

# **Beijing+25 - Status of the Implementation of the Beijing Declaration and Platform for Action**

## Austrian Report



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Austrian Report

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# Section One: Priorities, achievements, challenges, set-backs

## 1. What have been the most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 years?

### Improvement of prevention and protection against violence

For details, please refer to the response to the Issues 14-18 and to Table 22 in the Annex.

In the last five years, Austria has taken several measures, in particular in the area of domestic violence, to remove taboos about violence against women, to implement effective law enforcement and to provide a comprehensive support system for victims.

The ratification of the *Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention)* has had a significant impact. In this context, the *National Action Plan (NAP) on the Protection of Women against Violence 2014 - 2016* was adopted. Austria was one of the first countries to undergo the initial evaluation of the implementation of the *Istanbul Convention*, led by the *GREVIO (Council of Europe's Group of Experts on Action against Violence against Women and Domestic Violence)* in 2016.

Furthermore, the legal provisions on sexual harassment have been considerably extended in the last years. Two Criminal Law Amendment Acts in 2015 and 2017 established among others the new provision of violation of the right to sexual self-determination as well as increased sentences in cases of sexual harassment in public spaces. In 2018, a task force was formed, involving several Federal Ministries and experts from practice and science, to develop recommendations in the fields of victim protection, active work with offenders and the extent of sentences in cases of violence and sexual crimes. The final report of the Criminal Law Commission was presented in mid-January 2019. It contains concrete recommendations both for substantive and procedural aspects of the criminal law. In mid-February 2019, individual measures proposed by the task force were agreed by the Council of Ministers. In

May 2019 draft bills for implementing these measures have been sent out for public consultation until 26 June 2019.

Further legislative measures have been taken in the last five years against cyber violence and forced marriage and to improve the victims' rights, among other things.

In addition to this, numerous other projects, measures, campaigns and counselling services in the field of violence against women have been implemented. Maintaining and further expanding support services for female victims of violence have also been a focus of the last five years. A major challenge of this was to improve access to these services for women who are at particular risk, such as those with physical or mental disabilities or women with a migrant or asylum-seeker background. The removal of taboos about sexual violence remains one of the challenges that need to be overcome.

### **Measures for the socioeconomic equality of women**

For details, please refer to the response to the Issues 6, 7, 9, 10, 19 and the Tables 1-6 in the Annex.

The socioeconomic equality of women has been one of the main aims in the last years. When it comes to raising the share of women in leadership and decision-making positions, an important step was taken by adopting the *Act on Equality between Women and Men in Supervisory Boards in 2017*. A similar regulation has been in force for supervisory boards in state-affiliated companies since 2011, which has led to a considerably higher proportion of women in positions with economic decision-making responsibility.

The high gender pay gap continues to be a challenge. The EU (European Union) indicator shows that the *gender pay gap* was reduced from 25.5 percent in 2007 to 19.9 percent in 2017. However, Austria remains significantly above the EU average of 16.0 percent. The requirement for companies to produce income reports was introduced in 2011 and has been gradually expanded. It has also applied to companies with more than 150 employees since 2014. In 2015, an evaluation of the legal provisions regarding income transparency showed that they are widely implemented. Further initiatives to promote equal pay were taken based on this outcome.

The reasons for gender-specific income disparities are still stereotypical educational and professional choices among others. For instance, around half of all female apprentices in

Austria still opt to train as a hairdresser, office administrator or retail saleswoman. Successful initiatives have therefore been continued to attract more women and girls to scientific and technical vocational training and professions.

The gender pay gap and other issues contribute to the average pension level for women being around 40 to 50 percent (depending on the mode of calculation) below that of men. With an at-risk-of-poverty rate of 26 percent (2018), female pensioners living alone are facing a considerably higher risk than male pensioners living alone (15 percent in 2018). In order to prevent old-age poverty among women, measures for social protection were taken, specific projects were carried out, and information services were provided.

### **Improvements for reconciling work, family and private life**

For details, please refer to the response to the Issues 6 and 7.

It continues to be predominantly women who care for children and dependent adults in Austria. The equal split of unpaid work, with men taking on more responsibilities in terms of child care, care of relatives and housework, remains a challenge.

In the last five years, legal provisions were introduced to improve the splitting of childcare between both partners. These include what is known as the *family time bonus* and the *partnership bonus* granted in connection with the childcare allowance. Moreover, on 1st January 2019, the *family bonus plus* was introduced as a measure of tax relief for working parents. Furthermore, projects and campaigns were carried out at national and regional levels to promote a stronger contribution of fathers.

### **Continued implementation of gender budgeting**

For details, please refer to the response to the Issues 21 and 36.

The obligation to focus on outcome-oriented budgeting introduced in 2013 has been continued successfully over the past five years. All Federal Ministries and the highest national bodies are obliged to define outcome-oriented objectives for the annual budget, including an explicit objective to improve equality. The objectives include, for example, increasing the share of women in qualified positions in the fields of *science, technology and innovation* and

providing a safer environment for women and minors when it comes to protection against violence in particular.

In the past five years, the implementation of outcome-oriented budgeting focused on specifying measures to reach equality and on defining appropriate indicators to evaluate the results. Inter-ministerial coordination was crucial.

The further implementation of outcome-oriented budgeting has increased the visibility and transparency of effective equality of women and men considerably.

### **Austrian Presidency of the Council of the EU in the second half of 2018**

The Austrian Presidency of the Council of the European Union in the second half of 2018 was a special opportunity to promote gender equality at a European level. The aim was to encourage a future-oriented, open dialogue about the future of gender equality on different levels, involving numerous stakeholders from politics, public authorities, civil society and science. The involvement of young people and their opportunities to participate were the focus of the participatory processes.

A particular success of the Austrian Presidency was that 27 EU member states signed the Joint Declaration *Gender Equality as a Priority of the European Union today and in the future*. This was an important signal to reinforce gender equality on the EU agenda as a political priority.

Moreover, gender mainstreaming was promoted in the context of the Austrian Presidency of the Council of the EU. Besides conferences of expert groups and informal meetings, the gender perspective was also incorporated into Council conclusions in different political areas.

**2. Which of the following have been the top five priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes?**

- ✓ Eliminating violence against women and girls
- ✓ Right to work and rights at work
- ✓ Unpaid care and domestic work / work-family conciliation
- ✓ Gender-responsive budgeting
- ✓ Changing negative social norms and gender stereotypes

✓ **Eliminating violence against women and girls**

See response to Issues 1, 14-17 and Table 22 in the Annex

✓ **Right to work and rights at work**

See response to Issues 1, 6, 7, 9, 10 and 19

✓ **Unpaid care and domestic work / work-family conciliation**

See response to Issues 1, 6, and 7

✓ **Gender-responsive budgeting**

See response to Issues 1, 21 and 36

## ✓ Changing negative social norms and gender stereotypes

See response to Issues 6, 12, 17 and 19

In order to move away from role models and gender stereotypes, a great variety of programmes and projects were carried out at national and regional levels in fields including jobs, education, media and politics.

The main goals were to sensitize people and raise awareness when it comes to the choice of education and professional orientation. Successful initiatives were continued, such as the *Girls' Day*, which enables girls to gain insights into professional fields in the MINT professions, and the *Boys' Day*, which gives boys the chance to familiarise themselves with professions in social institutions. In order to encourage women and girls to opt for a scientific or technical profession to a greater degree, a range of support programmes and labour market policy measures were continued and further expanded.

Training measures for teachers to develop diversity-oriented gender competence and the provision of materials for all school levels and types of school to implement the new *Teaching Principle on Reflexive Gender Education and Equality* aim to reduce gender stereotypes in the education sector.

### 3. **Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination?**

- ✓ Women living in remote and rural areas
- ✓ Racial, ethnic or religious minority women
- ✓ Women living with disabilities
- ✓ Younger women
- ✓ Older women
- ✓ Migrant women
- ✓ Refugee and internally displaced women
- ✓ Women in humanitarian settings

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

For details, please refer to the response to the Issues 7 and 30.

For the first time, the Austrian Programme for Rural Development included funds for social measures and service providers in the period from 2014-2020. Educational and childcare facilities, home care services and care facilities are eligible for funding, among others. This was an important step towards strengthening equality of opportunity and improving the rate of employment for women and men in rural areas in particular.

### ✓ **Racial, ethnic or religious minority women**

For details, please refer to the response to the Issue 17 and to the Tables 20 and 21 in the Annex.

Discrimination on the grounds of sex, ethnic origin, religion or beliefs, age, and sexual orientation is covered by the *Equal Treatment Act*. In cases of discrimination, the person affected can appeal to the *Equal Treatment Commissions (GBK) for the public and the private sector*. They offer easy access when it comes to examining the respective cases of discrimination in the working world and with regard to the access to goods and services. The procedure is free of charge and there is no requirement to have legal counsel. Senate 1 of the GBK is responsible for cases of discrimination based on gender and in cases in which there are multiple instances of discrimination with one of the reasons for discrimination being gender. The GBKs assess whether the principle of equal treatment was violated and give a recommendation on the elimination of discrimination. From January 2014 until the end of January 2018, the Senate 1 of the GBK received 336 complaints, of which 72 were cases of multiple discrimination.

According to EU directives, the *Ombud for Equal Treatment (GAW)* serves as the *National Equality Body* providing independent consultancy and support service for victims of discrimination. The GAW provides advice and support services for people who are directly or indirectly affected of discrimination on the grounds of gender in the world of work (in the private sector) and with regard to access to goods and services. There are five further reasons for discrimination which are legally covered in the work environment: ethnic origin, religion or beliefs, age and sexual orientation. Discrimination based on disability is legally covered in the work environment by the *Act on the Employment of People with Disabilities*. In cases of



multiple discrimination, the GAW cooperates with specialised institutions and they offer advice and support to people with disabilities.

In 2016, 2,282 complaints including cases of multiple discrimination were reported to the GAW. In 2017, there were 2,393 cases. In 2016, the combination of gender/religion (27%) was the most frequent case of multiple discrimination, followed by gender/age (21%) and gender/ethnic origin (13%). In 2017, the focus moved to gender/age (22%), gender/religion and gender/ethnic origin (20% each).

More women than men lodge a complaint to the GAW. As cases of multiple discrimination have been rising in the last years, the GAW published a short information sheet about the topic. The GAW also offers workshops for business leaders about preventing and eliminating sexual harassment. In these workshops, it is especially emphasized that women with a migrant background and very young women are particularly vulnerable when it comes to sexual harassment. Since July 2017, all of the counselling services provided by the GAW, that is also responsible for cases of multiple discrimination, are available in all of the regional offices of the GAW across Austria.

With regard to diversity, internal measures to prevent discrimination and promote equality were taken at a federal level, e.g. in the Federal Ministry of Constitutional Affairs, Reforms, Deregulation and Justice and in the Federal Ministry of the Interior (BMI): the Directorate General of Public Safety of the BMI implemented the *Diversity Management programme*, a structural programme for the Austrian Federal Police and the Security Authorities. Working groups were established according to the core dimensions of *ethnicity, gender, generations, people with disabilities, religion or beliefs and sexual orientation*. The internal and external experts were asked to develop and propose solutions.

### ✓ **Women living with disabilities**

For details, please refer to the response to the Issues 6, 11, 18, 23 and to Table 2 in the Annex.

The *Women with disabilities* chapter of the *2012-2020 NAP on Disability* contains specific measures such as the gender-specific evaluation of statistical surveys in the field of disabilities and the gender-sensitive promotion in the field of education. The *Employment* chapter focuses on the special support of women with disabilities who are furthest from the

labour market. Another aim of the NAP is improved access to medical services, in particular to gynaecological examinations, for women with disabilities.

When it comes to the protection against violence, studies and projects focusing on violence against people with disabilities, and in particular women with disabilities, were carried out. As a part of their medical training, doctors are sensitized to deal with the special situation of people with disabilities who are affected by psychological abuse and/or physical violence. Specific information and counselling services are available for women with disabilities, particularly in the field of violence against women.

Furthermore, special support is provided to integrate women with disabilities into the labour market.

The *NINLIL* association was recognised as the main support centre for women with disabilities in 2015 and has since received funding from the Federal Minister of Women's Affairs.

#### ✓ **Younger women**

For details, please refer to the response to the Issues 1, 2, 5, 6, 9, 12-16, 19, 27, 29 und 30.

There are numerous measures, projects and funding opportunities for women and girls at both national and regional levels which specifically aim to overcome barriers to accessing scientific and technical training courses and professions. Removing gender stereotypes in other areas of the society remains an important concern. Workshops and programmes are offered to encourage girls and young women to take on political and other leadership positions in society.

When it comes to protection against violence, girls and young women are taken into account in particular. Workshops addressing the prevention of violence are offered in schools. Funding is granted for support facilities for girls and young women who are affected by violence, including women and girls who are victims of or at risk of becoming victims of forced marriage.

The counselling centres for women and girls are important support institutions and provide easy access and comprehensive counselling services to girls and young women.

## ✓ Older women

For details, please refer to the response to the Issues 6, 8-10 and 12.

When it comes to adult education, the *Initiative Erwachsenenbildung* (Adult Education Initiative) is an example of measures taken to reduce structural disadvantages in educational processes and to remove gender-specific access barriers in the field of education. The specific target group are older women.

Further measures aim to better integrate women into the labour market, hence improving the economic independence of women in general. Additionally, measures for social protection were taken to reduce old-age poverty among women.

## ✓ Migrant women

For details, please refer to the response to the Issues 1, 13 and 29.

In order to support migrant women in their engagement in Austrian society, counselling services targeted at men and women were. This is carried out across Austria by the *Austrian Integration Fund (Österreichischer Integrationsfonds)*. The courses and counselling services cover, among other things, the topics of equality, self-determination and the rule of law. They provide information about educational and professional opportunities and about support centres for victims of violence, including female genital mutilation (FGM).

Over the past five years, 6.5 million euros have been allocated to around 140 projects of the *Women Funding Programme* in the framework of the *NAP for Integration*.

Special courses and educational programmes for integrating migrant women into the labour market are available. Information material in several languages and counselling services aim to provide easy and improved access to healthcare for migrant women. The improved access for groups that are at particular risk, including women with a migrant or asylum seeker background, remains a challenge in the area of protection against violence.

## ✓ **Refugee and internally displaced women**

For details, please refer to the response to the Issues 1, 6 and 13.

Various events were organised from 2015 to 2018 focusing on how to improve the situation of women fleeing from their home country. The topics covered were *protection against violence, information about the own rights, professional perspectives, educational opportunities, counselling services* and *integration in the labour market*. As an awareness-raising measure, the Austrian Integration Fund (ÖIF) organised workshops for foreign nationals in need of help and protection. Female refugees were given information about their basic rights and the Austrian system of values. Awareness was raised in order to prevent domestic violence and cases of forced marriage or honour killings at various types of counselling services and events.

Special courses were developed and offered for women asylum seekers and women entitled to asylum. The *Operational Programme Employment Austria 2014-2020* which implements the *European Social Fund*, includes a specific focus on investment to promote gender equality in the labour market for the first time. One focus of the project is the employment of refugee women.

## ✓ **Women in humanitarian settings**

For details, please refer to the response to the Issues 23 and 26-28.

Within the scope of the *NAP for the Implementation of Resolution 1325 of the United Nations (UN) Security Council*, measures are taken to promote the participation of women in peace processes, to strengthen preventive measures against violence against women, to increase the proportion of women participating in peacekeeping operations and to increase the proportion of women in leadership positions in international organisations like the UN or the EU.

**4. Has the increasing number of humanitarian crises - caused by conflict, extreme weather or other events - affected the implementation of the BPfA in your country?**

✓ No

**5. Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes?**

- ✓ Eliminating violence against women and girls
- ✓ Access to affordable quality health care, including sexual and reproductive health and reproductive rights
- ✓ Right to work and rights at work
- ✓ Unpaid care and domestic work/work-family conciliation
- ✓ Gender-responsive social protection

The 2017-2022 work programme of the Austrian government defines the following five aims regarding women:

- equal pay for equal work – equality of women in the labour market
- reconciliation of family and work
- social security for women, including elderly women
- women’s health and better support services for pregnant women
- prevention of violence against women and integration of women

In order to reach these aims, the following measures are specified in the work programme of the government:

### **Equal pay for equal work – equality of women in the labour market**

- review and elimination of discrimination in all collective wage agreements in collaboration with the social partners
- information services and further training opportunities within the companies
- set of measures for qualified part-time work together with the *Austrian Public Employment Service (AMS)*
- empowerment of women in companies (mentoring programmes, supportive measures)
- applying a unified national standard to existing income reports

### **Reconciliation of family and work**

- reform of the current school holiday regulation in collaboration with schools to optimise the reconciliation of family, work and school for pupils, parents and teachers
- exchange of information between companies and employees who are on parental leave
- increased application of modern management tools (e.g. *audit berufundfamilie*) to improve the reconciliation of family and work
- facilitation of application procedures and legal provisions of the *Act on Housekeepers and Domestic Workers* for au-pairs and further expansion of nannies
- freedom of choice with regards to educational institutions and childcare: more flexible opening hours of schools and childcare facilities, nationwide expansion of day care at schools, expansion of professional holiday care

### **Social security for women, including elderly women**

- review of the *Act on Advance Maintenance Payments* with regard to amendments. Fast progress and evaluation of the maximum limits of child maintenance in order to guarantee the financial security of single parents
- safeguarding of funding for measures for the benefit of women and expansion of the necessary facilities, including violence protection centres, emergency housing and counselling centres for women and girls
- obligatory information campaigns of the Pension Insurance Institution (Pensionsversicherungsanstalt) and the Ministry of Social Affairs. The aim is for the pension entitlements of parents during the childcare period to be split.

### **Women's health and better support services for pregnant women**

- prophylaxis programmes for specific women's health issues
- nationwide provision for osteoporosis examinations for women under 50
- access to mammography screenings for all women, independently of age

- strengthening gender medicine, including prescriptions of medication
- strengthening support services for pregnant women who are in conflict or emergency situations by providing cash payments, contributions in kinds or consultancy services

### **Prevention of violence against women and integration of women**

- increased focus on the principle of equality during courses on values
- focus in the education system on children and young people from countries of origin where the principle of equality is not prevailing
- nationwide expansion of security forces for the intervention in cases of violence against women and children
- further expansion of emergency housing for women and children
- continuation of the inter-ministerial working group accompanying the NAP on the Protection of Women against Violence
- evaluation and where appropriate further development of violence protection centres

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

## INCLUSIVE DEVELOPMENT, SHARED PROSPERITY AND DECENT WORK

### 6. What actions has your country taken in the last five years to advance gender equality in relation to women's role in paid work and employment?

- ✓ 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
- ✓ Introduced/strengthened gender-responsive active labour market policies
- ✓ Taken measures to prevent sexual harassment, including in the workplace
- ✓ Devised mechanisms for women's equal participation in economic decision-making bodies
- ✓ Other

See Tables 1, 2 and 10 in the Annex

#### Examples:

- ✓ **Devised mechanisms for women's equal participation in economic decision-making bodies**

The *Act on Equality between Women and Men in Supervisory Boards* was adopted in June 2017. Since 1 January 2018, there must be at least 30% women on the supervisory boards of publicly traded companies and companies with more than 1,000 employees. This quota



applies to new members. Existing mandates remain unaffected. At the beginning of 2019, the share of women in the supervisory boards of the 68 publicly traded companies was at 22 percent and has increased by 4 percentage points since 2018. In the 29 publicly traded companies which are affected by the legally required quota, the share of women increased more in the same period of time, from 22 to 27.5 percent.

The management programme ZUKUNFT.FRAUEN, founded in 2010, was continued in the reporting period. Potential female candidates for leadership roles in their companies receive targeted support and are being specifically prepared for management and supervisory board positions. The programme is complemented by a publicly accessible database of female supervisory board members. More than 676 women are registered in this database.

In order to raise awareness in companies and among decision-makers such as HR managers and headhunters, the EU co-financed project *Women are top! To the top by innovative corporate cultures* was implemented. The aim was to develop approaches which lead to a gender equal business culture and a greater representation of women in supervisory boards and management positions in companies. Measures of good practice in Austrian companies were collected. Furthermore, the online simulation game *Choose your Board* was developed which serves as a training and reflection tool.

The self-imposed commitment of state-owned and state affiliated companies serves as a role model for the private sector: Due to the under-representation of women at the highest levels of management, the Council of Ministers imposed a women's quota to be applied to federally-appointed members of the supervisory boards of state-owned or state-affiliated companies having a public share of 50 percent or more in 2011. According to a graduated scheme, the share of women should increase to 35 percent by the end of 2018. A review is carried out on an annual basis to determine whether the quota has been reached. In 2017, the authorities held a share in 54 such companies and appointed 289 supervisory board members, 135 of whom were female. Most of the companies, 37 to be precise, have already achieved or exceeded the required women's quota of 35 percent by the end of 2018. The women's quota is between 25 and 35 percent in 17 companies, 7 of which, with a share of women of 33 percent, are already very close to achieving the required 35 percent quota.

Increasing the share of women in the public service is further promoted by implementing plans for the advancement of women and by the legally required quota for the advancement of women of at least 50 percent. The existing measures are supplemented by initiatives of the different ministries:

The Federal Ministry of Constitutional Affairs, Reforms, Deregulation and Justice, for instance, aims to increase women's representation in the judiciary by taking measures to support pregnant women and making more allowances for family interests after their return from parental leave. Targeted training events are offered about the return to work after parental leave or a change of position as well as to prepare women for leadership positions. Since 2017, an HR development concept in accordance with the holistic life cycle model has been applied in the judiciary in order to take the private or family situation of employees and any resulting needs into account.

The 2015 Amendment to the Universities Act raised the minimum share of women in collegial bodies at universities from a share of at least 40 percent to at least 50 percent. This was a further important step toward equal representation of women and men in the highest university bodies and decision-making bodies crucial for academic careers. Compatibility of study, work and family was established as a guiding principle for universities, and equality plans have to include measures for implementation.

Additionally to continuing the *Cross Mentoring Programme* in the public service, the inter-ministerial *Mentoring Innovation Programme* was launched as a pilot project in 2016-2017. Female and male mentees worked together in groups for over a year in order to develop innovative project concepts in the fields of citizen orientation, innovation in administration, simplification of bureaucracy and corporate social responsibility.

### ✓ **Introduced / strengthened gender-responsive active labour market policies**

The provisions of the active labour market policy are particularly crucial for integrating women into the labour market in a sustainable manner and for raising income opportunities for women. An important step in this direction has been the requirement issued to the AMS over the last few years and which is set to continue in 2019 that women must be considered for 50% of expenditure in the active labour market policy.

Qualification is also a central theme in the programme *Systematic Competence* which is aimed at unemployed people with few qualifications. The programme offers a broad range of apprenticeships across a variety of sectors including retail saleswomen, information technology, assistants in the hotel or catering business and masons. *Systematic Competence* is particularly characterized by the flexible structure of its programme. The apprenticeship is finished after completing three separate modules which are not undertaken all at the same time. Thus successive periods of unemployment can be used to improve qualifications. In 2017, 700 women took part in the programme across Austria.

The *FiT – women in crafts and technology programme* was continued. It fosters advanced training of women in non-traditional occupations. The programme makes an important contribution in the achievement of two equality targets: overcoming gender-specific segregation and reducing the gender pay gap. Around 1,230 women successfully completed an apprenticeship in crafts or technology within the framework of FiT in 2017.

Apprenticeships for women and girls in atypical professions were also supported. 2018 seven gender projects were funded with 2.6 million euros. Four of these projects have already been completed. They were implemented in the professional areas mechanical engineering/metal technology, electrical engineering, mechatronics, information technology, material technology, technical drawing and process technology and followed different approaches such as mentoring, peer-to-peer support or a change in corporate cultures. These support measures and the support of the AMS (subsidies for the remuneration of apprentices to facilitate integration in the labour market) are intended to complement each other.

The labour market policy also provides support measures for professional reintegration, in particular for women returning to work after parental or care-for-dependant leave. Those who come back are especially supported by the programme *Support return to work (Wiedereinstieg unterstützen)*. Special information sessions for the specific target groups are offered by all regional offices of the AMS and are carried out by qualified counsellors. Furthermore, the AMS offers the training programme *Return to work with future prospects (Wiedereinstieg mit Zukunft)*. Around 4,500 women take part each year.

The *Operational Programme Employment Austria 2014-2020*, which aims at implementing the *European Social Fund*, places a special emphasis on investment to promote gender equality in the labour market. Specific educational services are on offer for educationally disadvantaged women as well as counselling projects with a focus on cooperating with businesses. The projects have the following aims: *reduction of income disparities, education of low-skilled female employees in industries dominated by women, career opportunities for women, measures to foster a better work-life balance and employment of migrant women.*

Moreover, there are specific projects to integrate people with disabilities into the labour market. Gender mainstreaming, gender budgeting and specific projects targeting women aim at also ensuring gender equality in these projects.

All federal provinces are taking measures to improve the integration of women in the labour market. By way of example, in 2018 and 2019, **Salzburg** has been a part of the EU project *FIER – Fast Track Integration in European Regions* that addresses the difficulties in attracting refugees to the labour market. The initiatives mainly target migrant women and include

information services in migrant accommodation, qualification measures for the labour market and financial support for language courses.

The *Styrian Qualification and Employment Programme* contains measures to reduce disadvantages faced by women in the regional labour market.

The *Vienna Employment Promotion Fund - waff* annually supports around 3.000 employed women and women returning to work. The programme *FRECH - women take opportunities* provides counselling services, workshops and financial support for vocational training with a special focus on acquiring digital skills. In addition, the programme *Parental leave and returning to work* provides counselling services as well as subsidies for trainings for women and men to improve their chances when returning to the job.

#### ✓ Other

The 2015 tax reform introduced measures to increase the employment rate of women and their economic independence as well as to support a better distribution of paid and unpaid work: the basic tax rate was lowered and a tariff reform was implemented. The main goal was to create incentives to bring more women into (full-time) employment. The high marginal tax burden was reduced by raising social security refunds in particular for incomes which are slightly over the marginal employment threshold. This creates an incentive to have an income above the marginal employment threshold, and therefore also obtain your own social security coverage as a result.

With the *2018 Annual Tax Act*, the support system for families was redrafted. From 2019, the *family bonus plus* replaces the tax deductibility of childcare costs and the current tax-free child allowance. The aim was to raise the total tax compensation for the maintenance, childcare and educational costs of children. The *family bonus plus* is a tax credit. It helps to directly reduce the tax burden by up to 1,500 euros per child per year. The prerequisite is that the parents receive a childcare allowance for the child. After the 18th birthday of the child, a reduced *family bonus plus* of 500 euros per year is granted if a childcare allowance continues to be received for the child. Low-income single parents or single earners who pay low, if any, taxes will now receive an additional payment of up to 250 euros per child per year. (Married) couples can also share the *family bonus plus*. The *Family bonus plus* is an incentive to increase working hours in marginal or part-time employment in order to receive the tax credit. This measure specifically addresses women as they are the ones who are often in marginal or part-time employment. As working parents have more money for childcare through the *Family bonus plus* and the tax credit will have a greater leverage effect, it is estimated that the demand for jobs with low and middle incomes will increase.

## 7. What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?

- ✓ Expanded childcare services or made existing services more affordable
- ✓ Expanded support for frail elderly persons and others needing intense forms of care
- ✓ Introduced or strengthened maternity / paternity / parental leave or other types of family leave
- ✓ Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work

### Examples:

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

In accordance with Article 15a of the Federal Constitution about the *Expansion of Institutional Childcare Facilities*, the initiative of creating new childcare places, launched in 2008, was intensified between 2014 and 2018, and the budget was multiplied. In that period of time, the federal government spent 357.5 million euros and the regional governments at least 152.75 million euros. The focus was on expanding childcare facilities for under-threes, longer opening hours and pushing flexible care options, such as qualified childminders and inter-municipal or intergenerational projects. In the upcoming years (kindergarten years 2018/2019 to 2021/2022) an agreement between the federal and regional governments will further push the initiative of expanding infant care facilities in particular. On the federal, regional and municipal level, around 180 million euros are spent every year for the expansion initiative, to offer the compulsory kindergarten years free of charge and to promote language learning at a very young age.

In its decision of the Council of Ministers of 12 July 2016, the Austrian government resolved to invest one billion additional euros in education and research, of which 750 million euros are to be dedicated to the expansion of full-time schools. This markedly strengthens equal opportunities for children and the work-life balance. Particularly women and single earners benefit from full-time schools.

A total of 750 million euros will be available for the school years 2019/2020 to 2032/2033 after the amendment of the *Act on Educational Investment* which is due in spring 2019.

In addition, unused funds from the funding opportunities set aside for full-time schools up to and including 2018/2019 should be allowed to be used until 2022. This ensures the needs-based expansion of the full-time schools and childcare facilities whilst taking the freedom of choice into account.

The number of full-time schools and childcare facilities is to be increased throughout Austria. The care rate in compulsory schools is to be increased from 26 percent in 2019 to 40 percent as early as 2022. The aim is for 85 percent of the facilities to provide day care. It is also planned to provide extracurricular care options at full-time facilities during holidays or when no classes are being held. Increasing equal opportunities by applying a modulated social scheme for the care costs is an important criteria.

The *allowance for child care expenses* is provided by the AMS. It is granted to help cover the costs of the education and care facilities for children in a way which enables the reconciliation of work and family life. The aim is to improve the conditions, primarily for women, to gain access to employment, take part in training courses and improve job security. Families and individuals with children and a low income who need full-day, half-day or hourly care for their child because they start a job or take part in a labour market policy measure can get this allowance for up to 156 weeks in total.

✓ **Expanded support for frail elderly persons and others needing intense forms of care**

For the first time, the *Austrian Programme for Rural Development (ELER)* has set aside around 235 million euros to be used for social measures and service facilities in the period 2014-2020. Among those eligible for funding are childcare facilities, home care services and (day) care institutions.

Women still take on most of the informal long-time care in Austria. Therefore, it is particularly women who benefit from measures to reconcile care responsibilities and work. Since 2014, people who take care leave or who work part-time and care for someone the rest of the time have a legal right to a carer's allowance, to free health and pension insurance and to a supplement for dependent children. This security measure under social law also applies to the family hospice leave for the terminal care of close relatives or seriously ill children. In 2017, 2,634 people received a carer's allowance. The average amount was 987.30 euros (as at

December 2017). The expenditure for the carer's allowance amounted to 7.8 million euros and an additional 3.8 million euros for social security.

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

Since the amendment of the *Maternity Protection Act* in 2016, freelance workers have also been protected insofar as they are also entitled to take maternity leave during the prohibition of employment before and after birth. Moreover, they are also protected against unfair termination of employment during pregnancy and the prohibition of employment.

Parental part-time employment was reviewed, and foster parents are now entitled to take parental leave. When mothers or fathers opt for parental part-time employment, they must reduce their normal working hours by at least 20 percent and have to work for at least 12 hours per week.

Moreover, a law on the so-called *family time bonus* was established for all working fathers (biological fathers, adoptive fathers, fathers in permanent foster care relationships, or equal same-sex partners). They receive 22.60 euros per day for one month after the birth of the child.

The partnership bonus of 500 euros which was introduced in the *2017 Act on Childcare Allowances* is intended to be an incentive for the parents to receive the childcare allowance for as much as possible equal amounts of time.

In 2015, the provision about early parental leave for fathers in the public service law was extended. It now also includes the legal right to unpaid parental leave for up to four weeks for people in a same-sex relationship and for adoptive parents. The 2018 amendment to the public service law introduced a part-time option for re-integration for contract staff and teachers at compulsory schools, and the option to extend family hospice leave.

## **8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?**

With every legislative proposal, the federal government is obligated to present an impact assessment which focuses on gender-specific aspects. The 2018 budget contained

consolidation measures amounting to 2.5 billion euros. Most of the consolidation measures were of a general nature, containing numerical targets for each federal ministry without explicitly targeting women or men.

Despite strict austerity programmes in accordance with *Maastricht* budget policies, the budget for women's affairs and equality remained unchanged. The 2019 budget for women's affairs and equality amounts to 10,150,000 euros.

Both the government programme and the strategy reports on the federal financial framework for 2018-2021 and 2019-2022 intend to maintain the budget for women and equality. The expansion of necessary facilities, including violence protection centres, emergency housing, and counselling centres for women and girls is to be safeguarded.

## POVERTY ERADICATION, SOCIAL PROTECTION AND SOCIAL SERVICES

### 9. What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?

- ✓ Introduced or strengthened social protection programmes for women and girls
- ✓ Promoted poor women's access to decent work through active labour market policies and tar-geted measures
- ✓ Supported women's entrepreneurship and business development activities
- ✓ Other

See Tables 1-6 in the Annex

**Examples:**



✓ **Introduced or strengthened social protection programmes for women and girls**

Measures to reduce poverty in Austria include both the needs-based minimum income and compensation payments for low pensions (an above-average number of women receive low pensions), and employment policy measures, like support programmes and measures to aid re-integration after having been on leave.

With the amendment of the *Social Security Act* entering into force on 1 January 2017, a measure to reduce old-age poverty was the creation of a higher equalisation supplement reference rate for pensionable employees who have been employed for a long time from their own pension insurance: People who have contributed to the pension insurance scheme for at least 30 years are entitled to a compensation payment of 1,000 euros per month. As women are more affected by old-age poverty than men, this measure is an improvement for women in particular.

Austria's minimum income scheme supports people who are no longer able to provide for themselves. The federal provinces redefine the relevant minimum standards every year. Currently, the monthly minimum income stands at about 885 euros for single individuals and single parents and at about 1,328 euros for couples. The minimum standards for minor children vary between 159 and around 239 euros depending on the individual province. So far, the provincial authorities have been responsible for the minimum income. In April 2019 the National Assembly enacted a *framework law for social assistance* to harmonize the main principles of social assistance nationwide. In **Vienna**, equality between men and women was included as a universal principle to be achieved by the amended *Minimum Income Act of Vienna*. It enables separate payments to two accounts to make sure that women and men equally have access to minimum income payments. As regards the creation of housing, in 2018, the focus of the competition among property developers for 850 new apartments in **Vienna** was placed on innovative types of housing for single parents.

✓ **Promoted poor women's access to decent work through active labour market policies and targeted measures**

Increased employment and labour market integration are the main focus of poverty reduction efforts in Austria. Austria's active labour market policy includes targeted programmes for people who are disproportionately affected by unemployment. The following initiatives aim at women and girls:

In July 2016, the *Act on Compulsory School and Vocational Training* came into force. The federal act governs the provisions on compulsory education or vocational training for young

people until the age of 18. The aim of this federal act is to enable young people to complete training which goes beyond compulsory schooling in order to increase their opportunities to fully participate in economic and social life in the long term and to be able to meet the increasing qualifications required on the labour market. Comprehensive counselling and support services are provided. In 2018, the AMS spent more than 453 million euros (33 percent of the total budget for support programmes of 2018) to support young people. In addition, approximately 203 million euros were provided by the budget of the *bankruptcy contingency fund* for the subsidisation of apprenticeships in private businesses. Furthermore, around 100 million euros were invested in programmes for the professional integration of young people by the Federal Ministry of Labour, Social Affairs, Health and Consumer Protection (BMASGK).

At the beginning of 2017, an *Education and training guarantee until the age of 25* was introduced. Therefore, labour market policies for young adults (19-24 years) focus even more on the target *education and training for sustainable labour market integration*. In 2017 and 2018, this set of measures was expanded and an additional budget of 37 million euros was granted. Since the introduction of the *Education and training guarantee until the age of 25*, around 18,500 people have acquired a professional qualification in the framework of the programme. Around 43,500 people have benefitted from the counselling service. In 2018, almost 56,000 young people were supported by the *Youth coaching* programme.

In order to improve the professional opportunities of young people on the labour market, there is an equal focus on re-integrating those who are already out of school or unemployed into the education and training system. All young people who are at risk of dropping out or exclusion are to be empowered to make their own decision as to which type of education or training is best for them after finishing compulsory school. The *Youth coaching* programme provides a nationwide counselling service to allow for a seamless transition from schooling to work or further training by providing support to young people from the end of compulsory schooling until, as far as possible, they are sustainably integrated into a further education or training programme or in employment.

Poverty reduction in the framework of the *European Social Fund (ESF) 2014-2020* is implemented by the *Employment Austria 2014-2020* programme which has its own focus on the reduction of poverty. The aim is to integrate people into the labour market who are particularly threatened by poverty and exclusion. The measures taken aim at promoting equal opportunities, active participation and improving their employability.

In **Vorarlberg**, the *Women's policy forum* is an advisory body for the provincial government on the subject of women's policies. It also serves as an external information platform with the

aim of safeguarding a living wage for women. On the one hand, it provides information about existing regulations on working hour models, such as job sharing, flexible working hours, the option to choose more leisure time instead of more money, partial retirement and the consequences thereof. On the other hand, new working hour models are discussed. Special information events were held with social partners in order to provide information about various income related topics which are particularly important for women. Among these topics were the pension splitting scheme, additional sources of income during the time devoted to childcare, and voluntary continued insurance/self-insurance for family caregivers. The published brochure *FinanzKompass – Orientation for Women in Vorarlberg* also serves for information purposes.

In **Carinthia**, the budget of the *Women's education fund* is used to support women who are able to secure their future livelihoods thanks to completing a qualification measure/training. Acquiring additional qualifications provides support to women on their return to work and increases their chances on the labour market. In 2017, information events about women's poverty were held in schools.

#### ✓ **Supported women's entrepreneurship and business development activities**

In the framework of the European Commission's *Entrepreneurship 2020 Action Plan*, a series of support measures to be implemented on a European level within the period 2014-2020 aims at reigniting the entrepreneurial spirit in Europe. The action plan is based on the following pillars: entrepreneurial education and training; strengthening framework conditions for entrepreneurs; role models and reaching out to specific groups.

Targeted measures for female entrepreneurs were also taken. In 2013, the inter-ministerial working group *Platform Entrepreneurship* was founded in Austria. It works on the national implementation of the *European Entrepreneurship 2020 Action Plan* and, in addition to its focus on young people (10-19 years), it is also focusing on women since 2017. One result of this cooperation is, for example, a project where successful female entrepreneurs are invited to schools to act as ambassadors for entrepreneurship. Between the start of the initiative in September 2017 and November 2018, 43 events were carried out. About 1.200 pupils took part in these events.

In 2017, a study on *Businesswomen in Austria* was published: It stated that female entrepreneurs are a crucial part of the Austrian economy. Owing to conventional role models, however, they have been slow to enter technology-oriented and innovative sectors. In order to support female entrepreneurs, the aim is to break away from these role models, expand

existing education and childcare facilities, and create appropriate networks for businesswomen.

✓ **Other**

Another measure to fight poverty which particularly supports women and girls is the *Early childhood interventions programme (Frühe Hilfen)*. The support service for pregnant women and families in stressful living situations which was introduced in 2013, has been continued during the reporting period and is to be expanded further. A key element is to support families in difficult situations free of charge so that they can find the right help.

The *School start package* initiative has been in place for four years. Children from low-income and less well-off families receive free school supplies at the beginning of the school year. The project is co-financed by the *Fund for European Aid to the Most Deprived (FEAD)*. The aim is to give children positive motivation and to prevent stigmatisation.

## 10. What actions has your country taken in the last five years to improve access to social protection for women and girls?

- ✓ Introduced or strengthened social protection for unemployed women
- ✓ Reformed contributory social protection schemes to strengthen women's access and benefit levels
- ✓ Introduced or strengthened non-contributory social pensions

### Examples:

✓ **Introduced or strengthened social protection for unemployed women**

The social security of women is vital in preventing women's poverty. Therefore, in 2018, the unemployment insurance provision whereby a partner's income was credited to the unemployment assistance was abolished. Unemployed people who are no longer entitled to receive unemployment benefits get unemployment assistance as a means of subsistence. Prior to the amendment, the income of the partner influenced the calculation of the

unemployment assistance. As a consequence, the affected unemployed people only received a small amount of unemployment assistance or only the health and pension insurance, which is why they were greatly dependent on their partner.

The minimum income in **Vienna** not only provides financial support to secure subsistence and housing, but also provides support for job hunting and social work care. Those who are not medically insured additionally get access to doctors and hospitals and only pay half price for public transport.

✓ **Reformed contributory social protection schemes to strengthen women's access and benefit levels**

On 1 January 2017, the *pension splitting scheme* was adapted in order to enable women to build up their own independent retirement income. The option to transfer partial credits from the partner was expanded to up to 7 years per child; this had hitherto been up to 4 years. The request for transferring partial credits can now be submitted until the youngest child is 10 years old.

2018 saw a strong increase in requests for pension splitting. 412 requests were submitted to the *Pension Insurance Institution*, which is more than three times as many per year than previously. Between 2010 and 2017, only 954 requests in total were registered.

In order to give women in particular a better understanding of the pension system and their own future pension entitlements, the brochure *Women and pensions* was published in 2015. An updated edition was published in 2017 and is available in counselling centres across Austria and online. It provides information about the pension system and focuses on the consequences of part-time employment and longer career interruptions on a future pension amount.

✓ **Introduced or strengthened non-contributory social pensions**

Within families, it is predominantly women who care for children with disabilities and close relatives. This job can prove so difficult that the carer has to reduce their working hours or even give up work. This brings with it negative consequences in terms of social security. Various support measures have been taken to offset these disadvantages:

Health insurance includes variants of co-insurance or self-insurance for caring relatives. The federal government covers the contributions for all of the insurance options. In this way, caring relatives can accrue time for pensions free of charge and be included in health

insurance without having to pay premiums. In 2017, around 11,100 people took out additional or self-insurance under the scheme of pension insurance for caring relatives. The cost of this was around EUR 53.5 million.

In 2015 the self-insurance under pension insurance for time spent caring for a child with disability was brought in line with that of caring for a close relative. Self-insurance for time spent caring for a child with disability now starts from the point the carer chooses. This insurance option was used by around 6,200 people in 2017. The cost of this was around EUR 15.7 million.

## **11. What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?**

- ✓ Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV Services
- ✓ Undertaken gender-specific public-awareness / health promotion campaigns
- ✓ Provided gender-responsive training for health service providers
- ✓ Strengthened comprehensive sexuality education in schools

**Examples:**

- ✓ **Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV Services**
- ✓ **Undertaken gender-specific public-awareness / health promotion campaigns**

### **Health targets and Action Plan on Women's Health**

Equity is one of the core principles of the ten health targets that were passed in 2012 by the Federal Health Commission and the Council of Ministers. In addition to this, a separate health target was set out to promote fair and equal opportunities in health, irrespective of gender, socio-economic group, ethnic origin and age.

One measure that aims to achieve this health target is the *Action Plan on Women's Health*, which was developed in 2017. The action plan includes 40 measures structured around the various phases of life: youth, working age, and old age. It forms the framework for a tailored, coordinated approach to promoting women's health among all of those involved. National focal points were established as part of the national implementation of the action plan. Focal Point Meetings aim to ensure constant exchange between actors at a national and regional level.

The topics of *mental health, equality of opportunity and strengthening women's perception of themselves* were chosen as the first focal points when implementing the Action Plan on Women's Health. To this end, the *Second Women's Health Dialogue (FrauenGesundheitsDialog)* on the topic of *Women's health in all regions* took place in 2018. Good practical examples from the field of mental health were presented at this event.

On 25 June 2019, the *Third Women's Health Dialogue* will take place.

### **Access to healthcare for women and girls with disabilities**

The *National Action Plan on Disability 2012-2020* includes the improvement of access to medical services, particularly gynaecological examinations, as a female-specific objective. Those affected (and their carers) should be sufficiently well informed and should be able to safeguard their private and intimate areas during doctor's appointments.

The protection against discrimination as ensured by the *Federal Act on Equal Treatment for People with Disabilities* also comprises barrier-free access to and accessible facilities of

healthcare institutions. A list of accessible institutions can be found on the website of the *Austrian Society for Medical Quality Assurance and Quality Management*.

### **Innovations in the field of health checks for sex workers**

*Regulation on Health Prevention for Persons Providing Sexual Services* came into force on 1 January 2016. The interval for compulsory health checks was increased from one to six weeks with a simultaneous improvement in the test methods. The Regulation also provides for detailed information to be provided in a manner understandable to the person regarding the possibilities of becoming infected with sexually transmitted diseases, what to do to avoid infections of this type, the options to prevent pregnancy and the importance of gynaecological check-ups and vaccinations. A health impact assessment is currently carried out during the compulsory examination, the results of which are intended to be the basis for further improvements.

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

In 2015, a general provision was included in the medical training regulations stating that medical training should include awareness raising for the particular circumstances experienced by those affected by human trafficking and/or mental and/or physical violence, particularly children and people with disabilities.

The guidelines *Acting together to prevent violence against women and domestic violence* were developed in 2015 for the medical and nursing professions. A brief, practical documentation form for recording injuries to victims of violence has also been developed that helps provide evidence in criminal proceedings.

## **12. What actions has your country taken in the last five years to improve education out-comes and skills for women and girls**

- ✓ Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education
- ✓ Increased access to skills and training in new emerging fields, especially STEM
- ✓ Promoted safe, harassment-free and inclusive educational environments for women and girls



- ✓ Strengthened measures to prevent adolescent pregnancies and enable adolescent girls to continue their education in case of pregnancy and/or motherhood

See Tables 14-19 in the Annex

### Examples:

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

The *Teaching Principle on Reflexive Gender Education and Equality* was presented in 2018: It applies to all levels and types of school. The topics and objectives must be addressed in all subject matters in an interdisciplinary manner and anchored in all curricula. It serves as a framework for realising the teaching principles on all levels of teaching and learning in the school system. It addresses schools, *University Colleges for Teacher Education* and administrative workers in education. An important requirement for the involvement of teaching staff in the implementation of the teaching principle is the development of diversity-focused gender competence according to the *Recommendations for the Development and Broadening of Gender Competency in Higher Education Processes*. Against this backdrop, cross-sectoral collaboration and networking between the different higher education institutions is to be increased in the next years to promote the cultural change towards gender equality and diversity.

Gender and diversity competence has been anchored in the *Higher Education Act* as a key requirement for the teaching profession and corresponding further educational measures have been developed and implemented. A *National Centre for Gender Education and Research* was established, and a separate professorship for gender education and research has also been set up at a *University College for Teacher Education*. Issues of equality and diversity have already been included in the framework curriculum for the qualification of future heads of schools.

19 out of 22 public universities have already integrated the Gender Dimension into teaching. 12 out of 22 public universities have established a professorship position dealing with gender.

Incentives for school pupils to engage with issues of equality in a deeper manner were created by the introduction of the category *gender equality* into the *Austrian School Prize 2015* and the awarding of a prize for papers on issues of equality as part of the school leaving and diploma examination.

✓ **Increased access to skills and training in new emerging fields, especially STEM**

There are numerous measures, projects and funding options for women and girls at the national and regional level that aim to overcome barriers to education and professions in natural sciences and technology. A central online medium has been created in the form of the platform *My engineering (Meine Technik)*, which shows these initiatives all together. The target groups are girls and young women, teachers, companies and parents. Information on 380 projects is currently available for download free of charge on the online platform.

Existing, well-established measures to break down gender stereotypes when choosing a profession are continuously being pursued and expanded to include new initiatives. The campaign day *Girls' Day* has taken place in the public service since 2006. In 2018, a total of 3,866 female school pupils took part in the *Girls' Day* in the public service. The aim of the campaign day is to increase girls' interest in technical and future-oriented professions. The *Girls' Day MINI* has also taken place in the public service in parallel to this since 2015. In 2018, 423 children from 23 kindergartens took part in the range of programmes offered in the field of science and technology.

In 2019, both the *Girls' Day* and the *Girls' Day MINI* took place in the public service on 25 April.

The national support system and network *IMST- innovations make schools top* contributes to the provision of high quality innovations in MINT education. The aim of the network is to develop gender and diversity sensitivity among teachers in order to increase the quality of teaching. Since 2017, IMST has organised an annual federal teacher training course on *Gender and STEM*.

In 2019, new strategies to break down gender segregation along the entire educational chain are to be developed that also focus on structures and organisational cultures. The cross-sectoral Working Group on *Equality and Diversity Management* in the Federal Ministry for Education, Science and Research will tackle this issue.

The majority of pupils at commercial academies are girls. The commercial academies with a focus on digital education and economic competence better prepare girls and young women for future-oriented professions in the digital world that require good economic and technological skills.

The Law Amending School Legislation of 2016 combined the previously separate optional subjects of textiles and technical work. This means all children from the 5th grade have access to basic knowledge in the field of technology and manual skills in all types of school. Previously, girls often exercised their right to give up the subject of technical work.

As part of the *Talent Funding Priority*, young people from the age of 15 get the opportunity to gain practical experience in natural sciences and technology during a four-week internship. Pupils can gain a deeper insight into applied research funded by *FEMtech internships*. The aim is to interest young natural scientists in careers in applied research within the field of natural sciences and technology.

In adult education, the *Adult Education Initiative* enables educationally disadvantaged people to start their learning process again by learning language skills, learning skills, and mathematical and digital skills. The aim is to reduce structural disadvantages in educational processes and break down gender-specific barriers to access to education. Educationally disadvantaged women with low levels of qualification, elderly women, women in rural areas, and female migrants are addressed in particular. The third programme period started in 2018.

The project *Job success*, in which girls are supported through their education to prevent them giving up their education or apprenticeships, is currently being funded in the federal province of **Salzburg**. The *Salzburg Integration Platform* also addresses various communities and explains the Austrian education system and the importance of education in the respective mother tongues.

An extensive tool for elementary school teachers and parents in **Vienna** has been developed in the form of the *education box* to promote gender sensitive teaching methods. The toolbox guides people through reflecting on their own role models and creating new role models, helping both girls and boys to discover their talent and develop numerous interests.

- ✓ **Strengthened measures to prevent adolescent pregnancies and enable adolescent girls to continue their education in case of pregnancy and/or motherhood**

Sex education is anchored as a teaching principle in all curricula. Contraception is also addressed in the teaching principle on sex education. School pupils are taught age-appropriate information and skills.

The *Education Act* states that the *duration of the employment restrictions as set out in the provisions on maternity leave* is a justified reason for not attending school. Missing compulsory schooling is taken into account to protect (expectant) young mothers. Pregnant pupils and young mothers are, however, not required to stay away from school.

## **FREEDOM FROM VIOLENCE, STIGMA, STEREOTYPES**

### **13. In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?**

- ✓ Intimate partner violence/domestic violence, including sexual violence and marital rape
- ✓ Sexual harassment and violence in public places, educational settings and in employment
- ✓ Violence against women and girls facilitated by technology
- ✓ Femicide/Feminicide
- ✓ Child, early and forced marriages
- ✓ Female genital mutilation
- ✓ Other harmful practices
- ✓ Trafficking in women and girls

See Tables 22 in the Annex

## Examples:

### ✓ **Child, early and forced marriages**

Two specific counselling centres for girls and women at risk of or affected by forced marriage are funded from public funds. The *Orient Express Association* operates emergency accommodation where women can be housed safely. Since the emergency accommodation opened in 2013, a total of 131 clients have been housed there. 36 clients stayed there in 2018. Numerous women have been advised by the *Orient Express Association* since 2004, 123 of whom were supported in 2018. The existing facilities were expanded at the beginning of 2019 to include temporary accommodation with 17 spaces.

A *Forced Marriage and Abduction Coordination Point* was also set up in 2017 and tasked with the national coordination of cases of abduction and return to Austria, the advising of those affected, the creation of information material for helpers and those affected, and training sessions, networking events and other prevention work. A cross-departmental working group on *Abduction and forced marriage* was also set up under the leadership of the *Orient Express Association* in October 2016 for networking and professional exchange.

The topic *cultures of honour* and *forced marriage* are addressed by the new teaching principle *Reflexive gender education and equality* of 2018. Information brochures were drafted to sensitize teachers, and workshops were held in schools.

### ✓ **Female genital mutilation**

Fighting FGM in areas of conflict and fragile states is a priority in the *Three-Year Programme for the Austrian Development Cooperation 2019-2021*. In 2018, a million euros was provided for measures to prevent FGM and support those affected, particularly in the Sahel region and the horn of Africa. There are three objectives here:

- improving access to treatment after FGM, for example health and psychological support;
- providing support for the development of political strategies and legal regulations and ensuring appropriate resources are available to eliminate FGM;
- raising awareness about the damage caused by FGM together with people from the communities, for example husbands, family members and religious leaders.

Numerous projects were also funded in Austria. The Austrian Integration Fund provided one million euros for funding measures to prevent violence against women in the context of

migration and female genital mutilation in particular. It also expanded the specific counselling services for women.

The women's health centre *FEM Süd* offers facilitators to carry out prevention work against FGM and support women who are affected. Events to raise awareness of the topic of FGM have been and are being held across Austria.

The legal implementation according to which FGM is classified as a severe permanent consequence of physical injury is currently underway.

### ✓ **Trafficking in women and girls**

The *Task Force on Human Trafficking*, which was set up in 2004, continued its work to coordinate and strengthen the Austrian measures against human trafficking. It developed the fourth (2015-2017) and fifth (2018-2020) *NAP to Combat Human Trafficking*, which were adopted by the federal government. The *task force* monitors the implementation of the current action plan. The current fifth *NAP 2018-2020* aims to take into account the changed situation in terms of flight and migration. It identifies people who have fled and in particular unaccompanied minors as a potential risk group and includes training measures for employees in initial registration centres, basic care centres and police detention centres. Information on the topic in various mother tongues is also to be expanded. The implementation of the *non-punishment principle* in administrative criminal law is the focus of the current *NAP*.

*LEFÖ-IBF, the Intervention Center for Trafficked Women*, is publicly financed and offers support for psychosocial and legal processes and safe accommodation for those affected who are over the age of 16 from across Austria regardless of the type of exploitation. In total there are currently 28 places in three emergency accommodation facilities and one temporary accommodation facility. *LEFÖ-IBF* is funded by the Ministry of the Interior together with the Division for Women and Equality within the Federal Chancellery. The budget has been continuously increased since 2016 and was 747,117 euros in 2018. In addition to that, victims have the right to receive legal aid and psycho-social and legal support in criminal proceedings.

## 14. What actions has your country prioritized in the last five years to address violence against women and girls?

- ✓ Introduced or strengthened violence against women laws, and their enforcement and implementation
- ✓ Introduced, updated or expanded national action plans on ending violence against women and girls
- ✓ Introduced or strengthened measures to increase women's access to justice
- ✓ Introduced or strengthened services for survivors of violence
- ✓ Introduced or strengthened strategies to prevent violence against women and girls
- ✓ Monitoring and evaluation of impact, including evidence generation and data collection, including regarding particular groups of women and girls

### Examples:

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

The *Law Amending Criminal Law of 2015* (in force since 1 January 2016) resulted in improvements in protection against gender-specific violence under criminal law, among other things through:

- increasing the criminal penalty for qualified physical injuries, for example in the case of FGM the sentence has been increased to 1 to 10 years (instead of 6 months to 5 years).
- introduction of the separate criminal offence of *forced marriage*
- introduction of the separate criminal offence of *cyber bullying*
- introduction of the separate criminal offence of *violation of sexual self-determination*
- increase in criminal liability for sexual harassment

The *Law Amending the Criminal Procedure Law of 2016* (in force since 1 June 2016) has also been expanded to include victims' rights. The *Law Amending Criminal Law of 2017* (in force since 1 September 2017) also included an increase in the penalty for sexual harassment in a public space in a group or under abuse of a dependent relationship.

In March 2018, a *Inter-Ministerial Criminal Law Task Force to Better Protect Women and Children* was set up under the leadership of the State Office in the BMI. The task force included more than 120 experts from relevant federal ministries and facilities. They worked in subject-specific sub-working groups to develop measures in the fields of *criminal law*, *victim protection* and *active work with the offender*. More than 50 proposals by the task force on Criminal Law that were identified as urgent were passed by the Council of Ministers on 13 February 2019. In May 2019 draft bills for providing these measures have been sent out for public consultation until 26 June 2019. The proposed measures included:

- an increase in the minimum sentence and removing the option of an entirely conditional sentence for rape,
- an expansion of the offence of stalking,
- an increase in the penalty for ongoing violence against minors and defenceless people,
- under certain conditions an increase in the maximum sentence for repeat offenders,
- the introduction or increase in the minimum sentence for certain premeditated offences against minors or particularly vulnerable people,
- the introduction of a lifelong ban on a professional activity as a sanction for legal convictions for offences against the sexual integrity and self-determination of minors or defenceless people
- the classification of FGM as a severe permanent consequence of a physical injury.
- There are also plans to give particularly vulnerable victims the right to interpreting services provided by people of the same gender in legal proceedings and to clarify the right of victims to receive a free confirmation of complaint and the record of interrogation free of charge.

✓ **Introduced, updated or expanded national action plans on ending violence against women and girls**

The *NAP to Protect Women from Violence 2014-2016* was developed by the inter-ministerial working group (IMAG) *Protection of Women against Violence* and passed by the federal government. More than 60 measures covered all forms of violence except human trafficking and measures to prevent violence in conflicts and wars, as separate action plans were passed for these. Among other things, the NAP includes measures regarding victim protection-oriented work with offenders, combating role stereotypes and workshops for women, girls and young men to prevent violence, as well as awareness raising measures. In terms of structure, the *NAP* was based on the Istanbul Convention. All of the measures were able to be implemented with a few exceptions, and an implementation report was prepared in 2018.



The working group *Protection of Women against Violence* has now been institutionalized and expanded to include members from the federal provinces and NGOs. The working group's job is to support the implementation of the NAP through structured cooperation and dialogue and drive forward the implementation of more open obligations from the *Istanbul Convention*.

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

In 2015, the three-year pilot project *PERSPEKTIVE:ARBEIT* (*Perspective:work*) was launched. The model project, which implemented the first social impact bond in Austria, aims to re-integrate women affected by violence into the labour market. The focus is on improving women's economic and social independence.

The **Upper Austria** Violence Protection Centre and the Linz Women's Shelter work closely with the AMS and the women's organisations at a local level. Joint target group-specific modules in the fields of *support and aid for abused women, education and training, vocational guidance* and *job placement* are available. Close collaboration at a local level offers an effective one-stop shop for supportive services.

The pilot phase ended in August 2018 after three years. A total of 311 women and 430 children used the various services. More than 180 women were employed on the first labour market and around 30 laid the foundations for professional integration through training and qualifications. The project is now being continued because of its success.

## 15. What strategies has your country used in the last five years to prevent violence against women and girls?

- ✓ Public awareness raising and changing of attitudes and behaviours
- ✓ Work in primary and secondary education, including comprehensive sexuality education
- ✓ Shifting the representation of women and girls in the media
- ✓ Working with men and boys
- ✓ Perpetrator programmes

## Examples:

### ✓ **Public awareness raising and changing of attitudes and behaviours**

A range of awareness raising campaigns have been carried out in the past five years. The *GewaltFREI leben (Living FREE of Violence)* campaign ran across Austria from 2014-2015 and was funded by public and EU funds. Numerous violence prevention measures were carried out in different social areas. The content of the extensive campaign included:

- further publication of the free women's helpline to prevent violence (telephone helpline) in the form of posters, flyers, video and radio adverts;
- provision of information to the public on the topic of violence against women and support options;
- provision of support to third parties for the implementation of anti-violence projects as a multiplier effect: 136 partners supported the campaign objectives with their own projects across Austria.
- workshops with and the creation of information material for five specific target groups: leaders in the healthcare sector, professional groups involved in high risk cases, female migrants, young people, journalists.

Another example is a poster campaign run in 2014 in collaboration with the *White Ribbon Austria Association*. The focus of the campaign was a positive, violence-free image of masculinity. The subjects of the campaign were developed together with role models with a migrant background. The target group of the campaign was men with a migration background.

### ✓ **Work in primary and secondary education, including comprehensive sexuality education**

The *National Strategy for Violence Prevention in Schools - Weiße Feder (White Quill)* organizes numerous activities and measures to prevent violence and (cyber) bullying. One of the focuses in the 2014-2016 period was on the prevention of (sexual) violence against women and girls. The measures were implemented in sex education classes in school. Teaching materials were prepared and qualification measures developed and offered to teaching staff.

All educational curricula are currently being revised. The aim is to strongly anchor the teaching principle of *sex education*. The revision is planned to be completed in 2020.

The *Skill Centre on Sex Education (Kompetenzzentrum Sexualpädagogik)* was set up in 2015. It aims to prevent (sexual) violence, professionalise teachers and ensure evaluation and research. The *AVEO-Austrian Violence Evaluation Tool* is an online self-evaluation tool which helps to collect data on the occurrence of violence in classes and to support evidence-based action planning in schools. The online self-evaluation tool is strongly promoted. The *Skill Centre on Sex Education* set up a guideline to assess and evaluate bullying situations and created a handout for teachers in the field of intercultural sex education. In 2016, a total of 552 free workshops for all types of schools across Austria were offered on respect, cohabitation and equality of women and men.

The *Zentrum polis*, a centre for civic education in schools, also set out measures to raise awareness of gender equality and the empowerment of girls by offering publications and training events. The annual *Action Days on Political Education* aim to sensitize teachers and facilitators.

#### ✓ **Perpetrator programmes**

The working group victim protection-oriented work with offenders, which was established in January 2015, aims to implement victim protection-oriented work with offenders across Austria. The members consist of relevant national and local offices and experts from NGOs.

Since 2012, the *Federal Working Group on Victim Protection-Oriented Work with Offenders*, a collaboration with protective facilities for those experiencing domestic violence and male advice centres have also been funded with public money. In 2016, these groups created standards for victim protection-oriented work with offenders.

The advancements of the past five years also include the collaboration agreement concluded in 2014 between the probationary services and the victim protection facilities. This collaboration agreement provides for close institutionalized collaboration between employees in the probationary services and those in victim protection facilities in cases in which a court orders probationary services in the event of violence against women or domestic violence.

## 16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology?

- ✓ Introduced or strengthened legislation and regulatory provisions
- ✓ Implemented awareness raising initiatives targeting the general public and young women and men in educational settings
- ✓ Other

### Examples:

#### ✓ **Introduced or strengthened legislation and regulatory provisions**

Please refer to the response to Issue 14.

The *Law Amending Criminal Law of 2015* (in force since 1 January 2016) made cyber bullying a separate criminal offence. This is defined as a violation of honour or unauthorized publication of facts or photos from the victim's extremely personal private life in a manner visible to a larger number of people. The *Criminal Law Task Force* also dealt with other legal and practical measures in 2018. As a result, work is currently underway on a legislative implementation of the expansion of the criminal offence of stalking to include the publication of facts or images from a person's personal life without their consent.

#### ✓ **Implemented awareness raising initiatives targeting the general public and young women and men in educational settings**

In 2013, the Council of Europe launched the *No Hate Speech Movement*. The aim is to fight hate speech on the internet and support young people to take a stand against hate speech both online and offline and for respectful interactions. The National *No Hate Speech Committee* was founded in Austria to implement the objectives of the European Council campaign. The committee is a networking platform to work together against online hate.

Members include both federal ministries and NGOs in the fields of youth, anti-discrimination and media competence.

In September 2017, a specific contact point was set up for people affected by online hate at the *Zara Association – Civil Courage and Anti-Racism Work*. Over 2,000 people who are affected and witnesses of racism, hate and smear campaigns on the internet receive legal support each year from the ad-vice centre. The advice is free of charge. The advice team is made up of advisors with both legal and social training. Anonymous cases of online hate can also be reported here and are recorded in a case database.

The *Media Youth Info (Medien-Jugend-Info)* is a facility in the Austrian Federal Chancellery which aims to teach parents, young people, youth workers and other professionals in education media skills and to promote these. Workshop concepts are being developed together with external media studies facilities and specialists, for example on cyber bullying or digital media. The major issues are safe handling of new technologies and the communication of knowledge about the risks and opportunities of active media use.

There are special advice services on media safety, media skills and gender-specific violence on the internet in the federal provinces of **Vorarlberg**. A *cyber bullying* project was carried out in **Carinthia**, with workshops for pupils, parents and teachers on the topics *safety online, privacy and personal data*.

#### ✓ Other

The topic of *online violence* was actively addressed when Austria held the presidency of the Council of the European Union in the second half of 2018.

The *EIGE - European Institute for Gender Equality* carried out a study on the opportunities and risks of digitization for girls and boys when Austria held the presidency of the Council of the European Union. New opportunities in terms of social and political participation and the risks created by new types of online violence were the focus. The study was presented at an informal meeting of Ministers of Gender Equality of the EU, EFTA and the Western Balkans in October 2018 and published by the EIGE in early 2019. The results of the report show, among other things, that young women and girls are more commonly the victims of online harassment and cyber bullying than young men and boys.

The findings from the EIGE report form the basis for presidency conclusions on gender equality, youth and digitalisation. The conclusions represent a follow-up to the *Beijing Declaration and Platform for Action* and were supported by 26 EU member states.

## 17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?

- ✓ Enacted, strengthened and enforced legal reforms to combat discrimination and/or gender bias in the media
- ✓ Supported the media industry to develop voluntary codes of conduct
- ✓ 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
- ✓ Promoted the participation and leadership of women in the media
- ✓ Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media

### Examples:

- ✓ **Enacted, strengthened and enforced legal reforms to combat discrimination and/or gender bias in the media**
- ✓ **Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media**

The *Austrian Broadcasting Corporation ORF* has an equality plan for all its products. Reports should have a differentiated perspective and try to eliminate stereotypes. Programmes are reviewed annually as part of the annual programme analyses. There is a ban on gender-specific discrimination for both the *Austrian Broadcasting Corporation* and for private television broadcasters. No violations of this ban are known to have occurred in 2017 and 2018.

The *Austrian Press Council* also assesses the media ethics of newspaper articles and has created a code of ethics for the Austrian press that indicates that any discrimination based on gender is inadmissible.

As already noted in the previous implementation report on *Beijing+20*, in 2011 the *Anti-Sexism Advisory Board* was integrated into the procedure for complaining to the *Austrian Advertising Council*. The advisory board offers academic expertise for complaints regarding gender discrimination in advertising. The advisory board's expertise is taken into account in the *Advertising Council's* decision on whether a campaign should be stopped. These are recommendations and not binding decisions. The *Anti-Sexism Advisory Board* gave 40 opinions in 2017. In 2018, a total of 308 complaints were made to the *Advertising Council*, 126 of which were on the basis of gender-discriminatory content.

In addition to the *Advertising Council*, which is responsible for the entire country, there are also *Advertising Watch Groups* in three federal provinces, whose job it is to identify and prevent sexist advertising content. The *Advertising Watch Groups* receive complaints and then assess them against their own catalogue of criteria. The decisions are published on their websites. To date they have managed to get numerous topics withdrawn. Future advertising specialists are also trained and both companies and NGOs advised. The *Advertising Watch Groups* also carry out additional prevention work for specialist staff and the general public. Symposia on advertising ethics and gender clichés in journalism and advertising took place in **Vienna** in 2014 and 2015.

The Federal Chancellery website carries out awareness raising and explanatory work on discrimination-free advertising and provides information about the legal principles, control bodies and options for making complaints. The *retouche barometer* was also developed and is available on the *Advertising Council's* homepage. The authenticity of advertising photos in terms of slenderness and beauty can be tested using sample photos. The aim is to encourage young people in particular to be more critical about their consumption of advertising.

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

Austria is involved in international fora for the implementation of measures to ensure a specific improvement in the work environment of journalists. Focus is placed in particular on the specific situation of female journalists. In 2013-2014, Austria supported and co-funded the study *Violence And Harassment Against Women In The News Media: A Global Picture* by the *International News Safety Institute*. This provided a comprehensive picture of the dangers to which many women who work in the media around the world are exposed. The study was

presented at side events of the 25th session of the UN Human Rights Council and the Commission on the Status of Women in New York.

Austria co-financed the UNESCO Conference on *Measures to Protect Journalists* in Paris in February 2016 at which the decision-makers in the leading global media houses, NGOs and government representatives met for the first time to discuss effective strategies to protect journalists together. Focus lay in particular on the risk to female journalists from threats and verbal attacks, which are increasing in online media in particular.

### **18. Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?**

✓ YES

In 2015 a study on women with disabilities affected by violence was carried out with public and EU funding and a brochure was created. The website of the Division for Women and Equality offers information for those affected and there are also specific advice services and victim protection facilities that offer specific advice and support for women with disabilities. The *NINLIL Association* was recognised as a specialist service for women with disabilities in 2015 and has since been funded.

Brochures are available in Braille and simple language, on accessible homepages and in videos in sign language with information about the topic of violence against women and specific support services. The police also offers a separate emergency call number and the women's helpline offers a relay service for deaf women affected by violence.

Moreover, a study was commissioned called *Experience with and the prevention of violence against people with disabilities*, with a main focus on women. It aims to gather data on violence against and sexual abuse of people with disabilities who use support services for people with disabilities or live in psycho-social institutions. Another goal is to identify effective prevention measures. The final report should be completed by mid-2019.



## PARTICIPATION, ACCOUNTABILITY AND GENDER-RESPONSIVE INSTITUTIONS

### 19. What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?

- ✓ Implemented capacity building, skills development and other measures
- ✓ Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning

See Tables 7-13 in the Annex

#### Examples:

Courses and mentoring programmes were carried out for female politicians and women interested in politics in order to increase the percentage of women involved in community and provincial authorities. Examples of this include:

In **Carinthia**, *cross-party courses for female politicians* were held for the 12th time in 2016/2017. A total of 164 women completed the course. Sixty-five percent of all of those who completed the course continue to hold political office. In addition to teaching political tools, rhetorical skills and handling new media, the courses focus in particular on networking and empowerment. The participants also get inputs from journalists and experienced municipal politicians.

In **Lower Austria** the *Politics Mentoring Programme* was held for the second time in 2017-2018. Seminars, information and networking events were carried out and mentors assigned with the aim of increasing the percentage of women in regional and local politics.

**Salzburg** once again subsidizes the program *Women help shape our world (Frau gestaltet mit)*, in which women from politics, civil society, advocacy groups and citizens' movements are actively encouraged to take part and take on responsibility, particularly in a leadership role.

In **Styria**, the project *Women – Participating in the Future (Frauen – Teilhabe Zukunft)* was carried out to encourage young women to get involved in regional development and in (social) policy roles.

In **Vorarlberg**, the cross-state project *Re:Women decide (betrifft:Frauen entscheiden)* was carried out with collaboration partners in Switzerland and Liechtenstein. The project encourages women to strive for a job or a role in a leadership or decision-making position. As part of the project, a cross-state Girls' Parliament for young women aged between 14 and 16 and two international mini politics courses with social media training were carried out for women interested in politics. The project also sensitized and trained media professionals on the presence of women and men in the media and avoiding role stereotypes in reporting.

## **20. What actions has your country taken in the last five years to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?**

- ✓ Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership
- ✓ Taken measures to enhance access, affordability and use of ICTs for women and girls
- ✓ Collaborated with employers in the media and ICT field to improve internal policies and hiring practices on a voluntary basis

See response to Issues 2, 12, 16 and 17

## 21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

✓ YES

A review on the outcome-oriented budget management and impact assessments in the legislative process has already been given in the previous implementation report on *Beijing+20*. There is no direct link between budget resources and activities to ensure real equality between women and men in Austria. There is, however, an indirect connection in the form of the outcome-oriented management.

Specifically, this means: at least one of five outcome-oriented objectives within each main task area in a federal ministry, in other words per global budget, must be an equality objective. Measures to achieve this equality objective must be listed in the detailed budget of this global budget. Transparent, comparable and relevant indicators must be defined for all objectives and measures. This information will be published transparently in the budget documents on the website of the Federal Ministry of Finance. The budget documents must indicate the total budget amounts for each global and detailed budget. The respective budget for the individual objectives and measures does not, however, have to be set out.

As a result of the outcome-oriented budget management, transparency particularly real equality between women and men has improved considerably over the reporting period; on the other hand the foundation has been laid for fact-based administration management, which must include real equality between women and men. The Parliament receives an annual impact report from the government on the coordination of the cross-cutting issue on equality between all ministries and the highest bodies in the state.

The *Gender Budgeting Blog* has been available to support the practical implementation of Gender Budgeting since 2016. This blog provides specialist information on the topics of budgeting, budgetary law and gender equality approaches and reports on current developments in gender budgeting. In addition to specialist contributions, the website also

includes FAQs, literature tips and expert statements. The contents of the blogs are available in English and German.

## 22. As a donor country, does your country track the proportion of official development assistance that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

✓ YES

Austria measures its gender-specific expenses with regard to development cooperation using the *OECD-DAC Gender Marker* methodology. Target values for gender-specific projects were set within the Austrian Development Cooperation: By 2018 a total of 75% and by 2020 a total of 85% of the projects funded must achieve an OECD gender marker of 1 or 2.

In the past few years, the percentage of these funds spent on Austrian development collaboration which achieve a gender marker of 1 or 2 has continuously increased. For the years 2016 and 2017, Austria had a percentage of 72 percent gender-relevant expenditure in the field of development cooperation. This means that 72 percent of the programmable total expenditure is relevant to gender equality and the empowerment of women.

## 23. Does your country have a valid national strategy or action plan for gender equality?

There is no national equality strategy, instead there are a series of sector-based NAPs. In addition to the specific NAPs, which come under the category of women and equality, the equality aspect is also taken into account in a series of further NAPs or strategies including the following which have been passed, implemented or completed in the past five years:

- National Action Plan for Equality between Women and Men on the Labour Market 2010-2013
- National Action Plan on Implementing UNSC Res 1325, 2012
- National Action Plan on Disability 2012-2020
- National Action Plan on the Protection of Women against Violence, 2014-2016

- National Strategy for Violence Prevention in Schools - Weiße Feder (White Quill), 2014-2016
- National Action Plan to Combat Human Trafficking, 2015-2017
- Action Plan on Women's Health, 2017
- National Action Plan to Combat Human Trafficking, 2018-2020
- Three-Year Programme on Austrian Development Policy, 2019-2021
- Austrian European Research Area Roadmap, 2016-2020

**24. Does your country have an 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?**

✓ NO

Austria submitted itself for the Universal Periodic Review for the second time in November 2015. A total of 229 recommendations were submitted as part of the review, including to strengthen gender equality and ensure equality of opportunity for women on the labour market, to strengthen protection of women taking into account the particular need to protect female refugees and migrants; to take effective measures to prevent violence against women including domestic violence and ensure criminal responsibility of the perpetrators.

Positive developments were identified in the last review of Austria by the *CEDAW Committee* in February 2013. Austria is making active efforts to implement the recommendations. With the ratification of the *Istanbul Convention* of the Council of Europe by Austria in November 2013 (in force since 1 August 2014) and the adoption of a *NAP on the Protection of Women against Violence* in August 2014, two urgent recommendations from the Committee have been implemented. The withdrawal of the reservation on Article 11 of *CEDAW* recommended by the Committee was also carried out in 2015. The *9th CEDAW Country Report on Austria* was sent to the *CEDAW Committee* in spring 2017 and published by this body. It identifies the most important measures, projects and laws that have been implemented or passed to break down discrimination against women in social, cultural and economic life in the period from May 2011 to February 2017. The review by the *CEDAW Committee* is planned for July 2019.

## 25. Is there a national human rights institution in your country?

✓ YES

The *Austrian Ombudsman Board* is the national human rights institution. It deals with complaints from citizens about inactivity, legal opinions or alleged acts of gross negligence of administrative bodies and examines whether the administration is acting in accordance with the respective law and complying with human rights standards. The recommendations of the *Ombudsman Board* to the affected authorities after investigating individual complaints, the comprehensive annual report of its activities to Parliament and optional reports on individual observations have proven to be effective tools to raise awareness. They drive forward the development of adequate solutions.

An evaluation report of independent experts as part of Austria's Chairmanship of the *Organization for Security and Cooperation in Europe* (OSCE) in 2017 did not identify any significant criticism of the work of the *Ombudsman* on the protection of human rights as a National Prevention Mechanism as established by the *OPCAT*.

In the field of women's rights, for example, the following measures by the *Ombudsman Board* should be mentioned in particular:

- The initiative *One in Five* raises awareness of violence against women and girls. A teaching event has been carried out annually together with the Medical University of Vienna and women's shelters since 2016.
- The weekly television show *Citizens' Advocate* (Bürgeranwalt), which is produced in collaboration with the Ombudsman Board, has an average of 350,000 viewers.
- recommendation to expand protection against violence for women and children
- recommendation to improve the equality institutions and procedures
- recommendation that health insurance providers cover the costs of medical treatment desired by transgender people
- recommendation for the speedy processing of applications for cross-border family services made by numerous single parents.

## PEACEFUL AND INCLUSIVE SOCIETIES

### 26. What actions has your country taken in the last five years 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
- ✓ Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks
- ✓ Used communication strategies, including social media, to increase awareness of the women, peace and security agenda
- ✓ Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms
- ✓ Other

#### Examples:

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

Since 2007, Austria has had a *NAP on Implementing Resolution 1325 of the UN Security Council* that includes sending Austrian staff on peace missions as part of multilateral and bilateral peace activities, development work and humanitarian aid. The objectives of the NAP, which was revised in January 2012, are the promotion of the involvement of women in peace processes, the strengthening of measures to prevent violence against women, the increased participation of women in peacekeeping operations and the employment of more women in leadership roles in international organisations such as the UN and the EU. A working group

led by the Federal Ministry for Europe, Integration and Foreign Affairs, reviews the implementation of the NAP once a year.

The most recent, ninth implementation report offers an overview of the level of implementation of the revised NAP and the measures taken to support women in conflict and post-conflict situations in 2017.

The *Austrian Development Agency* passed a gender guideline which also aims to implement the NAP 1325. In addition to that, the *Austrian Development Agency* supports a number of initiatives in the field women, peace, security, including:

- The *My Right to My Future - Women for Peace* project by CARE Austria aims to ensure that women and men work equally to ensure peace.
- The focus of the *African Women: Changing the narrative programme* co-financed by UN Women was on the contribution of African women to development and peace processes.
- The rights of women and girls in Kosovo are supported by the *Further Advancing Women's Rights* in Kosovo project.

✓ **Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms**

In the field of national defence and the military, the basic training includes the teaching of fundamental knowledge on the topics of *Equality in peace time* and *Gender and diversity perspectives in military operations*. From 2019, these topics will also be part of the additional training for teaching and training staff in the national defence.

In 2011 the training programme for *Gender Advisors of the European Security and Defence College* was brought to life as part of a collaborative project with Sweden. The main task of a gender advisor within NATO is to advise the NATO force commanders on operations and missions as well as crisis and conflict analysis from a gender perspective. Gender advisors also provide training on Gender Focal Points and actively collaborate with local NGOs and governmental organisations.

Fifteen members of Austrian Armed Forces staff, six of whom are women, have been receiving training in the form of the *SWEDINT GENAD/GFA* course since 2009. Three members of Austrian Armed Forces Staff have also attended the course on *A Comprehensive Approach to Gender in Operations*, which enables them to work on EU missions. In the reporting period, gender advisors were sent to peace missions in Kosovo in 2015, 2016 and 2017. The post of the chief gender advisor to KFOR has been held by Austria since January



2019. In 2018, Austria sent a gender advisor on the MINUSMA Mission to Mali. Two women out of a total of 19 police officers were also posted to the four EU peace-keeping missions and one UN peacekeeping operation.

#### ✓ Other

Austria is regularly involved in the open debates in the UN Security Council on women, peace, and security. It is an active member of the *Group of Friends on 1325* in international fora and regularly organizes side events together with partner organisations from civil society. Austria is also a member of the *Network of National Contact Points for the Implementation of Resolution 1325*, which was founded at the margins of the High-Level week of the 71st UN General Assembly and takes part in the six-monthly coordination meetings.

There was a high-level review of the global implementation in October 2015 in New York to mark the 15th anniversary of UN Resolution 1325. Austria was involved in introducing *Resolution 2242 (2015)*, which anchors the requirements of the global study to implement *UN Security Council Resolution 1325 Preventing Conflict, Transforming Justice, Securing the Peace*. This study was co-financed by Austria.

Also marking the 15th anniversary of UN Resolution 1325 and the 20th anniversary of the Beijing Declaration and Platform for Action, there was an international symposium on the topic of *Enhancing Women's Share in Peace and Security in Vienna*. Recommendations for how women can be better involved in international conflict management were developed and published.

A particular focus on the implementation of UN Resolution 1325 was set out when Austria held chairmanship of the OSCE. This related to promoting the involvement of women in the prevention, the management and the resolution of conflicts and the role of the media in the implementation of the resolution. These efforts raised awareness of the importance of the resolution in the OSCE region.

The foundations were also laid for the adoption of resolutions by the OSCE Council of Ministers to combat sexual violence against women and to increase the participation of women in the security sector under the subsequent Italian chairmanship in December 2018.

During the Austrian Presidency of the Council of the European Union in the second half of 2018, Austria was co-chair of the *High Level Task Force to Implement UNSCR 1325*. Here, conclusions were adopted on *Women, Peace, and Security*, and a current EU Strategic

Approach to Women, Peace, and Security 2018 was developed to implement resolutions 1325 and 1820.

**27. What actions has your country taken in the last five years to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?**

- ✓ Promoted and supported women’s meaningful participation in peace processes and the implementation of peace agreements
- ✓ Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level
- ✓ Integrated a gender perspective in the prevention and resolution of armed or other conflict
- ✓ Integrated a gender perspective in humanitarian action and crisis response

**Examples:**

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

The share of women in the armed forces currently sits at 2.7 percent, with a goal of increasing it to 10 percent. The following initiatives were launched as promotional measures during the reporting period:

- mentoring programme to support women’s careers
- needs-based approval and provision of temporary childcare
- continuation of the project to create a continuous childcare service in the Austrian armed force
- expansion of flexible working hours in the form of flexitime

Targeted recruitment measures and measures to increase the attractiveness of the service for female soldiers are also being taken. Potential applicants are appealed to through information events, information and preparation weekends and recruiting events for women.

The Austrian armed forces are advertising on social media platforms aiming to address girls and women in particular and encourage them to take up careers in the armed forces. Information officers regularly visit schools to talk to pupils about the armed forces and give them an insight into possible jobs in the armed forces. Special events such as the *Girls' Days* or the *Girls' Camp* are also organized especially for girls.

## 28. What actions has your country taken in the last five years 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 capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse
- ✓ Taken measures to combat trafficking in women and children

### Examples:

- ✓ **Strengthened capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse**

The interdisciplinary manager training programme on the topic of *Protecting civilians in armed conflicts* was developed in 2012 and has since been held every year. One part of the training is specifically dedicated to the role of women and their protection in armed conflicts. A total of 245 national and international participants, 71 of whom are women, had been trained by the end of 2018.

Austria also hosted further UN training programmes on the protection of civilians between 2013 and 2016. These training measures also included a part that was dedicated specifically to the role of women in armed conflicts and the zero tolerance policy of the UN towards sexual exploitation and sexual abuse in UN-led peace missions.

Staff in the Austrian armed forces were trained on the following topics during preparation for deployment on peacekeeping missions: UN Resolution 1325 and implementation of the NAP on UN Resolution 1325, gender equality in peacekeeping, code of conduct and zero tolerance policy towards sexual exploitation, and the protection of children. The information materials for the UN campaign *No Excuse* were also translated into German and disseminated.

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

See answer to question 13.

**29. What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?**

- ✓ Taken measures to combat negative social norms and practices and increased awareness of the needs and potential of girl children
- ✓ Strengthened girls' access to quality education, skills development and training
- ✓ Tackled disadvantages in health outcomes due to malnutrition, early childbearing and exposure to HIV/AIDS and other sexually transmitted diseases
- ✓ Implemented policies and programmes to reduce and eradicate child, early and forced marriage
- ✓ Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices
- ✓ Promoted girls' awareness of and participation in social, economic and political life

See answers to questions 11 – 16

### Examples:

✓ **Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices**

As part of the equality objective, the Ministry of the Interior defined *protection against violence* and *greater levels of safety for women and minors* in particular as a focus. Effective and target group-oriented measures to prevent violence are implemented with a focus on children and young people.

A training course on awareness raising for and the handling of (suspected) cases of domestic violence, sexual abuse and other cases of hardship is available and funded as part of the visit support. The training course, which was carried out for the fourth time in the period from January 2018 to April 2019 is an important measure by the Social Ministry to prevent violence and ensure quality. It is also anchored in the *NAP on the Protection of Women against Violence 2014-2016* of the Federal Government.

Numerous associations are supported with public funds in all of the federal provinces and offer a wide range of advice and support services for girls and young women. The city of **Vienna** supports associations and counselling centres for girls which cover the following areas, among others:

- psychosocial counselling, psychotherapy and process support for girls and young women who have experienced sexualised violence and/or abuse;
- prevention of sexualised abuse of children, advice and support for suspected cases for teaching staff;
- shared accommodation for young women who are at risk of or affected by violence in their families;
- advice and empowerment for women with learning difficulties and women with disabilities affected by violence;
- awareness raising, information and PR work to protect against and prevent violence.

- ✓ **Tackled disadvantages in health outcomes due to malnutrition, early childbearing and ex-posure to HIV/AIDS and other sexually transmitted diseases**

Vienna has had its own *Programme for women's health* focusing on reproductive health since 1998. The *ÖGF First Love Association*, which receives funds to work in this field, offers free and anonymous initial gynaecological examinations to girls aged 13-19 provided by trained paediatric gynaecologists and sex education workshops for school classes. In 2018, a study was produced that focused specifically on the issue of social media and feelings among young girls about their bodies and self-esteem.

The main issue tackled by the *Vorarlberg Specialist Unit for Women's Health* is gender-sensitive health prevention and care. Women's health days were organized in 2017 and 2018. The topics of *gender medicine, mental health and female role requirements and migration and health* were addressed during advice sessions, lectures and workshops.

## ENVIRONMENTAL CONSERVATION, PROTECTION AND REHABILITATION

### 30. What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?

- ✓ Supported women's participation and leadership in environmental and natural resource management and governance
- ✓ Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment
- ✓ Taken steps to ensure that women benefit equally from decent jobs in the green economy

#### Examples:

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

Various measures were put in place to strengthen the gender perspective in the environmental field, including the following events and initiatives:

The Federal Ministry for Sustainability and Tourism aimed to strengthen the role of women in climate protection and in the field of energy and mining as part of its focus on impacts. There has been a project series called *Climate protection in everyday life*, which is publicly funded and implemented by the Peregrina Association since 2014. Multilingual workshops are carried out in migrant associations, refugee accommodation and German courses. The participants are taught the basic elements of climate protection. The fundamental elements of the workshops are practical exercises with high levels of everyday relevance that also aim to encourage networking between the women. Young female asylum seekers were the target group in 2017. The content was developed and edited based on their needs and interests. The project won the *European Public Sector Award* in 2015. In 2017 it won an award from the *Austrian Society for Environment and Technology* in the field of *Participation and Commitment to Civil Society*.

As a further project within the scope of this equality objective, the international conference *Women in Mountain Regions* took place while Austria held the presidency of the Alpine Convention in 2017. National and international contributions to the conference made clear the range of challenges that women in different countries face. A declaration was drafted that indicated the global need to strengthen the role of women in mountain regions and set out solutions in the form of regional solutions in particular.

In 2017, the working group *Equality of Women and Men and Equal Opportunities in Rural Areas* was set up as part of the *Rural Development programme (ELER)* to design further equality measures for the rest of the programme period. As part of this process, the participatory conference *Women in the country: Equality and equal opportunities in rural areas* was organized in 2017.

The Federal Ministry for Sustainability and Tourism is also involved in the *FEMtech project* developed by the Federal Ministry of Transport, Innovation and Technology which aims to make female experts in relevant areas of the department visible. This includes the selection of a *female expert of the month* and the presentation of said expert in a video. A video has also been prepared on the *Sustainable Use of Soil as a Resource* which focuses on experts in this field. There was also an internal departmental event on the *role of women in climate protection* in 2017. In 2018, female employees in the Federal Ministry for Sustainability and

Tourism took part in a training session organised by the Federal Ministry of Transport, Innovation and Technology to increase gender competence in their respective area of work.

The programme *Energy autonomy Vorarlberg* includes a commitment to all population groups in the federal province of **Vorarlberg** being included in the energy future process as a transversal objective. This commitment is also implemented at events, when publishing brochures and in public campaigns.

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

See answer to question 12

Measures are being put in place to strengthen the gender balance in higher agricultural and forestry schools. Girls are being given information about these types of schools. The expansion of the range of teaching to include a focus on food technology and biotechnology aims to increase the number of girls choosing this type of education.

In **Carinthia**, the *Mobile Girl's Day Workshop* has been launched. The aim of this initiative is to open up the possibility of a job in the technical, manual or natural sciences industries by accessing them in a fun way.

To date, more than 12,000 high school children have had the opportunity to attend workshops at higher technical colleges (HTL) in **Lower Austria**. As part of the parallel seminar series *technology workshops for primary school teachers*, teachers can get ideas for their own lessons. In the project *HTL4girls*, female pupils are trained to become *girl scouts* at higher technical colleges. In turn, they inform and motivate female pupils from lower levels to go on to complete technical education at a higher technical college.

The project *Mentoring for Female Higher Technical College Pupils* was carried out for the fourth time in the 2018/2019 academic year and put into standard operation following a successful test phase. Fifteen girls from three participating higher technical colleges were coached in the first two cycles of the mentoring project. They were able to gain an insight into the technical divisions of the participating companies. In the third round of the project, 29 girls from six higher technical colleges in **Upper Austria** were coached.



In order to further improve access for women and girls to vocational training in the technical professions, the federal province of **Vorarlberg** is focusing on improved access for girls to technical study programmes at the local university of applied sciences with the *Girls in Technology* initiative.

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

In 2015, the *Equal Opportunities for Women and Men in the Energy Industry* study was commissioned and used expert interviews, workshops and gender-specific basic data collection to investigate the professional situation in the energy industry. The reasons why women are still under-represented in this industry, particularly in leadership positions, were analysed. Measures to increase equality of opportunity in the energy industry were also identified.

### **31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?**

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

#### **Examples:**

The international expert network *we4DRR - Women exchange for Disaster Risk Reduction* was founded in 2016. The aim was to bring together women from research, administration, politics and practice for regular exchange in the context of management and reducing the risk of natural hazards. The network now consists of over 100 experts from twelve countries. A general meeting is held once a year. Workshops and other activities are also organised. On the one hand, the network raises awareness of the importance of women in natural hazard management. On the other hand, the network is strengthened by female experts from Europe.

The mentoring programme *Female Mentoring in Forestry* will start in autumn 2019. This mentoring programme is aimed at female students and women who already work in forestry. It aims to help young women to join a profession in the industry and promotes their further training.

In the *FEMtech project*, research projects and plans in the fields of research, technology and innovation with gender-relevant content were launched and supported in order to open up research fields and products that are relevant to the future with a specific gender dimension. In addition to the field of *energy and environment*, *FEMtech* research projects on the following topics are also being funded: digital and industrial technologies, mobility and air travel, security research and space technologies.

## Section Three: National institutions and processes

### 32. What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.

The Division for Women and Equality is the main coordinating body within the federal government. From 2014 to 2016, the Division for Women and Equality was part of the Federal Ministry for Education and Women. From 2016 to 2018, it was part of the Federal Ministry for Health and Women. Since 8 January 2018, the Women's Division has been part of the Federal Chancellery and falls within the responsibility of the Federal Minister for Women, Families and Youth.

The Minister's responsibilities continue to include coordination on issues of women's and equality policy and gender mainstreaming, issues of equality for women on the labour market and the Equal Treatment Commission, the Federal Equal Treatment Commission and the Inter-ministerial Working Group for Issues of Equal Treatment.

### 33. Is the head of the national machinery a member of the institutional process for SDG implementation?

✓ YES

The Resolution by the Council of Ministers of 12 January 2016 created an inter-ministerial working group under the joint leadership of the Federal Chancellery and the Federal Ministry for Europe, Integration and Foreign Affairs. This working group is responsible for drafting a regular progress report on the SDGs that corresponds to internationally determined specifications on the basis of the agreed indicators and for the implementation priorities in the respective reporting period. The Division for Women and Equality is involved in this working group.

**34. Are there formal mechanisms 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?**

✓ YES

a. Which of the following stakeholders participate formally in national coordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

| Beijing Declaration and PfA  | 2030 Agenda for Sustainable Development  |
|--|--|
| <input checked="" type="checkbox"/> Civil society organisations<br><input checked="" type="checkbox"/> Women’s rights organisations<br><input checked="" type="checkbox"/> Academia and think tanks<br><input checked="" type="checkbox"/> Parliaments/parliamentary committees<br><input checked="" type="checkbox"/> Private sector<br><input checked="" type="checkbox"/> Other: Federal States | <input checked="" type="checkbox"/> Civil society organisations<br><input checked="" type="checkbox"/> Women’s rights organisations<br><input checked="" type="checkbox"/> Academia and think tanks<br><input checked="" type="checkbox"/> Parliaments/parliamentary committees<br><input checked="" type="checkbox"/> Private sector<br><input checked="" type="checkbox"/> Other: Federal States |

According to the Decision by the Council of Ministers from 12 January 2016, the Agenda 2030 aims to integrate sustainable development in the sense of a mainstreaming approach into the relevant strategies and programmes and where necessary create corresponding action plans and measures. The implementation of the SDGs by 2030 is therefore being carried out by all federal ministries in their respective area of responsibility. All relevant state bodies and collaboration partners at a federal, regional, city, and municipality level and social partners, civil society, the economy, science, and all other relevant stakeholders should be included by the main facility responsible for a strategy/measure.

There is no central coordinating mechanism for the implementation of the *Beijing Declaration and Action Platform*. At the same time, work is being carried out to achieve the various objectives by the different federal ministries in their respective area of competence. There are also sector-based NAPs in some areas with the respective implementation mechanisms and processes.

For details, please refer to the response to the Issues 13, 14, 23, and 26.

- b. Do you have mechanisms in place to ensure that women and girls from marginalized groups can participate and that their concerns are reflected in these processes?

✓ NO

- c. Please describe how stakeholders have contributed to the preparation of the present national report.

All information needed to prepare this country report was sent by the Federal Minister for Women, Families and Youth to all federal ministries and federal provinces, the Ombud for Equal Treatment, the Equal Treatment Commission, and the Federal Equal Treatment Commission. These bodies were actively invited to offer opinions and provided both content and feedback.

Information was provided on the report compilation process at a session of the Platform EU, International Issues and Gender to which representatives of NGOs, the equal treatment spokespeople for the parliamentary parties and social partners are regularly invited to exchange by the Division for Women and Equality.

### 35. Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation?

✓ There is no national plan/strategy for SDG implementation

Mainstreaming forms the strategic framework for the implementation of the SDGs in Austria; for details, see the response to Issue 34a.

The achievement of gender equality and self-determination for women and girls is being driven forward by the independent SDG 5 and by sub-objectives in other areas. In Austria, the state, federal provinces and municipalities take responsibility for real equality in the federal constitution. The government takes responsibility for implementing gender mainstreaming on the basis of five resolutions of the Council of Ministers. This means that the implementation of SDG 5 and the gender-specific sub-objectives in accordance with the gender mainstreaming approach are carried out jointly by all ministries and federal provinces for their respective area of responsibility.

## Section Four: Data and statistics

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

- ✓ Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- ✓ Conducted new surveys to produce national baseline information on specialized topics
- ✓ Produced knowledge products on gender statistics
- ✓ Engaged in capacity building to strengthen the use of gender statistics

#### ✓ **Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects**

The consideration of outcome-orientation, particularly taking into account the objective of real equality between women and men, is one of the principles of budgeting in Austria. When preparing the annual budget, each sub-division must define at least one equality objective. These equality objectives are made measurable with specific indicators and operationalised through global budgeting measures.

The multitude of impact specifications relating to real equality between women and men are used to manage the development of and the decision-making process on activities to be carried out. Workshops and training sessions are carried out to enable the further development of these specifications. All impact specifications are displayed in a central, web-based database on [www.wirkungsmonitoring.gv.at](http://www.wirkungsmonitoring.gv.at). A tool has also been developed in the form of the Fact Atlas [www.faktenatlas.gv.at](http://www.faktenatlas.gv.at) which also enables the impact specifications and other information bases to be displayed in a region-by-region manner.

Another element of outcome-oriented budget management are the outcome-oriented impact assessments that have to be submitted for each regulatory initiative since 2013. An ex-ante estimate of all major financial, economic, social, consumer policy, gender-related and

environmental policy-related impacts must be carried out. The subdimensions to be investigated in connection with equality impacts are:

- direct services to natural or legal persons or companies
- general and professional education, employment and/or income for women and men
- performance and distribution of unpaid work
- public revenue
- participation in decision-making processes or composition of decision-making committees
- physical and mental health
- other key effects on real equality of women and men

The evaluations of the budget service of the parliament in 2017 and 2018 identified the clear exemplary effect of the gender budgeting approach in Austria and at the same time formulated numerous recommendations to further strengthen equality within the scope of outcome-oriented budget management. For example, ensuring a high degree of relevance of the equality objectives and indicators was recommended.

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

The first law protecting against violence was implemented in Austria in 1997 and has been continuously developed in the past two decades. The implementation is supported by data collection that has also been continuously developed. In the past five years, the following national statistical record collection processes have been further developed and optimised in particular:

- gender-specific data recording and collection in connection with matters relevant to criminal law in the field of *violence against women*
- the corresponding police data logging and evaluation tools by means of the creation of additional detail and the introduction of quality standards and quality controls
- increase in the intensity of data comparison of ministry-specific data with comparable data from NGOs and other departments and authorities

✓ **Produced knowledge products on gender statistics**

The website of *Statistics Austria* includes its own tab on *Gender Statistics* where the current gender-specific data and analyses in the fields of *demographics, education, employment,*



reconciliation of job and family, income, pensions and risk of poverty or social exclusion are published.

In the past five years, numerous new studies and publications have also been commissioned and carried out by the various federal ministries looking at gender aspects in various contexts in more detail or for the first time. Examples of this include:

|   |   |
|---|---|
| <p>Federal Ministry for Sustainability and Tourism</p>                            | <ul style="list-style-type: none"> <li>• Study <i>Gender impact assessment in the context of the adjustment to climate change and natural hazards</i> (2014)</li> <li>• Study <i>Link between economic growth, wellbeing and gender aspects</i> (2014)</li> <li>• Study <i>Equal opportunities for women and men in the energy industry</i> (2015-2016)</li> <li>• Evaluation study <i>Equality of opportunity in the rural development programme 2014-2020</i> (2018-2019)</li> </ul>  |
| <p>Federal Ministry for Transport, Innovation and Technology</p>                  | <ul style="list-style-type: none"> <li>• A total of 38,000 people in Austria were asked about their mobility behaviour as part of the mobility study <i>Austria on the go 2013/2014</i>. These data were then used for a secondary data analysis in 2017 to investigate the mobility behaviour of women and men in different life situations and locations. The special situation of single parents was looked at and a distinction was made between residential regions and between weekdays and weekends to identify the different needs in terms of mobility. The results have been published.</li> <li>• Study <i>Mobility of women and men in different circumstances</i> (2017)</li> <li>• Study <i>Bicycle-specific mobility</i> (2017)</li> <li>• Study <i>Mobility of persons with care responsibilities</i> (2016)</li> </ul> |
| <p>Federal Ministry or Labour, Social Affairs, Health and Consumer Protection</p> | <p>In Austria, women are over-represented in the lower income classes. Against this background, a special evaluation on minimum wage employment was carried out based on the record of earning structure of 2014.</p>   |

**37. Out of the following which are your country’s top three priorities for strengthening national gender statistics over the next five years?**

- ✓ Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects

- ✓ Conduct of new surveys to produce national baseline information on specialized topics
- ✓ Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps

✓ **Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects**

See response to Issue 36

✓ **Conduct of new surveys to produce national baseline information on specialized topics**

*Statistics Austria* is a member of the Eurostat Taskforce *Innovative tools for Time Use Surveys and Household Budget Surveys*. This taskforce discusses new methods of collection at an international level. In 2017, *Statistics Austria* developed an app using a Eurostat grant that aimed to record data on the use of time. The app was tested in a pilot study. There are plans to further develop this app with a grant in 2019 and to expand it to include functions that may be needed in future data collection processes.

The data on EU records on the use of time are an essential source of data on paid and unpaid work. The results on the use of time can be used to assess the monetary value of unpaid work. The data also provide important information on gender ratios and their changes over time. The next wave of European surveys will take place from 2020. Since the data collection is not set out in the lump sum, the funding of this data collection remains unclear at the moment.

The requirements should be put in place for intersectional monitoring of the diversity of students in terms of features such as migration background, educational background of the parents and gender across all areas of the university. The existing gender monitoring for universities should also be expanded to include indicators in the field of implementation of equality in structures and processes and indicators in the field of taking into account equality-related content in research and teaching. Research outside of universities should also be

taken into account in the gender monitoring in order to obtain a better overall overview of the situation of researchers in Austria.

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

A change in the minimum income data to be provided to Statistics Austria by the federal provinces was carried out in 2018 and resulted in a clear improvement in the statistics on the minimum income already. Instead of the aggregated sums that were previously communicated, reporting has been at the individual data level by some of the federal provinces. The features to be recorded were also expanded. On the basis of the new *Framework Law for Social Assistance* passed by the state, which sets out an obligation on the part of the federal provinces to send individual data with an increased number of features, it should be possible to carry out gender-specific evaluations in the future.

### **38. Have you defined a national set of indicators for monitoring progress on the SDGs?**

✓ YES

*Statistics Austria* created a first national set of indicators in coordination with the European level in 2017. Depending on data availability, this includes time series of national data starting from the 2010 reporting year.

The representation of the indicators is based on targets and follows the UN indicator specifications as closely as possible taking into account the data specifications of the European Statistical System.

An initial version of the national indicators has been available on the *Statistics Austria* website since December 2017. An updated version was published in December 2018. The set of indicators is constantly being expanded and revised. On the one hand, indicators are still being developed, but on the other hand additional indicators which have not yet been taken into account may also be included. Disaggregation of the data (by gender, among other things) is also planned in the future. This follows the specifications at UN level, according to which further adjustments are planned within the proposed set of indicators.

**If YES, how many indicators does it include and how many of those are gender-specific?**

41 out of a total of 235 indicators are gender-specific.

**If YES, how many of the gender-specific indicators are additional country indicators?**

The progress in SDG 5 is recorded using 19 national indicators. The UN indicator proposals identify 14 indicators for this objective, four of which are not relevant in Austria such as the percentage of women and girls who are exposed to genital mutilation. A further three indicators can be classified as indicators at UN level, and there are currently no data from the official national statistics for four relevant indicators, such as indicators in the field of physical, sexual or psychological violence against women and girls.

**39. Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?**

✓ YES

See response to Issue 38

The national set of indicators that can be accessed on the *Statistics Austria* website also includes the 19 national indicators for SDG 5. Time series starting from the 2010 reporting year are available for the majority of the 19 indicators.

**40. Which of the following disaggregations is routinely provided by major surveys in your country?**

- ✓ geographic location
- ✓ income
- ✓ sex
- ✓ age
- ✓ education
- ✓ marital status

- ✓ migratory status
- ✓ other characteristics relevant in national contexts

## List of Abbreviations

|      |   |
|------|---|
| AMS  | Austrian Public Employment Service                  |
| BKA  | Federal Chancellery                                 |
| BMI  | Federal Ministry for the Interior                   |
| EU   | European Union                                      |
| FGM  | Female genital mutilation                           |
| GBK  | Equal Treatment Commission                          |
| IMAG | Inter-ministerial Working Group                     |
| NAP  | National Action Plan                                |
| NGOs | Non-governmental Organisations                      |
| OSCE | Organization for Security and Cooperation in Europe |
| UN   | United Nations                                      |

# Annex: Statistical Data





**Table 1: Labour market situation and participation**

| Annual averages  | 2014      |           |           | 2018      |           |           |
|--|-----------|-----------|-----------|-----------|-----------|-----------|
|  | Women     | Men       | Total     | Women     | Men       | Total     |
| Total population (15-64 years) <sup>1</sup>                      | 2,869,515 | 2,880,600 | 5,750,115 | 2,932,767 | 2,974,586 | 5,907,353 |
| Population (15-24 years) <sup>1</sup>                            | 493,605   | 516,580   | 1,010,185 | 474,609   | 508,435   | 983,044   |
| Population (50-64 years) <sup>1</sup>                            | 873,441   | 850,411   | 1,723,852 | 958,966   | 943,501   | 1,902,467 |
| Labour market participation rate in % (15-64 years) <sup>2</sup> | 68.2      | 79.7      | 74.0      | 70.7      | 81.6      | 76.2      |
| Employment rate in % (15-64 years) <sup>2</sup>                  | 63.5      | 73.3      | 68.4      | 66.0      | 75.8      | 70.9      |
| Total number of non-self-employed workers <sup>3</sup>           | 1,640,361 | 1,863,039 | 3,503,400 | 1,741,328 | 2,000,156 | 3,741,484 |
| Unemployed persons <sup>3</sup>                                  | 135,828   | 183,530   | 319,357   | 137,266   | 174,841   | 312,107   |
| Unemployment rate in % (national definition) <sup>4</sup>        | 7.6       | 9.0       | 8.4       | 7.3       | 8.0       | 7.7       |
| Persons with a migrant background                                |           |           |           |           |           |           |
| Employment rate <sup>5</sup>                                     | 58.3      | 69.3      | 63.6      | 60.3      | 73.0      | 66.4      |
| Non-self-employed workers (15-64 years) <sup>6</sup>             | 358,200   | 376,100   | 734,300   | 439,600   | 475,800   | 915,400   |
| Unemployment rate in % (survey data) <sup>7</sup>                | 9.7       | 11.6      | 10.7      | 9.6       | 10.4      | 10.0      |
| Youth unemployment (below 24 years) <sup>3</sup>                 | 8.2       | 9.2       | 8.7       | 6.5       | 6.9       | 6.7       |
| Unemployment rate 50 years and older <sup>3</sup>                | 7.6       | 10.3      | 9.1       | 7.5       | 9.7       | 8.7       |
| Part-time rate <sup>8</sup>                                      | 47.3      | 9.2       | 27.7      | 48.3      | 10.3      | 28.6      |

Source: BMASGK

<sup>1</sup> Federal Ministry of Labour (BMASGK); BALI, Forecast 2018

<sup>2</sup> BMASGK; BALI; Data status end of October 2018

<sup>3</sup> BMASGK; BALI; Data status end of November 2018

<sup>4</sup> Registration data. BMASGK; BALI; Data status end of November 2018

<sup>5</sup> Statistics Austria; Microcensus Labor Force Survey; Employment rate average over the year 2017 (self-employed plus employed labour / resident population); Age restriction for all values 15 to 64 years.

<sup>6</sup> Statistics Austria; Microcensus Labor Force Survey; Annual average 2017

<sup>7</sup> Survey data. Statistics Austria; Method of calculation: Unemployment rate = Unemployed people / (Unemployed people plus employees); Age restriction for all values 15-64 years.

<sup>8</sup> Part-time non-self-employed workers in % of all non-self-employed workers. Statistics Austria, Microcensus Labor Force Survey; Annual average 2017

**Table 2: Professional integration of people with disabilities**

| Participation                               | 2014          |            |  | 2018          |            |   |
|---|---------------|------------|--|---------------|------------|---|
|   | Women         | Women in % | Payments in million € for the year A total of <sup>9</sup> | Women         | Women in % | Payments in million € for the year A total of <sup>10</sup> |
| <b>Programmes in total<sup>11</sup></b>     | <b>33,252</b> | <b>42</b>  | <b>141,072</b>   | -             | -          | <b>213,840</b>  |
| <b>Project Funding</b>                      | <b>25,791</b> | <b>43</b>  | <b>101,651</b>   | <b>39,886</b> | <b>43</b>  | <b>177,152</b>  |
| <b>NEBA<sup>12</sup></b>                    | 22,596        | 43         | 59,559   | 37,439        | 43         | 137,145   |
| <b>Other assistances<sup>13</sup></b>       | 1,615         | 50         | 10,139   | 1,484         | 43         | 16,703  |
| <b>Counselling and information services</b> | -             | -          | 4,856  | -             | -          | 6,547   |
| <b>Qualification</b>                        | 1,580         | 45         | 27,096   | 963           | 46         | 16,757  |
| <b>Individual Grants<sup>14</sup></b>       | <b>3,267</b>  | <b>38</b>  | <b>39,421</b>  | -             | -          | <b>36,688</b>   |

Source: Statistical Reports (Statistikberichte) 2014 and 2018, BMASGK.

<sup>9</sup> The low number was due to necessary technical adaptations in the IT-system.

<sup>10</sup> Including Social Ministry Service, federal budget line UG20.

<sup>11</sup> The table does not cover all programmes offered in 2014, Consequently the total number of all female participants does not equal the sum of the female participants in the listed projects and grants. Due to technical reasons, currently, data on women's participation in 2018 can currently not be provided.

<sup>12</sup> The NEBA Programme includes employment assistance, vocational training assistance, job coaching, youth coaching, production school, and technical assistance flat rate.

<sup>13</sup> Other assistances are personal assistance at the workplace, other assistance (support coaching, technical assistance (no flat rate), and other support structure).

<sup>14</sup> Including the following programmes: work and training, promotion of self-employed, wage subsidy schemes, mobility support.

**Table 3: Gender Gaps in Income**

| Income  | 2014   |        |                 | 2017   |        |                 |
|---|--------|--------|-----------------|--------|--------|-----------------|
|   | Women  | Men    | Difference in % | Women  | Men    | Difference in % |
| Gross annual income of non-self-employed workers <sup>15</sup>    | 19,894 | 32,564 | -38.9           | 21,178 | 33,776 | -37.3           |
| Gross annual income of full-year full-time employed <sup>13</sup> | 34,092 | 41,556 | -18.0           | 36,985 | 43,838 | -15.6           |
| Gender pay gap <sup>16</sup>                                      | --     | -      | -22.2           | -      | -      | -19.9           |

**Table 4: Gender Gaps in Pensions**

| Pensions (average) <sup>17</sup> | 2014  |       |                 | 2018  |       |                 |
|----------------------------------|-------|-------|-----------------|-------|-------|-----------------|
|                                  | Women | Men   | Difference in % | Women | Men   | Difference in % |
| All pensions                     | 833   | 1,380 | -39.6           | 947   | 1,532 | -38.2           |
| Old-age pensions                 | 922   | 1,529 | -39.7           | 1,028 | 1,678 | -38.7           |
| Invalidity pensions              | 760   | 1,143 | -33.5           | 934   | 1,286 | -27.4           |
| Widow / widower pensions         | 683   | 320   | +53.1           | 787   | 352   | +55.3           |

*Sources: see footnotes*

<sup>15</sup> Median, without apprentices. General income report by the Court of Auditors

<sup>16</sup> EU structural indicator "Gender Pay Gap" Eurostat

<sup>17</sup> Hauptverband/Main Association of Austrian Social Insurance. Data refer to December of 2014 and 2018 respectively.

**Table 5: Rates of poverty and social exclusion**

| Age groups <sup>18</sup>          | 2014                                       |                 |                             |                        |           |                              |                                       | 2018                         |                 |                             |                        |           |                |                         |
|-----------------------------------|--|-----------------|-----------------------------|------------------------|-----------|------------------------------|---------------------------------------|------------------------------|-----------------|-----------------------------|------------------------|-----------|----------------|-------------------------|
|                                   | Risk of poverty or exclusion <sup>19</sup> | Risk of poverty | Severe material deprivation | At-risk-of-poverty gap | One risk  | Multiple risks <sup>20</sup> | Persistent poverty risk <sup>21</sup> | Risk of poverty or exclusion | Risk of poverty | Severe material deprivation | At-risk-of-poverty gap | One risk  | Multiple risks | Persistent poverty risk |
| <b>Women (20 years and older)</b> | <b>20</b>                                  | <b>14</b>       | <b>4</b>                    | <b>21</b>              | <b>15</b> | <b>5</b>                     | <b>10</b>                             | <b>18</b>                    | <b>14</b>       | <b>3</b>                    | <b>21</b>              | <b>14</b> | <b>4</b>       | <b>10</b>               |
| 20-39                             | 21   | 16              | 5                           | 25                     | 14        | 6                            | n/a                                   | 19                           | 16              | 3                           | 26                     | 13        | 6              | n/a                     |
| 40-64                             | 20   | 12              | 4                           | 20                     | 14        | 6                            | n/a                                   | 17                           | 11              | 3                           | 21                     | 13        | 4              | n/a                     |
| 65+                               | 18   | 16              | 2                           | 20                     | 18        | -                            | n/a                                   | 18                           | 18              | (1)                         | 19                     | 18        | (1)            | n/a                     |
| <b>Men (20 years and older)</b>   | <b>16</b>                                  | <b>12</b>       | <b>3</b>                    | <b>20</b>              | <b>12</b> | <b>4</b>                     | <b>7</b>                              | <b>15</b>                    | <b>12</b>       | <b>3</b>                    | <b>23</b>              | <b>11</b> | <b>4</b>       | <b>9</b>                |
| 20-39                             | 18   | 14              | 4                           | 24                     | 13        | 5                            | n/a                                   | 18                           | 14              | 3                           | 27                     | 14        | 4              | n/a                     |
| 40-64                             | 17   | 11              | 4                           | 20                     | 12        | 5                            | n/a                                   | 15                           | 12              | 3                           | 22                     | 10        | 5              | n/a                     |
| 65+                               | 12   | 11              | (1)                         | 19                     | 12        | -                            | n/a                                   | 9                            | 9               | (0)                         | 21                     | 9         | (0)            | n/a                     |

Source: Statistics Austria, EU-SILC 2014, 2018

<sup>18</sup> Numbers in brackets are based on low case numbers

<sup>19</sup> EU composite indicator of persons at risk of poverty and/or severe material deprivation and/or living in households with very low work intensity

<sup>20</sup> in two areas or more

<sup>21</sup> in the last year and in at least two more years

**Table 6: Groups of women particularly affected by poverty**

| Living conditions<br>(in %)                             | 2014   |  |  |                            |                          | 2017   |  |  |                            |                          |
|---|--|--|--|----------------------------|--------------------------|--|--|--|----------------------------|--------------------------|
|   | single<br>parent<br>household<br>s (single<br>parents) | female<br>pensioner<br>s living<br>alone | women<br>living<br>alone<br>(without<br>pension) | “working<br>poor”<br>women | “working<br>poor”<br>men | single<br>parent<br>household<br>s (single<br>parents) | female<br>pensioner<br>s living<br>alone | women<br>living<br>alone<br>(without<br>pension) | “working<br>poor”<br>women | “working<br>poor”<br>men |
| Poverty risk after<br>social benefits                   | 34   | 22                                       | 28   | 6.3                        | 7.9                      | 31   | 22                                       | 28   | 7.4                        | 8.0                      |
| Cannot afford to<br>go on holiday                       | 41   | 24                                       | 26   | -                          | -                        | 32   | 20                                       | 21   | -                          | -                        |
| Cannot afford any<br>unexpected<br>expenses             | 61   | 28                                       | 37   | -                          | -                        | 55   | 24                                       | 36   | -                          | -                        |
| Cannot afford to<br>eat meat or fish<br>every other day | 21   | 17                                       | 15   | -                          | -                        | 14   | 8  | 12   | -                          | -                        |

Source: Statistics Austria, EU-SILC 2014, 2017; Eurostat for “in-work” poverty (“working poor”)

**Table 7: Women in leading positions in federal authorities (central offices)**

| Federal Chancellery / Federal Ministries<br>Leading functions 2015          | Level 1 <sup>22</sup> |     |                     | Level 2 <sup>23</sup> |     |                     |
|---|-----------------------|-----|---------------------|-----------------------|-----|---------------------|
|   | Women                 | Men | Percentage of Women | Women                 | Men | Percentage of Women |
| Federal Chancellery   | 4                     | 8   | 33                  | 26                    | 22  | 54                  |
| Federal Ministry of Europe, Integration and Foreign Affairs                 | 4                     | 13  | 24                  | 16                    | 29  | 36                  |
| Federal Ministry of Labour, Social Affairs and Consumer Protection          | 9                     | 13  | 41                  | 22                    | 26  | 46                  |
| Federal Ministry of Education and Women                                     | 6                     | 9   | 40                  | 24                    | 21  | 53                  |
| Federal Ministry of Family and Youth  | 2                     | 1   | 67                  | 5                     | 6   | 45                  |
| Federal Ministry of Finance   | 6                     | 12  | 33                  | 13                    | 31  | 30                  |
| Federal Ministry of Justice   | 1                     | 7   | 13                  | 7                     | 18  | 28                  |
| Federal Ministry of Health  | 3                     | 5   | 38                  | 20                    | 16  | 56                  |
| Federal Ministry of Agriculture, Forestry, Environment and Water Management | 3                     | 10  | 23                  | 22                    | 29  | 43                  |
| Federal Ministry of the Interior  | 0                     | 12  | 0                   | 9                     | 32  | 22                  |
| Federal Ministry of Defence and Sports                                      | 0                     | 19  | 0                   | 4                     | 44  | 8                   |
| Federal Ministry of Transport, Innovation and Technology                    | 5                     | 6   | 45                  | 14                    | 17  | 45                  |
| Federal Ministry of Science, Research and Economy                           | 2                     | 3   | 40                  | 6                     | 22  | 21                  |

*Source: Federal Equal Treatment Reports 2016, own calculations*

<sup>22</sup> Secretary general, section head, group/area leader, head of department with section head proxy

<sup>23</sup> Head of Department

**Table 7, continued**

| Federal Chancellery / Federal Ministries<br>Leading functions 2017                | Level 1 |     |                        | Level 2 |     |                        |
|---|---------|-----|------------------------|---------|-----|------------------------|
|   | Women   | Men | Percentage<br>of Women | Women   | Men | Percentage<br>of Women |
| Federal Chancellery   | 5       | 10  | 33                     | 25      | 18  | 58                     |
| Federal Ministry of Europe, Integration<br>and Foreign Affairs                    | 6       | 10  | 38                     | 17      | 28  | 38                     |
| Federal Ministry of Labour, Social<br>Affairs and Consumer Protection             | 9       | 11  | 45                     | 23      | 28  | 45                     |
| Federal Ministry of Education   | 4       | 9   | 31                     | 18      | 24  | 43                     |
| Federal Ministry of Families and Youth  | 2       | 1   | 67                     | 4       | 5   | 44                     |
| Federal Ministry of Finance   | 7       | 9   | 44                     | 15      | 23  | 39                     |
| Federal Ministry of Justice   | 1       | 7   | 13                     | 9       | 16  | 36                     |
| Federal Ministry of Health and Women  | 4       | 5   | 44                     | 28      | 15  | 65                     |
| Federal Ministry of Agriculture,<br>Forestry, Environment and Water<br>Management | 4       | 9   | 31                     | 20      | 31  | 39                     |
| Federal Ministry of the Interior  | 1       | 13  | 7                      | 13      | 36  | 27                     |
| Federal Ministry of Defence and Sports  | 0       | 20  | 0                      | 6       | 47  | 11                     |
| Federal Ministry of Transport,<br>Innovation and Technology                       | 6       | 7   | 46                     | 19      | 18  | 51                     |
| Federal Ministry of Science, Research<br>and Economy                              | 2       | 4   | 33                     | 7       | 20  | 26                     |

*Source: Federal Equal Treatment Report 2018, own calculations*

**Table 8: External service, leading positions in Austria and other countries**

|   | 2014      |            |                     | 2018      |           |                     |
|---|-----------|------------|---------------------|-----------|-----------|---------------------|
|   | Women     | Men        | Percentage of women | Women     | Men       | Percentage of women |
| <b>Austria</b>  |           |            |                     |           |           |                     |
| Secretary general, section head   | 1         | 7          | 12,5                | 5         | 4         | 56                  |
| Group/area leader, head of department with section head proxy             | 3         | 4          | 43                  | 4         | 3         | 43                  |
| Head of department, inspector general                                     | 14        | 33         | 30                  | 15        | 29        | 34                  |
| Head of unit  | 23        | 56         | 29                  | 32        | 49        | 40                  |
| <b>Total</b>  | <b>41</b> | <b>100</b> | <b>29</b>           | <b>56</b> | <b>85</b> | <b>40</b>           |
| <b>Other Countries</b>  |           |            |                     |           |           |                     |
| Leading Austrian representative to the EU and international organisations | 1         | 4          | 20                  | 2         | 4         | 33                  |
| Leading Austrian representative in embassies                              | 20        | 53         | 27,5                | 29        | 52        | 36                  |
| Leading Austrian representative in general consulates                     | 6         | 2          | 75                  | 2         | 7         | 22                  |
| Head of independent cultural forum  | 5         | 5          | 50                  | 1         | 1         | 50                  |
| Head of consular section  |           | 5          | 0                   | 2         | 9         | 19                  |
| <b>Total</b>  | <b>32</b> | <b>69</b>  | <b>32</b>           | <b>36</b> | <b>73</b> | <b>33</b>           |

*Source: Federal Ministry of Europe, Integration and Foreign Affairs*



**Table 9: Women in boards of sports organisations**

| Organisation              | 2014<br>in % | 2016 <sup>24</sup><br>in % |
|---------------------------|--------------|----------------------------|
| Professional associations | 15           | 13                         |
| Governing bodies          | 20           | 21                         |
| Sports organisations      | 21           | 22                         |
| <b>Total</b>              | <b>16</b>    | <b>13</b>                  |

Source: Federal Ministry of Civil Service and Sport.

**Table 10: Women in supervisory and executive boards/executive management**

| Body  | 2014 in % | 2019 in % |
|---|-----------|-----------|
| Supervisory boards of top 200 companies                           | 13.9      | 18.5      |
| Supervisory boards of all listed companies                        | 12.0      | 18.0      |
| Supervisory boards of listed companies under GFMA-G <sup>25</sup> | n.a.      | 22.0      |
| Supervisory boards of state-affiliated companies (2018)           | 37.4      | 43.6      |
| Executive boards/management of top 200 companies                  | 5.6       | 8.4       |
| Executive boards/management boards of listed companies            | 3.1       | 5.1       |

Source: Vienna Chamber of Labour (cut-off date 2 January 2018); Progress report from Cabinet presentation (Federal Chancellery, published retrospectively)

<sup>24</sup> Data for 2017 and 018 not yet available.

<sup>25</sup> 29 of the 68 publicly listed companies are subject to the 30% quota stipulated by the GFMA-G in 2019 (source: Frauen.Management.Report/Vienna Chamber of Labour) in 2019; this quota entered into force in 2018.

**Table 11: Political representation of women and men**

| Level and Body                         | Percentage of Women |             |
|--|---------------------|-------------|
|  | 07/2014             | 10/2018     |
| <b>Federal Government<sup>26</sup></b> | <b>31</b>           | <b>37.5</b> |
| <b>Ministers<sup>27</sup></b>          | <b>29</b>           | <b>36</b>   |
| National Council                       | 31                  | 37          |
| Federal Council                        | 31                  | 36          |
| <b>Provincial governments</b>          | <b>33</b>           | <b>37</b>   |
| Burgenland                             | 29                  | 29          |
| Carinthia                              | 29                  | 43          |
| Lower Austria                          | 44                  | 44          |
| Upper Austria                          | 22                  | 22          |
| Salzburg                               | 29                  | 43          |
| Styria                                 | 11                  | 37.5        |
| Tyrol                                  | 50                  | 50          |
| Vorarlberg                             | 29                  | 29          |
| Vienna                                 | 46                  | 38.5        |
| <b>Provincial parliaments</b>          | <b>32</b>           | <b>32</b>   |
| Burgenland                             | 19                  | 19          |
| Carinthia                              | 22                  | 26          |
| Lower Austria                          | 21                  | 27          |
| Upper Austria                          | 45                  | 37.5        |
| Salzburg                               | 42                  | 39          |
| Styria                                 | 38                  | 37.5        |
| Tyrol                                  | 33                  | 36.5        |
| Vorarlberg                             | 29                  | 30          |
| Vienna                                 | <b>33</b>           | <b>33</b>   |

Sources: BKA III/6 (Website of the Austrian Parliament and websites of the provinces)

<sup>26</sup> Ministers and State Secretaries, incl. the Federal Chancellor

<sup>27</sup> Incl. the Federal Chancellor

**Table 12: Female mayors by province**

| Province      | Number of municipalities in 2019 | 2014       | Percentage of women | 05/2019    | Percentage of women |
|---------------|----------------------------------|------------|---------------------|------------|---------------------|
| Burgenland    | 171                              | 7          | 4.1                 | 12         | 7.0                 |
| Carinthia     | 132                              | 3          | 2.3                 | 8          | 6.1                 |
| Lower Austria | 573                              | 44         | 7.7                 | 69         | 12.0                |
| Upper Austria | 438<br>(2014:444)                | 29         | 6.5                 | 30         | 6.8                 |
| Salzburg      | 119                              | 3          | 2.5                 | 8          | 6.7                 |
| Styria        | 287<br>(2014: 539)               | 29         | 10.1                | 22         | 7.7                 |
| Tyrol         | 279                              | 11         | 3.9                 | 16         | 5.7                 |
| Vorarlberg    | 96                               | 6          | 6.3                 | 8          | 8.3                 |
| Vienna        | 1                                | 0          | 0.0                 | 0          | 0.0                 |
| <b>Total</b>  | <b>2,096</b>                     | <b>132</b> | <b>5.6</b>          | <b>173</b> | <b>8.3</b>          |

*Source: Association of Austrian municipalities*

**Table 13: Austrian delegates to the European Parliament**

| <b>Year</b>                     | <b>05/2014</b> | <b>12/2018</b> |
|---------------------------------|----------------|----------------|
| <b>Women</b>                    | 8              | 7              |
| <b>Men</b>                      | 10             | 11             |
| <b>Percentage of Women MEPs</b> | 44             | 39             |

*Source: European Parliament*

**Table 14: Basic data from education statistics**

|  | 2014/15 |                     | 2017/18 |                     |
|--|---------|---------------------|---------|---------------------|
|  | Total   | Percentage of women | Total   | Percentage of women |
| Children in kindergarten (3-5 year-olds) <sup>28</sup>                           | 222,619 | 49.6                | 236,075 | 48.6                |
| Students in first grade of primary school  | 81,592  | 48.0                | 86,461  | 48.0                |
| Students in ninth grade  | 90,982  | 50.0                | 91,464  | 49.7                |
| Students in graduation (Matura) classes of upper secondary schools <sup>29</sup> | 48,491  | 57.1                | 47,381  | 56.7                |
| of which in colleges for higher vocational education (VET)                       | 2,397   | 77.6                | 2,657   | 72.7                |
| New entrants at higher education institutions                                    | 63,362  | 56.1                | 60,969  | 55.7                |
| of which new entrants at university colleges of teacher education                | 4,499   | 78.5                | 4,226   | 72.1                |
| Students at higher education institutions <sup>30</sup>                          | 342,202 | 53.6                | 346,680 | 53.3                |
| of which students at university colleges of teacher education                    | 15,356  | 77.2                | 13,232  | 71.8                |
| Graduates from higher education institutions <sup>31</sup>                       | 37,920  | 60.0                | 36,754  | 59.1                |
| Graduates from university colleges of teacher education <sup>32</sup>            | 4,649   | 79.3                | 3,838   | 79.8                |
| Graduates from universities and universities of applied sciences <sup>33</sup>   | 33,271  | 57.3                | 32,916  | 56.7                |

<sup>28</sup> Children in public and private crèches, kindergartens, day-care centres and institutional childcare

<sup>29</sup> Students in final grade of A-level (Matura) schools in the relevant school year, including colleges.

<sup>30</sup> Total of all regular students (universities, universities of applied sciences, university colleges of teacher education, private universities); each case winter term.

<sup>31</sup> First degrees (Bachelor, Diploma) of students (universities, universities of applied sciences, university colleges of teacher education, private universities).

<sup>32</sup> First degrees (Bachelor, Diploma) of students

<sup>33</sup> First degrees (Bachelor, Diploma) of students

**Table 14, continued**

| Percentage  | 2014/15 |                     | 2017/18 |                     |
|---|---------|---------------------|---------|---------------------|
|   | Total   | Percentage of women | Total   | Percentage of women |
| Children in kindergarten (3-5 years-olds) <sup>34</sup> age cohort quota            | 92.0    | 93.6                | 93.4    | 93.8                |
| Upper secondary school graduates (Matura) as proportion of age cohort <sup>35</sup> | 47.3    | 54.4                | 47.5    | 55.6                |
| Resident population with lower secondary school diploma <sup>36</sup>               | 85.0    | 81.6                | 85.9    | 83.1                |
| Percentage of higher education institution graduates <sup>37</sup>                  | 16.8    | 17.9                | 18.8    | 20.6                |

*Source: Statistics Austria, Federal Ministry of Education, Science and Research.*

<sup>34</sup> Children in public and private crèches, kindergartens, day-care centres and institutional childcare

<sup>35</sup> Students in final grade of A-level (Matura) schools in the relevant school year, without colleges. In relation to the average corresponding age cohort (arithmetic mean of 18- to 19-year-old residential population).

<sup>36</sup> Microcensus annual average. Share of 25- to 64-year-old individuals with a secondary school or higher diploma in same-age.

<sup>37</sup> Microcensus annual average. Share of 25- to 64-year-old individuals with a diploma from a higher education institution in same-age.

**Table 15: Education level of the population**

| Highest completed education       | Percentages in age groups 2014 |                 |                          |               |  |                  | Percentages in age groups 2016 <sup>38</sup> |                 |                          |                             |  |                  |
|-----------------------------------|--------------------------------|-----------------|--------------------------|---------------|--|------------------|--|-----------------|--------------------------|-----------------------------|--|------------------|
|                                   | Compul-sory school             | Appren-ticeship | Vocational middle school | Higher school | College, academy, higher education institution | Total (absolute) | Compul-sory school <sup>39</sup>             | Appren-ticeship | Vocational middle school | Higher school <sup>40</sup> | College, academy, higher education institution | Total (absolute) |
| <b>15 years and older – total</b> | 27.2                           | 31.7            | 14.3                     | 13.9          | 12.9   | 7,349,221        | 26.2   | 31.8            | 14.0                     | 14.3                        | 13.7   | 7,501,589        |
| <b>15-19</b>                      | 78.9                           | 5.8             | 5.2                      | 10.1          | 0.0  | 461,762          | 79.2   | 5.7             | 5.1                      | 10.0                        | 0.0  | 456,164          |
| <b>20-24</b>                      | 18.2                           | 29.4            | 10.1                     | 36.1          | 6.2  | 547,854          | 17.7   | 28.9            | 10.0                     | 36.8                        | 6.6  | 551,533          |
| <b>25-34</b>                      | 17.4                           | 28.8            | 12.1                     | 19.9          | 20.9   | 1,151,203        | 17.0   | 28.9            | 11.5                     | 20.0                        | 22.6   | 1,194,151        |
| <b>35-44</b>                      | 17.0                           | 34.4            | 14.0                     | 15.1          | 19.5   | 1,157,974        | 16.7   | 33.5            | 13.1                     | 15.7                        | 20.9   | 1,154,066        |
| <b>45-54</b>                      | 18.4                           | 37.2            | 17.5                     | 12.5          | 14.0   | 1,398,003        | 17.7   | 37.2            | 16.8                     | 13.2                        | 15.1   | 1,398,846        |
| <b>55-64</b>                      | 24.3                           | 37.6            | 17.0                     | 8.7           | 17.4   | 1,049,945        | 22.2   | 37.5            | 17.6                     | 9.6                         | 13.2   | 1,121,442        |
| <b>65 years and older</b>         | 39.7                           | 31.4            | 15.4                     | 6.9           | 6.7  | 1,582,480        | 37.7   | 32.5            | 15.6                     | 6.9                         | 7.3  | 1,625,387        |
| <b>25-64 years</b>                | 19.1                           | 34.6            | 15.2                     | 14.1          | 17.0   | 4,757,125        | 18.3   | 34.4            | 14.8                     | 14.6                        | 17.9   | 4,868,505        |

<sup>38</sup> Data for 2017 not available yet.

<sup>39</sup> Including individuals without compulsory school diploma

<sup>40</sup> general, vocational schools (AHS, BHS)

**Table 15, continued**

|                                   |             |             |             |            |            |                  |             |             |             |             |             |                  |
|-----------------------------------|-------------|-------------|-------------|------------|------------|------------------|-------------|-------------|-------------|-------------|-------------|------------------|
| <b>15 years and older – Women</b> | <b>32.2</b> | <b>24.3</b> | <b>16.4</b> | <b>6.4</b> | <b>7.4</b> | <b>3,785,522</b> | <b>30.7</b> | <b>24.5</b> | <b>16.1</b> | <b>14.4</b> | <b>14.3</b> | <b>3,844,468</b> |
| <b>15-19</b>                      | 75.7        | 5.2         | 6.6         | 12.5       | 0.0        | 224,716          | 75.9        | 5.1         | 6.3         | 12.7        | 0.0         | 218,020          |
| <b>20-24</b>                      | 16.1        | 23.0        | 11.6        | 40.3       | 9.1        | 268,110          | 15.1        | 22.7        | 11.2        | 41.4        | 9.7         | 267,183          |
| <b>25-34</b>                      | 17.2        | 22.8        | 13.5        | 21.0       | 24.2       | 570,667          | 16.2        | 23.0        | 12.7        | 21.0        | 27.1        | 587,328          |
| <b>35-44</b>                      | 19.4        | 27.6        | 16.3        | 15.9       | 20.6       | 580,641          | 18.3        | 26.6        | 15.2        | 16.9        | 23.0        | 576,110          |
| <b>45-54</b>                      | 23.1        | 28.7        | 21.1        | 12.2       | 14.2       | 695,372          | 22.1        | 28.9        | 20.1        | 13.2        | 15.8        | 697,156          |
| <b>55-64</b>                      | 31.8        | 28.5        | 20.2        | 7.3        | 16.2       | 537,723          | 29.4        | 28.0        | 21.0        | 8.4         | 13.2        | 571,660          |
| <b>65 years and older</b>         | 51.1        | 22.4        | 16.4        | 5.7        | 4.4        | 908,293          | 48.9        | 23.7        | 16.7        | 5.7         | 5.0         | 927,011          |
| <b>25-64 years</b>                | 22.7        | 26.9        | 17.9        | 14.1       | 18.3       | 2,384,403        | 21.5        | 26.7        | 17.3        | 14.8        | 19.6        | 2,432,254        |
| <b>15 years and older – Men</b>   | <b>22.0</b> | <b>39.6</b> | <b>12.0</b> | <b>5.7</b> | <b>8.2</b> | <b>3,563,699</b> | <b>21.4</b> | <b>39.5</b> | <b>11.8</b> | <b>14.2</b> | <b>13.0</b> | <b>3,657,121</b> |
| <b>15-19</b>                      | 81.9        | 6.4         | 3.9         | 7.8        | 0.0        | 237,046          | 82.2        | 6.2         | 4.0         | 7.6         | 0.0         | 238,144          |
| <b>20-24</b>                      | 20.3        | 35.5        | 8.7         | 32.0       | 3.5        | 297,744          | 20.2        | 34.8        | 8.8         | 32.5        | 3.8         | 284,350          |
| <b>25-34</b>                      | 17.7        | 34.8        | 10.6        | 18.8       | 17.5       | 580,536          | 17.8        | 34.6        | 10.3        | 18.9        | 18.4        | 606,823          |
| <b>35-44</b>                      | 14.7        | 41.2        | 11.7        | 14.3       | 18.3       | 577,333          | 15.0        | 40.5        | 11.1        | 14.5        | 18.9        | 577,956          |
| <b>45-54</b>                      | 13.7        | 45.7        | 14.0        | 12.8       | 13.9       | 702,631          | 13.3        | 45.5        | 13.6        | 13.2        | 14.5        | 701,690          |
| <b>55-64</b>                      | 16.5        | 47.2        | 13.6        | 10.1       | 18.6       | 512,222          | 14.7        | 47.3        | 14.0        | 10.8        | 13.2        | 549,782          |
| <b>65 years and older</b>         | 24.2        | 43.5        | 14.1        | 8.4        | 9.7        | 674,187          | 22.9        | 44.2        | 14.1        | 8.5         | 10.3        | 698,376          |
| <b>25-64 years</b>                | 15.5        | 42.2        | 12.5        | 14.1       | 15.6       | 2,372,722        | 15.2        | 42.0        | 12.3        | 14.4        | 16.2        | 2,436,251        |

*Source: Statistics Austria (Educational Attainment Register 2016, as of 10 January 2019 as well as own calculations.)*



**Table 16: Top ten apprenticeship professions among girls and young women**

| 2014         |                                       |               |                                      | 2018         |   |               |                                      |                                 |
|--------------|---------------------------------------|---------------|--------------------------------------|--------------|---|---------------|--------------------------------------|---------------------------------|
| Rank         | Apprenticeship categories             | Apprentices   | Percentage of all female apprentices | Rank         | Apprenticeship categories                       | Apprentices   | Percentage of all female apprentices | Changes <sup>41</sup> 2014-2018 |
| 1.           | Retail Trade Services <sup>42</sup>   | 10,079        | 25.7                                 | 1.           | Retail Trade Services                           | 8,058         | 22.9                                 | –                               |
| 2.           | Office Assistant                      | 4,652         | 11.9                                 | 2.           | Office Assistant                                | 3,963         | 11.3                                 | –                               |
| 3.           | Hairdresser and wigmaker (Stylist)    | 3,866         | 9.8                                  | 3.           | Hairdresser and Wigmaker (Stylist)              | 3,202         | 9.1                                  | –                               |
| 4.           | Restaurant Specialist                 | 1,489         | 3.8                                  | 4.           | Cook  | 1,179         | 3.3                                  | ↑                               |
| 5.           | Cook                                  | 1,436         | 3.7                                  | 5.           | Administration Assistant                        | 1,145         | 3.3                                  | ↑                               |
| 6.           | Pharmaceutical Trade Assistance       | 1,134         | 2.9                                  | 6.           | Pharmaceutical Trade Assistance                 | 1,136         | 3.2                                  | –                               |
| 7.           | Administration Assistant              | 1,093         | 2.8                                  | 7.           | Restaurant Specialist                           | 1,117         | 3.2                                  | ↓                               |
| 8.           | Hotel and Restaurant Trade Commercial | 1,058         | 2.7                                  | 8.           | Metal Technology                                | 993           | 2.8                                  | ↑                               |
| 9.           | Gastronomy Expert                     | 881           | 2.2                                  | 9.           | Hotel and Restaurant Trade Commercial Assistant | 960           | 2.7                                  | ↓                               |
| 10.          | Metal Technology <sup>43</sup>        | 864           | 2.2                                  | 10.          | Cake and Pastry Baker                           | 816           | 2.3                                  | ↑                               |
| <b>Total</b> | <b>Top ten apprenticeships</b>        | <b>26,552</b> | <b>67,7</b>                          | <b>Total</b> | <b>Top ten apprenticeships</b>                  | <b>22,569</b> | <b>64.1</b>                          | ↓                               |
| <b>Total</b> | <b>All apprentices</b>                | <b>39,249</b> | <b>100.0</b>                         | <b>Total</b> | <b>All apprentices</b>                          | <b>35,205</b> | <b>100.0</b>                         | ↓                               |

Source: Austrian Economic Chambers (Apprentices statistics 2018)

<sup>41</sup> Changes for ranks (lines 1-10) and for total numbers

<sup>42</sup> Retail including all specialisations

<sup>43</sup> Module apprenticeship including previous apprenticeships

**Table 17: Top ten apprenticeship professions among boys and young men**

| 2014         |                                       |               |                                    | 2018         |                                       |               |                                    |                                 |
|--------------|---------------------------------------|---------------|------------------------------------|--------------|---------------------------------------|---------------|------------------------------------|---------------------------------|
| Rank         | Apprenticeship categories             | Apprentices   | Percentage of all male apprentices | Rank         | Apprenticeship categories             | Apprentices   | Percentage of all male apprentices | Changes 2014-2018 <sup>44</sup> |
| 1.           | Metal Technology <sup>45</sup>        | 11,352        | 15.0                               | 1.           | Metal Technology                      | 9,848         | 13.5                               | –                               |
| 2.           | Electrical Engineering                | 8,725         | 11.5                               | 2.           | Electrical Engineering                | 8,548         | 11.8                               | –                               |
| 3.           | Motor Vehicle Engineering             | 7,236         | 9.5                                | 3.           | Motor Vehicle Engineering             | 7,110         | 9.8                                | –                               |
| 4.           | Retail Trade Services <sup>46</sup>   | 4,786         | 6.3                                | 4.           | Retail Trade Services                 | 4,967         | 6.8                                | –                               |
| 5.           | Installations and Building Technology | 4,359         | 5.7                                | 5.           | Installations and Building Technology | 3,888         | 5.3                                | –                               |
| 6.           | Mason                                 | 3,237         | 4.3                                | 6.           | Mason                                 | 2,936         | 4.0                                | –                               |
| 7.           | Joinery <sup>47</sup>                 | 3,165         | 4.2                                | 7.           | Joinery                               | 2,705         | 3.7                                | –                               |
| 8.           | Cook                                  | 2,608         | 3.4                                | 8.           | Cook                                  | 2,617         | 3.6                                | –                               |
| 9.           | Mechatronics                          | 1,789         | 2.4                                | 9.           | Mechatronics                          | 2,415         | 3.3                                | –                               |
| 10.          | Carpentry <sup>48</sup>               | 1,518         | 2.0                                | 10.          | Carpentry                             | 1,652         | 2.3                                | –                               |
| <b>Total</b> | <b>Top ten apprenticeships</b>        | <b>48,775</b> | <b>64.3</b>                        | <b>Total</b> | <b>Top ten apprenticeships</b>        | <b>46,686</b> | <b>64.2</b>                        | ↓                               |
| <b>Total</b> | <b>All apprentices</b>                | <b>75,819</b> | <b>100.0</b>                       | <b>Total</b> | <b>All apprentices</b>                | <b>72,710</b> | <b>100.0</b>                       | ↓                               |

Source: Austrian Economic Chambers (Apprentices statistics 2018)

<sup>44</sup> Changes for ranks (lines 1-10) and for total numbers

<sup>45</sup> Module apprenticeship including previous apprenticeships

<sup>46</sup> Retail including all specialisations

<sup>47</sup> Carpentry including carpentry technology with all specialisation

<sup>48</sup> Carpentry and Carpentry Technology

**Table 18: Students and teachers in school types**

|   | School type / childcare facilities (2014/15) |                               |                          |                     | School type <sup>49</sup> / childcare facilities (2017/18) |                               |                          |                     |
|---|--|-------------------------------|--------------------------|---------------------|--|-------------------------------|--------------------------|---------------------|
|   | Total number of students                     | Percentage of female students | Total number of teachers | Percentage of women | Total number of students                                   | Percentage of female students | Total number of teachers | Percentage of women |
| <b>Pre-school/school-external childcare (0- to 9-year-olds) total</b> | <b>342,261</b>                               | <b>49.7</b>                   | <b>59,618</b>            | <b>97.8</b>         | <b>317,506</b>   | <b>48.5</b>                   | <b>50,419</b>            | <b>98.1</b>         |
| Crèche (0- to 2-year-olds)  | 30,558                                       | 50.6                          | 9,278                    | 98.3                | 43,396   | 48.3                          | 10,947                   | 98.4                |
| Kindergartens (3- to 5-year-olds)                                     | 212,993                                      | 49.3                          | 35,218                   | 98.4                | 220,658  | 48.6                          | 33,037                   | 98.7                |
| Day care centres (6- to 9-year-olds)                                  | 56,517                                       | 49.7                          | 7,291                    | 94.8                | 53,452   | 48.5                          | 6,435                    | 94.9                |
| <b>All schools in regular school system</b>                           | <b>1,090,059</b>                             | <b>47.9</b>                   | <b>115,815</b>           | <b>71.0</b>         | <b>1,132,367</b>   | <b>48.5</b>                   | <b>94,398</b>            | <b>72.9</b>         |
| Schools of general education  | 770,366                                      | 49.2                          | 89,241                   | 77.5                | 789,188  | 49.2                          | 77,830                   | 79.2                |
| <b>All compulsory schools of general education</b>                    | <b>566,342</b>                               | <b>47.4</b>                   | <b>66,392</b>            | <b>82.2</b>         | <b>577,404</b>   | <b>47.2</b>                   | <b>62,714</b>            | <b>83.5</b>         |
| Primary schools   | 328,143                                      | 48.4                          | 30,770                   | 92.0                | 339,382  | 48.3                          | 33,562                   | 92.6                |
| New middle schools/secondary schools                                  | 59,568                                       | 47.6                          | 27,880                   | 72.6                | 207,898  | 47.1                          | 22,700                   | 74.0                |
| Special schools and special school classes                            | 148,568                                      | 47.3                          | 5,700                    | 86.3                | 14,815   | 35.2                          | 5,241                    | 86.8                |
| Polytechnical schools   | 14,247                                       | 35.7                          | 2,042                    | 55.3                | 15,309   | 36.5                          | 1,211                    | 57.6                |
| <b>All schools of general education</b>                               | <b>204,024</b>                               | <b>54.4</b>                   | <b>21,515</b>            | <b>63.6</b>         | <b>211,784</b>   | <b>54.7</b>                   | <b>16,246</b>            | <b>65.5</b>         |
| Schools of vocational education                                       | 311,797                                      | 43.8                          | 27,255                   | 49.0                | 310,026  | 45.0                          | 15,438                   | 52.2                |
| Compulsory vocational schools <sup>50</sup>                           | 123,232                                      | 34.2                          | 4,805                    | 34.5                | 114,493  | 33.3                          | 2,424                    | 41.9                |
| All middle and higher schools   | 188,565                                      | 50.1                          | 21,377                   | 51.3                | 187,592  | 50.9                          | 13,014                   | 54.7                |

<sup>49</sup> Excluding health care and nursing schools, schools for sports and physical education teachers (secondary institutes for educator and teacher training)

<sup>50</sup> Excluding teachers at agricultural and forestry schools

|  |               |             |              |             |               |             |       |             |
|--|---------------|-------------|--------------|-------------|---------------|-------------|-------|-------------|
| <b>Technical and commercial schools (in a strict sense)<sup>51</sup></b> | 62,494        | 13.4        | 8,307        | 26.8        | 77,572        | 25.7        | 8,628 | 28.4        |
| <b>Tourism schools</b>   | 9,665         | 63.5        | 1,208        | 53.6        | 6,087         | 68,44       | 1,165 | 56.1        |
| <b>Business schools</b>  | 49,202        | 58.0        | 5,219        | 65.4        | 46,375        | 56.7        | 5,203 | 67.3        |
| <b>Schools for commercial occupations</b>                                | 49,202        | 58.0        | 5,219        | 65.4        | 32,474        | 85.5        | 4,252 | 78.5        |
| <b>Agricultural and forestry schools<sup>52</sup></b>                    | 9,010         | 80.2        | 216          | 81.9        | 16,387        | 49.6        | 2,451 | 56.4        |
| <b>Educational institutions<sup>53</sup></b>                             | <b>16,957</b> | <b>49.0</b> | <b>2,233</b> | <b>54.6</b> | <b>12,903</b> | <b>91.1</b> | 1,906 | <b>79.7</b> |
| <b>Federal Sports Academy<sup>54</sup></b>                               | <b>16,136</b> | <b>78.6</b> | <b>1,726</b> | <b>78.9</b> | <b>3,861</b>  | <b>32.3</b> | n.a.  | n.a.        |

Note: Excluding parental leave and including part-time workers (headcount). Presentation of selected vocational schools.

Source: Statistics Austria (education documentation and teacher statistics and children day care centre statistics (year 2016/17))

<sup>51</sup> Including teachers at fashion and arts and crafts schools

<sup>52</sup> Including teachers at agricultural and forestry vocational schools

<sup>53</sup> until 2015/16: higher institutions of teacher and educator education

<sup>54</sup> until 2015/16: middle institutions of teacher and educator education

**Table 19: University staff**

| Function  | Winter Semester 2014 |     |                     | Winter Semester 2018 |     |                     |
|---|----------------------|-----|---------------------|----------------------|-----|---------------------|
|   | Women                | Men | Percentage of women | Women                | Men | Percentage of women |
| Rector  | 6                    | 16  | 27.3                | 7                    | 14  | 33.3                |
| Vice-rector   | 40                   | 37  | 51.9                | 39                   | 39  | 50.0                |
| Senate chair  | 4                    | 18  | 18.2                | 4                    | 18  | 18.2                |
| Body responsible for study law                          | 7                    | 47  | 13.0                | 8                    | 49  | 14.0                |
| Head of unit teaching/research/appreciation of the arts | 234                  | 800 | 22.6                | 239                  | 797 | 23.1                |
| Head of unit with other assignment                      | 259                  | 317 | 45.0                | 252                  | 310 | 44.8                |

*Source: Federal Ministry of Education, Science and Research (Department IV/9 higher education institution statistics)*

**Table 20: Complaints submitted to the Equal Treatment Commissions**

| Number of total complaints                 | 2014       | 2018       |
|--|------------|------------|
| B-GBK (Federal Equal Treatment Commission) | 63         | 62         |
| GBK (Equal Treatment Commission)           | 115        | 130        |
| <b>Total</b>                               | <b>178</b> | <b>192</b> |

  

| Number of complaints regarding discrimination based on gender | 2014      | 2018      |
|---|-----------|-----------|
| B-GBK I (Federal Equal Treatment Commission, Senate I)        | 27        | 29        |
| GBK I (Equal Treatment Commission, Senate I)                  | 58        | 67        |
| <b>Total</b>  | <b>85</b> | <b>96</b> |

Source: BKA III/3

**Table 21: Consultations of the Ombud for Equal Treatment**

| Consultations  | 2014  | 2017 |
|--|-------|------|
| Part I – gender without multiple discrimination          | 2,381 | 675  |
| Part I + II – multiple discrimination (including gender) | 35    | 119  |

Note: Data for 2018 is not available yet. Due to the use of a new statistics program in the office of the Ombud for Equal Treatment from 2016 onwards, the databases for 2014 and 2017 statistics differ.

Source: GAW

**Table 22: Trafficking in human beings – legal proceedings and verdicts**

| <b>Proceedings</b>                   | <b>2014</b> | <b>2018</b> |
|--------------------------------------|-------------|-------------|
| Complaints against known offenders   | 61          | 55          |
| Complaints against unknown offenders | 8           | 16          |
| <b>Total number of complaints</b>    | <b>69</b>   | <b>71</b>   |
| <b>Verdicts</b>                      | <b>2014</b> | <b>2018</b> |
| Not-guilty                           | 2           | 8           |
| Guilty                               | 29          | 9           |
| <b>Total number of verdicts</b>      | <b>31</b>   | <b>17</b>   |

*Note: Legal proceedings about suspected cases of human trafficking in each reporting year. Assessment of judicial automation procedure; number of convictions and acquittals, StGB, para.104a, May 2011 to July 2016.*

*Source: BMVRDJ*

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