

[*FemCities*]

Cities as driving forces behind gender equality. Exchanging Best Practices.

FemCities Conference 2019
Vienna, Austria

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PUBLISHING INFORMATION

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GRAPHICS
Claudia Schneeweis-Haas

Vienna, June 2020

FemCities Conference 2019
24th of September 2019, Vienna

The City of Vienna Women's Department (MA57) and the Women's Committee of the Austrian Association of Cities and Towns invited to the **FemCities Conference 2019**

Our goal this time was the **exchange of concrete best practices with regard to gender equality** both in administration and management as well as projects from NGOs for vulnerable groups of women.

Cities as driving forces behind gender equality. Exchanging Best Practices.

24th of September Vienna, Austria

Location: Rooftop Conference Hall Urania, Uraniastraße 1, 1010 Vienna

Time-table: 09:00 – 17:00

Conference language is English

In 2019 gender equality is still not self-evident.

Outdated concepts of femininity and masculinity, stereotypical roles of women and men as well as financial cuts for feminist projects work against it. In times where the promotion of women is questioned and the whole of Europe is feeling a backlash against the achievements of the women's movement, it is time to support each other.

With projects working towards gender equality as well as gender mainstreaming we combat these developments.

We want to learn from each other and maybe implement similar ideas. We want to work together for a more equal Europe. Best practices will be introduced in small presentations as well as being visible in a project gallery where interested parties might directly exchange information regarding certain projects.

[PROGRAM]



- 08:30 Admittance and Coffee**
- 09:00 Welcome words** local councillor **Nicole Berger-Krotsch**
- 09:10 Introductions** **Ricarda Goetz**, FemCities Coordinator
Ursula Bauer, Head of Gender Mainstreaming and
Thomas Weninger, Secretary General of the Austrian Association of Cities and Towns
- 09:15 Keynote** „Gender Equality in EU Policy Making“
Stefanie Wöhl, Professor of Political Science
- 10:15 – 11:30 Presentations of Best Practices in Management and Administration**
- 10:15 – 10:30 Gender Budgeting, City of Vienna – **Nadine Unger**
 - 10:30 – 10:45 City/Municipality of Equality, City of Belgrade – **Sanja Stankovic**
 - 10:45 – 11:00 Gender Equality Action Plan, City of Graz – **Priska Pschaid**
 - 11:00 – 11:15 Women Culture Council, City of Mannheim – **Zahra Deilami**
 - 11:15 – 11:30 Fair Shared City, City of Prague – **Milota Siderova**
- 11:30 – 12:00 Questions and Summary**
- 12:00 – 12:45 Project Gallery Walk and Networking Opportunity**
- E-Learning 5 Gender Mainstreaming Principles
 - The network for Gender Equality
 - Gender sensitive City Planning
 - Comic-Campaign Against daily Sexism
- 12:45 – 13:45 Lunch**
- 13:45 – 14:00 Introduction Afternoon session**
- 14:15 – 15:30 Project Presentations**
- 14:15 – 14:30 Bulgarian Fund for Women – **Gergana Kutseva**
 - 14:30 – 14:45 Vienna Business Agency – **Dudu Gencel** (cancelled)
 - 14:45 – 15:00 Femspace: Empowerment in Entrepreneurship – **Erzsebet Toth**
 - 15:00 – 15:15 ABZ Austria: Competence Check for migrant women – **Manuela Vollmann**
- 15:30 – 16:00 Questions and Wrap-Up**
- 16:00 – 17:00 Project Gallery Walk and Networking Opportunity**
- Gallery of Austrian Pioneer Women
 - Girl Empowerment Workshops
 - Safety Anchor
 - Vienna Daughters Day

Moderation: **Shams Asadi** – Head of the Human Rights Office of the City of Vienna

For further inquiries or questions contact FemCities coordinator Ricarda Goetz:
ricarda.goetz@wien.gv.at

More information: www.femcities.at

Join us in our LinkedIn FemCities group: <https://www.linkedin.com/company/femcities/>

The City of Vienna Women's Department and the Women's Committee of the Austrian Association of Cities and Towns welcome you to the FemCities Conference 2019

The topic this year is:
Cities as driving forces behind gender equality. Exchanging Best Practices.

2018 felt like a pivotal moment as the voices of many women and girls were raised in the #MeToo and #Times Up campaigns. It is a reminder that whilst so much has been achieved, the way to achieve equality in political, societal and economic participation and representation is still a long one.

In the European Union, 32% of regional assembly members and 36% of municipal council members are women and only 15% of mayors are women.

Cities are at a level of government closest to the citizens, and although many areas of policy related to gender are beyond their main competences, there is still a lot that cities can and should do, for instance create safe funding for support systems for girls and women, safe spaces, political and economic representation, financial and legal consultation, housing.

Today we will hear different statements and projects from city administrations and NGOs that are part of the process reaching gender equality.

FemCities, as a network for city and municipal administrations that promote women and gender equality, has been in place since 1997, and since then, many ideas, projects and lots of information has been exchanged. The Femcities network supports the exchange of successful models in the field of local and regional women's policy and enforces the lobbying for equality issues in Europe.

FemCities had conferences in cities like Luxembourg and last year in Stuttgart, with topics like **"Women's rights, religion and refugees" in 2017**. This year we go back to our roots in the sense that we will hear different projects from city administrations and the civil society.

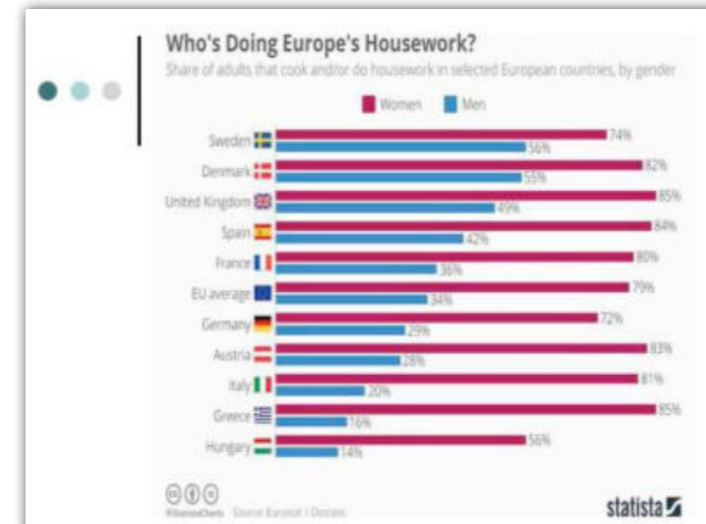
Gender equality is not only a democratic principle and a human right, enshrined in the EU Treaties; it is also a fundamental requirement for the equal sharing of power and justice and for the well-being of communities.

United Nations research shows that when there are more women involved in public service delivery within public administrations there is better financial inclusion; improved education delivery; higher sanitation levels and enhanced healthcare.

These and other important points were mentioned in the welcome words by
Nicole Berger-Krotsch, local councillor
Ursula Bauer, Head of Gender Mainstreaming
Thomas Weninger, Secretary General of the Austrian Association of Cities and Towns
Ricarda Goetz, FemCities Coordinator

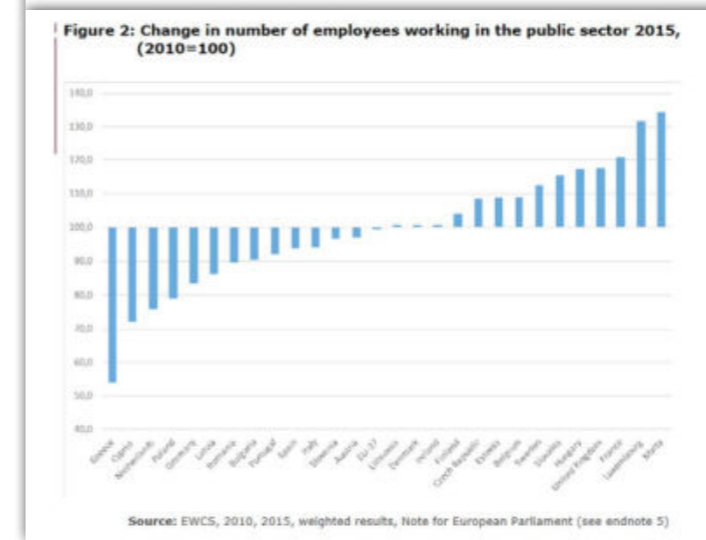
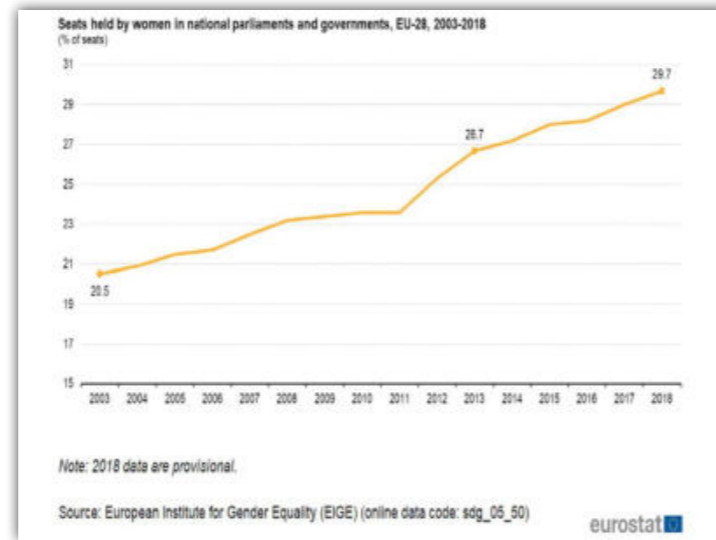
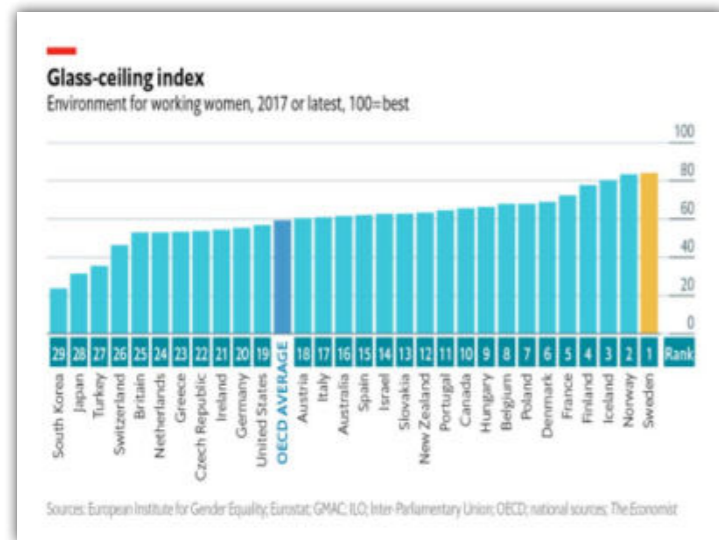
[KEYNOTE: GENDER EQUALITY IN THE EUROPEAN UNION

STEFANIE WÖHL



BINDING EU DIRECTIVES

- Supranational Treaties and EU Charter
- Social security (statutory): Directive 79/7/EEC
- Pregnant Workers Directive 92/85/EEC
- Antidiscrimination Directives 2000/43/EG, 2000/78/EG, 2002/73/EG
- Access to goods and services: Directive 2004/113/EC
- Employment: Directive 2006/54/EC
- Self-employment: Directive 2010/41/EU
- Parental leave: Directive 2010/18/EU



GENDER EQUALITY 2010 - ONWARDS

- European Strategy for Equality between Women and Men 2010-2015
- EU Plan of Action on Gender Equality and Women's Empowerment in Development 2010-2015
- 15th anniversary of the United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security in 2015
- 20th anniversary of the Beijing Platform for Action 2015
- A new framework building on the Millennium Development Goals, the SDG's

[KEYNOTE: GENDER EQUALITY IN THE EUROPEAN UNION

Table 1. Overview of gender equality policy programmes.

Name	Time span	Legal form	Process of integration
4 year Community action programme on the promotion of equal opportunities for women 1982-85. Commission Communication to the Council, COM (81) 734 final, 9 December 1981. Bulletin of the European Communities, Supplement 1/82	1982-1985	Commission communication	Legislation
Equal opportunities for women. Medium-term Community programme 1986-90. Commission Communication to the Council, COM (85) 851 final and final 2, 19 December 1985. Bulletin of the European Communities, Supplement 3/86. Second Council Resolution of 24 July 1986 on the promotion of equal opportunities for women. (2) C 203, 12/08/1986	1986-1990	Commission Communication / Council Resolution	Legislation
Council resolution of 21 May 1991 on the third medium-term Community action programme on equal opportunities for women and men (1991 to 1993) (91/C 142/01)	1991-1995	Council Resolution	Consultation (path-dependency)
1995/EC Council Decision of 22 December 1995 on a medium-term Community action programme on equal opportunities for men and women (1995 to 2000)	1996-2000	Council Decision	Legislation
Communication from the Commission to the Council, the European Parliament, the Economic and Social Committee, the Committee of the Regions. Towards a Community Framework Strategy on Gender Equality (2001-2005), 2000/0141 (CND)	2001-2005	Commission Communication	Consultation (path-dependency)
AND Council Decision 2001/11/EC of 26 December 2000 establishing a Programme relating to the Community framework strategy on gender equality (2001-2005)		AND Council Decision	
Communication from the Commission to the Council, the European Parliament, the Economic and Social Committee and the Committee of the Regions. A Roadmap for equality between women and men 2006-2010, COM (2006) 92 final	2006-2010	Commission Communication	De-legalization
Communication from the Commission to the European Parliament, the Council, the Economic and Social Committee and the Committee of the Regions. Strategy for equality between women and men 2010-2015, COM (2010) 481 final	2010-2015	Commission Communication	Consultation (path-dependency)
Strategic engagement for gender equality 2016-2019	2016-2019	Commission staff working document	De-legalization

THE CHANGE TO DG JUSTICE

- The possibilities of one DG influencing another DG are rather limited
- This means that Commission officers who had worked on the strategy before 2010 were no longer in charge of this policy field and could not support further development.
- This has moved gender equality policy away from social policies, also causing a loss of expertise on gender equality programs as policy instruments unlike other important EU policy programs e.g. Horizon 2020, the European Social Fund, the Rights, Equality and Citizenship Program, and Europe's Program for Small and Medium-sized Enterprises (COSME); they all have a program span of 2014 to 2020.
- DG Justice did not weave in gender equality programs and instead further delegalized them.

DELEGALIZATION OF POLICY PROGRAMS

- The external pressure led DG Justice to choose the least costly instruments agreeing on using a staff working document, which has the lowest status of all EU documents, when adopting the 'Strategic Engagement for Gender Equality (2016-2019)'.
- Despite the pressure from the EP, member states, and civil society, the Commission decided not to proceed with policy programs in the legal form of Commission communications and instead de-legalized the policy program to a non-legal norm, an internal staff working document that was adopted without approval by the College of Commissioners.
- The resulting Strategic Engagement might mean the end of gender equality program as a policy instrument, as it fully relies on the self-engagement of the individual Commission civil servants in charge of the listed activities.
- The legal form of a staff working document means there is less transparency in, or control over, the program's implementation by the EP or the member states.

WHERE DO WE GO FROM HERE?

- Questions of social reproduction, public health and welfare services not considered in new deficit and debt thresholds within the Fiscal Compact Treaty or the European Semester
- Gender Equality has been sidelined
- With the Committee nominee Helena Dalli as Equality Commissioner, will there be a new priority for gender equality?

THE DECLINE OF GENDER EQUALITY POLICY PROGRAMS SINCE 2010

- The seventh policy program 'Strategy for Equality between Women and Men 2010-2015' followed a similar path as the former Roadmap: policy issues stagnated, as did the scope of accountability and monitoring.
- The policy program focused on describing the situation of women and men, not even mentioning the different impact of the financial and economic crisis on the economic and employment situation of women and men
- the Council dismissed gender equality as being 'too expensive' during a severe economic crisis, a crisis that resulted in a shift to put economic issues firmly before social issues
- The new program coincided with moving the responsibility for gender equality policy from DG Employment to DG Justice, and thereby to a policy context receptive to reactive human-rights-focused anti-discrimination policy instead of the previous social-policy emphasis on proactive gender equality policies by implementing gender mainstreaming as a political strategy

THE FIGHT FOR GENDER EQUALITY 2015

- Starting with the Roadmap, the continuous downgrading of policy programs was noticed by other gender equality actors.
- In early 2015 the Commission was undecided about adopting a new gender equality program, so supranational gender equality actors like the EWL started a Europe-wide campaign, not only for the continuation of the programs, but also for their extension and for a greater commitment from the EU institutions (European Women's Lobby 2015).
- The FEMM Committee contributed to the debate by adopting the 'Report on the EU Strategy for equality between women and men post-2015' (European Parliament 2015). Nationalist conservative groups tried to prevent its adoption, but after a heated debate it passed in plenary.
- Simultaneously, 20 national gender equality ministers stressed the importance of a renewed Commission policy program, thereby setting the stage for debates among core supranational gender equality actors (die Standard 2015).

WHAT HAPPENED TO EQUALITY ACTORS?

- Shifting powers from parliaments to executive branches of the state, both supranational and national
- Sixpack legislation: 5 ordinances and 1 directive with enhanced emphasis on competitive restructuring of member states
- Correction of macroeconomic imbalances through „Reverse Majority Rule“: Commission's proposal have to be accepted or declined within 10 days by Council
- Neglect of gender budgeting and mainstreaming in policy making in response to crisis on supranational level

■ Thank you for your attention!

stefanie.woehl@fh-vie.ac.at

Blog: <https://eis.fh-vie.ac.at>

[GENDER BUDGETING

NADINE UNGER
CITY OF VIENNA



Article 13, Paragraph 3 Austrian Federal Constitution Law: §
"Federation, provinces and municipalities must aim the equal status of women and men in the budget management."

Vienna:
Gender Budgeting is a legally binding regulation since 2005.

City of Vienna

Gender Budgeting in Vienna - Timetable

November 2004: Gender budgeting conference with internal and external experts arranged by the City Councillor for Finance and the City Councillor for Women's issues

Spring 2005: Steering group with members of the Finance Department, the Chief Executive Office and the City Council appointed. A gender budgeting officer was appointed in the Finance Department.

Throughout the **first half of 2005** an implementation plan was worked out, stipulating a gender budgeting chapter in the preliminary budget for 2006. Preliminary budgets as well as the statements of accounts since 2006 were complemented by a section of gender budgeting.

City of Vienna

Key questions

- Who is the target group? Who do we want to reach?
- Who benefits from the measures and services?
- Does the measures and/or service help to reduce existing gender inequalities or does it increase them?
- In what way can we provide measures and services for the better use of the actual target groups and for their good?

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How does gender budgeting work in Vienna?

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Gender Budgeting data entry form
Example: Subsidies for Applied Sciences

municipal department	gender specific targets	intended projects and actions	intended outcome and success factors	stakeholders, customers distinguished by sex
MD 23 Economic Affairs, Labour and Statistics	Technical Universities of Applied Sciences have to become more attractive for women.	Cells are only accepted if gender equality requirements are met (gender aspects and affirmative action for women). Gender experts are part of the jury.	Increase the percentage of female students and female teachers	44 % women 56 % men

City of Vienna

Beschäftigung 2018 für Molding

City of Vienna

[MUNICIPALITY OF EQUAL OPPORTUNITIES

SANJA STANKOVIC
CITY OF BELGRADE



ABOUT US

- Independent, autonomous and specialized central state authority for suppressing discrimination, established on the basis of the Law on Prohibition of Discrimination (2009).
- Accountable only to the National Parliament
- Prevention of all forms, types and cases of discrimination
- Protection of equality of natural persons and legal entities in all spheres of social relations
- Oversight of enforcement of antidiscrimination regulations, and protection of equality

CONTEST BACKGROUND

- Improvement of equality on the local governance level
- In 2018 we conducted an analysis of the gender equality in all municipalities in Republic of Serbia
- Analysis resonated extremely well among state/local government, international organizations, media and civil society organizations
- Excellent new examples of good practices were discovered and presented to the public

GOAL OF THE CONTEST

- Promotion of the good practice examples on the local level
- Engaging cities and municipalities in the topic
- Providing an incentive for less successful cities/municipalities to intensify their activities towards advancement of equality
- Collection of equality data and situation assessment on the local level concerning the legal/strategic framework

SELECTION CRITERIA

- Selection framework: one city and two municipalities
- Quantitative analysis of the questionnaire
- Defining corrective coefficients according to the development level
- Qualitative analysis of the open-ended questions

QUESTIONNAIRE STRUCTURE

- Do you: collect data on the position of vulnerable groups (age, needs assessment etc.) *
YES NO
- You have: Local mechanisms for advancement of equality (local ombudsperson, service for free legal aid, local mechanism for gender equality, gender responsive budgeting application etc.)
YES NO
- Measures for advancement of Equality with respect to particular groups (PWD, Women, Roma, Aging population, Youth etc.)
YES NO (if YES, specify)

* For each vulnerable group there was a separate question

GENERAL STATISTICS

- 73 out of 145 cities and municipalities responded (50.3%)
- 95.9% of the respondents provides financial assistance to families with children and persons living below poverty line
- 87.8% of the respondents formed a gender equality body (47.9% in 2018 out of 100% respondents)
- 32.7% introduced gender responsive budgeting (obligatory according to the Law on budgetary system by 2020)

SELECTION RESULTS



AWARDS

- Awarded city and municipalities are allowed to use the Equal Opportunities Logo in their correspondence and everyday activities



- Donation of IT Equipment

- High media coverage of the contest and the award ceremony and high level speakers (Minister for State administration and local self governance, Ambassador of the Kingdom of Norway)



From the left: Ambassador of the Kingdom of Norway, H.E. Arne Sannes Bjørnstad, Commissioner for Protection of Equality, Ms. Brankica Jarkovic and president of the 1. award winning municipality Gadzin Han, Mr. Sasa Djordjevic



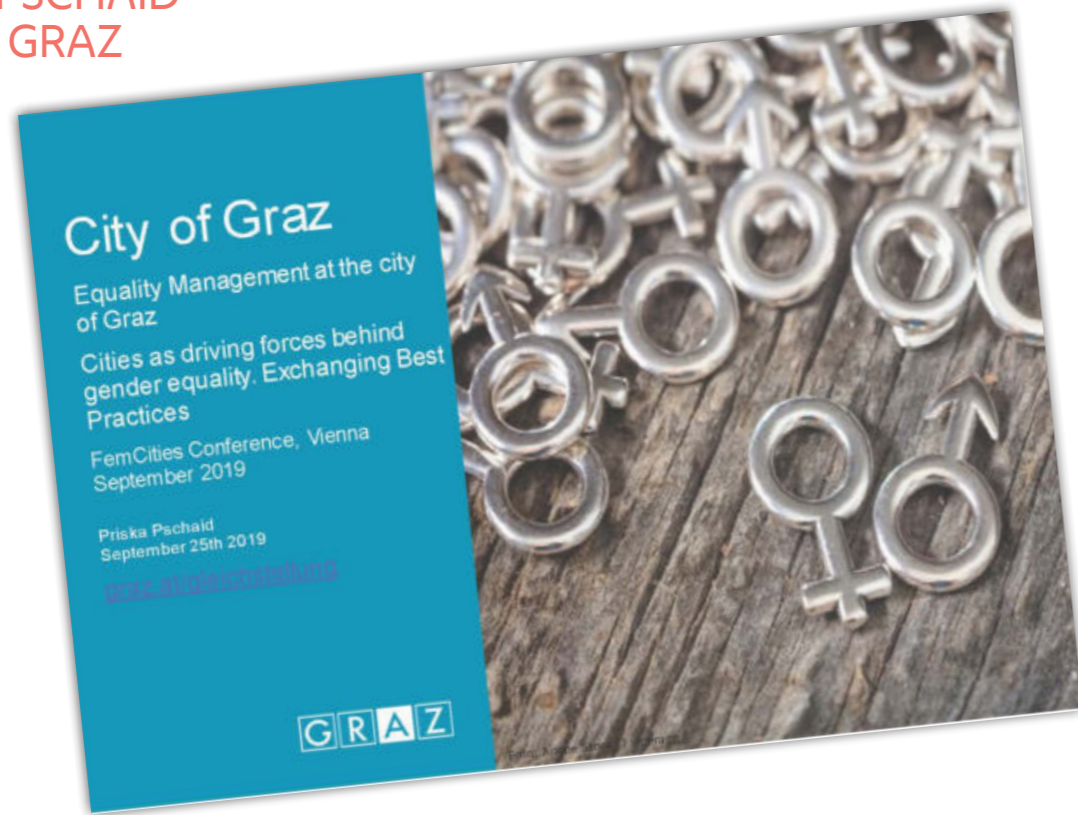
From the left: representatives of Svtijig, representative of NGO, Commissioner for Protection of Equality, Minister of Local Self-Governance, representative of Novi Sad, Ambassador of the Kingdom of Norway, representative of Gadzin Han

THANK YOU!

Commissioner for Protection of Equality
Address: Bulevar kralja Aleksandra 84, 11000 Belgrade, Republic of Serbia
E.-mail: poverenik@ravnopravnost.gov.rs
Web: www.ravnopravnost.gov.rs

[EQUALITY MANAGEMENT

PRISKA PSCHAID
CITY OF GRAZ



GRAZ GOES EQUAL!

In 2012 the city of Graz signed the EU-Charter for Equality of Women and Men in Local Life. The charter asks for a gender equality action plan. We handed in the first action in 2013, after the evaluation the second one in 2015. The third Gender Equality Action Plan is pending.

Important pillars for successful gender equality management are: All policy makers have to be involved and it needs a clear commitment. The top-down-principle ensures responsibilities: The CEO is the head equality manager, all executives are responsible for the implementation.

Our Gender Equality Action Plan (GAP) comprises 7 fields of action:

- Work, Employment & Business
- Overcoming Gender Stereotypes
- Education
- Health and Social Security
- Equal Access to Services and Funding
- Safety, Security and Protection from Violence
- Internal Gender Equality.

The city's Gender Equality Action Plan comprises 27 equality objectives and 56 measures within these objectives to be taken.

The fields of action both cover **the role of the city as organisation and employer** but also **the role model function of the city** as key player in the field of equality management.

All objectives are connected to budget-implications as well as to the city's life quality indicators and the UN sustainable development goals. These connections show that gender equality is to be considered with every step and is not a side affair.

Examples for the successful implementation of gender equality are

- internally: gender equal human resources procedures (there is a notable rise of female executives),
- internally: consideration of gender specific issues within the city's health enhancement programme,
- externally: sports and leisure offers for kids are equally used by girls and boys (as compared to 70% use of boys before the implementation process),
- externally: as a role model: equality network enterprises with more than 60 participants, striving together towards gender equality,
- externally: guidelines for gender equal school buildings.

Gender & Management

Managing Equality

*) top-down-principle:

- CEO is head equality manager
- senior staff is responsible for implementation
- Balanced Score Card (strategic management tool) contains compulsory equality goals
- Gender Budgeting

Gender Equality Action Plan

*) in combination with

- impact orientation (what is our goal, what do we want reach and how do we reach it?)
- gender budgeting (allocation of means, where does the money go to?)
- Life Quality Indicators (11 indicators, need for action)

https://www.graz.at/cms/befrag/01170567749077/Ergebnisse_der_Letzmehrstufigen_Befragung.html

- Sustainable Development Goals (UNO)
- 54 SDGs apply! <https://www.sustainabledevelopment.un.org/cipq>

European Charter For Equality of Women and Men in Local Life

Gender Equality Action Plan

Time Line

*) Graz signed the Charter 2012

*) 1st Equality Action Plan 2013 – 2014

*) Evaluation 2015 – report to the City Council

*) 2nd Equality Action Plan 2015 - 2018

*) pending: Evaluation and 3rd Equality Action Plan (expected October 2019)

The Implementation – best practice examples

Best Practice Examples

*) sports and leisure time for kids

*) culture

*) city planning

*) internal health management

*) auditing reports

*) equality network enterprises

*) gender neutral human resources procedures

*) programme for the enhancement of women (internal)

*) inclusion of multiple factors of discrimination

Gender Equality Action Plan of the city of Graz and its holdings

Gender Equality Action Plan

*) seven fields of action:

- Work, Employment & Business (external impact orientation)
- Overcoming Gender Stereotypes (external and internal impact orientation)
- Education (external impact orientation)
- Health and Social Security (external and internal impact orientation)
- Equal Access to Services and Funding (external impact orientation)
- Safety, Security and Protection from Violence (external internal impact orientation)
- Internal Gender Equality (internal impact orientation)

https://www.graz.at/cms/befrag/029269377705311/Inner_Geschlechtsergebnisse.html

Thank you for your attention!

graz.at/gleichstellung

For further information please contact:
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+43 316 8722243

[WOMEN CULTURE COUNCIL

ZAHRA DEILAMI
CITY OF MANNHEIM



CULTURAL UNDERSTANDING

The women's culture council represents a broad understanding of culture:

- (Institutionally) anchored forms of art and culture.
- Socioculture in the broader sense means social action that defines and delimits urban and rural social spaces, gender identities and/or groups.
- Forms of cultural contact and cultural transfer, (intercultural) artistic and cultural education as well as transculturality are moving into focus.

inspire women's culture

STADTMANNHEIM

RIGHTS AND OBLIGATIONS

- The women culture council is an exclusively advisory council.
- It determines the main topics independently.
- As part of the Equal Opportunities Report of the Office of the Equal Opportunities Commissioner, the local council is regularly informed about the current and planned activities and further developments of the women's culture council.
- The members commit themselves to the conscientious fulfilment of their tasks through their appointment.
- The members of the women's culture council shall maintain confidentiality regarding the information provided to them. The knowledge gained from their activities can only be used or published with the consent of the management.

enlighten women's culture

STADTMANNHEIM

TASKS AND GOALS OF THE WOMEN'S CULTURE COUNCIL

- Establish equal opportunities between women and men in the fields of culture.
- Influence all cultural policy decisions and gender-sensitive cultural life in Mannheim.
- Ensure the gender-equitable allocation of funds and other resources.
- Support and bundle gender-specific views on the cultural life of the city.
- Commit to a gender-balanced composition of relevant committees within the urban culture.
- Contribute to the cultural life of all residents* of the city society and the Rhine-Neckar metropolitan region.


demand women's culture

STADTMANNHEIM

THE 'HELENE-HECHT-AWARD'

In order to make the historical and contemporary achievements of women in the cultural sector visible, the City of Mannheim awards the Helene Hecht Prize every two years via the women's cultural council. Besides this prize, the Helene Hecht Junior Prize has been awarded since 2019.

- Raising the general public's awareness of women's artistic work and cultural achievements.
- Setting the tone for equal opportunities in the arts and culture scene
- Helene Hecht Prize: Endowment 3,000€
- Helene Hecht Junior Prize: Endowment 1,000€



promote women's culture

STADTMANNHEIM

THE WOMEN'S CULTURE COUNCIL (WCC)

- Women are still severely under-represented in cultural life, they are only recognized to a limited extent and they work under precarious conditions.
- The women's culture council was founded in 2002 on the initiative of Ilse Thomas, the Equal Opportunities officer of the City of Mannheim, and Dr. Peter Kurz, then Head of the Department of Culture and now Lord Mayor of Mannheim, in order to promote equality between women and men in the field of culture.

create awareness for women's cultural life

STADTMANNHEIM

THE WOMEN'S CULTURE COUNCIL ...

- ...is an independent committee and a unique model in Germany.
- ... gives impulses for equal opportunities in all cultural areas in to sustainably change the structures of Mannheim's cultural life.
- ... is the hub of a network that deals with contemporary gender-specific values and enables women of all cultures, life phases and other biographical characteristics to have their say.

convey the perspective of women's culture

STADTMANNHEIM

MEMBERSHIP

- The minimum number of associates is about fifteen and the women culture council comprises permanent and non-permanent members.
- Permanent members are appointed for three years and voluntary resignation is possible at any time.
- N-permanent members (guests) are appointed for one year.
- Experts with special scientific, artistic and other qualifications may be consulted.

represent women's culture

STADTMANNHEIM

Thank you for your attention

STADTMANNHEIM

[WOMEN PUBLIC SPACE PRAGUE]

MILOTA SIDEROVA
CITY OF PRAGUE



Women Public Space Prague (WPS Prague) is an independent, non-partisan network for women (but not only women) from diverse urban-related professions to share and exchange personal and professional experience, and support and promote the professional activities of women experts in the fields of architecture, urban design, urban planning, community life, education, cultural activities, art, and research related to public space/increasing the quality of urban life

Andrea Pothová, landscape architect, Prague

words other disciplines and wider groups of actors since 2012 'urban planning in Prague visibly opens up' to-

- Prague Institute of Planning and Development
- Strategic, Metropolitan plan
- Ladíme Prahu campaign
- Metropolitan sounding board
- non-governmental sector on rise

Nada Johánková, environmental economist, Brno

Opportunity

ning in Prague we have to stand for integration of diverse professions and look for gender balance

Helena Zúsová, architect, Prague

- 59 % has more than 1 job (not necessarily paid)
- contract: 64.5 %, freelancer: 23.6 %, honorary board: 11.8 %
- 37 % have kids, only half took maternity leave – and half of them already worked

2016, WPS Prague, research, 101 women

Helene Knudsen, politician, Kristiansand

Context

- women* since 2008 more than 50 % of architectural graduates are
- 4567** (construction & landscape) architects, 1033 (22.61 %) in 2015 Czech Chamber of Architects officially registered of them were women

* WPS Prague, 2015
** www.cka.cz
*** There is a fair amount of architects who are not registered and work 'under the registered ones'. There is no official statistics on this pool of architects, nor their gender ratio.

Yveta Vešouřková, architect, Prague

Asymmetry

male dominated professions - architecture, urban planning, politics to be invited to expert dialogue

Asenja Radovanović, architect, activist, Belgrade

Women active in architecture, urban planning dialogue Prague

- all with university degree, 36 % PhD
- 30 % studied architecture, 18 % urban planning
- architects: less than half is designing
- other professions: cultural managers, linguists, journalists, social workers

2015, WPS Prague, research, 117 women

Etana Nogardel, sociologist, Tbilisi

Why do they give up?

- low / unequal pay
- long working hours, stressful working conditions
- inflexible/unfamily friendly working hours
- sidelining
- limited areas of work
- glass ceiling
- protective paternalism preventing development of experience
- macho culture, sexism
- redundancy and/or dismissal
- lack of returner training
- more job satisfaction elsewhere
- at universities: lack of women role models (studio leaders), discouraging comments:

Women are no good in technical disciplines. It is too difficult!

2012, Why do women leave architecture?

Kristin Malmroona Friberg, architect, Prague

Successful woman architect

- women in architecture
- it is not about female architecture, but working conditions for women
- or that it is the way for individual success doesn't mean the problem doesn't exist
- it is very slow
- quotas are not popular, but without them inequality will less-

2015, WPS Prague, Successful woman architect, Vienna, 7 women
Gabriela Kapralová, architect, Prague

- Carry on research activities related to gender aspects in urban planning practice
- Organize cultural, educational and networking events to exchange personal and professional experiences, and support women in building their careers balanced with other aspects of their lives and the gender dimension in urban planning

Jana Trnková, landscape architect, Prague

Publications

- How to design a fair shared city? (9 languages in collaboration with international teams)
- ERA21 Osvobozený prostor - issue on gender aspects of architecture

Lenka Burgerová, MD councillor, architect, Prague

- Independence
- flexible working time
- support network, sponsoring
- better working conditions in their studios
- children are set backs for the career
- selection of a good partner
- sharing of family duties, not only financial ones
- active fatherhood

2015, WPS Prague, Successful woman architect, Vienna, 7 women
Gabriela Kapralová, architect, Prague

- Advocate for increasing ratio of women experts in public debates, working tables and projects in urban planning, architecture, community life and cultural activities related to positive development of public space and the integration of the gender dimension in public space
- Inspire and encourage active women experts in these fields in other cities in of Central Europe

Julie Nulzer, architect, Vienna

Inspiring other female networks

Czech republic

- Architektky - a network of Prague based women architects, 2019
- Punkt - piloting gender sensitive events, planning projects, since 2015
- Trust Women - a network of women in business, 2018
- BBC 100 women

Book launch, Prague

What do we do?

- Map and build the first active database of women experts
- Promote professional activities of young and established generation of women experts in Prague and abroad
- Provide support and networking opportunities for women experts active in proposed fields.

Stefano Vattano, architect, Torino

Our achievements

Events

- Over 50 events co-organized with partners: study trips, networking events, lectures, presentations, book launches

Interviews

- 39 published interviews with women experts (EN, CZ)

Inspiring systemic change

- Spot - program for political party in Slovakia for women inclusive everyday mobility, 2019
- Metropolitan Institute of Bratislava - gender sensitive participatory planning as mainstream guidelines, 2019
- accepting proposal for inclusive city quarter based on gender mainstreaming principles and climate adaptations

Book launch, Prague

Contact

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Regina Loučková, rector, architect, Prague

[PROJECT GALLERY WALK AND NETWORKING OPPORTUNITY]

GENDER SENSITIVE CITY PLANNING

Gender-sensitive planning has many overlaps with other policy areas like more walk-able, greener cities that respect sustainable mobility principles and in that benefit everyone.

In designing these measures to improve safety and mobility for parents, the city of Vienna is careful not to reinforce the idea that women are seen as mothers or victims. Combining measures that stay true to the everyday experiences of women with soft measures that challenge stereotypes, gender equality actions are about changing existing norms and thinking innovatively how a city is accessible.

- Gender-sensitive **Park Design**
 - **Competitions** for Public Purpose Buildings
 - Gender-sensitive **Housing – Pilot Projects**
 - Gender-sensitive **Participation in redesigning**
 - Gender-sensitive **Pictograms in Public Transport**
- › Fairness Check
 - › Manual Gender Mainstreaming
 - › Urban Planning and Urban Development
 - › <https://www.wien.gv.at/english/administration/gendermainstreaming/examples/parks.html>

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THE FIVE PRINCIPLES OF GENDER MAINSTREAMING

1. Gender-sensitive language

Texts referring to or addressing both women and men must make women and men equally visible. This applies to, amongst others, forms, documents, telephone directories, texts on the intranet and the internet, advertising for events, folders, posters and films.

2. Gender-specific data collection and analysis
Data must be collected, analysed and presented by gender. Social dimensions, such as age, ethnicity, income and level of education should also be reflected where possible.

- Gender-sensitive statistics:
Making life's realities visible: 2.4 MB PDF
- Data excellence in the Vienna City Administration: Gender statistics and data on equality 155 Kb PDF

3. Equal access to and utilisation of services

Services and products must be assessed as to their different effects on women and men.

- Do women and men have different needs, access, information sources or circumstances?
- Who benefits most and which group would suffer most if the service is not used?
- Are the offices providing the service structurally gendered and barrier free, (i.e. the waiting areas, lighting, access without steps, signage)?

4. Women and men are equally involved in decision making

- There are binding targets for gender ratios at all levels of decision making.
- This is also important when appointing working groups, project teams, commissions and advisory boards, as well as when organising events, e.g. when selecting speakers.
- Workplaces must be structurally gendered and barrier free

5. Equal treatment is integrated into steering processes

Steering instruments include for e.g. quality management, controlling and gender budgeting. Paying attention to the different circumstances of women and men enhances the success rate effectiveness and maximum utilisation of staff and funds.

- All targets related to people are defined in terms of full equality and the targets attained are therefore presented by gender.

CONTACT: ursula.bauer@wien.gv.at

COMIC-CAMPAIGN AGAINST DAILY SEXISM

Daily sexism happens in so-called micro aggressions and comments or stereotypical behaviors against women (and men) in their work and private lives.

One of the first steps in the fight against sexism is to identify and describe the various ways it is expressed in our community.

- The Comic campaign wanted to show different scenarios where we as the audience expect certain sexist outcomes. The twist however in every comic strip is, that in the end the men (and women) behave in a non-sexist way.
- The campaign uses humor to point out different ways to behave in an environment where women and men are confronted with sexist role expectations.

CONTACT: ricarda.goetz@wien.gv.at



EMPOWERMENT WORKSHOPS

For groups of young women from 14-22
A workshop lasts 4 hours and is offered for free
Content with innovative methods:

- Terms and concepts of feminism
- Herstory of Rights – women's rights movement
- Digital Storytelling – own your (empowering) story

CONTACT: claudia.throm@wien.gv.at

VIENNA DAUGHTER'S DAY

The „Vienna Daughter's Day“ is an occasion for girls between 11 and 16 years to learn about professions and their educational paths aside from role expectations.

- The first Vienna Daughter's Day was celebrated in 2002, based on an initiative by then women's city councilor Renate Brauner. 500 Girls and 17 companies took part.
- The last years around 3000 girls and 160 companies and institutions participated.

CONTACT: <https://www.toechtertag.at/>



[SENSE OF A CITY

GERGANA KUTSEVA
BULGARIAN FUND
FOR WOMEN



SENSE OF A CITY: INCLUSIVE, SAFE AND SUSTAINABLE PLOVDIV

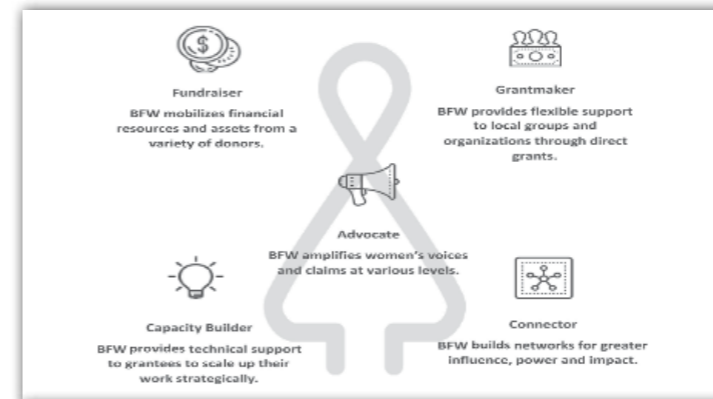
"Sense of a City: Inclusive, Safe and Sustainable Plovdiv" is a multi-genre project by the Bulgarian Fund for Women for sustainable gender-sensitive urban development. The project adopts a bottom-up approach for finding solutions through the inclusion of citizens to identify problems of the city's environment and the participation of local and international artists to create site-specific urban interventions. "Sense for a city" is part of the program Plovdiv – European Capital of Culture 2019 and offers a unique model for re-thinking and transforming the city that can be replicated in locations around the world.

The project challenges the understanding of urban development and public environment as gender neutral and calls for a new, socially sensitive approach towards urban planning. In order to achieve a high quality of life in the city, all people – women and men of different age groups, ethnicity, social status, etc. – must have the right to feel free, safe and comfortable in the public space. To address this issue, in its first stage the project involved actively the local citizens of two of Plovdiv's neighborhoods. Womenability, an international non-governmental organization based in Paris, took part by implementing its innovative tool for empowerment of local communities called exploratory walks. Groups of residents and volunteers were invited to walk around pre-selected areas and identify problems, inconveniences and malfunctions, thus encouraging them to co-operate in the process of rethinking the city.

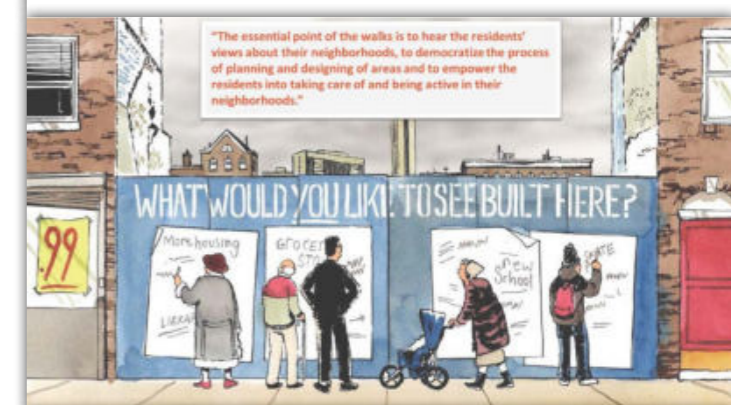
The gathered data of locals' attitudes and experiences of the urban surrounding was analyzed through a rigorous research protocol and was used as the foundation for the following artistic interventions.

In the second phase, Bulgarian and international artists were commissioned to create on-site art installations in response to the problems outlined by the exploratory walks analysis. The artworks asked uncomfortable and sensitive questions in a direct, fun, and sometimes even painful way. Each of the artists discusses a different phenomenon in the city, such as urban planning, ecology, ethics of the visual environment and, last but not least, the lack of women's image in public space and its role in society. The chosen approach and locations in both areas were related to the artists' aspirations to express the possible ways of creating an inclusive environment, and at the same time – to recall its functions and collective welfare.

"Sense for a city" asserts that the cultural and creative industries can offer ideas on how to improve urban life quality for all and that art can be a tool for building more stable communities. The principle of collaboration and inclusion is central to the project – both by hearing out and taking into account all voices and by allying locals of various backgrounds, activists, NGOs, artists and administration. Sustainable urban development today is a pledge for the future. The project is based on the understanding that we need our cities to be secure and inclusive, where all people, especially women and young girls, children and vulnerable groups live a free and secure life, and the sanctity of the individual is guaranteed by the urban environment as a basic human right.




- „Sense for a City“ challenges the understanding of urban development and the public environment as gender neutral and calls for a new, socially sensitive approach towards urban planning.
- In order to achieve a high quality of life in the city, all people – women and men of different age groups, ethnicity, social status, etc. – must have the right to feel free, safe and comfortable in the public space.
- Art can be a tool for building more stable communities and can offer ideas on how to improve live quality of citizens.
- The project is multi-genre and offers unique approach towards re-thinking and transforming the city, which can be replicated outside the planned locations in Plovdiv, as well as in national and international context.

The advantages

- To know** the vision of women on their urban environment
- Engage** a plurality of actors to start the co-construction of the city
- Enhance** the exchanges and therefore the mutual knowledge between inhabitants, women & men, associations and institutions
- Make it possible** to become actor of change of your own neighborhood
- Find** collective solutions to identified issues

womenability

- 33 representatives of CSDs trained in the method
- 4 walks – 2 mixed and 2 women-only
- almost 100 people took part in the walks in Proslav and Trakiya
- 72 % women and 28 % men
- 4 discussions with the participants after the walks.
- 2 analyses reports – 1 for Proslav and 1 for Trakiya

Using a cool questionnaire

Our Program

1. **Introduction**
 - Tell us more about you
 - Show us your city
2. **Your city in general**
 - How is your city?
3. **Identity**
 - Making in your city
 - Sign post in your city
4. **Who people call the city**
 - With your family
 - Street harassment
 - Live on the street
5. **Active in the city**
 - Activities in your city
 - For a clean city
6. **Volunteering**
 - About the walk
 - What about men?
 - Your improvement propositions

With your family

in general	with your family	with your partner	with your children
1	2	3	4
5	6	7	8
9	10	11	12
13	14	15	16
17	18	19	20
21	22	23	24
25	26	27	28
29	30	31	32
33	34	35	36

Each analysis is not representative of an entire city's situation: it is just data collected in a specific neighborhood, at a specific time, with a specific set of citizens.

Asked about their feelings, their mobility trends, their family life, their personal activities, their security experiences and even their sexual freedom.

About the walkers:

- 44% 30-50 yo.
- 72% 28%
- 44% 36-50 yo.
- 7% 18-25 yo.
- 2,5% 13-15 yo.
- 2,5% 60 & + yo.

Other observations:

- Participants gave a general evaluation and score from 1 to 5 of each topic. More detailed comments are provided on the following pages.

Feedback

The respondents thought this was a very nice walk, they had a chance to meet new people in their area and felt good during the entire process. It enabled them to visit their own neighborhood, take a different look at familiar places and share their impressions with others. People suddenly paid attention to things they usually don't notice.

People also felt useful. They rediscovered many issues and the need of improvement. They appreciated the participatory approach to urban issues and infrastructures. People were proud to gain this knowledge and to do something to bring change.

- 66 Learning to get to know ourselves
- 66 The walk was very interesting, it made me feel like an explorer
- 66 The walk was very interesting, it made me feel like an explorer
- 66 It was nice, it presents a feeling of mutual equality and the possibility to contribute to development

Trakiya Analysis

Frequency analysis about local needs:

- Street lighting
- Public transport
- Green spaces
- Waste management
- Water supply
- Security
- Accessibility
- Urban infrastructure
- Community services
- Employment opportunities
- Healthcare facilities
- Elderly care
- Disability access
- Childcare services
- Education facilities
- Cultural and recreational activities
- Public safety
- Urban planning
- Environmental protection
- Historical preservation
- Local economy
- Community engagement
- Transparency in governance
- Accountability
- Participatory budgeting
- Open data
- Digital services
- Smart city initiatives
- Resilience and disaster preparedness
- Climate change adaptation
- Sustainable development
- Quality of life
- Social cohesion
- Trust in institutions
- Local leadership
- Community resilience
- Urban regeneration
- Revitalization of public spaces
- Strengthening of social networks
- Improving the urban environment
- Enhancing the city's attractiveness
- Attracting investment
- Job creation
- Supporting entrepreneurship
- Encouraging innovation
- Fostering a sense of ownership
- Building a strong community
- Enhancing the city's reputation
- Attracting talent
- Supporting the arts and culture
- Promoting local products
- Encouraging social entrepreneurship
- Supporting the informal economy
- Improving the city's infrastructure
- Enhancing the city's services
- Supporting the city's development
- Encouraging civic participation
- Supporting the city's growth
- Enhancing the city's competitiveness
- Supporting the city's innovation
- Encouraging the city's entrepreneurship
- Supporting the city's economic development
- Enhancing the city's social services
- Supporting the city's public services
- Encouraging the city's social cohesion
- Supporting the city's social justice
- Enhancing the city's social equity
- Supporting the city's social inclusion
- Encouraging the city's social mobility
- Supporting the city's social progress
- Enhancing the city's social well-being
- Supporting the city's social happiness
- Encouraging the city's social flourishing
- Supporting the city's social prosperity
- Enhancing the city's social success
- Supporting the city's social achievement
- Encouraging the city's social excellence
- Supporting the city's social distinction
- Enhancing the city's social reputation
- Supporting the city's social prestige
- Encouraging the city's social honor
- Supporting the city's social respect
- Enhancing the city's social dignity
- Supporting the city's social pride
- Encouraging the city's social honor
- Supporting the city's social respect
- Enhancing the city's social dignity
- Supporting the city's social pride

- Over 50% verbally harassed on a monthly basis;
- 40% physically assaulted
- 32% followed by a man at least once in their life

"We have to walk on the road because the pavement on the sidewalks is so broken and inaccessible."

"Decrepit playgrounds"

53% Do not like the present graffiti, as they often promote homophobic or hate messages. People want to see more artistic graffiti in their area.

70% of the respondents think there are not enough garbage cans or that they are overflowing.

What can WE do ?

- What can women do?** Be united and active about women's issues. Raise awareness in public. Participate in community/volunteering events. Educate their children about equality and tolerance. Be more active in the political arena. Elect a female mayor.
- What can men do?** Be more welcoming and active towards gender equality. Educate children about tolerance. Become role models for other men. Report bad behavior and problematic urban space. Respond when seeing violence, support victims of violence.
- What can NGOs do?** Raise awareness and educate about gender equality. Create more volunteering projects about community and city improvements. More lobbying and campaigns to pressure the municipality. Promote more street art installations.
- What can the government do?** Listen to what NGOs and communities have to say (use a bottom-up approach). Improve urban infrastructure (roads, signs, night lights, parks, etc.). Ensure the city is accessible to disabled and elderly people, children, pregnant/breastfeeding women and parents.

[SENSE OF A CITY]

Eight female artists from three different countries

Ina Valentinova, Iliyana Kancheva, Valentina Sciarra, Italy, Simone Gigler, Germany, Vasilena Gankovska, Bulgaria/Austria, Albena Baeva, Stela Vasileva, Olivia Mihăltianu, Romania

Before and after - THE LIGHTS OF THE CITY, Stela Vasileva (Proslav) - 1.

PLAY 2.0 - Iliyana Kancheva

DIRECT EXPOSURE, Olivia Mihăltianu, Proslav and Trakiya

Before and after - AQUA NONPOTABILE, Valentina Sciarra (Proslav)

Before and after - THE LIGHTS OF THE CITY, Stela Vasileva (Proslav) - 2.

PAVEMENT FRAGMENTS - Albena Baeva

More on:
<http://city.bgfundforwomen.org/en>
 Thank you for the attention!

CONTACT US
 37B Parchevich Str., 1000 Sofia, Bulgaria
 bgfundforwomen.org
 office@bgfundforwomen.org
 BulgarianFundForWomen
 bulgarianfundforwomen
 @fundforwomenbg
 Bulgarian Fund for Women

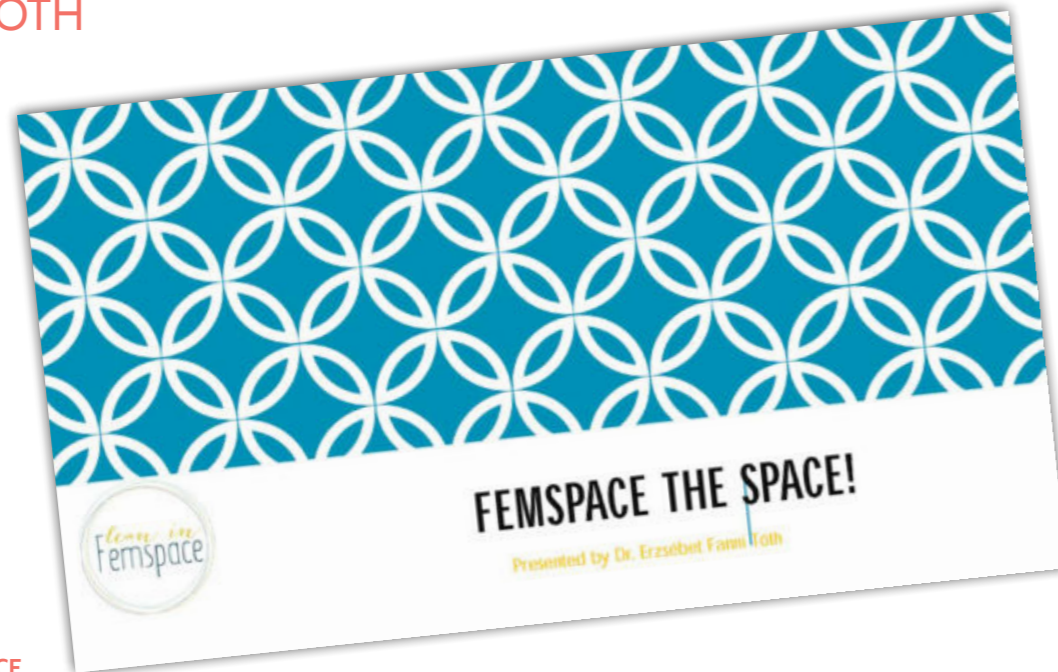
Before and after - URBAN INTERVENTIONS, Vasilena Gankovska (Trakiya)

Before and after - PASSAGE, Ina Valentinova (Proslav)

WOMEN WITH VISION, Simone Gigler (Trakiya)

[FEMSPACE THE SPACE!]

ERZSÉBET FANNI TÓTH



ABOUT FEMSPACE

Femspace is a non-profit organization and support network for highly skilled and trained expat women living in Vienna. It was founded in February 2017, and is run by volunteers. We organize monthly workshops and networking events related to work-life balance, professional development, further education, etc. tailor-fit to a highly-trained female audience, who had to pack their careers in a suitcase and are trying to grow professionally in a new country. We also run an international online and offline mentor program, by which we reach out to 7 European countries and have had over 150 participants in the past year. Our organization is also a valuable source of information on many different career-related issues, most of which you can find on our trilingual blog, vlog on youtube and other online platforms:

BLOG: leaninfemspace.blogspot.co.at/

FACEBOOK: <https://www.facebook.com/Lean-in-Femspace-1755443024783833/>

INSTAGRAM: [instagram.com/leaninfemspace/](https://www.instagram.com/leaninfemspace/)

YOUTUBE: <https://www.youtube.com/channel/UCjkKLVOT807HTDUxKpYk1A>

WEB: www.leaninfemspace.at

WIKIPEDIA: https://hu.wikipedia.org/wiki/Lean_in_Femspace

INTERESTED IN COOPERATION?
CONTACT US: leaninfemspace@gmail.com

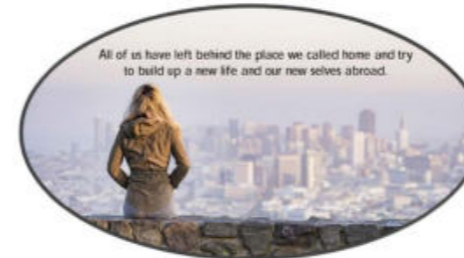
TO BREAK THE ICE...

"The case material in the first chapter is based on fieldwork with patients of diverse ethnic-cultural groups from several parts of the world, including the multiethnic society of Hawaii, southern regions of the United States, and countries in the east of Africa."

WE ARE ALL DIFFERENT...



BUT WE ALL SHARE ONE THING...



WHY DID WE REACH THIS POINT?



WE NEED THE SPACE... WHY?



FEMSPACE... THE SPACE



FEMSPACE MENTORING PROGRAM

2,5 Years
 6 Countries
 5th round
 More than 100 Women



Interactive and Mentorship based Female Empowerment in Entrepreneurship

IFEMPOWER

- 7 European countries
- 4 higher educational institutions
- 4 business partners and several associated partners
- 1 complex research project in 7 countries –
 - semi-structured and focus group interviews
 - desk research
 - Research report translated to several languages



IFEMPOWER

- A curriculum for entrepreneurship
- A complex set of teaching methodology
- International mentoring programme
- Summer and winter school for selected participants
- Entrepreneurial support points at the universities
- ECTS points for participation
- Accreditation of the course to achieve sustainability



THANK YOU |

MANUELA VOLLMANN



Women, especially female refugees, often take on low-threshold jobs for the wrong reasons. The aim of the project is to empower female refugees to overcome gender-specific hurdles and enable equal access to jobs and education. The project wants to give these women a chance to develop and give them time to work in a field that matches their qualifications. The ABZ*Competence Check for Women counteracts disqualification due to non-recognition of qualifications in the host country Austria. Furthermore, the ABZ*Competence Check enables the women to receive qualifications and trainings that meet the needs of the Austrian labour market. In group and individual sessions they receive trainings and counselling in their first language as well as in German.

The Competence Check fosters the chances for fugitive women to become self-employed in the long-run and to receive jobs and training that secure their livelihood rather than accepting jobs that do not match their qualifications and opportunities in the short run. In addition, female refugees become role models for their children, ensuring better and equal access to education and training for the next generation.

ABZ*COMPETENCE CHECK

LABOUR MARKET INTEGRATION OF WOMEN

Two Pilot Projects

- ▶ Sept-Dec 2015, Jan-Apr 2016
- ▶ 320 women in total
- ▶ Course language Farsi/Dari
- ▶ Funded by the Austrian Employment Service

Current Project

- ▶ In cooperation with update training and bfi
- ▶ 1300 women since the beginning
- ▶ Course languages Farsi/Dari and Arabic
- ▶ Funded by the Austrian Employment Service

MADE FOR EQUAL OPPORTUNITIES AND GENDER EQUALITY

CURRICULUM AND IMPLEMENTATION

- ▶ Course duration 7 weeks
- ▶ 10 hours of group trainings + 1 hour of individual coaching per week
- ▶ 3 possible time slots
- ▶ Workshops about the Austrian labour market, living in Vienna, job-finding etc.
- ▶ Individual coaching focusses on the woman's skill set and potential
- ▶ Support with the formal recognition of qualifications, the application for internships, vocational trainings, and jobs

MADE FOR EQUAL OPPORTUNITIES AND GENDER EQUALITY

TARGET GROUP

- ▶ Basic German skills (A1)
- ▶ Registered with the Austrian Employment Service
- ▶ First language Farsi/Dari or Arabic
- ▶ Entitled to asylum or subsidiary protection
- ▶ 18+ years old

GOALS

- ▶ Measure the women's competences and qualifications
- ▶ Develop a realistic career plan and educational goals
- ▶ Plan the next steps to employment
- ▶ Final report for the Austrian Employment Service
- ▶ Empowerment, build up self confidence

MADE FOR EQUAL OPPORTUNITIES AND GENDER EQUALITY

SUCCESS FACTORS FOR INTEGRATION

- ▶ Measurement and appreciation of competences
- ▶ Co-operation with enterprises: internships, vocational training, apprenticeships...
- ▶ Qualification, education, work-based learning
- ▶ Empowerment of women
- ▶ Recognise the important role women play in the integration of their children and peers
- ▶ Offer long term measures, preferably in the target groups' first language
- ▶ Provide refugees with psychological support

MADE FOR EQUAL OPPORTUNITIES AND GENDER EQUALITY

VIENNA IN 2015

Österreich: 90.000 Asylanträge im Jahr 2015

Hungary to take thousands of refugees to Austrian border by bus

Austria has a proud history of helping refugees - but for how much longer?

Christa Pongratz-Lippitt

MADE FOR EQUAL OPPORTUNITIES AND GENDER EQUALITY

PARTICULAR CHALLENGES FOR FEMALE REFUGEES IN AUSTRIA

- ▶ Marginalisation, prejudices
- ▶ Unused potential, de-qualification, non-recognition of formal skills
- ▶ Insufficient language skills
- ▶ Traumas, psychological issues
- ▶ Difficulties entering the labour market

MADE FOR EQUAL OPPORTUNITIES AND GENDER EQUALITY

BEST PRACTICE - LEARNINGS

- ▶ Gender homogeneous groups promote peer-learning
- ▶ Participants benefit from courses in their native language
- ▶ Course duration must be at least 7 weeks to have a lasting effect
- ▶ Alphabetization in the first language is necessary to learn German
- ▶ Participants are highly motivated and appreciate being able to work in Austria
- ▶ Schedule must be compatible with family duties and other courses
- ▶ Cooperation with enterprises rather difficult

MADE FOR EQUAL OPPORTUNITIES AND GENDER EQUALITY

ABZ*AUSTRIA

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MADE FOR EQUAL OPPORTUNITIES AND GENDER EQUALITY

GALLERY OF AUSTRIAN PIONEER WOMEN

The Gallery highlights the lives and achievements of different remarkable Austrian women in the arts, sciences, politics and society from Karoline Perin-Gradenstein (1806-1888) to Johanna Dohnal (1939-2010).

In more than 20 display boards, visitors can learn about these woman pioneers as well as about the history of women's rights. Other display boards honor the women award recipients, that the City of Vienna bestows every year.

From groundbreaking women's rights campaigners to brilliant scientists, this exhibition celebrates the historical contribution of women to supporting girls and women in different aspects.

- Every year around International Women's Day on 8 March, the gallery is exhibited in the Arcade inside the Vienna City Hall.
- Institutions as well as private people can loan the exhibition for free.

CONTACT: ricarda.goetz@wien.gv.at

**I AM YOUR SAFETY ANCHOR**

The Safety Anchor is a means so sensitize security personnel in public places for protecting girls and women against harassment.



A training concept was developed, together with professionals from the security sector. Different public co-operations already employ the different tools to act and react in support of women that face attacks.

Partners so far are:

- Public Pools
- Public Transport
- Certain Nightclubs like the "Volksgarten"
- One of Vienna's biggest free concert, the "Donauinselfest"

CONTACT: laura.wimmer@wien.gv.at

What can we take from today's conference?

We take home that there are many different ways to support girls and women, as well as have projects in place that work towards more equality between women and men.

We have seen the enthusiasm of our presenters as well as all the people engaging in the support of women from all target groups.

Equality of women and men - in practice - is an essential component for economic growth and prosperity. We know, for instance, that bridging the gender pay gap would significantly increase GDP globally.

GENDER MILLENIUM GOALS:

- 50/50 representation in local government
- Municipal spending / public procurement should have gender criteria
- Create safe public spaces for everyone
- Collect data to monitor projects
- Protect and support the services for women and men that promote equality

ARE THERE ANY ENDEAVOURS ON THE SIDE OF THE EUROPEAN UNION TO INCLUDE GENDER IN THEIR RESPECTIVE FIELDS OF WORK?

- There is the Charter for Equality of Woman and Men in Local Life
- UrbACT – European Regional Development Fund
- Different networks

The last commission and vice versa different EU bodies did not do too much.

Right now, with the new commission in place, consisting for the first time of 13 women and 14 men under the Commissions first women president Ursula van der Leyen, so we can hope that there will be different forms of gender equality policies and politics in place.

What we can already say, is that the Finnish Presidency of the Council of the European Union wants to enforce and support Gender Mainstreaming in the coming 5 years. So the member states just recently gave statements on how Gender Mainstreaming is implemented in our respective cities and countries.

Our expectations now are that Gender Equality is an outspoken goal and not just "thought with".

WELCOME WORDS**Nicole Berger-Krotsch, Local Councillor**

- Nicole Berger-Krotsch is an advocate for women's rights and the empowerment of women in her political role for the social democrats.
- Since 2005 Nicole Berger-Krotsch holds the office of the chairwoman of the „women of Viennese 7th district“. In 2006 she was also appointed central secretary for women.
- She is also a board member of the Viennese Employee Promotion Fund (waff).
- From the 31th of October 2006 she has been a delegate to the Vienna Federal State Parliament (Landtag).

Ursula Bauer, Head of Gender Mainstreaming

- Ursula Bauer is the project director for the implementation of gender mainstreaming in the Vienna City Administration since 2005, since 2012 she is also the deputy head of the controlling instruments group.
- She studied geography with a focus on urban and regional planning in Vienna and Paris.
- Primary areas of responsibility involve working on guidelines for the implementation of gender mainstreaming and gender analyses for the Vienna City Administration, training and further education on the issue of gender mainstreaming, developing concepts on public relations and internal applications, advising and initiating pilot projects in the individual municipal departments and cooperating in the gender budgeting process.

Thomas Weninger, Secretary General of the Austrian Association of Cities and Towns

- Thomas Weninger is the Secretary-General of the Austrian Association of Cities and Towns since 2006.
- He studied political sciences at the University of Vienna and started his career at the Institute of Advanced Studies (IHS). Between 1993 and 1994 Thomas Weninger was General-Secretary of the Austrian Association of Political Sciences (ÖGPW).
- 1994 he started working for the City of Vienna in the area of European integration and international affairs. In 2004, he was responsible for the EU strategy and economic development.

Ricarda Goetz, FemCities Coordinator

- Ricarda Goetz is an officer for basic research and international affairs in the City of Vienna Women's Department.
- She studied political science with a strong focus on popular culture and societal questions and gender equality at the interface of politics, culture and education.
- Since 2018 she is the coordinator of the European gender equality network FemCities. Part of her tasks is giving expert talks on topics such as gaming and representing the Department for Women on an international level.

MODERATOR**Shams Asadi, Human Rights Commissioner of City of Vienna**

- Shams Asadi is the Human Rights Commissioner and the head of the Human Rights Office of the City of Vienna since September 2015.
- From 2009 to 2015 she held the position as the Deputy Independent Officer in charge of the Anti-discrimination Office of Vienna
- From 2000 to 2009 she was head of the unit Urban Economy and International Affairs in the Urban Planning and Urban Development Department of the City of Vienna.
- She is also a lecturer at the University of Technology and University of applied Sciences in Vienna and Salzburg

KEYNOTE**Stefanie Wöhl**

- Stefanie Wöhl is Professor of Politics and holds the EU Jean Monnet Chair "Diversity and Social Cohesion in the European Union" at the University of Applied Sciences BFI Vienna.
- Her fields of specialisation are the international political economy, global governance and European Integration from an intersectional perspective.
- She has also published widely on gender equality in European integration and gendering European employment policies.

BEST PRACTICES IN MANAGEMENT AND ADMINISTRATION**Nadine Unger, officer for Gender Mainstreaming in the City of Vienna**

- Nadine Unger has been working for the City of Vienna since 2009.
- She is a consultant at the finance department of the Vienna City Administration and supports the head of the gender budgeting unit.

Sanja Stankovic, assistant commissioner for equality protection and head of the division for the advancement of equality for the City of Belgrade

- Sanja Stankovic studied Law at the University of Belgrade, she has been Assistant Commissioner since April 2019. Since March 2017 she has been working for the Commissioner for Equality Protection in the Division for the Promotion of Equality.
- Previously, she has worked as an Expert Associate in the Office of the President in Zemun City Municipality.
- From 2004 to 2012, she was engaged in programs of the European Union as a Regional Coordinator, Coordinator for Management, Financing and Training, and also at the European Union Information Center as a senior Expert

Priska Pschaid, City of Graz, is the Strategic Unit Gender Management at the CEO's office in the City of Graz

- Priska Pschaid is als an Ombud for Equality for all employees and citizens within the range of the city's activities.
- Part of her tasks is the development, implementation and evaluation of the Gender Equality Action Plan for the City of Graz and its holdings
- The City of Graz has received different public administration awards: 2016 the Austrian public administration award for „Graz is equal“ („Graz stellt gleich!“) and 2008 the city receive the European Public Sector Award 2008 for „Gender happens in a Town!“

Zahra Deilami, is the Equal Opportunities Officer in the City of Mannheim since 2015

- From 2008 to 2012 Zahra Deilami was also the Officer for Equal Opportunities, Family and Integration for the City of Peine.
- She is a cultural scientist with different tasks as an expert speaker in topics like gender, migration, integration, stereotypes and diversity.
- She is responsible for the conception and management of workshops, lectures, seminars and training in psychosocial and educational policy topics such as culture, identity, communication and intercultural skills.
- She is also a freelance lecturer and education consultant in adult education.

Milota Siderova is a consultant of urban projects and strategic development for the City of Prague and the initiator of Women Public Space Prague.

- She studied landscape architecture, urban planning, graphic design, film production, urbanism, methods of social research and human resource management in different schools around Europe, Asia and America and finished her doctoral studies in 2014
- She was a founding member and coordinator of the international festival about urban planning - reSITE festival
- In 2013 she was also one of the founding members of Ladime Prahú, the association of Prague festivals with regards on public space. The same year she was awarded a Fulbright scholarship to study urbanism in New York City.
- She was also one of the co-authors of EU project Shared Cities: Creative Momentum.

PROJECT PRESENTATIONS OF NGOS AND ORGANISATIONS

Gergana Kutseva is the development and communications director of the Bulgarian fund for Woman, who financially support different women NGO projects.

- Gergana Kutseva has extensive experience in public communication and consultancy. She has been doing strategic and creative campaigns for NGOs, cultural institutions, business entities, and political parties for more than 15 years.
- Currently, she is responsible for the development and communication of the Bulgarian Fund for Women, and is also working on partnership networking and advocacy.
- Her cause is to advance women's and girls' rights, eliminate gender stereotypes, gender-based violence and discrimination, and make a social change through achieving gender equality in all spheres of life in Bulgaria and beyond.

Erzsebet Fanni Toth is the coordinator of the International Doctorate Program in Psychotherapy Science at Sigmund Freud University in Vienna and the founder and leader of Femspace, a Professional association for Hungarian women in Austria.

- Erzsebet Fanni Toth holds degrees in psychology, sociology and socio-cultural anthropology. Next to her academic work, which focuses on migration narratives and identity she is passionate about advancing women at work.
- Within the framework of Femspace she built up a strong network of several-hundred women in the Central European sphere, initiated 5 professional mentoring programs, built up several successful online platforms (among others a YouTube vlog and a trilingual blog), organised over 35 professional workshops and networking events in the past 2,5 years.

Manuela Vollmann is founder, executive director and chairwoman of the board at abz*austria, an Austrian social business which promotes gender equality in education and on the labour market and provides qualification, counselling, and support to approximately 8,000 women per year.

- Since 1999, Manuela Vollmann has been chairwoman of the board at arbeit plus, a federal association of social enterprises in Austria, and represents arbeit plus at the board of directors at ENSIE (European Network of Social Integration Enterprises).
- Currently, she focusses strongly on the integration of female refugees in Austria. Her guiding principle is: integration needs education and equality!

FOUNDATION.

In 1997, Milena was established upon the initiative of the City of Vienna as a forerunner network to what is now FemCities. The network at the time extended across cities in Central and Eastern Europe, enabling the Department for Women's Issues in Vienna to cooperate with institutions and organisations in neighbouring regions and cities in Hungary, the Czech Republic and the Slovak Republic. The purpose was to promote communication between city administrations, experts from universities and NGOs, as well as businesses on women's and gender issues and good practice models. Partners were to be supported in building up and institutionalising structures relevant to women's issues and subsequently in implementing EU directives at community level as needed. Thus, in 2002 the network ran the project "Preparing the Ground", supporting women in Bratislava in establishing a contact office for women at the city administration.

MILENA HAS BECOME FEMCITIES.

Meanwhile, in 2005 all of the above mentioned countries became EU members themselves. At that time the network's objectives and structures were revised and what was formerly Milena now became the city network FemCities. The Department for Women's Issues at the Vienna City Administration is still responsible for its coordination but its range of operation and cooperation has been expanded to include the entire EU and associated countries in Europe.

The network is to continue supporting the exchange of best practice models in the field of local and regional women's policies while strengthening lobbying activities for women's concerns in Europe.

THE POTENTIAL OF CITY NETWORKING.

The Department for Women's Issues, in creating FemCities, has provided a forum for communicating good practice models, as well as strategies for the implementation of laws and the installation of administrative structures to promote women and gender equality. Of course, cities must continue to implement new EU developments with respect to gender equality, but FemCities is also concerned with what city administrations themselves can do to promote women and gender equality. Relevant administrations (on gender equality/equal opportunities/women) in European cities and municipalities are invited to join the network. They as well as representatives from the academia, the economy and NGOs are welcome to join the network's activities and to organise and participate in FemCities events. In the FemCities network meeting at the 2011 Basel conference the decision was taken to open the network for **associate partners** other than administrative units of cities and municipalities such as NGOs and administrative units of provinces, federal states or cantons.

More Information: www.femcities.at

