



“Gender mainstreaming must be implemented in all areas of the Vienna City Administration.

At the same time, gender mainstreaming must not replace the active promotion of women.”



“Together for Vienna” Coalition government agreement between the Social Democratic Party of Vienna and the Vienna Green Party Vienna, November 2010




Michael Häupl, mayor
Maria Vassilakou, vize mayor and executive city councillor for Urban Planning, Traffic & Transport, Climate Protection, Energy and Public Participation

“Gender mainstreaming provides important incentives: for equal access to the services of public administration, for a fair budgeting process and for a good corporate culture.”



Erich Hechtner, Chief Executive Officer




Vienna's answer to the economic crisis?

counter cyclical economic!!


i.e.

- further expanding social services (i.e. kindergartens, nursing care, social housing, ...)
- investing in education
- promoting further training and qualifications
- guaranteeing services of general interest (SGI)

vital for gender equality!


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Nice statement. But do we really have a choice?

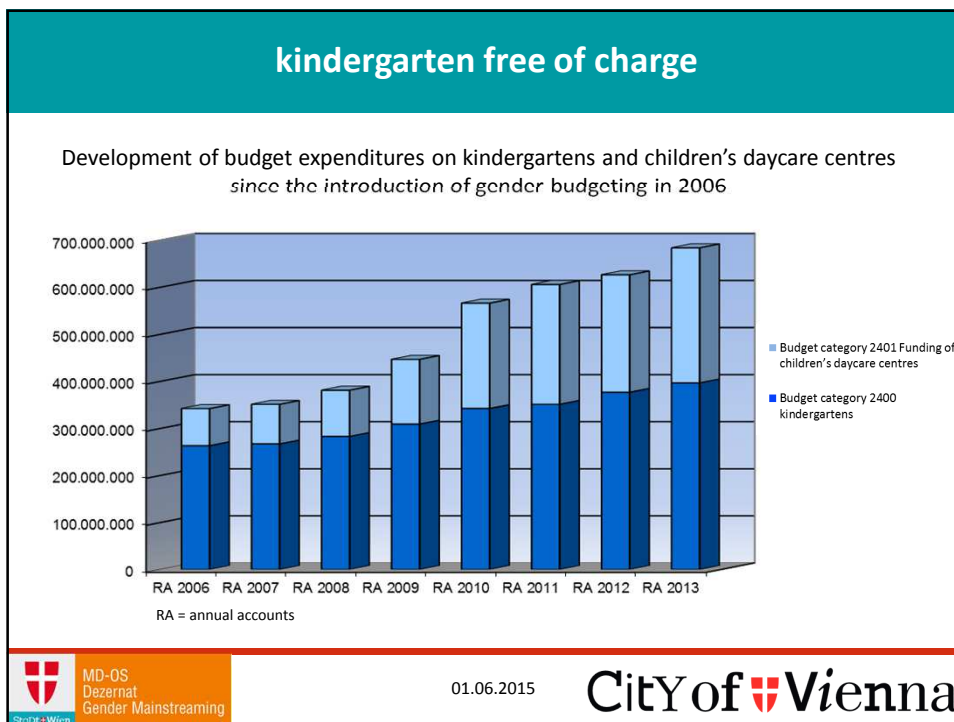
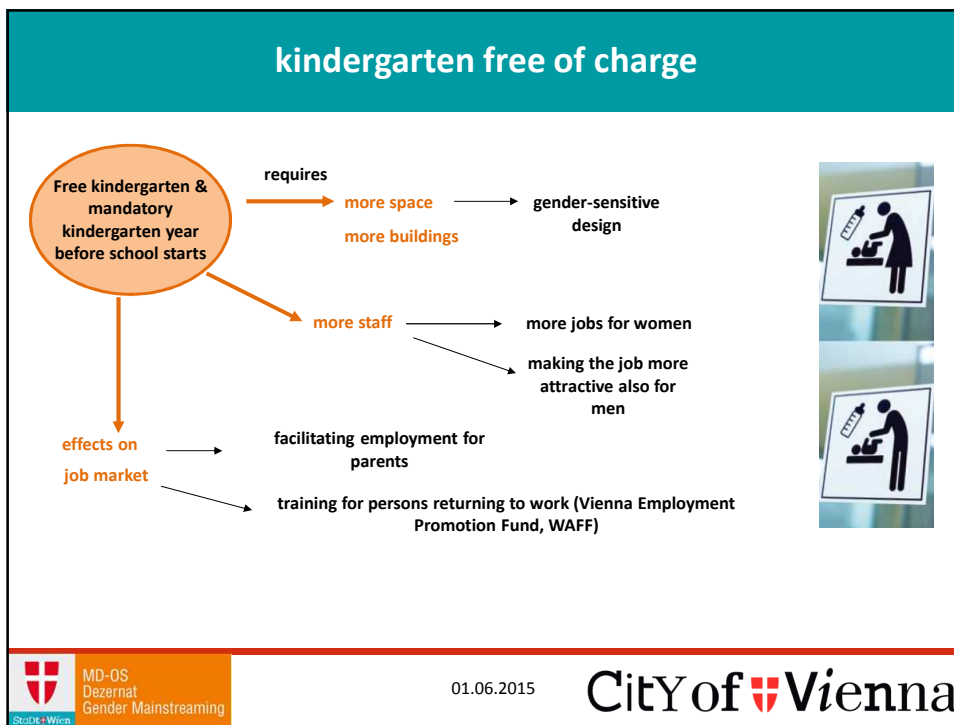
It is always possible to put gender on the agenda. Let's take a look at some examples :

1. Investing in education and social infrastructure: kindergarten free of charge (Municipal Department 10)
2. Promoting further training and qualifications: Qualifications Plan 2020 & Gender Monitor (Vienna Employment Promotion Fund, waff)
3. Promoting innovation: FemPower (Vienna Business Agency, VBA)
4. The city as employer: Vienna's equality programme (office of the gender equality advisor)


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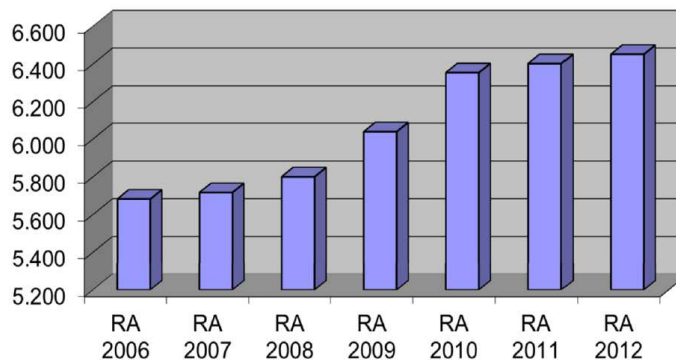
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kindergarten free of charge

Number of staff of municipal kindergartens since 2006



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Promoting further training and qualifications:

- Unemployment in Vienna is a problem, in particular, among persons with low educational status

women are more at risk!



- Labour demand will increase, in particular, in highly-skilled jobs

higher need to motivate women for future oriented jobs!



Qualifications Plan Vienna 2020 –

Main Objective: reducing the share of persons who only have a minimum of compulsory education by 2020.

- gender specific programs have been set up
- Vienna Employment Promotion Fund has established a gender monitoring

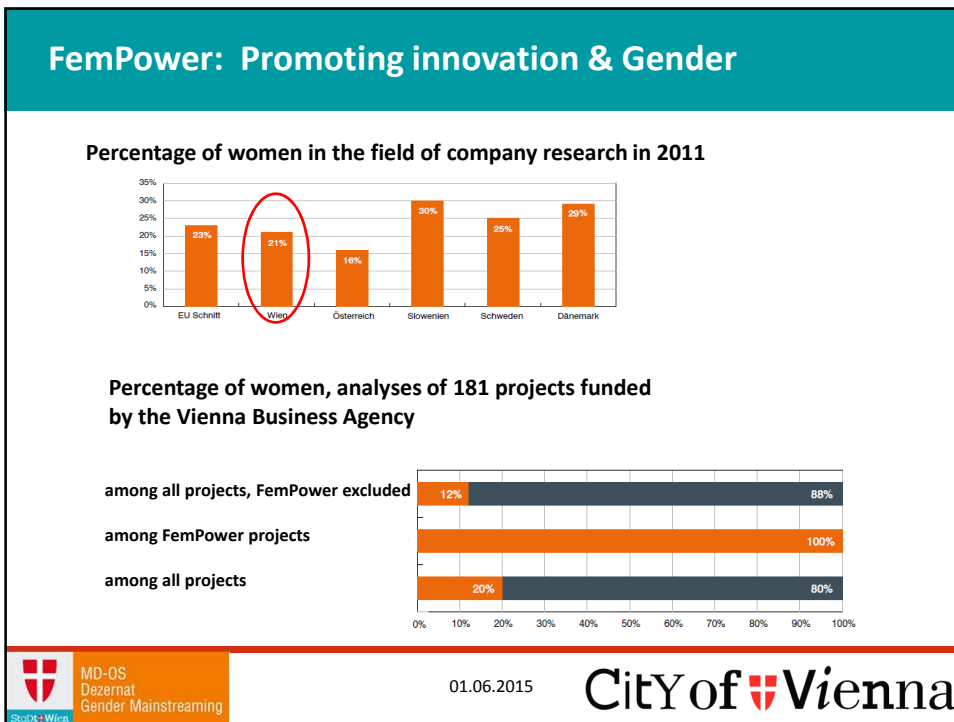
further information: www.wien.gv.at/arbeit-wirtschaft/qualifikationsplan.html



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FemPower - Promoting innovation & Gender

FemPower calls: competition for research and innovation projects that

- a) are headed or mainly implemented by women
- b) consider aspects of gender mainstreaming already during the project development

FemPower bonus: projects headed by women receive an additional bonus of 10,000 euros.

Gender indicator in project evaluation: gender-relevant aspects are considered as plus factors in the evaluation and can be decisive for the allocation of funding

Gender monitoring: reviewing gender activities

Applicants get support through guidelines, gender trainings, events on specific topics

further information: <http://dev.zit.co.at/en/allgemeines/about-us/fempower-vienna.html>



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The city as employer: Vienna's equality programme



The city as employer: Vienna's equality programme

Aims

- **Career promotion for women (regardless of family responsibilities)**
 - by specific career development programmes **AND a 50% women's quota**
- **Reducing the gender pay gap**
 - income transparency, gender specific analysis of the allowances systems
 - advice and support regarding returning to work after parental leave and work-life balance
- **Increasing women's participation in underrepresented occupational fields**
 - by specific promotion measures for young employees
- **Ensuring equal access to education and training activities**
 - by specific human resource development
- **Securing a dignified working environment**
 - by awareness raising measures and consistent combating of sexual harassment

further information: www.wien.gv.at/menschen/gleichbehandlung/

The city as employer: Vienna's equality programme

Visible achievements since 1996:

1996: Senior vacancies posted on the City of Vienna job board

1998: 1st female fire-fighter

1999: 1st female paramedic, 1st female member of senior technical staff

2015: 37% of departments are headed by women (5% in 1996)

A remaining challenges in 2015:

Percentage of men taking parental leave: 6%

**Further information on
Gender Mainstreaming and
Gender Equality in Vienna:**



www.gendermainstreaming.wien.at (German)

<http://www.wien.gv.at/english/administration/gendermainstreaming/> (English)

www.frauen.wien.at (German)

<http://www.wien.gv.at/english/social/women/> (English)

<http://www.wien.gv.at/statistik/publikationen/genderstatistik.html>
(German)

**Thank you for
your attention!**

Ursula Bauer

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