assaults. Furthermore, a curriculum and a training course were initiated to convey the principles of sensitisation for and dealing with (suspected) cases of sexual, domestic, and/or physical violence, as well as other cases of hardship encountered during accompanied visits.

The studies "Intimate partner violence against elderly women" ("Partnergewalt gegen ältere Frauen")⁷⁷, and "High Risk Victims"⁷⁸ serve as examples for the numerous **studies** carried out during the reporting period. The Ludwig Boltzmann Institute for Human Rights has been conducting a study called "Access to specialised victim support services for women with disabilities who have experienced violence" ("Zugang von Frauen mit Behinderungen, die Gewalt erlebt haben, zu Opferschutzeinrichtungen")⁷⁹ since February 2013.

Trafficking in women: Combating trafficking in human beings is one of the priorities for the Austrian Federal Government. In **implementing the EU Directive 2011/36 on preventing and combating trafficking in human beings** and protecting its victims, Austria increased the penalty for trafficking in human beings and extended the list of the forms of exploitation in 2013.⁸⁰ An Amendment to the Victims of Crime Act in 2013 has provided for better inclusion

⁷⁵ http://www.bmbf.gv.at/frauen/services/fem_help_app.xml

⁷⁶ http://www.bmi.gv.at/cms/BK/buendnis_gegen_/aktuelles/start.aspx

⁷⁷ <http://www.ikf.ac.at/english/2010-10.htm>

⁷⁸ http://www.bmbf.gv.at/medienpool/26166/highrisk_victims_endbericht_.pdf

⁷⁹ <http://bim.lbg.ac.at/en/projects-womens-rights/access-specialized-victim-support-services-women-disabilities-who-have-experienced-violence>

⁸⁰ Criminal Code Para. 104a

of victims of trafficking in human beings in state compensation schemes.⁸¹ Since 2011, victims and witnesses of trafficking in human beings have had easier access to the Austrian labour market.⁸²

A National Coordinator on Combating Human Trafficking has been the head of the national coordination mechanism, the **Task Force on Combating Human Trafficking**, since 2009. The main responsibilities of the Task Force include developing and implementing the relevant NAP⁸³, and submitting regular reports to the Federal Government, the National Council and the EU Commission.⁸⁴ Furthermore, since 2010 the line ministry for women's affairs has provided financial support for a **regional initiative on combating trafficking in human beings**. This is aimed at developing partnerships and strategies in the fight against trafficking in human beings – with a main focus on trafficking in women – in cooperation with Austria's neighbouring countries. The project also entails a project web page for regional transfer of information and know-how, and a research platform.

Training activities for all professional groups involved have been further increased since 2009 so as to ensure better identification of victims of human trafficking. Since 2011, a department with special competencies for cases of trafficking in human beings has operated within the Viennese Regional Court.

Despite the tense budgetary situation, **financial resources** for the Intervention Center for Trafficked Women (LEFÖ-IBF) were raised from 464,000 euros in 2009 to 542,919 euros in 2013. This amounts to an increase of 17 percent. The number of supported victims also rose considerably from 182 women in 2009 to 232 in 2012.

An essential part of the measures Austria takes to combat trafficking in women is targeted at improving the lives of potential victims in their countries of origin. In this context, Austria provides support in partner countries through Austrian Development Cooperation as well as international organisations such as the UNODC or IOM. Examples include a project run by the NGO Care to secure the rights of Nepalese female migrant workers⁸⁵, and an IOM project about socio-economic re-integration of returnees to Moldova.

Since **informing sex workers about their rights and obligations** in a comprehensive manner can potentially contribute to impeding exploitation in the context of sex work, and to facilitating the identification of victims of trafficking in women, an inter-professional and inter-regional **Working Group** led by the Ministry of Women's Affairs was established in 2009. It has already produced detailed recommendations on improving the living and working conditions for sex workers.⁸⁶ Furthermore, specialised counselling offers for sex workers have been extended at the regional level and they have received additional budget resources since 2009.

Examples of actions taken in the Federal Provinces

Apart from regular financial support provided to facilities offering counselling and support to women affected by violence, the Federal Provinces are also active in implementing various

⁸¹ Victims of Crime Act Para. 1

⁸² Employment of Foreign Nationals Act Para. 4

⁸³ http://www.bmeia.gv.at/fileadmin/user_upload/bmeia/media/2-Aussenpolitik_Zentrale/Menschenrechte/3._Nationaler_Aktionsplan_2012-2014_FINAL.pdf

⁸⁴ <http://www.bmeia.gv.at/en/foreign-ministry/foreign-policy/human-rights/main-human-rights-issues/combating-trafficking-in-human-beings.html>

⁸⁵ <http://www.entwicklung.at/zahlen-daten-und-fakten/projektliste/>

⁸⁶ <http://www.bmbf.gv.at/enfr/women/prostitution/index.xml>

projects and information campaigns to combat violence against women. The training project "Domestic violence – The role of health care" ("Häusliche Gewalt – die Bedeutung des Gesundheitswesens") in **Lower Austria**, for instance, consisted of training and information events designed to raise awareness. About 4,500 doctors, nurses, health care and care students and midwives took part.

Raising awareness among medical and nursing staff was also the aim of the project "Signal" carried out in **Vorarlberg** and the brochure "Genital mutilation for doctors and midwives" ("Genitalverstümmelung für ÄrztInnen und Hebammen") published in **Carinthia**.

In **Vienna**, the employees of the Viennese Hospital Association (Wiener Krankenanstaltenverband) have been trained in inter-disciplinary training programmes for early identification and targeted admission of victims of domestic violence. The Viennese Hospitals Act laid down the mandatory establishment of victim protection groups in hospitals in 2009. Women confronted by multiple forms of discrimination formed the target group of a number of projects in Vienna. Focus has therefore been placed on support offered to migrant women who do not hold an autonomous residence permit, and women asylum seekers, older women, women and girls with learning difficulties or special needs, as well as women with mental or psychiatric illnesses.

2.5 Women and armed conflict

In 2010, on the occasion of the tenth anniversary of the adoption of UN Security Council Resolution 1325 (2000), a review of national targets and measures taken to implement the Resolution was agreed on. The 2007 NAP on implementing Resolution 1325 (2000) was revised and the revised NAP⁸⁷ was adopted by the Federal Government in January 2012. Notable NAP measures include a specific human resources management aimed at increasing the representation of women among personnel deployed by Austria, Austria's political commitment at the international and regional levels, and concrete activities to support women and girls in conflict and post-conflict regions. An annual report is submitted to the Austrian Cabinet to review the implementation process. The latest implementation report of April 2014 shows progress in the realisation of the NAP targets compared to the previous report, e.g.: The proportion of women in Austria's seconded personnel to OSCE field operations rose by 4.6 percent; the proportion of female police officers involved in international missions increased by 4.7 percent; the proportion of women soldiers participating in international peace operations went up by 1.4 percent.

In order to ensure the consideration of **gender perspectives in crisis management**, the **proportion of women soldiers** deployed abroad was raised from 2.1 percent in 2009 to 3.4 percent in 2013. Furthermore, 11 officials from the Ministry of Defence, 6 of whom are women, have been trained as **Gender Field Advisors** since 2010. A **gender expert** was deployed to the peacekeeping mission in **Kosovo** as an advisor to the commander. This allowed formal contact with a local women's organisation in Kosovo to be established and has fostered the integration of gender-specific subjects at an operational level.

Thematic **training modules** for Ministry of Defence officials were developed in collaboration with international experts. The modules were implemented in 2012 in different training activities for deployment preparation, and for basic training and career duty courses for soldiers

⁸⁷ http://www.bmeia.gv.at/fileadmin/user_upload/bmeia/media/2-Aussenpolitik_Zentrale/UN_Security_Council/Oesterreichischer_Aktionsplan_0612.pdf

and civil personnel. Ten training courses have taken place so far. In addition to that, the relevant UN Core Pre-Deployment Training Materials on the "Prevention of Sexual Exploitation and Abuse" and "Gender Equality in Peacekeeping" have been used in deployment preparation and national training courses.

Women, peace and security has been one of **Austria's priorities in foreign policy** for many years. Austria was also active in advancing this agenda during its membership of the UN Security Council in 2009 and 2010. A **Resolution on the Protection of Civilians** in Armed Conflict tabled by Austria was adopted during the Austrian presidency of the Security Council in November 2009.⁸⁸ In the negotiations on the three **Resolutions on Women, Peace and Security** adopted during Austrian membership of the Council⁸⁹, Austria actively advocated better inclusion of women in peace negotiations and reconstruction processes as well as an increase in the number of women appointed to senior management positions within the UN. Another significant development during Austria's Security Council membership was the adoption of a presidential statement to pass a number of indicators to better track and monitor progress achieved in implementing Resolution 1325 (2000). Austria had actively supported the development of these indicators, for example by organising a seminar in New York in March 2010.

Projects to support women and girls in armed conflict have been promoted in the context of **Austrian development cooperation**. The UNCDF project "Building sustainable peace in Karamoja", which was funded by Austria, was aimed at establishing lasting peace in the region. This was linked to empowering women and mothers in their access to legal institutions. The UNICEF project "Children and Armed Conflict", which was also funded by Austria, was aimed at preventing child soldier recruitment, abduction, sexual abuse, maiming and killing of children in armed conflict, contributing to the mitigation of child suffering, and fostering care and reintegration of children. The Austrian Development Agency funds the cross-country programme "Claiming Rights – Promoting Gender Equality" in Ethiopia, Nepal and Uganda which is implemented by CARE and local partner organisations. The programme aims at women's empowerment and participation as well as male engagement for the transformation of gender roles in post-conflict and chronically food insecure settings. By supporting the gender mainstreaming programme of the African Commission, the Austrian development cooperation contributes to the implementation of the "Gender Peace and Security Agenda" of the African Union.

2.6 Women and the economy

Substantial political effort is devoted to the **elimination of disadvantages faced by women in the labour market**. The female employment rate in Austria rose from 66.4 percent in 2009 to 67.6 percent in 2013.⁹⁰ The increase in women's participation in the labour market in recent years has gone hand in hand with a rise in the part-time employment rate. Due to increased part-time employment and a slight decrease in full-time jobs, the female part-time employment rate rose from 42.9 percent in 2009 to 45.5 percent in 2013.⁹¹ In total, roughly 81.2 percent of all part-time employees in 2012 were female.

⁸⁸ Resolution 1894 (2009).

⁸⁹ Resolutions 1888 (2009), 1889 (2009), and 1960 (2010).

⁹⁰ Statistik Austria. Women aged 15-64.

⁹¹ Statistik Austria. Women aged 15 and older.

The financial and economic crisis aggravated the labour market situation. Labour market policies in Austria responded by increasing budget resources for active measures considerably, especially during the 2009 and 2010 crisis years. While male-dominated industries were more severely affected at first, and the labour policy measures at that time therefore mainly benefited male job-seekers, active counter-measures have been taken in order to increasingly promote women as an essential target group for labour market policies – also through gender budgeting.

On 30 June 2010, the Minister of Women's Affairs presented the 2010-2013 **NAP on Gender Equality in the Labour Market**⁹². The NAP comprises four strategic goals and main fields of action: diversifying education and career choices; increasing women's labour market participation and full-time employment; increasing the proportion of women in leadership positions; and reducing the gender pay gap. Ninety percent of the 55 concrete NAP measures had been fully or partially implemented by 2013. A continuation of the NAP for the years until 2018 is currently being worked out in order for this strategy to be further pursued. It will continue to focus on the following areas of concern: increased part-time employment, gender pay gap, and segregation in the labour market.

Legal changes to eliminate segregation and discrimination in professional life: The Federal Equal Treatment Act (B-GIBG) has existed in Austria since 1993. **Amendments** entered into force on 1 March 2011⁹³ and 1 January 2014⁹⁴. The most significant innovations include the requirement to produce an annual **income analysis** at the federal level.

The **Equal Treatment Act (GIBG) for the Private Sector** has existed in Austria since 1979. The most recent **Amendments** took effect on 1 March 2011⁹⁵ and 1 August 2013⁹⁶, and comprised several measures. It was clarified that, in addition to access, all areas are included which are covered by the EU Equal Treatment Directive for self-employed workers⁹⁷, such as the establishment, equipment or extension of a business or the launching or extension of any other form of self-employed activity. One policy to address income disparities is the **mandatory production of income reports** for businesses with a certain number of employees. As of 2014, companies with 150 employees or more are required to produce income reports. The measure targeted at increasing income transparency is the legal **requirement to state the minimum wage in job vacancy advertisements**. The law provides for **sanctions** in cases where job vacancy advertisements do not comply with these requirements. Furthermore, the amended GIBG grants, on a case-by-case basis, the Ombud for Equal Treatment and the Equal Treatment Commission Senates the **right to obtain information** about income details of comparators from the responsible social security institution in cases of suspected income discrimination.

With regard to the elimination of discriminatory regulations, the **amended Health and Safety at Work Act** (ArbeitnehmerInnenschutzgesetz, ASchG) and the **Regulations on occupational health and safety centres** should be mentioned.⁹⁸ With the Amendments, occupational health professionals and safety experts not in full-time employment, and thus many part-time employed women, have gained access to the relevant leadership positions.

⁹² http://www.bmbf.gv.at/medienpool/25928/nap2010_druck_web_komplett.pdf

⁹³ Federal Law Gazette I no. 6/2011

⁹⁴ Federal Law Gazette I no. 210/2013

⁹⁵ Federal Law Gazette I no. 7/2011

⁹⁶ Federal Law Gazette I no. 107/2013

⁹⁷ Directive 2010/41/EU

⁹⁸ Federal Law Gazette II no. 210/2013, Federal Law Gazette I no. 118/2012

In keeping with the EU Directives⁹⁹, the Ombud for Equal Treatment has been established as a National Equality Body to provide independent advice and support to victims of discrimination. The Ombud's thematic focuses since 2009 have been equal pay for equal work/work of equal value, reconciliation of work and family life, sexual harassment, and career advancement. Information material on sexual harassment was produced in this context entitled "As is your right" ("Ihr gutes Recht")¹⁰⁰ and "Not with me!" ("Nicht mit mir!") with young women as the main target group.¹⁰¹

Reconciliation of work and family responsibilities for women and men: Comprehensive action has been taken to reconcile work and family life, to extend the provision of childcare facilities, and to include men in childcare. A **new childcare allowance model called "12+2"** was introduced, which makes it possible for parental leave to be extended from twelve to fourteen months if both parents participate.¹⁰² This is aimed at promoting equal sharing between mothers and fathers of paid work as well as family-related and domestic work. At the same time, the minimum parental leave and the parental part-time leave periods have been reduced from previously three to two months in the Maternity Protection Act, the Federal Act establishing parental leave for fathers, and the Agricultural Labour Act.

Since January 2011, the Austrian service code for federal service has provided all male civil servants with the possibility to take one month of unpaid paternity leave during the maternity protection period. Since the "**Daddy Month**" was introduced, 745 fathers made use of this programme between 1 January 2011 and 31 December 2013. Many Federal Provinces, collective employment agreements and businesses have adopted similar provisions.

The Minister of Women's Affairs raised awareness of **parental leave for fathers** in a comprehensive **information campaign** run in autumn 2010. The campaign was continued in 2013 with a "briefing tour" across all Provinces, where also businesses received training in the legal conditions and the economic benefits of paternity leave for businesses.

Registered partners and their children have been included in the group of people for whom **family hospice leave** or **family hospice part-time leave** can be taken¹⁰³. **Carer's leave** and **part-time leave for carer's** have been created as tools for better reconciliation of work and family responsibilities for family carers.¹⁰⁴

Expansion of institutional childcare: The **childcare rates** have partially risen considerably over the last few years, even though significant regional differences remain, for instance regarding working hours. About 50,000 children aged 0 to 2 years were looked after in childcare facilities in the 2012/2013 kindergarten year. This is an increase of more than 21,400 children, or 76.5 percent, over the last five years, bringing the childcare rate for this age group to 20.8 percent (11.8 percent in 2007). The group of 3- to 5-year-old children saw a smaller increase of 4.7 percent, or 9,600 children. The childcare rate for this age group, however, was already 90.6 percent (84.9 percent in 2007).

Further quantitative and qualitative **expansion of childcare**, and its underlying principles, was affirmed by the Cabinet in June 2013. The 2013-2018 work programme of the Federal Government stipulates that these targets must be implemented. The overarching aim is to

⁹⁹ Article 20 of Directive 2006/54/EC, Article 12 of Directive 2004/113/EC

¹⁰⁰ <http://www.gleichbehandlungsanwaltschaft.at/DocView.axd?CobId=37223>

¹⁰¹ GAW counselling statistics for the reporting period can be found in the annex.

¹⁰² Federal Law Gazette I no. 116/2009

¹⁰³ Federal Law Gazette I no. 135/2009

¹⁰⁴ Federal Law Gazette I no. 138/2013

reach the 33 percent Barcelona objective in all Federal Provinces in a timely manner. Additionally, uniform quality standards throughout Austria and a unified Austrian quality assurance system shall be established. For this purpose, the Federal State will provide 350 million euros over the next four years.

Pursuant to Article 15a of the Federal Constitutional Law, the Federal State and the Federal Provinces entered into an agreement in 2011 on the increased provision of institutional childcare facilities for children before they begin school. The Federal State and the Provinces agreed on additional funding amounting to a total of 110 million euros for the years 2011 to 2014 for the creation of childcare places. 31,097 additional places were created between 2008/2009 and 2012/2013, 21,431 of which were for children under 3 years, and 9,666 for children aged 3 to 6.

The strategic expansion of childcare, and especially the introduction of mandatory kindergarten attendance free of charge as of the 2009/2010 kindergarten year for all children in their last year before schooling, meant a substantial relief for working mothers and fathers in terms of organisation, as well as financially against the backdrop of the financial crisis.

Reducing the gender pay gap: The gender pay gap was only slightly narrowed by 0.9 percent between 2009 and 2012, from 24.3 to 23.4 percent.¹⁰⁵ The gap is accompanied by **vertical segregation** in the labour market, i. e. by unequal distribution of women and men across all hierarchy levels in the working environment.

A tool for income transparency is the online **wage calculator**¹⁰⁶ which has been available since October 2011. It calculates average wage and salary benchmarks related to an industry or occupational group. Relevant criteria such as education/training, work experience and the nature of the work performed are included in the calculation.

Another instrument to address income disparities is the aforementioned **requirement** for businesses to **produce income reports**.

Measures to overcome persisting gender roles – women in atypical professions: The gender-specific distribution of men and women in different occupational groups remains significant. Jobs mainly filled by women can be found in the services sector, primarily in health and social services (76.2 percent) and the accommodation and hospitality sectors (59.1 percent).¹⁰⁷ One of the main gender equality objectives in labour market policy is to empower women and girls in their access to all occupations and positions. The following are examples of the numerous measures taken to overcome persisting gender roles.

Since 2001, all Federal Provinces have organised a **Daughter's Day** or **Girl's Day**. This day has contributed to raising girls' interest in technical and forward-looking professions. A Girl's Day has also been held in the federal civil service¹⁰⁸ since 2006.

The specialised promotion programme "**FiT – Women in Crafts and Technology**" ("**FiT – Frauen in Handwerk und Technik**") has offered certified training in technology and crafts since 2006. About 1,200¹⁰⁹ women were trained in these fields with FiT in 2013.

"**w-fORTE**" is a promotion programme for science, technology and innovation designed to increase the proportion of women across all career levels in this sector through support measures and awareness raising activities. The **Laura Bassi Centres of Expertise** repre-

¹⁰⁵ Eurostat. Unadjusted calculation.

¹⁰⁶ <http://www.gehaltsrechner.gv.at>

¹⁰⁷ 2012 industry data.

¹⁰⁸ <http://www.bmbf.gv.at/frauen/girlsday/index.xml>

¹⁰⁹ Preliminary number

sent the most prominent activity series.¹¹⁰ The application-oriented research centres working at the interface between economy and science receive financial resources of 2.1 million euros – mainly from the state – annually.

Empowerment and **promotion of women working in a self-employed capacity** is another way to eliminate vertical segregation in the labour market. The Ministry of Economy has allocated resources to national studies and projects in order to promote female entrepreneurs. About 36 percent of Austrian enterprises are led by women and the number of female company founders is increasing. In 2010, the number of start-ups – but also the number of closures – of sole proprietorships led by women was higher than the number of sole proprietorships led by men.

Focused education and training for women: While women in Austria, especially in the younger generation, have higher educational qualifications than men, advancements still need to be made in terms of education/training of women across all age groups, and especially female job-seekers. Forty-seven percent of women who were looking for a job in 2013 did not complete education higher than compulsory education. This is why the AMS focuses in its work, among other things, on qualifying unemployed women who lack qualifications or have skills which can no longer be utilised in the labour market.

Female job-seekers interested in skills acquisition receive comprehensive and individual support in **Job Centres for Women**. Following the 2010 to 2012 pilot phase, the Job Centres for Women are now found all across Austria. About 3,500 women made use of their services in 2013. Since 2012, women have been able to complete apprenticeships as retail salespersons, IT technicians, hotel and hospitality assistants or bricklayers through the strategic promotion programme "**Systematic competence**" ("**Kompetenz mit System**").

The AMS also supports women in re-entering the labour market following a family-related career break with the "**Future-oriented re-entry**" ("**Wiedereinstieg mit Zukunft**") programme which consists of re-orientation modules as well as a plan for further training and coaching during the application process. Approximately 4,500 women use this AMS training service every year.

An average of about 42,600 women with a migrant background were registered as unemployed in Austria in 2013. This amounts to a 15 percent increase on the previous year. Active labour market policies have been aimed at reversing this trend. A total of around 77,800 women with a migrant background participated in the AMS promotion programmes in 2013, with 83 percent taking part in skills acquisition schemes.

The AMS is explicitly required to use a minimum of 50 percent of financial resources on women in the context of active labour market policies. This budget target related to women was missed by only a small margin in 2013, when a level of 49 percent was achieved. This can also be attributed to the significantly higher unemployment rate among men (on average, 57.5 percent of unemployed persons). A total of 493.7 million euros was spent on women, which is an increase of 7.7 percent on the previous year.

To ensure appropriate working conditions for women, gender aspects form integral parts of the Austrian 2007-2012 Occupational Safety and Health Strategy¹¹¹ in fields such as prevention of accidents at work, occupational diseases, information or support in cases of violence at work. The annual focus areas for the Labour Inspectorate are laid out based on gender criteria as well, which has led to an additional multiplier effect and heightened awareness of

¹¹⁰ <http://www.wfforte.at/at/laura-bassi-centres.html>

¹¹¹ https://www.arbeitsinspektion.gv.at/Al/Arbeitsschutz/strategie/en_strategy_0010.htm

occupational health and safety for women. For instance, the Labour Inspectorate launched priority campaigns between 2009 and 2011 to enhance occupational safety and health in the cleaning industry¹¹² (80 percent women, often with a migration background) and in the hotel and hospitality industry¹¹³ (59.3 percent women). Since 2013, the Labour Inspectorate has run its current priority campaign focussing on the working conditions in mobile care (85 percent women, mostly part-time employed and with different migration backgrounds). In collaboration with the implementing organisations (usually NPOs), a set of guidelines on the most important occupational safety and health-related matters was drawn up.¹¹⁴

Examples of actions taken in the Federal Provinces

Several Provinces, including **Carinthia** and **Vorarlberg**, took part in the research project "Equal opportunities for women and men at work" ("Chancengleichheit im Erwerbsleben von Frauen und Männern").

The **Vienna** Employment Promotion Fund offers women advisory services and financial support for training activities in order to assist them in their re-entry into the labour market following maternity leave. Moreover, the City of Vienna ties public procurement to the advancement of women within a company in the framework of a pilot project.

Male officers in city and provincial administration, respectively, can take early paternity leave known as the "Daddy Month" in **Lower Austria** and **Styria** (since July 2011), in **Vienna** (since September 2011) and in **Burgenland** (since January 2012).

The "2011 Parents – Business Charter" ("Charta Elternwirtschaft 2011")¹¹⁵ was initiated in **Lower Austria** for awareness raising purposes. It appeals to management boards in companies which, by joining the charter, commit to a parents-friendly human resource policy and a positive attitude towards paternity leave/the Daddy Month.

2.7 Women in power and decision-making

In order to promote a further increase in the proportion of women in decision-making positions in **federal civil service**, and in **businesses with a majority held by the Federal State**, **quotas** were raised or introduced during the reporting period. Firstly, the measures to promote women which have existed since 1993 are still applicable. This means that when hiring and promoting in the federal service, preference shall be given to women who are equally qualified as their male counterparts if women do not yet account for 50 percent of the total number of permanent employees in the hiring unit, or the unit in which they apply for a "higher" position. This quota was first raised from 40 to 45 percent in 2010, and again to 50 percent in 2012. The Federal State as an employer then showed in June 2013 that the overall proportion of women in federal civil service has increased continually over the last years, and stood at 40.9 percent at that time (2006: 38.7 percent). A view at all qualification groups shows that the proportion of women in decision-making positions was 32 percent (2006: 27.7 percent). Among the academics in top positions in federal service – heads of Division or Group leaders – 24 percent were female at that time (2009: 21.3 percent).

Furthermore, based on the Cabinet Decision of 15 March 2011, the Austrian Federal Government has committed to increase the **proportion of women in the supervisory bodies** of businesses with a Federal State holding of 50 percent and more to 25 percent by 31 Decem-

¹¹² http://www.arbeitsinspektion.gv.at/Al/Arbeitsstaetten/Arbeitsvorgaenge/reinigungsgewerbe_spa_2010.htm

¹¹³ http://www.arbeitsinspektion.gv.at/Al/Gesundheit/gesundheit_im_betrieb_020.htm

¹¹⁴ http://www.arbeitsinspektion.gv.at/Al/Gesundheit/20_schwerpunkt_mobile_pflege.htm

¹¹⁵ http://www.elternwirtschaft.at/index.php?option=com_content&view=category&id=56&layout=blog&Itemid=77

ber 2013, and to 35 percent by 31 December 2018.¹¹⁶ In order for the State to lead by example and to heighten awareness of the benefits associated with stronger participation of women, the Federal Government has committed to conducting an annual review of the application of the **quota** and to presenting a joint annual progress report to the Cabinet. The latest progress report of March 2014 shows that the federal proportion of women in state-linked companies stood at an average of 36 percent in 2013. This represents a 3 percent increase on 2012 when the share was 33 percent.

The federal **Cross Mentoring Programme** has been continued as well so as to increase the proportion of women in decision-making positions in federal service. About 700 mentees and mentors took part in the programme between 2005 and 2013.

Furthermore, **gender controlling** of human resource plans has been developed as a transparent control tool to monitor the definition and achievement of gender equality goals at the top level in the civil service over the long run. This is aimed at making the proportion of women and men in the highest income groups transparent across all grade levels.

In contrast to the quota system at the federal level, **private sector companies** have so far only made a voluntary commitment to increase the proportion of women in their management bodies. The Viennese Chamber of Labour (AK) annually publishes the "Women.Management.Report" ("Frauen.Management.Report"). The February 2014 report¹¹⁷ concludes that in 2013 women accounted for only 5.6 percent of management positions in the 200 Austrian businesses with the highest turnover. Only 13.9 percent of the supervisory board members in these companies were female. (2012: 5.6 percent and 13.4 percent, respectively). In nearly one third of the 200 top businesses, women are neither represented in the management board nor in the supervisory board. Only 11 companies have a supervisory board chaired by a woman.

Voluntary regulations such as the **Corporate Governance Code** for listed companies have therefore been improved. Since January 2012, the Code's provision on equality for women in managerial positions has no longer had merely recommendation status. Non-conformity now needs to be justified. The amended Stock Corporation Act of 2010 requires listed companies to disclose measures they take to promote women in supervisory boards, management boards and other managerial positions in the **Corporate Governance Report**.¹¹⁸

The leadership programme "**Future.Women**" ("**Zukunft.Frauen**"), which was first introduced in September 2010, specifically promotes women who are potential candidates for leadership positions in their company, and prepares them for management and supervisory board positions. A total of 153 women had completed the programme as of March 2014. A data base for female supervisory board members complements the programme. Both women who have completed the programme and women who already have a supervisory board mandate can register in this publicly accessible database. This makes it significantly easier to search for supervisory board candidates. 357 women are currently registered.

The project "**Women are top! – To the top by innovative corporate cultures**", co-funded by the European Commission, is designed to develop tools leading to more gender equality

¹¹⁶ http://www.bmbf.gv.at/frauen/ewam/frauen_spitzenpositionen/index.xml

¹¹⁷ http://media.arbeiterkammer.at/PDF/AK_Frauen_Management_Report_2014.pdf

¹¹⁸ Business Code Para. 243b (2) 2

in corporate culture and consequently to a higher proportion of women in decision-making positions. The project is coordinated by the Division for Women and Equality of the Federal Ministry of Education and Women's Affairs. The project partners, the Institute for Gender and Diversity of the Vienna University of Economics and Business, and the FORBA Working Life Research Centre (Forschungs- und Beratungsstelle Arbeitswelt), shall work on two research projects between September 2013 and May 2015 on increasing the proportion of women in supervisory boards and leadership and managerial positions in business.

Women accounted for 22.2 percent of **university professors** in Austria at the end of 2013, representing an increase of 3.5 percent since the end of 2009. However, Austria continues to lag behind when compared with other countries.

In keeping with the 2009 Amendment¹¹⁹ to the University Act, women must account for a minimum share of 40 percent in all university bodies and organs such as the rectorate. In cases of non-compliance with this requirement, the work group for equality can raise an objection. If the objection is accepted, the decisions are invalidated. Legal gender equality requirements were laid down for Universities of Applied Sciences and private universities during the reporting period as well. To support women in a targeted manner in their work within a body or in their leadership function, university training activities for members of bodies and chairpersons were launched in 2012. In addition to that, an activity-based study entitled "2025 Gender-responsive science and research landscape" ("Geschlechtergerechte Wissenschafts- und Forschungslandschaft 2025) is currently being carried out. This study includes exploring options on how a change in culture in science and research institutions can be brought about in order to promote quality.

Examples of actions taken in the Federal Provinces

In order to increase the proportion of women in municipal and provincial politics, training courses and mentoring programmes for female politicians and women interested in politics are held in all Provinces. In many Provinces there has been a pleasing increase in the number of women in decision-making positions in provincial civil service and in political bodies. The proportion of women in decision-making positions in the civil service in **Burgenland**, for instance, has climbed from 33 percent to 59 percent since 2003. The share of women in the **Vorarlberg** regional parliament (Landtag) amounts to 33.5 percent following the last elections, and women account for a considerable share of 46 percent in the **Upper Austrian** regional parliament (Landtag).

The Federal Provinces foster this trend by taking a number of measures: The **Vienna** Academy of Public Administration organises focused training events where potential women candidates for decision-making positions and women leaders are taught leadership skills. As part of a programme run for provincial civil servants in Carinthia focusing on promoting women, training courses have been organised for people in leadership positions within the **Carinthian** regional government, and information campaigns such as the "Women's Career Talk" ("Frauenkarriere-Talk") have been held.

2.8 Institutional mechanisms for the advancement of women

Following the change of government in 2013, the **Division for Women and Equality**, formerly part of the Federal Chancellery, has been integrated into the **Federal Ministry of Education and Women's Affairs** since 1 March 2014. The tasks of the Federal Minister of Ed-

¹¹⁹ Federal Law Gazette I no. 81/2009

ucation and Women's Affairs include coordinating matters relating to women and gender equality policies, gender mainstreaming, equality of women in the labour market, the Equal Treatment Commission, the Federal Equal Treatment Commission, and the Inter-ministerial Working Group for Equal Treatment.

The **Inter-ministerial Working Group for Gender Mainstreaming**¹²⁰ – consisting of representatives of all line ministries, supreme bodies, the Union of Public Services and the Federal Provinces – was established in 2000 and has continued its activity. The Inter-ministerial Working Group for Gender Mainstreaming/Budgeting, chaired by the Minister of Women's Affairs, supports and supervises constant implementation of gender mainstreaming and gender budgeting within the federal administration. In 2013 the Working Group organised an event series on gender equality and outcome orientation in the federal budget.

Gender budgeting, gender controlling and gender impact assessment: **Gender Budgeting** is one of the tools for realising de-facto equality and serves as a financial policy instrument of gender mainstreaming. Since 2005, gender budgeting has been implemented in the budgets of the Federal Ministries through gender-related projects. Ever since the **de-facto equality of women and men in public budgeting was stipulated as a state goal** in the Constitution, since 1 January 2009¹²¹, the Federal State, the Federal Provinces and the Municipalities have been required to apply gender budgeting in budget management. In addition to that, provisions entered into force on 1 January 2013, pursuant to which the **outcome orientation principle** must be observed in particular consideration of the goal of de-facto equality of women and men.

Gender equality was defined as an integral part of budget management.¹²² All line ministries and supreme bodies are required to define at least one **outcome objective** in their budget plans relating to de-facto gender equality. They present the National Council with an annual report on the results of outcome controlling. This report must also contain separate information about the areas which benefit the achievement of de-facto equality. In keeping with this, **gender budgeting** must be applied during all phases of federal budget management, i. e. budget planning, creation, implementation and control. To assist the line ministries in practical application and to build know-how, the "Gender Budgeting in Public Administration" ("Gender Budgeting in der Verwaltung") guidance and the "Tool Box for Gender Budgeting"¹²³ were developed. The Federal Academy of Public Administration offers training courses on gender budgeting.

Gender budgeting is directly linked to **gender controlling**, a tool operating at the human resource plan level as part of the Federal Finance Act. Gender controlling is aimed at making the proportion of women and men in the highest income groups transparent across all grade levels. This recently created instrument serves as a transparent control tool to monitor whether equality targets have been achieved at the highest level in civil service over the long run.

The mechanisms mentioned are further strengthened by **gender impact assessments**. As a result of the new budgeting law, all new laws, regulations and bigger projects will be discussed on basis of their desired outcomes and outputs. It will be possible to measure their

¹²⁰ <http://www.imag-gmb.at>

¹²¹ B-VG Article 13 (3)

¹²² 2013 Federal Organic Budget Act, Federal Law Gazette I 139/2009

¹²³ <http://www.imag-gendermainstreaming.at/cms/imag/subcoverpage.htm?channel=CH0561>

success using indicators. The **gender impact assessment** focuses on any effects that projects initiated by line ministries might have on the equality of women and men. In concrete, the impact dimension of gender comprises several areas: payments to natural or legal persons; employment, income, and education; unpaid work; public revenue; decision-making processes and bodies.¹²⁴

Additional innovations: The Austrian Federal Chancellery stipulated in a decree of March 2012 that in the context of **direct public procurement**, businesses, subject to certain conditions, must commit to measures to advance gender equality and women.

Since 2009, and pursuant to Para.10a of the Federal Equal Treatment Act, **terms referring to persons** must be either female and male, or **gender-neutral**, in all job vacancy notices and documents for officials about general personnel matters. In personalised documents, the appropriate form of address and language respective of the gender of the recipient/recipients must be used.

In addition to that, the **right for women to participate in commissions** has been clearly defined since 2009 in and with Para.10 of the Federal Equal Treatment Act. Since then, commissions, senates, collective bodies and advisory organs responsible for preparing decisions or for decision-making in human resource matters, as stated in the service code, must comprise at least one female and one male member of all members appointed by the employer.

Innovations in the publication of gender-disaggregated data: In keeping with the new Federal Organic Budget Act, the Federal Government is presented with an annual **gender controlling report** containing the line ministries' targets and the proportion of women as of 31 December of the past year.

The **Women's Report**, published in 2010, contains analytical facts and figures on the situation of women in Austria. The aim of the report is to look at the sex ratio from different perspectives.¹²⁵

The Division for Women and Equality annually compiles an Austrian "**Gender Index**". The index provides an overview of gender-disaggregated data in the following fields: demographic structures and ways of life, education, income and employment, economic situation, representation and participation, health and violence.¹²⁶

Examples of actions taken in the Federal Provinces

As well as the efforts made at national level, the Federal Provinces have created a number of institutional mechanisms for the advancement of women including mandatory implementation of gender budgeting. In November 2009, the Government of **Vorarlberg** adopted the implementation of the "Framework for equal opportunities for women and men in the provincial civil service" ("Rahmenplan für Chancengleichheit von Frauen und Männer im gesamten Landesdienst")¹²⁷, and the "Regional action plan on equality of women and men in Vorarlberg" (Regionaler Aktionsplan für die Gleichstellung von Frauen und Männern in Vorarl-

¹²⁴ http://www.wfa.gv.at/English/_start.htm

¹²⁵ <http://www.bmbf.gv.at/frauen/sb/frauenbericht2010.xml>

¹²⁶ http://www.bmbf.gv.at/frauen/gender/gender_daten.xml

¹²⁷ <http://www.vorarlberg.at/pdf/chancengleichheit.pdf>

berg")¹²⁸. The plans outline activities for the period 2010-2014 aimed at fostering gender equality in the areas of education, employment, income, social situation, political participation, domestic work and childcare. In order to review the progress of these gender equality policies, 30 Vorarlberg Gender Equality Indicators¹²⁹ were defined in 2009, which form the basis for the periodic Vorarlberg status report on women.¹³⁰

In **Lower Austria**, the Provincial Government and larger municipalities are required to adopt promotion programmes for women designed to eliminate women's under-representation.¹³¹ The Lower Austrian programme for gender equality and the promotion of women is also published online.¹³²

The Vienna Equal Treatment Act was amended comprehensively in 2010. This amendment sustainably strengthened gender equality among female and male city administration officials. In order to identify, eliminate and prevent gender-based discrimination, the City of **Vienna** established an autonomous, independent equal opportunities office with separate financial and human resources. Furthermore, Vienna voluntarily committed in 2012 to publishing a report on income transparency in the Viennese city administration.¹³³ The report shows the average income of women and men in different work fields and the related differences in income.

2.9 Human rights of women

By ratifying the **Convention on the Elimination of all Forms of Discrimination against Women** in 1982, Austria committed itself to submitting a written report every four years on the progress made in implementing the Convention.

Austria's combined seventh and eighth periodic report outlines the most significant policies, projects and laws implemented or adopted between January 2004 and December 2010 with the aim of reducing discrimination against women in social, cultural and economic life. The report was submitted to the CEDAW Committee in April 2011. In February 2013, Austria presented its Country Report at the UN Office at Geneva and responded to the questions of the CEDAW Committee. Subsequently, the CEDAW Committee's Concluding Observations were submitted to Austria. The following were stated as positive aspects: the introduction of outcome-oriented budget management, and the ratification of the International Convention for the Protection of All Persons from Enforced Disappearance and the UN Convention on the Rights of Persons with Disabilities. The Committee outlined a total of 53 **principal areas of concern and recommendations** covering several subjects: stereotypes, violence against women, trafficking in human beings, participation in political and public life, education, the labour market, economic empowerment, health, rural areas, disadvantaged groups of women, women with disabilities, marriage and family life, socio-economic consequences of divorce.

The concrete recommendations put forward by the Committee regarding the development of a NAP on violence against women have already been followed. The relevant NAP is under development and shall be adopted by the Cabinet before the end of 2014 (see section 2.4 for further details).

With regard to the labour market, the CEDAW Committee recommended that Austria should intensify its efforts to ensure equal opportunities in the labour market and continue to take

¹²⁸ http://www.vorarlberg.at/pdf/endversion_druck_frauendo.pdf

¹²⁹ <http://www.vorarlberg.at/pdf/gleichstellungsindikatore.pdf>

¹³⁰ http://www.vorarlberg.at/pdf/frauensituationsbericht_2.pdf

¹³¹ Lower Austrian Equal Treatment Act Para. 9, State Law Gazette 2060

¹³² <http://data.no.e.gv.at/bilder/d10/GFFP-Broschuere2007-2013.pdf?4352>

¹³³ Vienna Equal Treatment Act Para. 43a

measures to eliminate occupational segregation and to narrow the gender pay gap. These objectives and corresponding measures were already contained in the 2010-2013 NAP on Equality in the Labour Market and will remain priorities in the NAP for the years until 2018 (see section 2.6 for further details).

In terms of **ensuring equality and non-discrimination under the law and in practice**, a recent decision of the Constitutional Court should be mentioned which will provide women in a same-sex partnership with the option of a sperm donation.¹³⁴ The Constitutional Court ruled that it violates the constitution if these women are excluded from realising their desire to have a child by means of assisted reproduction with sperm donation. The respective provisions of the Reproductive Medicine Act which are regarded as unconstitutional will cease to have effect upon expiry of 31 December 2014 in keeping with the Constitutional Court's decision. The legislator was thus given the possibility to define a constitutional substitute provision by that time.

Additionally the **Brochure "Women – Right(s)"** ("Frauen haben Recht(e)") which is regularly republished by the Division for Women and Equality informs women about their rights when becoming a victim of violence. The brochure also provides practical information such as on support facilities available for these women.

Examples of actions taken in the Federal Provinces

The Equal Treatment Officers in the Federal Provinces impart basic knowledge of equal treatment and anti-discrimination laws in various seminars and awareness raising events. The publicly accessible, comprehensive seminar programme¹³⁵ of the **Lower Austrian Women's Department** can be mentioned as an example. The Provinces have published a selection of information material to **deepen basic legal knowledge** and to empower women in exercising their rights. Examples in this context include the "Legal guide for women in **Burgenland**" ("Rechtsratgeber für Frauen im Burgenland") and the brochure "Equal rights for both" ("gleiches Recht für beide") in **Carinthia**.

Legal advice services for women have existed all across **Burgenland** for several years. It has, at times, proven to be difficult to reach women who are confronted by legal difficulties. For them, approaching a counselling centre for women can pose an obstacle. In order to be able to reach women more effectively in future, and to make the available services more widely known, the "Mobi Tour" mobile counselling service for women toured across Burgenland in 2012.

2.10 Women and the media

The **Österreichischer Rundfunk, ORF, (Austrian Broadcasting Corporation)** has a pivotal role in terms of gender equality in the media owing to its core public mandate. By means of the entirety of its channels and services broadcast and disseminated, the ORF must ensure due regard for the causes of families and children and for the equal treatment of women and

¹³⁴ Decision of 10 December 2013, G 16/2013, G 44/2013. Available at: http://www.vfgh.gov.at/cms/vfgh-site/attachments/5/8/8/CH0003/CMS1389880378763/fortpflanzungsmedizin_g16-2013ua.pdf

¹³⁵ http://data.noel.gv.at/Gesellschaft-Soziales/Frauen/Chancengleich/vereinbarkeit_seminare_2014.html

men.¹³⁶ For instance, the current ORF programming guidelines stipulate gender-responsive language under Point 1.4.¹³⁷

An **Amendment to the Federal Act on the Austrian Broadcasting Corporation**¹³⁸ laid down the following requirement: subject to an equal opportunities plan, the ORF shall give preference to women who are equally qualified as their male counterparts in hiring, promotion, and training, until the proportion of women in the total number of employees and functions is 45 percent. An Equal Treatment Commission and an Equal Opportunities Officer were appointed.

The European Institute for Gender Equality, EIGE, named the **ORF equal opportunities plan**, which came into effect in September 2012, as one of fourteen Good Practices within the EU. The plan lists objectives, measures, and specific guidelines to achieve equality of women and men within the corporation by 2018. The main targets contained in the equal opportunities plan include the elimination of structural, unfavourable treatment of women and men, a maximum degree of reconciliation of work and care responsibilities, and equality management as a leadership skill. In implementing the equal opportunities plan, 80 percent of ORF employees in leadership positions have already taken part in gender skills workshops.

The **Austrian Advertising Council** (Österreichischer Werberat)¹³⁹ deals with gender-based discriminatory advertising and complaints in this regard. In keeping with the relevant code of conduct, advertisements must not discriminate based on gender. In 2011, an anti-sexism board was established within the Council. Its aim is to anchor gender knowledge in the Austrian Advertising Council, to raise awareness in the advertising industry about non-discriminatory portrayals of the sexes, and to hold an institutionalised dialogue on anti-sexism.

On 26 September 2012, the first "**Gender Advertising Award**" ("**Gender Award Werbung**") was formally presented in the Wiener Stadthalle. The award is given to gender-sensitive Austrian advertisements and is aimed at raising awareness across society of gender-responsive and non-discriminatory advertising materials. It aims to encourage advertising agencies and businesses to use gender-sensitive advertising themes more extensively in future.

In its 2013-2018 work programme the new Austrian Government has also committed to continue to combat sexism in advertising and the media.¹⁴⁰

Examples of actions taken in the Federal Provinces

While initiatives have been launched at national level, the Federal Provinces have also been active in advancing gender equality in the media. As counterparts to the Austrian Advertising Council and its activities, regional "Watch-groups against sexist advertising" ("Watchgroups gegen sexistische Werbung") were founded in **Graz**, **Vienna** and **Salzburg**. Citizens can complain to these bodies about sexist advertising themes.

¹³⁶ Para. 4 Federal Act on the Austrian Broadcasting Corporation (ORF Act), as amended with Federal Law Gazette I no. 169/2013.

¹³⁷ http://zukunft.orf.at/rte/upload/texte/veroeffentlichungen/komm_kommunikation/programmrichtlinien.pdf

¹³⁸ Federal Law Gazette I 50/2010

¹³⁹ <http://www.werberat.at>

¹⁴⁰ 2013–2018 work programme of the Austrian Federal Government; <http://www.bka.gv.at/DocView.axd?CobId=53264>

Moreover, the City of **Vienna** published a guide on gender-responsive language and non-discriminatory visual language in 2011.¹⁴¹ The objective is to avoid stereotypes through a conscious use of expressions and careful choice of images.

The **Styrian** project "OLDernative beauty" ("ALTERnative Schönheit")¹⁴² is aimed at breaking with stereotyped ideals of beauty in order to entrench a self-perception of women, regardless of age, which is positive for their self-esteem and health.

2.11 Women and the environment

Integration of gender-related concerns and gender perspectives in sustainable development policies and programmes is realised through the **Austrian Development Cooperation**. In this context, the OEZA recognises the UN's environmental conventions, the principles of EU policies and the OECD Paris Declaration on Aid Effectiveness in the inter-ministerial "**Strategic Guideline on Environment and Development**" ("**Strategischer Leitfaden Umwelt & Entwicklung**")¹⁴³ which was adopted by the Cabinet in September 2009. Women, as important guardians of environmental knowledge, are crucial actors when it comes to changes in natural resource management.

Furthermore, the OEZA **Water Policy**¹⁴⁴ stipulates that all measures taken within a water sector programme shall be examined as to their effects on gender equality, the strategies of gender mainstreaming shall be applied, and measures contributing to overcome the usually unbalanced division of roles shall be promoted.

In December 2012, the Austrian Foreign Ministry organised the "**Vienna Policy Dialogue on Gender Equality**" in cooperation with UNDESA and UN Women. The event, which was entitled "Advancing gender equality and women's empowerment in development cooperation and the post-2015 development agenda", was mainly aimed at preparing the fourth Development Cooperation Forum of the UN Economic and Social Council in 2014. The subjects discussed were, first and foremost, how gender equality and women's empowerment can be positioned in the global development agenda of the future.

With regard to the **post-2015 development agenda**, Austria advocates that review mechanisms should be created **to assess the impacts of development and environmental policies on women**. In this context, aspects relating to the equality of women and men should also be evaluated on a regular basis.

Through the OEZA, **climate protection** participation initiatives have been strengthened in order to support local communities in increasing their resilience to climate-related risks. In implementing measures, the different effects on men and women and their roles are taken into account. The "Climate Change Adaptation Learning Program for Africa", implemented by CARE and co-funded by the Austrian Development Agency since 2010, includes 40 communities in Ghana, Niger, Kenya and Mozambique. Its aim is to foster the evaluation and dissemination of community-based climate change adaptation measures. Particular emphasis is placed on the inclusion of women through a special gender indicator which specifically as-

¹⁴¹ <http://www.wien.gv.at/medien/service/medienarbeit/richtlinien/pdf/leitfaden-formulieren-bf.pdf>

¹⁴² <http://www.frauenservice.at/projekte/projekt-alternative-schoenheit>

¹⁴³ http://www.entwicklung.at/uploads/media/Web_ADC_Leitfaden_Umwelt_Entwicklung_engl_02.pdf

¹⁴⁴ http://www.entwicklung.at/uploads/media/PD_Water_Maerz09.pdf

asses the effects women's inclusion has on the relationship between women and men in the targeted communities. Notable success has already been achieved.

Examples of actions taken in the Federal Provinces

Equal opportunities of men and women play a pivotal role in the 2009-2012 **Lower Austrian** climate programme¹⁴⁵. Active involvement of women in environmental policy decision-making and the integration of gender-perspectives are promoted.

The **City of Vienna** has addressed gender-responsive planning for more than twenty years. Women-related topics are well integrated in urban planning in Vienna thanks to a large number of successful pilot projects and processes. Between 2005 and 2010 the Viennese urban planning offices carried out more than 50 lead projects on gender mainstreaming, which demonstrated the positive effects of gender-responsive planning on women's every day lives. The inclusion of women and their knowledge and skills are also required with regard to preparing and inviting tenders for urban construction projects in **Vienna**.

2.12 The girl-child

Financial **support of youth organisations and clubs, youth initiatives and projects** is an essential youth policy in Austria. In the light of outcome-oriented budget planning, the relevant **outcome objectives** were defined as **gender equality objectives**, which, as such, lay down that gender balance shall be strived for within the supported organisations and initiatives. Furthermore, **career orientation** was defined as a **priority for support** for the years 2012 to 2014. In this regard, youth work in a non-school environment is an essential way to promote the skills of young people, giving them a broader spectrum of career choices. STEM professions – science, technology, engineering, mathematics – can be mentioned in this context.

Gender perspectives are mainstreamed in practical work with children and the youth as well. The 5th Youth Report (2007) evaluated the specific measures children's and youth organisations take related to gender mainstreaming. Moreover, a concept was developed to support the organisations in the development, testing and realisation of gender mainstreaming strategies and processes. In the course of ongoing implementation, incentives for the application of gender mainstreaming and handouts were created.

A tool to eliminate discrimination against girls in vocational training and education is the Girls' Day **organised in all Provinces and within the federal service**. The Girls' Day provides girls with information about education, vocational training and career opportunities in the fields of technology, science and skilled trades. The Girls' Day focuses on young women's confidence and their career opportunities in these fields. In addition to that, the event aims to make businesses aware of the potential of young women and to raise awareness among parents and the general public of the fact that girls are increasingly in demand in traditionally male-dominated professions.

As part of an EU campaign, workshops entitled "More women into science" ("Mehr Frauen in die Wissenschaft") were held in Vienna's Technical Museum in a collaboration between Austria, Belgium, Germany, Italy, the Netherlands and Poland. Girls were invited to gain an insight into the world of energy, mechatronics, bionics and IT. Scientists were also on hand to answer their questions.

In the aforementioned policies to promote women's education and health and the prevention of violence against women, including in armed conflict, the girl-child is always included. The

¹⁴⁵ http://www.noe.gv.at/bilder/d35/klimaprogramm09-12Endversion_Langfassung_1603LOW.pdf

projects and studies which primarily target the girl-child can be referred to in the relevant sections.

Examples of actions taken in the Federal Provinces

Carinthia uses its "Mentoring for Girls" ("Mädchenmentoring") programme as well as the career opportunities fair for girls to support young women in their career choices in "atypical" fields. The education and career information fair in **Burgenland** is also visited by an increasing number of girls. While 525 girls took part in 2009, the fair welcomed 1,800 girls in 2013. Based on the results of the nation-wide project "courage! – Girls and Technology" ("mut! – Mädchen und Technik"), a service centre for career information and individualisation was founded within the regional school board in **Lower Austria** responsible for ensuring equal access for girls to education and careers.¹⁴⁶

In order to challenge typical male and female roles, which already confront children at a very young age, education and training courses in gender skills for kindergarten teachers have been increasingly offered in **Vorarlberg** over the last few years. A gender material folder for teachers was created and has been used in schools in the context of the "gender&school" ("gender&schule") project.

Schools in **Vienna** have launched measures and initiatives to mainstream gender perspectives as well. For instance, commercial schools organise gender action days and workshops on a regular basis. The social and services schools launched an award for projects themed "Gender-Diversity-World of Work" ("Gender-Diversität-Arbeitswelt"). The "Girls Go Tech" initiative was started in technical schools in order to raise girls' interest in technological professions and to break down prejudices persisting in society.

¹⁴⁶ <http://www.bobi.lsr-noe.gv.at>

3 Data and Statistics

The Division for Women and Equality compiles an annual Austrian "**Gender Index**"¹⁴⁷ containing data disaggregated by sex and their analysis. The Gender Index consists of gender-disaggregated data in the following fields: demographic structures and ways of life, education, income and employment, economic situation, representation and participation, health and violence.

In addition to that, Statistics Austria produces a "gender statistic"¹⁴⁸. Statistics Austria generally disaggregates all personal statistics by sex whenever possible. The statistical analysis of gender-related trends in demography, education, the labour market, reconciliation of work and family life, income, pensions, and poverty is published annually in updated form on International Women's Day on 8 March.

Austria collects and compiles statistical data on the majority of the Minimum Set of Gender Indicators on a regular basis. They can be retrieved from existing data. The following table provides a detailed overview of the indicators which are currently collected and can be analysed (yes/no). Explanations on the data collection status are provided as well. For some indicators – above all indicators 11 and 40 – no data is collected. These are not relevant to Austria, because equal access to credit and antiretroviral drugs exists.

I. Economic structures, participation in productive activities and access to resources			Details on the status of data collection	
1	Average number of hours spent on unpaid domestic work, by sex	yes	not (last available data 2008)	regularly
	Separate housework and childcare if possible	yes	not (last available data 2008)	regularly
2	Average number of hours spent on paid and unpaid work combined (total work burden), by sex	yes	not (last available data 2008)	regularly
3	Labour force participation rates for 15-24 and 15+, by sex	yes		
4	Proportion of employed who are own-account workers, by sex	yes		
5	Proportion of employed who are working as contributing family workers, by sex	yes		
6	Proportion of employed who are employer, by sex	yes		
7	Percentage of firms owned by women, by size	no	Definition unclear: Analysis possible for partnerships; data retrieved from business statistics. Data collection and compilation for joint stock companies, however, is not possible or meaningful.	
8	Percentage distribution of employed population by sector, each sex	yes		
9	Informal employment as a percentage of total non-agricultural employment, by sex	no	There is no all-encompassing, meaningful data on informal employment.	
10	Youth unemployment, by sex	yes		

¹⁴⁷ http://www.bmbf.gv.at/frauen/gender/gender_daten.xml

¹⁴⁸ http://www.statistik.at/web_en/statistics/social_statistics/gender_statistics/index.html

11	Proportion of population with access to credit, by sex	no	Not relevant to Austria. Equal access exists.
12	Proportion of adult population owning land, by sex	no	
13	Gender gap in wages	yes	
14	Proportion of employed working part-time, by sex	yes	
15	Employment rate of persons aged 25-49 with a child under age 3 living in a household and with no children living in the household, by sex	yes	
16	Proportion of children under age 3 in formal care	yes	
17	Proportion of individuals using the Internet, by sex	yes	
18	Proportion of individuals using mobile/cellular telephones, by sex	yes	not regularly
19	Proportion of households with access to mass media (radio, TV, Internet), by sex of household head	no	
II. Education			
20	Literacy rate of persons aged 15-24 years old, by sex	yes	Difference in definition: Austria collects data according to OECD definition (Programme for the International Assessment of Adult Competencies) for the group of 16- to 24-year-olds.
21	Adjusted net enrolment ratio in primary education, by sex	yes	Data collected; however, unwanted statistical effects can arise due to non-correspondence of the effective day for commencing school/mandatory age for going to school.
22	Gross enrolment ratio in secondary education, by sex	yes	
23	Gross enrolment ratio in tertiary education, by sex	yes	
24	Gender parity index in enrolment at primary, secondary and tertiary levels	yes	
25	Share of female science, engineering, manufacturing and construction graduates at tertiary level	yes	
26	Proportion of females among tertiary education teachers or professors	yes	
27	Net intake in first grade of primary education, by sex	yes	Collection of data on absolute number of first-graders. Same statistical difficulty for further analysis as for Indicator 21 (see above).
28	Primary education completion rate, by sex	yes	
29	Graduation from lower secondary education, by sex	yes	
30	Transition rate to secondary education, by sex	yes	
31	Education attainment of population aged 25 and over, by sex	yes	

III. Health and related services			
32	Contraceptive prevalence among women who are married or in a union, aged 15-49	no	Data and studies from several health care institutions available. Insufficient data on the situation of women in non-marital partnerships.
33	Under-five mortality rate, by sex	yes	
34	Maternal mortality ratio	yes	
35	Antenatal care coverage	yes	Data collected from register of births for all in-patient deliveries (99 percent of all childbirths) on whether the mother has a "mother-child booklet" and resides in Austria.
36	Proportion of births attended by skilled health professional	yes	
37	Smoking prevalence among persons aged 15 and over, by sex	yes	not regularly
38	Proportion of adults who are obese, by sex	yes	not regularly
39	Women's share of population aged 15-49 living with HIV/AIDS	yes	
40	Access to anti-retroviral drugs, by sex	no	Not relevant to Austria. Equal access exists.
41	Life expectancy at age 60, by sex	yes	
42	Adult mortality by cause and age groups	yes	
IV. Public life and decision-making			
43	Women's share of government ministerial positions	yes	
44	Proportion of seats held by women in national parliament	yes	
45	Women's share of managerial positions	no	Unclear definition of comprised managerial positions. Regular data collection for the public sector (implementation reports of the Federal Government on the quota in federal service and businesses with a majority held by the Federal State, income report of the Court of Audit). No all-encompassing data collection for the private sector.
46	Percentage of female police officers	yes	
47	Percentage of female judges	yes	
V. Human rights of women and girl-children			
48	Proportion of women aged 15-49 subjected to physical or sexual violence in the last 12 months by an intimate partner	no	See information on 9 indicators on violence.
49	Proportion of women aged 15-49 subjected to physical or sexual violence in the last 12 months by persons other than an intimate partner	no	See information on 9 indicators on violence.
50	Prevalence of female genital mutilation / cutting (for relevant countries only)	no	

51	Percentage of women aged 20-24 years old who were married or in a union before age 18	no	Data on marriage age can be retrieved from marriage statistics. Linking these data to population data currently not possible.
52	Adolescent fertility rate	yes	

Data collection and compilation on the nine indicators on violence

The current data status on violence does not yet allow for a sufficiently meaningful data analysis regarding the nine indicators on violence. The required statistical analysis of the connection between victims of violence and perpetrators is currently not covered in existing Austrian statistics. The perpetrator-victim relationship can therefore not be analysed in accordance with the nine indicators on violence. However, relevant data are collected and compiled in the criminal statistics, the statistics of the Ministry of the Interior on prohibition orders to enter the common home or orders to leave, and the statistics on convictions of the Ministry of Justice.

The Ministry of Justice founded a Working Group in order to improve data compilation for criminal justice statistics. Its aim is to compile a general judicial statistic containing all state responses to criminal behaviour within the judicial procedure. This should also include compilation of all criminal phenomena independent of offence as well as victim characteristics, which should enable statistical illustration of domestic and sexual violence. The implementation of this target, however, requires wide-ranging changes in the mapping of procedures in the electronic registers of the prosecution offices and courts, and can therefore only be realised over the long term.

In addition to the above listed statistics, it needs to be mentioned that data is also collected and compiled by the Violence Protection Centres and the Intervention Center for Trafficked Women. The centres must keep record of all face-to-face, telephone and written consultations during a reporting year. In the process, the Violence Protection Centres collect and compile the following criteria relevant for the nine indicators on violence: gender, age, income of victims and perpetrators, victim-perpetrator relationship, and type of violence reported. The Intervention Center for Trafficked Women collects and compiles data on gender, age of victims and perpetrators, types of trafficking in women, victim-perpetrator relationship, and type of offence reported.

Data collection and compilation on rural women and migrant women

To assess the **labour market situation and living conditions of women and men at a regional level** in Austria, the Austrian Institute of Economic Research compiled 11 indicators disaggregated by sex in the course of a study¹⁴⁹. One indicator assesses the educational level of the resident population, eight indicators focus on the labour market situation, and two on the income situation in the region. An aggregated gender index was derived from the data.

This is complemented by data compilation in the Federal Provinces, for instance in the **Carinthian Women's Report (Kärntner Frauenbericht)** or the **"Vienna Equality Monitor" ("Wiener Gleichstellungsmonitor")**. They collect and analyse regional data on income and

¹⁴⁹ BMLFUW, ed. Genderindex. Arbeitsmarktlage und Lebenssituation von Frauen und Männern auf regionaler Ebene in Österreich. Revision Julia Bock-Schappelwein (Austrian Institute of Economic Research) Vienna, 2013.

employment, living conditions, education and many other aspects of every-day life in every Province.

Another example is the **Integration Monitoring in Vienna** which, based on specific sociological indicators, assesses the social status quo of the population in Vienna from an integration policy perspective. The indicators are usually compiled, analysed and illustrated disaggregated by sex, providing statistical information on the living conditions of migrant women in Vienna.

Data are regularly collected on **labour market participation/unemployment among women with a migration background**. Data on their participation in AMS promotion programmes are collected as well.

Moreover, several chapters in the 2010/2011 Report on Women's Health concentrate on **health in migrant women**. The chapters focus on mental health in migrant women, domestic violence against migrant women, migrant women and childbirth, health care for women asylum seekers, and the life of migrant women in Austria.

4 Emerging Priorities

The Austrian Federal Government has committed itself to a number of objectives and measures for implementation in the 2013-2018 government programme. With regard to **equality of women in the professional world**, priorities are promoting female employment and enhancing women's income opportunities in order to secure women's livelihood. Additional measures will be taken so as to ensure better reconciliation of work and family life, particularly by creating additional childcare places, and to narrow the gender pay gap. Collective employment agreements therefore provide for evaluation of income transparency and assessment and elimination of hidden forms of discrimination. Better parental/carer's leave management is designed to facilitate women's re-entry into the labour market following family-related leave, and to enhance women's career opportunities.

The proportion of women in power positions in politics, science, research, economy and administration shall be increased. The online information platform "Women and girls into technology" ("Frauen und Mädchen in die Technik") is currently being created to inspire more women to opt for careers in non-typical professions and to reduce barriers they face in accessing these fields. Existing projects for atypical occupations will simultaneously be continued, and the promotion programmes for apprenticeships for women in atypical professions will be evaluated for their effectiveness.

The NAP on Gender Equality in the Labour Market will be continued and will place a focus on part-time employment in addition to the policies mentioned. This will imply raising awareness of the advantages and disadvantages of full-time and part-time employment, introducing a right to information on full-time job offers as well as measures for qualified part-time work.

To increase women's **social protection and their protection against violence**, an information campaign on "Women and Pensions" ("Frauen und Pensionen") will take place, and measures will be taken to advance women's autonomous provision for old age. A new NAP on Violence against Women is scheduled for adoption within a few months time and will then be continuously implemented.

The quality of medical services for women shall be enhanced in the light of the biopsychosocial model. Advancements in **women's health** shall be achieved, inter alia, through better inclusion of aspects of gender medicine in health care, research and rehabilitation, expansion of the youth information centres named "FirstLove Clinics" ("FirstLove-Ambulanzen") and the Women's Health Centres as well as preventive health programmes for women's health topics such as osteoporosis or breast cancer.

Emphasis will continue to be placed on **improving equal treatment legislation and gender equality mechanisms** over the next five years. Equal treatment laws shall have specific and general preventative effect. This will include increased efforts to combat sexism in advertising and in the media in general.

Priorities and recommendations in the current discussions on Sustainable Development Goals and the post-2015 development agenda

In the context of the post-2015 development agenda, Austria advocates the advancement of gender equality, empowerment of women in participation and decision-making, promotion of the rights of women and the girl-child, and the prevention of and fight against violence against women including sexual assaults and female genital mutilation. From the perspective of Austria, a **stand-alone gender goal** should be envisaged encompassing gender equality as well as empowerment and promotion of the rights of women and the girl-child. This should also involve dealing with social and cultural norms which hinder women and girls, and con-

sequently also their families and society, in their inclusion, and manifest themselves as gender-based discrimination.

To date, women have benefited the least from development efforts. However, they comprise more than 50 percent of the world's population and are furthermore, for the most part, responsible for their children's well-being and upbringing. In order to achieve sustainable development, equal participation of women in the development process and equal distribution of natural resources are therefore crucial. In accordance with gender mainstreaming, the stand-alone gender goal must also be linked to the integration of gender perspectives into all other development goals. In this context, the specific needs of women in conflict and post-conflict situations must be given special attention.

In connection with these efforts, a needs-based collection and analysis of data disaggregated by gender needs to take place at all levels. The sustainable development agenda should contain indicators measuring disparities at all levels.

The problem of unequal sharing of unpaid work and care responsibilities should also be part of the discussions on the post-2015 development agenda since this is of high practical relevance for women. Acknowledging the principle of the Beijing Declaration and Platform for Action of shared power and responsibility at home, in the workplace and in public is essential in this context. Finally, Austria advocates an increase in investment in gender equality strategies and programmes. This is one of Austria's major concerns in the context of the post-2015 development agenda and should, inter alia, be realised by institutionalising gender-responsive budgeting as part of public administration.

ANNEX 1 Information on the process of preparing the national review

The Division for Women and Equality of the Federal Ministry of Education and Women's Affairs was responsible for coordinating and producing the Austrian national review.

In January 2014, the Division for Women and Equality invited representatives from all Federal Ministries and Federal Provinces to a coordination meeting. In the course of this meeting, the responsibilities for compiling the individual parts of the report were assigned in detail. The relevant units at the federal and provincial levels were then asked to submit the information of their assigned area of responsibility.

Based on the submitted information, the Division for Women and Equality compiled a consolidated review. Subsequently, the Federal Ministries as well as the Federal Provinces could state their opinions on the report. The units were also asked to provide further remarks and additional information. All units involved could suggest changes to the wording after the text had been translated into English.

The review was submitted to UN Women by the Federal Minister of Education and Women's Affairs.

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Table 1: Population by age and sex

	1995	2000	2005	2010	2012
Residential population					
Total	7,948,278	8,011,566	8,225,278	8,361,069	8,426,311
Below 15 years	1,415,837	1,365,466	1,317,793	1,239,281	1,220,614
From 15 to 59 years	4,964,413	4,994,701	5,104,510	5,184,072	5,218,087
60 and older	1,568,028	1,651,399	1,802,975	1,937,716	1,987,610
Women	4,114,203	4,136,849	4,226,326	4,289,296	4,316,880
Below 15 years	690,635	665,842	642,026	604,397	594,678
From 15 to 59 years	2,460,947	2,485,185	2,537,664	2,583,493	2,599,571
60 and older	962,621	985,822	1,046,636	1,101,406	1,122,631
Men	3,834,075	3,874,717	3,998,952	4,071,773	4,109,431
Below 15 years	725,202	699,624	675,767	634,884	625,936
From 15 to 59 years	2,503,466	2,509,516	2,566,846	2,600,579	2,618,516
60 and older	605,407	665,577	756,339	836,310	864,979
Gender ratio (number of men per 1000 women)					
Total	932	937	946	949	952
From 15 to 49 years	1,029	1,019	1,021	1,015	1,014
Age structure of women (in per cent)					
Below 15 years	16.8	18.1	15.2	14.1	13.8
From 15 to 59 years	59.8	64.8	60.0	60.2	60.2
60 and older	23.4	17.2	24.8	25.7	26.0
Age structure of men (in per cent)					
Below 15 years	18.9	16.1	16.9	15.6	15.2
From 15 to 59 years	65.3	60.1	64.2	63.9	63.7
60 and older	15.8	23.8	18.9	20.5	21.0
Average age in years					
Total	38.47	39.47	40.44	41.56	41.97
Women	40.36	41.19	41.98	42.94	43.31
Men	36.43	37.64	38.81	40.10	40.56

Source: STATISTIK AUSTRIA, Population statistics, 31 March 2014, own calculations.

Table 2: Political representation of women and men: Federal Government, Parliament, Governments and Parliaments of the Federal Provinces

Federal Government

		%
Men	12	67
<i>of whom ministers</i>	8	57
Women	6	33
<i>of whom ministers</i>	6	43
Total	18	100

Parliament (National Council)

	SPÖ	%	ÖVP	%	Greens	%	FPÖ	%	NEOS/LIF	%	Stronach	%	Total	
Women	20	38	14	30	13	54	7	18	2	22	5	45	61	33
Men	32	62	33	70	11	46	33	83	7	78	6	55	122	67
Total	52	100	47	100	24	100	40	100	9	100	11	100	183	100

Last update: December 2013

Federal Council

	SPÖ	%	ÖVP	%	Greens	%	FPÖ	%	o.Z.*)	%	Total	
Women	9	41	4	17	2	50	2	22	0	0	17	28
Men	13	59	20	83	2	50	7	78	1	100	43	72
Total	22	100	24	100	4	100	9	100	1	100	60	100

**) without affiliation Last update: December 2013*

Province Government Burgenland

		%
Women	2	29
Men	5	71
Total	7	100

Province Parliament Burgenland

	SPÖ	%	ÖVP	%	Greens	%	FPÖ	%	LBL*)	%	Total	
Women	5	28	1	8	0	0	1	33	0	0	7	19
Men	13	72	12	92	1	100	2	67	1	100	29	81
Total	18	100	13	100	1	100	3	100	1	100	36	100

**) Liste Burgenland Last update: December 2013*

Province Government Carinthia

		%
Women	2	29
Men	5	71
Total	7	100

Province Parliament Carinthia

	SPÖ	%	ÖVP	%	Greens	%	FPK	%	Stronach	%	BZÖ	%	Total	
Women	2	14	1	20	3	60	0	0	1	25	1	50	8	22
Men	12	86	4	80	2	40	6	100	3	75	1	50	28	78
Total	14	100	5	100	5	100	6	100	4	100	2	100	36	100

Last update: December 2013

Province Government Lower Austria

		%
Women	4	44
Men	5	56
Total	9	100

Province Parliament Lower Austria

	SPÖ	%	ÖVP	%	Greens	%	FPÖ	%	FRANK	%	Total	
Women	5	38	3	10	3	75	0	0	1	20	12	21
Men	8	62	27	90	1	25	4	100	4	80	44	79
Total	13	100	30	100	4	100	4	100	5	100	56	100

Last update: December 2013

Province Government Upper Austria

		%
Women	1	11
Men	8	89
Total	9	100

Province Parliament Upper Austria

	SPÖ	%	ÖVP	%	Greens	%	FPÖ	%	Total	
Women	7	50	13	46	3	60	3	33	26	46
Men	7	50	15	54	2	40	6	67	30	54
Total	14	100	28	100	5	100	9	100	56	100

*Last update: December 2013***Province Government Salzburg**

		%
Women	2	29
Men	5	71
Total	7	100

Province Parliament Salzburg

	SPÖ	%	ÖVP	%	Greens	%	FPÖ	%	Stronach	%	Total	
Women	4	44	5	45	3	43	2	33	1	33	15	42
Men	5	56	6	55	4	57	4	67	2	67	21	58
Total	9	100	11	100	7	100	6	100	3	100	36	100

*Last update: December 2013***Province Government Styria**

		%
Women	2	22
Men	7	78
Total	9	100

Province Parliament Styria

	SPÖ	%	ÖVP	%	KPÖ	%	FPÖ	%	Greens	%	Total	
Women	8	35	7	32	1	50	0	0	2	67	18	32
Men	15	65	15	68	1	50	6	100	1	33	38	68
Total	23	100	22	100	2	100	6	100	3	100	56	100

*Last update: December 2013***Province Government Tyrol**

		%
Women	4	50
Men	4	50
Total	8	100

Province Parliament Tyrol

	SPÖ	%	ÖVP	%	Greens	%	FPÖ	%	FRITZ	%	TIROL	%	Total	
Women	2	40	4	25	2	40	1	25	1	50	2	50	12	33
Men	3	60	12	75	3	60	3	75	1	50	2	50	24	67
Total	5	100	16	100	5	100	4	100	2	100	4	100	36	100

*Last update: December 2013***Province Government Vorarlberg**

		%
Women	2	29
Men	5	71
Total	7	100

Province Parliament Vorarlberg

	SPÖ	%	ÖVP	%	Greens	%	F*)	%	Total	
Women	2	67	6	30	2	50	2	22	12	33
Men	1	33	14	70	2	50	7	78	24	67
Total	3	100	20	100	4	100	9	100	36	100

*) the Freedom Party

Last update: December 2013

Province Government Vienna

		%
Women	6	46
Men	7	54
Total	13	100

Province Parliament Vienna

	SPÖ	%	ÖVP	%	Greens	%	FPÖ	%	Total	
Women	22	45	5	42	4	36	4	15	0	0
Men	27	55	7	58	7	64	23	85	1	100
Total	49	100	12	100	11	100	27	100	1	100

*Last update: December 2013**SPÖ – Austrian Social Democratic Party**ÖVP – Austrian People's Party**FPÖ – Austrian Freedom Party*Source: www.austria.gv.at and webpages of the federal provinces.

Table 3: Female mayors in the federal provinces

Province	Total number of communities	Total number of female mayors	Female mayors in percent of total number of mayors
Burgenland	171	7	4.1
Carinthia	132	3	2.2
Lower Austria	573	44	7.7
Upper Austria	444	29	6.5
Salzburg	119	3	2.5
Styria	539	29	5.4
Tyrol	279	11	3.9
Vienna	1	0	0
Vorarlberg	96	6	6.3
Total	2,354	132	5.6

Source: INSTITUT für PARLAMENTARISMUS und DEMOKRATIEFRAGEN
(Institute for Parliamentarism and Democracy Questions), 27 February 2014.

Table 4: Share of women in highest-level courts

	President		Total members (including presidents)	
	Women	Men	Women (in per cent)	Men (in per cent)
Supreme Court (OGH)	0	1	29.3	70.7
Administrative Court (VwGH)	0	1	24.6	75.4
Constitutional Court (VfGH)	0	1	35.7	64.3

Source: Calculations by FEDERAL MINISTRY of EDUCATION and WOMEN'S AFFAIRS,
Dept. IV/6, 31 March 2014.

Table 5: Share of women in the judiciary

	Women (in per cent)	Men (in per cent)
Ministry of Justice	53.8	46.2
Judicial authorities in the Federal Provinces	68.3	31.7
Judges	55.4	44.6
Candidate judges (in training)	66.9	33.1

Source: FEDERAL MINISTRY of JUSTICE, 10 January 2014.

Table 6: Share of women in leading positions on federal state level (central bodies)

	Total	Women	Men	Share of women in per cent
Federal Chancellery (BKA)				
Level 1	12	4	8	33.3
Level 2	42	20	22	47.6
Federal Ministry for European and International Affairs (BMeiA)				
Level 1	13	3	10	23.1
Level 2	46	15	31	32.6
Federal Ministry of Labour, Social Affairs and Consumer Protection (BMask)				
Level 1	21	8	13	38.1
Level 2	39	17	22	43.6
Federal Ministry of Finance (BMF)				
Level 1	17	3	14	17.6
Level 2	40	11	29	27.5
Federal Ministry of Health (BMG)				
Level 1	8	3	5	37.5
Level 2	34	16	18	47.1
Federal Ministry of the Interior (BMI)				
Level 1	12	0	12	0
Level 2	38	8	30	21.1
Federal Ministry of Justice (BMJ)				
Level 1	7	2	5	28.6
Level 2	31	9	22	29.0
Federal Ministry of Defence and Sports (BMLVS)				
Level 1	16	0	16	0
Level 2	47	1	46	2.1
Federal Ministry of Agriculture, Forestry, the Environment and Water Management (BMLFUW)				
Level 1	14	3	11	21.4
Level 2	63	26	37	41.3
Federal Ministry for Education, the Arts and Culture (BMUKK)				
Level 1	15	3	12	20.0
Level 2	58	25	33	43.1
Federal Ministry for Transport, Innovation and Technology (BMVIT)				
Level 1	9	3	6	33.3
Level 2	39	14	25	35.9
Federal Ministry of Economy, Family and Youth (BMWFJ)				
Level 1	14	4	10	28.6
Level 2	67	24	43	35.8
Federal Ministry of Science and Research (BMWF)				
Level 1	4	2	2	50.0
Level 2	26	6	20	23.1

Year 2011

Level 1: Secretary-General, Director-General, Deputy Director-General, Head of Division.

Level 2: Head of Department.

Source: EQUAL TREATMENT REPORT for the Federal Civil Service 2012, own calculations.

Table 7: Labour force participation, employment and incomes 2012

Labour Force participation, employment	Women	Men	Total
Labour force participation rate (15-64 aged) ¹⁾	70.3 %	82.4 %	75.9 %
Employment rate (15-64 aged) ²⁾	67.3 %	77.8 %	72.5 %
Persons in dependent employment ³⁾	1,618,918	1,846,536	3,465,453
Persons in dependent active employment ⁴⁾	1,534,363	1,836,116	3,370,479
Persons in marginal employment ⁵⁾	202,842	113,668	316,510
Unemployed persons ⁶⁾	112,288	148,355	260,643
Unemployment rate (registered data) ⁷⁾	6,5 %	7.4 %	7.0 %
Youth unemployment (persons up to 24 years) ⁸⁾	17,283	23,013	40,296
Part-time employment (15-64 aged) (% total dependent employment) ⁹⁾	44.4 %	7.8 %	24.9 %
Income	Women	Men	Difference
Gross annual income of persons in dependent employment ¹⁰⁾	19,052	31,396	-39.3 %
Gross annual income of persons employed full-time during the entire year ¹¹⁾	32,540	39,848	-18.3 %
Gender pay gap ¹²⁾			-23.4 %

1) Activity rate. Eurostat

2) Employment rate. Eurostat

4) Persons in dependent employment subject to compulsory full insurance cover. BMASK, ELIS data base

5) Persons in dependent employment subject to compulsory full insurance cover, excluding beneficiaries of parental leave or childcare benefits and persons in military service. BMASK, ELIS data base

6) BMASK, ELIS data base

7, 8) AMS (Public Employment Service)

9) Eurostat

9) Excluding persons on parental leave and persons in military service, Statistik Austria, Labour force survey of 2009

10, 11) Median incomes excluding apprentices. Statistics Austria 2012

12) EU structural indicator "Gender pay gap", Eurostat

Table 8: Labour force participation and employment of persons with migratory background 2013

	Persons with migratory background (total)	Women with migratory background	Men with migratory background
Employees	705.080	306.935	398.145
Share of persons with migratory background in terms of total employment	20,20%	18,80%	21,50%
Self-employed persons	89.272	53.522	35.750
Persons registered as unemployed	102.584	42.626	59.958
Share of persons with migratory background in terms of persons registered as unemployed	35,70%	34,90%	36,30%
Persons participating in trainings	29.886	14.973	14.913
Unemployment rate	12,70%	12,20%	13,10%
Employment rate 15-64 years ¹⁾	65,60%	58,60%	73,20%
Apprenticeship seekers	2.414	945	1.469

1) latest available data: Labour Force Survey 2012

Source: FEDERAL MINISTRY of LABOUR, SOCIAL AFFAIRS and CONSUMER PROTECTION, 6 March 2014.

Table 9: Childcare rate

		0 to 2 years	3 to 5 years	6 to 9 years
1995	childcare rate (%)	4.6	70.6	7.0
2000	childcare rate (%)	7.7	77.6	8.4
2005	childcare rate (%)	10.2	82.7	11.9
2010	childcare rate (%)	17.1	90.7	16.3
2011	childcare rate (%)	19.7	90.3	16.0
2012	childcare rate (%)	20.8	90.6	16.4

The ratio of children in day care institutions compared to the resident population of the same age bands. Children in day care centres on the reference date of October 15th, or who reached the respective age by September 1st.

The 6 to 9 years old age band mainly comprises children in day homes for school children and mixed-age care facilities.

Source: STATISTIK AUSTRIA, Day Care Statistics, 31 March 2014.

Table 10: Women and poverty

	Population		Working age population (20 to 64 years)		Persons older than 65	
	Ratio for persons at risk of poverty*	Manifest poverty**	Ratio for persons at risk of poverty	Manifest poverty	Ratio for persons at risk of poverty	Manifest poverty
Women	15 %	5 %	15 %	5.5 %	18 %	5 %
Men	12 %	4 %	13 %	4.5 %	12 %	2 %
Total	14,4 %	5 %	14 %	5 %	15 %	3 %

* *The risk of falling into poverty: less than 60 per cent of the median annual income (weighted per-capita income)*

** *Manifest poverty: low income and financial deprivation coincide*

Source: EU-SILC 2012

Table 11: Educational attainment

	Total		Maximum Compulsory school		Apprenticeship / Medium-level secondary technical and vocational school		Upper level secondary school leading to university entrance qualification		University, university colleges and others	
	in 1,000	Share in per cent	in 1,000	Share in per cent	in 1,000	Share in per cent	in 1,000	Share in per cent	in 1,000	Share in per cent
Total										
Total	7,032	100.0	1,703	24	3,330	47	1,186	17	812	12
20 to 39 years	2,040	100.0	259	13	914	45	547	27	320	16
40 to 64 years	3,074	100.0	538	17	1,692	55	452	15	393	13
65 years and more	1,440	100.0	575	40	634	44	132	9	99	7
Women										
Total of women	3,405	100.0	924	27	1,493	44	600	181	387	11
20 to 39 years	1,040	100.0	146	14	409	39	306	29	178	17
40 to 64 years	1,543	100.0	365	24	772	50	228	15	178	12
65 years and more	822	100.0	413	50	312	38	66	8	31	4
Men										
Total of men	3,150	100.0	448	14	1,747	55	530	17	425	13
20 to 39 years	1,000	100.0	113	11	505	50	241	24	142	14
40 to 64 years	1,531	100.0	172	11	920	60	224	15	215	14
65 years and more	618	100.0	162	26	322	52	66	11	68	11

Source: EU-SILC 2012

Table 12: Share of girls by type of school

School type	School year 2012/2013	Total number of pupils	of whom girls	in per cent
Schools providing general education (all types)		1,142,395	557,241	48.8
Compulsory schools providing general education, total		571,545	271,110	47.4
Primary schools		328,136	159,010	48.5
Lower secondary schools		128,720	61,369	47.7
New secondary schools		83,874	39,580	47.1
Special needs schools and special needs classes		13,809	4,967	36.0
Secondary academic schools, total		203,000	110,210	54.3
Lower level (grades 1 to 4)		107,867	56,153	52.1
Upper level (grades 5 to 9)		60,447	33,615	55.6
Academic second. schools, separate upper level		25,957	15,842	61.0
Academic secondary schools for people in employment		4,453	2,509	56.3
Add-on secondary schools		682	371	54.4
Technical and vocational schools (all types)		314,809	136,937	43.5
Vocational schools for apprentices, total		130,975	45,522	34.8
Intermediate technical and vocational schools, total		47,442	22,740	48.0
Crafts, technical and arts schools		15,177	2,921	19.2
Schools for business administration		10,143	5,657	55.7
Schools for management and the service industries		7,451	6,222	83.5
Schools for social professions		1,697	1,580	93.1
Schools for agriculture and forestry		12,974	6,360	49.0
Higher technical and vocational colleges, total		136,392	68,675	50.3
Crafts, technical and arts colleges		63,383	17,002	26.8
Colleges for business administration		40,993	24,734	60.3
Colleges for management and the service industries		28,111	25,164	89.5
Colleges for agriculture and forestry		3,905	1,775	45.5
Institutions for teachers training (all types)		15,616	12,237	78.4
Medium-level schools for teachers training		4,212	1,463	34.7
Higher colleges for teacher training		11,404	10,774	94.5

Source: STATISTIK AUSTRIA, School Statistics, 2 December 2013, own calculations.

Table 13: Table of new entrants and students of universities

	New Entrants			Students		
	Total	Women	Share of women in per cent	Total	Women	Share of women in per cent
Winter semester 2009 (reference date: February 28, 2009)	1,780	1,014	57.0	5,829	3,263	56.0
Winter semester 2010 (reference date: February 28, 2010)	1,707	1,043	61.1	6,301	3,760	59.7
Winter semester 2011 (reference date :February 28, 2011)	1,992	1,212	60.8	7,060	4,225	59.8
Winter semester 2012 (reference date: February 28, 2012)	2,332	1,426	61.1	7,316	4,464	61.0

Note.: Time series winter semester

Source: FEDERAL MINISTRY of SCIENCE and RESEARCH, Dep. I/9, University data reports, 1 April 2014.

Table 14: University graduates

		Total	Women	Men	Share of women in per cent
Academic year 2003/04 (final)		20,429	10,588	9,841	51.8
	First degree	17,727	9,509	8,218	53.6
	Second degree	2,702	1,079	1,623	39.9
Academic year 2004/05 (final)		20,978	11,456	9,522	54.6
	First degree	18,069	10,185	7,884	56.4
	Second degree	2,909	1,271	1,638	43.7
Academic year 2005/06 (final)		21,930	11,828	10,102	53.9
	First degree	18,647	10,454	8,193	56.1
	Second degree	3,283	1,374	1,909	41.9
Academic year 2006/07 (final)		22,121	12,221	9,900	55.2
	First degree	18,397	10,619	7,778	57.7
	Second degree	3,724	1,602	2,122	43.0
Academic year 2007/08 (final)		23,910	13,391	10,519	56.0
	First degree	19,664	11,532	8,132	58.6
	Second degree	4,246	1,859	2,387	43.8
Academic year 2008/09 (final)		27,232	15,131	12,101	55.6
	First degree	22,162	12,762	9,400	57.6
	Second degree	5,070	2,369	2,701	46.7
Academic year 2009/10 (final)		27,926	15,483	12,443	55.4
	First degree	22,174	12,798	9,376	57.7
	Second degree	5,752	2,685	3,067	46.7
Academic year 2010/11 (final)		31,115	17,256	13,859	55.5
	First degree	24,949	14,411	10,538	57.8
	Second degree	6,166	2,845	3,321	46.1
Academic year 2011/12 (final)		34,460	19,540	14,920	56.7
	First degree	27,290	16,184	11,106	59.3
	Second degree	7,170	3,356	3,814	46.8
Academic year 2012/13 (status ongoing)		37,215	21,838	15,377	58.7
	First degree	29,086	17,853	11,233	61.4
	Second degree	8,129	3,985	4,144	49.0

Note: Time series academic year

Source: FEDERAL MINISTRY of SCIENCE and RESEARCH, Dep. I/9, University data reports, 1 April 2014.

Table 15: Regular university staff (headcount)

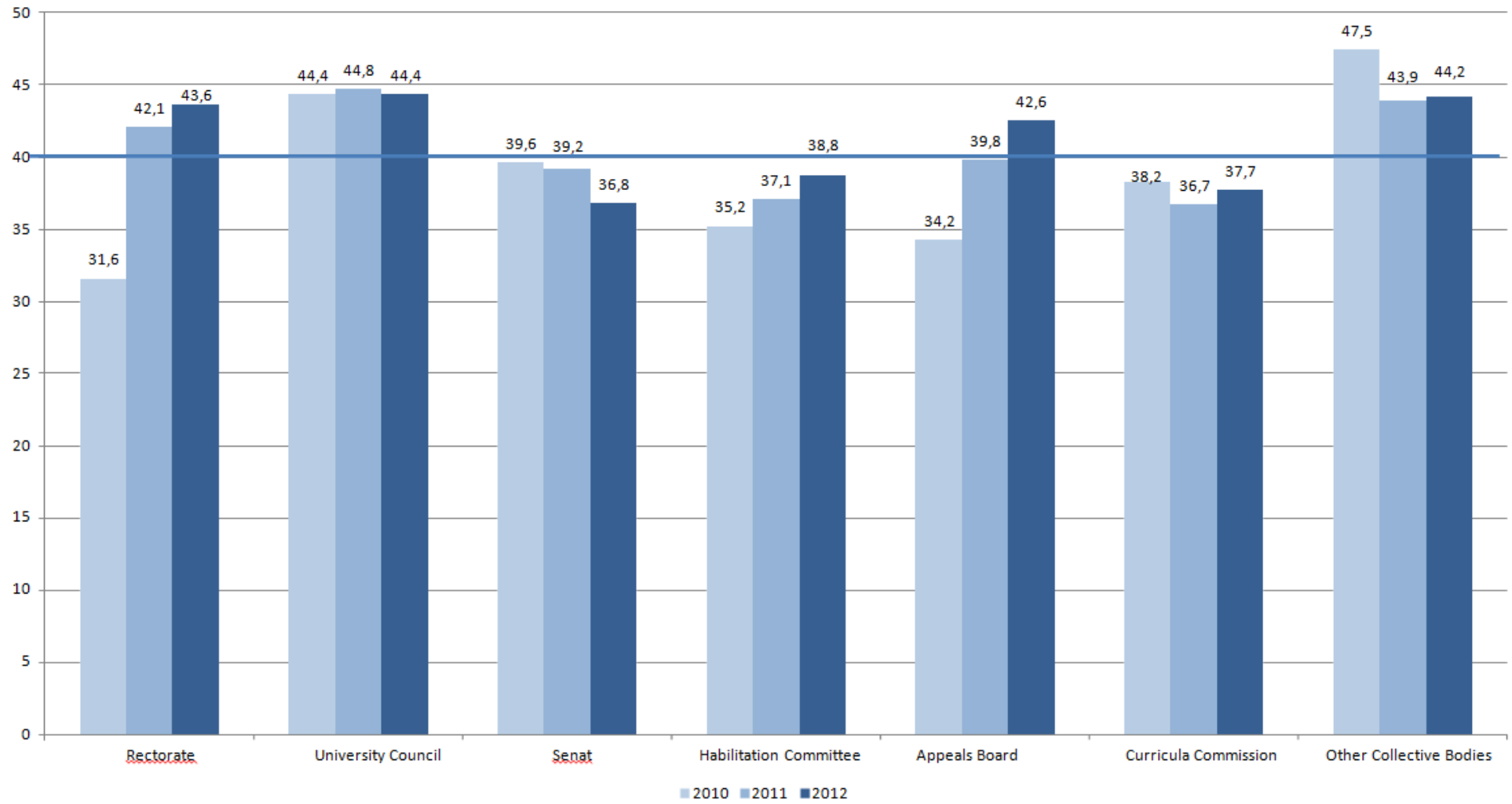
Semester and reference date	Job category	Total	Women	Men	Share of women in per cent
Winter semester 2013 (r.d.: 31.12.2013)	Scientific and artistic staff (total)	13,680	4,982	8,698	36,4
	Professors	2,356	522	1,834	22,2
	Scientific and artistic employees	11,335	4,464	6,871	39,4
	of whom lecturers	2,465	561	1,904	22,8
	of whom assistant professors	581	222	359	38,2
	General service staff	18,267	11,206	7,062	61,3
	Total staff	31,851	16,155	15,698	50,7
Winter semester 2012 (r.d.: 31.12.2012)	Scientific and artistic staff (total)	13,746	5,017	8,729	36,5
	Professors	2,333	504	1,829	21,6
	Scientific and artistic employees	11,418	4,515	6,903	39,5
	of whom lecturers	2,513	552	1,961	22,0
	of whom assistant professors	525	205	320	39,0
	General service staff	18,028	11,064	6,964	61,4
	Total staff	31,680	16,044	15,637	50,6
Winter semester 2011 (r.d.: 31.12.2011)	Scientific and artistic staff (total)	13,395	4,793	8,602	35,8
	Professors	2,309	476	1,833	20,6
	Scientific and artistic employees	11,093	4,319	6,774	38,9
	of whom lecturers	2,661	567	2,094	21,3
	of whom assistant professors	477	156	321	32,7
	General service staff	17,620	10,840	6,780	61,5
	Total staff	30,934	15,604	15,331	50,4
Winter semester 2010 (r.d.: 31.12.2010)	Scientific and artistic staff (total)	13,034	4,556	8,478	35,0
	Professors	2,232	438	1,794	19,6
	Scientific and artistic employees	10,807	4,118	6,689	38,1
	of whom lecturers	2,817	590	2,227	20,9
	of whom assistant professors	284	91	193	32,0
	General service staff	17,434	10,676	6,758	61,2
	Total staff	30,391	15,202	15,190	50,0
Winter semester 2009 (r.d.: 31.12.2009)	Scientific and artistic staff (total)	14,742	5,199	9,543	35,3
	Professors	2,203	412	1,791	18,7
	Scientific and artistic employees	12,548	4,788	7,760	38,2
	of whom lecturers	3,125	646	2,479	20,7
	of whom assistant professors	0	0	0	0,0
	General service staff	14,702	9,085	5,617	61,8
	Total staff	29,339	14,249	15,091	48,6

Note: Without parental / unpaid leave. Persons with more than one employment relationship are only once counted.

r.d. = reference date

Source: FEDERAL MINISTRY of SCIENCE and RESEARCH, Dep. I/9, University data reports, 1 April 2014.

Figure 1: Representation of women in highest university bodies



Source: FEDERAL MINISTRY of SCIENCE and RESEARCH.

Table 16: Complaints lodged with the Equal Treatment Commission

Number of complaints	Federal ETC Senate I	Federal ETC Senate II	Private sector ETC Senate I	Private sector ETC Senate II	Private sector ETC Senate III	Total
Total	124	74	374	139	103	814

Complaints lodged with the senates of the Equal Treatment Commissions (ETC) for federal public service and the private sector from 2009 to 2013.

Source: Federal MINISTRY of EDUCATION and WOMEN'S AFFAIRS, Dep. IV/3, 1 April 2014.

Table 17: Ombud for Equal Treatment: Statistics on requests and consultations

Number of requests / consultations	2009	2010	2011
Consultations on Part I of the GIBG			
Total	3455	3479	3215
by women	2825	2793	2550
by men	630	686	662
Consultations on offences	1950	2079	1826
Cases of multiple discrimination	65	37	33
Information on the Equal Treatment Law	1171	1125	1180
Other legal questions	269	238	176
Consultations on Part II of the GIBG			
Total	524	779	797
Consultations on Part III of the GIBG			
Total	322	348	432
Consultations on Part IIIa of the GIBG			
Total	277	228	

Source: OMBUD for EQUAL TREATMENT.

Table 18: Violence against women

	Victims	Victims in per cent	Offenders*	Offenders in per cent
Criminal offences (all forms)				
Total cases	278,160	/	301,100	/
Cases with sex registered	222,306	100	286,384	100
of which female	86,875	39.1	62,065	21.7
of which male	135,431	60.9	224,319	78.3
Crimes against health and life				
Total cases	113,549	/	112,608	/
Cases with sex registered	110,043	100	109,920	100
of which female	41,441	37.7	24,501	21.9
of which male	68,602	62.3	85,869	78.1
Crimes against the sexual integrity				
Total cases	4,035	/	4,905	/
Cases with sex registered	3,798	100	4,696	100
of which female	3,169	83.4	341	7.2
of which male	629	16.6	4,355	92.7

*Number of suspects according to the proceedings registered in the System for the Automation of Procedures in the Judicial in 2012.

Source: FEDERAL MINISTRY of JUSTICE, Security Report 2012

ANNEX 3 Policies, strategies, action plans and publications (2009 - 2013)

The following information offers an exemplary overview of the projects and events initiated by the Federal Provinces and the Federal Ministries, the conducted or subsidised studies, and the adopted strategies and action plans. Additional initiatives, not listed here, were launched at the federal and provincial levels.

FEDERAL PROVINCES

Burgenland

Projects

- ▶ Project "The Door" ("Die Tür") to promote the integration of women with a migration background (2009)
- ▶ Initiative "women-active-linked" ("frauen-aktiv-vernetzt") for the promotion of health in women (2012)
- ▶ "Mobi Tour" mobile counselling service for women (2012)
- ▶ Legal telephone and online advice specifically for women in the seven counselling centres for women
- ▶ 27 projects on education and training for women and female entrepreneurship in collaboration with the project partners abz*austria, the BFI Vocational Training Institute Burgenland, Burgenländische Forschungsgesellschaft (Research Society Burgenland), the Burgenländisches Schulungszentrum (Burgenland Training Centre), the DAFF umbrella organisation of women's counselling centres in Burgenland, and Volkshochschulen in Burgenland (Adult Education Centres)
- ▶ Project "FiT – Women in Technology" ("FIT – Frauen in die Technik")
- ▶ Project "ROBERTA – Girls conquer robots" ("ROBERTA – Mädchen erobern Roboter")
- ▶ Continuation of the "Joining Forces against Violence" ("Gemeinsam gegen Gewalt") campaign
- ▶ Increased number of crisis intervention shelters
- ▶ Self-help groups for women diagnosed with cancer

Events

- ▶ Career orientation weekends for technology and crafts (2009-2012)
- ▶ "Girls' Rap" ("Mädchenrap") at the training college for kindergarten teachers (2009)
- ▶ Breast cancer prevention events "Being healthy is key" ("Hauptsache gesund") (2011)
- ▶ Panel discussion on women in technical professions ("Frauen in technischen Berufen"), 2012
- ▶ Women's health days "FrauenImpulsTage" (2013)
- ▶ First Burgenland Women's Run (2013)
- ▶ Three-day conference about women at universities ("FrauenFrühlingsUni") (2013)
- ▶ Girls' Day
- ▶ The Women's Department attends the education and career information fair every year with specific programmes for girls
- ▶ Award of the Rosa Jochmann Prize for Women for exceptional contributions in their professional or voluntary capacity (annually since 2010)
- ▶ "16 days against violence against women" – annual events

Studies / Publications

- ▶ Brochure "Single Parents Guide" on women's poverty ("Leitfaden für Alleinerziehende") (2009)
- ▶ Study "Integration barriers for women in the labour market in Burgenland" ("Integrationsbarrieren burgenländischer Frauen am Arbeitsmarkt") (2009)
- ▶ Study "Tracing the potential of female employment" ("Frauenbeschäftigungspotentialen auf der Spur") (2009)
- ▶ Folder about the Equal Treatment Commission and the Equal Treatment Officer in Burgenland (2012)
- ▶ Study on women in municipal politics in Burgenland ("Frauen in der burgenländischen Gemeindepolitik") (2012)
- ▶ Brochure on part-time employment ("Teilzeitarbeit") (2013)
- ▶ 2011 Women's Report
- ▶ Study on women and part-time employment ("Teilzeitarbeit von Frauen") (2012/2013)
- ▶ Brochure "Legal Guide for Women" ("Rechtsratgeber für Frauen") (2012)
- ▶ Folder about legal advisory services for women in Burgenland (2013)

Carinthia

Projects

- ▶ The "Education Fund for Women" ("Frauenbildungsfonds") continued its activity to promote women who would like to receive education or training for professional development (since 2006)
- ▶ Training course for female entrepreneurs ("Unternehmerinnen-Lehrgang") for women intending to start a business
- ▶ Mentoring for female politicians ("Politikerinnen-Mentoring") to increase to proportion of women in Carinthian politics
- ▶ Mentoring for female politicians ("Politikerinnen-Mentoring") to empower women on their way into politics and to promote female politicians
- ▶ Career mentoring for women ("Frauen-Karriere-Mentoring") in collaboration with Business Frauen Centre Kärnten (Carinthian Centre for Women in Business)
- ▶ Mentoring for female civil servants in Carinthia
- ▶ Mentoring for girls ("Mädchenmentoring") to support girls in their career entry and development
- ▶ "Women decide/Donne che decidono" ("Frauen entscheiden/Donne che decidono"): joint Interreg IV EU project between Austria and Italy to empower women in decision-making and to foster women's digital skills (since 2011)
- ▶ Expert Group of the Alps-Adriatic Working Community on equal opportunities for women and men ("Chancengleichheit für Frauen und Männer") with members from Vas (Hungary), Croatia, Burgenland, Styria, Carinthia, Veneto and Friuli Venezia Giulia.

Events

- ▶ Events on the occasion of Equal Pay Day
- ▶ Survey on the reconciliation of work and family life and re-entry into the labour market following parental leave ("Vereinbarkeit von Familie und Beruf und Wiedereinstieg nach der Elternzeit/Karenz")
- ▶ Action days of the Network Against Poverty (Armutnetzwerk) with the theme "Rights instead of alms" ("Rechte statt Almosen")

- ▶ "16 days against violence against women" – lecture on genital mutilation, forced marriage and conflicts between the generations.
- ▶ Bi-annual "Women's Career Talk" ("FrauenKarriere-Talk")
- ▶ Girls' Day
- ▶ "BOMM" career information fair for girls(annually since 2007)

Studies / Publications

- ▶ Carinthian 2011 Women's Report
http://olga.pixelpoint.at/media/PPM_3DAK_frauenreferat/~M3/3026.3dak.pdf
- ▶ Brochure "Rights instead of alms" ("Rechte statt Almosen")
- ▶ Brochure "Genital mutilation for doctors and midwives" ("Genitalverstümmelung für ÄrztInnen und Hebammen")
- ▶ Brochure "Equal rights for both" ("Gleiches Recht für beide") about marriage, divorce, consequences of divorce, cohabitations and registered partnerships (2010)

Strategies / Action plans

- ▶ Regional development and action plan "WOMEN.FUTURE.CARINTHIA" ("FRAUEN.ZUKUNFT.KÄRNTEN") (2012)
http://olga.pixelpoint.at/media/PPM_3DAK_frauenreferat/~M4/3859.3dak.pdf

Lower Austria

Projects

- ▶ Project "Equal opportunities in regional and municipal budgets" ("Chancengleichheit in regionalen und kommunalen Budgets") about implementing gender budgeting as a standard procedure in municipal budgeting (carried out in the context of the European Territorial Cooperation with the South Bohemian and the Vysočina Regions in 2009-2011)
- ▶ Financial support of counselling facilities and support services for women and girls, women's shelters and emergency housing for women
- ▶ "Women's helpline" ("Frauentelefon"): free, confidential telephone counselling for women in multiple languages
- ▶ Training project "Domestic violence – The role of health care" ("Häusliche Gewalt – die Bedeutung des Gesundheitswesens") for doctors, nurses, health care and care students, and midwives
- ▶ Promotion of gender-sensitive workshops for women about preventing discrimination against women/girls, sexual assaults, eating disorders.
- ▶ Training initiative "Fathers and mothers – qualified in career and family" ("Väter und Mütter – kompetent in Beruf und Familie") with training courses for businesses in human resource and parental leave management.
- ▶ Regional mentoring for women
- ▶ "Bobi" service centre for gender-responsive career information and individualisation
<http://www.bobi.lsr-noe.gv.at>
- ▶ Project "HTL4girls" to encourage female students to attend Higher Secondary Technical Colleges

Events

- ▶ Regular Jour Fixe with various counselling centres for women, women's organisations and NGOs

- ▶ "TechDating": Discussion and information day for students and businesses in technology/crafts
- ▶ Girls' Day

Studies / Publications

- ▶ Guide on "Gender-responsive budgeting – Focus on regional and municipal budgets" ("Geschlechtergerechtes Budgetieren – Schwerpunkt regionale und kommunale Budgets")
- ▶ Study "Parents-friendly human resource policy with a focus on fathers" ("Elternorientierte Personalpolitik mit Fokus auf Väter") (2010)
- ▶ Guide for businesses on the reconciliation of work and family life
<http://www.noel.gv.at/vereinbarkeit>

Strategies / Action plans

- ▶ Plan on gender equality and the advancement of women in Lower Austrian civil service (2007-2013) <http://data.noel.gv.at/bilder/d10/GFFP-Broschuere2007-2013.pdf?4352>
- ▶ Lower Austrian 2009-2012 climate protection programme and gender mainstreaming in the field of climate
http://www.noel.gv.at/Umwelt/Klima/Klima-Energieprogramm/klimaprogramm09_12.html
- ▶ "Charter on innovative reconciliation of parents and business" ("Charta zur neuen Vereinbarkeit von Eltern-Wirtschaft")

Upper Austria

Projects

- ▶ "Education account" ("Bildungskonto") to support women financially in education and training
- ▶ "KOMPASS" Parental Leave and Career Competence Centre for promoting women in Upper Austrian businesses
- ▶ Campaign "Healthy Municipality" ("Gesunde Gemeinde") as a model for municipal health promotion
- ▶ Support of a variety of facilities offering counselling and support to victims of violence in Upper Austria
- ▶ Promotion of projects for better reconciliation of work and family life
- ▶ Promotion of gender-sensitive youth work: e.g. get-togethers for girls; work group for youth work with girls (since 1995)
- ▶ Programme "COURAGE" ("MUT") to support and motivate women on their way to power and decision-making positions
- ▶ Training course "Women in supervisory boards" ("Frauen in Aufsichtsräten")
- ▶ Mentoring for members of the municipal council
- ▶ Non-partisan political training for women

Events

- ▶ Regular meetings with counselling centres for women, women's organisations, and NGOs.
- ▶ Work groups on women-related topics: e.g. single mothers, rural women, violence against women, affordable housing, women in the labour market
- ▶ Annual future forum "Women shape the future" ("Frauen gestalten Zukunft")
- ▶ Girls' Day, Girls' Day Junior, and Girls' Day Mini
- ▶ Training events for teachers on gender-sensitive didactics

Studies / Publications

- ▶ Upper Austrian women's statistics "Life is behind the figures" ("Hinter den Zahlen steckt das Leben") (2013)
http://www.land-oberoesterreich.gv.at/files/publikationen/praes_frauenstatistik.pdf
- ▶ Brochure "No, stop" containing safety advice for women and girls to protect themselves against male violence ("Halt so nicht – Sicherheitstipps für Frauen und Mädchen zum Schutz vor Männergewalt")

Strategies / Action plans

- ▶ Upper Austrian "LLL:2020 Lifelong Learning Strategy" ("LLL:2020 – Strategie zum lebensbegleitenden Lernen")
- ▶ Programme to promote women "Balance – Ways to achieve equality" ("Balance – Wege zur Gleichstellung")
- ▶ Strategic labour market policy framework "2020 working environment Upper Austria" ("Arbeitsplatz Oberösterreich 2020")
http://www.pakte.at/attach/Strategiepapier_AP2020.pdf

Styria

Projects

- ▶ Projects to promote women's health
- ▶ Project "OLDernative beauty" ("ALTERnative Schönheit")

Studies / Publications

- ▶ Brochure on early detection of cervical cancer and HPV vaccination ("Früherkennung von Gebärmutterhalskrebs, HPV-Impfung") (2010)
- ▶ Analyses of time use statistics
http://www.kommunikation.steiermark.at/cms/dokumente/11697835_29767960/7d41a207/LastatZeitverwendung.pdf

Strategies / Action plans

- ▶ Styrian strategy for women and gender equality
http://www.verwaltung.steiermark.at/cms/dokumente/11877528_74834961/99ce9c6d/SteirFrauenGleichstellungsstr2020_2_2014.pdf
- ▶ Styrian health promotion strategy (2012)

Vorarlberg

Projects

- ▶ Vorarlberg women's network (since 2000)
- ▶ Initiative "Girls into technology" ("Mädchen in die Technik")
- ▶ Programme "FIT – Women in Crafts and Technology" ("FIT – Frauen in Handwerk und Technik")
- ▶ Promotion of several organisations in order to support women and girls in education, vocational training and career
- ▶ "FEMAIL" information centre for women
- ▶ Project "Health and gender – Body images" ("Gendergesundheit – Körperbilder"), carried out as a cross-border project with the Principality of Liechtenstein, Switzerland and Vorarlberg
- ▶ Project "Cross the line – draw a line" ("Grenzen überschreiten – Grenzen setzen")

- ▶ Project "Signal" to raise awareness among medical and care staff in the municipalities about domestic violence
- ▶ Campaign "No means no" ("Nein bedeutet Nein") against sexual harassment
- ▶ Award presentation "Outstanding family-friendly business" ("Ausgezeichneter familienfreundlicher Betrieb") (since 1998)
- ▶ Mentoring programme for female politicians
- ▶ Training course "More women into politics" ("Mehr Frauen in die Politik")
- ▶ Project "Women shape communities" ("Frauen gestalten die Gemeinden") (since 2013)
- ▶ Promotion of gender skills in education and training for kindergarten teachers
- ▶ Project "gender&school" ("gender&schule")
- ▶ Girls' Day

Events

- ▶ Regular exchange of information and ideas with various counselling centres for women, women's organisations and NGOs.
- ▶ Information events on women-related health topics in the health series "Take care of yourself" ("Luag uf di") and "concerning:woman" ("betrifft:frau")

Studies / Publications

- ▶ Vorarlberg Status Report on Women 2010
http://www.vorarlberg.at/pdf/frauensituationsbericht_2.pdf
- ▶ Brochure "Women's Financial Compass – Guide for women in Vorarlberg" ("Finanzkompass für Frauen – Orientierung für Frauen in Vorarlberg")
http://www.ams.at/_docs/800_SfA_FinanzKompass.pdf
- ▶ 2009 Report on the health of women and the girl-child
<https://www.vorarlberg.at/pdf/vorarlbergermaedchen-undf.pdf>
- ▶ Catalogue of measures to improve health in women and girls in Vorarlberg (2009)
- ▶ Study "Violence against women within marriage and relationship" ("Gewalt gegen Frauen in Ehe und Partnerschaft")
- ▶ Research project "Equal opportunities for women and men at work" ("Chancengleichheit im Erwerbsleben von Frauen und Männern")
- ▶ Folder "Gender Mainstreaming"
- ▶ Gender material folder for teachers

Strategies /Action plans

- ▶ Framework for equal opportunities for women and men in provincial civil service in Vorarlberg
- ▶ Regional action plan for equality of women and men in Vorarlberg (2013)
http://www.vorarlberg.at/pdf/endversion_druck_frauendo.pdf
- ▶ Vorarlberg gender equality indicators (2012)
<http://www.vorarlberg.at/pdf/gleichstellungsindikatore.pdf>

Vienna

Projects

- ▶ Funding for several organisations, e.g. "abz* Austria – competent for women and economy" ("abz* Austria-kompetent für Frauen und Wirtschaft"), "sprungbrett" counselling centre for girls and young women

- ▶ Pilot project to promote women and gender aspects in public procurement ("Frauenförderung und Genderaspekte bei der Vergabe öffentliche Aufträge") (since 2004)
- ▶ 24-hour women's helpline
- ▶ Free telephone and face-to-face counselling for women
- ▶ Vienna Employment Promotion Fund "waff" for counselling and support in the world of work
- ▶ Project "I will remain healthy" ("Ich bleib' gesund"): Health promotion for migrant women
- ▶ Projects on the prevention of and fight against violence against women: e.g. "The right stance: against violence" ("Der richtige Standpunkt: Gegen Gewalt"); "Who cares about violence" ("Ich pfeif' auf Gewalt"); "You won't get me down" ("Mich kriegst du nicht K.O."); "No means no. At all times" ("Nein heißt immer Nein"); "Join in! Against violence against women" ("Steig ein – Gegen Gewalt an Frauen!")
- ▶ Training courses for hospital staff on "Violence against women – Practical guidelines for the medical system" ("Gewalt an Frauen - Handlungsrichtlinien für das medizinische System")
- ▶ Financial support of several organisations, e.g. LEFÖ-IBF Intervention Center for Trafficked Women, SOPHIE (place of education for sex workers), Orient Express (support of victims of forced marriage), EfEU (elimination of sexism in education and teaching), and "zimd" (centre for interactive media and diversity)
- ▶ Programme "FRECH – Women take opportunities" ("FRECH – Frauen ergreifen Chancen")
- ▶ Project "startVienna" ("StartWien") to support migrants who are new to Vienna
- ▶ Campaign "4 walls 4 hands" ("4 Wände 4 Hände") for equal distribution
<http://www.wien.gv.at/menschen/frauen/themen/arbeitswelt/4waende-4haende/index.html>
- ▶ Initiative "Wanted: do-it-yourselfers" ("Heimwerker gesucht!")
- ▶ 50 gender mainstreaming projects, carried out by urban planning offices in Vienna
- ▶ Project "courage!3 Girls and Technology" ("mut!3 Mädchen und Technik"), focused on anchoring the promotion of girls in education and training in a structural and sustainable way
- ▶ Projects "Roberta" and "Robina" (since 2006)
- ▶ Internet platform <http://www.jobs4girls.at> for career orientation
- ▶ "amaZone-Award" presentation for businesses active in vocational training for girls and women in skilled trades and technical professions
- ▶ Youth coaching
- ▶ Workshops "Role forward" ("Rolle forwards") to reduce stereotyped clichés
- ▶ Regular workshops and information events for sexual education in schools
- ▶ Production of the sexual education film "SEX we can?!" www.sexwecan.at
- ▶ FGM Advisory Council of the City of Vienna
- ▶ Counselling centre for women and parents from countries where FGM is carried out
- ▶ Regular trainings on FGM prevention for kindergarten teachers, school teachers, staff in obstetric care and social workers

Events

- ▶ Work groups with representatives of NGOs and civil society, e.g. on forced marriage, protection against violence, FGM, violence against older women, status of the working poor, trafficked women
- ▶ Conference on sexualised violence against women (2011)
- ▶ Various training events at the Vienna Academy of Public Administration to teach leadership skills for female managers and potential candidates for leadership positions
- ▶ "Career information days" ("Berufsinformationstage") with thematic programmes for girls and their education and career choices

Studies / Publications

- ▶ Vienna 2012 social report
<http://www.wien.gv.at/gesundheit/einrichtungen/planung/pdf/sozialbericht-2012.pdf>
- ▶ Vienna 2012 income report
- ▶ First Vienna Equality Monitor (Erster Wiener Gleichstellungsmonitor)
- ▶ Guide "Equally promoting woman + man = winning! Gender equality as the key to corporate success" ("Frau + Mann gleich fördern = gewinnen! Gleichstellung als Erfolgsformel für Unternehmen"), 2008 <http://www.wien.gv.at/menschen/frauen/pdf/frau-mann08.pdf>
- ▶ Questionnaire to analyse "Gender equality within the organisation – Self-check with questions on key equality data – Where are we on the way to gender equality?" ("Gleichstellung im Betrieb – Selfcheck mit Fragen zu wichtigen Gleichstellungsdaten –Wie weit sind wir auf dem Weg der Gleichstellung?")
<http://www.wien.gv.at/menschen/frauen/pdf/betriebsfragebogen.pdf>
- ▶ Brochure with advice on salary negotiation (2011)
<http://www.wien.gv.at/menschen/frauen/pdf/gehaltsverhandlungstipps.pdf>
- ▶ Education compass for girls and women in Vienna (2013)
<http://www.wien.gv.at/menschen/frauen/pdf/bildungskompass.pdf>
- ▶ Guide on gender-responsive language and non-discriminatory visual language (2011)
<http://www.wien.gv.at/medien/pid/pdf/leitfaden-formulieren-bf.pdf>
- ▶ FGM guide for doctors
- ▶ Brochure "Promotion of women in businesses in Vienna: Success stories" ("Betriebliche Frauenförderung in Wien: Erfolgreiche Beispiele aus der Praxis")
- ▶ Brochure "Promotion of women in corporate Vienna – how?" ("Frauenförderung in Wiener Betrieben - wie geht das?")
- ▶ Brochure "Flexible working hours. Models for more room for reconciliation within the business" ("Flexible Arbeitszeitmodelle. Mehr Spielraum für Vereinbarkeit im Unternehmen")
- ▶ Conference proceedings "...My fault!? Sexualised violence – definition, limits and a professional practical approach" ("... Selber Schuld!? Sexualisierte Gewalt – Begriffsdefinition, Grenzziehung und professionelle Handlungsansätze")
<http://www.wien.gv.at/menschen/frauen/pdf/selber-schuld.pdf>
- ▶ Statistik Journal: "Employment and parenthood" ("Erwerbsarbeit und Elternschaft"), edition 2/2011:
<http://www.wien.gv.at/statistik/pdf/arbeit-eltern.pdf>
- ▶ Statistik Journal: "Research, development, education" ("Forschung, Entwicklung, Bildung"), edition 1/2011:
<http://www.wien.gv.at/statistik/pdf/forschung-entwicklung-bildung.pdf>
- ▶ Statistik Journal: "Childcare in Vienna" ("Kinderbetreuung in Wien"), edition 1/2010:
<http://www.wien.gv.at/statistik/pdf/kinderbetreuung-teil1.pdf>
<http://www.wien.gv.at/statistik/pdf/kinderbetreuung-teil2.pdf>
<http://www.wien.gv.at/statistik/pdf/kinderbetreuung-teil3.pdf>

MINISTRIES¹⁵⁰

Federal Chancellery, Minister of Women's Affairs¹⁵¹

Projects

- ▶ Annual resource allocation to counselling service centres for women and helplines including their regional offices, and to counselling facilities for women and girls
- ▶ Participation in the European Institute for Gender Equality
- ▶ Inter-ministerial Working Group for Gender Mainstreaming/Budgeting
<http://www.imag-gendermainstreaming.at/>
- ▶ Inter-ministerial Working Group for Equal Treatment
http://www.bmbf.gv.at/frauen/gleichbehandlung/imag_glb.xml
- ▶ Cross mentoring programme for women in federal civil service
- ▶ Data base for gender mainstreaming projects <http://www.genderprojekte.bka.gv.at/>
- ▶ Annual co-funding of Violence Protection Centres/Intervention Centre for Domestic Violence, and the Intervention Center for Trafficked Women
- ▶ Promotion of a regional initiative for combating trafficking in human beings (2010)
- ▶ Inter-disciplinary and interregional group of experts to improve the living and working conditions of sex workers (since 2009)
<http://www.bmbf.gv.at/frauen/prostitution/index.xml>
- ▶ The Division for Women and Equality has been involved in the MIGRA project ("Promote Integration by Awareness Raising and Counselling")
- ▶ The Division for Women and Equality has been involved in the MIMPOL II project on migrant women and politics ("Immigrantinnen machen Politik")
- ▶ FGM workshops for staff of counselling centres for women (2010)
- ▶ "Dialogue tour" by the Minister of Women's Affairs in schools, youth centres, German language classes, migrant organisations, cultural centres, shopping centres and markets in order to contribute to Austrians' and migrants' understanding each other and living together in a better way
- ▶ Promotion of training events about forced marriage, FGM, and conflicts between the generations for multipliers such as teachers, social workers, youth centre staff, family judges
- ▶ Education of and further training for people acting as multipliers in the field of tradition-based violence (2010-2012)
- ▶ Training for women's officers of mosque associations (Moscheevereine) on women-related topics
- ▶ Initiation of the Gesellschaftsklimabündnis (initiative for advancing "societal climate") together with the "Rechte Chancen Vielfalt" network ("Rights Opportunities Diversity"), 2013

¹⁵⁰ The following line ministry names refer to the reporting period 2009 to 2013. The report accordingly refers to the names and responsibilities of the line ministries as of 31 December 2013. Following the elections to the National Council on 29 September 2013 and pursuant to the Amendment to the Federal Ministries Act, which entered into force on 1 March 2014, Federal Law Gazette I no. 11/2014, the names and responsibilities of the Austrian line ministries were amended.

¹⁵¹ The Division for Women and Equality was part of the Federal Chancellery from 2007 through February 2014 and reported to the Federal Minister of Women's Affairs and Civil Service. Since March 2014, the Division for Women and Equality has been integrated into the Federal Ministry of Education and Women's Affairs and reports to the Federal Minister of Education and Women's Affairs.

- ▶ Involvement in a network project for simplified recognition of foreign qualifications and informal skills ("Netzwerk Anerkennung ausländischer Qualifikationen und informelle Kompetenzen erleichtern"), 2013
- ▶ Participation in the Roma dialogue platform (2013)
- ▶ Membership of the Ombud for Equal Treatment in Equinet (European Network of Equality Bodies)
- ▶ Membership of the Ombud for Equal Treatment in the EIGE (European Institute for Gender Equality) Expert Forum
- ▶ Campaign on paternal leave "Real men take parental leave" ("Echte Männer gehen in Karenz") (since 2010)
- ▶ Campaign for girls "Find your own way" ("Finde Deinen eigenen Weg") (since 2010)
<http://www.findedeinenweg.at>
- ▶ Project "Wage calculator" ("Gehaltsrechner") (since 2011)
<http://www.gehaltsrechner.gv.at>
- ▶ Project "Women are top! – To the top by innovative corporate cultures" (co-funded by the European Commission, since 2013)
- ▶ Equal pay campaign: "Equal = fair" ("Gleich = fair") (2009)
- ▶ Website about women in leadership positions (2010)
http://www.bmbf.gv.at/frauen/ewam/frauen_spitzenpositionen/index.xml
- ▶ Support of projects on the occasion of the European Year for Combating Poverty and Social Exclusion in 2010: Financial Coaching Plus (seminar)
- ▶ Contribution to the National Action Plan on Persons with Disabilities
- ▶ Project launch "Emergency housing for victims of forced marriage" ("Notwohnung für von Zwangsheirat betroffenen Frauen") and promotion of the implementing organisation Orient-Express (2013)
- ▶ App "fem:HELP" to document acts of violence (since 2013)
http://www.bmbf.gv.at/frauen/services/fem_help_app.xml
- ▶ Information campaign on knock-out drops in collaboration with police prevention officers (since 2012)

Events

- ▶ Crash course "Training for equal pay actors: Women deserve more" ("Weiterbildung für Equal Pay AkteurInnen: Frauen verdienen mehr") (2008-2012)
- ▶ Panel discussion on "Perceived role – assigned role – role model" ("Fremdbild-Rollenbild-Vorbild") (2009)
- ▶ Annual nation-wide conference for counselling centres for women and girls on diverse topics
- ▶ Panel discussion "Gender equality over the generations" ("Geschlechtergleichstellung im Wandel der Generationen") (2009)
- ▶ Exhibition: Barbie-free Zone (2009)
- ▶ Open Space – Equality of women and men in the labour market (2009)
- ▶ Equal Pay Day – panel discussion (2009)
- ▶ Panel discussion "Fresh from the farm – Living and working conditions of female farmers in Austria" ("Direkt ab Hof – Arbeits- und Lebenssituation der Bäuerinnen in Österreich") (2009)
- ▶ Exhibition "Silent Witnesses" (2009)
- ▶ Ceremony to commemorate CEDAW's 30th anniversary (2009)

- ▶ Conference "30 years of de-jure equal treatment of women and men" ("30 Jahre gesetzliche Gleichbehandlung für Frauen und Männer" (2009)
- ▶ Information and networking event "University Women of Europe" (2009)
- ▶ Käthe Leichter State Award for women's and gender studies (since 2007)
- ▶ Johanna Dohnal Award (since 2009)
- ▶ Women's Lifetime Achievement Award (since 2010)
- ▶ Panel discussion on "Women–Work–Film" ("Frauen-Arbeit-Film") (2010)
- ▶ Ceremony to commemorate the 10th anniversary of the Inter-ministerial Working Group for Gender Mainstreaming/Budgeting" (2010)
- ▶ International conference "Sexism in advertising" ("Sexismus in der Werbung") (2010)
- ▶ Seminar on female genital mutilation/FGM (2010)
- ▶ Opening event for the project "Zero tolerance for genital mutilation" ("Null Toleranz gegen Genitalverstümmelung") (2010)
- ▶ Girls' Day within federal civil service (since 2006) http://www.bmbf.gv.at/enfr/women/girls_day/index.xml; complemented by the Facebook profile "Girls Day Austria" <https://www.facebook.com/GirlsDayAustria>
- ▶ Follow-up workshop on the women's symposium on new concepts of work life (2012)
- ▶ Gender Advertising Award presentation (since 2012)
- ▶ NGO dialogue on anti-discrimination matters (held annually)
- ▶ Women's symposium (Frauenenquete) on new concepts of work life („ARBEIT.NEU.DENKEN“, 2011); on "Women.Body.Politics" („FRAUEN.KÖRPER.POLITIKEN“, 2012); on "Masculinism and Anti-Feminism", 2013)
- ▶ Panel discussions on various topics: „Female Poverty - Women's Prevention of Poverty" („Weibliche Armut – weibliche Armutsprävention“, 2011); on the reform of the EU Common Agriculture Policy and its effects on rural women („GAP's uns net... Die Reform der Gemeinsamen Agrarpolitik“ der EU und ihre Auswirkungen auf Frauen am Land", 2011); on increasing gender equality in fiscal systems („Was Frauen brauchen – Ansätze für mehr Gendergerechtigkeit im Steuersystem“, 2012); „What families need - new approaches to modern family policy" („Was Familien brauchen – Ansätze einer modernen Familienpolitik“, 2012); on the share of wealth between women and men („Was der Sozialstaat braucht – Verteilung des Vermögens zwischen Frauen und Männern“, 2013); on sexism in sports and gender roles in media coverage („Sexismus im Sport? - Rollenbilder und mediale Inszenierung“, 2013); on the new family law and regulations on custody („Das neue Obsorgerecht – Vorteile und Risiken“, 2013).
- ▶ Event „Vienna+20: Women's rights at stake?!“ (2013)

Studies / Publications

- ▶ Women's guide "Frauenratgeberin" (7th edition, 2009) <http://www.frauenratgeberin.at>
- ▶ "Tradition and violence against women" ("Tradition und Gewalt an Frauen"), in German and English (2009)
- ▶ Several guidelines and check-lists for gender mainstreaming and gender budgeting http://www.bmbf.gv.at/medienpool/26208/beispielkatalog_leitfaeden_c.pdf
- ▶ Research paper about the gender pay gap ("Geschlechtsspezifische Einkommensunterschiede"), 2009
- ▶ Research paper about the quality of part-time employment and empowerment of women in the labour market ("Qualität von Teilzeitbeschäftigung und die Verbesserung der Position von Frauen am Arbeitsmarkt") (2009)

- ▶ Brochure "What is CEDAW? The UN Convention on the Elimination of all Forms of Discrimination against Women. Human rights of women and what they mean" ("Was ist CEDAW? Die UN-Konvention zur Beseitigung jeder Form von Diskriminierung der Frau. Menschenrechte von Frauen und was sie bedeuten"), in German; English; Bosnian, Croatian, Serbian; Turkish (2009)
- ▶ Study on making subsidies contingent to the promotion of women, and models and ways to increase the proportion of women in supervisory organs ("Koppelung von Wirtschaftsförderung an Frauenförderung und Modelle und Möglichkeiten zur Erhöhung von Frauenanteilen in Aufsichtsräten"), 2009
- ▶ Study "Time use 2008/2009. An overview of gender-related differences" ("Zeitverwendung 2008/09. Ein Überblick über geschlechtsspezifische Unterschiede") http://www.bmbf.gv.at/medienpool/25887/zeitverwendung_2008_09_barri.pdf
- ▶ 2010 Women's Report: Information on trends, facts and problems in different contexts in the life of women in Austria <http://www.bmbf.gv.at/frauen/sb/frauenbericht2010.xml>
- ▶ Evaluation study "10 years of gender mainstreaming in federal administration" ("10 Jahre Gendermainstreaming in der Bundesverwaltung") (2010) http://www.bmbf.gv.at/medienpool/26198/studie_10jahregmbundesverwal.pdf
- ▶ "Intimate partner violence against elderly women" ("Partnergewalt gegen ältere Frauen") (2010) <http://www.ikf.ac.at/english/2010-10.htm>
- ▶ Study "High Risk Victims" (2011) http://www.bmbf.gv.at/medienpool/26166/highrisk_victims_endbericht_.pdf
- ▶ Federal Equal Treatment Reports (2008, 2010, 2012) http://www.bmbf.gv.at/frauen/gleichbehandlung/gbb_bund.xml
- ▶ Equal Treatment Report for the private sector (2008/2009 and 2010/2011) http://www.bmbf.gv.at/frauen/gleichbehandlung/gbb_privat.xml
- ▶ Report on the elimination of inequalities faced by women (2009/2010 and 2011/2012) http://www.bmbf.gv.at/frauen/sb/abbau_benachteiligung.xml
- ▶ Gender Index 2011, 2012, 2013; women and men in Austria, gender-specific statistics http://www.bmbf.gv.at/medienpool/26196/gender_index_2011.pdf
http://www.bmbf.gv.at/medienpool/26195/gender_index_2012.pdf
http://www.bmbf.gv.at/medienpool/26194/gender_index_2013.pdf
- ▶ Information leaflets "As is your right" ("Ihr gutes Recht"); "The faces behind women's poverty" ("Frauenarmut hat Gesichter"); "Aurora+. New ways out of poverty" (Aurora+. Neue Wege aus der Armut); "2010 Poverty Conference" ("Armutskonferenz 2010")
- ▶ Gender mainstreaming newsletter http://www.bmbf.gv.at/frauen/gender/newsletter_gender_mainstream.xml
- ▶ Electronic newsletter of the Ombud for Equal Treatment
- ▶ Brochure of the Ombud for Equal Treatment about equal treatment of transgender and intersexuals ("Gleichbehandlung für Transgenderpersonen und intersexuelle Menschen") (2013)
- ▶ Brochure of the Ombud for Equal Treatment "Not with me!" ("Nicht mit mir!") about sexual harassment with young women as the main target group (2013)
- ▶ Guide on the plan for the advancement of women ("Leitfaden - Frauenförderpläne") (2012)
- ▶ Practical Guide on Income Reports („Einkommensbericht – Ein Praxisratgeber") (2013)
- ▶ Brochure updates "Women – Right(s)" ("Frauen haben Recht(e)") (4th edition, 2013)
- ▶ Brochure updates "What can I do in case of a divorce/separation?" („Was tue ich, wenn es zur Scheidung/Trennung kommt ?") (2013)

Strategies / Action plans

- ▶ National Action Plan on Equality of Women and Men in the Labour Market (2010)
<http://www.bmbf.gv.at/frauen/sb/frauenbericht2010.xml>
- ▶ Federal Chancellery – Plan for the Advancement of Women (Federal Law Gazette II no. 456/2011)

Federal Ministry of European and International Affairs

Projects

- ▶ Task Force on Combating Human Trafficking as the national coordination mechanism to fight trafficking in human beings, led by the National Coordinator
<http://www.bmeia.gv.at/en/foreign-ministry/foreign-policy/human-rights/main-human-rights-issues/combating-trafficking-in-human-beings.html>
- ▶ Regular dialogue between the Task Force on Combating Human Trafficking and NGOs
- ▶ Support of various projects on combating trafficking in human beings, e.g.: co-funding of a project to secure the rights of Nepalese female migrant workers (carried out by the NGO CARE); support of an IOM project for socio-economic re-integration of returnees to Moldova; project to expand the International Law Enforcement Coordination Units for combating cross-border organised crime in South-East Europe
- ▶ Support of various projects of UNIFEM / UN Women, e.g. co-funding of UN Women's Global Programme on "Strengthening Women's Access to Justice" in support of the implementation of the Latin American Protocol to Investigate Gender-related Killings of Women in Brazil; support of a project to enhance women's political participation in democratic transition in Egypt; support of a project to implement UN SC resolution 1325 (2000) in Kyrgyzstan.
- ▶ Project on dialogue and integration training for imams, pastors and mosque associations ("Dialog- und Integrationsschulung für Imame, Seelsorgerinnen und Moscheevereine"), since 2009
- ▶ Project (co-)funding in the context of Austrian Development Cooperation: UNCDF project "Gender equitable local development" in Ethiopia; UNDP projects on "Electoral process in Egypt" ("Wahlprozess in Ägypten") and "Strengthening of the democratic process in Egypt" ("Stärkung des Demokratieprozesses in Ägypten"); "Climate Change Adaptation Learning Program for Africa" in Ghana, Niger, Kenya and Mozambique; UNCDF project "Building sustainable peace in Karamoja: Strengthening capacities for community security, rule of law and economic recovery"; UNICEF project "Children in armed conflict".
- ▶ "Arab-European Young Leaders Forum" for exchange and networking between young political leaders and leaders from civil society, business and environment from Europe and the Arab world; Gender aspects play an important role in the selection process (since 2010)

Events

- ▶ Annual high-profile event on the occasion of the EU's Anti-Trafficking Day
- ▶ Conference "Vienna+20: Advancing the protection of human rights" in cooperation with OHCHR, Ludwig Boltzmann Institute for Human Rights and European Training and Research Centre for Democracy and Human Rights (2013)
- ▶ Conference "Austrian-Indonesian Interfaith Dialogue" (2013)
- ▶ "Vienna Policy Dialogue on Gender Equality" in collaboration with UNDESA and UN Women (2012)
- ▶ Seminar on developing indicators to make progress in the implementation of SC Resolution 1325 transparent and quantifiable (2011)

Studies / Publications

- ▶ OEZA Strategic Guideline on Environment and Development
http://www.entwicklung.at/uploads/media/Web_ADC_Leitfaden_Umwelt_Entwicklung_engl_02.pdf
- ▶ OEZA Water Supply, Sanitation, Water Resources Policy
http://www.entwicklung.at/uploads/media/PD_Water_Maerz09.pdf
- ▶ Financial support for UNESCO global survey on violence against female journalists, conducted by the International News Safety Institute and the International Women's Media Foundation, <http://newssafety.org/uploads/IWMF.FINALA.PDF>

Strategies / Action plans

- ▶ 2012-2014 National Action Plan on Combating Human Trafficking
http://www.bmeia.gv.at/fileadmin/user_upload/bmeia/media/2-Aussenpolitik_Zentrale/Menschenrechte/TFM_Aktionsplan_2012-2014_ENGLISCH.pdf
- ▶ Federal Ministry of European and International Affairs – Plan for the Advancement of Women (Federal Law Gazette II no. 18/2009)
- ▶ Revised National Action Plan on Implementing UN Security Council Resolution 1325 (2000),
http://www.bmeia.gv.at/fileadmin/user_upload/bmeia/media/2-Aussenpolitik_Zentrale/UN_Security_Council/Oesterreichischer_Aktionsplan_0612.pdf
- ▶ Federal Ministry of European and International Affairs – Plan for the Advancement of Women (Federal Law Gazette II no. 18/2009)

Federal Ministry of Labour, Social Affairs and Consumer Protection

Projects

- ▶ Support of accompanied visits to maintain, establish or re-establish personal contact between low-income parents or parents at risk of poverty who have visiting rights and their under-age children who do not live in the same household
- ▶ Curriculum and training course to raise awareness of and learn how to deal with (suspected) cases of sexual, domestic, and/or physical violence during accompanied visits
- ▶ Project on medical and social counselling for African women and girls living in Austria and their relatives ("Medizinische und soziale Beratung von in Österreich lebenden afrikanischen Frauen und Mädchen und deren Angehörigen"): information and awareness-raising campaigns; reports, studies and teaching material (carried out by the African Women Association with funding from the Ministry of Labour, Social Affairs and Consumer Protection)
- ▶ Violence prevention workshops for girls and young women entitled "Stop Violence" ("Halt der Gewalt") (carried out by the Verein Wendepunkt with funding from the Ministry of Labour, Social Affairs and Consumer Protection)
- ▶ Project "Increasing the capacity of domestic workers of different origins to respond to sexual violence through community-based interventions": Development of crisis intervention programmes such as an internet platform containing information about laws, ways to minimise risk, and emergency contacts (carried out by the Institute of Conflict Research (Institut für Konfliktforschung) with funding from the Ministry of Labour, Social Affairs and Consumer Protection)
- ▶ Project "FiT – Women in Crafts and Technology" ("FiT – Frauen in Handwerk und Technik"): Promotion of high-quality education for women in non-traditional fields (implemented by AMS)

- ▶ Project "Future-oriented re-entry" ("Wiedereinstieg mit Zukunft"): easily-accessible information, coaching and training for women following a family-related career break (carried out by AMS)
- ▶ Project "Systematic Competence" ("Kompetenz mit System"): modular programme for apprenticeships in a variety of fields (carried out by AMS)
- ▶ "Youth coaching" fosters access to economically viable employment and sustainable integration of young people into the labour market and in education/vocational training
- ▶ Project "Fit for training" ("AusbildungsFit")
- ▶ Gender review questions on gender-based risk assessment and representation of women in decision-making/general positions in the field of occupational safety
<http://www.arbeitsinspektion.gv.at/AI/Arbeitsschutz/gender/default.htm#Unterseiten>
- ▶ Special AMS projects for migrants
 - Project "Managing Diversity" for young migrants
 - "Welcome" integration project
 - INTO – Integration strategy with additional funding for German language courses for migrants (since 2008)
 - Mentoring for migrants ("Mentoring für MigrantInnen")
 - Fit4Integration: Integration of women with a migration background to enable them to enter the labour market
- ▶ Collaboration with White Ribbon: co-funding of the cinema commercial "I only use my fists in the boxing ring" ("Meine Fäuste fliegen nur im Ring") in 2009 and again in 2010 themed "Joining forces against violence" ("Gemeinsam gegen Gewalt")
- ▶ Women's Job Centres: Following the 2010-2012 pilot phase, the Women's Job Centres are now found all across Austria
- ▶ Labour Inspectorate focus on "Occupational health and safety in the cleaning industry" ("Arbeitssicherheit und Gesundheitsschutz im Reinigungsgewerbe"), 2009-2011. Main topics: appointing female safety representatives, gender-responsive risk assessment, appropriate personal protective equipment, aspects of physical and emotional stress, awareness-raising in organisations, developing practical tools including gender and diversity aspects (guidelines for cleaning personnel, site managers and principals; handouts)
http://www.arbeitsinspektion.gv.at/AI/Arbeitsstaetten/Arbeitsvorgaenge/reinigungsgewerbe_spa_2010.htm
- ▶ Labour Inspectorate focus on "Healthy work in the hotel and hospitality industry" ("Gesund arbeiten im Hotel- und Gastgewerbe") (2011-2012). Main topics: unified initiative for consulting and monitoring to assess and evaluate risks and stress; defining appropriate protection and prevention measures to reduce work-related stress and strain; establishing Good Practices, producing information materials on occupational safety
http://www.arbeitsinspektion.gv.at/AI/Gesundheit/gesundheit_im_betrieb_020.htm
- ▶ Labour Inspectorate focus on "Occupational safety in mobile care" ("Arbeitsschutz in der mobilen Pflege") (2013-2015). Main topics: improving identification of physical and emotional risks and hazardous working materials, evaluating maternity protection; ergonomics and appropriate protection measures; developing guidelines for main occupational safety issues
http://www.arbeitsinspektion.gv.at/AI/Gesundheit/20_schwerpunkt_mobile_pflege.htm

Studies / Publications

- ▶ Study on single parents in Austria and their living conditions and poverty risks ("Alleinerziehende in Österreich – Lebensbedingungen und Armutrisiken") together with

the Department of Sociology at the University of Vienna and the Linz University Institute for Sociology, commissioned by the Ministry of Labour, Social Affairs and Consumer Protection (2011)

http://www.bmask.gv.at/cms/site/attachments/3/3/7/CH2170/CMS1387266116632/band7_-_alleinerziehende.pdf

- ▶ Guide on manual load handling (2009): The guide is also aimed at challenging traditional stereotyped roles in the field of occupational health and safety. Gender-responsive depiction in the evaluation charts is designed to build awareness and to place a focus on reducing stress for both women and men.
<http://www.arbeitsinspektion.gv.at/AI/Arbeitsstaetten/Arbeitsvorgaenge/arbeitsvorgaenge010.htm>
- ▶ Guidelines for the assessment of emotional stress at work (2012/2013):
The guidelines also include support in conflict situations and incidents of violence at work.
<http://www.arbeitsinspektion.gv.at/AI/Gesundheit/Belastungen/default.htm#Arbeitspsychologie>
- ▶ Study "Access to specialized victim support services for women with disabilities who have experienced violence" ("Zugang von Frauen mit Behinderungen, die Gewalt erlebt haben, zu Opferschutzeinrichtungen"), carried out by the Ludwig Boltzmann Institute for Human Rights with funding from the Ministry of Labour, Social Affairs and Consumer Protection
- ▶ Folder "Identify violence. Questions and answers concerning violence against the elderly" ("Gewalt erkennen. Fragen und Antworten zu Gewalt an älteren Menschen") (2009)
- ▶ Folder on dementia and violence ("Demenz und Gewalt") (2010)

Strategies / Action plans

- ▶ Austrian 2007-2012 Occupational Safety and Health Strategy: Permanent integration of gender and diversity aspects into the working groups and projects related to the Strategy
https://www.arbeitsinspektion.gv.at/AI/Arbeitsschutz/strategie/en_strategy_0010.htm
- ▶ LLL:2020 Lifelong Learning Strategy (LLL:2020 – Strategie zum lebensbegleitenden Lernen), 2011
http://www.bmukk.gv.at/medienpool/20916/lll-arbeitspapier_ebook_gross.pdf
- ▶ Ministry of Labour, Social Affairs and Consumer Protection – Plan for the Advancement of Women (Federal Law Gazette II no. 259/2012)

Federal Ministry of Finance

Events

- ▶ Financial Forum (Forum Finanz): Events on "Women Taxes Men – Gender aspects of taxation: Options for and analyses of gender monitoring in taxation, with special emphasis on gender aspects within the 2009 tax reform" ("Frauen Steuern Männer – Gender Aspekte von Steuern"), 2009
- ▶ Financial Forum (Forum Finanz): Events on "Women Taxes Men – Employment and family: Aspects of labour law, labour market and employment policies, framework conditions for reconciliation of work and family life, and ways in which wage tax measures can support employment policies, female employment and reconciliation of work and family life" ("Frauen Steuern Männer – Erwerbstätigkeit und Familie"), 2009

Studies / Publications

- ▶ Several publications by the Federal Ministry of Finance on gender mainstreaming and gender budgeting:

https://www.bmf.gv.at/Finanzministerium/GenderMainstreaming/_start.htm;

https://www.bmf.gv.at/publikationen/downloads/workingpapers/_start.htm

- ▶ 3/2010 Working Paper on Gender and Tax Effect. Income and income-related contributions of men and women. ("Geschlecht und Steuerwirkung. Einkommen und einkommensabhängige Abgaben von Männern und Frauen")
- ▶ 2/2010 Working Paper on Gender Budgeting – Guidelines for implementing the budget law reform ("Gender Budgeting – Ein Leitfaden zur Umsetzung der Haushaltsrechtsreform")
- ▶ Working aid for the Federal Finance Act of 2009 and 2010; notes on the federal budget: basic principles of gender budgeting – equality goals in the central units:
 - Increasing the share of women participating in up-skilling programmes to 40 percent
 - Selection of gender-sensitive or "gender-fit" training firms
 - Awareness-raising for persons in leading positions in the field of gender-budgeting

Strategies / Action plans

- ▶ Ministry of Finance – Plan for the Advancement of Women (Federal Law Gazette II no. 19/2013)

Federal Ministry of Health

Projects

- ▶ Start and preparation of a programme for early detection of breast cancer as a new, quality-assured screening programme
- ▶ Funding for the Austrian Women's Health Centres and several projects on women's health
- ▶ Funding for the AIDS assistance associations (Aids-Hilfe-Landesvereine) for workshops, training courses and other measures for prevention, consultation and care; e.g. primary prevention for young people; seminars for teachers and other educational staff on topics such as gender and sexual identity, gender-related aspects of health promotion in schools, gender skills and addition, PARC project ("Prevention of AIDS with the Resources of Communities")

Studies / Publications

- ▶ Guide "Domestic Violence against Women. Dealing with victims of violence in hospitals and in medical practices" ("Häusliche Gewalt gegen Frauen, Umgang mit gewaltbetroffenen Frauen im Krankenhaus und in der ärztlichen Praxis"), (2008)
- ▶ Guide "Domestic Violence against Women. The role of actors in health care" ("Häusliche Gewalt gegen Frauen. Zur Rolle der Akteurinnen und Akteure im Gesundheitswesen") (2009)
- ▶ Guide "Health services for women exposed to violence, a manual for hospitals and medical practice" ("Gesundheitliche Versorgung gewaltbetroffener Frauen, ein Leitfaden für Krankenhaus und medizinische Praxis"), (2010)
- ▶ 2010/2011 Report on Women's Health
<http://bmg.gv.at/cms/home/attachments/5/3/5/CH1102/CMS1329822770089/frauengesundheitsbericht.pdf>
- ▶ Health Targets for Austria (2012)
<http://www.gesundheitsziele-oesterreich.at/die-10-ziele/>

Strategies / Action plans

- ▶ Federal Ministry of Health – Plan for the Advancement of Women (Federal Law Gazette II no. 165/2012)

Federal Ministry of the Interior

Projects

- ▶ Funding for counselling centres and other facilities supporting women with a migration background or who have fled their home countries
- ▶ Subsidies under the European Integration Fund (EIF)
- ▶ Promotion of municipal projects which primarily support new third-country nationals (especially women) during their settlement and advance the inter-cultural skills of public service providers
- ▶ Actions taken by the Austrian Integration Fund to support and assist persons with a migration background or who have fled their home countries (e. g. projects to provide financial support to education and training courses, or to contribute to the costs for the recognition of foreign diplomas or degrees). They include:
 - Project "Job integration – Tailoring adjustments" ("Berufliche Integrations-Änderungsschneiderei") (2009)
 - Women's meetings in the Liese Prokopp Integration House (on a regular basis)
 - Somali Women's Circle (periodic every month)
- ▶ Funding for and collaboration with LEFÖ-IBF (Intervention Center for Trafficked Women) and Orient Express (operates an emergency housing unit for victims of forced marriage)
- ▶ Strategy "Gefährderansprache" to establish contact of police prevention officers with potential perpetrators and victims in cases of domestic violence
- ▶ "Medpol" project: seminars for medical staff on correct documentation of injuries of victims of violence
- ▶ "Alliance against Violence" initiative ("Bündnis gegen Gewalt") to ensure enhanced networking between all Austrian actors active in violence prevention (since 2010)
- ▶ Prevention of violence via Facebook
- ▶ Participation in the Task Force on Combating Human Trafficking and the Working Group developing a National Action Plan on Violence against Women

Studies / Publications

- ▶ Annual reports on violence prevention (2011, 2012)
http://www.bmi.gv.at/cms/BK/publikationen/files/Jahresbericht_Prvention2011.pdf
http://www.bmi.gv.at/cms/BK/praevention_neu/files/Prventionsbericht2012_07_05_2013_web.pdf

Strategies / Action plans

- ▶ National Action Plan for Integration
<http://www.bmi.gv.at/cms/cs03documentsbmi/809.pdf>
- ▶ Ministry of the Interior – Plan for the Advancement of Women (Federal Law Gazette II no. 481/2010)

Federal Ministry of Justice

Projects

- ▶ Working Group to improve data compilation for criminal justice statistics; its aim is to compile a general judicial statistic including the assessment of criminal phenomena independent of offence as well as victim characteristics

Events

- ▶ Seminars on victim protection, protection against violence and stalking, and dealing with persons who are ready to use violence, held in the context of a training programme for candidate judges
- ▶ "Offender profiles, models for danger assessment, victims' rights, assistance during proceedings" ("Täterprofile, Modelle der Gefährlichkeitseinschätzung, Opferrechte, Prozessbegleitung") (2009)
- ▶ "Violence within the family – Latest legal amendments and recent court decisions" ("Gewalt in der Familie – Neuerungen und jüngere Rechtsprechung zu Gewalt in der Familie") (2009)
- ▶ "Dealing with minors as victims of abuse in civil and criminal proceedings" ("Umgang mit minderjährigen Missbrauchsoffern im Zivil- und Strafverfahren") (2009)
- ▶ "The Second Protection Against Violence Act and criminal law amendments under the Budget Accompanying Act, Vienna Court of Appeal" ("Zweites Gewaltschutzgesetz und strafrechtliche Änderungen im Zuge des Budgetbegleitgesetzes, OLG Wien"), a brief guide for criminal law court judges (2009)
- ▶ "The Second Protection Against Violence Act – a brief guide for civil court judges" ("Zweites Gewaltschutzgesetz – Kurzinformation für ZivilrichterInnen"), 2009
- ▶ "Psychodynamics in cases of violence in immediate social surroundings" ("Psychodynamik bei Gewalt im sozialen Nahraum") (2009)
- ▶ "Childhood crises with consequences in later life, protection against violence for children" ("Frühe Krisen, späte Folgen, Gewaltschutz für Kinder") (2009)
- ▶ "Victim protection in the Criminal Proceedings Reform Act" ("Der Opferschutz im Strafprozessreformgesetz") (2009)
- ▶ "Assessing the level of danger posed by perpetrators with respect to domestic violence and stalking" ("Einschätzung der Gefährlichkeit von TäterInnen bei häuslicher Gewalt und Stalking") (2009)
- ▶ "Family and law in Tyrol focusing on violence in immediate social surroundings" ("Familie und Recht in Tirol – Gewalt im sozialen Nahbereich") (2009)
- ▶ Experts meeting on "Support to victims and their rights" at the invitation of the European Commission in Brussels (2010)
- ▶ "Interim injunctions in family law" ("Die einstweiligen Verfügungen im Familienrecht") (2010)
- ▶ "When love turns violent" ("Von Liebe zu Hieben"), seminar organised as part of the third training course for family judges (2010)
- ▶ "Dealing with minors as victims of abuse in civil and criminal proceedings" ("Umgang mit minderjährigen Missbrauchsoffern im Zivil- und Strafverfahren") (2010)
- ▶ "Protection against violence and protection against stalking from the civil law and criminal law perspectives" ("Gewaltschutz und Schutz vor Stalking – aus zivilrechtlicher und strafrechtlicher Sicht") (2010)

Strategies / Action plans

- ▶ Federal Ministry of Justice – Plan for the Advancement of Women (Federal Law Gazette II no. 59/2012)

Federal Ministry of Defence and Sports

Projects

- ▶ "GeM basic module and GeM deployment module" ("GeM-Basismodul und GeM-Einsatzmodul"): Trainings on gender mainstreaming as part of deployment preparation for operations abroad, level-based integration of gender aspects into training activities for Ministry of Defence officials
- ▶ Training modules using UN Core Pre-Deployment Training Materials to prepare soldiers for operations abroad; related topics: "Combating Trafficking in Human Beings", "Child protection", "Prevention of Sexual Exploitation and Abuse" and "Gender Equality in Peacekeeping"
- ▶ Deployment of a gender expert to the peacekeeping mission in Kosovo as an advisor
- ▶ Training of 11 officials, including 6 women, as Gender Field Advisors
- ▶ Training course for persons in leadership positions in peacekeeping operations for the protection of civilians in armed conflict (2012-2013)
- ▶ UN Training of Trainers course for the protection of civilians in armed conflict (2013)
- ▶ Pilot project "Performance Model for Girls Playing Football" ("Fußball-Leistungsmodell Mädchen")
- ▶ Call4Girls
- ▶ European Sports-Au Pair
- ▶ Innovative structural project for young female handball talents
- ▶ Medicine and health in women's sports
- ▶ Swimming in Mumbai
- ▶ "Girls in Motion – Exercise project for migrant girls" ("Bewegte Mädchen – Bewegungsprojekt für Migrantinnen")
- ▶ Hockey Goes School Girls

Events

- ▶ Events to raise awareness of the role of women in crisis management and of female soldiers within the Armed Forces; e.g. "Implementing UNSCR 1325 – An inclusive approach to peace operations" (2010); "WOMEN working together" (2011)

Strategies / Action plans

- ▶ Revised National Action Plan on the implementation of United Nations Security Council Resolution 1325 (2000), 24 January 2012
- ▶ Federal Ministry of Defence and Sports – Plan for the Advancement of Women (Federal Law Gazette II no. 198/2012)

Federal Ministry of Agriculture, Forestry, Environment and Water Management

Studies / Publications

- ▶ Indicator report to review sustainable development including gender aspects (produced every two years)
- ▶ Study "Gender Index" to assess the labour market situation and living conditions of women and men at a regional level in Austria ("Gender Index. Arbeitsmarktlage und Lebenssituation von Frauen und Männern auf regionaler Ebene in Österreich"), conducted by the Austrian Institute of Economic Research (2013)

Strategies / Action plans

- ▶ Federal Ministry of Agriculture, Forestry, Environment and Water Management – Plan for the Advancement of Women (Federal Law Gazette II no. 93/2013)

Federal Ministry of Education, Arts and Culture

Projects

- ▶ Support of schools in implementing gender-sensitive career orientation: materials and concepts about gender skills for teachers
- ▶ Initiative "FutureLearning. New media in the classroom" ("FutureLearning. Moderne Medien im Unterricht") (2008)
- ▶ Further training programmes on gender skills for school development experts (in cooperation with the University Colleges of Teacher Education) (2010)
- ▶ IMST School development project ("Innovations for top schools"/"Innovationen machen Schulen top"), advice for teachers and basic and advanced training programmes focused on gender issues via a gender network
<http://www.uni-klu.ac.at/gender1/inhalt/1.htm>
- ▶ Continuous implementation of gender-responsive career information in education and training of teachers at the University Colleges of Teacher Education, carried out in the context of the Ministry's focus on expanding career orientation and educational information programmes
- ▶ "LISE": Designated website for girls and physics to identify their potential in physics and technology, to build self-confidence, and to enjoy physics and technology
<http://lise.univie.ac.at>
- ▶ Career and education counselling in schools
- ▶ IT training for women: Mobile "ICT Learning Centres" ("IKT-Lernwerkstätten")
- ▶ "Learning Arrangement" ("Lernarrangement") as an educational model
- ▶ "FIT – Women into Technology" ("FIT – Frauen in die Technik"), visits to schools and information days at universities and Colleges of Applied Sciences
- ▶ Adult education initiative ("Initiative Erwachsenenbildung"): a joint initiative at the federal and provincial levels to promote basic education for adults
- ▶ "Basic Education" promotion programme ("Basisbildung") for less well educated and low-skilled persons including strategies to acquire educational qualifications at a later stage in life and additional training opportunities; special programmes for extremely disadvantaged women
<http://learnforever.at/home-7>
- ▶ "On the move. Basic education and literacy network" ("In.Bewegung.Basisbildungs- und Alphabetisierungsnetzwerk")
<http://www.alphabetisierung.at>
- ▶ "Alpha Telephone" for anonymous information on education/training opportunities
- ▶ Specialised training courses for teachers in basic education
- ▶ Project network "Learning centres for migrant women" ("Lernzentren für Migrantinnen"), since 2008
- ▶ MIKA project network, "Migration – Competence – Literacy" ("Migration – Kompetenz – Alphabetisierung") (since 2008)
<http://http://www.netzwerkmiika.at/site/home>
- ▶ Funding for Orient Express, an Vienna-based organisation for awareness-raising of forced marriage (since 2006)

http://www.politischebildung.schule.at/index.php?modul=themen&show_no_archiv=1&top_id=1634

Strategies / Action plans

- ▶ LLL:2020 Lifelong Learning Strategy (LLL:2020 – Strategie zum lebensbegleitenden Lernen), 2011
http://www.bmukk.gv.at/medienpool/20916/lll-arbeitspapier_ebook_gross.pdf
- ▶ Federal Ministry of Education, Arts and Culture – Plan for the Advancement of Women (Federal Law Gazette II no. 240/2013)

Federal Ministry of Transport, Innovation and Technology

Projects

- ▶ FEMtech is a programme launched by the Federal Ministry of Transport, Innovation and Technology under the fFORTE initiative to promote equal opportunities in research and technology: The FEMtech Network, a FEMtech expert data base, and a FEMtech website "<http://www.femtech.at/index.php?id=36/>" were developed to enhance networking between experts and to support universities, research institutes, businesses, administrations and individuals in their search for skilled researchers and cooperation partners.
- ▶ "FEMtech Expert of the Month" ("FEMtech Expertin des Monats"): To make women's achievements and their professional perspectives in technology and research visible, an inter-disciplinary, independent jury consisting of high-level representatives from business, science and human resource management selects one outstanding female expert from the FEMtech data base.
- ▶ FEMtech promotion and funding programmes: "FEMtech Career"; "FEMtech Career Paths"; "FEMtech FTI Projects"
- ▶ The State Prize for Equal Opportunities in Research and Development is awarded to highly innovative businesses which take action to enhance equal opportunities within their organisation (since 2009)
- ▶ Special funding for research projects in technology, applied research, product and process development, and basic research which specifically target women. This is designed to increase researchers' acceptance of and interest in "Gender" in the context of research projects.
- ▶ Project "Research is for girls" ("Wissenschaft ist Mädchensache") including workshops in Vienna's Technical Museum
- ▶ The project "More women in science" ("Mehr Frauen in die Wissenschaft") is an EU campaign in collaboration between Austria, Belgium, Germany, Italy, the Netherlands and Poland.
- ▶ "Gender Monitoring" of the Austrian Research Promotion Agency (Österreichische Forschungsförderungsgesellschaft GmbH). Since 2006, all leaders and female contact persons of funded projects in technology and business have been registered. The team composition in terms of gender has been recorded since 2013.
- ▶ Girls' Day

Studies / Publications

- ▶ Several FEMtech brochures on educational and career opportunities for young female researchers, scientists and entrepreneurs

- ▶ "Women's Paths – Men's Paths. Developing ways to assess gender-responsive mobility" ("Frauenwege – Männerwege. Entwicklung von Methoden zur gendersensiblen Mobilitätsforschung") (2008)
- ▶ Study "Gender budgeting in research and technology programmes" ("Gender Budgeting in Forschungs- und Technologieprogrammen") (conducted by the Joanneum Research Society in 2009)
- ▶ Preliminary study on gender and mobility research/transport technology ("Gender und Mobilitätsforschung/Verkehrstechnologie") (2009)
- ▶ Study on income disparities between women and men in R&D ("Einkommensunterschiede zwischen Frauen und Männern in F&E") (carried out by Synthesis Forschung in 2010)
- ▶ "Civil aviation – An old boys' network?" ("Die zivile Luftfahrt – ein old boys' network?"), a baseline study on women in national and international civil aviation organisations (2010)

Strategies / Action plans

- ▶ LLL:2020 Lifelong Learning Strategy (LLL:2020 – Strategie zum lebensbegleitenden Lernen) with "Gender and Diversity" as one of four core principles
http://www.esf.at/esf/wp-content/uploads/LLL-Strategiepapier_20111.pdf
- ▶ Federal Ministry of Transport Innovation and Technology – Plan for the Advancement of Women (Federal Law Gazette II no. 258/2008)

Federal Ministry of Economy, Family and Youth

Projects

- ▶ Projects to support women in cultural industries: counselling/coaching to identify individual requirements: workshops on calculation, appearance, negotiation, etc. (2009)
- ▶ Business start-up counselling for women mainly focusing on "First employee" ("Die/der erste Mitarbeiter/in"), "Reflection on experience in a small group setting" ("Reflektierte Praxis in Kleingruppen"), "Milestone coaching" ("Meilensteinberatung"), (2009)
- ▶ Workshops for founders in innovation and game changing industries (2010)
- ▶ Project "Meet business challenges efficiently" ("Unternehmerischen Herausforderungen effizient begegnen") (2010)
- ▶ Platform "Discussing strategic business development" ("Strategische Unternehmensentwicklung im Diskurs") (2010)
- ▶ Workshops on innovative crisis management in times of economic change ("Innovatives Krisenmanagement in Zeiten wirtschaftlicher Veränderung") (2010)
- ▶ Hub "Female Entrepreneurship": Increased activity: expanded counselling services and upskilling programmes, awareness-raising for micro enterprises, business breakfast, milestone coaching, collaborations with schools
- ▶ Support programme "w-fORTE – Business incentives for women in research and technology" ("w-fORTE – Wirtschaftsimpulse von Frauen in Forschung und Technologie"): support and awareness-raising programmes to increase the proportion of women in research, technology and innovation at all career levels:
 - "Laura Bassi Centres of Expertise": centres of applied research working at the interface between business and science
<http://www.w-fforte.at/at/laura-bassi-centres.html>
 - Career workshops
<http://www.w-fforte.at/en/wissenschaft-vorsprung-veranstaltungen/im-fokus-karriere.html>

- Information and data collection in order to open up new perspectives and access for women to science and technology
- ▶ Participation in the European Network of Female Entrepreneurship Ambassadors and the European Network of Mentors for Women Entrepreneurs
- ▶ Leadership programme: "Future.Women" ("Zukunft.Frauen") to promote female candidates for leadership positions in their organisation (since 2010)
- ▶ Project "Database of female supervisory board members" ("Aufsichtsrätinnen-Datenbank") to facilitate the search for potential supervisory board members
- ▶ Project "FEMALE ENTREPRENEURS create ADDED VALUE" ("UNTERNEHMERINNEN schaffen MEHR WERT") to develop a cross-boarder platform of competence for future female entrepreneurs in the border region between Austria and Bavaria (2008-2011)
- ▶ Promotion of the projects "Centre for founders in Styria" ("Gründerinnenzentrum Steiermark") and "Business Incubator Graz" carried out by the "Taten statt Worte" association

Events

- ▶ Prominent events and awareness-raising campaigns to disseminate knowledge of gender mainstreaming
- ▶ Key note speeches for entrepreneurs with a focus on one-person businesses and micro businesses including a moderated discussion and networking opportunities

Studies / Publications

- ▶ Prevalence study on violence in immediate social surroundings ("Gewalt im sozialen Nahraum"), 2011
- ▶ Study "Family – No Place for Violence!(!)" ("Familie – kein Platz für Gewalt!(!)"). Two decades after the legal ban on violence in Austria was introduced: comparing behavioural patterns in the up-bringing of children and the attitudes towards corporal punishment in countries with and without a ban on violence
- ▶ Brochure "(No) safe place. Sexual abuse of children" ("(K)ein sicherer Ort. Sexuelle Gewalt an Kindern")
- ▶ "Violence against children and young people", a guide for child protection work in health professions ("Gewalt gegen Kinder und Jugendliche")
- ▶ Guide for health care for women exposed to violence ("Gesundheitliche Versorgung gewaltbetroffener Frauen")
- ▶ Study on female entrepreneurs in Austria, their current situation and future potential ("Unternehmerinnen in Österreich – Aktuelle Situation und Entwicklungsmöglichkeiten") (2009)
- ▶ Study "When daughters take over" on women's successful corporate succession ("Wenn Töchter weiterführen – Erfolgreiche Unternehmensnachfolge durch Frauen") (carried out by Institut EUF – Unternehmen Sichtart in cooperation with the Austrian Economic Chambers (WKO) in 2009)

Strategies / Action plans

- ▶ Federal Ministry of Economy, Family and Youth – Plan for the Advancement of Women, (Federal Law Gazette II no. 466/2012)

Federal Ministry of Science and Research

Projects

- ▶ "Arge Gluna" work group for equal treatment and equality at universities
- ▶ "Gender Platform" coordination centres for women's and gender studies at universities

- ▶ Children's offices at universities
- ▶ Consultation panel for Austrian delegates to the Helsinki Group for research-related equality matters, comprised of representatives of higher education and research institutions as well as representatives of research promotion organisations (since 2011)
- ▶ Strategic advisory council on "Gender and Diversity" at the universities (since 2011)
- ▶ Regular exchange between the Ministry and the Task Force Gender and Diversity of Universities Austria, the Platform Gender (thematic network of research institutions and research promotion institutions in Vienna), the Gender Studies Association Austria, the "Club Scientifica" network (networking initiative for scientists and university actors)
- ▶ Training courses for members of university committees and chairpersons in order to implement the 40 percent quota of women in university committees
- ▶ Awareness-raising campaigns to enhance representation of women in technology studies: increased and enhanced counselling services on study choices ("try study"/"studieren probieren", <http://www.studienchecker.at/>); integration of the focus "gender and diversity" into teacher training
- ▶ Gender monitoring within the university statistics information system "uni:data"
- ▶ Project "fFORTE – Women in science and technology" ("fFORTE – Frauen in Forschung und Technologie" <http://www.fforte.at/>)

Events

- ▶ Film series "Female scientists in cinema" ("Wissenschaftlerinnen im Film"), screenplay award competition (2009)
- ▶ Film series on biodiversity, screenplay award competition (2010)
- ▶ Debate on "Women and Professorship" ("Frauen und Professur"), 2009
- ▶ "Successful strategies to implement the 40 percent quota of women" ("Erfolgreiche Strategien zur Umsetzung der 40 Prozent-Frauenquote") (2010)

Studies / Publications

- ▶ Study "2025 Gender-responsive science and research landscape" ("Geschlechtergerechte Wissenschafts- und Forschungslandschaft 2025")

Strategies / Action plans

- ▶ LLL:2020 Lifelong Learning Strategy (LLL:2020 – Strategie zum lebensbegleitenden Lernen) with "Gender and Diversity" as one of four core principles
http://www.esf.at/esf/wp-content/uploads/LLL-Strategiepapier_20111.pdf
- ▶ Ministry of Science and Research – Plan for the Advancement of Women (Federal Law Gazette II no. 49/2012)