

BUNDESKANZLERAMT  ÖSTERREICH

BUNDESMINISTERIN  
FÜR FRAUEN UND ÖFFENTLICHEN DIENST

**CEDAW**

# **Seventh/Eighth Austrian CEDAW Report to the United Nations**

## **Annex 2**

**Projects, Events, Studies / Publications (2004 – 2010)**

Vienna, 2011

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# 1 Federal Provinces

## Burgenland

### Projects:

- Political training courses for women
- “Berufsfindungswochenenden für Mädchen” (Weekends Devoted to Assisting Girls in Their Career Choices) – a project in co-operation with the Verbund Power Grid (Power Grid Association)
- “Girls’ Day” – career information for girls
- Career Information Fair for Girls
- “mut!” Mädchen und Technik (“Courage” – Girls and Technology) – gender-sensitive career orientation
- “Ich nehme die Zukunft in die Hand” (I Take the Future in My Hands) – a project for women who wish to start up a business
- Crisis intervention accommodation for women living in violent relationships

### Events:

- Survey: Female employment and unemployment
- Survey: “Neue Perspektiven: Frauen im Spannungsfeld zwischen Beruf und Familie” (New Perspectives: Women in the Dichotomy between Career and Family)
- “Frauen Kunstraum” (Women’s Art Space) – advancement of hitherto unknown female artists from Burgenland

### Studies / Publications:

- The Burgenland Women’s Report
- “Berufliche Integrationsbarrieren Burgenländischer Frauen” (Barriers to Vocational / Professional Integration of Women in Burgenland) (co-financed by the ESF)
- “Frauenbeschäftigungspotentialen auf der Spur” (Tracing the Potential of Female Employment) (Cofinanced under ESF programmes)

## Carinthia

### Projects:

- Political training courses for women, since 2006, at present the 7<sup>th</sup> course is being held
- Mentoring course for women in the civil service of the Federal Province; held twice since 2008
- Mentoring for young women aged 12 to 25, since 2008
- “mut!” Mädchen und Technik (Courage! – Girls and Technology) – gender-sensitive career orientation
- BOMM – Berufsorientierungsmesse für Mädchen (Career Orientation Fair for Girls) since 2003
- “Girls’ Day” – LILITH-prize for girls within the framework of a gender-appropriate career orientation competition, since 2003
- Gender competence centre for career orientation, since 2009
- Quality seal for gender-appropriate career orientation in schools, since 2009
- Courses for female entrepreneurs, conducted jointly with the Carinthian Economic Chamber, biannually since 2008
- “FrauenKarriereMentoring für Privatangestellte” (Women Career Mentoring for Private-Sector Employees), since 2001
- Fund for the Promotion of Women who seek to complete their training, since 2006
- Three further women’s counselling centres “Frauen in Notsituationen” (Women in Emergency Situations): 2007 – in Spittal an der Drau, Feldkirchen; 2010 – in St. Veit an der Glan

### Events:

- 16 Tage gegen Gewalt (16 Days against Violence), 2009: video spots produced for the nationwide project “MissHandelt” (Abused) shown in the course of a panel discussion
- In October 2010, the Third Carinthian Conference on Poverty was held
- “FrauenKarriereTalk” (Women, Career, Talk), this meeting of the Carinthian network of women in leading positions, first held in 2001, is organised at regular intervals

### **Studies / Publications:**

- “Juno” (“Juno – You Know”), provides information on subsidies and financial support for the advancement of women

## **Lower Austria**

### **Projects:**

- Political training courses for women
- Gender mainstreaming – counselling centre “Chancengleichheit in regionalen und kommunalen Budgets” (Equal Opportunities in Regional and Local Budgets)
- Three mentoring projects, one providing for cross-mentoring between women employed in the civil service at federal and Federal Province levels
- “Girls’ Day”
- “HTL4girls” (secondary colleges for technical education for girls) and “HTL-TechnDating”
- “mut!” Mädchen und Technik (Courage! – Girls and Technology) – gender-sensitive career orientation
- Establishment of an emergency accommodation for women in Gmünd

### **Events:**

- “Women-network” – networking of women in Lower Austria
- “Frauenrechte im Fokus” (Focus on Women’s Rights) and a series of events entitled “Frauenwahlrecht” (Female Voting Rights)
- Educational initiative “Väter und Mütter – Kompetenz in Beruf und Familie” (Fathers and Mothers – Job and Family Skills)

### **Studies / Publications:**

- “Elternorientierte Personalpolitik – Fokus Väter” (Parent-oriented Human Resources Policy – Focus on Fathers)
- Gender mainstreaming manuals and “Gender Budgeting Gender Matrix”

## Styria

### Projects:

- Political training courses for women 2004 to 2006
- “Girls’ Day”
- “Daughters’ Day”
- “mut!” Mädchen und Technik (Courage! – Girls and Technology) – gender-sensitive career orientation
- Women’s Campaign 2008

### Events:

- “Frauen hoch im Kurs – Vernetzen, Verbinden, Verbünden” (Women on the Fast Track - Networking, Connecting, Building Alliances) 2004
- Federal Province parliament survey: “Frau und Mädchen Sein in der Steiermark” (Being a Woman or a Girl in Styria) 2009
- “Business and More” – a discussion series involving 15 events (2002 – 2009) dealing with topical women’s issues in the business sector
- “Steirerinnen im Gespräch” (Styrian women talking) – a discussion series involving three events (2010) dealing with topical women's issues

### Studies / Publications:

- “Frau gestaltet Gesellschaft” (Women Shape Society) – information and initiatives
- “Frauen hoch im Kurs” (Women on the Fast Track) – information and initiatives
- Gender Mainstreaming – equal treatment in language
- “Gleiches Recht für beide” (Equal Rights for Both) – marriage, divorce, and its consequences, consensual union
- “Gender Mainstreaming in der öffentlichen Verwaltung” (Gender Mainstreaming in the Public Administration) – ten steps towards equality, guidelines for everyday practice
- “Sicherheitstipps für Mädchen und Frauen” (Safety Tips for Girls and Women)
- Women and Men in Styria
- The First Styrian Women’s Report:

- ▶ Part One – Demography
- ▶ Part Two – Women and Working Life
- ▶ Part Three – Women and Education
- ▶ Part Four – Women and Power
- ▶ Part Five – Women and Mobility/Housing
- ▶ Part Six – Unpaid Work and Institutional Support
- ▶ Part Seven – Women and Poverty

## Salzburg

### Projects:

- Political training courses for women
- Cross-mentoring in the public administration (participants: women employed in the Salzburg Civil Service, Salzburg Province Hospitals, Salzburg AG, Salzburg Airport AG, the Salzburg Regional Health Insurance Institution, the Municipality of Salzburg, Salzburg University, the Mozarteum (University of Music), the Salzburg Chamber of Agriculture and the Salzburg School Board)
- “mut!” Mädchen und Technik (Courage! – Girls and Technology) – gender-sensitive career orientation
- “Euregio Girls’ Day”
- “16 Tage gegen Gewalt” (16 Days against Violence): a co-operation project between the Federal Police Directorate Salzburg and Salzburg schools
- Extension of the service hours of the legal counselling hotline now available two days a week

### Events:

- The Salzburg Mission Statement for Equal Opportunities for Women and Men (a Federal Province Parliament enquiry conducted in April 2010)

### Studies / Publications:

- Study “The Salzburg Mission Statement for Equal Opportunities for Women and Men”
- The study “Prevention of Violence” served as a basis for drawing up a masterplan (2011)

## Vorarlberg

### Projects:

- Political training courses for women
- “Girls’ Day”
- “mut!” Mädchen und Technik (Courage! – Girls and Technology) – gender-sensitive career orientation
- Funding to the girls’ centre Amazone for career orientation measures
- By devising a range of new methods, the “Jobplan” project seeks to advance equality of women and men with special emphasis on income distribution

### Events:

- Further training courses and events for works council representatives as well as human resources managers were organised jointly with the social partners
- Awareness-raising campaign under the “Jobplan” project
- “Gender-Gesundheit-Körperbilder” (Gender-Health-Body Images) – cross-border events organised by the Vorarlberg women’s network in Liechtenstein, Switzerland and Vorarlberg

### Studies / Publications:

- Report on Women’s and Girls’ Health as well as a catalogue of measures destined to improve their health status (2009)
- Emergency card informing victims about their right to receive round-the-clock medical examinations by specially trained female doctors in Dornbirn hospital

## Vienna

### Projects:

- The Vienna Daughters’ Day for the advancement of girls in non-traditional vocational domains
- “mut!” Mädchen und Technik (Courage! – Girls and Technology) – gender-sensitive career orientation
- “waff”, the Vienna Fund for the Promotion of Employees – on an on-going basis provides money for a wide range of projects (with a special focus on the career choices of girls,



guidance for and support to working women during changes in their jobs or career interruptions because of the need for the care of children or family members)

- Campaigns to overcome traditional role stereotypes: “Wien sieht’s anders: Wien ist Gender Mainstreaming” (Vienna Looks at It Differently: Vienna Stands for Gender Mainstreaming) – signs at the official premises of the Municipality of Vienna and on board of public transport vehicles (2006). “Keine Ausreden: Wien ist Gender Mainstreaming” (No Excuses: Vienna Stands for Gender Mainstreaming), 2010
- “Startcoaching” (Coaching for a Start): case-specific initial counselling to newly arrived immigrants from third countries under the family reunification programme in their mother tongue, language courses and basic education schemes for women with a view to bringing about their sustainable integration into the mainstream labour market.
- The pilot project (“Case Management”) seeks to prevent the de-skilling of migrant women
- “Mama lernt Deutsch” (Mummy Learns German): Language training for women from migration backgrounds (since 2006).
- Women’s refuges: The Vienna City Council committed itself to the payment of subsidies for an unlimited period of time. Since 2008, four women’s refuges have been established offering accommodation to 166 women and children; of these places, approximately 84 are exclusively for women. In addition, as of autumn 2010, in 50 flats 100 places have been available to women and children exposed to violence for transition periods.
- The “Wiener Pilotprojekt Mammographie-Screening” (Vienna Pilot Project Mammography Screening) seeks to improve the psycho-social coaching of pregnant women, prevent post-partem depression, prevent eating disorders and combat unhealthy body images, aesthetic surgery and female genital mutilation. The FEM Süd Health Centre for Women in the Municipal Kaiser Franz Josef Hospital focuses, in particular, on migrant women
- Outpatients’ clinics are mainly entrusted with diagnosing and treating sexually transmissible diseases; they also offer, free of charge, medical examinations to registered prostitutes as well as street counselling services by social workers, also free of charge.
- A Working Party in the public administration of Vienna has been mandated with the elaboration of a Vienna Action Plan to Combat Female Genital Mutilation.

#### Events:

- A sensitisation and awareness-raising campaign: “Der richtige Standpunkt: gegen Gewalt” (The Right Stance: Against Violence), 2010
- Starting in 2006, the “PFIFFIG” (smart) prize has been awarded every two years in recognition of innovative activities for the advancement of women and equality measures.
- “Wiener Frauengesundheitstage – femvital” (Vienna Days for Female Health – femvital“)

## 2 Federal Ministries

### Federal Chancellery, the Minister for Women

#### Projects:

- Annual subsidies to centres providing services to women as well as hotlines, including field services and counselling facilities for women and girls
- Promotion of women-specific projects
- Involvement in the work of the European Institute for Gender Equality (EIGE)
- Mentoring programme: Frauen-Business-Mentoring (Women – Business – Mentoring), Cross Mentoring im Bundesdienst (Cross Mentoring in the federal civil service), Cross Mentoring in der Privatwirtschaft (Cross Mentoring in the Private Sector) (2004 – 2006)
- “Girls’ Day” in the federal civil service (since 2006)
- Campaign for girls: “Finde Deinen eigenen Weg”<sup>1</sup> (Find Your Way), 2010
- Campaign for fair pay: “Gleich = fair” (Equal = Fair), 2009
- Website on women in leading positions<sup>2</sup>, 2010
- Annual co-financing of the centres for the protection against domestic violence and intervention centres as well as the intervention centre for trafficked women
- Research project “High Risk Victims – Beziehungsmorde an Frauen” (Murders of Women Living in a Relationship), 2008/2009
- Basic and advanced training for multipliers in the area of harmful traditional practices (2010 – 2012)
- Support to projects launched on the occasion of the European Year for Combating Poverty and Social Exclusion 2010: Finanzcoaching Plus (Seminar) (Finance Coaching seminar); Brochure: “Frauenarmut hat Gesichter” (Female Poverty Has Many Faces); “Aurora+. Neue Wege aus der Armut” (Aurora+. New Ways Out of Poverty); Poverty Conference 2010

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<sup>1</sup> [www.findedeinenweg.at](http://www.findedeinenweg.at)

<sup>2</sup> [www.frauen.bka.gv.at/site/6108/default.aspx](http://www.frauen.bka.gv.at/site/6108/default.aspx)

- Involvement in the drawing up of the National Action Plan – People with Disabilities

**Events:**

- “Identität und Konflikte” (Identity and Conflicts) – problems of young second generation women from other cultures, 2004
- Events in the context of mentoring programmes (2004 – 2006): “Die Mentora” (the Mentora Award), mentoring fair, networking meeting of representatives of mentoring initiatives, club mentoring.net
- Gender budgeting technical meeting “Strategieentwicklung für eine geschlechtergerechte Budgetgestaltung” (Strategy Development for Gender-Appropriate Budgeting), 2005
- Intercultural festival for networking migrant and Austrian women, 2005
- Specialised debates and technical conferences on the subject “Maßnahmen gegen traditionsbedingte Gewalt gegen Frauen” (Measures to Combat Harmful Traditional Practices Directed at Women), 2005 – 2006
- Information meeting for vocational instruction teachers and educational counsellors: “Mädchen können mehr!” (Girls Can Do Better), 2006
- Hedy Lamar Award for outstanding achievements of women in communications engineering, 2006
- Women’s Project Fair, 2006
- “Migrantinnen im Jahr der Chancengleichheit” (Migrant Women in the Year of Equal Opportunities), best practice models for promoting the potential of migrant women, 2007
- Symposium “Wer hat im Journalismus die Hosen an?” (Who Wears the Trousers in Journalism), 2007
- Networking platform “frauenkompetenznetz” (Women’s Competence Network), (dealing with subjects, such as “Mentoring für Migrantinnen” (Mentoring for Migrant Women); “Berufsorientierungs-Mentoring für Mädchen” (Career-Orientated Mentoring for Girls); “Mentoring als Instrument für Betriebsräte und Betriebsrätinnen” (Mentoring as a Tool for Members of Works Councils); “Best-Age – Förderung für Frauen 50+” (Best Age-Advancement of Women Aged 50 and Over), 2007 – 2008
- “Frauen unterwegs” (Women on the Move): tribute to the artistic achievements of migrant women in the form of readings, films and photo exhibitions, 2008
- Nationwide conferences organised by women and girl counselling centres (topics: prevention of violence, victim protection and assistance during court proceedings, (re)integration of women into the labour market), 2008

- Exhibition “Tatmotiv Ehre” (Honour-Motive of the Crime), 2008
- Crash course “Weiterbildung für Equal Pay AkteurInnen: Frauen verdienen mehr!” ( Further Training for Equal Pay Agents: Women Deserve Better Pay), 2008 and 2009
- Panel discussion on the topic “Fremdbild-Rollenbild-Vorbild” (My Image as Seen by Others, the Image of My Role and My Role Model), 2009
- Austria-wide conference of womens' and girls' counselling centres on the subject female poverty in Austria: background, root causes, counter-strategies, 2009
- Panel discussion: “Geschlechtergleichstellung im Wandel der Generationen” (Gender Equality – Seen Differently by Different Generations), 2009
- Exhibition: Barbiefreie Zone (A Barbie-Free Zone), 2009
- Open Space – Gender Equality in the Labour Market, 2009
- Equal Pay Day – Panel discussion, 2009
- Panel discussion “Direkt ab Hof – Arbeits- und Lebenssituation der Bäuerinnen in Österreich” (Directly from the Farm – the Work and Life Situation of Female Farmers and Farmers’ Wives in Austria), 2009
- Exhibition – “Silent Witnesses”, 2009
- Ceremony to commemorate CEDAW’s 30th anniversary, 2009
- Specialised conference: 30 Years of Equal Treatment of Women and Men, 2009
- The Käthe Leichter State Award for Women and Gender Research, 2008, 2009, 2010
- The Johanna Dohnal Award, 2009, 2010
- The Women’s Lifework Award, 2010
- Panel discusssion on “Frauen-Arbeit-Film” (Women-Work-Film), 2010
- Ceremony to commemorate “10 Jahre Interministerielle Arbeitsgruppe Gender Mainstreaming / Budgeting (IMAG GMB)” (The 10<sup>th</sup> Anniversary of the Inter-Ministerial Working Group GMB), 2010
- International technical conference “Sexismus in der Werbung” (Sexism in Advertising), 2010
- Further training on female genital mutilation / FGM, 2010
- NGO anti-discrimination dialogue (conducted every year)

## Studies / Publications:

- Non-Discriminatory Job Evaluation and Work Organisation, research report, 2004
- “Qualifizierte Teilzeitbeschäftigung in Österreich” (Job Quality and Part-Time Work in Austria), research report, 2004
- Sixth Austrian Report to the UN Committee on the Elimination of Discrimination against Women (CEDAW), available in German and English, 2004
- Gender budgeting conference “Strategieentwicklung für eine geschlechtergerechte Budgetgestaltung” (Strategy Development for Gender Appropriate Budgeting), conference report, 2005
- Guidelines for implementing gender mainstreaming in hospitals, 2005
- Publications on the subject “Maßnahmen gegen traditionsbedingte Gewalt gegen Frauen” (Measures against Harmful Traditional Practices Affecting Women), 2005 and 2006
- Reports on activities to combat unfavourable treatment of women, 2005, 2007 and 2009
- “Auf Erfolgskurs – Die Repräsentanz von Frauen in Führungspositionen in österreichischen Unternehmen sowie in der Selbstverwaltung” (Steering a Success Course – the Representation of Women in Leading Positions in Austrian Enterprises and in Self-Governing Bodies), 2006<sup>3</sup>
- “Partnerschaft. Ehe. Trennung. Scheidung” (Partnership. Marriage. Separation. Divorce)<sup>4</sup>
- “Equal Pay for Equal Work an Work of Equal Value”, available in German and English, 2006
- Conference: “Schließung der Lohnschere zwischen Frauen und Männern” (Closing the Gender Pay Gap), available in German and English, 2006
- “Mehr Chancen. Mehr Zukunft. Mentoring und Netzwerke – von Frauen für Frauen“ (More Opportunities. A Better Future. Mentoring and Networks – Women for Women), 2006
- “Frauen und Männer in Österreich” (Women and Men in Austria), gender-specific statistics on demographic structures, education, employment and incomes, as well as a description of economic and social conditions<sup>5</sup>, 2007
- Supporting material for gender budgeting in the public administration, 2007

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<sup>3</sup> [www.frauen.bka.gv.at/DocView.axd?CobId=22955](http://www.frauen.bka.gv.at/DocView.axd?CobId=22955)

<sup>4</sup> [www.frauen.bka.gv.at/DocView.axd?CobId=26406](http://www.frauen.bka.gv.at/DocView.axd?CobId=26406)

<sup>5</sup> [www.frauen.bka.gv.at/DocView.axd?CobId=26402](http://www.frauen.bka.gv.at/DocView.axd?CobId=26402)

- “Leitfaden für Gender Mainstreaming in der Legistik” (Guide for Gender Mainstreaming in Law-making), 2007
- CEDAW, United Nations. Concluding comments of the Committee on the Elimination of Discrimination Against Women: Austria (available in German and English, 2007)
- Special evaluation “Female Journalists in Austria“<sup>6</sup>, 2007
- The Seventh Equal Treatment Report for the Federal Civil Service, 2008
- The Equal Treatment Report for the Private Sector, 2006 and 2007 (2008)
- German translation of the Council of Europe recommendation on the protection of women against violence, 2008
- 10<sup>th</sup> Anniversary of the Austrian Act on Protection against Violence, conference documents available in German and English, 2008
- “Hinter der Fassade” (Behind the Scenes). Brochure for the touring exhibition on domestic violence (available in German, Turkish, and Serbo-Croat)
- Gender-sensitive schemes for the prevention of violence in schools, 2008
- Report on Migrant Women, 2008<sup>7</sup>
- The study “So fern und doch so nah“ (So Far and Yet so Close) – Harmful traditional practices affecting women, 2008<sup>8</sup>
- “Geschlechtsspezifische Einkommensunterschiede: Indikatoren für ein Monitoring“ (Gender-Specific Income Differentials: Indicators for Monitoring), research report, 2008
- Frauenratgeberin<sup>9</sup> (Women’s Guide): 7th edition, topical information for everyday life and specific situations of women, answers to questions related to legal, career, social, family, educational and health situations, 2009
- Update of the brochure “Frauen haben Recht(e)“ (Women Are Right and Have Rights), 2009
- “Tradition und Gewalt an Frauen“ (Traditions and Violence against Women), available in German and English, 2009

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<sup>6</sup> [www.frauen.bka.gv.at/DocView.axd?CobId=25685](http://www.frauen.bka.gv.at/DocView.axd?CobId=25685)

<sup>7</sup> [www.frauen.bka.gv.at/DocView.axd?CobId=25457](http://www.frauen.bka.gv.at/DocView.axd?CobId=25457)

<sup>8</sup> [www.frauen.bka.gv.at/studien/tgf2008/index.html](http://www.frauen.bka.gv.at/studien/tgf2008/index.html)

<sup>9</sup> [www.frauenratgeberin.at](http://www.frauenratgeberin.at)

- “Geschlechtsspezifische Einkommensunterschiede, Indikatoren 2007“ (Gender-Specific Income Differentials, Indicators 2007), research report, 2009
- “Qualität von Teilzeitbeschäftigung und die Verbesserung der Position von Frauen am Arbeitsmarkt“ (The Quality of Part-Time Jobs and the Improvement of Women's Position in the Labour Market), research report, 2009
- What is CEDAW? The UN Convention on the Elimination of all Forms of Discrimination against Women. The human rights of women and what they mean, available in German, English, Bosnian-Croat-Serbian and Turkish, 2009
- Linking the promotion of business activities to affirmative action for women, models and options for increasing the proportion of women on supervisory boards, 2009
- The study “Zeitverwendung 2008/09. Ein Überblick über geschlechtsspezifische Unterschiede“<sup>10</sup> (Time Budgets 2008/09. A Survey of Gender-Specific Differences)
- Experts' report on the topic “Prostitution“
- “Frauenbericht 2010“ (Report on the Situation of Women 2010)<sup>11</sup>: Information on developments, facts and problems in various life contexts of women in Austria
- National Action Plan Gender Equality in the Labour Market, available in German and English, 2010
- The Eighth Equal Treatment Report for the Federal Civil Service, 2010
- The Equal Treatment Report for the Private Sector, 2008 and 2009 (2010)
- Evaluation study “Zehn Jahre Gender Mainstreaming in der Bundesverwaltung“ (Ten Years of Gender Mainstreaming in the Federal Administration), 2010

## Federal Ministry of Finance

### Events:

Forum Finance – Lectures and meetings on gender mainstreaming and gender budgeting:

- Gender oder was? (Gender or What?) – Two lectures on gender equity and gender mainstreaming: “Die Repräsentation des Weiblichen“ (The Representation of Femininity); “Gender – Was ist das?“ (Gender – What is This?), 2005

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<sup>10</sup> [www.frauen.bka.gv.at/site/cob\\_40387/7232/default.aspx](http://www.frauen.bka.gv.at/site/cob_40387/7232/default.aspx)

<sup>11</sup> [www.bka.gv.at/site/7207/default.aspx](http://www.bka.gv.at/site/7207/default.aspx)

- “Gender Mainstreaming – aber wie?” (Gender Mainstreaming – But How?) Are Income Taxes Gender-Neutral? (2006)
- Gender audit in the Ministry of Finance, 2006
- Gender budgeting in outcome-oriented federal budgeting: Taking into account de facto gender equality in the federal budget from 2013 onwards and integrating outcome-orientation into the new federal budgeting model, 2008
- Gender budgeting: Practical support was given to service units in order to enable them to apply gender budgeting in a meaningful way, and some examples were presented from the Federal Provinces, 2008
- Gender Equality, Empowerment of Women and Coherence in Development Policies, 2008
- “Frauen Steuern Männer – Gender Aspekte von Steuern” (Women. Taxes. Men – Gender Aspects of Taxation): Possibilities and analyses of gender monitoring in taxation, with special emphasis on the gender aspect in tax reform 2009 (2009)
- “Frauen Steuern Männer – Erwerbstätigkeit und Familie” (Women. Taxes. Men – Gainful Employment and Families): Labour law and labour market as well as employment policy aspects, framework conditions for allowing women to reconcile work and family obligations as well as ways in which wage tax measures could support employment policies, the labour force participation of women and their capacity to reconcile their jobs with family obligations, 2009

### **Studies / Publications:**

Publications of the Federal Ministry of Finance on gender mainstreaming and gender budgeting<sup>12</sup> can be found on the Ministry’s homepage

- Working Paper 3/2010: “Geschlecht und Steuerwirkung. Einkommen und einkommensabhängige Abgaben von Männern und Frauen” (Gender and Taxation Effects. Income and Income-Dependent Taxes and Contributions of Men and Women)
- Working Paper 2/2010: “Gender Budgeting – Ein Leitfaden zur Umsetzung der Haushaltsrechtsreform“ (Gender Budgeting – A Guide for Implementing the Budget Law Reform)
- Working aid for the Federal Finance Act for 2009 and 2010, notes on the federal budget: basic principles of gender budgeting – Equality goals in the central units:
  1. Increasing the share of women participating in up-skilling programmes to 40 per cent

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<sup>12</sup> [www.bmf.gv.at/Finanzministerium/GenderMainstreaming/\\_start.htm](http://www.bmf.gv.at/Finanzministerium/GenderMainstreaming/_start.htm);  
[www.bmf.gv.at/publikationen/downloads/workingpapers/\\_start.htm](http://www.bmf.gv.at/publikationen/downloads/workingpapers/_start.htm)



2. Selection of gender-sensitive or gender-fit companies training women
  3. Awareness-raising of persons in leading positions for gender-budgeting
- Regulation of the Federal Minister of Finance Concerning the Plan for the Advancement of Women in the Federal Ministry of Finance – Federal Law Gazette II no. 289/2009, September 2009
  - Working aid for the Federal Finance Act for 2007 and 2008, notes on the federal budget: introduction of gender auditing within the scope of the Ministry of Finance for human resources matters as well as planned actions relating to gender-relevant expenditure and taxes
  - Working Paper 2/2006: “Ist die Einkommensbesteuerung geschlechtsneutral?” (Is Income Taxation Gender-Neutral?)
  - July 2006: Austrian Institute for Economic Research: Gender-Audit in the Ministry of Finance and Support to Gender Auditing Activities in the Federal Ministry of Finance
  - Federal Finance Act of 2006, working aid, notes on the federal budget: gender aspects of the budget – The impacts of the tax reform of 2004/2005 on women and men
  - Federal Finance Act of 2005, working aid, notes on the federal budget: gender-aspects of the budget – taxes

## Federal Ministry of Health

### Publications:

- Guidelines “Häusliche Gewalt gegen Frauen, Umgang mit gewaltbetroffenen Frauen im Krankenhaus und in der ärztlichen Praxis” (Domestic Violence against Women. Dealing with Victims of Violence in Hospitals and in Medical Practices). Information for doctors, midwives, health care and nursing staff concerning the extent, consequences and dynamics of domestic violence and intervention options for victims of domestic violence, 2008
- Guidelines “Häusliche Gewalt gegen Frauen” (Domestic Violence against Women), deals with the role of agents in the health system in combating domestic violence, and contributing to improving the situation of women exposed to violence, 2009
- Guidelines “Gesundheitliche Versorgung gewaltbetroffener Frauen, ein Leitfaden für Krankenhaus und medizinische Praxis” (Health Services to Women Exposed to Violence, a Manual for Hospitals and Medical Practice). Standard manual for all public health workers providing information on the extent, consequences and dynamics of domestic violence, 2010

## Federal Ministry of the Interior

### Projects:

- In some of the Federal Provinces, counselling centres and other facilities to support women who have fled their home countries or come from migration backgrounds are subsidized
- Subsidies under the European Integration Fund (EIF)
  - ▶ Promotion of municipal projects which primarily support the establishment of new third-country nationals (especially women) and advance the inter-cultural skills of public service providers
- Steps taken by the Austrian Integration Fund in order to support and care for persons who have fled their home countries or come from migration backgrounds (e. g. projects for subsidizing education and training courses, or contributing to the costs for the recognition of foreign diplomas or degrees). These also include:
  - ▶ Project related to job integration – tailoring adjustments or dressmaking for asylum seekers and persons enjoying subsidiary protection for improving their opportunities to find a job (especially female refugees), in co-operation with adult education facilities, 2009
  - ▶ Women’s meetings in the “Integration House Liese Prokopp “(at regular intervals)
  - ▶ Somali Women’s Circle. Objective: arousing the interest of Somali women in culture and societal problems, so as to heighten mutual understanding. Interactions between integration advisors, FEM staff and Somali women, once a month.

## Federal Ministry for Education, Arts and Culture

### Projects:

- Working party: “Schülerinnen an höheren technischen Lehranstalten” (Female Students of Technical Colleges) at the federal level (set up in autumn 2008). Working out a strategy paper, which is focused on gender mainstreaming<sup>13</sup>
- Action days: Political training: The topics were “Gender – Gleichstellung – Geschlechtergerechtigkeit” (Gender – Equality – Gender Equity) (2007) and “Interkultureller Dialog für kulturelle Vielfalt” (Intercultural Dialogue for Cultural Diversity) (2008). Examples of school projects and instruction units: “Geschlechtssensible politische Kinderbücher. Liste von geschlechtssensiblen Kinderbüchern samt Vorschlägen für die Umsetzung im Unterricht der Volksschule” (Gender-Sensitive Political Books for Children, a List of Gender-Sensitive

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<sup>13</sup> [www.htl.at/de/home/schwerpunktportale/maedchen\\_und\\_frauen\\_in\\_die\\_technik/downloads.html](http://www.htl.at/de/home/schwerpunktportale/maedchen_und_frauen_in_die_technik/downloads.html)

Books for Children, Including Proposals for Practical Implementation in Primary Schools); “Interkultureller Dialog. Interkulturelles Lernen. Eine praxisorientierte Handreichung für Lehrkräfte” (Inter-Cultural Dialogue. Inter-Cultural Learning. A Practical Guide for Teachers)

- The digital monthly publication “POLIS AKTUELL”<sup>14</sup>, no. 10/2007: “Menschenrechte machen Schule” (Human Rights Set the Pace) focuses on women’s rights, human rights, trafficking in human beings<sup>15</sup>, no. 2/2010: „Traditionsbedingte Gewalt gegen Frauen” (Harmful Traditional Practices Directed Against Women)
- “Gender Scanning” or “Gleichstellung – und jetzt?” (Equality – and Now?)<sup>16</sup>, since 2004
- New creation of the gender + education web portal<sup>17</sup> in the year 2007. Information for teachers and pupils on equal opportunities – equality – gender mainstreaming and gender-sensitive pedagogics / co-education; career orientation; health; violence; migration; sports and leisure time; language, etc.
- Electronic schug-newsletter (“schug” is the acronym for school education and equality) created in 2007 (published twice a year) for representatives of school authorities, teacher training institutions and teachers<sup>18</sup>
- GeKoS (Gender-Competence-Schools) launched in the scholastic year 2007/2008 for sustainable networking and implementation of gender mainstreaming and building up gender- skills. Set of criteria<sup>19</sup>
- Follow-up project 2010 in co-operation with teacher-training colleges: further training in gender-skills for school development experts
- Vocational and educational guidance in schools
  - ▶ “FIT – Frauen in die Technik” (FIT – Women into Technology): visits to schools and information days at universities and colleges of applied sciences
  - ▶ “mut! – Mädchen und Technik” in all Federal Provinces. After the completion of the project “mut!” in 2009, the materials, tools, guidelines and concepts developed for the project were made available to teachers and the expertise of the associations involved in the project was passed on to teachers in the form of further training programmes
  - ▶ Continuation of the implementation of gender-sensitive career orientation in the basic and advanced training of teachers at the teacher training colleges under the scheme for the further development of career orientation and educational information

<sup>14</sup> [www.politik-lernen.at](http://www.politik-lernen.at)

<sup>15</sup> [www.politik-lernen.at/goto/polis/details/polis\\_aktuell\\_nr\\_10\\_2007/](http://www.politik-lernen.at/goto/polis/details/polis_aktuell_nr_10_2007/)

<sup>16</sup> [www.politischebildung.at/oegpb/bildungsangebot/workshop%20gleichstellung/](http://www.politischebildung.at/oegpb/bildungsangebot/workshop%20gleichstellung/)

<sup>17</sup> [www.gender.schule.at](http://www.gender.schule.at)

<sup>18</sup> [www.bmukk.gv.at/schulen/unterricht/ba/schug\\_newsletter.xml](http://www.bmukk.gv.at/schulen/unterricht/ba/schug_newsletter.xml)

<sup>19</sup> [www.bmukk.gv.at/medienpool/15247/gekoskriterienonline.pdf](http://www.bmukk.gv.at/medienpool/15247/gekoskriterienonline.pdf)

- ▶ Support to schools in the implementation of gender-sensitive career orientation: provision of materials and concepts for the upskilling of teachers
  - ▶ The school development project IMST („Innovationen machen Schulen top” – Innovations for Top Schools), comprises options for the counselling of teachers and basic and advanced training programmes focused on gender issues via a gender network<sup>20</sup>
  - ▶ “LISE”: Designated website for girls and physics, for identifying girls gifted for physics and technology and to build up their self-assurance and help them enjoy physics and technology<sup>21</sup>
  - ▶ The initiative “Future Learning” (modern media in instruction) was launched in autumn 2008. It deals with the topic “IT and Gender Aspects” for all e-learning projects worked out by the Ministry
- Basic education forms part of an affirmative action for adult persons whose achievement regarding education and qualifications are modest so that they can successfully complete courses in later life and undergo further training. Selective offers are targeted for women who are particularly disadvantaged<sup>22</sup>
    - ▶ “In.Bewegung. Basisbildungs- und Alphabetisierungsnetzwerk” (On the Move. Basic Education and Literacy Network)<sup>23</sup>
    - ▶ The Alpha Telephone (free of charge) for anonymous counselling
    - ▶ IT training for women: Mobile “IKT-Lernwerkstätten” (mobile “Learning Workshops” on information and communications technology) and the education model “Lernarrangement” (Learning Arrangement)
  - Education schemes for migrant women:
    - ▶ Starting in 2008, learning centres for migrants and a project network were created
    - ▶ MIKA (Migration-Kompetenz-Alphabetisierung) (Migration-Competence-Literacy)<sup>24</sup>, project network
  - Since 2005, activities aimed at combating harmful traditional practices affecting women have been conducted. The internet file for awareness-raising was created containing references to counselling centres and relevant literature<sup>25</sup>
  - Since 2006, subsidies have been granted to the association Orient Express in Vienna for sensitisation projects on forced marriage<sup>26</sup>

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<sup>20</sup> [imst.uni-klu.ac.at/programme\\_prinzipien/gender/](http://imst.uni-klu.ac.at/programme_prinzipien/gender/)

<sup>21</sup> [lise.univie.ac.at](http://lise.univie.ac.at)

<sup>22</sup> [www.learnforever.at](http://www.learnforever.at)

<sup>23</sup> [www.alphabetisierung.at](http://www.alphabetisierung.at)

<sup>24</sup> [www.netzwerkmiika.at](http://www.netzwerkmiika.at)

<sup>25</sup> [www.bmukk.gv.at/medienpool/13107/fl\\_zwangsheirat.pdf](http://www.bmukk.gv.at/medienpool/13107/fl_zwangsheirat.pdf)

<sup>26</sup> [www.politischebildung.schule.at/index.php?modul=themen&show\\_no\\_archiv=1&top\\_id=1634](http://www.politischebildung.schule.at/index.php?modul=themen&show_no_archiv=1&top_id=1634)

- Update of the brochure “Geschlechtssensible Angebote zur Gewaltprävention im schulischen Bereich” (Gender-Sensitive Offers for the Prevention of Violence in Schools), 2008

#### Events:

- In 2006 and 2008, two “Gender Days” were held nation-wide. These serve the advanced training of teachers and the exchange of research findings and practical experiences gained in gender-sensitive schools and gender mainstreaming activities. In Vienna, up to 160 teachers participated in this programme.
- Starting in 2007, “Gender Days” were organized in schools upon the joint initiative of the Federal Ministry for Education, the Federal Ministry for Social Affairs and the Women’s Division of the Federal Chancellery. The Gender Days addressed the topics of stereotyped gender roles and prevention of violence; in 2008, they dealt with the subject of migration and gender, in 2009, these days were replaced by the initiative “Gender aktuell” (Gender – a Topical Issue).

#### Studies / Publications:

- A research project entitled “Nutzung der Schulfreiräume” (Using Free School Rooms) involving primary and lower and upper secondary schools was conducted in Vienna and in Styria and completed in 2007<sup>27</sup>

## Federal Ministry of Economy, Family and Youth

#### Studies / Publications:

- The study “Familie – kein Platz für Gewalt!(?)” (Family – No Place for Violence!(?)), two decades after the legal ban on violence in Austria: comparing behaviour patterns in the upbringing of children and the attitudes towards corporal punishment in countries with and without a ban on violence.
- The brochure “(K)ein sicherer Ort. Sexuelle Gewalt an Kindern” ((No) Safe Place. Sexual Abuse of Children) aims at encouraging victims to seek assistance and support and not to belittle violence within the family.
- “Gewalt gegen Kinder und Jugendliche” (Violence against Children and Young People) – a manual for persons involved in child protection work in the health professions, for identifying violence against children and interactions with victims of violence.

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<sup>27</sup> [www.univie.ac.at/schulfreiraum](http://www.univie.ac.at/schulfreiraum)

- “Gesundheitliche Versorgung gewaltbetroffener Frauen” (Health Care for Women Exposed to Violence), guidelines for hospitals and medical practice, containing information on support schemes to help victims exit violent relationships.
- The brochure “Love, Sex und so...” (Love, Sex and Such Things) has been available since 2002 as a sex education aid.

## Federal Ministry of Labour, Social Affairs and Consumer Protection

### Projects:

- Implementation of the gender mainstreaming strategy: In subsidies management an obligation has been introduced according to which applicants for subsidies have explicitly to define their gender mainstreaming strategies. As regards the award of public contracts, gender mainstreaming strategies and/or the measures taken by companies may be taken into account as criteria for the decision (award premium system).
- Specific projects carried out by the Austrian Public Employment Service (PES) for migrant women
  - ▶ Diversity Management as a tool of labour market policies aims at respectful interactions of people in a diverse social setting (gender, special needs, ethnicity, sexual orientation, religion, etc.)
  - ▶ The project Managing Diversity was started in Vienna in view of the extremely precarious labour market situation for young migrants and their specific problems. It is the objective of this project to create a better environment for the integration of young migrants both into programmes of the PES and the labour market. The Managing Diversity Project is implemented on several levels: information material for young people and their parents has been published in several languages, labour-market-related offers are made with special attention being given to the family context of the target group; appropriate framework conditions were created for counselling situations, specific measures are implemented in the course of training programmes, and diversity-oriented support is given to companies.
  - ▶ “Welcome” an integration project for migrants, comprising information material in several languages, brochures for migrants; assistance with the recognition of foreign qualifications and diplomas<sup>28</sup>
  - ▶ INTO – Austria-wide integration project and campaign launched by the PES, additional budget funds earmarked for German courses for migrants, since 2008
- “Mentoring für MigrantInnen” (Mentoring for Migrants): Austria-wide project for women from migrant backgrounds conducted jointly by the PES and the Economic Chamber

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<sup>28</sup> I. e. in Vienna in co-operation with the Counselling Centre for Migrants

- Fit4Integration: Integration of women from migrant backgrounds to give them access to the world of work
- Poster campaign under the “White Ribbon” initiative of the project “Männer gegen Männergewalt” (Men against Male Violence), 2007
- Co-operation with the “White Ribbon” initiative: through co-financing the film spot “Meine Fäuste fliegen nur im Ring” (I Use My Fists Only in the Boxing Ring) in 2009; under the slogan “Gemeinsam gegen Gewalt” (Jointly Against Violence) these efforts were carried forward throughout 2010; and this co-operation is continued with the White Ribbon-Day and on the occasion of the “16 Tage gegen Gewalt” (16 Days against Violence) in November.
- “Gemeinsam gegen Gewalt” (Jointly Against Violence) in co-operation with the Austrian Federal Chancellery, Women’s Division, the Federal Ministry of Justice and the Federal Ministry of Education
- The initiative “Gender Aktuell” (Gender – a Topical Issue; previously called Gender Days) which focuses on violence prevention for pupils in the gender context, was launched jointly by the Federal Ministry of Education , the Federal Ministry of Education and the Federal Chancellery / Women’s Division. Under this initiative, subject-specific instruction materials, background information and counselling as well as advanced education courses are offered on a broad basis
- “MissHandelt!” (Abused), public video project – This nation-wide education initiative dealing with gender-specific violence is carried out by and targeted at young adults, film spot

### Events:

- Subsidies are granted to workshops for the prevention of violence by promoting partnership-based thinking and working out violence-free conflict settlement strategies
- Vernissage with White Ribbon, 2007
- The conference “Fluchtlinien” (Flight Lines) analysed the physical, psychic and human rights impacts of fleeing to Europe, 2007
- The international conference entitled “Was bedeutet Chancengleichheit für Minderheiten” (What Do Equal Opportunities Mean to Minorities?) and “Initiative Minderheiten” (Minorities Initiative) focused on the topics of equal opportunities in the labour market, in education, the social sphere, law and politics, 2007

### Studies / Publications:

- Parental part-time work – evaluation, 2008
- Familienhospizkarenz – Evaluierung (Family Hospice Care – Evaluation), 2005

- The study “Neue Selbständige in Österreich” (The New Self-Employed in Austria), 2005
- Report on the transformation of the world of work as a result of new information and communication technologies. Evaluation of the EMERGENCE projects – summary and conclusions based on the findings of EMERGENCE and Asian EMERGENCE” (BMWA = the Federal Ministry of Economics and Labour), Vienna 2005
- 2009 first folder “Gewalt erkennen: Fragen und Antworten zu Gewalt an älteren Menschen” (Identifying Violence: Questions and Answers Concerning Violence Directed at Older People) (circulation 50,000 copies) to mark the beginning of an awareness-raising campaign on the topic violence directed at older women nationwide. Continuation of the folder series, 2010: “Demenz und Gewalt” (Dementia and Violence)

## Federal Ministry of Justice

### Events:

- Prevention of violence – in-service training courses for judges and public prosecutors
  - ▶ “Maßnahmen zur Gewaltprävention im Bereich familiärer Gewalt” (Measures to Prevent Violence in the Field of Family Violence), 2004
  - ▶ “Opfer sexueller Gewalttaten vor Gericht” (Victims of Acts of Sexual Violence in Court), 2004
  - ▶ “Gewalttaten im Rahmen des Lebensüberdrusses, Abschätzung der Gefährlichkeit, mögliche prophylaktische Strategien” (Acts of Violence Committed under Taedium Vitae, Assessing Dangerousness, Potential Prophylactic Strategies), 2004
  - ▶ “Kinder als Opfer sexuellen Missbrauchs” (Children as Victims of Sexual Abuse), 2005
  - ▶ “Gewalt in der Familie, Jugendliche als Täter und Opfer” (Violence in the Family, Adolescents as Victims and Perpetrators), 2005
  - ▶ “Sexualstrafrecht – Ausgewählte Probleme” (Criminal Law Governing Sexual Offences – Selected Problems), 2005
  - ▶ “Opfer sexueller Gewalttaten vor Gericht” (Victims of Acts of Sexual Violence in Court), 2006
  - ▶ “Von Liebe zu Hieben” (When Love Turns Violent, seminar organised as part of the second in-service training course for family judges – Curriculum 2005), 2006
  - ▶ “Kindesmissbrauch, was nun?” (Child Abuse, What Now?, seminar organised as part of the second in-service training course for family judges – Curriculum 2005), 2006
  - ▶ “Menschenhandel und Opferschutz” (Human Trafficking and Protection of Victims), 2007
  - ▶ Special session as part of the Austrian Judges’ Week 2008 involving presentations and workshops on the following topics, 2008:



- “Verlaufanalysen von häuslicher Gewalt anhand von Aussagen und schriftlichen Texten” (Analysis of the Process of Domestic Violence Based on Statements and Written Texts)
- “Modelle multiinstitutioneller Zusammenarbeit zur Gewaltprävention” (Models for Multi-Institutional Cooperation on the Prevention of Violence)
- “Gewalt gegen Kinder und Jugendliche – psychologische und soziale Aspekte” (Violence Against Children and Adolescents – Psychological and Social Aspects)
- “Strafverfolgung im Bereich Gewalt in der Familie: Besser Spezialisiert?” (Criminal Prosecution in the Field of Violence in the Family: A Higher Level of Specialization?)
- “Kommunikation mit Opfern” (Communication with Victims)
- “Gewalt im sozialen Nahbereich” (Violence in the Immediate Social Environment), 2008
- ▶ “Juristische und psychosoziale Prozessbegleitung im Strafverfahren” (Legal and Psychosocial Assistance during Criminal Proceedings), 2008
- ▶ Seminars on “Protection against Violence and Stalking” and “Dealing with Individuals Ready to Use Violence” were included in the training programme for trainee judges. The topic of “Victim Protection” is dealt with extensively in criminal law courses and trainee judges are also trained in interrogation techniques, typical situations are practised in mock proceedings and role-plays.
- ▶ “Täterprofile, Modelle der Gefährlichkeitseinschätzung, Opferrechte, Prozessbegleitung” (Offender Profiles, Models for Danger Assessment, Victims’ Rights, Assistance during Proceedings), 2009
- ▶ “Gewalt in der Familie – Neuerungen und jüngere Rechtsprechung zu Gewalt in der Familie” (Violence in the Family – Latest Amendments and Recent Court Decisions), 2009
- ▶ “Umgang mit minderjährigen Missbrauchsopfern im Zivil- und Strafverfahren” (Dealing with Minors as Victims of Abuse in Civil and Criminal Proceedings), 2009
- ▶ “Zweites Gewaltschutzgesetz und strafrechtliche Änderungen im Zuge des Budgetbegleitgesetzes, OLG Wien – Kurzinformation für StrafrichterInnen”, (The Second Protection Against Violence Act and Criminal Law Amendments under the Budget Accompanying Act, Court of Appeal Vienna - a brief guide for criminal law court judges), 2009
- ▶ “Zweites Gewaltschutzgesetz – Kurzinformation für ZivilrichterInnen” (The Second Protection Against Violence Act – a brief guide for civil court judges), 2009
- ▶ “Psychodynamik bei Gewalt im sozialen Nahraum” (Psychodynamics in Cases of Violence in the Immediate Social Surroundings), 2009
- ▶ “Frühe Krisen, späte Folgen, Gewaltschutz für Kinder” (Childhood Crises with Consequences in Later Life, Protection against Violence for Children), 2009
- ▶ “Der Opferschutz im Strafprozessreformgesetz” (Victim Protection in the Criminal Proceedings Reform Act), 2009
- ▶ “Einschätzung der Gefährlichkeit von TäterInnen bei häuslicher Gewalt und Stalking” (Assessing the Level of Danger Posed by Perpetrators with Respect to Domestic Violence and Stalking), 2009
- ▶ “Familie und Recht in Tirol” (Family and Law in Tyrol) focusing on “Gewalt im sozialen Nahbereich” (Violence in the Immediate Social Surroundings) 2009
- ▶ Experts’ meeting on “Support to Victims and Their Rights” at the invitation of the European Commission in Brussels, 2010

- ▶ “Die einstweiligen Verfügungen im Familienrecht (u.a. Schutz vor Gewalt in der Familie)” (Interim Injunctions in Family Law, Dealing, inter alia, with Protection against Violence in the Family), 2010
- ▶ “Von Liebe zu Hieben” (When Love Turns Violent, seminar organised as part of the third in-service training course for family judges – Curriculum 2009) 2010, including:
  - “Multi Agency Risk Assessment Conference”
  - “Gefährdungs- und Risikoeinschätzung bei Stalking und Intimpartnergewalt” (Danger and Risk Assessment in Connection with Stalking and Sexual Partner Violence)
- ▶ “Umgang mit minderjährigen Missbrauchsoptionen im Zivil- und Strafverfahren” (Dealing with Minors as Victims of Abuse in Civil and Criminal Proceedings), 2010
- ▶ “Gewaltschutz und Schutz vor Stalking – aus zivilrechtlicher und strafrechtlicher Sicht” (Protection against Violence and Protection against Stalking – From the Civil Law and Criminal Law Perspective), 2010

## Federal Ministry of Defence and Sports

### Projects:

- Womensport Goes School: Since 2004, several projects have received funding under cooperation projects organized jointly by professional sports associations, sports clubs, schools and the University of Vienna (Volleyball Goes School, Womensport Goes School Icehockey, Womensport Goes School Cycling, Womensport Goes School Table Tennis, Womensport Goes School Inline-Skaterhockey, Womensport Goes School Ultimate Frisbee, WoGoS Women Skijumping Austria, WoGoS Trampolining, WoGoS Going to the Top). Development of opportunities and creation of individual framework conditions for sports education for pupils, care before and after sports exercises and integration of pupils in sports clubs
- Pilot project “Fußball-Leistungsmodell Mädchen” (Performance Model for Girls Playing Football)
- Call4Girls
- European Sports-Au Pair
- Innovative structural project for up-and-coming female handball talents
- Medicine and Health in Female Sports
- Swimming in Mumbai
- “Bewegte Mädchen – Bewegungsprojekt für Migrantinnen” (Girls in Motion – Exercise Project for Migrant Girls)
- Hockey Goes School Girls

## Studies / Publications:

- Study on “Mädchen, Frauen & Sport” (Girls, Women & Sports) dealing with the relationship girls and women in Austria have with sports taking account of special factors of female life settings identified by gender research (i.e. participation in the overall offer of sports activities, motivation to exercise, barriers that impede access to sports)
- “This could be you! Sportlerinnen als Role Models für Mädchen und Frauen. Spitzensport als Inspiration von Breitensport” (Athletes as Role Models for Girls and Women. Top-Class Sports as an Inspiration for Recreational Sports), biographies of female recreational and top athletes and their stories about access to sports as the basis for a brochure presenting inspiring role models.
- Research project “Mädchen bleiben am Ball – Motivationsstrukturen in der sportlichen Betätigung von Mädchen” (Girls on the Ball – What Motivates Girls to Exercise), as part of this project 453 girls aged between 10 and 16 were questioned about factors which motivate them to or prevent them from actively participating in ball sports

## Federal Ministry of Science and Research

### Projects:

- fFORTE – “Frauen in Forschung und Technologie” (Women in Research and Technology)<sup>29</sup>
  - ▶ “DOC-fFORTE – Austrian Academy of Sciences (ÖAW)<sup>30</sup>
  - ▶ L’Oreal – Scholarship for young female scientists involved in fundamental research in Austria<sup>31</sup>
  - ▶ fFORTE WIT – Women in Technology Dissertantinnen (project directed at women writing their doctoral thesis) – Vienna University of Technology<sup>32</sup>
  - ▶ fFORTE – “Wissenschaftlerinnenkolleg FreChe Materie” (an initiative directed at highly skilled female students offering them the opportunity to take their doctoral degree in chemical materials) – Graz University of Technology / Chemistry<sup>33</sup>
  - ▶ “Excellentia. Ein High Potentials Programm für Österreichs Universitäten” (a high potentials programme for students at Austrian universities)<sup>34</sup>
  - ▶ fFORTE\_Coachings<sup>35</sup>

<sup>29</sup> [www.fforte.at/](http://www.fforte.at/)

<sup>30</sup> [stipendien.oeaw.ac.at/doc-fforte-frauen-in-forschung-und-technologie](http://stipendien.oeaw.ac.at/doc-fforte-frauen-in-forschung-und-technologie)

<sup>31</sup> [stipendien.oeaw.ac.at/loreal-oesterreich-stipendien-fuer-junge-grundlagen-forscherinnen-in-oesterreich](http://stipendien.oeaw.ac.at/loreal-oesterreich-stipendien-fuer-junge-grundlagen-forscherinnen-in-oesterreich)

<sup>32</sup> [www.tuwien.ac.at/dle/koostelle/women\\_in\\_technology/](http://www.tuwien.ac.at/dle/koostelle/women_in_technology/)

<sup>33</sup> [frechematerie.tugraz.at/sites/frechematerie/index.php](http://frechematerie.tugraz.at/sites/frechematerie/index.php)

<sup>34</sup> [www.bmwf.gv.at/startseite/mini\\_menuue/das\\_ministerium/gender/programme\\_und\\_initiativen/excellentia/](http://www.bmwf.gv.at/startseite/mini_menuue/das_ministerium/gender/programme_und_initiativen/excellentia/)

<sup>35</sup> [www.fforte-alumninetzwerk.at/www/1/website.php?id=/index.php](http://www.fforte-alumninetzwerk.at/www/1/website.php?id=/index.php)

- Measures to promote up-and-coming talents
  - ▶ Gabriele Possanner State Prize and Gabriele Possanner Promotion Prize, awards for scientific achievements to promote gender democracy from 1998 onwards
  - ▶ Hertha Firnberg Programme, 1998
  - ▶ Käthe Leichter Awards/Visiting Professorship, 2004
  - ▶ Oktavia Aigner Rollet Visiting Professorship, 2004
  - ▶ Charlotte Bühler Programme, 2004 – 2005
  - ▶ Elise-Richter-Programme, 2006
- “Frauenpolitischer Beirat” (Advisory Council on Women’s Policy Affairs) in the Federal Ministry of Science and Research, 2003 – 2009
  - ▶ Gender Monitoring
  - ▶ Gender Budgeting (funding of studies, staff structure in the Federal Ministry of Science and Research, promotion of research)
  - ▶ Visibility activities
- Unikid, from 2000
- “FIT – Frauen in die Technik” (Getting Women into Technology), until 2006
- Implementation process of the 2002 University Act, gender mainstreaming in the steering instruments provided for under the University Act, 2003 – 2006
- Tender on “The Implementation of Successful Strategies to Integrate Gender Mainstreaming in the Tertiary Education System”, 2005 – 2006
- Promotion of women in the drafts on performance target agreements, from 2007 onwards
- “Gender Budgeting als Beitrag zur Demokratisierung europäischer Wirtschaftspolitik” (Gender Budgeting as a Contribution to the Democratization of European Economic Policy), findings as of end of 2007
- Tendering for the Research Infrastructure Programme IV and for university professorships, 2007 – 2008: Gender equality policies and gender specific subjects were clearly taken into account
- Gender Monitoring under uni:data, from 2008 onwards

#### Events:

- “Wie kommt Gender in das neue Universitätsmanagement” (How to Include Gender Aspects in the New University Management Model), 2005
- Summer School for young scientists, 2007

- “Wissenschaft von Innen” (Science from the Inside), from 2008 onwards
  - ▶ Lise Meitner Lectures, from 2008 onwards
  - ▶ Media training seminars for female scientists, from 2008 onwards
  - ▶ Film series on “Female Scientists in Films”, competition and prize for the best script, 2009
  - ▶ Film series on biodiversity / competition and prize for the best script, 2010
  - ▶ “Women and Professorships”, survey, Vienna 2009
- Successful Strategies for Implementing the 40 Per Cent Quota of Women, 2010

### **Studies / Publications:**

- “Materialienbände” (Material volumes) – documents and material on promoting women in research<sup>36</sup>
- Guideline on “Wie kommt Gender in die Forschung?” (How Can Gender Issues Be Included in Research?), 2004
- Survey on and Evaluation of the Promotion of Women at Austrian Universities, 2006
- Gender Budgeting in Research Programmes, 2007
- Gender Budgeting as a Contribution to the Democratization of European Economic Policy 2007
- 10-Point Programme to Promote Women in Science and Research, 2007
- Needs Analysis for an (Umbrella) Network for Female Scientists, 2008
- “Excellentia”, 2004 – 2008. 106 new professorships at Austria’s universities, 2009
- Quality Development of the Appointment Management at Austrian Universities, 2010
- Accompanying evaluation of the “Excellentia” programme<sup>37</sup>
- “Das ABC der Kinderbüros” (The ABC of Children’s Offices), 2010

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<sup>36</sup> [bmf.gv.at/startseite/mini\\_menu/service/publikationen/wissenschaft/publikationen\\_gleichstellung\\_und\\_frauenfoerderung/materialien\\_foerderung\\_von\\_frauen/](http://bmf.gv.at/startseite/mini_menu/service/publikationen/wissenschaft/publikationen_gleichstellung_und_frauenfoerderung/materialien_foerderung_von_frauen/)

<sup>37</sup> [bmf.gv.at/uploads/tx\\_contentbox/2\\_zw-bericht\\_juli2008.pdf](http://bmf.gv.at/uploads/tx_contentbox/2_zw-bericht_juli2008.pdf)

## Federal Ministry for Transport, Innovation and Technology

### Projects:

FEMtech is a programme which was launched by the Federal Ministry for Transport, Innovation and Technology under the fFORTE initiative to promote equal opportunities in research and technology. The programme aims to give targeted support to women and modify the framework conditions in industrial and non-university research in a way that equally meets the needs of women and men. FEMtech is implemented by the Austrian Research Promotion Agency FFG (Forschungsförderungsgesellschaft). The FEMtech programme offers a wide range of coordinated and harmonised measures and activities<sup>38</sup>:

- FEMtech activities: FEMtech supports awareness-raising, sensitising and visibility activities in the context of women in research and technology, including “FEMtech Expertin des Monats” (Female Expert of the Month), “FEMtech Expertinnendatenbank” (Database on Female Experts), “FEMtech Netzwerktreffen” (Network Meetings) and “Forum NaWi(Tech)” (Natural Sciences and Technology Forum)
- FEMtech promotion and funding programmes: financial resources and counselling services are provided under the three subprogrammes “FEMtech Karriere” (Career); “FEMtech Karrierewege” (Career Paths); “FEMtech FTI-Projekte” (Research, Technology, Innovation Projects)
- “FEMtech Wissen” (Knowledge): FEMtech provides relevant data and information, presents studies and publications as well as relevant thematic abstracts on national and international research activities. FEMtech Wissen includes: data, “genderDiskurs” (gender discourse), FEMtech publications and literature.

### FEMtech Publications:

- “genderDiskurs” (Gender Discourse) includes contributions and articles on current issues and focuses on specific topics and aspects dealing with “Women in Research and Technology”. A total of 11 “genderDiskurses” have been published since 2008 dealing with specific priority issues like the current employment situation in research and development (R&D), possibilities for making jobs in the natural-science and technical sector more attractive to women, etc.
- In 2009 the “Staatspreis für Chancengleichheit in F&E” (The State Prize for Equal Opportunities in R&D) was for the first time awarded to particularly innovative enterprises that implemented measures towards improving in-house equal opportunities. More than 33 companies and research institutions participated in the competition. The brochure presents all nominees and award winners.

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<sup>38</sup> [www.femtech.at](http://www.femtech.at)

- The Gender Booklet provides comparable and precise year-on-year data on the situation of women in about 60 non-university natural scientific-technical research facilities. Since 2003, the Gender Booklet has been presented annually at the Alpbach Technology Talks. In 2010, the publication “Brennpunkt NachwuchsforscherInnen” (Focus on Young Scientists) was presented as part of the new “Innovationsfaktor Humanressourcen” (Innovation Factor - Human Resources) series. This publication provides a summary of the findings derived from studies on topical issues like career promotion of young scientists. Since 2005 “FEMtech Expertinnen” (Female Experts) has presented 12 women each in research and technology. The brochure “Role Models. European Experts in Industrial Research”, published in 2006, offers an insight into the activities and career development of female experts working for leading European companies.
- “FEMtech – Argumentarium” (Argumentary) contains the latest available data on the situation of women in R&D and more recent literature. Based on the frequently voiced arguments, the Argumentarium discounts outdated “explanations” for the extremely low percentage of women in R&D.
- The “FEMtech Karriere” (FEMtech Career) brochure presents ten best practice projects that have received funding under the career-funding scheme. These projects implement measures to promote equal opportunities and support female scientists in realising their career goals.
- Guidelines: a guideline on the gender-sensitive implementation of events and workshops organized as part of the Ministry’s RTD programmes was prepared under FEMtech (2005). A guideline on the linguistic equality of women and men in the Ministry’s RTD programmes was also prepared (2005).

### **FEMtech Studies:**

- Study on: “Betriebliche Frauenförderung, Human Ressource Frau – Eine betriebswirtschaftliche Betrachtung” (Promotion of Women in and by Companies, Women as Human Resources – A Business-Management Observation) (2004). Various approaches are presented, discussing the promotion of women in companies as well as work-life balance activities from a business-management point of view).
- Study on: “Der Frauenanteil in bmvit-Programmen und Maßnahmen zur Erhöhung der Chancengleichheit in künftigen Ausschreibungen” (The Percentage of Women in Programmes Launched by the Federal Ministry for Transport, Innovation and Technology and Measures to Increase Equal Opportunities in Future Tender Processes) (2004). The goal was to gather and analyse gender-specific data on the current situation on the Ministry’s innovation and technology-oriented programmes and to prepare concrete measures to increase the percentage of women in these programmes.
- Study on: “Gender Budgeting in Forschungs- und Technologieprogrammen” (Gender Budgeting in Research and Technology Programmes) prepared by Joanneum Research For-

schungsgesellschaft mbH. The study analysed the employment situation of women and men in selected programmes launched by the Ministry (2009).

- Study on: “Einkommensunterschiede zwischen Frauen und Männern in F&E” (Income Disparities Between Women and Men in R&D) prepared by Synthesis Forschung. The study discussed income disparities between women and men in industrial and applied research (2010).

### **Studies in the Field of Transport**

- “Die zivile Luftfahrt – ein old boys’ network?” (Civil Aviation – An Old Boys’ Network?), a baseline study on women in national and international civil aviation organisations, 2010
- “Frauenwege – Männerwege” (Women’s Paths – Men’s Paths). Development of methods for gender-sensitive mobility surveys), 2008
- Gender and mobility research/transport technology – preliminary study, 2009