

# Beijing + 30

Status of the Implementation of the  
Beijing Declaration and Platform for  
Action: Austrian report





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# Section I: Highlights

Women's affairs and equality are cross-cutting issues that require effort to be made across all levels, including the national government, federal states, communities, companies, social partners and civil society. This report also illustrates this.

The current report, Austria's sixth on the implementation of the Beijing Declaration and Platform for Action, covers the years 2019 to 2023 and also includes the first quarter of 2024. Over this period, key initiatives to further strengthen equality through legal improvements and projects and continuously extending data on equality were implemented. The reporting period was shaped by multiple crises, in particular the effects of the COVID-19 pandemic and the high cost of living, necessitating further efforts to ensure and strengthen equality in the future. At the same time, these crises have led to increased awareness of the systemically relevant work of women, the significance of unpaid care work and gender-specific data and have contributed to positive momentum, for example when it comes to digitalisation in education and in the workplace. Overall, the public discourse on equality policy has broadened, among other things as a result of the regular inclusion of female stakeholders, and in the public sphere. One of several focus areas was the protection of women and girls against violence through a package of laws and measures. Regular reports such as the Progress Report on Increasing the Percentage of Women on Supervisory Boards in State-Affiliated Companies or the Time Use Survey and studies on specific topics and overarching analyses make successes and potential areas for further development in equality policy visible to the public and measurable in figures.

As set out in the Government Programme for 2020–2024 and passed at the Council of Ministers 63/16 on 9 June 2021, a **Time Use Survey 2021/22** was carried out as part of a Europe-wide wave of the survey from October 2021 to December 2022. The results were published in December 2023.

Over the entire reporting period, the budget for women's affairs and equality has been continuously increased (see Table 20). Improvements in key figures in income and the labour market (see Table 14, Table 15 and Table 18) and in leadership and decision-making positions (Table 19) are evident.

2019	<ul style="list-style-type: none"> <li>• Protection Against Violence Act</li> <li>• Legal entitlement to paternity leave</li> <li>• Implementation of reflexive gender education</li> </ul>
2020	<ul style="list-style-type: none"> <li>• Increase in the commitment to have 40 % women on supervisory boards of state-affiliated companies</li> <li>• Legal entitlement to care leave</li> </ul>
2021	<ul style="list-style-type: none"> <li>• Protection Against Violence Package 2021</li> <li>• Creation of the violence prevention counselling centres</li> <li>• Reduction in the value added tax on period products</li> <li>• Publication of the Analysis on the Cost of Raising Children and child support survey</li> <li>• Re-establishment of the Austrian branch of the WILPF</li> </ul>
2022	<ul style="list-style-type: none"> <li>• Launch of Girls in Politics</li> <li>• Founding of the Austrian Women's Fund LEA</li> <li>• Care reform packages</li> <li>• Toolbox for income reports</li> <li>• Publication of the Women's Health Report</li> <li>• Prevalence study on gender-based violence</li> </ul>
2023	<ul style="list-style-type: none"> <li>• Implementation of the Work-Life Balance Directive</li> <li>• Conclusion of the 15a Agreement between the Federal Government and the Federal States on protective accommodation for women affected by violence</li> <li>• Publication of the Time Use Survey</li> <li>• Creation of the "Women with Disabilities" forum</li> </ul>
2024	<ul style="list-style-type: none"> <li>• Launch of the outpatient clinics for victims of violence in model regions</li> <li>• Increase in the budget of the Directorate General for Women and Equality from 10.15 million euros in 2019 to 33.6 million euros in 2024</li> <li>• Further significant increase in the budget for women's and girls' counselling centres</li> </ul>

The percentage of women in the civil service in particular has further increased, and the diversity skills have been expanded. The obligation for **gender-responsive budget management** has been anchored in the Austrian constitution since 2009. Austria is taking a leading role on an international level with the obligation to define equality goals in the annual budget estimate, indicate measures for their implementation and define indicators used to measure success. The 2013 Federal Budget Act also requires that legal regulations and major projects be reviewed to determine their effects on equality as part of the outcome-oriented impact assessment and the goals and measures for gender-responsive budget management be set out. The annual evaluation results on gender equality were sent to the parliament in October 2023 for the sixth time. Equality is the only goal that needs to be taken into account by all departments in the entire budgetary cycle at all levels of impact orientation and as part of the outcome-oriented impact assessment.

With the Council of Ministers Resolution of 15 March 2011, the Austrian Federal Government committed to **increase the percentage of women in the federal quota for supervisory boards of companies in which the federal government holds a stake of 50 % or more to 35 % by 31 December 2018**. Building on this, the Council of Ministers Resolution of 3 June 2020 set out an increase in the target to 40 % in every single supervisory board over the course of the current legislative period (2020–2024). To highlight the role model effect of the federal government, the status of the implementation is



reviewed annually as part of a joint progress report. This annual survey shows the positive development since the measure was introduced in 2011: the federal quota for women on supervisory boards in companies in which the federal government holds a 50% stake or more increased from 26% in 2011 to 43.6% in 2018 and on to 51.4% in 2023.

In Austria, there has been a quota regulation of at least 30% for supervisory boards of listed companies and large companies with more than 1,000 employees since 1 January 2018. The Frauen.Management.Report 2024 (Women Management Report 2024) published by the Chamber of Labour shows that since the quota was introduced the percentage of women on the supervisory boards of listed companies affected by the Equality of Women and Men on Supervisory Boards Act has increased significantly from 22.4% (in January 2018) to 36.5% (January 2024) (see Table 19 for data from 2019–2023).



# Section II: Priorities, Achievements, Challenges and Setbacks

## 1. Over the past five years, what have been the most important achievements, challenges and setbacks in progress towards gender equality and the empowerment of women?

The equality of women and men is a societal mandate that the federal government has acknowledged multiple times and that is anchored in the Austrian legal system. The following milestones have been reached in the last five years: through the Council of Ministers Resolution of 2 March 2020, the federal government committed to continue to implement the gender mainstreaming strategy in a comprehensive manner. The Interministerial Working Group on Gender Mainstreaming/Budgeting (Interministerielle Arbeitsgruppe für Gender Mainstreaming/Budgeting, IMAG GMB) acts as a supportive committee.

Significant progress has been made in the past few years on the topic of “protection of women from violence”. The “Protection Against Violence Package 2021”, which provided an additional 24.6 million euros for measures to increase protection against violence and for violence prevention, should be highlighted in particular (see Table 10). As a result of this, the financial support for Protection against Violence Centres across all of Austria and the Intervention Body for those affected by trafficking in women, among others, was increased considerably. The women’s and girls’ counselling centres, which have played a significant role in violence prevention and protection against violence as an easily accessible initial point of contact, were expanded in 2024 to achieve 100% coverage. Their funding was increased by more than 150% compared to 2019, thus ensuring a structurally sustainable counselling and support service for women and girls.

There has been an advisory centre for those affected by sexual violence in every federal state since 2019, offering an extensive range of counselling services including support during legal proceedings. The Specialist Unit on Forced Marriage, Violence Prevention and Counselling for girls and women with a migration/refugee background affected by or at risk of forced marriage and other forms of violence in the west of Austria has also been receiving financial support since 2021.

In order to strengthen the cooperation between counselling centres for victims of gender-based violence and to make their services more visible to the public, the Directorate General for Women and Equality in the Federal Chancellery is developing a Violence Protection Strategy for Coordination and Networking with a focus on counselling for women affected by violence (see question 16).

Work is also ongoing on the continuous improvement of the legal situation. The 2019 Violence Protection Act should be mentioned as a particular milestone. As part of this act, among other things, police-issued protection orders have been expanded to a mobile restraining order of 100 metres around the at-risk person, and compulsory perpetrator counselling after a restraining order has been introduced.

The gender gaps in earnings and pensions have also been able to be gradually reduced. For more information on this, see also Table 14 and questions 6 and 10. Between 2024 and 2033, the statutory retirement age for women will gradually be increased from 60 to 65 to match that for men.

Employers in Austria are obliged to inform part-time workers of jobs in the workplace that are to become available and have longer working hours. This measure aims to help these workers increasing their working hours and thus their incomes. Failure to comply with this information obligation is a punishable offence. An additional lump sum compensation payment of 100 euros for employees has also been introduced from 1 January 2024 if employers do not comply with this information obligation to prevent involuntary part-time work. The information obligation has been extended to cover newly created positions in the company with a greater number of working hours.

The Employment Austria & JTF 2021-2027 Programme run by the **European Social Fund Plus** ([www.esf.at](http://www.esf.at)) supports a large number of women with intersectional disadvantages on the labour market (including LGBTI+ persons and elderly women). Measures to prevent and combat segregation in all areas, including social protection, inclusive employment markets, and access to high quality services for those who need protection, including migrants and refugees, are also being funded. In the ESF+, female migrants are therefore an indirect target group and often beneficiaries of the projects under other intersectional criteria. In addition to this, the cross-cutting goals of “anti-discrimination” (including taking into account accessibility) and “gender equality” must be considered in all ESF+ projects. Important impacts were already evident in the previous period of ESF 2014–2020, with projects on equality such as those on equal pay, careers and work-life balance.

A key source of support for families, particularly for single parents and those with lower income, is the value adjustment of the family benefits. Since 1 January 2023, the family allowance, the multiple-child supplement, the child tax credit, the childcare allowance,

the family time bonus and the benefit on starting school are adjusted to inflation on an annual basis. The majority of the increase in prices of around 17% that has occurred since 2021 is able to be cushioned by the structural changes that have been made to the transfer system. Structural and temporary measures result in an increase in transfers of around 21 to 30% (Joanneum Research studies 2021 and 2023). The relevant parts of the package of measures from the federal government for families and those experiencing financial difficulties will continue until December 2024. Their positive impact on the financial situation of families will therefore continue in 2024.

The implementation of the 2023 EU Work-Life Balance Directive was also highlighted in the stakeholder dialogue, through which care situations are recognised as a reason for discrimination under circumstances regulated in greater detail in the law, and some of the parental leave is reserved for the second parent. The Analysis on the Cost of Raising Children and the child support survey from 2021 were also highlighted – they provide evidence of the financial effects of parenthood; the increases and the value adjustments in family and social benefits and the family-related tax credits contribute to a better financial situation for mothers and parents.

The topic of women's health was also discussed in the stakeholder dialogue. Through the 2022 Women's Health Report, the reduction in the value added tax on period products, free HPV vaccinations up to the age of 21, and additional measures for women's health, including sexual and reproductive health and rights could be improved further.

The multiple crises of the COVID-19 pandemic and the rise in the cost of living led to challenges in the field of women's mental health, financial independence, protection against violence and work-life balance. With respect to the rising cost of living, the federal government has reacted from the start and developed sound measures, among other things through increased social and family benefits, extensive packages of measures including specific measures such as the free psychological treatment "Gesund aus der Krise" ("Healthy out of the Crisis"), the "Wohnschirm" programme and other increased social and family services, the MRV 59/16 "Package of Measures to Prevent Violence Against Women and to Improve Violence Prevention", and the increased funding of women's and girls' counselling centres.

However, the stakeholder dialogue also highlighted that there had been steps backwards partly and ultimately as a result of these crises and their social consequences. These also relate to public discourse, re-traditionalised gender stereotypes and anti-democratic tendencies at a national and international level.

On the other hand, improvements in flexible working and virtual access, for example to women's and girls' counselling services and equal treatment commissions were able to

be implemented in a sustainable manner thanks to the push for digitalisation as a result of the COVID-19 pandemic.

The visibility of the existing challenges in equality and the potentials for equality and women have been able to be increased in the past few years, for example through female role models in politics and climate protection.

According to the stakeholder dialogue, long-standing challenges are being addressed through various approaches but still remain and require continuous dialogue and the continued joint efforts of all stakeholders, including at a national and state level, from companies, social partners and civil society: equal distribution of unpaid care work and the mental load, the breaking down of stereotypes, the protection of women against violence and violence prevention, the assurance of equal pay and social security, the further expansion of childcare or access to affordable housing, and fair representation of women in politics at all levels. The strengthening and the effective implementation of existing tools and measures such as gender mainstreaming and budgeting, (compulsory) training of various professional groups and differentiated data collection and assessment along with effective implementation of the legal principles can also make an essential contribution in this field.

In areas such as the effects of the climate crisis and artificial intelligence, more links and greater integration of the gender perspectives are needed, for example, on the one hand to address the gender-specific impacts in energy and mobility, and on the other hand to improve gender-specific data and expertise. Strengthening of intersectional approaches in particular in view of women's health, women with disabilities or a migration background and women in all age groups also remains vital for socio-economic equality and continuous progress on existing and new challenges.

Information on the measures set out with regard to these matters during the reporting period can be found in the chapters below.

## 2. Over the past five years, what have been the top five priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?

### ✓ Quality education, training and lifelong learning for women and girls

See also questions 1, 3, 6, 16 and 33.

To implement the Circular “**Reflexive Gender Education and Equality**” that was announced in 2018, the topic has been anchored in the management tools with the departments of education and teacher training colleges. Equality structures have also been established (specialist units on gender and diversity skills at teacher training colleges, specific contact persons in the departments of education). The **Guideline** developed in March 2023 is intended as a tool for those who work on the analysis, testing and approval of teaching materials, so in particular the members of what are known as advisory panels. It also aims to provide ideas for the design of teaching materials in the sense of the criteria addressed in the guideline for those who develop, write and publish those materials, to counteract discriminatory and/or stereotypical content in teaching materials, for example.

### ✓ Eliminating violence against women and girls

See also questions 1, 6, 15-17, 20, 27, 28 and 30.

The Austrian government treats the prevention and combatting of violence against women and domestic violence and the implementation of the Istanbul Convention as an absolute priority. Targeted measures are therefore set by all departments to enable women and girls to lead a self-determined, violence-free life. This includes funding and financial support for protection facilities, targeted awareness campaigns, (specialist) events, education and further training for members of certain professional groups, support for the victim protection groups in healthcare facilities that were set up on the basis of a legal mandate, or even legal adjustments. The women-specific grants are helping the following objectives to be pursued to push for comprehensive equality, further development of anti-discrimination and containment of violence. They also contribute to the achievement of Agenda 2030 for sustainable development, in particular SDG 5, in Austria: the support for framework conditions that enable a reduction in disadvantages for women through a comprehensive, high quality range of counselling services includes equality of opportunity and freedom of choice for women and girls for an independent and self-determined life, the integration of women into professional life taking into account the need to close the gender pay gap and strengthening women’s personal initiatives to achieve equality. Projects on the empowerment of girls and women in education, professions and society with a focus on STEM (Science, Technology,

Engineering, Maths) and financial skills and to prevent violence against women and girls with a focus on cultural violence, sexual violence and protection before and during acute risk situations are also being funded.

As a report by Statistics Austria published in 2022 showed, one in every three women state that they have been a victim of psychological, physical or sexualised violence over the course of their lifetime, the Austrian government considers the prevention and combatting of violence against women and children to be a political obligation and responsibility for the whole of society. Around 16% of all women in Austria who have been in an intimate relationship have been affected by physical and/or sexual violence. One in five women experience stalking over the course of their lives, and one in four women is the target of sexual harassment in the workplace. The Federal Ministry of Social Affairs, Health, Care and Consumer Protection has therefore expanded the services it offers in the field of “prevention of male violence against women” and carried out targeted awareness-raising measures to further increase awareness of this topic.

Austria makes annual voluntary core contributions to UN Women, the “Trust Fund to End violence against women” and programmes in Ukraine that aim to combat gender-based violence, and it also advocates on this topic in the United Nations. In addition to numerous activities to prevent and combat violence against women throughout the entire year, Austria also supports the global campaign “Orange the World – 16 Days of Activism Against Gender-Based violence”, which is run by UN Women around the world. Awareness about gender-based violence has been able to be raised among a broad audience through numerous initiatives run by the Federal Ministry of Foreign Affairs in Austria and through the Austrian representative authorities around the world. The **Federal Ministry of the Interior** and the federal states of **Vienna, Lower Austria** and **Styria** have also been involved with projects and initiatives in the 16 Days of Activism Against Gender-Based Violence campaign. In addition to the 16 Days of Activism against Gender-Based Violence, numerous cities and municipalities and local initiatives have got involved in the “One Billion Rising” initiative, which speaks out against violence in the public space.

**Burgenland** has been implementing an Action Plan to Combat Violence against Women and Girls since 2023. In autumn 2022, the Protection Against Violence Strategy was passed by the **Styrian** regional parliament as the strategic basis of the cross-sectoral protection against violence work. The aim of the strategy is to anchor a common understanding of protection against violence from the responsibilities to the fundamental principles of collaboration and on to the current challenges. Five areas where action is needed have been defined: networking and collaboration, dignity of the victim, social protection, focus on children and young people and regionalisation of protection against violence.



✓ **Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression, job creation)**

See also questions 2, 6, 9 and 30.

The Gender Pay Gap in Austria is one of the highest in all EU member states compared to the European average. Two of the societal groups most commonly affected by poverty are elderly women and single mothers. This is often as a result of many years of unpaid work like care work. In many cases, doing care work means not doing paid work at all or only doing paid work to a limited extent (e.g. working part-time) and as a result being able to generate lower earned income than men. The consequences of the COVID-19 pandemic (greater care obligations due to the limited school and nursery opening, increased strain caused by unpaid work, possible job loss) along with rising inflation and prices intensified the economic effects for women in particular.

To create awareness and improve income transparency within companies as a key lever for closing the gender pay gap, the updated **toolbox for an informative income report** was published in 2022. The guideline for companies, which was published for the first time in 2017, has been updated and supplemented in collaboration with the Chamber of Labour, Austrian Trade Union Federation, the Ombud for Equal Treatment, and Business and Professional Women, and is now available in a user-friendly online version and as a printed version. The **online salary calculator** that was published back in 2011 was updated in 2019 and 2022. There has already been another update in March 2024 due to the significant development in wages. In order to provide more information about this online service, including among female job starters, **information postcards** with four different designs were created as printed and online versions. An average of around 1,000 people use the salary calculator each day, with a total of more than 4.7 million since it was introduced.

Gender aspects are taken into account in Austrian Employment Protection Strategy projects to improve employment protection for all employees regardless of gender and role in the workplace. This applies across the board, but particularly for projects relating to good and proven practice. The Gender and Diversity Group (GD) in the Labour Inspectorate is developing GD information materials and tools, observing ongoing projects and enabling the Austria-wide exchange of experience in labour inspection and labour protection. In 2019, the **improvement in jobs for women with frequent manual load handling** was implemented in a project: During an inspection at a major printing plant with 200 employees, it was noted that the female employees had to handle a large number of packages (weighing up to 30 kg each) every shift under ergonomically suboptimal conditions (working heights, heavy lifting by hand), while the male employees' tasks were supported by robots and lifting trucks. As a result, adjustments were made to the tables to adapt them to the optimal working height of the women who primarily

worked there, height-adjustable lift tables were procured and further improvements were planned.

Introducing a minimum wage in state service and companies affiliated with the state in **Burgenland** is helping to improve the financial independence of women and girls.

### ✓ **Changing discriminatory social norms and gender stereotypes**

See also questions 1, 6, 10, 13, 15-17, 30, 34 and 38.

Based on the results of studies, patriarchal role models are a possible risk factor for the commission of gender-specific violence. According to study results and data from the crime statistics held by the police, violence against women is often perpetrated by men, in many cases by partners or family members. The **Federal Ministry of Social Affairs, Health, Care and Consumer Protection** therefore focuses on young people to show equality-based masculinity as an alternative in order to counteract gender stereotypes at an early stage.

The **Vienna** Anti-Discrimination for LGBTIQ Affairs (Wiener Antidiskriminierungsstelle für LGBTIQ-Angelegenheiten, WAST) contributes to a continuous expansion of the understanding of gender beyond women and men and including transgender and intersex people.

**Burgenland** is implementing the [www.mach-mint.at](http://www.mach-mint.at) initiative to break down gender roles and focus on gender-sensitive professional orientation.

The goal of the **MINT-Girls Challenge** is to get more girls and young women interested in STEM and to counteract the skills shortage in Austria as a business location. The Austria-wide MINT-Girls Challenge was run for the first time in 2021 and aims to get children and young people to engage in discussion on the topic of “Girls and young women in the STEM subjects” and at the same time be an impetus for making the topic visible in Austria.

The question of **gender equality in arts and culture** has been a big topic in cultural policy and arts promotion in Austria for many years now. Female artists and cultural workers still face significant challenges, whether it is in terms of access to resources, work-life balance or fair pay. In 2020, the **Fairness Process** was launched with the aim of promulgating art and culture in Austria. Originating from the central topic of fair pay, the process also includes topics such as transparency and collaboration, changes to the funding system and respectful coexistence, prevention of abuse of power and diversification. Since 2022, a contribution to fair pay has been made within the organisations applying has been made with ringfenced fair pay funds in arts and culture. In 2024, 10 million euros are available for subsidies for this purpose.

✓ **Unpaid care and domestic work/work-family conciliation  
(e. g. paid maternity, paternity or parental leave, care services)**

See also questions 1, 2, 7, 11 and 38.

Unpaid work and care work and the unequal distribution of paid work are the focus of various campaigns run by the Frauenservice **Wien**, for example each year at the Equal Pay Day, in which all major cities in Austria participate, and the Equal Pension Day, which was launched in 2015 by the Women's Committee of the Austrian Association of Cities and Towns in which other large cities are also involved.

✓ **Gender-responsive budgeting**

See also question 34.

The **federal budget expenses for equality and protection against violence 2021** were recorded in 2022 as part of the IMAG GMB and set out in results reports. The results reports provide an overview of some of the budgetary funds that the federal government actually paid out in 2021 for measures to promote women and equality and for specific measures in the field of violence prevention (including work with perpetrators that focuses on protecting the victims) and protection against violence in Austria.

### 3. Over the past five years, what specific actions have you taken to prevent discrimination and promote the rights of marginalized groups of women and girls?

#### ✓ Women and girls living in remote and rural areas

The Austrian Development Cooperation supports the UN Women's project "Women's Economic Empowerment in the South Caucasus" to ensure that women, particular poor and socially marginalised women, in Armenia, Azerbaijan and Georgia are given economic support and participate in relevant decision-making processes. The project's goal is to strengthen women so they can make themselves independent and/or enter the formal labour sector in Armenia, Azerbaijan and Georgia; appropriate statutory and political framework conditions for economic participation of women have been implemented in Armenia and Georgia; and gender-equitable programmes, public services, strategies and plans for the economic participation of women have been developed and implemented in Armenia and Georgia.

#### ✓ Younger Women

The **Vienna** Children's and Youth Work services are for children, adolescents and young adults up to the age of around 24. Girls and young women are the main focus here. From experience, many of the female users have a first, second or third generation migration background. The gender-sensitive services and special work with girls work aim in particular to enhance the self-worth and identity development of girls and young women. The Vienna Youth Centres record the impacts of youth work.

#### ✓ Older Women

Empowerment, education and opportunities to participate are essential requirements for personal development and involvement in the most varied of areas of society, particularly for older women. To open up access to new technologies for older women and to support lifelong learning processes, the Ministry of Social Affairs is supporting projects like "**Digital lernen mit E-Books**" (**Learning digitally with e-books**) by the **Akzente Association**, which aims to provide low-threshold access to cost-effective, nearby, age-appropriate and gender-sensitive services, training and materials on dealing with new technology and media. To promote the empowerment of older women and advise them based on their needs, as part of the "**Ruhestörung**" (Disturbance of the Peace) project organised by the Sofia Association, training seminars are held for employees of women's counselling centres and similar facilities raising awareness of the needs of women in retirement. The goal was also for the attendees to develop their own services and projects for the target group of older women. The content of the training series has been summarised in a reading collection that is provided to women's counselling centres and multipliers to enable them to support older women in the long term. Through the intercultural and intergenerational women's project "**Time Travel – experiencing Austrian history together**", women of various ages with and without a migration or

refugee history and a low level of education are offered organised, target group-specific, multilingual group activities run by experienced support workers to learn more about Austrian history and culture. To prevent the social and societal exclusion of older women and promote participation and lifelong learning, training was and is provided for multipliers on various topics in the projects “**Alone, not lonely: social participation and empowerment of older women**” and “**(F)empowerment – Selbstbestimmung im Alter**” (Self-determination in later life) organised by Katholisches Bildungswerk Styria. These women then run events for people over the age of 50 in rural and urban environments.

### ✓ **Migrant women and girls, refugee women and girls**

Women who experience multiple disadvantages as a result of their gender and/or their origin should be given equal participation in social life in Austria and supported in their efforts to integrate themselves and live a self-determined life. The Austrian Integration Fund (ÖIF) has set up counselling services across Austria for this, particularly for women with a migration background but also for men. The counselling measures have been expanded significantly in the past few years. School visit campaigns by integration ambassadors on topics such as equality and self-determination of girls and young women and prevention workshops targeting boys and young men from honour culture environments have also been established. In Vienna and Graz, women’s centres have also been opened that combine integration services for women under one roof and act as a contact point for migrants for integration and counselling services, and also offer services relating to educational opportunities and the labour market, health, self-determination and protection against violence. The services are available to all migrant and refugee women free of charge, and on request they are also available anonymously. There is also close collaboration with women’s protection facilities. More detailed information can be found on [Women’s integration: Austrian Integration Fund \(ÖIF\)](#). As part of the active labour market policy, there is special funding for women displaced from Ukraine: across Austria, special services from the labour market policy women’s programme are available, such as women’s occupation centres and women’s and girls’ counselling centres. In addition to extensive counselling, the services also include professional orientation, identification of skills, qualification, support for the organisation of childcare and help to look for a job.

Since 2023, the [ABC Cafés](#) for women and **for mothers with school children** run by the **municipality of Kufstein** have offered women the opportunity to improve their German skills close to home without a commitment and free of charge. The goal is to support them in their professional and familial everyday lives. The service for mothers and school children has been particularly well received as it eases the challenge of childcare. The groups is divided so the children can learn German through play while the mothers can concentrate on their own learning needs. The [“Radkurs für Frauen aus allen Ländern”](#) (Cycling Course for Women from all Countries) in 2023 helped twelve women from five countries to realise their dream of riding a bike in Kufstein. Refugee women from various

countries of origin both learned how to ride a bike and got to know new people and places in Kufstein. The free courses (with bikes and helmets also provided) improved their independent mobility, promoted integration through new friendships and used the opportunity to provide language training.

There is a **dense network of counselling facilities** across Austria for women (e.g. LEFÖ, Orient Express, VIELE, FEMAIL) for all women seeking help and advice, regardless of their origin, their age, their sexual orientation or special needs, that, among other things, impacts the perception of migrant women in society and aims to create equal opportunities for participation in societal, economic and political processes through education, counselling and information measures.

### ✓ **People with diverse sexual orientations, gender identities or expressions, or sex characteristics**

See also questions 30 and 38.

Civil marriage for same-sex couples entered into force in Austria on 1 January 2019. At the same time, a registered partnership for opposite-sex couples was introduced. On the same date, intersex persons were recognised as a third gender option in civil status law and receive a gender entry of “inter”, “various”, “open” or “not specified”. “Recommendations on dealing with the new gender categories in Austria” have been developed for **Vienna**. Furthermore, new recommendations on gender-equitable language and imagery have been developed that take the new gender categories into account. The first Queer Youth Centre will open in Vienna in 2024. The Queer Youth Centre is open to all adolescents and young adults who do not identify with the heteronormative society. Visits to the Queer Youth Centre will be possible without registering in advance. During the opening hours, the employees working there can be contacted using chat (on the website) or using WhatsApp/Signal. Open service, counselling and mediation and support services are the main focus. In addition to this, a training course in queer youth work also started in September 2023. The goal in the medium term is to have at least one person at each of the 79 open child and youth work locations in Vienna who has attended the course, with the aim of focusing more on the topic.

With the amendment to the General Civil Code, since January 2024 there has been a clarification that “automatic” statutory parenthood for two women who are married or in civil partnerships will no longer be based on medically assisted reproduction having been performed on the mother. Statutory parenthood therefore applies automatically regardless of gender. In future, parenthood can also be recognised if there is no medically assisted reproduction and there is instead a “private” sperm donation. The reform of the parentage laws means that parenthood among same-sex couples and thus the child’s wellbeing and protection of the social family are legally protected. The introduction of a gender-neutral term in the key provision on parentage law in the General Civil Code

means that the person who is married to the mother is now defined by law as the second parent. This covers all gender identities.

The convictions of all of those who were persecuted or convicted or experienced serious social disadvantages (e.g. loss of work) as a result of consensual homosexual activity during the Second Republic (from 1945) have been pardoned and financially compensated.

### ✔ Women and girls with disabilities

See also questions 6 and 38.

The women's and girls' counselling facilities are equipped appropriately for their target groups and also accessible without any obstacles in line with the demands. This also includes **deaf emergency calls to the women's helpline**. Specific prevention projects for women and girls with disabilities include, among others, the "Resources for Women with Disabilities affected by Violence" project by the Ninlil Association (2020–2021) and the "Accessible Prevention" project by the Hazissa Association (2021–2022) which aims to contribute to violence prevention by creating materials for women and girls with disabilities and their reference system. The Austria-wide protection centres also offer their services for women with disabilities.

As a political lobbying and advocacy group, the Umbrella Organisation of the Austrian Disability Associations coordinates the various interests and measures of the member organisations. In 2018, the Umbrella Organisation of the Austrian Disability Associations created the "**Expert Team for Women with Disabilities**" with the aim of increasing the visibility of women with disabilities in society. The team has created a list of experts with disabilities who are available for public appearances to give the wider public easier access to a diverse range of professional women with disabilities. These measures aim to include women with disabilities in various discussion forums to an increasing extent so as to expand the topic of disability to include the perspective of the intersectionality of women with disabilities, and through role models to contribute to encouraging more female experts to appear in public and work as officials in advocacy groups.

The **Netzwerk Berufliche Assistenz** ("NEBA" – Network of Vocational Assistance) is a differentiated system to support people with disabilities and young people at risk of marginalisation and an important support structure in the further development of equality law. The NEBA measure **AusbildungsFIT** ("AFIT" – Fit for Training) is a service provided to young people and young adults after the end of compulsory schooling who are looking for support for their further education or professional training. To further increase the percentage of girls and young women from the current level of 44%, projects for women and girls are being funded as a focus in Vienna (AFIT sprungbrett) and Graz (AFIT Mafalda). The goal of these services for girls and young women is for them to be aware of possible training opportunities and to be prepared for their train-

ing. A pilot project on “extremism prevention” was launched in 2022 to promote social cohesion, social participation and conflict-free coexistence. The goal of this is to offer participation to all participants in AusbildungsFit (+ the previous module) across Austria in a standardised manner.

Work assistance and job coaching for women with impairments, chronic diseases or disabilities are individual, long-term counselling services with the aim of ensuring professional inclusion. **FEM Süd FRAUENASSISTENZ** is a special service for women that aims to strengthen women and empower them to reach their potential. The goal is the self-determined participation of women in life and employment. As part of the **job coaching**, the women’s assistance also offers direct, individual support in the workplace for participants with mental or physical impairments, chronic diseases or disabilities with or without a migration background. FEM Süd Frauenassistenz offers individual counselling by women for women consisting of a multiprofessional team of clinical and health psychologists, psychotherapists, psychologists, social workers, psychosocial counsellors and economists in German, Turkish, Bosnian, Croatian, Serbian, Arabic and English.

A key desire identified in the **study of the living situation of women with disabilities** is more or better access to information. The Frauenservice **Wien** therefore worked with the architect Gabu Heindl with the involvement of people affected in 2019/2020 to develop an accessible demonstration module. In 2023, the project “Wir – Wienerinnen mit Behinderungen” (Us – Viennese Women with Disabilities) was launched in which networking meetings (“stopping points”) were organised for and by women with disabilities at which women with disabilities were able to talk to other women beyond their own community and develop joint projects and/or requirements. There were four stopping points in total on the topics of “Together Against Violence”, “Accessible Health”, “Good Work” and “Inclusive and Feminist – Actionism of Women with and without Disabilities”, which reached a total of around 100 women.



#### 4. Over the last five years, how has the confluence of different crises affected the implementation of the BPfA, and what measures were taken to prevent their negative impact on progress for women and girls?

##### ✓ COVID-19 pandemic

Women in Austria supported society during the COVID-19 pandemic on a number of levels. The additional challenges, however, also intensified the psychological strain. Numerous measures were put in place to respond to the challenges linked to the COVID-19 pandemic. The folder “Mental Health of Women in the Corona Crisis” published by the **Federal Chancellery** informed women under particular strain as a result of the pandemic on the most important counselling and support services. The “FrauenGesundheitsDialoge” (Women’s Health Dialogues) in 2021 and 2022 therefore focused on the effects of the pandemic on women’s physical and mental health.

The “**COVID-19 Poverty Act**” (entered into force on 16 December 2020) and the “**Living and Housing Compensation Act**” (entered into force on 1 July 2022) implemented measures such as one-off payments to households receiving social welfare and minimum income benefits (including single-parent families) and the “Wohnschirm” programme to contribute to the cushioning of the social effects of the pandemic and the high cost of living as a result of inflation for vulnerable groups of people, including single parent families (see also questions 10 and 11).

According to the Autonomous Austrian Women’s Shelters in 2021, for example, the significant increase in calls to the women’s helpline is evidence that the COVID-19 prevention measures such as lockdowns resulted in a particularly difficult situation for women. Thus targeted violence prevention and victim protection measures have been launched and funded across Austria. The long-term and sustainable goal is to reduce domestic violence and violence within partnerships and to prevent poverty. Another important goal is raising awareness in the population and promoting male voices that speak out in favour of ending violence against women (see also questions 15-17).

**Labour market policy programmes** and initiatives have been put in place to cushion the consequences of the COVID-19 pandemic on the labour market, for more information on this see question 14. With the **legal measures** in Federal Law Gazette I No. 16/2020 (Second COVID-19 Act), the deadlines in the Equal Treatment Act for appealing discriminatory terminations and redundancies were extended since it was unreasonable for those affected to do what they needed to within the short appeal deadlines due to the lockdowns that were in place at the time. The **special COVID-19 leave for pregnant women** was also introduced on 1 January 2021 as a gender-specific crisis reaction in cases in which it was not possible to offer the pregnant woman another position in the company. The costs of the leave were covered by the state, the female employees

had no loss of income and were no longer at risk of becoming infected. Due to the epidemiological situation, the special leave for existing pregnancies was continued until 30 June 2022. A total of around 6,000 female employees made use of the special leave.

During the COVID-19 pandemic, all youth work in Vienna (around 800 youth workers) transferred its services online to an increasing extent, and also provided intensive counselling through telephone calls and individual contacts: the guidelines for digital children's and youth work in Vienna and the team tool for reflecting on digital youth work in Vienna were an important basis for all activities. The mental strain among young girls and women was and remains palpable. Youth work has worked intensively to raise awareness of the needs and has successfully acted and continues to successfully act as an interface with new, additional relief services and new, enhanced poverty phenomena. The counselling services offered by the **women's and girls' counselling centres in Styria** have also been expanded and the online tools (video counselling, chat counselling, online meetings etc.) that were used during the COVID-19 pandemic have become part of normal operation. The structural funding for the women's and girls' counselling centres in Styria has also been increased significantly by the state (it increased by 12% in 2023, for example).

### ✓ **Climate Crisis**

Adapting to climate change is the focus of the **Lower Austrian** state initiative "gleich. wandeln". Reference is made to the increased extent to which women are affected and their special realities of life in communication of local planning and involvement in particular, and possible solutions are discussed (see also question 31).

### ✓ **Inflation**

Various tax measures were taken to **relieve those on lower incomes**, a group in which women are comparatively highly represented, in response to the COVID-19 pandemic and the cost of living crisis (see also question 14).

## 5. Over the next five years, what are the priorities for accelerating progress for women and girls through laws, policies and/or programmes?

The national implementation of the EU Directive on pay transparency, which must be implemented by June 2026, will contribute to further improving equality in incomes and the labour market and sets out measures to ensure pay transparency and better implementation mechanisms to strengthen the principle of equal pay for equal work and work of equal value. The EU Directive on Women on Boards must be implemented into national law by the end of 2024 and will further promote a more balanced representation of women on the boards of listed companies. The protection and safeguarding of women's rights are also being further strengthened through further EU directives on combating violence and on equality bodies.

The ratification of the ILO 190 Agreement on Eliminating Violence and Harassment in the World of Work is planned.

Long-term initiatives that were launched in the past few years are being continued, including the dismantling of stereotypes in the choice of profession and training, the further expansion of children's education and childcare, approaches to increase reconciliation to achieve a fairer distribution of unpaid work. The maintenance, expansion, improvement and networking of the low-threshold women's and girls' counselling centres, violence prevention facilities and protection against violence facilities remain priorities for the further improvement in the self-determination of women and girls.

The operational programme "Employment Austria 2014-2020" of the **European Social Fund** contains a special focus on investments to promote equality of women and men on the labour market for the first time. In the ESF+ programme "Employment in Austria & JTF 2021-2027" it is once again a priority, with a total budget of around 70.4 million euros (40.21% of which is co-financed by the EU). The measures inter alia have the following goals: promotion of balanced labour market participation, equal working conditions and a better work-life balance, decrease in gender-specific income differences and the promotion of the same career opportunities for women, training and further education of women with low levels of formal qualification and the dismantling of gender stereotypes. Among other things, specific counselling projects focusing on collaborations with companies are offered. The two successful business consultancy projects "100 Percent – Gender Equality Pays Off" on the promotion of equality-oriented income and career development and "FairPlusService" on the promotion of further education for women with a low level of formal qualification from the previous period have been further developed and will be continued in the period from 2021-2027. Since women with disabilities are particularly disadvantaged on the labour market (labour market participation for women with disabilities is lower than that for men with disabilities and also lower than that

of women without disabilities), targeted support for the employment of women with disabilities on the standard labour market is still required.

Continued efforts are needed in terms of work-life balance and division of (unpaid) care work with a partner. In the period from 2018 to 2022, a total of 8,853 employees in the civil service were on parental leave, 74% of whom were women. The percentage of women in the civil service is currently 43.5%. In professional groups with a low percentage of women (military service: 3.9%, executive service 21.6%) the use of parental leave is significantly higher among women (military service: 15.2% and executive service: 51.8%). On average, the leave lasts 295 calendar days, with women remaining on parental leave for an average of four times as long as men. That means that 91% of the absence days in the past five years have been taken by women (see Figure 3).

During the Beijing +30 stakeholder dialogue, in addition to the further and enhanced, gender-specific data collection, among other things on the topics of health and climate, the following priorities that affect the federal government, federal states, communities, companies, social partners and civil society were identified for the next five years in the topic clusters used in this report: (see also question 36).

#### Cluster 1

- Financial and social revaluation of professional fields with a female connotation, particularly through social partners and regional authorities
- Dismantling of stereotypes through role models and support for women and girls in male-dominated professions
- Ensuring balanced representation and using women's knowledge and skills
- Strengthening of gender competence and equality structures in the private sector and in leadership and decision-making positions, among other things through compulsory guidelines, plans to promote women and training sessions (for companies, NGOs and administrative bodies, the judiciary, managers); including sanctions
- Clear equality indicators for company reporting
- Shared leadership positions
- Closing of the gender-specific pay and pension gaps
- Alignment of the paid working hours of women and men

## Cluster 2

- Division of parental leave and pension entitlements, among others, and legal incentives to divide unpaid work with the partner;
- Further expansion of the care and nursing facilities and sufficient staff as well as affordable and extensive childcare
- Financial education: household budgeting and practical maths education; financial education in curricula; training sessions on topics such as taxes, investments, pension splitting
- Legal education for women on inheritance, marriage and divorce, foundations and their financial aspects
- Interlocking of equality, education and health and expansion of sex education

## Cluster 3

- Supporting women to live self-determined lives, particularly women with disabilities, as a fundamental element of violence prevention
- Increase in the violence prevention work for boys and men
- Making stereotypes and structural power relationships visible and questioning them
- Ratification and implementation of the ILO 190 Convention
- Alliance against sexual harassment
- Introduction of clinical forensic medical examination centres for victims of violence
- Measures to prevent gender-specific violence and toxic images of masculinity on social media
- Gender-sensitive AI standards

## Cluster 4

- Getting young women involved and interested in politics and pushing for greater representation of women in politics
- Ensuring the participation of women and women's organisations as experts in the planning and implementation of measures
- Continuing the dialogue and exchange on women's rights and specific topics to ensure effective implementation
- Improving the intersectional perspectives in all measures to enable the focus to be placed on various lived realities
- Improving and systematically implementing stereotype-free, legal and political education on women's rights as human rights and human rights

education from childhood to break open norms and stereotypes and to eliminate them

- Using studies and evaluations as well as funding criteria and gender budgeting effectively
- Ensuring that government information is in simple language appropriate to the target group; gender-equitable language

#### Cluster 5

- Evaluation and continuous further development of NAP 1325, including with perspectives on youth/girls
- Consideration of WPS, gender mainstreaming and equality in the Austrian security strategy
- Including agents of change: not only addressing women's rights as just a women's topic
- Improvement of the discrimination protection




#### Cluster 6

- Establishment of a cross-generational women's climate council and implementation and control of these results
- Gender-specific catastrophe planning at a local to a global level
- Gender analyses of climate projects, strategies and laws
- Creating more visibility for women
- Developing climate education measures and solutions to tackle mobility and energy poverty with women

Overall, participants in the stakeholder dialogue identified the following topics as particular priorities for further increasing equality in the next five years: the elimination of violence against women and girls, work-life balance and unpaid care and housework, political participation and representation of women and further change in discriminatory social norms and gender stereotypes.

# Section III: Progress across the 12 critical areas of concern

# Cluster Inclusive Development, shared prosperity and decent work

1 Inclusive development, shared prosperity, and decent work	A Women and Poverty		1 No Poverty	
	F Women and the Economy		2 Zero Hunger	
	I Human Rights of Woman		5 Gender Equality	
	L The Girl Child		8 Decent Work	



## 6. Over the past five years, what actions has your country taken to advance gender equality in the world of work (including formal and non-standard employment as well as entrepreneurship)?

- ✓ Strengthened/enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation

See also Section I and question 2.

The Equal Treatment Act and the Federal Equal Treatment Act prohibit, among other things, **discrimination** on the basis of gender, ethnic origin, age, religion or belief, or sexual orientation in the world of work. In addition to the option to claim compensation for alleged discrimination, those affected can also turn to the two **Equal Treatment Commissions**. For more information on the application figures see Table 17 in the Annex.

According to paragraph 4 of the Austrian Employee Protection Act, it is essential to consider gender aspects in risk assessments and when determining protection and prevention measures at all levels to continuously improve working conditions, particularly for women. Another key part of this is the systematic inclusion of female employees in the planning, implementation and adaptation of risk assessments and the determination of protection and prevention measures in all phases. In 2019, the Labour Inspectorate developed and published a **Self-Check Guideline** for companies. Companies can use the Self-Check for Companies to plan their implementation of gender aspects themselves and review the success of this implementation.

The quality label “equalitA” honours companies that promote women within the company, ensure gender equality within the company, promote women’s careers and make them visible and thus support professional equality of the genders in their own company and beyond. Companies and since 2021 organisations, public administration bodies and associations can submit themselves on an ongoing basis, and a total of 126 quality labels have so far been awarded in three rounds since 2021.

The Toolbox for Income Reports, which was published in 2022, contains areas of activity and recommended actions to promote gender equality within companies, among other things in terms of job evaluations and equal pay, leadership positions, work-life balance and organisational and personnel development.

**Burgenland** has introduced a minimum wage in the Burgenland state government office and institutions affiliated with the state and made working from home an option for employees of the Burgenland state government office. Various projects covered by the European Social Fund on the topics of equality and women's poverty focusing on women and company founding have also been implemented.

In the **civil service**, there are also numerous measures to promote women internally in the form of the **women's advancement plans**. The **company nurseries** and **holiday care services** that several departments offer in collaboration also represent a significant step towards a better work-life balance for those working for the civil service. For more details about the individual measures see also the government's equality reports. In leadership development in the Ministry of the Interior, a percentage of at least 30% women has been defined and already exceeded significantly during the current pilot phase with an actual rate of 40-44%. The **percentage of women in the Federal Ministry of Justice** is above 50% in practically all groups of civil services in the courts and public prosecutors' offices (for more information on this, see Table 21). The Austrian judicial system is involved in **women-specific job fairs and recruitment events such as Girls' Day**, and presents those professional groups in which women are still very much in the minority in particular (for example the judicial guard or bailiffs, for which there has been a special clause to promote women since 1 February 2024), with the goal of increasing the figures. The percentage of female judicial guard employees has risen from 15.7% in 2019 to 20.7% in 2024; see also Table 21.

The **Federal Academy of Public Administration** has a wide range of (further) training courses in the field of "equality and diversity" and in equality law, which are constantly being evaluated and adapted. The educational programme is aimed at multipliers and HR managers in particular and contributes to a gender-sensitive work environment by imparting knowledge and building up skills. Development programmes that are specifically tailored to women can contribute to facilitating their **access to top positions**, thus achieving equal representation of women at this level. For many years, the "**Cross Mentoring**" programme for women has been integrated into the government's HR development and is carried out in collaboration with the HR developers at the federal ministries and the highest bodies. Experienced managers support a female colleague (mentee) in another department as a mentor. Men can be mentors too, which helps to promote the development of an open attitude among mentors to the professional advancement of women and the breakdown of role-related prejudices. From 2005 to June 2023, around 1,500 mentees from all federal ministries and the highest bodies took part in the programme.

For **universities**, university-specific goals to increase the **percentage of female professors and tenured professors** that focus on potential have been agreed since the 2019-2021 performance agreement period. The basis for the targets is the percentage of women in the career levels below. Furthermore, the following measures have been put in place, among others: breakdown of barriers for women through performance assessment concepts based on life phases anchored in the performance agreements, the further development of promotion and career programmes for women, the anchoring of equality standards in the allocation of research funding by the Austrian Science Fund and Austrian Research Promotion Agency and equality plans in universities and research facilities. Since 2017 there has been a positive development and significant progress has been achieved in what is known as the leaky pipeline (see also Figure 2): from a rate of 24.5% in 2017, the percentage of female professors across all universities was able to be increased to 29.5% in 2022.

In **Styria**, important **women's networks** have been established such as the network of participants in the FELIN courses and the Women\*s Action Forum, which acts as a networking hub for women's policy issues. One project being run by FELIN is the "Study on the Representation of Women in Leadership Positions in Companies in Styria". As part of this study, the representation of women in leadership positions in the first and second levels of leadership in private companies and companies affiliated with the state capital and state of Styria is being investigated and a catalogue of measures to increase the percentage of women in leadership is being developed.

### ✓ **Introduced/strengthened gender-responsive job creation and active labour market policies (e.g. education and training, skills, subsidies)**

Women are supported to an above-average extent in the **labour market funding budget** relative to the percentage of the unemployed population they make up. This disproportionate funding as part of the active labour market policy was increased to 4 percentage points above the proportion of unemployed people from 2022 (before that since 2020 it was 3.5%) and is an important part of actively supporting women, including through managing the budget. This funding meant that in 2022 a total of 239,075 women were able to be supported with active labour market policy funding (not including short-term work), 137,487 of whom received qualifications. In 2023, a total of 212,999 women were supported, 133,901 of whom with qualifications. In 2022, 821.5 million euros was spent on funding women; in 2023 it was 636.7 million euros. In both 2022 and 2023, more than half of the active funds were used to support women. The programmes run by the Public Employment Service Austria to support the upgrading of skills and requalification for women such as "**Kompetenz mit System**" ("systematic skills"; since 2011) and "**Frauen in Handwerk und Technik**" ("FiT"; Women in Trades and Technology"; since 2006) have been continued (see Annex, Table 16). In a comprehensive evaluation of the

FiT programme in 2022, 75% of the participants surveyed stated that they exclusively or primarily worked in these fields after taking part in the FiT programme.

As part of the wage subsidies, in 2020 **InklusionsförderungPlus (Inclusion Subsidy Plus)** was introduced as a measure to drive forward the **employment of women with disabilities**. It is a means of targeted support for workplaces on the standard labour market for women with disabilities (with beneficiary status) in the form of a supplement of 25% on the existing inclusion subsidy lasting 12 months. Since 2019, the percentage of women was able to be increased from 38% to around 42% in 2023. Due to its success, the pilot project InklusionsförderungPlus has now become part of the routine funding provided by the Ministry of Social Affairs.

In **Styria**, the Zentrum für Ausbildungsmanagement (Centre for Training Management) offers services that aim to increase the professional qualification of women such as information, counselling, selection, training supervision, various workshops in the women's professional centre for those rejoining the workforce and for women in trades and technology (FiT). The "IN:TRA works" employment project encouraging and supporting girls and young women aims to improve skills and provide initial professional experience (ages 15-24). The Regionale Kompetenzzentren für Bildung und Lernen (regional skills centres for education and learning) offer services for educationally disadvantaged women, working women and those returning to the workforce, teaching them skills relevant to the labour market and ensuring and maintaining jobs through qualification programmes, counselling and coaching.

The programme "FRECH" (Frauen ergreifen Chancen – women taking opportunities) run by the **Wiener Arbeitnehmer\*innen-Förderungsfonds** (waff – Vienna employees support fund) offers counselling and financial support during professional changes for around 2,000 women. The programme "parental leave and returning to the workforce" supports around 1,000 women a year through counselling on planning for leaving and returning to work and financial support for qualification steps. The Frauenservice (Women's Service) run by the city of Vienna supports associations in Vienna that advise women and girls on the labour market. ABZ\*Austria supports women who are returning to work, changing career or retraining and offers application training. The sprunghrett Association advises girls and young women and provides career guidance focusing on technical and manual professions. Girls with a migration background are using this advice service in particular.

### ✓ Taken measures to prevent sexual harassment, including in the workplace

In the **civil service**, internal measures are used by the ministries and can also act as models for the private sector. The **Federal Ministry of Foreign Affairs** has an in-house occupational psychologist and a contact point for sexual harassment that is part of the HR department. The similarly designed **ADA Organisational Policy on the Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH)** entered into force in 2022. It sets out a zero tolerance policy for all forms of sexual exploitation, sexual abuse and sexual harassment, as well as child abuse. In the training provided by the **Federal Ministry of the Interior**, compulsory **sessions on equal treatment and equality** are provided and **online training modules on the topic of “sexual harassment”** including a specific module for managers is available. To improve the work environment for **women working in the justice sector**, the **Federal Minister of Justice presented a strategy on the handling of all forms of harassment and violence in the workplace in the justice sector** on 28 November 2023.

In the period from 2018 to 2023, the **city of Vienna** also launched an extensive initiative for its employees to prevent sexual harassment. As part of one of the main topics, the offices had to implement a package of measures that, in addition to creating a declaration of principles against sexual harassment, also included the definition of a tailored process to ensure the correct approach is taken in the event of sexual harassment and appropriate training for managers and HR officers. In addition to this, an awareness-raising campaign to prevent sexual harassment was also run, and included various communication measures and numerous target group-specific information events and campaigns. Victim protection has also been expanded significantly. The Ombud of the equal treatment officers in **Styria** also offers training sessions and workshops and information material for the state offices, the communities and the state hospitals on the topic of sexual harassment.

### ✓ Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)

As part of the **CAP Strategy Plan 2023–2027** and its predecessor programme on rural development, further training events for women have been supported to encourage the use of modern technologies by women working in agriculture and forestry. The goal of this is to contribute to reducing the workload for those affected and/or increase the added value.

## 7. In the past five years, what actions has your country taken to recognize, reduce and/or redistribute unpaid care and domestic work, promote work-life and family balance and strengthen the rights of paid care workers?

- ✓ **Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)**

For information on the Time Use Survey published in 2023, see questions 2 and 38.

- ✓ **Expanded childcare services or made existing services more affordable**

Childcare and educational services are a key requirement for the socioeconomic protection of women and work-life balance. The federal government has therefore been involved in **funding early childhood education services** in the federal states since 2008. As part of the current agreement between the federal government and the federal states, the federal government is paying out annual targeted subsidies totalling 200 million euros in the nursery years 2022/23 to 2026/27 to expand early childhood education to cover the compulsory nursery year being free of charge and to promote early language learning, with the previous co-financing raised by 40%. Furthermore, from 2024 to 2028, at least 500 million euros of the newly created Future Fund will go to the federal states and communities. This amount will be adjusted in value from 2025 (see Table 6). For more information on the percentage of children in childcare, see Table 5.

During the compulsory nursery year, attending a primary education facility is free of charge across the country. In the last few years, there has been an increasing trend towards free care services beyond the compulsory year: free full-day childcare between the ages of 0 and 6 is in place in Vienna and Burgenland (from 1 November 2019); in Carinthia parents are reimbursed two thirds of the cost. Free childcare for children aged 2½ to 6 is in place in Upper Austria and Lower Austria (in the latter case only for nurseries). Childcare for children aged 4 to 6 is free of charge in Tyrol. The free services generally also mean higher costs for the municipalities.

On the basis of the Education Investment Act from 2019, the **Federal Ministry of Education, Science and Research** is supporting the expansion of the childcare significantly to reduce the percentage of women in part-time work in the medium and long term. The Education Investment Act sets out a high quality, discrimination-free, needs-based, efficient and sustainable, extensive range of childcare services for 40% of children aged between 6 and 15 or in 85% of the general compulsory schools as a goal. The plan is to achieve this goal through further investments in the maintenance and expansion of all-day school forms. To this end, the federal government is providing the federal states with targeted subsidies of a total of 428 million euros by 2033.

The priority set out in the ESF+ programme “Employment in Austria and JTF 2021-2027” of balance and equality aims to achieve a better work-life balance, among other things through access to affordable childcare and care services for parents who depend on them. Regional approaches with this goal are to be implemented, helping to increase employment among women and family work among men, develop and implement innovative childcare services and offer innovative solutions to often limited mobility in rural areas.

Through the **funding measure “Social Opportunities”**, as part of the programme for rural development between 2014 and 2020(22), a total of 235.4 million euros was provided to support care facilities for small children in rural areas, among others. From experience it is women who benefit more from this as they are able to pursue their careers to a greater extent.

### ✓ **Expanded support for older persons, persons with disabilities and others needing intense forms of care**

Some improvements have been introduced for informal carers, the majority of whom are female, in the last five years. Since 1 January 2020, those working in companies with more than 5 employees have been **legally entitled to a maximum of four weeks of care leave/part-time work due to caring responsibilities**. The times claimed under this scheme are offset against the legally permitted duration of agreed “care leave/part-time care leave due to caring responsibilities”. Since 1 November 2023, parents have been entitled to take time off work unpaid (including if they are unemployed) to accompany their child on an inpatient stay in a rehabilitation facility. This unpaid leave can be claimed up to a maximum of four weeks per child and calendar year for all children who are under the age of 14. Those who claim care leave or unpaid leave to accompany children to rehabilitation facilities are entitled to a **care leave benefit**, which is in principle the same amount as unemployment benefit. In 2023, a total of around 4,600 people received carer’s allowances, 73% of whom were women.

The **relative bonus** entered into force on 1 July 2023. The bonus is received by people who care for a close relative in their home environment who is entitled to a care allowance at least level 4 and as a result of this activity have concluded free self-insurance or have continued their further pension insurance for caring relatives or for the care of a disabled child. This group of people officially receives the relative bonus. Other relatives with low income may also apply for the bonus. The relative bonus was a total of 750 euros in 2023. From 2024 it is 1,500 euros per year. From 2025 the bonus will be adjusted in value on an annual basis.

Additional framework conditions have also been improved in the form of the **employment model of caring relatives in Burgenland** and the **implementation of care support bases**.

### ✓ Introduced or strengthened maternity/paternity/parental leave or other types of family leave

Since 1 September 2019, second parents in employment are **legally entitled** to take an unpaid leave of one month when their child is born (“Papamonat”, **paternity leave**). For the civil service, the “baby month” was increased to 31 days in 2020. The “family time bonus” can be requested for this period. To further improve fathers’ involvement in childcare and family work, the family time bonus, which was introduced in 2017, was doubled from around 740 euros to around 1,500 euros per month for births from 1 August 2023. Due to the annual **value adjustment** in family and social benefits that was introduced in 2023, the family time bonus is currently around 1,600 euros. The take-up of this benefit has almost doubled since it was introduced in 2017 to around 9,000 cases (see question 4 and Table 13 in the Annex).

For births from 1 August 2019, the full parental leave taken (up to a the child’s 2<sup>nd</sup> birthday) will be credited for claims dependent on the period of service. Some collective agreements also set out crediting provisions for births before this time, either in full or to a limited extent (e.g. up to a maximum of 24 months). In autumn 2023, the EU Directive on Work-Life Balance for Parents and Carers was implemented in Austria, as a result of which, for births from 1 November 2023, two care or leave months are now available exclusively to one parent and cannot be transferred. If the parents divide the childcare, it is still possible to care for the child up to the age of 2 under the parental leave. There are exemptions for single parents. Moreover, dismissal protection in the case of deferred parental leave has also been standardised.

As part of the implementation of the Directive, the **Equal Treatment Act** has also been updated: as a result, a discrimination under the Equal Treatment Act is also considered to have occurred if a person is discriminated in relation to their care-related leave or unpaid care leave. The Ombud for Equal Treatment and the Equal Treatment Commission are also responsible for these cases. Similar regulations have also been implemented at the federal and state level for the civil service. For more information on this, see the Federal Equal Treatment Act or the State Equal Treatment Act 2023 for **Styria**.



✓ **Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work**

Through the **online campaign #PAPASEIN (being a father)** run in January 2024, the Federal Chancellery is aiming to increase awareness for greater involvement of fathers and the advantages of this. Stories from individual fathers show that fathers being involved is essential to strengthen the partnership, including from an equality policy perspective. The [website](#) provides information about the services and opportunities for active involvement of fathers and on working in partnership on child-raising and childcare.

In the ZWEI & MEHR (two and more) parental education services provided by **Styria**, the focus is on raising awareness about the involvement of fathers in childcare and child-raising by presenting positive role models and discussing the advantages of balanced childcare. The EU project PARENT Promotion, Awareness Raising and Engagement of Men in Nurture Transformations (2019-2021) run by the Institute for Masculinity Research and Gender Studies focuses on the commitment of men to unpaid care and childcare work as a means to encourage the relationship between fathers and their children and to combat domestic violence and create equal gender relations. In collaboration with the Chamber of Labour and the union, **Burgenland** has implemented the **paternity leave campaign “Rollenbilder”** (role models).

## 8. In the past five years, what actions has your country taken to reduce the gender digital divide?

- ✓ Taken measures to support the creation and expansion of safe, affordable, accessible, relevant and inclusive public and private digital tools and services

See also question 3.

- ✓ Introduced or strengthened programmes to increase the digital literacy and skills of women and girls

Digitalisation is already having an impact on all important areas of our society. The COVID-19 pandemic in particular highlighted the enormous role that digital skills play primarily in the field of learning and teaching, but also across our entire lives. Digitalisation is therefore becoming increasingly important in the Austrian education system, taking on an essential role in breaking down gender segregation. In the sense of a circular (see also question 33), social learning spaces must be created in which all pupils can develop without stereotypical attributions and all are equally encouraged to pursue their personal interests and try new things. The groundwork has been laid for the gradual and comprehensive digitalisation of the Austrian education system in the form of the **Master Plan for Digitalisation of Education** (2018). The goals include promoting digital skills, potential and talent in an age-appropriate manner, achieving critical awareness and increasing interest in technology, particularly among girls. From the 2022/23 academic year, “Basic Digital Education” was introduced as a new compulsory subject in middle schools and the lower level of secondary schools (from the 2023/24 academic year also in year 8). As part of the **eEducation Austria Network**, schools have the opportunity to collect points by doing activities in certain areas of activity so they can win badges and document their school development. There are also special points for activities that promote gender equality, for the use of gender-sensitive methods to teach digital and IT skills and reach girls and boys equally and for increasing gender awareness related to the development of digital skills.

In Austria, 66% of men and 61% of women have at least basic digital skills, while in the EU-27 an average of 56% of men and 52% of women have at least basic skills. The gender-specific differences of four or five percentage points observed both in Austria and in the EU-27 average are the same direction and could be called moderate. However, the gap in digital skills is still significant for people who are older, have a lower level of formal education or live in a rural area. The digital skills campaign **Digitale Kompetenz-offensive** run by the federal government aims to improve digital skills in the population. The topic of gender is addressed as an integral and interdisciplinary topic in the **National Strategic Roadmap for the Digital Decade**. The programme “Digital Überall” (Digital Everywhere) aims to increase the percentage of women and men with basic digital skills to 70% by 2026 and 100% by 2030. Among other strategies, specific workshops aimed

at migrant and refugee women with a mother tongue other than German or who need basic education aim to increase digital skills among women and girls. In 2022, a total of 220,700 ICT specialists were employed in Austria, 42,700 or 19.3% of which were women. Over time there has been a generally positive trend in development in terms of percentage of ICT specialists in the total workforce, the percentage of female ICT specialists and the percentage of women with ICT qualifications.

The innovative model project “**InterNetz Frauen. Intergenerationelle Online-Schreib-, Lektüre- und Netzwerkgruppe**” (Intergenerational Online Writing, Reading and Networking Group) supported by the Federal Ministry of Social Affairs, Health, Care and Consumer Protection combined intergenerational activities with support for opportunities to participate using digital media. To promote intergenerational exchange between women from multiple generations, the interest group Feministische Autorinnen (Feminist Authors) organised a digital series of events, as part of which the participants discussed literary and theoretical works by women, worked on their own texts and were able to network with other interested parties.

### **Taken measures to promote gender-responsive STEM education**

For more information on the Girls’ Days and MINT-Girls Challenge, see also questions 13 and 31.

Women should also be empowered in the digital space and all forms of violence including cyber violence should be addressed. The traditional gender roles should also be dismantled and girls more strongly encouraged to pursue scientific and technical professions.

A total of 17 projects for measures to empower women and girls in the digital world and diversify their educational journeys and choice of profession focusing on STEM subjects have been funded by the Directorate General for Women and Equality in the Federal Chancellery with a total of 2 million euros and implemented in the period from 1 November 2022 to 31 December 2023 across Austria.

The Austrian Fund to Empower and Support Women and Girls “**LEA – Let’s empower Austria**”, was founded by the Federal Minister for Women in 2022. One of the declared aims of the fund is to inspire girls and young women to go into STEM training and careers. As part of the LEA Role Model Initiative, successful women from male-dominated fields such as IT talk to girls and young women directly, give them ideas about vocational training beyond the conventional stereotypes and encourage them to pursue a career in these fields themselves.

A total of 590 STEM nurseries and STEM schools have already been awarded the **STEM quality seal**, which is valid for three years. The STEM quality seal is awarded to educational facilities that use various methods to implement innovative learning in mathematics, IT, science and technology, with various points of access for girls and boys.

## 9. In the past five years, how has the macroeconomic and fiscal policy environment affected the implementation of the BPfA in your country, and what macroeconomic policies has your country implemented in support of a more gender-equal economy?

The macropolitical and fiscal policy environment of the past five years was significantly impacted by the outbreak of the global COVID-19 pandemic in spring 2020. This changed the macroeconomic situation suddenly and dramatically. In 2020, the Austrian economy shrank by 6.6%, resulting in Austria experiencing the worst economic crisis since the Second World War. In the subsequent years, the Austrian economic output improved, with positive growth rates of 4.2% in 2021 and 4.8% in 2022. In 2023, the country once again experienced a slight recession. General economic recovery is expected from 2024. During the COVID-19 pandemic, it was industries in which above average numbers of women work that were particularly affected. Around 70% of the Austrian workforce work in the service sector, and around 40 percent of those are women. The share of women who work in the sectors that were highly impacted was higher, leading to a greater decline in their working hours and their income. The number of hours worked in retail and catering dropped by 10% and 38% respectively between 2019 and 2020 – both industries that traditionally employ a large number of women. The double burden caused by work and childcare affected women particularly significantly in the COVID years. Women were also more likely to become unemployed than to benefit from the short-term work regulations. The percentage of women working part time remains high. This figure is 51% for women while the percentage of men working part time is 13%. Since the outbreak of the COVID-19 pandemic and subsequently also due to the negative impacts of the Russian invasion of Ukraine, the government has put extensive health, social and economic support measures in place. The gender-specific effects of these can be seen using gender budgeting (see also questions 4, 14 and 34). As part of the EU Recovery and Resilience Facility, Austria can expect almost 3.8 billion euros in grants by 2026. The National Recovery and Resilience Plan, which was approved in 2021, primarily aims to promote growth and employment and support the green and digital transformation. In addition to labour market policy and qualification measures, the Austrian plan also includes some measures that contribute to the promotion of equality. These include, for example, measures to increase the percentage of children in childcare; the introduction of an electronic parent and child passport; the extensive introduction of the “Frühe Hilfen” support network for socially disadvantaged pregnant women, their young children and families; a reform on the development of nursing care (it is predominantly women who do informal care in Austria) and automatic pension splitting.

As part of the **parent-child passport**, **parent counselling** has been introduced. It is provided by the family counselling centres, which already have many years of experience. The pilot phase has been running since the second half of 2023. In this pilot phase,

expectant and new parents are given counselling on their new phase of life, among other things on division of parental leave between partners, childcare allowance, parental part-time work and taking the paternity leave month, as well as on the effects of working part-time on the old-age pension and on voluntary pension splitting. A total of 204 family counselling centres run by 81 organisations are involved in the pilot phase from July 2023 to June 2024; the second phase is planned from July 2024 to June 2025. The funding for the first phase was 2,990,475 euros. It will be evaluated by the Austrian Institute for Family Studies.

From a tax policy perspective, positive incentives to work contribute to an increase in the percentage of women working. These included tax relief on **low to middle incomes**, which can increase the attractiveness of joining the workforce or extending short-term or part-time work the person is already doing. The **family bonus plus** and the **supplementary child benefit** that were introduced on 1 January 2019 incentivise extending short-term or part-time work to receive the full tax credit, with a positive effect on income distribution. The family bonus plus is primarily beneficial for middle incomes due to the direct tax reduction inherent in its design and its objective of being a tax credit, while the supplementary child benefit supports those on low incomes in a targeted way. In absolute figures, the family bonus plus is therefore more commonly claimed by men (2022: 605,049 men and 261,666 Frauen), while women more often claim the supplementary child benefit (2022: 13,894 men and 29,504 women). The family bonus plus was increased from 1,500 euros to 2,000 euros with the Eco-social Tax Reform Act 2022. The supplementary child benefit was also increased to up to 550 euros per child from 2022. Additionally, the scope of application of the supplementary child benefit has also been expanded, so more people on low incomes are able to benefit from the relief. From 2024, the supplementary child benefit and the family bonus plus are being increased to 700 euros for children over the age of 18 on the basis of the Progression Compensation Act 2024.

Since the COVID-19 pandemic, women's employment status has managed to recover in the past few years using proven and additional measures, for more information on this see questions 6 and 10 and Table 12 and Table 16 in the Annex.

For more information on the reduction of pay scale levels and the elimination of cold progression, see also question 4.

# Cluster Poverty eradication, social protection and social services

2 Poverty eradication, social protection, and social services	A Women and Poverty		1 No Poverty	
	B Education and Training of Women		2 Zero Hunger	
	C Women and Health		3 Good Health and Wellbeing	
	I Human Rights of Woman		4 Quality Education	
	L The Girl Child		5 Gender Equality	

## 10. In the last five years, what actions has your country taken to reduce/eradicate poverty among women and girls?

- ✓ **Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures**

See also questions 7 and 8.

Low levels of education are one of the main risks for unemployment in later life, restricted social participation and poverty. Against this background, the Compulsory Education or Training Act was passed in Austria in 2017, for more information on this see [www.ausbildungbis18.at](http://www.ausbildungbis18.at). Young people who do not meet the **compulsory education or training** requirement will be contacted by coordination centres set up for this purpose and helped to (re)start training. Youth coaching to help young people determine their educational path plays a key role in this. In the period from 2019 to 2023 there were a total of 18,808 cases in which young people were assisted by the coordination centres, and in the past few years over 90% met the compulsory education or training requirement after the intervention of the coordination centres. Almost half of the cases (8,346) in the last five years were girls or young women. Of these, two thirds were still in education, employment or a support service on the way to suitable training six months after receiving the assistance. Around 57 million euros is provided each year to implement the core compulsory education or training services.

The framework conditions and the labour market environment change constantly, presenting a complex challenge when returning to work. To ensure that women in particular can return to their jobs as quickly as possible after a family-related career break, in addition to the Public Employment Service Austria grants and subsidies, support is provided for those returning to work as part of the active labour market policy in the form of the programmes **“Supporting a return to work”**, **“Returning to work with a future”** and the **“childcare allowance”** (see Table 16 in the Annex and the Public Employment Service Austria equality reports).

The programme of the **European Social Fund Plus 2021–2027** has its own priority of fighting poverty. The aim is to integrate people who are at particular risk of poverty and marginalisation into the labour market. The measures aim to achieve active inclusion, promote equality of opportunity, non-discrimination, active participation and an improvement in employability. In the priority of work-life balance and equality, it is predominantly women who are supported to improve their employment and income situation in the long term, contributing to a decrease in income disparity and female poverty, which should also counteract any child poverty.

Using ESF funds, the counselling and support facility “**Woman Empowerment**” was launched in **Vienna**. When it started in 2022, the project was originally only aimed at mothers under the age of 25 with at least one child under three receiving the minimum benefits, but from August 2023 it was expanded to include mothers over 25. The project works together with the participants to develop prospects for their professional futures. Childcare is also available on site. In January 2024, 71 women took part in the project. In collaboration with the Vienna Public Employment Service and waff, the project “**Nachbarinnen**” (Neighbours) offers social assistants who meet people living reclusive lives on their level to sort and change their social difficulties. The social assistants work in the public space, visit people in their homes and offer the families they look after methods and strategies to create positive change in their own living situation in their mother tongue. The goal is to motivate them through self-empowerment and to promote access to the employment market. There are currently 3,678 families being advised and supported in the project, primarily women.

✓ **Broadened access to land, housing, finance, technology and/or agricultural extension services**

**Vienna** has had preferred access to municipal housing for single parents since 2022. The “social pillar” and thus the needs of women and girls are also taken into account in particular during the property developer competitions to build funded housing in Vienna. See also question 11.

✓ **Introduced or strengthened social protection programmes for women and girls (e. g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)**

One dimension of poverty is **energy poverty**. This happens if households have to reduce their energy use to a level that can have a negative impact on the health and wellbeing of the occupants. The main causes are a large proportion of the expenses going on energy, low incomes and low energy efficiency of buildings and devices. Women and children are particularly affected by energy poverty as a result of lower incomes, increased care work and different use of energy resources compared to men. This disadvantage is even greater where there are additional inequalities in terms of age, social class, ethnic origin and other factors such as single parent status. It is being addressed by the Federal Ministry of Climate Action, Environment, Energy, Mobility, Innovation and Technology with the following current measures and grants, among other things:



- **“Renovation and boiler replacement: climate change-proof buildings for vulnerable individuals”** is a grant for insulation and the installation of climate-friendly heating in older buildings that are primarily used by low-income or vulnerable groups of people, such as women’s shelters, social counselling centres and daycare facilities. The funding covers up to 100% of the eligible net costs, and the budget for this is 45 million euros to 2026. **“Clean Heating for All”** also supports low-income households with thermal energy renovation measures and switching to climate-friendly heating and has a total budget of 1.6 billion euros to 2030.
- The campaign run by the Climate and Energy Fund Programme **“Saving Energy at Home: Advice and Device Replacement”** covers free energy saving counselling and the replacement of 1-2 inefficient large household devices. The programme has been run since 2023 in collaboration with Caritas and the Diakonie Vienna, and has funding of 120 million euros running up to 2026. Around 60% of the applicants for the initial advice session thus far have been women (of around 4,900 initial applications, around 2,800 were submitted by women).

On 1 June 2019, the Basic Act on Social Assistance entered into force, replacing the previous form of minimum benefits. In 2022, the updated Basic Act on Social Assistance relaxed the income crediting provisions, among other things. In accordance with this act, care allowances will no longer be credited towards social welfare for the beneficiary themselves, but also for the caring relatives. Since the majority of domestic care is provided by women (73% of domestic care), it is women in particular who benefit from this change.

In **Vienna**, eight measures were developed to support low-income groups of people with energy and living costs, and there was an additional supplement to the lump sum energy cost subsidy of 100 euros for single parent families. Around 233,000 households in Vienna were supported with the lump sum energy cost subsidy, and around 13,400 single parents received the additional supplement (1.3 million euros). Since a high percentage of those on minimum benefits are single-parent households and these are primarily women, this measure helps women in particular. In addition to this, from 1 January 2024 the “parent family bonus” was introduced as part of the minimum benefits in Vienna. Single parents benefit from this in particular, as they receive 52.01 euros per month more support than before (as at December 2023: 17,668 single mothers).

Women (and men) in financial distress who are unable to cover their livelihood and housing with their own means (income and assets), through labour or using payments or contributions in kind from third parties can be granted social support in **Styria**. As part of this, they also have the option to receive advice and support from social workers. The percentage of female recipients of these services is significantly higher than that of men, indicating the higher percentage of women affected by poverty and at risk of poverty.

The Styrian Social Assistance Act also provides for grants for single parents, which again mainly benefit women as they make up the majority of single parents. “**Working Poor**” is a project to improve the employment and income opportunities for women through counselling and qualification (2020–2022) in Styria. The free, low-threshold counselling service helped women who were affected by poverty despite being employed to improve their professional and income opportunities.

Existing gender-specific differences in earned income, the extent of employment and career trajectories all contribute to the average old-age pension level for women being below that of men, while their risk of poverty is also higher than that of men (see also Table 2 and Table 14). To prevent old-age poverty among women, social protection measures have been taken and information made available (for more information on this see also question 11). The option to take a deduction-free early pension payout was replaced by the introduction of an **Early Starter Bonus** in 2022, which increases the pension by one euro for every month worked between the ages of 15 and 20 (as at 2022, annual adjustment). Since there is a minimum number of total contribution months, this rule also incentivises returning to work more quickly after the childcare phase. This will therefore increase labour market participation in the medium and long term. Across all of 2022, around 51,000 direct pensions with an early starter bonus were granted, 29,027 or 57% of which were to women. In the first six months of 2023, around 29,000 direct pensions with an early starter bonus were granted, 15,805 or 55% were to women. It was, however, 99.98 percent men who benefitted from the deduction-free nature of the long-term insurance pension. Women still represent the vast majority of **equalisation supplement recipients**, so their pension is raised to the reference rate of the equalisation supplement to ensure a minimum living standard. In the past few years, the reference rates have always been raised by more than the annual inflation rate, thus primarily having a positive impact for women. For more information on this, see Table 3 in the Annex. Since 1 January 2020 and under certain conditions, there is also an entitlement to an equalisation supplement or a pension bonus. These bonuses primarily benefit women too. For more information on this, see also Table 4.

✓ **Introduced/strengthened low-cost legal services for women living in poverty**

See also questions 1, 3, 11, 16.

For 2024, the Federal Chancellery also defined a topical focus linked to financial education for the **women's and girls' counselling centres** that are funded across Austria to help fight female poverty: the centres will focus on the topic of economic independence in their (counselling) services. Information about the effects of part-time employment or longer career breaks on the economic situation and subsequent old-age pension will be provided in all federal states as part of **pension counselling sessions**. Free legal advice for women is also offered in the seven women's counselling centres in the state of **Burgenland**.

The Women's Centre in the City of Vienna also offers free legal and social advice and information for women 5 days a week. A team of lawyers, social workers and psychologists advises women free of charge, confidentially and if desired anonymously. Since it opened in summer 2019, there have been a total of around 17,800 counselling sessions (1 August 2019-31 December 2023). There were 5,477 counselling sessions in 2023. The main topics of counselling were divorce, separation and mental health.

## 11. In the past five years, what actions has your country taken to improve access to social protection for women and girls?

### ✓ Introduced or strengthened cash transfers for families with children that prioritize women as recipients (e.g. child benefits, family allowances, conditional or unconditional cash transfers)

Due to the high rate of inflation, a **special payment of 60 euros** per month was introduced for the period from July 2023 to December 2024 for recipients of unemployment benefits/emergency assistance, equalisation supplements, social assistance/minimum income benefits and single parents and sole earners with low incomes with children under 18 (rising cost of living child supplement).

In **Burgenland**, assistance for low-income, single-parent families was introduced in 2020. The level of funding depends on the number of children for which the family allowance is claimed. It is 200 euros per child. From the fourth child, 750 euros is paid out per household. A total of 1,280 applications had been approved by December 2023 and just under 370,000 euros paid out. For more information on the measures in **Vienna**, see question 10.

### ✓ Raised awareness and provided information on pension entitlements and financial literacy

The TRAPEZ toolbox for companies to ensure the pension entitlements of their employees, which was published in 2020, offers practical handouts on planning parental leave, part-time work and returning to work, with a view to ensuring economic security in later life. It was developed as part of the TRAPEZ project in collaboration with companies and therefore explicitly targets employers that support their (female) employees with their social security in later life. The toolbox also includes **low-threshold information materials** for employees (postcards, pension wheel), that were reissued in 2023. As part of the project, five information videos were also created, with two additional videos added in 2023. These materials supplement the regularly updated **awareness and information publications** for women on opportunities to safeguard their statutory pension in specific phases of life. Since 2015, a regularly updated brochure entitled “Frauen und Pensionen” (Women and Pensions) has been issued. Specific formats for young women (folders and postcards) were developed in 2023, and a short version in simple language has been available since 2021. In 2023, around 2,300 brochures, 3,800 short folders, 1,400 folders in simple language, 1,800 folders for those returning to work, 4,000 postcards, 1,000 pension wheels and 240 TRAPEZ toolboxes were sent to counselling facilities across Austria. The publications are also available online. The information videos have been viewed between around 200 and 3,800 times since 2021.

The Federal Ministry of Social Affairs, Health, Care and Consumer Protection set “women and financial education” as a consumer policy focus in 2023/24. During this period, ten explanatory videos were made for the target group of young mothers and pregnant women, and these were online from the second quarter of 2024. The videos address financial topics that take into account the specific needs of this target group in a focused way. They raise awareness of topics such as the division of care and paid work in the family, finances within a partnership, handling of money and pension schemes and provide possible courses of action.

As part of the **National Financial Education Strategy**, the working group “**Women and Financial Education**” was set up as a temporary platform where female-specific issues relating to financial education can be discussed and developed in a structured way. Measures have been taken in the field of financial education that focus specifically on the needs of women. The working group was also able to create an overview of existing international female-specific financial education measures and prepare a best practice comparison. In addition to this, exchange with the scientific working group set up as part of the strategy was also intensified. Building on these principles, analyses and information, the need for financial education measures with a special focus on women was identified and corresponding measures developed as a result. For more information on this, see the Website of the Federal Ministry of Finance on women and financial education. In addition to this, the study “Women and financial education” was commissioned from IHS by the Federal Ministry of Finance and published. Among other things, it identifies specific measures to improve the financial wellbeing of women. The project GeldHeldinnen (“Money Heroines”) was launched in **Lower Austria** in late 2021 to emphasise the importance of the topic of “financial security for women”. The goal is also to make the many aspects of money in our social life visible, thereby illustrating the effects of (life) decisions such as choice of profession, childcare, employment and pension provisions on our finances. If a person is financially independent, it is easier for them to escape violent relationships. In March 2023, the final event of the financial education project in collaboration between the wendepunkt (“turning point”) Association and the social company “Three coins” took place in St. Pölten. The aim was to support women and offer them tailored options to improve their financial skills, thus contributing significantly to the financial self-determination of women. **Burgenland** also offers **workshops for women** on finances, and **Upper Austria** ran the **event series** “Women and money – two things that belong together” at four locations in 2022 and 2023. The umbrella association of the **Styrian** women’s and girls’ counselling centres creates information about financial education in all phases of life and about financial independence for women and girls in the form of the event series finanzfrau\* (“finance woman”). Awareness, knowledge and correct, long-term financial planning are all discussed. The event series is being run in all seven regions in Styria.

In 2015, the Women's Committee of the Austrian Association of Cities and Towns created the Austrian "Equal Pension Day", which is calculated by the city of Vienna every year. The members of the Women's Committee provide information in their own cities on this date with stalls, information or advertisements in cinemas and on public transport.

## 12. In the past five years, what actions has your country taken to improve health outcomes for women and girls in your country?

### ✔ Promoted women's access to health services through expansion of universal health coverage or public health services

**Free medical check-ups** have been available to all persons over the age of 18 regardless of insurance status as a fixed part of the Austrian health system since 1974. A gender-specific new medical check-up programme was launched in 2005. The take-up of the medical check-up among women and men and the breast cancer early detection programme are relevant as indicators for the improvement of the health situation for women. In 2022, a total of around 1.1 million **general medical check-ups** were performed, of which 54.3% or around 620,000 were on women. A total of 16.3% of women and 14.4% of men went to have a medical check-up in 2022. In 2022, a total of 247,440 women took part in the **gynaecological check-up programme**, and in 2020/2021 a total of around 620,000 women or 40% took part in the **breast cancer early detection programme**, which has been in place since 2014. The most recent (third) evaluation report from October 2021 shows that the pandemic-related slump in tests in 2020 was able to be reversed in 2021, but the total number to come to the screening round in 2020/2021 was still slightly below the figure for 2018/2019 (41%). Progress in achieving this goal was thus hampered as a result of the COVID-19 pandemic. The fourth evaluation report with more recent figures is currently being prepared.

In Austria, **suicide** is one of the most common causes of death in both men and women under the age of 50, and in the age group of 20 to 29 it is even the second most common cause of death. In 2022, a total of 1,276 people died by suicide, 966 of whom were men (75.7%) and 310 were women, see also Table 9 and the [Suicide Report 2023](#). There are no reliable figures on attempted suicides, as they are often not recognised as such or not documented accordingly, and also do not necessarily lead to contact with the healthcare system. The general assumption is that women attempt suicide more frequently but men more commonly die by suicide. A key explanation for this is the choice of suicide method. By the ruling of the Austrian Constitutional Court of 11 December 2020, criminal liability for assisted suicide was found to be unconstitutional. Since 1 January 2022, the Death Order Act has regulated the legal requirements for an assisted suicide. The cause of death statistics include assisted suicides in the suicide figures (see Table 9).

### ✓ Expanded specific health services for women and girls, including sexual and reproductive health services, maternal health and HIV services

Among other things, the goal of the **Action Plan on Women's Health** is to promote sexual health and a positive self-image for women and girls. This has been implemented in **Styria** since spring 2023 with numerous measures. Regional events with doctors, counselling centres and self-help groups for endometriosis care are offered by the umbrella association of Styrian women's and girls' counselling centres. In 1998, the **Wiener Programm für Frauengesundheit** (WPFG – Vienna Programme for Women's Health) was passed. In the past five years, the female health-specific measures have included the creation of good, evidence-based and easily understandable **information** about important women's health topics such as pregnancy loss (miscarriage), unfulfilled desire to have children, prenatal diagnosis, contraception, information about the female body and female sexuality, company promotion of women's health, women's health and becoming a refugee, women's health and digitalisation, menopause etc. Specific measures were also set out to improve women's health and promote **equality of opportunity in health**, such as a Vienna-wide project to prevent period poverty called "**Rote Box**" ("Red Box") and the setting up of a **women's health centre** with medical advice and gender medicine expertise called "FEM Med". A "**Rote Box**" was also introduced in **Burgenland** in collaboration with the Burgenland women's counselling centres and Spar Austria: Women and girls affected by poverty receive free menstrual products at the seven women's counselling centres. **Women's health information centres** called "**Feminina**" have also been set up in each district in Burgenland.

### ✓ Taken measures to support women's mental health, including access to specialized services and counselling

See also question 4.

As part of the project **selbstwert+** (self-worth+), psychosocial support, guidance and counselling are available for young girls and women, as young people experienced enormous mental strain as a result of the pandemic. The goal is to reach 2,000 girls/young women through individual counselling sessions and workshops from May 2022 until the end of December 2024, and also to reach 400 multipliers. Until December 31 2022, 80% of this target have already been achieved.

### ✓ Undertaken gender-specific public awareness/health promotion campaigns

The annual **FrauenGesundheitsDialog** (Women's Health Dialogue), which takes place as part of the implementation of the **Action Plan on Women's Health** (adopted in 2017) aims to support the networking of the relevant stakeholders in intersectoral exchange to implement measures in the Action Plan on Women's Health. In 2023, the Women's Health Dialogue was held for the 6th time and highlighted the topics of "sexual health",



“reproductive self-determination” and “body image and self-image”. In women’s health, the **available information on breast cancer check-ups** has been expanded. Through the **“Brustkrebs-Forum”** (“Breast Cancer Forum”) project funded by the Directorate General for Women and Equality in the Federal Chancellery, the focus has been on breast cancer check-ups and early detection. The free online event series in 2021/2022 run by the Medical University of Vienna aimed to raise awareness of check-ups and early detection measures among interested parties, those affected and their relatives, to increase knowledge about diagnostic options and thus to increase the self-determination options for the women affected in particular. The successor project **“Forum Krebs bei Frauen”** (“Cancer in Women Forum”) brought other female-specific types of cancer to the fore such as ovarian cancer and cervical cancer and ran until the end of 2023.

### ✓ **Provided gender-responsiveness training for health service providers**

The **Federal Ministry of Social Affairs, Health, Care and Consumer Protection** provides information material for members of the healthcare professions on intercultural communication in the context of sexual and reproductive health, for example psychosocial care of women with a migration background, intercultural sex education and FGM.

### ✓ **Taken action to expand access to health services for marginalized groups of women and girls**

In late 2021, an information brochure on visiting the gynaecologist was provided in simple and easily understandable language. The target group is women with disabilities, who often face social marginalisation, limited access to public participation and other barriers. The aim is to use easily understandable information to reduce these barriers, for example for women with cognitive impairments or limited German skills. In addition to this, seven videos in sign language were published in November 2022.

The annual report on the drug situation in Austria (“Drug Report”) includes some information on gender-specific drug-related treatment. The option to use a gender-specific service is highly relevant in terms of the treatment of drug-dependent women (among other things in terms of protection against violence). The Dialogue Association, for example, offers its own counselling times for women (called “Frauensache” – “Women’s Issue”). The services of the Café Valerie in **Graz** are targeted at women and mothers with addictive substance use and wants to contribute to greater social participation, networking opportunities and self-care for women (Caritas Diocese of Graz-Seckau 2022). In **Vorarlberg**, women have been able to participate in the new, psychotherapist-guided women’s group “Addiction/Trauma” at Clean Bregenz since October 2022 (Maria Ebene Foundation, 2022). With the Gesundheitsgreisslerei, the Schweizer Haus Hadersdorf facility offers an outpatient treatment facility by women for women.

### 13. In the past five years, what actions has your country taken to improve education outcomes and skills for women and girls, including in sectors where they are underrepresented?

#### ✓ Taken measures to increase girls' access to, retention in and completion of technical and vocational education and training (TVET) and skills development programmes

The [Action Plan 2025](#) was developed together with the departments in the Styrian State Administration to implement the [LLL Strategy for Styria "Future of Adult Education in Styria"](#). In all seven major regions in Styria, regional **education and professional orientation coordinators** have been set up with the aim of focusing the structure. Measures such as the Styrian Girls' Day, the Styrian Boys' Day and all professional and education fairs are available through these regional structures. In **equality-focused education and professional orientation**, gender-sensitive services in early childhood, awareness raising for reference persons such as parents and skills development for education staff on equality-focused education and professional orientation are pushed forward as the basis for a career choice based on interests and skills.

In the 2020/2021 academic year, 1,533 girls (14.6 %) were enrolled at colleges for higher vocational education (HTLs) in **Lower Austria**. There are also barely any female technicians on the staff for the practical lessons. The **Lower Austria** project "[HTL-4-girls](#)" helps girls on their journey into technology through several pillars: girls at HTLs are trained to become "**Girls Scouts**" at scout training sessions and can then be used in projects that aim to inspire young girls to go into technical training. Future graduates of the HTLs will also be prepared for starting work in **career training sessions**. During the "**Summer HTLs**", girls in secondary education from across Lower Austria are given an insight into the everyday life of technical training and the diversity of technical fields, including to break down any reservations and prejudices. In the "**Club of Engineering Women**", HTL graduates and the range of career opportunities are highlighted. The graduates pass their professional experience on to HTL pupils and make it easier for them to start working, and can be motivated to teach at technical schools themselves as a result.

Girls' Days for various age groups are also taking place in **Upper Austria**, and more than 300 girls have already taken part in the mentoring for HTL pupils. A further 57 young women at 10 HTLs are starting the mentoring programme in the 2023/2024 academic year.

✓ **Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy**

See also questions 6, 8 and 31.

The **Austrian University Plan to 2030** emphasises the importance of teaching digital skills to all students regardless of their field of study to actively shape the digital change. Since the STEM subjects are still dominated by men, this is an important part of overcoming the digital divide, to ensure gender equality and improve future opportunities on the labour market. There is also a clear objective to increase the percentage of female first-time graduates in STEM subjects from its current level of 33 percent to 38 percent by 2030. The Federal Ministry of Education, Science and Research also funded university projects on digital and social transformation in 2020 with a total budget of 50 million euros. The **FTI Strategy 2030**, the federal government's strategy on Research, Technology and Innovation, focuses on knowledge, talent and skills. The goal for 2030 is to have increased the percentage of STEM graduates by 20% and the percentage of women among graduates in technical subjects by 5%. The Austrian **University Plan 2030** takes up these goals and sets out an increase in the percentage of STEM graduates among all completed degrees from 28.5% to 34.2% between 2020 and 2030. The promotion of women in STEM is explicitly anchored in the **Development and Funding Plan for Universities of Applied Sciences**. Even by 2021, the total of 347 new study places in STEM fields of study had been linked to evidence of strategies to win over young women and girls and the promotion of women's study interests to increase the percentage of women among STEM graduates. The **"Action Plan 'MI(N)Tmachen"** created in 2023 aims to inspire more young people to get into STEM subjects, thereby counteracting the skills shortage in these areas. It brings together existing STEM initiatives and new measures and addresses the entire chain of education from nursery to finishing an apprenticeship, school or a university degree.

Promoting the potential of women by breaking down stereotypical job descriptions is a key success factor when it comes to counteracting the skills shortage and increasing competitiveness. **Apprenticeships** are also aiming to contribute to fighting the skills shortage as women increasingly decide to pursue technical training by measures being set by companies and beyond. The goal is for women to be supported in their integration into technical professions through assistance during and after their apprenticeship and to contribute to improving Austria as a business location through sustainable, successful transfer into the labour market. The percentage of female apprentices in these professions has risen from 10.0% in 2019 to 12.0% in 2023. In 2023, the number of women being trained in these professional groups was 7,900, so around 1,600 higher than in 2019 (see Figure 1).

As part of the **careers information**, women and girls are advised in a gender-sensitive manner and information is prepared in a way that is appropriate to their age and gender. In addition to this, female pupils are able to test their manual and technical skills in short workshops as part of a school class visit. Online tools such as the [FiT salary calculator](#) enable comparisons to be made between incomes in traditional female professions and those in manual and technical professions. Since 2024, there have been specific women's careers centres for girls and young women called "**young FBZ**".

The Austrian Fund to Empower and Support Women and Girls – LEA was founded in 2022 and works, among other things, to inspire girls and young women to go into education and careers beyond the conventional stereotypes with a particular focus on STEM subjects. As part of the LEA Role Model Initiative, the fund works with a constantly growing pool of female role models to inspire young girls to make life plans and go into professions in the STEM subjects in particular but also beyond this. The role models are actively included in the fund's measures: from video campaigns through to participation in workshops and on to supporting event formats and panel discussions in educational and care facilities. The workshops with inspiring role models are particularly successful at schools providing compulsory education.

The **Federal Ministry of Education, Science and Research circular on gender-sensitive professional orientation and education information** contributes a great deal to breaking down gender-stereotypical attributions and characterisations and on the other hand to reducing gender segregation in education, the world of work and society, thereby empowering girls/women to pursue a career in STEM. At the same time, boys/men should be encouraged to pursue training in the care sector; the national "Girls' Day" and "Boys' Day" promotions should be familiar at all schools. The [Girls' Day in the Civil Service](#) has been run in the federal ministries and subordinate departments since 2006 on the basis of a Council of Ministers resolution. The goal is to motivate girls and young women to choose technical and scientific and thus particularly future-oriented training, fields of study and professions, which from experience bring with them higher income. In 2023 almost 4,800 girls took part in the Girls' Day. Since 2006 this total is around 31,500. The **Girls' Day MINI in the Civil Service** is a day of action that was launched in 2015 and targets girls in nursery from the age of 4. The aim of this Girls' Day MINI in the Civil Service is to promote a long-term interest in STEM. The **Girls' Day in the Federal Ministry of Climate Action, Environment, Energy, Mobility, Innovation and Technology** gives female pupils the opportunity to expand their choice of occupation to the wide range of professions in technical and scientific fields and provides interesting insights into the practical applications of the STEM subjects in the world of work. Around 3,000 girls and more than 200 companies have taken part in the **Wiener Töchertag** (Vienna Daughters' Day) every year in the past few years. Since 2022, the Töchertag KIDS event has also been aimed at girls in years 3 and 4 of primary schools. The Töchertag MINI is happening for the first time in 2024 with nursery school groups.

**FEMTech internships for students** aim to interest young scientists in a career in applied research in science and technology, to raise the percentage of women and to increase their career opportunities in the organisations that are supported. In the years 2019-2023, the annual tender budget was an average of 2.75 million euros. Evaluation results from the year 2020 show the effect in the form of increased interest, easier career starts and women remaining in the world of work including in the longer term in the field of research, science and technology. The goal of the tender of **industry-related dissertations** is to improve the availability of staff with excellent and needs-based training in science and technology for Austrian industry, to facilitate entry into research careers for women outside of the research system and open up new career pathways to improve the career opportunities for women in the field of science and technology and systematically organise and improve the existing collaborations between science and the economy. The tender in 2023 with a budget of 2.0 million euros was exclusively for postgraduate students in the areas of focus (energy transition, circular economy, mobility transition) with “postgraduate students for future topics in the economy 2023”. Fifty percent of the annual average of 2.48 million euros was set aside for female postgraduate students in the years 2022 to 2018. In 2020, the industry-related dissertations were evaluated (under the previous title of **research partnerships**).

Through the programme “Frauen, Beruf und Studium” (Women, Profession and Study), **Vienna** is supporting working women to study at technical colleges alongside their job in male-dominated fields of study. The aim is to increase the percentage of women on study programmes focusing on digitalisation, sustainability and technology and expand professional opportunities for women in these fields. At waff, they receive advice, support for the admissions process for their study, guidance during their study and, depending on their income, a stipend to cover their living costs.

Since 2013, pupils at secondary schools and pre-vocational schools have been able to attend events known as “Tech Dating” alternating in various vocational schools in the state of **Lower Austria**. Regional companies from the technical field who want to recruit female apprentices are invited to attend. This framework enables the pupils to talk about future employment as an apprentice in a technical field with the companies that are in attendance in a short amount of time. The project “**Green jobs for YOU**” aims to raise awareness among young people of the diversity of green jobs to help to reduce the shortage of apprentices and workers in the technical fields in particular, and to motivate young women in particular to go into a profession of that type and actively contribute to environmental, nature and climate protection. The project website and the professional videos on the side address young women in a very targeted way and are made visible to them for these reasons.

The **Burgenland** project **Mach Mint** breaks down stereotypical roles and offers gender-sensitive career guidance: job description videos with role models from Burgenland in

non-typical professions for women and workshops on gender-sensitive career guidance aim to empower girls aged between 9 and 11 and interest them in technical, manual or scientific professions in the long term, inspiring them to work towards training in STEM or manual work. At the Female Researchers' Day, awareness is raised among girls aged between 9 and 11 of the opportunities for education and employment in research and development. The Female Researchers' Day aims to embolden, awaken interest and demonstrate skills while communicating the joy and fun of research in a playful, interesting and exciting way, enabling the girls to encounter research and development in various areas through presentations, experiments and role models.

✓ **Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education**

See also questions 15 and 33.

Skills goals for primary and secondary schools level I have been defined for the new, skills-based curricula based on the circular “Reflexive Gender Education and Equality”: by the end of primary school, learners are able to explain terms like “prejudices” and “stereotypes” using examples from their own lived environment and experience (e.g. attribution of skills), form their own opinions on this and express these, all while communicating with one another without prejudice and addressing stereotypes in day-to-day situations. They know that the principle of equal rights for the genders is anchored in Austrian law and that the state must protect these rights, and they develop trust in their own skills and interest, can express them and do not become discouraged by gender-specific prejudices and clichés. After the end of lower secondary school, they can explain terms like “gender stereotypes”, “discrimination”, “equal opportunities” and “sexism” using example from their own lived environment and experience (e.g. attribution of skills, behavioural norms, income differences, sexual violence) and develop their own positions on these topics; explain the terms “women’s movement” and “equality policy” in simple terms and link to certain achievements in equality policy (e.g. right to vote, access to equal education, laws to prevent sexual violence); communicate with one another without prejudice and show civil courage in situations marked by sexism and discrimination and argue about the objectives with which the principle of equality is anchored in Austrian law. They will also develop trust in their own skills and interests and pursue these in a logical manner without becoming discouraged by gender stereotypes. The clearly defined skills objectives for the primary and secondary level should help contribute to combatting gender-based violence, among other things.

## ✓ Promoted women in professional sport

See also question 30.

The **Gender Trainee Programme** aims to send a signal about giving women in sports strong prospects and positioning them as trainers, managers and officials in sport in the long term. The four-year women's promotion programme is a joint initiative by the federal government, training facilities and federal states to support equality in sport. The four-year trainee programme is a unique "training on the job" programme, with three possible training routes: sports scientist with state trainer education; sports management and sports scientist/talent coach. Trainees will join the programme every year and be trained for four years. The training costs are covered, and ultimately well-trained women will be able to work in all areas of sport. The first course ran in 2022.

## 14. What actions has your country taken to ensure that economic recovery from the COVID-19 pandemic closes gender gaps in poverty, employment, social protection, education, and/or health that the pandemic has exacerbated?

Gender-equitable society and equality of opportunity in healthcare are requirements for getting through the crisis/crises together and coming out stronger. The COVID-19 pandemic as a public health crisis and as an economic crisis affected women and men in different ways and worsened inequalities. The **Vienna Programme for Women's Health** published two anthologies on the topic of the pandemic and women's health in 2020 and 2021: "Women's Health and Corona" (2020) and "Pandemic and Women's Health" (2021). They documented the effects of the COVID-19 pandemic on women's health and set out learning experiences from the crisis. Demonstrating the unequal distribution of the care work and in particular the economic effects of the crisis on women in terms of unemployment and poverty makes it possible for stakeholders to develop and implement solutions. For more information on this, see also question 10.

On 1 July 2021, the federal government launched the "**Sprungbrett**" ("**Springboard**") **programme** to get 50,000 long-term unemployed people back into work by the end of 2022 and cushion the long-term consequences of the COVID-19 pandemic on the labour market through counselling and funded employment. Women were one of the main target groups of this package of measures. By the end of 2022, more than 47,000 people had been supported by this programme, and a total of 348.2 million euros in funding for long-term unemployed people had been paid out. Of those who were supported, 47% were women; they received a total of 49% of the funding budget. Compared to the peak in April 2021, long-term unemployment had been able to be reduced by around 68,000 people through this programme, among others, by the end of 2022, with women making up around 31,000 of these. The **Corona Job Initiative** used the crisis to create sustainable employment prospects and support future-oriented economic development. Women were a key target group of the extensive qualification measures in this support package. The Corona Job Initiative offered various different funding instruments tailored to the most varied of qualification requirements, from additional qualification or upskilling through to stipends for skilled workers and on to longer-term general training. The job initiative reached around 209,000 people with these offers, who were able to use their period of unemployment for future-oriented (further) training. Around 677.6 million euros was spent on this. Women made up 54% of those funded, with 53% of the budget being spent on this target group. Seventy-one percent of women chose qualification measures, followed by preparatory courses at 35%. Three months after successfully completing the programme, around 44% of the female participants funded were in employment, with the figure rising to 50% after six months.



The results of a project run by the Austrian Allgemeinen Unfallversicherungsanstalt (AUVA – Austrian Workers' Compensation Board), the Austrian Labour Inspectorate and the Austrian social partners on lessons learned from the COVID-19 pandemic is expected in late 2024, and among other things will include the professions that were particularly significantly affected by the pandemic and often employ a high percentage of women (e.g. supermarket staff, health and nursing care, teaching, transport and delivery services).

The burden on primarily **low to middle incomes and low-paid workers** has been alleviated both in connection with the effects of the **COVID-19 pandemic** and the lasting **period of inflation**, for example through a **reduction in the tax rate for the lowest tax bracket** and an **increase in the social security reimbursement** in 2020 and the **relief measures in the ecosocial tax reform in 2022** (e.g. reduction in the rates in the second and third tax brackets, further increase in the social security reimbursement, rise in the family bonus plus and supplementary child benefit).

To **cushion the consequences of the rise in cost of living** on earned income, on the one hand measures for low earners and families have been implemented that were effective in the short-term (e.g. cost of living allowance, increasing the social security reimbursement limit, increasing the regional climate bonus and the bonus to relieve the rise in the cost of living – in each case with a “child supplement”). On the other hand, the **elimination of cold progression** with the regular adjustment of the limits of the pay scale levels and the essential tax credits and the social security reimbursement have ensured long-term and sustainable relief. **The annual value adjustment in the family and social benefits** helps woman and single-parent families in particular due to their lower earned income and higher percentage of benefits received relative to their total income. Family allowances and childcare allowances are both primarily collected by women (see [Budget Service – Analysis of the Cost of Living Relief Package, Part II and Part III | Austrian Parliament](#)). The total relief in the package of measures to offset the rise in the cost of living is evenly distributed between women and men (women: 49%, men: 49%, 2% depending on the allocation of the payments for children). At 61%, women benefit more from the relief for lower earned incomes than men at 39% (see [Budget Service – Response to the Question to Parliament on the Distribution Effect of the Three Packages of Measures to Offset the Rise in the Cost of Living | Austrian Parliament](#)).

Through targeted “progression compensation laws”, low earners are also addressed and the employment opportunities for women in particular are improved, currently for example through an **increase in the supplementary child benefit** to 700 euros and the expansion of the tax relief for an **employer contribution to childcare** and the tax-related framework conditions on **company nurseries** (Progression Compensation Act 2024).

# Cluster Freedom from violence, stigma and stereotypes

3 Freedom from violence, stigma, and stereotypes	D Violence against women		5 Gender Equality	
	I Human Rights of Woman		16 Peace, Justice and strong institutions	
	J Women and the Media			
	L The Girl Child			

## 15. Over the past five years, which forms of gender-based violence, and in which specific contexts or settings, has your country prioritized for action?

- ✓ Intimate partner violence, including sexual violence and marital rape
- ✓ Domestic violence committed by other family or household members

The overall evaluations of the **prevalence study** “Gender-specific Violence against Women in Austria” carried out by Statistics Austria and commissioned by Eurostat and the Federal Chancellery show that one in three women in Austria states that they have been affected by physical and/or sexual violence in their lives (34.51%). A total of 16.41% of women are victims of physical and/or sexual violence in an intimate relationship. Combatting domestic violence and partner violence is therefore particularly urged in Austria. The expansion of victim protection facilities and the advertising of these along with the expansion of victim protection-oriented work with perpetrators have been the focus of the past few years. On the basis of the “**Protection Against Violence Package 2021**”, the contracts with the Protection against Violence Centres across all federal states have been increased by 50%. The centres offer assistance and support for victims of domestic violence and stalking. Since the contracts were extended, the Protection against Violence Centres now have at least 5 million euros more per year available to them.

In late September 2023, the **Federal Ministry of Justice** organised the exchange of experiences between representatives of the public prosecutor’s office, the courts, the Federal Criminal Police Office, the victim protection facilities, the NEUSTART (NEW START) Association, the legal profession and other institutions involved on the topic of “violence in the immediate social environment” for the third time (previous events were held in 2021 and 2022). This annual networking meeting is now established and enables the participants to talk at a federal level to identify current problems and jointly work to develop best practices. The **protection against violence summits that occurred regularly** during the reporting period held by the Directorate General for Women and Equality in the Federal Chancellery, the Federal Ministry of the Interior, the Federal Ministry of Justice and the Federal Ministry of Social Affairs, Health, Care and Consumer Protection were also important platforms to ensure the close networking of experts and the relevant ministries in Austria. Several optimisation measures have already come out of these summits.

For more information on additional measures, see also question 16.

Not only due to the increasing number of murders of women over the age of 60 and the general worsening of violence against older people during the COVID-19 pandemic,

the Ministry of Social Affairs has increased and expanded measures in the field of violence against older people, which are being implemented in addition to the existing measures. The types of violence to which older people are exposed differ from those of younger people: the circumstances are mostly very complex (e.g. health condition, care situation as a risk factor, overloading, mutual dependence, alcohol abuse, particularly in the case of violence from the partner). Only a small number of older victims of violence seek help and they rarely turn to victim assistance facilities because, for example, their services do not meet the needs of older people in some cases (e.g. no women's shelters available for older women who need care, no facilities for older men who need care, no guaranteed care and support after emergency barring for victims who remain at home). The violence problem is often instead addressed during informal discussions, for example with senior citizens' organisations and GPs. The topic of **violence against older people** has been an important focus of the Ministry of Social Affairs for many years. The topic is increasingly discussed, not least because of these measures. The measures set out by the Ministry of Social Affairs are based on the results of the fundamental research on violence against older people. Projects and measures implemented by the Ministry of Social Affairs aim to prevent violence against older people in a targeted way, achieve adequate intervention and promote awareness. Activities are supported to raise awareness among both the general public and professionals but also to help to identify violence and react appropriately. The measures include studies, information brochures, films, plays, lectures, events, workshops and much more. The **brochure series on the topic of "identifying violence"** shows the forms and causes of violence against older people, includes general information about the respective areas of focus and many case examples and contact points for those affected. The telephone number of the advice hotline "Violence in later life" is printed on all copies. There is a very high demand for the brochures, so they have to be reprinted every few months. Three copies of each brochure were sent to all doctors' practices, homes for the elderly and nursing homes and pharmacies across Austria, as the older people are more likely to be able to be reached there as the threshold is low. Due to the worsening of the violence problem during the COVID-19 pandemic, it was sent to all doctors and pharmacies in Austria again.

Between 2019 and 2023, the **Action Plan against Violence** was developed in **Burgenland**. The goals of the action plan is to raise awareness among the general public, remove the taboo about violence in people's private lives, destigmatise the victims, ensure people in the social environment take responsibility together and stand against violence, make the existing measures visible and more interconnected and create specific, implementable proposals for future measures for the following areas: family, workplace, educational and health facilities, nursing care and disability, public and digital space, social facilities and politics, networking of all actors in the state government office, NGOs, other authorities and institutions and the inclusion of existing networks and experts.

## ✓ Sexual harassment and violence in public places, educational settings and workplaces

The prevalence study (see also question 38) showed that one in four women who had been gainfully employed at least once in their life had experienced sexual violence in the workplace (26.59%). In the first half of 2023, more than 60 labour inspectors received extensive training/sensitisation as part of a **protection against violence project run by the labour inspectorate**, which focused among other things on defining violence and identifying and handling violence in the workplace. They were also taught about protective measures against violence in line with the Employee Protection Act. Those with special training have been supporting the inspections since July 2023. The companies inspected included those in female-dominated industries with a relatively high prevalence of violence (e.g. nursing, social, care and sales professions). The risk of violence can be and is in some cases part of the working conditions, but it must not lead to a danger in the workplace. The focus will continue until the end of 2024.

Following an amendment of the School Education Act 2023, the creation and implementation of a child protection strategy by every school was anchored in law. By the 2024/2025 academic year, each school must create their own **child protection strategy**, which will protect the pupils from physical, psychological and sexualised violence in schools. The strategies should include a code of conduct, the performance of a risk analysis, the assembly of a child protection team and the definition of a procedure to be followed in the event of possible dangers. The child protection strategies aim on the one hand to protect pupils against violence from adults and on the other hand also against violence from one another. The circular "Reflexive Gender Education and Equality" (see also question 33) sets out a clear position on dealing with violence and sexism in a school context. The school leadership and teachers are sensitised to the various forms of violence, gender-based inequality and gender-based bullying (harassment, prejudices, insinuations and derogatory comments based on gender and reinforcing different role standards), both in interactions between young people and in the behaviour of teaching staff. If necessary, the school leadership and teachers know to use existing counselling systems (e.g. school psychology, school social work) and contact points outside of the school (e.g. girls' and boys' counselling centres). The circular forms the central frame of reference for the existing **university course**, which ran for the first time in 2020 and is made up of six modules. It will be held for the fourth time in September 2024. It targets the following groups of people: teachers in all types of school, members of the school leadership, teacher training specialists and stakeholders in departments of education. The goal is for them to take what they have learned back to their own field of action. Several modules in the course deal with the topic of gender-based violence, for example the intersectional aspect of violence, honour crimes and sexualised violence on social media and in pornography.

The **package of measures to protect children and young people** from sexual violence passed in 2023 includes an increase in the criminal penalty for the possession, production, supply, provision or presentation of visual, sexual child abuse material (qualification in the case of the presentation of large numbers) and a ban for those convicted of abuse from associations or facilities for the care, education or training of children and young people, regardless of the time of the crime. The promotion of child protection concepts in nurseries, associations and facilities of extracurricular child and youth work, the establishment of a “quality assurance centre for child protection” to award a quality seal for child protection concepts, the promotion of projects on “child protection and violence prevention” and awareness raising on children’s rights are all planned as prevention measures. The Austria-wide child protection campaign “No to violence” with a budget of 2 million euros was developed with the involvement of both child protection organisations and children and young people, and has been running in the public space, on the radio and on social media since April 2024. The aim of the campaign is to raise awareness among adults of the signs of violence against children and to encourage them to act through clear calls to action. A second goal is to reassure children and young people that violence is never OK and that they have a right to grow up in an environment free from violence. Children and young people are encouraged to set boundaries and are given information about support services.

Violence that is motivated by prejudice is recorded by the police. The **24-hour women’s emergency hotline for the city of Vienna** is a contact point in Vienna for all women and girls from the age of 14 who are or have been affected by sexualised, physical and/or psychological violence. The team of clinical and health psychologists, social workers and lawyers offers advice and support 365 days a year. In addition to counselling, crisis intervention, support when going to the police, the lawyer for victims, the court or the hospital is also offered in cases of acute violence, as is support during legal proceedings. In 2022, the 24-hour women’s emergency hotline of the city of Vienna supported women who had experienced violence, their relatives and those seeking advice in around 12,400 contacts. The main topic was sexualised violence. In the years 2019-2023, the women’s emergency hotline recorded more than 60,000 contacts (total in person, by telephone and via email). In June 2018, the prevention and sensitisation campaign “Ich bin dein Rettungsanker” (“I am your lifeline”) to prevent sexual harassment against women was launched. The “lifeline” primarily aims to raise awareness while at the same time providing tools to support women who have been harassed as best as possible. Following successful collaboration with the Donauinselfest 2018 in Vienna, the Vienna baths and Vienna’s public transport operator Wiener Linien, the campaign “I am your lifeline” was also launched in collaboration with the catering and club scene in 2019. As part of the campaign, ZARA civil courage workshops were offered. Doing the right thing and above all staying safe is the focus of these workshops for witnesses to situations such as sexual harassment in the public space. The question “**Is Luisa there?**” is a code for when women

feel sexually harassed or threatened and need help. This project, launched internationally as “Ask for Angela”, is now run by the **city of Graz** and already has 80 locations.

The awareness-raising campaign against **sexual harassment in pools** “**NO GO**” has been launched in **Upper Austria**. Each year, it raises awareness of the appropriate contacts at outdoor pools through signs, stickers and information events.

For more information on measures within the civil service, see also question 6.

### ✓ **Violence against women and girls facilitated by technology**

The prevalence study (see also question 38) shows that one in five women is affected by stalking over the course of her lifetime (21.9%). The additional funds that have been provided to the Protection against Violence Centres since the contract was extended (on the basis of the “Protection Against Violence Package 2021”) also cover the greater expense of counselling as a result of the increasing aspect of cyberviolence in relationships between (former) couples.

Since cyberviolence is an increasingly large part of prevention work, the topic of “cyberviolence against women in (former) relationships” was the focus of the protection **against violence summit** in 2022. These summits have taken place annually since 2020.

Through **further training seminars** on cyberviolence in (former) relationships (in a project running from 1 March 2021 to 1 March 2023) around 150 employees of counselling facilities in Austria were trained in two-day seminars. The **study** “(K)ein Raum: Cyber-Gewalt gegen Frauen in (Ex-) Beziehungen” (“A space or no space: cyberviolence against women in (former) relationships”) was also published. In addition to this, on 1 January 2021 an extensive **legislative package on “online hate”** entered into force (see also question 18).

### ✓ **Female genital mutilation**

The **coordination office for female genital mutilation (FGM/C)** was set up in autumn 2021. The aim of the FGM/C coordination office is to be a contact point for those seeking help, experts, specialists and communities and bring together all stakeholders with one another to improve the health of women and girls affected by FGM and improve prevention by raising awareness among women and girls who are at risk and providing information in affected communities. For more information on this, reference is made to the statements in the “Thematic Evaluation Report on the Implementation of the Istanbul Convention”, point 15 a-e, page 44 et seqq.

Within the field of health, the Frauenservice **Wien** supports the work of the women’s health centre FEM South, where FGM is the focus and which offers medical, psychological, social and legal advice for women and girls affected or threatened by FGM/C across

Austria. FEM South is therefore investing in female-specific and male-specific work with affected communities. In 2019 and 2021, a **seminar** was held in collaboration with the Medical Association of **Vienna** on the topic of basic information about female genital mutilation. A total of 103 people from the field of medicine participated in this event. To fight FGM/C in the long term, it appears to be necessary to explain the consequences to the relevant communities and raise awareness.

The **FGM Advisory Board of the city of Vienna** has met twice a year since 2007. The advisory board is made up of: experts from gynaecology, women's health, psychology and paediatric medicine, representatives of the Medical Association of Vienna, the Austrian Midwifery Committee and the city of Vienna in the fields of paediatric and youth welfare, health, women, integration, children's rights and human rights. The FGM Advisory Board does structural work on prevention and creating awareness and is having an impact on the medical care of women affected by FGM in Vienna.

For more information on FGM prevention work, see also question 30.



## 16. In the past five years, what actions has your country prioritized to address gender-based violence?

### ✓ Introduced or strengthened violence against women laws, and their enforcement and implementation

The **Violence Protection Act 2019** entered into force on 1 January 2020 (Federal Law Gazette I No. 105/2019) and further strengthened the protection against violent and sexual crimes: the minimum penalty for rape has been increased from one year to two years imprisonment, and the total suspension of the imposed term of imprisonment is no longer possible. It was also legally defined that female genital mutilation (FGM) is always an assault occasioning grievous bodily harm. The **group of victims of domestic violence has also been further expanded** to include victims who have experienced violence in any form in their immediate social environment, for example victims of stalking or victims of conflict situations in their neighbourhood. There have also been further **improvements in victims' rights through clarifications of the Code of Criminal Procedure**. Protection against violence under civil law through **temporary injunctions** is constantly being developed and expanded. The option to be represented by a suitable victim protection facility when applying for a temporary injunction to protect against violence in a first instance has been in place in execution law since 1 July 2021. Since 1 July 2022, courts have the option to mandate that perpetrators of violence participate in **violence prevention counselling** after a temporary injunction has been granted to protect against violence in homes and generally protect against violence. In September 2021, "**counselling centres for violence prevention**" were set up across the country. They receive more than 10 million euros in funding each year from the Federal Ministry of the Interior. Since then, people who are given a restraining and protection order are obliged to contact a counselling centre for violence prevention within five days of the order being issued and to agree an appointment for violence prevention counselling within 14 days. The violence prevention counselling lasts for at least six hours and always uses a victim protection-based approach.

Another key measure is the change in the Weapons Act in 2021 ([Weapons Act 1996, Section 13](#)) in connection with the issuance of a restraining and protection order.

### ✓ Introduced or strengthened measures to increase women's access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)

To promote the participation of the public prosecutor's office in security policy case conferences, the "**Security Police Case Conferences (Section 22(2) Security Police Act): recording of the minutes and usability of procedurally relevant content**" decree of 24 January 2023 regulates the previously unclear factual handling of the minutes of security police case conferences that are not to be added to the case files, thus

contributing significantly to a further improvement in the practice of public prosecutor's office participating in these case conferences.

The topics of "violence against women and girls" and "domestic violence" are an integral part of the **initial and continuing training of public prosecutors**. For example, the annual "Richter:innenwoche" ("Judges' Week") was dedicated to the topic "Together Against Violence" in 2023. The one-day seminar "Violence is never OK! How the court can identify violence and what can be done" also ran in all four districts of the higher regional courts in the first six months of 2024.

### ✓ Introduced or strengthened services for survivors of violence

See also question 15.

The services available at the protection against violence centres and the intervention agencies for those affected by trafficking in women have been expanded significantly. As a result of this expansion, the advertising of the facilities and raising of awareness among police officers and the associated increase in restraining and protection orders, there has been an increase in the number of cases at the protection against violence centres (see Table 11). Through a 15a agreement as set out in the Federal Constitutional Act, the federal government is providing the federal states with 12 million euros over a period of four years (2023 to 2026) to **further expand protection facilities**. By the end of 2025, at least 180 additional places for women affected by violence and their children across the country are to be created through the targeted contribution. To increase the visibility of the protection against violence centres, a joint **Corporate Design** was created in 2023 to ensure a uniform appearance of the facilities. Since 2021, the protection against violence facilities have been advertised every year in **media campaigns**. The aim of these campaigns is to make people aware of the support services offered, the protection against violence centres, the women's helpline and the police. In the past, advertisements have appeared across Austria in print media, on social media and on information screens on public transport, at bus and tram stops and in stations.

In legal proceedings relating to violence in the immediate social environment in particular, injuries being objectively recorded as early and as substantiated as possible is a key part of preserving evidence, which increases the likelihood of a conviction. Across ministries, work is ongoing to create **Clinical Forensic Medical Examination Centres** as comprehensive, low-threshold accessible facilities where all victims of physical and/or sexual violence can be examined regardless of any legal proceedings, free of charge and around the clock. The work of these facilities ensures the recording of findings that can be used for the criminal proceedings and is directly linked to victim protection services. After launching in the model regions in the east and the south until at least autumn of 2024, the goal is to roll the Clinical Forensic Medical Examination Centres for victims of violence out across the country. In parallel to the pilot phase, work is also ongoing

on a legal framework for this national creation of (pilot) forensic examination centres for those affected by violence free of charge and regardless of any legal proceedings.

Austria has an anonymous “**telephone advice line 0699 11 20 00 99**” on the topic of violence against older people run by the Pro Senectute Austria Association to provide low-threshold advice to those affected. In addition to the telephone advice, additional regional agencies and case documentation and discussion are also provided (if needed). Ninety percent of those affected are women. In the past few years, there has been a significant increase in calls (intensification since COVID): in 2021 the numbers doubled compared to 2020, and in 2022 the calls increased by a further 30%. If older people experience domestic violence and acute emergency situations occur that require the person affected to be accommodated outside of their home, the problem in Austria is that there are no shelters that meet age-related needs such as providing nursing care. To this end, a pilot project on **age-appropriate, temporary shelters** for older and elderly people with and without care needs is currently in development. The Austrian healthcare system plays a key role in protection against violence as those affected by domestic violence most commonly turn to healthcare facilities for help. In addition to medical care, it is therefore critical that healthcare professionals are aware of and trained in identifying domestic violence, addressing it and passing those affected on to specialised protection against violence centres. Acute healthcare institutions have been mandated to set up **victim protection groups** since 2012, and since as far back as 2004 they have been mandated to set up **child protection groups** to improve violence prevention. While just over 15% of women affected by violence contact the relevant counselling and support facilities, the assumption can be made that around one third primarily access a healthcare facility. By implementing victim protection groups and child protection groups, more people affected by domestic violence can quickly be referred to the right place and make use of assistance and get out of the spiral of violence earlier on. Another goal is reducing the number of legal proceedings that end due to a lack of evidence. As of March 2024 there were 87 healthcare facilities with victim protection groups (corresponding to 97% of the healthcare facilities obliged to create a group). In late 2023, the Austrian Umbrella Association of Victim Protection Groups in Healthcare and Social Work was founded to support, coordinate, advise and provide information. The [online toolbox for victim protection groups](#) was published in 2020 to support the victim protection groups and thus counteract domestic violence against women and children in particular, and since then has been updated on a regular basis. In 2023, a guide for physician outpatient practices was developed for the respective federal states. This also helps with the identification, response to and documentation of violence, and there are also training sessions for employees, networking with authorities and support facilities, all providing further support for the victims of violence.

Through the **Violence Protection Act 2019**, the **confidentiality, disclosure and reporting obligations** have been standardised for all healthcare professions since 30 October 2019 (see also questions 15 and 17).

The Styrian Protection Against Violence Facility Act regulates the fundamental **legal entitlement to accommodation in a women's shelter**. Different violence situations require different types of protection against violence, which is why accommodation in a women's shelter is not always the only solution, so in Styria there are also additional forms of accommodation: women (and their children) can stabilise the situation and remain near to the place they live with the support and advice of regional protection against violence facilities in **six regional crisis residences in all Styrian regions**. Potential cycles of violence can be counteracted at an early stage in this way. Women who do not have either the financial or social resources to look for their own residence often go back to the perpetrator after staying in protection facilities, even though the risk management team feels that additional steps and additional support are needed to ensure sustainability of the protection against violence and to prevent another stay. The primary goal of the **eight assisted, affordable transition residences after staying in a crisis residence or a women's shelter** is therefore to offer another way out of the situation and support and guide the women closely. The **13 Styrian women's and girls' counselling centres** and their five field offices have also expanded their services with online counselling. Domestic violence is a key topic in the counselling sessions. The Styrian women's and girls' counselling centres are also now more financially secured and two-year contracts have been agreed.

In **Upper Austria** there are six women's shelter facilities and six transition residences for women. Efforts are ongoing to expand this by two women's shelters and six transition residences.

In 2022, 624 women and 640 children found refuge and protection in the women's shelters in Vienna. The total number of all days stayed in the shelter is 71,501. A fifth women's shelter was opened in December 2022. This created additional spaces for women and children who have to flee their homes because of violence. The five women's shelters in Vienna currently offer 228 places for women and children affected by violence and 54 in facilities known as transition residences. One of the five women's shelters has focused on young women aged 16 to 25 affected by violence since the beginning of 2023. With the places in the women's shelters alone (not including transition residences), Vienna meets the recommendations of the Council of Europe that state that one place in a women's shelter should be available for every 10,000 inhabitants.

The **Vienna** programme for women's health includes raising awareness about violence against women as part of **standard training and further training** of healthcare professions through workshops for teachers (2020, 2021) and lectures for students at the FH

Campus Wien and the Medical University of Vienna; the **annual training series “Gewalt macht krank” (“Violence makes you ill”) for hospital staff** provided in collaboration with the Vienna Health Association in which 786 people from nursing and medicine participated between 2019 and 2023 and the **poster campaign 2021** to encourage doctors to ask their female patients about their experience of violence and encourage them to talk to their doctor about violence they have experienced. **The networking of the Vienna victim protection groups** includes around 70 employees responsible for victim protection at 13 hospitals. They meet three times a year for a professional discussion and dialogue with protection against violence experts from counselling centres, the police etc.

### ✓ **Introduced or strengthened strategies and interventions to prevent violence against women and girls**

In the period from 2020 to 2021, fourteen projects to prevent violence and empower women and girls across Austria were funded to the tune of a total of 1.25 million euros by the Directorate General for Women and Equality in the Federal Chancellery and implemented. The projects included protection against gender-specific violence and exploitation of women and girls, preventative measures to stop gender-specific violence and an improvement in fundamental knowledge and data on protection against violence. In the period from 2021 to 2022, thirteen further projects to prevent violence against women and girls were implemented focusing on cultural violence, sexual violence and protection against and in acute danger situations (particularly in terms of domestic violence), with total funding of 1.6 million euros. This public call for women’s project funding was made with the following (outcome) objectives: prevention of violence against women and girls, support and protection against (further) gender-specific violence and protection against and in particular in dangerous situations (particularly in terms of domestic violence).

In order to strengthen the cooperation between counselling centres for victims of gender-based violence and to make their services more visible to the public, the Directorate General for Women and Equality in the Federal Chancellery is developing a **Violence Protection Strategy for Coordination and Networking with a focus on counselling for women affected by violence**. The process is set up in an interdisciplinary and interactive manner, engaging over 200 experts from the wider violence prevention and protection field in Austria. The aim is to reflect on roles, responsibilities and existing cooperation in the violence protection system and to strengthen networking. The strategy will be presented in summer 2024.

Based on the package of measures set out by the Austrian Federal Government to prevent male violence (Council of Ministers submission 59/16), the Ministry of Social Affairs is implementing a series of measures, including in the early years with the help of violence prevention workshops for boys and young men. In the period from 1 December 2021 to 30 September 2023, fourteen workshop project series in seven federal states were funded

to the tune of a total of 995,000 euros. The service, which is tailored to local/regional factors, includes violence prevention workshops, individual counselling, low-threshold peer education services, outdoor activities, youth outreach work and digital materials (podcasts, social media campaigns). Across Austria at least 10,189 boys and young men were reached and 24,182 contacts made over the project period. For the period from October 2023 to the end of September 2024, an additional 995,000 euros was provided for the projects. The budget funds for violence prevention and sensitisation measures have been increased significantly. The focus is on low-threshold counselling services, awareness raising and strengthening civil courage. The Ministry of Social Affairs is focusing on a bundle of measures in the field of prevention of male violence and awareness raising and the breaking down of gender stereotypes (total budget approx. 7 million a year for 2023 and 2024, see also questions 17 and 19).

“StoP – Stadtteile ohne Partnergewalt” (“**Stop: Neighbourhoods without Violence against Partners**”) is a neighbourhood project to prevent violence against partners and domestic violence that the Association of Autonomous Women’s Shelters launched at the start of 2019 in **Vienna** Margareten and has now expanded it in 23 locations in **Austria**. There are currently a **total of 30 StoP locations** in Austria. In addition to the Association of Autonomous Women’s Shelters locations, four locations funded by the Federal Ministry of Social Affairs, Health, Care and Consumer Protection are also operated in Vorarlberg by the Institut für Sozialdienste Vorarlberg. A location in Salzburg-Lehen is being funded by the city of Salzburg. StoP aims to reach everyone, but in particular also older people and older women affected by violence as they are vulnerable groups (of women) who are at particular risk. The aim of the project, which focuses on neighbourly commitment, promotion of a sense of responsibility and civil courage, is to carry out community outreach work where people are approached in their direct environment to an increasing extent and relationship work to prevent domestic violence can be built up. See also question 17.

Communities in **Lower Austria** are being supported with the community package “Identifying and reacting to violence”, with information, sensitisation and explanation. The package contains templates and information, documents and guidelines on the organisation of events in the community. In 2023, information posters with the emergency numbers for women affected by violence and observers were also sent to all pharmacies, GP surgeries and schools in Lower Austria. In 2022, folding cards on the topic of “Identifying and reacting to violence” and folders entitled “You have the right to a violence-free life” were developed together with the wendepunkt Association. These are available in German, English, BCS, Turkish, Farsi/Dari and simple German and are provided to public institutions, medical facilities and among other locations the regional offices of the Public Employment Service Austria, women’s and girls’ counselling centres, women’s shelters and the protection against violence centres. In 2022, the folder “Protection against violence and human trafficking for people displaced from Ukraine”

was created in German, English, Ukrainian, Russian, Polish and Romanian. Emergency numbers and contact details for those affected by domestic violence are printed on till receipts, notices in toilets and on milk packaging.

### ✓ **Monitoring and evaluation of impact, including evidence generation and data collection**

Regular studies and surveys on various topics are commissioned to promote fundamental knowledge, see also questions 15 and 38.

The **Federal Ministry of Justice** evaluated the processes for recording the precise circumstances and backgrounds of the **murder of women and underage minors for the years 2016 to 2020**. This preliminary work was also included in a study commissioned by the **Federal Ministry of the Interior, the Directorate General for Women and Equality in the Federal Chancellery and the Federal Ministry of Justice** in September 2021. The study was entitled **“Investigation of the murders of women – a quantitative and qualitative analysis” and was carried out by the Institute for Conflict Research**. It analyses the murders of women since 2010. The authors of the study differentiated between murders of women and femicides, mapped out risk factors and set out recommended actions. The results were presented in 2022 at the protection against violence summit, and the study was published online in July 2023. A review is currently ongoing within the Federal Ministry of Justice to determine whether there is an actual need for action on behalf of the control body of the public prosecutor’s office on the basis of the results of the study.

Given the observations of the special nature of the **criminal prosecution of crimes in the immediate social environment** (such as the difficulty of providing evidence of in some cases longer periods of criminal activity with no objectively recorded evidence or rights to exemption from testifying) and the stricter checking of custody issues required by the NGOs, the decree on this created by the Federal Ministry of Justice **“Guidelines on criminal prosecution of crimes in the immediate social environment”** (2019) aimed to offer public prosecutor’s offices a summarised presentation of the special investigative requirements and current approaches in the field of violence against women within the family. In the review carried out in 2020, the main focus was on further improving communication between the public prosecutor and the criminal police to fully clarify the matter and the reasons for custody and to clarify the danger presented by the accused, on taking into account the specific situation of victims of domestic violence, on ensuring transparent documentation of the public prosecutor’s office’s decisions and on legal changes in the meantime. To ensure that all aspects are taken into account in public prosecutor orders in the on-call duty, a **checklist** of the circumstances that need to be taken into account has been created. On 1 October 2021, the third version of the decree **“Guidelines on criminal prosecution of crimes in the immediate social environment”** entered into force, which (among other things) recommends the direct

recording of evidence by the public prosecutor's office, including through the direct interrogation of suspects, and favours the participation of the public prosecutor's office in security policy case conferences. The second focus of the third edition is on **improving data about domestic violence**. The decree sets out a uniform, Austria-wide definition of violence in the social environment for the first time to close existing data gaps and enable an international comparison and academic papers and considerations of further measures in the field of prevention.

See also questions 38 and 39.

## 17. In the past five years, what strategies has your country used to prevent gender-based violence?

### ✓ Empowering women and girls to promote their economic independence and access to resources, and promote equitable relations within households, communities and society

As part of the "PERSPEKTIVE:ARBEIT" ("PERSPECTIVE: WORK") project, women affected by violence are helped to obtain secure, long-term employment with salaries that safeguard their existence, which is a requirement for economic independence and breaking out of the cycle of violence. The pilot project was launched in Upper Austria in 2015, and was completed successfully after running for three years (there were a total of 417 client contacts, 311 women joined the project, 130 women were in employment, 68 women were able to maintain or improve employment and 29 were able to start high quality training. The project funding from the Ministry of Social Affairs for the follow-up projects/roll-out was limited to a one-year roll-out phase in the respective federal state: to ensure the scalability of the project, the project handbook designed for this purpose is provided by the Federal Ministry of Social Affairs, Health, Care and Consumer Protection, along with between 50,000 and 100,000 euros to prepare the roll-out per year and federal state. After this project funding, PERSPEKTIVE:ARBEIT is established and included in the budget as a counselling and support facility in the respective Public Employment Service Austria office. PERSPEKTIVE:ARBEIT is now being implemented in Upper Austria, Styria, Lower Austria and Vienna as a long-term counselling and support facility. Further roll-out across Austria is planned.

In 2023, the **BAKHTI Centre for Empowerment for Girls and Young Women affected by Violence** was set up by the Association of Autonomous Austrian Women's Shelters. It helps children and young people who are or were directly or indirectly affected by (domestic) violence. The goals include support, empowerment and psychosocial counselling for refugee girls and young women who are affected by violence. There are also services for boys and young men who on the one hand are also affected by male violence and on the other hand often identify with violent fathers and men at a very early age.



## ✓ Create safe environments including schools, workplaces, and public spaces

See questions 2, 15 and 16.

The guideline “**Gender and Diversity Skills for School Leadership – Principles and Ideas for the Selection Process**” (2023) aims to communicate basic legal and content-based knowledge, raise awareness of the topic, offer ideas about estimating or evaluating gender and diversity skills and ensure that school is a place without discrimination. Numerous brochures published by the Federal Ministry of Education, Science and Research are specifically dedicated to the topic of gender-based violence, including “Crime scene – family: violence against women and children” (polis aktuell 2021/09) and “Cautious school – guideline on the structural prevention of sexual violence” (2020) from the Selbstlaut Association.

The **Centre for Violence and Bullying Prevention and Personality Development** of the Burgenland Private Teacher Training College helps teachers to support and encourage children and young people in their development into empathetic, self-aware, responsible people who are capable of building relationships. Cyberbullying and individual assaults and forms of violence online are also a big topic that requires approaches and assistance from educational institutions.

In 2017, WAST dedicated its public event series “Queer Talk of the Town” to the topic of “homophobic and transphobic violence in the public space” over five events. The round table “LGBTIQ, city of Vienna and police”, which is made up of WAST, the Vienna police force and queer NGOs, focusses its discussion on gender role-based violence and has been in place since 2018.

## ✓ Promoting positive gender-equitable attitudes, beliefs, values and norms, especially among men and boys

Since the end of 2021, awareness has been raised in an easily accessible way among the general public of the topic of violence against women as part of the “**Mann spricht’s an**” (“**Men speak up**”) campaign. The campaign was publicised on TV, in cinemas, in print, on public transport, online and on social media, and addresses men in particular as allies in the fight against violence against women.

**Expanding men’s counselling to prevent violence** across Austria has created more capacity for psychosocial counselling in men’s counselling centres. In total, funds of 995,000 euros have been provided for this in the period from 1 September 2021 up to and including 30 September 2023. Across Austria, 14,375 men received counselling over the course of the project. For the period from October 2023 to the end of September 2024, an additional 995,000 euros were provided for men’s counselling to prevent violence. The crisis hotline “Männerinfo” (“Men Info”) 0800 400 777 also received around

1,850,000 euros in funding in the period from July 2021 to June 2025 and offers men and their relatives initial and crisis counselling 24/7. Gender-sensitive violence prevention workshops are available for young men across Austria. In the workshops, harmful ideas of masculinity are discussed and worked through together with the young men. The aim is to illustrate to young men what negative male stereotypes feel like when you are confronted with them and instead promote supportive images of boys/men.

The Caring Masculinities in Action campaign run by the Institute of Gender Research in Graz is dedicated to breaking down gender-based violence and thus creating an idea of masculinity that is free from violence. The goal is to initiate a change in the behaviour of men and boys towards the prevailing traditional models of masculinity (hegemonic masculinity) to counteract gender-based violence in society and prevent it. Another important aspect is to make clear that boys and men need to take an active role in standing up for equality and against gender-based violence. The Verein Männer und Geschlechterthemen (“Association of Men and Gender Topics”) in Graz is a multiprofessional team that works with young men from the age of 14 and adult men who perpetrate physical, sexual or psychological violence in the field of “violence work and relapse prevention”. The aim of this work is to eliminate violent behaviours, thereby contributing to victim protection. The work is carried out in collaboration with victim protection facilities, institutions in the psychosocial and healthcare sector and the authorities and institutions that send people to the association.

The handout “Reflexive Gender Education and Equality taking into account in particular the topic of “honour crimes”, basic knowledge and challenges for schools” from 2021 teaches basic knowledge and aims to raise awareness of the topic. Since the 2021/22 academic year, **webinars** have also been held across the country that have dealt in particular with the topic of reflexive gender education and equality – young people in the charged relationship of different (honour) cultural worlds. The participants discussed challenges and areas of tension that come up in the classroom in the context of “honour culture environments”. The principles of identifying tradition-based forms of violence in the classroom and using appropriate support services were also taught. Twenty webinars were held between 2021 and 2023 (2021/22 academic year: 63 participants; 2022/23 academic year: 65 participants).

- ✓ **Mobilizing community/faith/traditional leaders, politicians, opinion influencers, journalists, or media influencers (such as sport athletes or celebrities) to influence positive norms**

See also questions 2, 6 and 15.

- ✓ **Raising public awareness to change attitudes and behaviours**

At the start of 2023, the two-year travelling exhibition “Halt! Keine Gewalt!” (“Stop! No Violence Here!”) was launched. It looks at the complex topic of “violence against older

people” and continuously moves from place to place providing information about the various forms of violence and causal links. The exhibition should enable attendees to reflect on themselves and others and at the same time be an opportunity for prevention and support for those affected. It should show ways out and contact points. There are some tours for school groups and groups of older people. As a result of the success of the travelling exhibition, the texts from the exhibition were translated into English and printed onto roller banners to be displayed at international events and conferences. There are currently and additional **40 specialist events** on the topic of violence against older people taking place across Austria in various institutions, schools, old people’s homes and nursing homes to increase awareness of the problem among the (specialist) public, thus enabling situations that trigger violence to be identified and defused. The topic of violence against older people was highlighted from various different perspectives (philosophy, forensics, gerontology, psychotherapy) at the **conference on the topic of “ALT.GEWALT.WAS TUN?” (“WHAT CAN BE DONE ABOUT VIOLENCE AGAINST ELDERLY PEOPLE?”)** on 7 November 2023 at the University of Applied Sciences Upper Austria. A total of more than 200 people from social and health policy practice and students from relevant subjects took part. There will be another conference in April 2024 due to the significant interest.

Every year, several campaigns about the important topic of violence against women and girls are run to mark the **16 Days Against Violence**. The key areas of focus in **Vienna** recently were cyberviolence and date rape drugs. To mark the “16 Days Against Violence Against Women”, the Vienna adult education centres worked with the Frauenservice Wien to design the accessible (travelling) exhibition #GemeinsamGegenGewalt (#TogetherAgainstViolence), which was displayed publicly at various adult education centres and the main library in Vienna from November 2022 to November 2023. The main topics of the exhibition were “structural violence”, “domestic violence” and “online violence”. As part of the “**Orange the world**” and “Terre de femmes” campaigns, the orange and blue flag against violence is flown in **Lower Austria** every year around 25 November as a sign of solidarity. In 2023, the communities in Lower Austria were given the opportunity to order one orange flag free of charge and fly it in their community as part of the “16 Days Against Violence”. A sticker for profile pictures for Facebook users was created as part of the “16 Days Against Violence”. In **Burgenland**, stickers with emergency numbers and a QR code of emergency numbers were distributed on **pharmacy bags** to raise awareness, and a date rape drug campaign was implemented.

Every year, discussions with employees of victim protection facilities and counselling centres, the justice system, the administration and the Child and Youth Welfare Office are held in the **Styria Round Table discussions** and successful approaches in work with perpetrators or on the topic of economic violence are talked through. Another awareness-raising measure that is held each year by the women’s shelters in Styria is a specialist conference called “break the silence” on the results of the topics that came

up during the round table discussions. The 2023 event provided information about the current academic discourse on violence research in the context of images of masculinity, images of femininity and violence in relationships. The state of **Lower Austria** also regularly invites attendees to round table discussions on “violence against women”. Representatives of various institutions and organisations (state administration, health, police and criminal investigation office, women’s shelters, women’s counselling, protection against violence centres, Ombuds Office for Children and Young People, school social work and departments of education and since 2021 the counselling centres for violence prevention discuss issues with one another and define recommendations for action and follow-up projects. Together with the wendepunkt association, regional networking meetings on the topic of “violence against women” took place in the five main regions of Lower Austria in 2021 and 2022. Communities, district administrative authorities, public health officers, representatives of hospitals, the police, the educational regions, nursery inspectors, women’s and girls’ counselling centres, women’s shelters, protection against violence centres and regional NGOs are all invited.

The “Women Days” in November and December 2023 brought together women of all ages in **Kufstein** for a wide range of events. The highlights ranged from a family reading and film night to art exhibitions and on to self-defence courses and self-help events. The moving story of Fahrije in the film “Hive” and the personal stories of strong women like Alexandra Salvenmoser and Ines Stark inspired attendees to be brave and overcome violence. Overall, the “Women Days” were a strong initiative that encouraged women to stand together for a world without violence.

## 18. In the past five years, what actions has your country taken to prevent and respond to technology-facilitated gender-based violence (e.g. online sexual harassment, online stalking, non-consensual sharing of intimate images)?

### ✓ Introduced or strengthened legislation and regulatory provisions

The **Violence Protection Act 2019** expanded temporary injunctions to protect against attacks in people's private lives to include a restraining order and a prohibition on publishing or keeping facts about or pictures of a person's highly personal life, for example on the internet (Section 382d(1) lines 7 and 8 of the Act on the Enforcement of Judgements). The civil law part of the "**Law on Combatting Online Hate**" (Federal Law Gazette I No. 148/2020) has strengthened the enforcement of victims' rights under civil law and created a simplified, cost-effective special procedure for hate posts alongside the option for immediate enforceability. Content (such as texts, posts, images) can quickly and cost-effectively be removed from the internet and the sending of these messages via messenger services prevented. The right to information from the platform operator (host provider) regarding the data on a person who has published "hate posts" anonymously has also been simplified and can now be enforced in a cost-effective way in non-contentious proceedings without an obligation for a lawyer. Employers and associations can also make these claims since the Law on Combatting Online Hate entered into force.

Under the **Media Act** there have been numerous improvements in protection against violence and online hate through the Law on Combatting Online Hate, including an expansion of identity protection to relatives of suspects, convicts and victims and to witnesses of crimes, an increase in the maximum limits for compensation to 40,000 euros or 100,000 euros in particularly severe cases and the introduction of a minimum limit. The deadline for making claims has also been extended from six months to twelve months, the statutes of limitations have been adjusted, an option for employers to apply for seizure if an employee is affected by an incriminating statement has been introduced and the legal basis has been created for psychosocial and legal support during proceedings. The Law on Combatting Online Hate also contains **criminal measures**: Expansion of the offence of "cyberbullying", in order to make the publication of even single hate posts or facts about or images of a person's highly personal life punishable, expansion of the offence of "hate speech" to include individual insults against members of protected groups that are in violation of human dignity and the introduction of a new offence against unauthorised image recording especially so-called "**upskirting**". The changes to the **Code of Criminal Procedure** as a result of the Law on Combatting Online Hate aim to improve the protection of victims taking into account the special requirements of victims affected by online hate. Victims of "typical" online hate crimes and minors who witness violence in their immediate social environment are entitled to **psycho-social and legal**

support for criminal proceedings; furthermore the investigation of perpetrators of offences that are prosecuted only at the request of an authorized person has been facilitated. The elimination of the risk of having to bear the legal costs in case of an acquittal or a discontinuation of investigation should take away the concerns of groups of victims affected by online hate about the possible cost consequences.

✓ **Collected data to better understand the magnitude of technology-facilitated violence, drivers and consequences**

See also question 15.

Based on the recording of evidence including in the field of cybercrime, the **Federal Ministry of Justice Decree “Directive on Criminal Prosecution of Violence in the Close Social Environment”** aims to ensure the **creation of a sufficient evidence base** and an expanded basis for the decision-making by securing objective proof such as electronic communication, which is particularly important in investigations in the social environment. For the **practice of the social media providers of releasing evidence** in criminal proceedings due to cybercrime and thus also in cases of “online stalking, online sexual harassment”, the investigations by the public prosecutor’s expand to the technical and digital field. Regarding the public prosecutors’ side, in the past few years the problem has been that in some cases the orders of the public prosecutors’ offices’ to investigate perpetrators are sometimes not (or not completely) complied with when directed at foreign social media and online service providers. To resolve these problems, clarify fundamental legal misunderstandings and define a standardised procedure and standardised processes for the public prosecutors’ offices, the Federal Ministry of the Interior has worked together with the Federal Ministry of Justice to create a **Zentrale Anfragestelle für Social Media und Online Service Provider (ZASP – Central Point of Query for Social Media and Online Service Providers)** in the Federal Criminal Police Office for queries for Facebook, WhatsApp and Instagram. The trial operation started on 1 September 2020 and was rolled out to full national operation on 15 February 2022. The companies covered (Meta, Microsoft, TikTok) are also constantly being expanded, and will soon include Google and Twitter (now X). The number of positive responses and the acquisition of data have been able to be improved significantly as a result.

To improve the investigative activity in the field of cybercrime including cyberviolence, following a pilot scheme from March 2022, trial establishment of **cybercrime competence** centres in the public prosecutors’ offices has been ongoing since January 2023. The competence centres network with one another and with the criminal police and offer information on legal and technical issues related to internet crimes, teach their specialist knowledge to public prosecutors’ offices through internal training sessions and offer instruction manuals for the efficient processing of cybercrime-related proceedings.

The **Ministry of Social Affairs** is funding a study by the Institute for Conflict Research on the topic of “Web-based misogyny among adolescents and young men”, the results of which are expected in 2024.

✔ **Implemented awareness raising initiatives targeting the general public and education settings to sensitize young people, car-givers and educators to ethical and responsible online behaviour**

See also question 8.

The **Federal Criminal Police Office** runs information campaigns that also address online violence. Moreover, the ethical handling of social media etc. is also discussed as part of the “Under18” youth programme. The campaign “What is your Red Flag?” run by the 24-hour women’s emergency hotline in **Vienna** provides information about cyberviolence in (former) couple relationships. Cyberviolence is another form of violence in addition to other forms such as psychological, physical, sexualised and economic violence. The Ombuds Office for Children and Young People in **Styria** installed its own **bullying and coordination counselling centre** in 2019. It advises, informs, supports and arbitrates. Additionally, assistance is coordinated on site and a prevention network is created. The **Upper Austrian** campaign has been raising awareness of cyberbullying and counselling and support services for school pupils and parents since 2020. In 2023, the project “**Prevention of digitalised violence – individual methods and collective strategies**” was funded by the maiz Association from the Upper Austrian Women’s Unit and aims to find answers to the changed forms of violence in the form of new, digital processes.

✔ **Improve reporting of online violence**

The first Europe-wide online reporting platform for discrimination and hateful comments, BanHate App, was established by the **Styrian Anti-Discrimination Centre**. The app enables the rapid, unbureaucratic and platform-independent reporting of hate posts, including online sexual harassment, online stalking, the passing on of photos etc. By mid-2023, a total of over 16,000 reports had been made using the app. The reporters can decide for themselves whether to remain anonymous or make use of additional counselling through the Styrian Anti-Discrimination Centre. Since 2020, the BanHate app has been expanded to include the reporting of hate crimes against people in public.

## ✓ Providing support and guidelines for victims of cyber violence

See also question 17.

Since 2020, **Vienna has had a Centre to Prevent Cyberviolence against Women**. In the centre, IT security experts from WienCERT by Wien Digital work closely together with the 24-hour women's emergency hotline of the city of Vienna and the Association of Vienna's Women's Shelters on specific cases of cyberviolence. The IT security specialists of the city of Vienna support the 24-hour women's emergency hotline of the city of Vienna (01/71719) and the Association of Vienna's Women's Shelters (counselling centre: 5123839) if psychosocial counsellors reach the limits of their technical expertise when it comes to cyberviolence. The 24-hour women's emergency hotline in Vienna has developed the handout "What should you do if you experience technological or cyberstalking?".

## 19. In the past five years, what measures has your country taken to resource women's organizations working to prevent and respond to GBV?

See also questions 2, 15, 16 and 17.

The funds provided by the Directorate General for Women and Equality in the Federal Chancellery for the women's and girls' counselling and support services were increased by more than 150% by 2024 compared to 2019 to a total funding volume of around 13.9 million euros, and these services were expanded across the board. The budget of the protection against violence centres and the "intervention centres for those affected by trafficking in women" is adjusted for inflation every year. Over a period of 10 years (2013 to 2022), the budget provided for these facilities by the Federal Chancellery and the Federal Ministry of the Interior has more than doubled. The facilities have been fully funded since the contracts were expanded. This guarantees that every person affected by domestic violence and stalking (regardless of their origin, disability, gender etc.) who wants counselling gets it.

On the basis of the package of measures set out by the Austrian federal government to prevent male violence (bill of law submitted to the Council of Ministers 59/16), the total budget of the Ministry of Social Affairs in the field of "prevention of male violence against women" has been further increased: the total budget for 2021 and 2022 was 4 million euros per year and for 2023 and 2024 it has been raised to 7 million euros per year. The main activities relate to a bundle of measures, for example in the field of the prevention of male violence, awareness raising and breaking down gender stereotypes. The collaboration between the ministries and civil society, women's and victim protection organisations and the consultation with these actors plays a key role in these activities.



Since 2000, the Federal Ministry of Justice has been supporting victim support facilities that offer **legal and psychosocial court assistance** to avoid secondary victimisation of the victims. In **2023, 46 victim support facilities** were commissioned with the provision of court assistance. These include numerous facilities specialised in certain groups of victims such as the intervention centre for those affected by trafficking in women (LEFÖ-IBF), numerous child protection centres, the Intervention Centre against Violence in the Family and the protection against violence centres and women's shelters. The total budget for the psychosocial and legal court assistance rose from 7.2 million euros in 2018 to 11.6 million euros in 2023 and the number of victims supported from around 8,300 to around 11,600 people, of whom around 80% were women and girls (see Table 22 and Figure 4 in the Appendix).

In the implementation and coordination of Section 38a of the Security Police Act, the **Federal Criminal Police Office** is funding associations that work with people affected by violence to the tune of around 1 million euros per year, and is constantly improving measures in the field of domestic violence. For more information on this, see the [Thematic Evaluation Report on the Implementation of the Istanbul Convention \(2023\)](#).

## **20. In the past five years, what actions has your country taken to address the portrayal of women and girls, discrimination and/or gender bias in the media, including social media?**

- ✓ **Provided training to media professionals to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls in the media, including social media**

Various brochures from the city of **Vienna** address sexism in advertising for different target groups, for example the publication "Bild.macht" in the series "Frauen.Wissen. Wien" or the girls' brochures with "Mädchen im Netz I und II" ("Girls on the Internet I and II"). Efforts have always been made to ensure closer exchange with the Austrian Advertising Council and experts in the field.

- ✓ **Promoted the participation and leadership of women in the media**

The Quality Journalism Promotion Act has been in force since 1 January 2024. The regulatory authority KommAustria is responsible for the processing and allocation of the funds that are available each year of a total of 20 million euros. The majority of the funds (15 million euros) are available for **the promotion of journalism**. Media can gain **additional funds** for the existence of **plans for the promotion of women** within the company. The Guidelines of KommAustria on the Quality Journalism Promotion Act also set out the conditions for this, among other things:

- The plan for the promotion of women must already exist (e.g. must have been accepted by the Equal Treatment of Women Officer or the works council) and must be evaluated every year.

The following evidence must be provided:

- plans for equality and the promotion of women for all categories of staff and levels of hierarchy;
- existing clear and verifiable goals, in which period of time and with which staffing, organisational, training and further training measures in which uses an existing underrepresentation and existing disadvantages for women can be eliminated;
- regular comparisons of income, supplements and bonuses;
- setting up of mentoring programmes for women;
- use and evaluation of plans of this type, objective, comparisons and programmes and
- allocation of tasks related to plans of this type to the company's own employees.

### ✓ Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media

The Anti-Sexism Advisory Board has been involved in the complaints procedure of the Austrian Advertising Council since 2012. The Anti-Sexism Advisory Board creates expert assessments of complaints due to “gender discrimination-based advertising”. The expert assessments are sent to the Advertising Council together with the complaints and the opinions of the respective company and aim to ensure that various perspectives are included in the decision-making process. If there is any discrimination or a breach of the Ethics Code of the Austrian advertising industry, the Austrian Advertising Council will request that the advertisement about which the complaint was received be stopped immediately.

### ✓ Address harassment and violence in media and culture

On the initiative of a resolution proposal in Parliament, the Federal Ministry of the Arts, Culture, the Civil Service and Sport set up vera\*, a **trust centre for persons affected by violence, harassment and the abuse of power in the arts, culture and sport**, in 2022 for those affected by violence, harassment and abuse of power in art, culture and sport. It is supported by two independent associations: 100 % SPORT and Vertrauensstelle Kunst und Kultur (Trust Centre for Art and Culture). The Trust Centre helps people from the fields of art, culture and sport who experience harassment and violence and sets out possible actions. It offers psychological and legal support and counselling on possible actions for those affected. Low-threshold access and balanced positioning are important. In the first year, the need for a trust centre specialising in art and culture was confirmed. Cases from all fields of art and culture were documented. The majority came from the theatre (24 %), music (19 %) and film (12 %). It was demonstrated that three

quarters of the cases occurred in a professional context, and 75% of those affected are female. In most cases, there was a combination of different types of violence: 39% of the cases involved structural violence, 36% sexualised violence and 32% physical violence. In 2024, the vera\* trust centre wants to increase the prevention services it offers and increase its visibility across Austria.

## 21. In the past five years, what actions has your country taken specifically tailored to address violence against marginalized groups of women and girls?

For more information on this see also the [Report on the Implementation of the Istanbul Convention](#).

### ✓ Women living in remote and rural areas

The protection against violence centres are fundamentally available to **all persons affected by violence**. In order to better reach those affected in rural areas, numerous **branches** have been set up in the federal states.

### ✓ Women with disabilities

See also question 3.

The accessible event series “**Wir – Wienerinnen mit Behinderungen – 4 Haltestellen**” (“Us – Viennese Women with Disabilities – 4 stops, 2023”) provided information and exchange in a safe group that was made up exclusively of women with disabilities and/or health impairments, among other things on the topic of protection against violence. Vienna is also supporting the NINLIL Association, which advises and supports women with impairments. As part of the “16 Days Against Violence Against Women”, the Vienna adult education centres worked together with the Frauenservice Wien to design the accessible (travelling) exhibition [#GemeinsamGegenGewalt \(#TogetherAgainstViolence\)](#), which focused on structural and domestic violence and online violence.

The “National Action Plan on Disability 2022-2030” passed in July 2022 to implement the UN Convention on the Rights of Persons with Disabilities contains its own sub-chapters on “Women with Disabilities” and “Protection against Violence and Abuse”, with numerous specific objectives and concrete measures. For example, the plan is for all protection against violence centres, counselling centres and healthcare facilities to be designed to be fully accessible and upgraded in line with the specific needs of women with disabilities.

### ✓ Migrant Women and refugee and internally displaced women

See also questions 3, 15 and 16.

In 2021, a **new counselling centre for those affected by forced marriage** was set up by the Directorate General for Women and Equality in the Federal Chancellery in **Tyrol**. Since then, there has been a specialised facility for those affected in the West of Austria too. The contract with the Intervention Centre for Trafficked Women has been extended on the basis of the “Protection Against Violence Package 2021”. Since then, the intervention centre has also been doing social outreach work across the country in the digital sphere.

The project “Pop-Up Chai – Mobile Protection Against Violence Work for Women” funded by the **Ministry of Social Affairs** has been a specific, target group-focused service in the form of mobile, mother tongue community work for women and girls with experience of migration who speak Farsi/Dari since 2023.

In the field of integration, numerous projects focusing on women, such as those relating to the labour market or protection against violence are being funded. Lastly, due to specific forms of tradition-based violence, prevention and empowerment for women are a key focus of the integration work: counselling for women with a migration background in the Austrian Integration Fund centres has been expanded, the school visit campaign from integration ambassadors has been launched and prevention workshops for boys and young men from honour culture environments have been offered. Project HEROES® works in the field of prevention with young men from traditional patriarchal/honour culture environments. The focus is on highlighting the problems with the male role in the context of the honour-based oppression of girls and women with the aim of giving young men the opportunity to distance themselves from these power structures. HEROES® ties in to the living environments and experiences of the young men with a low threshold – in school workshops, online workshops and on social media (Instagram, Facebook).

### ✓ Older Women

See questions 15-17.

### ✓ Girls, adolescents, and younger women

The brochure “Crime scene family. Violence against women and children: polis aktuell magazine 2021/09” focuses on violence against children and provides information on how **teachers** can react and what they can do if they suspect this is the case.

The **Federal Ministry for Justice** has worked with an interdisciplinary working group to create a new **Guide for Family Courts** on dealing with violence in custody and visitation rights proceedings to further expand the protection of children against all forms of violence. Violence against children is not just visible bruises, it can also be the unauthorised withholding of child support payments. Violence against important reference persons such as the mother is also violence against the child. On the one hand, the guide aims to raise extensive awareness of the various forms of violence and their effects, and on the other hand to highlight specific strategies in terms of the child’s wellbeing.

An existing women’s shelter in Vienna has been converted into a **women’s shelter for girls and young women from the age of 16** to better address the needs of this specific target group. The first residents of the new women’s shelter for girls and young women moved in at the start of 2023 (see also question 16).

In 2023, thirteen girls were supported in the **Vienna Safe House** for those affected by forced marriage. Places in the safe house are funded at a daily rate of 165 euros (as at 2023). The transition residence is funded at a daily rate of 142 euros. The **“Working Group on Abduction and Forced Marriage”** is run by the organisation PeriFeri (National competence centre against abduction and family violence) and involves relevant organisations (including the Child and Youth Welfare Office, ministries). It enables cross-institution networking, exchange about current developments and work on improvements and solutions. The working group developed a guide on what to do (“Compass”) for professionals working on abduction and forced marriage cases. The defined goal of the Compass is to help provide reliable guidelines for those working on the cases so they can offer those at risk and affected the necessary help promptly and effectively protect them.

In September 2023, a new collaboration agreement was concluded between the Protection Against Violence Centre in Vienna (Gewaltschutzzentrum Wien, GSZ Wien) and the Vienna Child and Youth Welfare Office (Wiener Kinder- und Jugendhilfe, WKJH). In addition to the legal requirements, this collaboration agreement regulates the professional exchange between employees at GSZ Wien and WKJH, particularly if a restraining and protection order has been issued. Through this agreement, the institutions involved are pledging to collaborate in a constructive and trustful way for the benefit of their mutual clients.

**LEFÖ-IBF**, the victim protection facility for advising and supporting women and girls (from the age of 15) affected by trafficking in human beings, is also a member of the **Working Group Against Trafficking in Children**, which is coordinated by the Directorate General for Family and Youth in the Federal Chancellery. Eight girls between the ages of 15 and 18 were supported in the LEFÖ-IBF safe houses in the years 2021 and 2022, and seven girls were supported in 2023.

### **Sex workers**

Because of their profession, sex workers are exposed to discrimination more than almost any other group of people, and often also experience violence. The Women’s Directorate General is currently funding seven specific counselling centres for sex workers, including Project SXA by the Frauenservice Graz Association, which is a **Styria**-wide counselling service and offers information and counselling for sex workers and strategies to deal with violence and violence prevention in informative discussions explaining the perspectives, support for creating a new identity, improving their self-confidence, livelihood and accommodation etc. A multilingual street work team visits the women directly in their workplace in around 50 brothels in Graz and the districts in Styria. As part of the street work, there are around 1500 contacts with sex workers each year. The Women’s Directorate General also runs a national, cross-institutional expert committee on the topic of sex work, the **“Working Group on Sexual Services”**. It is a sub-working group of

the Task Force on Trafficking in Human Beings, and its main task is developing measures to improve the working and living conditions of people in sex work, thus counteracting the risk of exploitation in sex work. The results of the working group are published every three years in an extensive report.

# Cluster Participation, accountability and gender-responsive institutions

4 Participation, accountability, and gender-responsive institutions	G Women in Power and Decision-Making		5 Gender Equality	
	H Institutional Mechanisms for the Advancement of Women		10 Reduced Inequalities	
	I Human Rights of Woman		16 Peace, Justice and strong institutions	
	J Women and the Media		17 partnerships for the goals	
	L The Girl Child			



## 22. In the past five years, what actions and measures has your country taken to promote women's participation in public life and decision-making?

- ✓ **Introduced or increased targets and benchmarks of legislative temporary special measures, such as quotas or reserved seats, to promote gender balance or gender parity in legislatures (aiming for 40 per cent or more of seats being occupied by women)**

To improve the political representation of women at a national level, an amendment was passed on 3 July 2019 to change **parliamentary club** funding. The Parliamentary Club Funding Act has been amended to include a **bonus for a higher percentage of women** in the parliamentary clubs. If the percentage of women in a party in the National Council or Federal Council is above 40 percent, the total parliamentary club funding is increased by three percent. In Upper Austria, a change in the Upper Austrian State Parliament Club Funding Act has also been passed in line with the regulations at a national level.

- ✓ **Provided opportunities for capacity building and skills development, such as mentorship, training in leadership, decision-making, public speaking, self-assertion, and/or political campaigning for women candidates, elected or appointed politicians, parliamentary caucuses, and/or gender equality advocates**

To further improve the representation of women in politics at a regional and local level, ongoing **courses and mentoring programmes** for politically engaged and interested women are still being run in many federal states. The non-partisan political mentoring programme in the state of **Lower Austria** has now been running for five years. A total of 75 mentees and 83 mentors and patrons took part in the five courses. The main target group for the mentoring programme is women interested in politics and those going into politics. Experienced politicians are able to participate as mentors or patrons. There have been different areas of focus each year for the past five years. In 2023, communities were given the opportunity to propose mentees and mentors from their community and register them as a team. Through the political mentoring programme, young women in Lower Austria get an insight into political work in Lower Austria, learn important skills for day-to-day political life, build cross-regional networks and discuss ideas and challenges. The mentees also get to know their communities and their specific characteristics better with the support of experienced mentors. The mentors in turn benefit from the exchange with the mentees and in the group of mentors. They gain new suggestions and feedback on their plans and activities.

✓ **Collected and analyzed data on women’s political participation, including in appointed and elected positions**

Current data on the topic are shown in the **report** “Women in Political Decision-making Positions in Austria”. The report, which has been prepared by the Women’s Directorate General every year since 2018 and is published online, offers a compact insight into the representation of women at all political levels in Austria, including a ten-year comparison.

Numerous indicators of the Vienna Equality Monitor (2013, 2016, 2021; see also questions 7 and 38) and the Equality Index of the Association of Austrian Cities and Towns (2021) are dedicated to the topic of the representation of women in decision-making roles at a city and community level and reflect the status quo and developments. The most recent version of the **data on local politics** by the Association of Austrian Cities and Towns was published in December 2023.

✓ **Interested and motivated girls and young women for politics**

The project **Girls in Politics** was launched in 2022 by the Federal Chancellery together with the Austrian Association of Municipalities to give girls and young women a taster of local politics and encourage them to go into politics. Around the International Day of the Girl Child (on 11 October) mayors across Austria are accompanied at their work by girls and young women aged from 6 to 18 as part of Girls in Politics each year. The direct contact with mayors creates low-threshold contact points with politics, offers space for exchange and participation and breaks down barriers and stereotypes.

In 2023, more than 80 communities were involved in the project. Furthermore, in 2023 an exploratory **study** on the political participation of young women in Austria was conducted. The study looks in detail at the key influencing factors in the currently low political participation of young women while also highlighting potential areas of involvement and options for action.

### 23. In the past five years, what actions has your country taken to increase women’s access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

#### ✓ Promoted women in media and culture

See also question 20.

The goal of the **screenplay competition “Heldinnen in Serie”** (“Heroines in Series”) is to increase the visibility of female role models in STEM areas in series and at the same time be an important contribution and boost to the development and implementation of high quality series in Austria. The stories submitted should show positive role models, encourage girls to work in these areas and break down stereotypes about women over the age of 55. After 2019/2020 and 2021/2022, the third round of the competition is taking part in 2023/2024: of all of the submissions, four exposés will each be awarded a prize of 20,000 euros on 7 May 2024 in the Federal Ministry of Labour and Economy, and they will also qualify to participate in a mentoring programme for the authors themselves that will take place between May and autumn 2024. The goal of the mentoring programme is for the exposés that won prizes to be further developed with both dramaturgical support and together with experts from STEM fields. The goal is to prepare a treatment for the pilot episode and a show bible. The final completion will be the presentation at a pitch event in spring 2025.

**24. Please describe your country's current national women's machinery (government entity exclusively dedicated to the promotion of gender equality and the empowerment of women) and describe the measures that your country taken over the past five years to establish and/or strengthen it.**

Women's and equality policy is a fundamentally interdisciplinary issue. Therefore, it can only be successfully implemented together with all ministries, federal states and those with (political) responsibility. The Directorate General for Women and Equality therefore plays a key coordinating role within the federal administration. Key areas of work are equal treatment, gender mainstreaming and gender budgeting, promotion of women's projects, violence prevention, socioeconomic equality, data and monitoring and information and sensitisation work.

The two **contact points** for questions about equal treatment are the Equal Treatment Commission for the Private Sector and the Federal Equal Treatment Commission. They handle issues of discrimination in the world of work and outside of it on the basis of gender, ethnic origin, religion or belief, age or sexual orientation (see also Table 17). **Gender mainstreaming** is a strategy to achieve the goal of equality between women and men. It aims to take into account the different impacts of measures on women and men in the planning, implementation and assessment. **Gender budgeting** is the use of gender mainstreaming in the budget process. Since 2009, the goal of actual equality of women and men in the budget has been anchored in the federal constitution. The Directorate General provides financial support for around 250 projects focusing on **women's counselling** each year from its budget funds. The development and support of measures to **protect against violence** against women and girls and the fight against domestic violence and trafficking in human beings are also important topics for the Directorate General. The reduction of **gender-specific differences** in employment, on the labour market, in access to qualification, in income and paid/unpaid work are key topics of equality policy. Through reports such as the progress reports on the percentage of women on the supervisory boards of companies in which the federal government holds a stake of at least 50 percent, the equal treatment reports, the report to the Committee on the Elimination of Discrimination against Women (CEDAW), the public should be made aware of the current status in terms of making equality a reality. **Raising awareness of women's and equality-related issues** is a core task within the Directorate General. In addition to recording and assessing the scientific bases and statistical data materials, this includes carrying out projects that promote equality, ensuring representation on national and international committees, providing information material and giving opinions on laws.

The **women's budget** has been continuously increased in the past five years. In total, it has more than tripled in the period from 2019 to 2024 (2019: 10.15 million euros; 2024: 33.6 million euros), see Table 20. The main areas of focus in the current women's budget are the funding of protection against violence centres and the piloting of Clinical Forensic Medical Examination Centres, the 15a agreement on women's protection facilities for safe houses and transition residences for women affected by violence and their children, the expansion and maintenance of women's and girls' counselling facilities and the improvement of the equality and self-determination of women.

## 25. In the past five years, what other mechanisms and tools has your country used to mainstream gender equality across sectors? (e.g. gender focal points in the Executive, Legislature or Judiciary; inter-ministerial coordination mechanisms; gender audits, consultations with women's organizations)

There is an annual **dialogue with the federal states** at which institutional women's and equality officers, the Ombud for Equal Treatment, the Association of Austrian Cities and Towns and the Directorate General for Women and Equality come together. The member of the government responsible for women's issues chairs the dialogue with the federal states. The dialogue forum is used for collaboration and to promote the exchange of opinions and information. The sessions of the dialogue with the federal states in 2020/2021 addressed the topic of "women in the Covid crisis". The **Interministerial Working Group for Gender Mainstreaming/Budgeting (IMAG GMB)** is a supportive committee for the implementation of gender mainstreaming in all ministries and at all political levels that is chaired by the member of the government responsible for women's issues. All ministries, the highest bodies, the Civil Service Union and the federal states are represented on the IMAG GMB. Ongoing information and awareness-raising measures are carried out, among other things, through the [www.imag-gmb.at](http://www.imag-gmb.at) website and the [Gender Budgeting blog](#). The annual **NGO dialogue of the Federal Minister** for Women and Equality on anti-discrimination is anchored in law.

As part of the **impact orientation**, the principle of the equality of women and men plays a prominent role. Gender budgeting is enshrined as a compulsory dimension that is to be followed by all state levels in their budgets. At a federal government level, where possible, each budget subdivision must contain at least one equality goal, one corresponding measure and one indicator. A coordination platform has been created to coordinate these details of the administrative bodies in which representatives of all of the ministries and the highest bodies participate. An exchange about the goals in the field of equality takes place at the coordination meetings three times a year. The product of this collaboration is the "[Report on the consideration of the actual equality of women and men as part of the impact orientation](#)". The objective of this process is to support and promote discourse to make common goals more easily achievable through coordinated measures and to increase the quality of the corresponding data on the impact. This approach guarantees the leveraging of synergies, cross-departmental coordination, efficient goal attainment and an increase in transparency through publication and measurement of the administrative proceedings.

The **Women's Health Dialogue** (FrauenGesundheitsDialog) takes place once a year to promote exchange and networking among the actors, discuss areas of focus in more detail and address current problems. For example, as part of the fourth Women's Health Dialogue in 2021, women's health in connection with the COVID-19 pandemic was discussed (see also questions 4 and 12). Collaboration with civil society and victim protection facilities is essential for numerous projects run by the Ministry of Social Affairs on the topics of violence prevention and the protection of victims (women and children).

In June 2023, the Federal Ministry of Justice organised a "Round Table Against Hate Crimes Against LGBTIQ\* Persons".

Since 2009, members of the armed forces and the Federal Ministry of Defence have been sent to specialised training sessions on the topic of **"gender"**. Of the total of 21 staff, **eight women** (38%) were sent on the NATO-certified "Gender Advisor (GENAD) Course" in the reporting period. In the years 2019 to 2023, the further training opportunities to become a "Gender Advisor" (GENAD), "Gender Focal Point" (GFP) and the "Gender Training of Trainers Course" offered by the "Nordic Centre for Gender in Military Operations" at the "Swedish International Training Centre" (NCGM/SWEDINT) were taken up. In addition to this, it was also possible to take advantage of the offer made by the "Peace Support Operations Trainings Centre" in Bosnia on the topic of "Utility of Gender in PSO". During the reporting period, a total of twelve people (**four of whom were women**) were able to be trained. Since 2021 the **Human Security Unit** has been an element within the Operations Division of the armed forces that is responsible for dealing with the **operations-related consideration and implementation** of the Women, Peace and Security Agenda, **gender perspectives** and **gender analyses** and related **topic areas** (e.g. the protection of civilians, children in armed conflict, sexual violence related to conflicts). General basic knowledge on the topic of **"gender in military operations"** is part of the further **officer and staff training** and the **training to prepare for deployment** for all missions.

The equality of the genders is anchored as a universal human right in multiple international agreements (CEDAW, Istanbul Convention), both as an independent goal and an interdisciplinary topic, for example in the UN's 2030 Agenda, SDG 4 and SDG 5 on gender equality. Gender equality has therefore been identified as an important lever for the further development of societies towards sustainability, democracy and freedom from violence. Due to the fact that it is anchored in the Austrian federal constitution, the promotion of equality is also defined as a government task. Education plays a key role in this. The circular "Reflexive Gender Education and Equality" published by the Federal Ministry of Education, Science and Research aims to contribute to the development of a professional and reflected handling of the dimension of gender in schools, which are characterised by a heterogeneous ways of life, on the basis of the requirement to achieve equality and oppose discrimination that is anchored in the constitution. In

addition to the educational objectives defined by the state, the legal reference framework is made up of universal human, women's and children's rights in the sense of the UN conventions ratified by Austria (CEDAW, CRC) and the European Council's Istanbul Convention. According to these, state institutions are obliged to promote equality between the genders through suitable and preventive measures, including in education. The "Convention on the Rights of the Child" was adopted by the General Assembly of the United Nations in 1989, Austria ratified it in 1992 and committed to consider the Convention on the Rights of the Child in its national legislation (federal and state laws) and ensure compliance with it.

In **Styria**, the new State Equal Treatment Act 2023 entered into force on 1 June 2023. An equality programme is currently being developed. The ombud of the equal treatment officers of the state of Styria offers training sessions for managers, employees and contacts on equality issues at the offices of the state, the community and the state hospitals; information material is also issued at the same time. Various courses to develop gender competence are available in Styria. The Gender Agents course, for example, is targeted in particular at political activists, while the course "Gender – diversity – intersectionality" is targeted at all interested parties who (want to) take on an equality role within their organisation.

Through its own Gender Budgeting Department, the city of **Vienna** has also established itself as a best practice example on the national and international level by implementing gender budgeting both at a central level and at a district level. The Wiener Antidiskriminierungsstelle für LGBTIQ-Angelegenheiten (WASt, Vienna Anti-Discrimination Office for LGBTIQ Affairs) ran a working group from 2021-2022 to discuss modern gender diversity ("third option"/intersex people) in all areas of the city of Vienna.



## **26. If there is a national human rights institution, what measures has it taken to address violation of women's rights and promote gender equality?**

The Austrian Ombudsman Board (AOB), the Austrian National Human Rights Institution (NHRI), has been organising the interdisciplinary lecture series “One in five” together with the Centre for Forensic Medicine at the Medical University of Vienna and the Association of Autonomous Austrian Women's Shelters since 2016. This initiative, which brings together science, representatives of women's shelters and students, highlights the fact that one in five women living in Austria is affected by sexual or physical violence. In 2023, the lecture series focused on institutional and domestic violence and chose intersectional access to the topic of violence against women to highlight how women from certain social groups are affected and which support services are needed for the different communities. This initiative is part of the UN campaign “Orange the World” and the “16 Days of Activism Against Gender-Based Violence”.

As a National Preventive Mechanism (NPM), the Ombudsman Board and its commissions are responsible for the preventative control of facilities in the penal system and detention in forensic institutions and regularly presents recommendations to improve the situation of women in prison. More information can be found in the reports of the Austrian NPM on the [website of the Ombudsman Board](#).

# Cluster Peaceful and inclusive societies

5 Peaceful and inclusive societies	E Women and armed conflict		5 Gender Equality	
	I Human Rights of Woman		10 Reduced Inequalities	
	L The Girl Child		16 Peace, Justice and strong institutions	
			17 partnerships for the goals	

## 27. In the past five years, what actions has your country taken to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

### ✓ Adopted and/or implemented a National Action Plan on women, peace and security

The first Austrian **National Action Plan** on Resolution 1325 (NAP) was passed in 2007 and, following a review on the tenth anniversary of Resolution 1325 on **24 January 2012** a **revised National Action Plan** was adopted. The goals of the NAP are **promoting the meaningful participation of women in peace processes, improving measures to prevent violence against women, increased inclusion of women in Austrian peace-keeping operations** and the commitment to get more **women into leadership** positions in international organisations such as the UN or EU. An interministerial working group led by the Federal Ministry of European and International Affairs in which the Federal Ministry of Defence is also participating is reviewing the implementation of the action plan and prepares an **implementation report** for the National Council each year. In 2024, the **14th Implementation Report** was adopted.

The key **Federal Ministry of Defence measures on implementation** are as follows in Austria:

- 2021: Creation of the “Human Security” Unit within the Operations Division of the armed forces that is responsible for dealing with the operations-related consideration and implementation of the Women, Peace and Security Agenda, gender perspectives and gender analyses as well as related topic areas (e.g. the protection of the civilian population, children in armed conflict, sexual violence related to conflicts).
- 2023: Implementation of an Office for Equal Treatment and Diversity Management
- Increase in the percentage of women posted abroad and the consistent application of a “zero tolerance policy” for sexual misconduct (implementation of a code of conduct in the armed forces)
- Increasing the percentage of women in the armed forces, integrating the Resolution 1325 into the general training in the Federal Ministry of Defence/Armed Forces and pre-deployment training approving and implementing general, needs-based and temporary childcare, adapting jobs to allow for remote working and flexible working hours and creating a project for continuous, year-round childcare.

The percentage of women on UN-led missions is to be increased on the basis of the “Uniformed Gender Parity Strategy”. To this end, the UN has introduced **quotas** for **national contingents** and for **key positions** (office and military observers). In 2022, the required quota in key positions of **50%** was able to be achieved for the first time with the deployment of two female soldiers as military observers to **MINURSO**. In 2019, an average of 35 women and 1,281 men were deployed abroad per month (highest number of women deployed abroad in October 2019: 51), making up a total of 2.73% women out of all of those deployed. In 2022, an average of 26 women and 720 men per month were deployed abroad (highest number of women deployed abroad in October 2022: 28). The proportion of women deployed abroad in the last five years represented 3.49% of all personnel deployed abroad. It is also significant that female soldiers deployed abroad in 2022 held higher-ranking officer roles: doctors, psychologists, legal advisers, field officers, experts, military observers and company commanders. In 2023, it was possible to raise the percentage of female staff in contingents to an average of 4.2%.

The **Ministry of Interior** also supports and actively promotes the participation, representation and leadership of women on international missions for the European Union and the United Nations. In 2021, one policewoman and eleven policemen (8.3% women) were deployed to EU crisis management operations and two policewomen (100% women) were deployed to the UN mission in Kosovo. For more information on this, see the annual implementation reports on the NAP 1325.

### ✓ **Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks**

Political commitment and lobbying for 1325 is carried out at a regional, supranational and international level: during Austria’s EU Council Presidency in the second half of 2018, the EU’s Strategic Approach to the Implementation of the WPS Agenda was adopted, and in 2019 it was supplemented by the EU Action Plan on the WPS Agenda 2019-2024. Austria also remains committed to ensuring that the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention) is ratified by as many member states of the **Council of Europe** as possible. The **EU** acceded to the Convention in 2023 following long-lasting efforts by Austria, among others. Together with like-minded states, Austria proactively contributes to all international forums such as the United Nations, including as part of its current membership of the UN’s Commission on the Status of Women (2021–2025). The **focus** is on the **Women, Peace and Security agenda**, the **political and economic empowerment of women and combatting gender-based violence**. Austria is a member of the Group of Friends of 1325 and the **network of national focal points for the implementation of Resolution 1325** and takes an active role in the six-monthly coordination meetings.

### ✓ Increased budgetary allocations for the implementation of the women, peace and security agenda

Austria makes voluntary annual contributions to UN Women, the “Trust Fund to End violence against women” and to country programmes (Ukraine, Afghanistan, Brazil) with the aim of driving forward the WPS Agenda 1325. The budget available to the Department of Women’s Affairs in the Ministry of Foreign Affairs has been able to be increased continuously since 2019 and by 2024 had reached 1 million euros, corresponding to a 20% increase over the previous year. In the Development Cooperation (DC), Austria continues to support the implementation of Resolution 1325 by supporting projects that strengthen the role of women in all phases of conflict resolution and peace negotiation processes, but also to protect against violence. The promotion of the role of women as humanitarian actors, the work to ensure gender-specific needs are met in humanitarian and fragile contexts and the commitment to ensure reproductive and sexual health services and rights have played a particularly important role. Austria strongly relies on its cooperation with local women’s organisations in this aspect. As part of the Generation Equality Forum 2021, Austria signed the “Compact on Women, Peace and Security and Humanitarian Action” and the Austrian Development Cooperation agreed to provide pledges totalling 11.4 million euros for the period from 2021–2025. The Austrian Development Cooperation is supporting the Women’s Peace and Humanitarian Fund with a total of 9.7 million in the period from 2021-2025, and was represented on the Funding Board as the third largest donor in 2024. With regard to the provision of humanitarian aid, all of the programmes and projects funded by Austria contribute to the promotion of gender equality. Austria is currently funding 19 ongoing projects to the tune of more than 71 million euros from the Foreign Disaster Relief Fund, which contribute to the protection of women and girls against violence.

### ✓ Taken steps to reduce excessive military expenditures and/or control the availability of armaments

In the field of **disarmament, non-proliferation and arms control**, Austria continues to advocate for a strengthened international disarmament and non-proliferation architecture in all relevant multilateral and bilateral fora. Furthermore, Austria regularly provides reports on the implementation of its relevant commitments, in particular within the frameworks of the Treaty on the Non-Proliferation of Nuclear Weapons (NPT), the Treaty on the Prohibition of Nuclear Weapons (TPNW), the Comprehensive Nuclear-Test-Ban Treaty (CTBT), the Chemical Weapons Convention (CWC), the Biological and Toxin Weapons Convention (BTWC), the Oslo Convention, the Anti-Personnel Landmines Convention (APLC) and the Arms Trade Treaty (ATT). Austria is at the forefront of global efforts in the field of humanitarian disarmament. This includes Austria’s leading role in the creation of the Treaty on the Prohibition of Nuclear Weapons (TPNW) – also serving as its first chair – and the “Political Declaration on Strengthening the Protection of Civilians from the Humanitarian Consequences Arising from the Use of Explosive Weapons in Populated Areas”, which was initiated by Austria and adopted on 18 November 2022. Austria is

committed to the international regulation of autonomous weapons systems (AWS) and initiated the process towards this goal by organising a conference in 2019. Concerning **arms deliveries** Austria has committed to apply the provisions of the ATT relating to international humanitarian law without restrictions. Austria has fully incorporated these provisions into its national export control regulations.

## 28. In the past five years, what actions has your country taken to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels of armed and other conflicts, and in fragile or crisis settings in the past five years

- ✓ Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making levels

See also question 27.

The current percentage of **women** in military service within the armed forces is **5.3%**. Since 2023, measures to increase the percentage of women in the Austrian Armed Forces, particularly female soldiers, have been anchored in the holistic concept of the “**Mission Forward**”. To encourage women to join the armed forces, adverts are being promoted on **social media platforms** that are designed to appeal to girls and women in particular. More specifically,, the goal is to increase the percentage of women in the Ministry of Defence/armed forces through the option of a “**voluntary basic military service**“, through **targeted media and information campaigns** and the annual “**Girls’ Day**” and special **trial days**. **Information officers** regularly visit **schools** to provide information about the armed forces.

Throughout the reporting period, the armed forces participated in various EU, UN, NATO and OSCE foreign deployments. The **annual average of female personnel** deployed abroad made up a **total of between 3% and 4%**. In **UN-led** missions, the armed forces are striving to meet the quotas set out in the United Nations Uniformed Gender Parity Strategy. The annual **average** here ranges from **3% to 7%**. To increase the number of women in **higher leadership and advisory roles** in foreign deployments, **advertising** has been and is being boosted. Female military personnel are regularly informed about these types of roles at events. Thus, the special advisory role of “Gender Advisor” on both the NATO-led Mission in Kosovo (**KFOR**) and the EU Training Mission in Mali (**EUTM MLI**) has been held by female members of the Austrian Armed Forces over the past few years. In 2021, the Austrian Armed Forces were involved in the EU training mission in Mozambique (EUTM MOZ) for the first time, with a **woman** in the role of “Cultural Advisor”.

As part of the bilateral contacts with states in conflict and post-conflict situations and also in multilateral forums, Austria regularly advocates for the implementation of UNSC Resolution 1325, including the participation of women in peace processes. Both as part of bilateral contacts and in relevant international forums (e.g. UPR of the UN-HRC), Austria continuously works to ensure the universal ratification of relevant international agreements (e.g. the UN Convention on the Elimination of All Forms of Discrimination

Against Women (CEDAW), Convention on the Rights of the Child, Rome Statute of the International Criminal Court). Austria supports projects by UN WOMEN and deploys JPOs. In West Africa, the Austrian Development Agency is contributing ADA funds totalling 1.5 million euros for the period from 1 January 2021 to 31 December 2025 to the implementation of the Strategic Plan 2021-2025 for the West Africa Network for Peacebuilding (WANEP), one of the six strategic objectives of which is improving the ability of women and girls to influence politics and creating space for dialogue for their useful contribution to resolving the pending peace and security issues.

### ✓ Adopted gender-responsive approaches to humanitarian action and crisis response

The consideration of gender-specific approaches in humanitarian measures and crisis reactions is a core objective of Austrian foreign policy. In September 2021, after the Taliban took power, an emergency aid package for Afghanistan totalling 20 million euros was passed, 5 million euros of which was explicitly provided for the support of women and girls.

Substantial contributions were also made to integrate a gender perspective in humanitarian aid and fight against violence against women through the UN WOMEN budget line of the Federal Ministry for European and International Affairs. The following contributions were made in 2023: 250,000 euros core funding to UN WOMEN, 50,000 euros to support the UN trust fund to end violence against women, 120,000 euros to support human rights defenders and female civil society organisations in Afghanistan and 150,000 euros to integrate a gender perspective in humanitarian aid in Ukraine and neighbouring countries.

**Three female soldiers**, two of whom were officers, were included when a disaster relief unit of the armed forces was deployed to provide assistance following a serious earthquake in **Turkey in February 2023**. All three women had **special** and/or **leadership roles**.

### ✓ Protected civil society spaces and women's human rights defenders

The promotion of human rights defenders and civil society as part of the WPS Agenda is a key concern of Austrian foreign policy. Through UN WOMEN Afghanistan, Austria supports human rights defenders and female civil society organisations in Afghanistan. Human rights defenders were also actively supported through the "Nexus Programming in Afghanistan" project, which Austria funded between December 2021 and March 2024 to the tune of 5 million euros. In 2023, to mark the 75th anniversary of the signing of the Universal Declaration of Human Rights, the Federal Ministry for European and International Affairs and the UN High Commissioner for Human Rights jointly organised a symposium for the 30th anniversary of the Vienna Declaration and Programme of Action. The main focus of the human rights defenders' discussions was on the particular



challenges for women. In June 2023, the UN Special Rapporteur on the Situation of Human Rights Defenders, Mary Lawlor, and the Federal Ministry for European and International Affairs organised a conference for young human rights defenders to celebrate the 25th anniversary of the passing of the UN Declaration on Human Rights Defenders. As part of the anniversary year, the Federal Ministry for European and International Affairs funded around 10 civil society projects promoting women's rights with around 150,000 euros. Between October 2019 and September 2022, the ADA supported the "Global Network of Women Peacebuilders" with 1 million euros to promote the recognition of women as agents for peace who should meaningfully participate in all levels of peace processes.

## 29. In the last five years, what actions has your country taken to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?

### ✓ Strengthened institutional capacities, including of the justice system and transitional justice mechanisms as applicable, during conflict and crisis response

At an international level, Austria is financially supporting the “Independent, International Impartial Mechanism for Syria”, with the goal of driving forward accountability for Syria. Through its vote in the UN Human Rights Council, Austria also established the mandate for the Independent International Commission of Inquiry on Ukraine to investigate sexual and gender-based violence. Austria is also supporting the investigations of the International Criminal Court (ICC) into the Russian war of aggression with a total of 400,000 euros and has sent two experts from the Federal Ministry of Justice on secondment to boost the ICC prosecutors. Through the ADC/ADA, Austria supported the local women’s rights organisation UWONET in northern Uganda in the period from 1 October 2018 to 31 December 2021, with 335,160 euros. This support contributed to help strengthening the institutional capacity on the one hand, and on the other hand the following goals were pursued: firstly, a lower tolerance for breaches of the land rights of women and gender-based violence (GBV), secondly improved gender mainstreaming in the administration of justice and thirdly improved consideration of the gender perspective when providing services in the water sector and improving women’s ability to make use of the existing economic opportunities and benefit from them.

The **Federal Ministry of Justice** organises an **annual exchange of experience and opinions between the law enforcement authorities, victim protection facilities and the legal profession on the topic of trafficking in human beings**. This took place for the eleventh time on 29 November 2023. This established annual networking meeting enables exchange between the stakeholders involved at a national level and serves to identify current problems and the joint development of best practices in the field of trafficking in human beings, which may also be a consequence of armed conflicts.

### ✓ Taken measures to combat trafficking in women and children

For more information on this, see also question 30.

The current Austrian Government Programme 2020-2024 states that combatting trafficking in human beings is a task that is being addressed comprehensively with all available funds and energy. The **National Action Plans to Combat Trafficking in Human Beings** (NAPs) for the periods from 2018 to 2020, 2021 to 2023 and 2024 to 2027 form the

basis for these efforts. The areas of focus of the 103 measures in the Seventh National Action Plan (2024-2027) are coordination, prevention, victim protection, prosecution and monitoring. The basis is a victim-focused, gender-equitable, child-oriented and human rights-based approach. There is a particular focus on supporting women (female-specific victim protection facility, LEFÖ-IBF) and protecting children. Preparations for a national child protection facility are being driven forward by the NAP. The NAPs are published by the THB Task Force, an internal platform within the ministry managed by the Federal Ministry for European and International Affairs. More information is available on the [Federal Ministry for European and International Affairs website](#). On 5 December 2023, the Federal Ministry of the Interior passed a regulation on the national responsibility of the police for dealing with victims of trafficking in human beings (according to Section 104a of the Criminal Code) and for identifying these victims and their treatment. This regulation relates to the national referral procedure or Austrian control system, which is referred to internationally as the **National Referral Mechanism (NRM)**. The NRM increases the effectiveness and coordination of the measures in the fight against trafficking in human beings, particularly in terms of the care and treatment of the victims. The national responsibility of the police aims to ensure that the best possible resources are mobilised to offer the victims appropriate support and protection.

Under the leadership of the Federal Ministry for European and International Affairs and as part of the Task Force on Trafficking in Human Beings, in 2020/2021 a brochure was created for **au pairs**, as this group is at a relatively high risk of exploitation. This brochure contains the essential **rights and obligations of an au pair** in simple language, information about support and counselling options and a checklist of the measures needed before entering into an au-pair relationship and during the person's stay in Austria. The brochure clarifies that au pairs are not nurses or cleaners, and that the programme is about getting to know Austrian culture and social life and improving German skills. The au pair is in an employment relationship working a maximum of 18 hours a week, and helps the host family with childcare and light domestic activities. The information brochure is available online in [German](#), [English](#), French, Spanish, Portuguese, Russian, Bulgarian and Arabic and is available in Austrian embassies, where the initial contact between potential au pairs and Austria usually takes place.

### 30. In the last five years, what actions has your country taken to eliminate discrimination against and violations of the rights of the girl child, including adolescent girls?

- ✓ **Taken measures to combat discriminatory social norms and practices and increased awareness of the needs and potential of girl children**

See also questions 2, 8, 13 and 31.

The **Vienna Anti-Discrimination Office for LGBTIQ Affairs (WASSt)** gets queer young people and young people with gender-atypical feelings/behaviours involved in the Vienna Youth Strategy and the “Young Vienna” project. The Frauenservice Wien offers **4 girls’ workshops** on topics such as girls’ and women’s rights, the image of women in the media, women in the working world and against violence against women. These workshops improved the knowledge and decision-making abilities of girls and young women aged between 14 and 22. The Frauenservice Wien also funds various associations that work with girls in education (e.g. Sprungbrett), victim protection (e.g. Tamar or girls’ counselling) and the Orient Express Association, which advises girls before forced marriage and supports them in the event of forced marriage (see below).

- ✓ **Strengthened girls’ access to quality education, skills development and training**

See also questions 2, 3, 8, 13 and 25.

- ✓ **Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices such as child, early and forced marriage and female genital mutilation**

See also questions 15, 16 and 21.

Since 2004, acute healthcare facilities have been legally obliged to set up **child protection groups** to improve violence prevention. There are around 40 child protection groups across Austria. With the speech to the Council of Ministers 45/9 on 25 January 2023 on the **package of measures to protect children and young people against violence**, among other things an expansion of the psychosocial follow-up care of children and young people was passed. The support for minor victims of violence is to be expanded, including through funding for the existing funding programme “Improving crisis intervention” being increased and the programme being supplemented to include an additional focus for funding.

**The 100% Sport Association** was set up by the Ministry of Sport to drive forward gender equality and safe sport agendas in Austrian sport. It offers training sessions and information materials for clubs and federations and advises them on setting measures. The goal is to reach one person per federal professional sports association. **The Austrian Federal Network of Sports Psychology** organises special training sessions to prevent sexualised violence for training and support staff working in competitive youth sports.

In 2020, the **Guide “Female Genital Mutilation: how to deal with girls and women who are affected”**, which is published by the city of Vienna, was revised. It provides information about FGM, about how to talk to those who are affected and basic medical knowledge. Since 2020, the **e-learning programme “FGM – Female Genital Mutilation”** has been available in two modules for people who work with girls, particularly teaching staff: **Module 1** on the socioeconomic background of FGM, health consequences and the ban in Austria; **Module 2** on support for teachers when dealing with parents from countries affected by FGM. The **FGM knowledge check** and the **folder “I protect my daughter”** aimed at parents from countries affected by FGM in five languages offer additional information. The Child and Youth Welfare Office is also an active member of the FGM Advisory Board.

The counselling, support and protection services offered by the **new crisis facility specialising in young women** is primarily aimed at young women between the ages of 16 and 25 who are victims of domestic violence. Young women affected by violence from another family member can also be taken in if they are at an acute risk as a result of this situation and need the protection of a women’s shelter. In the period from March 2023 to September 2023, 17 girls were taken in to the women’s shelter and supported in close collaboration with the Child and Youth Welfare Office. From 2024, fourteen regular places will be available, funded at a rate of 224.88 euros per day (as at 2023). In July 2013, the option of being taken in to **specialised safe houses** was created in collaboration between the Directorate General for Women and Equality in the Federal Chancellery, the Federal Ministry of the Interior, the Vienna Child and Youth Welfare Office and the Orient Express Association to better support minor girls at risk of or affected by forced married and family-related, gender-based violence. Girls and women between the ages of 15 and 24 from across Austria are taken in to the safe houses. Since January 2019, the transition residence has been a follow-on facility for girls and young women at risk of or affected by forced marriage.

✓ **Promoted girls' awareness of and participation in social, economic and political life**

See also question 22.

A support programme called “Come – Stay – Win” has been developed through which the associations with the highest female playing classes are to be supported in a targeted manner from the 2021/2022 season. **Team sports** in Austria remain very male-dominated. To set the ball rolling towards equality and a convergence of the framework conditions, targeted support is provided for girls, young women and active female players in team sports. **Increasing the performance level** of the women's leagues in Austria and the Austrian national women's teams and their international competitiveness is to be achieved, among other things, through improved interdisciplinary sports science framework conditions and efforts to make it easier to join team sports.

✓ **Incorporated STEM education/closure of gender digital divide in access to digital tools and competencies for girls**

See also questions 2, 8, 13 and 31.

The MINT-Girls Challenge is a joint, Austria-wide initiative in collaboration with the Federation of Austrian Industries. The initiative aims to get more girls and young women interested in STEM subjects, show girls and women the potential job prospects in STEM and counteract the skills shortage in Austria as a business location. The goals are further boosting the visibility of women in STEM in Austria and breaking down gender roles and stereotypes. The goal is also to contribute to increasing the percentage of women in STEM jobs and in the medium and long term the percentage of women in STEM leadership positions. The target group is girls and young women between the ages of 3 and 19. Overall, there were 150 submissions from 300 girls in the categories of nurseries, primary schools and both lower and upper levels of secondary schools in the year 2023. There is still active interest in schools to take part in the MINT-Girls Challenge. The third round winners received their awards on 24 April 2024.

✓ **Combated child poverty**

In December 2023, the National Action Plan (NAP) on the Implementation of the European Guarantee for Children in Austria until 2030 was passed. The Child Guarantee provides for ensuring six fundamental services for children at risk of poverty or social exclusion by 2030: effective and free access to early childhood education and childcare, school-based activities, at least one healthy meal per school day, healthcare and effective access to healthy nutrition and adequate housing. Ensuring that these six services are provided and the goals defined in the NAP are met by 2030 promotes the social participation of girls and young women at risk of poverty or social exclusion. The NAP includes an extensive series of existing measures targeting women and girls. These include improved psychological and psychotherapeutic services due to the effects of

current crises, support for domestic violence, health promotion and prevention measures specifically for women and girls, support services for single mothers and the development of strategies to improve equality of opportunity in health for women (Action Plan on Women's Health). The NAP also includes national monitoring for the Child Guarantee process, which also provides specific data on girls and young women and addresses SDGs 1, 3, 4, 5, 10 and 11.

# Cluster Environmental conservation, protection and rehabilitation

6 Environmental conservation, protection, and rehabilitation	I Human Rights of Woman		5 Gender Equality	
	K Women and the Environment		10 Reduced Inequalities	
	L The Girl Child		11 Sustainable cities	
			13 Climate Action	



### 31. In the past five years, what actions has your country taken to integrate gender perspectives and concerns into environmental policies, including climate change adaptation and mitigation, biodiversity conservation and land degradation?

#### ✓ Supported women's participation and leadership in environmental and natural resource management and governance

The future gender policy of the **Austrian Development Cooperation (ADC)** has defined improving the involvement and the impact of women and girls in all their diversity in decision-making processes and on environmental and climate issues as one of its three areas of focus. By supporting programmes, the ADC is advocating for efforts to link the equality of the genders to the preservation of the environment, the protection of natural resources, the fight against climate change and its consequences and the inclusion of women in the green economy. As part of the **international climate finance** of the **Federal Ministry of Climate Action, Environment, Energy, Mobility, Innovation and Technology**, the gender relevance of projects is taken into account in particular. Women and girls in the countries of the Global South are particularly impacted by the effects of climate change and also play an important role in adaptations to climate change and as multipliers of relevant knowledge. There is therefore a particular focus on supporting and empowering rural women.

The Austrian **Strategy for Adapting to Climate Change** submitted for assessment by the Federal of Climate Action, Environment, Energy, Mobility, Innovation and Technology in 2023 has a whole chapter on integrating gender aspects into climate policy. Women should have the same opportunities to participate, shape and make decisions in social processes as men when it comes to measures to adapt to climate change. Women should not be subjected to additional burdens as a result of the climate policy measures that are needed (for example as a result of increased care needs). **Gender-specific analyses** of the topic of climate change in Austria and adaptation to climate change are to be funded to be able to take into account the different needs and gender-specific impacts and align programmes and strategies accordingly; data about exposure that are broken down **by gender** should also be collected. Women and women's/gender experts should be included in the planning, development and implementation of all climate-related strategies and measures and the participation of women in dialogues on adaptation to climate change increased to achieve a balanced representation of the population.

The goal of the eight dialogue events that were part of the **Austrian Climate Dialogue** in 2023 and 2024 at various locations in Austria was to establish a social dialogue that creates awareness and acceptance of climate policy within the population. The perspectives and needs of people of various backgrounds, origins and gender identities should be included when developing possible solutions to the climate crisis and the

associated social and economic transformation processes that are necessary. Explicitly designated gender and diversity experts were chosen to support these processes for this reason. Climate communication should do justice to the diversity of society through the following aspects: a balanced gender ratio and a discrimination-critical composition of the event programmes, selected multilingual events, explicit response to the topic of climate and social marginalisation or discrimination, awareness raising about the group of topics with project partners and collaboration with multipliers who work with migrant (and postmigrant) communities.

**Vienna** has demonstrated a modern and inclusive approach to urban planning, including in the handbook “Gender Mainstreaming – leichtgemacht” (“Gender Mainstreaming – Made Easy”) (MD-OS, 2019). The city’s participation processes reflect a “gender-oriented and diversity-oriented approach”, among other things with gender-sensitive language, events where childcare is offered, a digital platform for 24/7 participation and gender-based assessments. The city-wide “**Wiener Klimateam**” (Vienna Climate Team) participation process further emphasises, this gender-sensitive attitude. The Smart Climate City Strategy also provides for a greener, shadier and cooler, gender-sensitive, safe redistribution and redesign of the road space that is suitable for day-to-day use, with more space for active mobility and fast, efficient public transport and sharing services. The Vienna Heat Action Plan also contains special measures for pregnant women. When the city of Vienna is procuring environmental protection services, it must also take into account aspects of the promotion of women and gender aspects when determining the needs, planning the procurement and describing the services. As part of the OekoBusiness Vienna programme, companies are helped to deal systematically with sustainability, including issues of gender and diversity. The “**raise your voice**” project by the WIMEN Association encourages girls to formulate core messages on social topics such as climate messages. Another format for raising awareness of climate protection has been developed in the form of a “**Climate Bet**” between a mayor and school in Lower Austria.

Gender-equitable climate policy and increased involvement in climate-related professions and fields of life are also part of the **Lower Austria** initiative “gleich.wandeln”, which aims to achieve greater representation and involvement on issues of spatial planning, energy and mobility. The role and differentiated approaches of women in community policy on climate and adaptation issues is examined in greater detail and the opportunities for increased efficiency on climate measures achieved through a balanced gender ratio are demonstrated. The initiative “gleich.wandeln” is building an active network through educational programmes, a documentary film, blog posts, conferences and the inclusion of voices from outside of Europe. Documents and programmes for schools and teacher training colleges and university events set out the role and differentiated approaches of women in community policy on climate and adaptation issues is examined in greater detail and the opportunities for increased efficiency on climate measures demonstrated in the form of a balanced gender ratio.

✓ **Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment**

See questions 13 and 30.

In the **Just Transition Process**, economic, social and employment market policy issues relating to the equitable transition to a resilient, climate neutral and environmentally friendly society and economy are discussed and appropriate measures developed. A key component is the (further) training of skilled employees on the labour market. In January 2023, the **Just Transition Action Plan on Initial Training and Further Training** was presented for this purpose. An important component of this is the gender and diversity perspective. Many green jobs industries are currently still male-dominated. For many women, these industries are not attractive or not considered as fields of employment for this reason. A long-term change in culture in the workplace is needed here. Jobs such as electrical engineering, building installation and roofing must be made as inclusive as possible to encourage more people to go into them. To this end, the Austrian Federal Ministry for Climate Action, Environment, Energy, Mobility, Innovation and Technology is also supporting the **promotion of the percentage of women working in the Environment Foundation** (see also below).

As part of the **Rural Development Programme 2014–20(22)**, further training events and courses on agriculture and forestry specifically for female farmers, forestry workers and forest owners were supported to make it easier for women to use contemporary and modern technologies safely. The research project “Women’s Career Opportunities and Pathways in the Austrian Forestry and Timber Industry – Long-term Study” aims to contribute to supporting and promoting (young) women to join the forestry and timber industry and raise awareness of the promotion of women, equality of opportunity and gender dimensions in all areas of the forestry and timber industry in Austria, among other things by training sessions offered for the mentors. The project is launching three mentoring courses and further training courses for the mentees. The evaluation of the efficacy and the development of suitable indicators is also a core component of the project.

Through the Daughters’ Day in **Vienna**, practical professional days and internships, young women gain an insight into various environmental protection topics within the city of Vienna, including technical professions such as measurement technology, GIS or waste management. The **Wiener Klimafahrplan** (Vienna Climate Schedule) provides for the consideration of the health-related aspects of climate change in initial training and further training and gender-sensitive and culture-sensitive counselling of healthcare and nursing staff and targeted training sessions on the detection, prevention and treatment of heat-related risks or diseases.

✓ **Taken steps to ensure that women benefit equally from decent jobs in the green economy**

To achieve the environment goals for climate neutrality agreed in the current government programme by 2040, the Austria-wide “**Umweltstiftung**” (Environment Foundation) was created in 2022. The target group is jobseekers without a formal qualification or with a qualification they cannot use on the labour market who are interested in training in the field of “green jobs”. In the period from April 2022 to April 2025, the goal is to get 1,000 people into training of this kind lasting a maximum of 24 months, with 17.5 million euros provided for this. The training sessions offered in the Environment Foundation primarily lead to jobs in the manual and technical fields where there is a below-average percentage of women and significantly higher wages and salaries are paid than in professions that traditionally have high percentages of women. In the period from April 2022 to December 2023, a total of 38 women started training in the Environment Foundation.

### 32. In the past five years, what actions has your country taken to integrate gender perspectives into policies and programmes for disaster risk reduction and building environmental and climate resilience?

- ✓ Supported women’s participation and leadership, including those affected by disasters, in disaster risk reduction, climate and environmental resilience policies, programmes and projects

Climate protection affects all of us. To ensure that people in precarious living situations are also able to participate, it needs to provide advantages for them in their everyday lives, for example promoting health, improving status or reducing costs. Due to the extreme increases in the cost of living across almost all areas of life as a result of the pandemic measures and the energy crisis, it is particularly important for people who are at risk of poverty to have as much knowledge as possible about cost reductions in day-to-day life. The project “**Climate protection and cost reduction – training measures with migrants**” was carried out every year in the reporting period and involves raising awareness among migrants of climate protection measures. Background information about climate change and environmental protection tips are taught in a target group-specific way through workshops and social media. Each year, around 16 workshops on the topic of climate protection in day-to-day life are carried out, each with 7 to 20 participants. The focus is primarily climate protection measures that help people in financially precarious living situations to reduce their costs in day-to-day life. The topics where measures are recommended to migrants are: heating/cooling and electricity use, hygiene and cleaning, shopping and avoiding waste, eating and drinking and travel and leisure. The educational measures are provided in simple language and if necessary in other languages, such as English, Turkish and Arabic. Working with videos and images, mutual exchange and the inclusion of personal experience and the culture-specific knowledge of the participants are important methods used in this project. Climate protection measures can easily be combined with cost savings: reducing electricity costs, buying second-hand goods, drinking homemade drinks or tap water or using a bike are just a few examples. For people at risk of poverty, every euro counts. The training courses on environmental protection topics such as “Advertising tricks”, “Cooking leftovers” and “Heating economically” are therefore in very high demand. The project is run by the Peregrina Association. Since the social counsellors at Peregrina are in direct contact with women at risk of poverty, they are also included in this project. On the one hand, the goal is to train the counsellors on the topic of “Saving money with climate protection”, and on the other hand they can pass the availability of the workshop on to migrants at risk of poverty or give them the project information materials. The costs are around 45,000 euros per year.

**“we4DRR – women exchange für Disaster Risk Reduction”** is a network at a European level with around 130 members that enables exchange between women in the fields of natural hazard management and disaster protection in science, administration/politics and practice. we4DRR 2016 was founded on the initiative of the Federal Ministry of Agriculture, Forestry, Regions and Water Management and the University of Natural Resources and Life Sciences to offer women a platform for professional and personal exchange. The goal is to support women in this professional field through networking and make them more visible, and also to raise awareness of the extent to which different social groups are affected and of the topic of gender and natural hazards.

According to the Austrian Fire Brigade Association (Österreichischer Bundesfeuerwehr-Verband, ÖBFV) the number of women in the fire service doubled in the last ten years to more than 25,000 women, or 7.6 %, in 2021. The percentage of women joining the fire service was 60 % in 2022.

The **regional development approach LEADER** is supported through the Rural Development Programme 2014-2020(22) and the CAP Strategy Plan 2023–2027. In LEADER regions, local decision-making bodies that must be at least 40 % women decide which projects will be funded by the budget for the LEADER regions over the course of the programme. Many regions are addressing the topic of climate change and protection and environmental protection and conservation of resources in a targeted manner and are developing regionally tailored concepts and projects (climate-friendly mobility, regional food production, regional energy production, environmental protection).

# Section IV: National institutions and processes

## 33. Please describe your country's national strategy or action plan for gender equality, including its name, the period it covers, its priority, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.

In 2000, the Austrian Federal Government committed to implement the Gender Mainstreaming Strategy and founded the Interministerial Working Group for Gender Mainstreaming/Budgeting. In various stages marked by six resolutions of the Council of Ministers, the use of this strategy was initially defined in pilot projects and finally in daily administrative routine. The focus on impact also creates a process for defining and monitoring equality goals (see also questions 2 and 24). There are also numerous thematic action plans, for example on women's health, trafficking in human beings or Resolution 1325. At the federal state level, there are some equality strategies and additional action plans, for example in protection against violence.

The National Action Plan on Women's Health sets out a package of measures that aims to contribute to the attainment of equality of opportunity in health for women and girls of all ages and in all phases of life and has been implemented since 2018. In 2022, the Coordination Office for Women's and Gender Health was introduced for the Austria-wide implementation to act as an interface between the focal points for women's health in the federal states, to drive forward exchanges (four times a year) on gender-related topics and to generate data on women's and gender health. The work supports the United Nations 2030 Agenda (SDGs 5 and 10, among others).

Anti-discrimination and gender equality are basic principles anchored in the constitution in Austria and are also replicated in the central policies of the educational system. State-funded teaching materials make an important contribution to the implementation of these principles, and they are a key means of knowledge and competence acquisition in schools based on the applicable curricula in each case. A core reference framework for the consideration of the principle of anti-discrimination and gender equality is the **circular "Reflexive gender education and equality"** and the corresponding curriculum regulations for compulsory schools, academic secondary schools and vocational middle schools and secondary schools. The **circular** offers schools a guiding framework to help them to implement the "overarching topic" anchored in the new curricula at the various

levels of teaching and learning in schools. It contains suggestions for how to address issues of equality in public schools both at a subject-specific and class-specific level and at the level of social relationships. The circular aims to contribute to the development of a professional and reflected handling of the dimension of gender in schools, which are characterised by a heterogeneous ways of life, on the basis of the requirement to achieve equality and oppose discrimination that is anchored in the constitution. The dimension of gender should be reflected in school teaching and learning with the aim of expanding individual scope for action and overcoming gendered assignments and stereotypes.

With the new **competence-based curricula**, gender equality has been identified as an important lever for the further development of societies towards sustainability, democracy and freedom from violence. Due to the fact that it is anchored in the Austrian federal constitution, the promotion of equality is also defined as a government task. Education plays a key role in this. In schools, reflexive gender teaching has the potential to raise the self-confidence of the genders and improve their mental health, thus also having a preventative effect against various forms of violence (e.g. against homophobia and/or sexualised violence). It can support reflective and self-determined life and choices of profession and help with handling challenges in later life and work, establishing democracy in society and achieving more justice and equal social participation in the sense of the principle of the gender equality, which is anchored in the Austrian constitution (see also question 13).

A guide that helps university and research facilities to develop **equality plans** and expand existing tools has been published in Austria to meet the requirements of Horizon Europe. As an additional support measure, since 2023/2024 there have been three online training sessions that include inputs from experts and experience reports from people working in the different sectors.

Equality is anchored in strategies at the level of the federal states too, for example in Upper Austria and Styria. The **“Upper Austrian women’s strategy “Frauen.Leben 2030”** was passed in 2018 and contains more than 100 measures in eight areas of action for equality in all areas of life. It is characterised by an evaluation of the impacts and broad involvement of the general population. The long-term commitment of the strategy requires ongoing checks of target achievement and reflection about the implementation status. To achieve efficiency, monitoring work is carried out in close collaboration with the state of Upper Austria. An equality report is prepared every three years. The **Styrian Equality Strategy** was passed in 2021 and contains a total of nine strategic topics: 1. Breaking down of gender-specific role models, 2. Equality in all policy areas and processes in public administration, 3. Education, initial training and continuing education, 4. Job and financial protection, 5. Work-life balance and caring for family members, 6. Balanced representation of the genders in decision-making positions, 7. Freedom from



violence, 8. Health regardless of gender and 9. Equality in the regions. Action plans on the respective topics have been developed, and the competent ministry for the content is responsible for driving forward achievement of the target. The progress and success of implementation of the respective action plan is reviewed in the form of an impact report. This includes all measures that are implemented across the various departments and together with external actors within the time period in question for each strategic topic. Together with periodic recording of statistical data about the current situation in terms of equality in Styria, the results flow into the development of the next action plan in each case. Effective tools for Styrian women's and equality policy are available for the first time in the form of the booklet "Styria – Equality in Figures (2022)" and the impact report.

### **34. Please describe your country's system for tracking the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting), including the approximate proportion of the national budget that is invested in this area.**

In Austria, gender budgeting is implemented using two different tools: on the one hand through the focus on impact in the annual federal budget, which includes a perspective on the actual equality of women and men. On the other hand through the impact assessment, which also includes an equality dimension and has to be carried out for all regulation projects and extensive investments. These tools ensure consideration of the topic of equality in all subdivisions of the budget, and it is also taken into account in new government plans.

Gender budgeting, which obliges the federal government, federal states and communities to use gender-responsive budgeting, has been anchored in the constitution in Austria since 2009. Through the Budget Act 2013 and various regulations, detailed instruments have been created to implement gender budgeting at a federal level. As part of the outcome-oriented budgeting by the federal government, all ministries and highest bodies at the federal level can define a maximum of five outcome goals for the annual federal budget estimate, at least one of which must be an equality goal. Measures to achieve the equality goal and suitable indicators to check that the goal has been achieved must also be defined. As part of the outcome-oriented assessment, legal regulations and major projects must be reviewed by the ministry proposing the project to determine their impact on equality. The reports on the results of the impact control (reports on the focus on impact and on the outcome-oriented assessment) are sent to the National Council every year. There is currently no link in the budget documentation between financial resources and equality measures. To make progress here, in 2022 the budget expenditure for 2021 was recorded and set out in results reports as part of the Interministerial Working Group for Gender Mainstreaming/Budgeting (IMAG GMB). The results reports provide an overview of some of the budgetary funds that the federal government actually paid out in 2021 for measures to promote women and equality and for specific measures in the field of violence prevention (including work with perpetrators that focuses on protecting the victims) (see also Table 10, Table 20 and Table 22).

**Percentage of gender-related DC funds:** In 2022, 93.7% of the core budget of the ADA for priority countries and regions (82.8 million euros) was used primarily or significantly for gender equality and to promote women and girls. The target for gender budgeting for ADC/ADA was 75% from 2016, 80% from 2020 and has been 85% since 2023. These targets relate to the percentage of the financial volume of ADC/ADA projects with OECD Gender Equality Policy Marker 1 or 2 in the thematically assignable core ADC budget

(only priority countries and regions). In 2022, 94% of the ADC programmes and projects actually received OECD gender marker 1 or 2, while in 2020 this figure was just 74.05%. For more information on this, see [Federal Budget Estimate 2020 UG12](#), page 52, and [Federal Budget Estimate 2024 UG12](#), page 53.

**Gender equality in the distribution of arts funding** is getting significant attention in cultural policy and arts promotion in Austria. Since 2007, financial transfers that go directly to individuals are therefore assessed according to gender-based criteria. In 2022, 46% of the funding went to men and 54% to women, while the figures for the start-up grant were 29% for men and 71% for women. Measures to improve gender equality are a particularly high priority in the film industry. Based on the results of the first and second Austrian Film Gender Reports, the Austrian Film Institute has introduced extensive gender budgeting for all areas of funding.

### **35. What formal mechanisms are in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?**

When drafting this implementation report on the Beijing Declaration and Platform for Action, the human rights coordinating bodies in the federal ministries, supreme bodies and federal states were included in a formal written consultation process, along with the Association of Austrian Cities and Towns and Local Authorities and Statistics Austria. There was also a coordination meeting in the Federal Chancellery in which information was provided about the reporting process.

A diverse group of stakeholders from administration, science, social partners and civil society were included in the dialogue event (see question 36). They were also invited to make written additions and contributions beyond the dialogue event to the coordination email used for this purpose, with some participants making use of this option. Extracts of these contributions were also integrated into this report.

The following committees and platforms (which in turn include various stakeholders) serve to ensure regular monitoring of specific areas of action of the Declaration and Platform for Action:

- Interministerial Working Group on Gender Mainstreaming/Budgeting
- Interministerial Working Group on Equal Treatment
- Interministerial Working Group on Protection Against Violence
- NGO Dialogue on Anti-Discrimination
- Women's Health Dialogue

### 36. Please describe how stakeholders have contributed to the preparation of the present national report.

The reporting process was coordinated by the Directorate General for Women and Equality in the Federal Chancellery. Following a coordination meeting, state bodies (ministries, federal states, the Association of Austrian Cities and Towns, highest bodies, Statistics Austria) sent written contributions addressing the issues set out in this report, which were then consolidated by the coordination team. A comprehensive initial draft report was sent to the participants of the stakeholder dialogue on 20 March 2024. At this day-long event, the report results were presented, discussed and supplemented.



In particular, the participants in the dialogue event were invited to identify milestones, setbacks and challenges from the last five years (see section 1 and questions 1-2) and priorities for the coming five years (see questions 5 and 39). In addition to this, using an Art of Hosting and Harvesting approach in dialogue formats, joint written inputs were developed and set out in detailed templates, consolidated into graphical records and included in this report in a focused form.

Photos: Federal Chancellery. Participants of the dialogue event identified highlights and priorities in participatory settings.

Graphic Recordings from the stakeholder dialogue (Edith Steiner-Janesch) (Results of the stakeholder dialogue: Highlights and priorities in the six thematic clusters)





**37. Please describe your country's action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women.**

Austria is currently working on sending a mid-term report on the implementation of the recommendations of the third review to the OHCHR for the UPR. Specifically in response to the report, the counselling services for girls and women across the country have been expanded significantly, with a particular focus on the field of education. Since 2024 counselling services have been available in 100% of the political districts in Austria. Various measures have been introduced to improve women's equal opportunities on the labour market. These include, for example, the introduction of the "equalitA" quality seal for companies, extensive expansion of childcare facilities and gender-specific counselling in the labour market service. There has been a compulsory quota for women in companies listed on the stock exchange of 30% since 2018. This was set at 40% for state or state-affiliated supervisory boards in 2020. Measures relating to increasing the percentage of women in political parties and the nominations for National Council elections and state parliaments have been introduced to improve the representation of women in politics. This was achieved through an economic stimulus in the form of an increase of 3% in party funding for parties with over 40% women. The gender pay gap was addressed by numerous measures and projects to improve income transparency. The Salary Compass created by the Public Employment Service offers a point of reference, giving an overview of starting salaries in various professions. Tax measures in the form of tax relief on low incomes were passed in 2018. Since that year, the partner's income is no longer taken into account when calculating emergency assistance, which has led to greater social and autonomous protection for women in particular.

The CEDAW report also shows that various measures to protect against unequal treatment of women have been implemented. Access to the labour market has been made easier for women with disabilities in particular through the National Action Plan on People with Disabilities (2012–2020). The ESF programme, with particular focus on investment to promote equality of women and men on the labour market (2014–2020) and a universal development plan that provided for measures to increase the percentage of women in all areas (including teaching, academic administration and research) (2016–2020) also contributed to the promotion of women.





# Section V: Data and Statistics

## 38. What are the most important areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

### ✓ Re-processed existing data (e. g., censuses and surveys) to produce more disaggregated and/or new gender statistics

The National Coordination Centre for the Istanbul Convention collects, analyses and publishes special assessments of police and judicial data and data from specific support facilities each year. The data collection has been expanded in the past few years. The data analysis in the **Study on Murders of Women** (see question 16) also contributed to an increase in knowledge.

### ✓ Conducted new surveys to produce national baseline information on specialized topics

In its “Gender Equality Strategy 2020-2025”, the European Commission sets out extensive measures in the fight against gender-based violence, part of which is the collection of extensive and comparable data on violence against women. On behalf of Eurostat and the Federal Chancellery, **Statistics Austria** performed a survey on Gender-based violence against women and other forms of inter-personal violence in 2021. The results show the prevalence of violence against women in adult life inside and outside of intimate relationships, stalking, sexual harassment at work and violence in childhood. The survey provides important information about the victims of violence and is a valuable addition to the legal criminal statistics, which show convicted cases, and the official police criminal statistics. The Time Use Survey was also carried out by Statistics Austria in 2021/22 on behalf of the Federal Minister for Women, Family, Integration and Media. The Time Use Survey is a survey of households that provides an insight into people’s daily routines. The time spent on certain activities and who does which activities is recorded. Habits of people in various phases of life and with various sociodemographic characteristics are able to be analysed. The survey is the primary way of measuring the distribution of paid and unpaid work between women and men. The main results are that women do the majority of the childcare and housework and the division of paid and unpaid work broadly follows traditional gender roles.

In 2023, **studies on menstrual health** and **the feasibility of free contraception** in Austria were carried out. Data and information were also collected to decrease the data

gap in women's and gender health in Austria and form the basis for further measures in the field of health promotion.

### **Evidence of the living conditions of groups at risk of poverty and social exclusion**

that also include analyses of socioeconomic challenges of women and girls and relevant political areas of activity in relation to women and girls is continuously improving thanks to studies. The following studies were published during the reporting period:

- ["Socioeconomic disadvantages in childhood in Austria \(2023\)"](#)
- ["How we are today"](#): this survey was launched in 2021 in 10 EU Member States, including Austria. Every three months, changes in living conditions, income and wellbeing in private households are recorded and analysed. The rapid availability, accuracy and comparability of the data helps to identify concomitant effects and consequences of crises such as the COVID-19 pandemic or the current inflation in time. The main topics are household income, financial expenditure and obligations of the household, managing with income, financial difficulties and life satisfaction. In 2024, a special chapter on gender-related issues will be added.
- ["The social consequences of inflation \(2023\)"](#)
- ["Redistribution by the state in Austria in 2019 and developments from 2005 to 2019 \(2023\)"](#)
- ["Life cycles of pensioners \(2022\)"](#)
- ["Analysis on the Cost of Raising Children 2021"](#)
- ["Monetary family benefits for different household compositions 2021"](#)
- ["Maintenance survey \(2021\)"](#)
- ["Risk of poverty or social exclusion of single-parent households in Austria \(2021\)"](#)
- ["New pension recipients between 2000 and 2020 focusing on the gender gap \(2021\)"](#)
- ["Promoting social mobility in Austria \(2019\)"](#)

From June to October 2021, the [survey](#) commissioned by the Frauenservice **Wien** together with the Vienna Social Fund "Fewer barriers, more Vienna. How do women and men with disabilities or health impairments live in Vienna?" was carried out to record more about all of the differences between women and men (with disabilities). A total of 1,946 Vienna residents with a disability/health impairment aged between 18 and 65 took part in the survey, 53% of whom were women and 46% men. The academic analysis of the situation and the opportunities for participation for people, particularly women, with disabilities is incomplete. Therefore, in 2018, Frauenservice Wien (MA 57) commissioned the research institution L&R with a quantitative study on the [living situation of women with disabilities and/or health impairments in Vienna](#). The research process included women who were directly affected. They gave reports on their life in Vienna. Many of the women involved emphasised that they were not disabled, but they

were disabled by the multiple barriers. The study should therefore contribute to the breakdown of these barriers.

A survey of the needs of queer and genderqueer young people was also commissioned from the Institute for Advanced Studies, and in 2023 the Institute was commissioned with repeating the “Queer in Vienna” study. The focus of this research project is the living conditions of members of the LGBTIQ community and intersectional aspects.

### ✓ Improved administrative-based or alternative data sources to address gender data gaps

The use of register-based data sources, in particular the Central Register of Residents (CRR) and the Central Civil Status Register (CCSR) has been expanded by **Statistics Austria** to record non-binary genders in the population statistics. On the basis of a ruling by the Constitutional Court of 15 June 2018, intersex people have the right to a gender entry in the CCSR that, in addition to the previous categories (male, female, unknown) now also permits four new categories (various, inter, open, not specified). Since the first reporting quarter in 2020, these new categories have been included in the data that Statistics Austria receives from the CCSR. However, the case numbers in the new categories are still very low, which is why extensive assessments of the population by all gender entries are not yet possible due to the potential identification of individuals. Nevertheless, since the first quarter of 2020 Statistics Austria has been publishing a table of the quarterly population across Austria by detailed gender, as data protection is able to be ensured at this level of analysis. Since the fourth reporting quarter of 2023, the data that the CRR provides to Statistics Austria has included the above-mentioned new gender entries, as the new entries from the CCSR now need to be transferred to the CRR.

Since the pilot report in July 2021, the Federal Ministry of the Interior has been publishing a Status Report on Hate Crime Data, in each case for the previous year since 2022, collected as part of the police criminal statistics for all criminal charges issued by the public prosecutor’s office nationwide for all diversity factors, in particular crimes with a misogynist motive, on Hate Crime Victim Memorial Day (22 July).

The Vienna Equality Monitor is a tool to empirically record the status quo and the development of the equality of women and men in Vienna with numerous indicators, to analyse this and to make it visible and useful for interested parties. The Third Vienna Equality Monitor (2021) showed the developments in equality building on the Second Equality Monitor (2016) and the First Equality Monitor (2013).

✓ **Produced knowledge products on gender statistics  
(e.g., user-friendly reports, policy briefs, research papers)**

The Statistics Austria website was redesigned in 2022. The graphical preparation of the results played a key role. This also applies to the field of gender statistics, which includes key indicators on the topics of the risk of poverty or social exclusion, education, demographics, income, employment, pensions and work-life balance.

A women's health report was published in 2022 to provide information about the lived health realities of women and girls. This laid the foundations for healthcare in which women and girls are the focus. Since gender is a determining factor in health and disease, a Gender Health Report was published in 2019 and in 2024 a continuation of this report. The Gender Health Report can serve as a tool to improve healthcare.

In Austria, a facts-based women's and equality policy is made possible through a large number of reports, studies and data collections. Among others, the annual report "Women and Men in Austria – Figures, Data, Factor" (previously the Gender Index), which has provided a continuous overview of the developments in key areas such as living environment, education, economic situation, health, representation and participation, domestic violence and violence in the immediate social environment since 2011, should be mentioned.

Various indicators are used to measure and observe the gender pay gaps in Austria and in an international context. To gain an overview of the parameters used and their significance and thus enable more standardised reporting, the "Round Table on Income Transparency" took place in 2018 and 2019. On the basis of this exchange between experts from federal administration and social partner organisations with the collaboration of Statistics Austria and the Directorate General for Women and Equality in the Federal Chancellery, a collection of the indicators that are most commonly used in Austria and therefore are most important when reporting on the gender pay gap was created. This indicator overview is regularly updated and is available online.

For 2022, there is a detailed compilation of gender-specific data as part of the "Statistical Compilation" – the report was published on 3 April 2024. This extensive publication of figures, data and facts about women and men in various areas of life was created by a working group made of up renowned researchers from various institutions. In addition to figures and data that were as up-to-date as possible, it also contains longer-term developments and trends in equality dimensions. The following equality dimensions were included: education, work, socioeconomic situation, health and care, representation and participation, gender-based violence.

### 39. Over the next five years, what are your country's priorities for strengthening national gender statistics?

#### ✓ Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)

Some of the specific, statistical projects that were mentioned such as “Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics” have already been extensively implemented thanks to developments in the last few years, and accordingly no further work is planned at this time.

Following the orders of the National Council, in January 2023 a **Gender Report in the Field of Art and Culture** was commissioned following a Europe-wide tender process. The study looks at the distribution of the genders across the entire field of art and culture funded by the federal government and the federal states in the period from 2017-2021. Important aspects are staffing, organisational hierarchies and payment. The survey of all professional cultural institutions that was central to the study (around 3,500 organisations across Austria) ran from mid-September to late October 2023. The assessment of the art and culture reports and the labour market data has already been carried out. The final results of the study are expected to be available in mid-2024. In the future, the report will be published every five years to enable an evidence-based equal treatment policy to be put in place. **Gender-based medical indicators** for strokes will also be developed by spring 2024 and then assessed at a national level.

#### ✓ Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps

Over time, the number of people with non-binary gender entries in the Central Register of Residents (CRR) and the Central Civil Status Register (CCSR) will increase (see question 38). As soon as the number of cases of people with a non-binary gender entry in the register data used by Statistics Austria reaches a critical mass, an expansion of the assessments is planned. However, measures must be taken to ensure that individuals cannot be identified. It is not currently possible to predict when this expansion may be possible.

The Federal Equal Treatment Report, which is to be presented to the National Council by 1 October every two years, will include data on parental leave in the future too. The initial report will be provided in October 2024.

The Federal Ministry of the Interior is striving to reduce the number of unrecorded cases of domestic violence to improve the informative value of statistical investigations. This relates to the number of cases, the statistics on the criminal complaints made and the restraining and protection orders issued. Since the third version of the Federal Ministry of Justice Decree on **Guidelines on criminal prosecution of crimes in the immediate social environment** (2021), there has been a standardised definition of violence in the immediate social environment in Austria for the first time. This enables the standardised use of the **VJ identifier “FAM”** and thus an improvement in the statistical data on violence within the family. The Decree is therefore helping to **close existing gaps in data and ensure that it is suitable for international comparison**. Academic work and considerations of further measures in the field of prevention can also be carried out on the basis of these figures. After two years of collecting data, the figures arising from the search for the FAM identifier are currently being assessed in the Federal Ministry of Justice. The **crime identifier “PM” (prejudicial motive)** has been available since 2020 to record crimes motivated by prejudice. The technical implementation is constantly being optimised, so ongoing/automated assessments should be possible from 2025. This introduction was coordinated with the introduction of the extensive, detailed police hate crime data recording in 2020, which automatically appears as this crime identifier in the justice system through electronic legal communication.

Framework conditions and actors for systematic data collection of cases of domestic violence in Austrian healthcare facilities have also been identified. A coordinated **data set** is now available.

### ✓ **Development of a centralized web-based database and/or dashboard on gender statistics**

The National Coordination Centre for the Istanbul Convention is planning to set up a data tool to express the data on violence against women and girls in the form of graphs.

## 40. What gender-specific indicators (referring to gender equality and/or explicitly call for gender disaggregated data) has your country prioritized for monitoring progress on the SDGs?

**Statistics Austria** has created a national set of currently around 260 indicators (including double entries) for the process of monitoring the SDGs, which is continuously being updated. The national set of indicators currently contains 46 gender-specific indicators, twelve of which relate to disaggregation by gender. The majority of the gender-specific indicators are anchored in the social goals, most of which naturally come under SDG 5, which contains 23 national indicators for the measurement of gender equality. For example, the gender-specific indicators include the gender pay gap, the percentage of women with tertiary education and maternal mortality. Two gender-specific indicators can be found in the economic goals and four in SDG 16. The surveys of gender-based violence and Time use have been able to close significant data gaps in SDG 5 and SDG 16 for a data year (see also question 38). Possible future surveys are currently being discussed as part of the working group on the SDGs within Eurostat.

There are currently no gender-specific indicators to measure environmental goals. Some targets with gender-specific relevance that are being discussed at a global level such as the goal of supplying drinking water can broadly be considered to have been met in Austria. There are initial methodological approaches for other indicators such as the causation of greenhouse gas emissions by gender at a European level, but further discussion is needed.

In general, data broken down by gender are available for most social statistics in Austria. The inclusion of additional disaggregations by gender would therefore easily be possible for additional indicators at a personal level. It is important to consider, though, that on the one hand a highly disaggregated data set (by gender, age, region etc.) leads to a great deal of effort being required to update the data and on the other hand the data set becomes very unclear as a result. Most of the data are also freely available online, so a linking of the indicators to the original statistics is therefore generally the most sensible approach in Austria.

## 41. Which data disaggregations are routinely provided by major surveys in your country?

For more information on this, see also question 38.

Routine disaggregations in the national surveys are carried out by income, gender, age, education, marital status, migration background and disability. Since July 2022, the Austrian Micro Data Center (AMDC) from Statistics Austria has been available and offers access to microdata to research facilities in compliance with data protection laws. It is not just data from Statistics Austria that can be researched using the Micro Data Center – additional administrative and register data can also be researched if they are approved for this. The AMDC is therefore enabling academia to carry out new, innovative research in the field of gender statistics.



# Section VI: Conclusion and next steps

The review process at a national level on Beijing +30 shows developments and progress over the past five years in a compact and thorough manner. Through the coordinated process of creating this report, in addition to the federal and state administration, further key stakeholders from administration, science, social partnerships and civil society have been able to be involved, thereby providing a joint picture of the last five years and a joint picture of the challenges and priorities that remain, further improving exchange and synergies.

The focus areas identified for the last five years were the fight against violence against women and girls, work-life balance and unpaid care and house work, high quality education, training and lifelong learning for girls and women, rights in the world of work and changing discriminatory social norms and stereotypes. Future priorities are also the healthcare, the political representation and participation, and the digital and financial inclusion of women.

This exchange on women's rights and equality to their effective implementation will be continued in existing committees and formats.

Regular monitoring both as part of Beijing+ and in Austria's future CEDAW review contribute to the regular examination of measures and initiatives to improve women's rights and equality and to the provision of a targeted response to new topics and challenges.



# Annex

## ✓ A Frauen und Armut

Table 1: Risk of poverty and social exclusion by gender, 2019 and 2023

Rate in %	Women 2019	Women 2023	Men 2019	Men 2023
Risk of poverty and /or social exclusion	18	18	15	15
Risk of poverty	14	15	12	13
Severe deprivation	3	4	2	3
Household with no/very low work intensity	9	5	7	6

Source: EU-SILC/Statistics Austria ([series of tables for 2019](#), [Series of tables for 2023](#))

Table 2: Groups particularly at risk of poverty, 2019 and 2023

Rate of risk of poverty in %	2019	2023
Female main earner	23	23
Male main earner	10	11
Women living alone with a pension	26	28
Men living alone with a pension	14	17
Single-parent household	32	41

Source: EU-SILC/Statistics Austria ([series of tables for 2019](#), [Series of tables for 2023](#))

Table 3: Reference rates for equalisation supplements and increases, 2020–2024

Year	Reference rate for single people in EUR	Change compared to the previous year in %	Reference rate for couples in EUR	Change compared to the previous year in %	Annual inflation
2020	966.65	+3.6%	1,524.99	+9.0%	1.4%
2021	1,000.48	+3.5%	1,578.36	+3.5%	2.8%
2022	1,030.49	+3.0%	1,625.71	+3.0%	8.6%
2023	1,110.26	+7.7%	1,751.56	+7.7%	7.8%
2024	1,217.96	+9.7%	1,921.46	+9.7%	No information

Source: Federal Ministry of Social Affairs, Health, Care and Consumer Protection

Table 4: Recipients of the equalisation supplements and bonuses, 2022

Recipients 2022	Equalisation supplement	Equalisation supplement bonus	Pension bonus
Total	190,749	19,037	12,565
of which women (in%)	128,063 (67.1%)	10,727 (56.3%)	7,427 (59.1%)

Source: Federal Ministry of Social Affairs, Health, Care and Consumer Protection

See also [National SDG indicators, goal 1](#)

## ✓ B Women's education and training

Table 5: Percentage of children in childcare, 2018 and 2022, not including childminders

Percentage of children in childcare, %	2018	2019	2022
Children aged 0–2	26.5	27.6	29.9
Children aged 3–5	93.5	93.4	94.4
Children aged 6–9	41.4 (2018/2019)	42.8 (2019/2020)	46.6 (2022/2023)

Source: Statistics Austria; education in figures, combined childcare rate for 6 to 9-year-olds (2018, 2019, 2022); statistics on basic education and after school care centres 2022/2023 for 0 to 5-year-olds (2023)

Table 6: Budget of the Future Fund to expand basic education

Federal government contributions in millions of euros	2024	2025	2026	2027	2028
Future Fund	1,100	1,133.00	1,161.00	1,187.00	1,211.00
... of which early childhood education	500	515.52	528.26	540.09	551.01

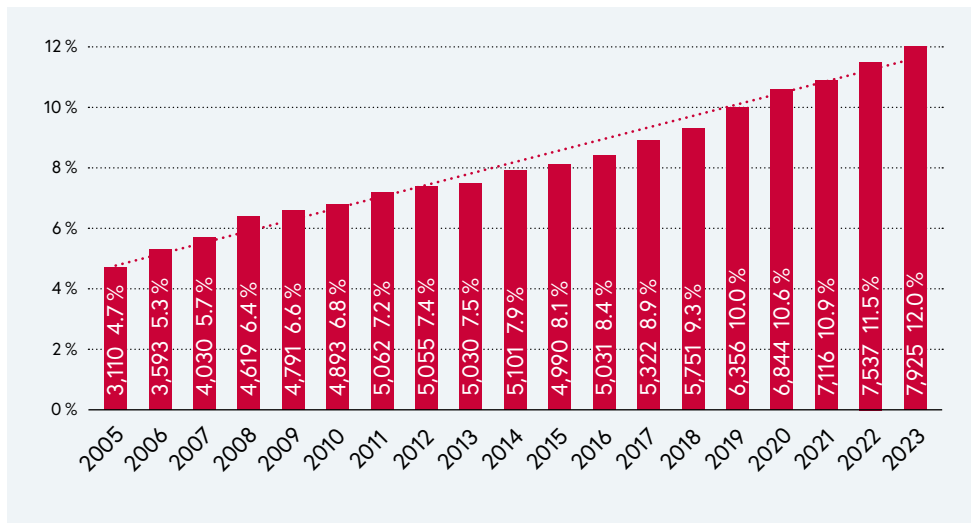
Source: Federal Chancellery

Table 7: Top professions with apprenticeships by gender, 2019 and 2023

Most common professions with apprenticeships	2019: profession	2019: in % of all female/male apprentices	2023: profession	2023: in % of all female/male apprentices
<b>Women rank 1</b>	Retail	22.3	Retail	18.7
Rank 2	Office administrator	10.6	Office administrator	10.0
Rank 3	Hairdresser	8.5	Hairdresser	5.7
Rank 4	Administrative assistant	3.5	Administrative assistant	4.5
Rank 5	Chef	3.4	Pharmaceutical and commercial assistant	4.5
Rank 6	Pharmaceutical and commercial assistant	3.3	Metal technology	3.2
Rank 7	Waitress	3.1	Chef	2.6
Rank 8	Metal technology	3.0	Pastry chef	2.6
Rank 9	Hotel and catering assistant	2.8	Hotel and catering assistant	2.6
Rank 10	Pastry chef	2.4	Waitress	2.3
<b>Total (women)</b>		<b>63.0</b>		<b>56.6</b>
<b>Men rank 1</b>	Metal technology	13.3	Electrical engineering	13.0
Rank 2	Electrical engineering	12.0	Metal technology	12.1
Rank 3	Car mechanic	10.0	Car mechanic	9.8
Rank 4	Retail	6.7	Retail	6.6
Rank 5	Installation and building technology	5.5	Installation and building technology	5.9
Rank 6	Masonry	4.0	Mechatronics	4.1
Rank 7	Joinery	3.5	Joinery	3.2
Rank 8	Mechatronics	3.5	Building construction	2.9
Rank 9	Chef	3.3	Information technology	2.6
Rank 10	Carpentry	2.3	Carpentry	2.6
<b>Total (men)</b>		<b>64.3</b>		<b>62.9</b>

Source: Austrian Economic Chamber apprentice statistics; in each case on 31 December.

Figure 1: Percentage of female apprentices in technical professions with apprenticeships, 2005 to 2023, in absolute figures and %



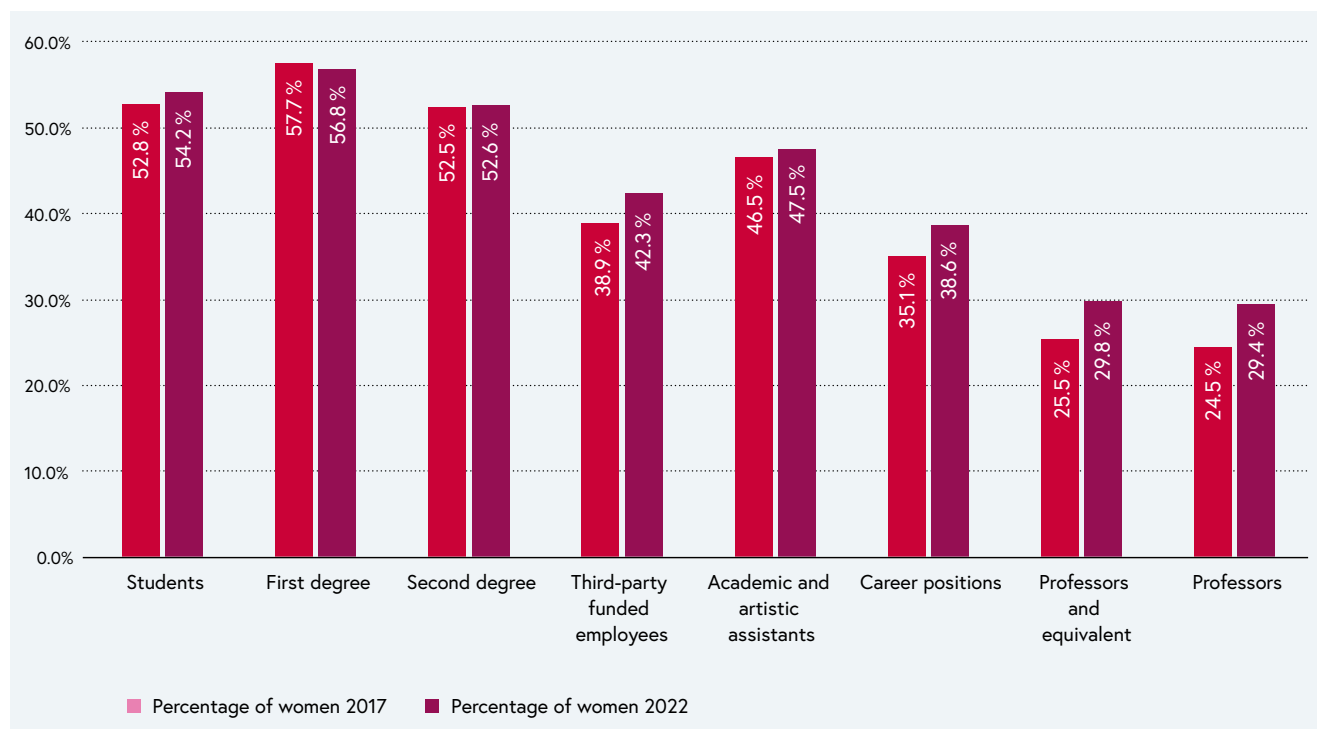
Source: Federal Ministry of Labour and Economy. The technical professions include: construction/architecture/building technology; chemistry/synthetic materials; electronic engineering/electronics; wood/paper/glass/ceramics; IT/computing/communication technology; machines/vehicles/metal; transport/traffic/storage; environment/energy/raw materials

Table 8: Tertiary educational attainment of 25 to 34-year-olds by gender, 2018 and 2021

Tertiary educational attainment in %	2018	2021
Women	44.9	45.9
Men	36.1	37.4

Source: [Statistics Austria](#)

Figure 2: Leaky Pipeline – percentage of women in 2017 and 2022



Source: Federal Ministry of Education, Science and Research/uni data

See also [National SDG indicators, goal 4](#)

## ✓ C Women and health

Table 9: Suicide and assisted suicide by gender, 2018 and 2022

	2018		2022	
	Men (in%)	Women (in%)	Men (in%)	Women (in%)
Suicide	950 (78.6%)	259 (21.4%)	966 (75.6%)	310 (24.3%)
of which assisted suicide	-	-	21 (38.9%)	33 (61.1%)

Source: Federal Ministry of Social Affairs, Health, Care and Consumer Protection, [suicide reports](#) for 2019 and 2023

See also [National SDG indicators, goal 3](#)

## ✓ D Violence against women

Table 10: Protection Against Violence Package measures, 2021

Measure: Increase in the ...	budget in €
Protection against violence facilities	5 million
“Violence prevention counselling centres”	4 million
Family counselling centres and expansion and protection of the child protection centres	3 million
Women with a migration background (through projects on sexual violence and services for women who are affected by forced marriage)	3 million
Violence prevention and implementation of a campaign against male violence	4 million
Anti-violence and self-control training	0,3 million
Legally mandated anti-violence training	0,3 million
Family court assistance	1,5 million
Legal and psychosocial court assistance	3,5 million
<b>Total</b>	<b>24,6 million</b>

Source: Thematic evaluation report on the implementation of the Istanbul Convention, page 8 and MRV 59/16 (2021) (additional funds to improve protection against violence)

Table 11: Trend in case numbers in the protection against violence centres from 2019 to 2022

Year	Absolute case numbers	Percentage increase in case numbers compared to the previous year
2019	19,943	
2020	20,587	3.23 %
2021	22,039	7.05 %
2022	23,638	7.26 %

Source: Data from the Federal Association of Protection Against Violence Centres, [see Facts and Figures – protection against violence Centres in Austria](#) (accessed on 16 January 2024).

See also [National SDG indicators, goal 5](#) and [National SDG indicators, goal 16](#)



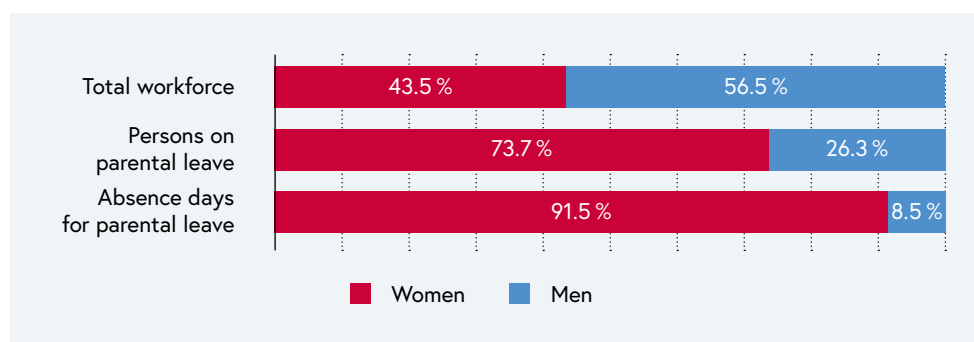
## ✓ F Women in the economy

Table 12: Labour market data (employment, part-time work, unemployment) by gender, 2019 and 2023

	Women 2019	Men 2019	Gender gap 2019	Women 2023	Men 2023	Gender gap 2023
Employment rate (Eurostat)	72.4	81.2	8.8	73.3	81.1	7.8
Part-time rate (Eurostat)	48.9	10.2	-38.7	50.7	12.1	-38.6
Unemployment rate (Eurostat)	4.4	4.9	0.5	4.5	5.1	0.6

Source: Eurostat: employment rate among 20 to 64-year-olds, annual data; Eurostat: Part-time employment rate among 20 to 64-year-olds, annual data; Eurostat: unemployment rate among 20 to 64-year-old workers, annual data

Figure 3: Parental leave in the civil service, percentage for women and men in %



Source: Ministry of the Arts, Culture, the Civil Service and Sport

Table 13: Take up of the family time bonus, 2017–2022, number of cases

	2017 (from 1 March)	2018	2019	2020	2021	2022
Cases of the family time bonus	4,144	5,106	6,204	6,840	8,248	9,121

Source: Federal Chancellery – statistics on the family time bonus: 2017–2019 as at 26.04.2022, 2020–2022 as at 26.04.2023.

Table 14: Gender Pay Gap and Gender Pension Gap, 2017–2022

	2017	2018	2019	2020	2021	2022
Gender Pay Gap	20.7	20.4	19.9	18.9	18.8	18.4%
Gender Pension Gap	40.1	38.7	36.6	35.5	35.8	34.4

Source: Eurostat: Gender Pay Gap in unadjusted form (basis: SES), Gender Pension Gap for people from the age of 65 (basis: EU-SILC)

Table 15: Gross annual income (median, euros) by gender and gender-specific differences in %, 2018 und 2022

	Women 2018	Men 2018	Gap 2018	Women 2022	Men 2022	Gap 2022
All employees	21,996	34,730	36.7%	25,704	39,355	34.7%
Full-time year-round employees	37,959	44,766	15.2%	43,713	49,902	12.4%
Civil service employees (year-round, full-time)	46,765	51,716	10.3%	51,548	56,082	8.1%

Source: <https://www.statistik.at/statistiken/bevoelkerung-und-soziales/einkommen-und-soziale-lage/jaehrliche-personeneinkommen>, [https://oeffentlicherdienst.gv.at/wp-content/uploads/2023/10/BMKOeS\\_Einkommensbericht\\_2023-digital.pdf](https://oeffentlicherdienst.gv.at/wp-content/uploads/2023/10/BMKOeS_Einkommensbericht_2023-digital.pdf), data from the civil service: STATISTICS AUSTRIA, income tax data – social statistical assessments, gross annual salaries in accordance with Section 25 of the Income Tax Act

Table 16: Female Participants in labour market programmes targeted at women, 2019–2023

	2019	2020	2021	2022	2023
Kompetenz mit System (KmS – System Competence) programme	675	655	907	1,108	1,022
FiT (Women in Trades and Technology) programme	1,172	1,173	1,313	1,362	1,428
Wiedereinstieg mit Zukunft (WmZ – Restarting with a future) programme and support for rejoining the workforce	38,779	40,447	49,822	47,012	40,247
Childcare allowance	11,887	9,372	8,642	10,125	10,241
Women's professional centres	14,541	10,561	14,871	16,400	17,600

Source: Federal Ministry of Labour and Economy

Table 17: Number of applications submitted to the Equal Treatment Commission (GBK) and the National Equal Treatment Commission (B-GBK) in the period from 1 January 2019 to 31 December 2023

	GBK senate I	GBK senate II	B-GBK senate I	B-GBK senate II
Total applications	338	148	166	236
Of which women (%)	295 (87.3%)	59 (39.9%)	113 (68.1%)	26 (11.0%)

Source: Federal Chancellery

Table 18: Average monthly pension by gender and gender-specific differences in %, 2019 and 2022

Average monthly pension	2019			2022		
	Women	Men	Difference in %	Women	Men	Difference in %
All pensions	951	1,553	-38.7	1,068	1,733	-38.4
Old-age pensions	1,043	1,706	-38.9	1,170	1,895	-38.2
Pension for inability to work	858	1,232	-30.4	938	1,306	-28.2

Widow(er) pensions	770	357	+53.6	844	391	+53.7
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Source: Umbrella Association of Austrian Social Security Agencies, own calculations (Federal Ministry of Social Affairs, Health, Care and Consumer Protection)

See also [National SDG indicators, goal 5](#) and [National SDG indicators, goal 8](#)

## ✓ G Women in positions of power and decision-making positions

Table 19: Share of women in positions of power and decision-making positions, 2019 and 2023, in %

Share of women in %	2019	2023
National Council	39.9	41.0
Federal government including chancellor, ministers, secretaries of state	50.0	44.4
Total state parliaments	30.6	35.9
Total state governments	40.0	38.4
Mayors	8.5	10.5
Employees	48.3	48.5
Employees in management positions	34.5	36.0
Employees in the civil service	42.5	43.5 (2022)
Management positions in the civil service	36.2	37.5 (2022)
Supervisory boards of listed companies (all listed)	22.0	29.4
Supervisory boards of listed companies subject to the legal quota	27.5	35.0
Supervisory boards of the top 200 companies	21.4	25.5
Supervisory boards of state-affiliated companies (all mandates)	39.2	47.6
Supervisory boards of state-affiliated companies (mandates nominated by the federal government)	43.3	51.4
Boards/management of listed companies	4.9	9.0
Boards/management top 200 companies	8.2	10.5
Boards/management of state-affiliated companies	17.2	18.5

Source: Frauen.Management.Reports 2019, 2023 and 2024 (Chamber of Labour); MRV 2020 and 2024 (Federal Chancellery); Women in Political Decision-Making Positions (Federal Chancellery); Ministry of the Arts, Culture, the Civil Service and Sport, MIS-PM SAP; Labour Survey 2019 and 2023 (Statistics Austria)

See also [National SDG indicators, goal 5](#)

## ✓ H Institutional Mechanisms to Support Women

Table 20: Budget for the Directorate General for Women and Equality 2019 to 2024

	2019	2020	2021	2022	2023	2024
Total budget in millions of euros	10.15	12.15	14.65	18.4	24.3	33.6

Source: Federal Chancellery

Table 21: Share of women working in justice, 2017-2024, in each case on 1 January, in %

	2017	2018	2019	2020	2021	2022	2023	2024
Ministry of Justice, total	52.9%	52.9%	53.6%	53.7%	54.1%	54.5%	55.0%	56.0%
Judges	54.7%	55.1%	55.1%	55.9%	56.7%	58.1%	59.0%	59.6%
Public prosecutors	50.5%	51.7%	51.1%	52.0%	52.8%	53.7%	54.0%	55.6%
Candidate judges	65.8%	66.7%	64.6%	63.4%	66.7%	64.4%	67.7%	67.6%
Court staff (not including judges, public prosecutors, candidate judges), excluding penitentiary institutions	72.1%	72.3%	77.5%	72.5%	72.6%	72.5%	72.6%	73.2%
Executive service in penitentiary institutions (judicial guard)	14.1%	14.6%	15.7%	16.8%	18.1%	18.9%	19.6%	20.7%
Non-executive service in penitentiary institutions (particularly administrative staff)	71.2%	69.6%	70.3%	70.3%	69.2%	69.5%	69.9%	71.1%

Source: Federal Ministry of Justice

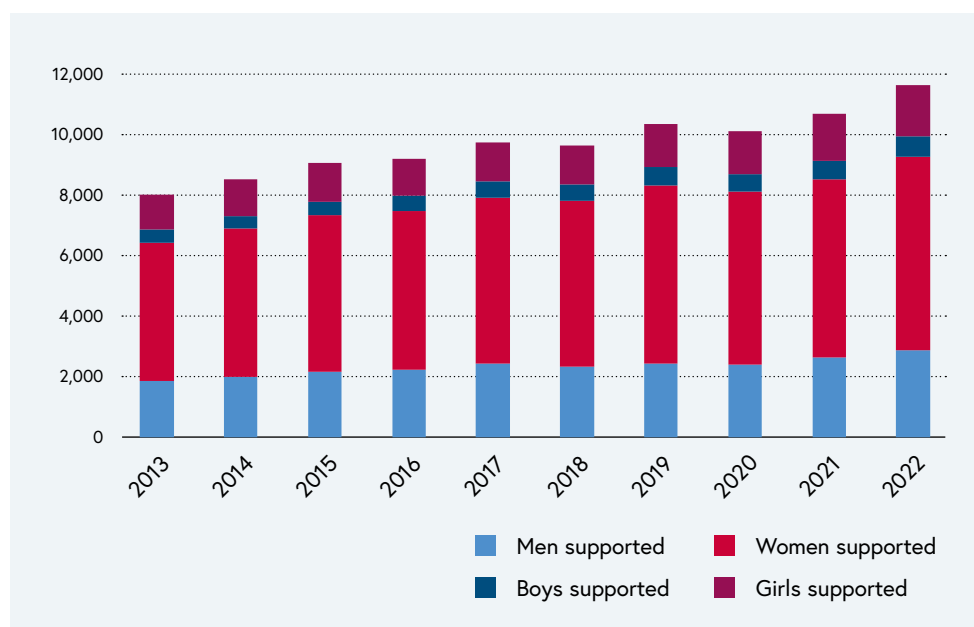
## ✓ I Human rights for women

Table 22: Court assistance budget, 2013–2023

	Total funding for psychosocial and legal court assistance	of which for women, funding in EUR	For women in %	of which for female minors in EUR	For female minors in %
2013	5,284,899.18	4,233,878.21	80,1%	1,172,047.73	27.7%
2014	5,433,846.85	4,411,811.36	81,2%	1,259,541.82	28.5%
2015	5,930,181.15	4,769,961.02	80,4%	1,295,005.36	27.1%
2016	6,259,962.82	4,947,510.25	79,0%	1,329,338.56	26.9%
2017	7,012,126.11	5,477,841.62	78,1%	1,434,472.58	26.2%
2018	7,211,268.05	5,699,611.89	79,0%	1,519,655.31	26.7%
2019	8,191,303.36	6,508,670.38	79,5%	1,756,700.84	27.0%
2020	8,175,922.74	6,543,687.48	80,0%	1,792,054.17	27.4%
2021	8,465,948.52	6,855,997.32	81,0%	1,910,588.18	27.9%
2022	10,248,513.17	8,150,500.09	79,5%	2,201,025.27	27.0%
2023	11,600,211.08	9,179,544.71	79,1%	2,401,288.88	26.2%

Source: Federal Ministry of Justice

Figure 4: Minor and adult victims supported through court assistance by gender, 2013–2022



Source: Federal Ministry of Justice

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