

Vienna: Mainstreaming the Gender Perspective



Vienna - a city of gender equality, due to ...

... a **clear and long lasting political commitment** and backing by the senior management.

... an **equality support structure** with a whole range of teams, services and **gender experts all over** the administration.

... **Gender Budgeting** as the legal backbone

... **adding a gender perspective to** almost all **municipal services**: labour market, education and further training; urban planning, public transport and social housing, it's part of the health services, child care services, climate change and the digitalization strategy

Chief Executive Office – Executive Group for Organisation and Security, Section Gender Mainstreaming

Chief Executive Office – Executive Group for Construction and Technology

MD 5 – Financial Affairs, Gender Budgeting

Vienna Business Agency

Equal Opportunities Advisors

Vienna Employment Fund (waff)

MD 57 – Promotion and Coordination of Women's Issues

MD 23 – Economic Affairs, Labour and Statistics, Gender Statistics

MD 24 – Health Care and Social Welfare Planning, Office for Women's Health and Health Objectives

Vienna Hospital Association



Network for Gender Equality

How do we proceed?

- 1. Making gender differences visible**
lobbying and campaigns, research and information
- 2. Raise Awareness - Guidelines, training & service**
gender trainings, manuals, e-learning, guidelines, bot
- 3. Setting up an efficient reporting and controlling system**
gender budgeting, quality management, gender checks for legislation, exams by the Internal Audit and the Court of Auditors
- 4. Making changes visible and tangible**
Initiate pilot projects, **mainstream results** & communicate

Gender Budgeting

Federal Constitution of the Republic of Austria, 2008:

Art. 13, para. 3

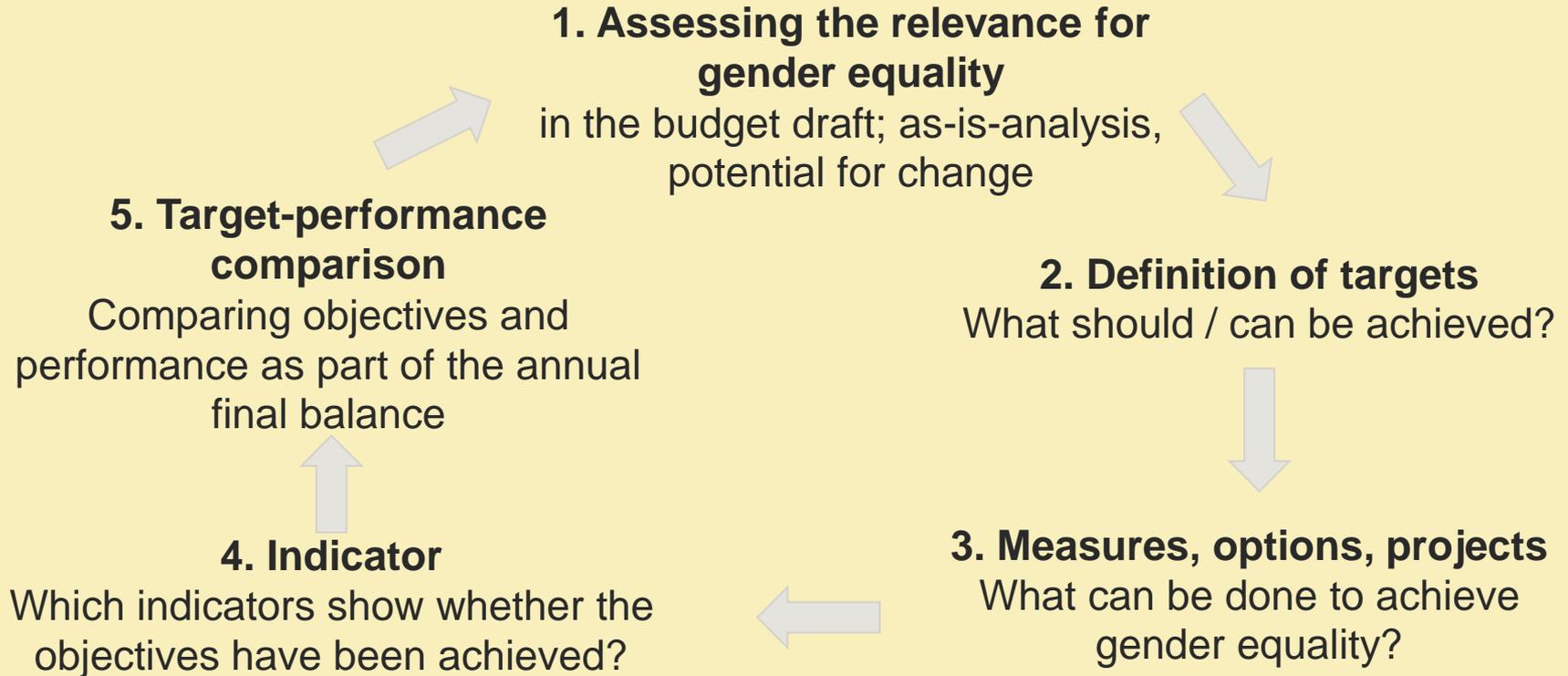
“Federation, provinces and municipalities have to aim at the equal status of women and men in the budgeting.”

Vienna: Gender Budgeting is legally binding since 2005

Twice a year all municipal departments have

- to check their budget resources for gender relevance along with the regular budgeting process;
- define targets and measures in order to reduce gender discrimination.

How does gender budgeting work in Vienna?



Gendersensitive child care

- Gender-sensitive education forms part of the Vienna Education Plan
- Gender as a topic in (further) training of teachers
- Campaigns to increase the amount of male day care teachers
- Children's daycare centres in Vienna provide a vast offer and family-friendly opening hours (6:30 – 18:00) all over the year
- Childcare in Vienna is free of charge for children up to 6 years of age



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Gender Budgeting – Kindergartens

municipal department	gender specific targets	intended projects and actions	intended outcome and success factors	
MD 10 – Kindergartens	Increasing the percentage of male kindergarten teachers and students	<ul style="list-style-type: none"><li data-bbox="722 495 1136 528">• Information campaigns<li data-bbox="722 681 1136 714">• New training programs	percentage of teachers among all teachers Percentage of male students	4,8 % 15,1 %

Climate Change & Gender

- Vienna's Smart Climate Strategy and the mission statement of the Climate Coordination Officer point out that **gender aspects are cross sectional issues**
- **Gender Budgeting** to check on gender relevance of climate activities
- **Gender Check of the City's Climate Roadmap** with focus on energy poverty, public space & transport, public lighting, green economy..)
- **Promoting female experts** in decision making positions

Gender Budgeting – Road Management and Construction

municipal department	gender specific targets	intended projects and actions	intended outcome and success factors	
MD 28 – road management and construction	More space and convenience for eco-friendly modes of transport	<ul style="list-style-type: none"> • Wider sidewalks • Expanding the cycling path network • Expansion, densification and acceleration of public transport 	before/after comparison of surface for eco-friendly modes of transport	Surface difference 2021 to 2022: Side walks: + 0,9 % Cycling paths: + 1,95 % Public Transport: + 0,53 %

Gender is a success factor

- Gender checks and gender differentiated data contribute to a higher quality of communal services.
- The more you know about your clients/citizens the better for the planning of your resources.
- Investments in Gender Equality are an economic success factor: if women achieve more, the GDP per capita is higher.
- Human development is higher where women achieve more, which means: both, women and men are better off when there is a higher level of gender equality.*

* https://ec.europa.eu/regional_policy/en/information/maps/gender-equality-monitor

Fix the System – not people!