

2nd GENDER EQUALITY ACTION PLAN "HOUSE GRAZ"

Implementation Report March 2019
graz.at/gleichstellung



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1. Introduction

The City of Graz has signed the EU-Charter for equality of women and men in local life in October 2012. It is compulsory for all signatories to hand in a Gender Equality Action Plan (https://www.rgre.de/hg_charta_gleichstellung.html).

The Gender Equality Action Plan “House Graz” (GAP) is the frame for the implementation of equality measures throughout the House Graz. Contents wise the GAP follows the EU-Charter’s fields of action, which are:

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

The implementation process is being monitored on a regular basis, reports on progress are given to the respective institutions, i.e. the City Council and the Observatory of the Charter in Bruxelles (<http://www.charter-equality.eu/>).

The implementation report gives an overview of all activities and measures taken, but cannot list each single activity and/or measure. The report aims to show whether equality measures have been successfully implemented or not.

2. Impact Orientation of Gender Equality Management

The City of Graz and its holdings are aware of their broad responsibilities in implementing the equality of women and men on all levels and all socio-political areas.

The management guideline “House Graz” of 23 September 2010 states that, in developing their strategies, the administrative departments shall follow the principle of impact orientation. This means that the available financial resources shall be invested based on the principle of the greatest possible efficiency and cost-effectiveness. By applying it consistently in the House Graz it should be guaranteed that the ever scarcer economic resources will be used with a focus on tasks of key priority.

Impact-oriented implies that managing starts at the policy aims which are geared to achieving a desired effect (purpose) in the society. It is incumbent upon administration to provide – with the financial means available (liquidity) - the services (success) in the best possible way so as to achieve the intended effect (purpose).

Efficiency targets are defined as generally not being achievable by one entity alone, but are influenced by many factors. They do not merely describe the performance of a service, but a purpose beyond that. Since efficiency targets are multicausal, the key criterion for assessment is the trend. Apart from specific strategic (impact) targets, there are also “cross-sectional issues” which must always be taken into account as “secondary effects” notwithstanding all technical considerations on impact. One such cross-sectional issue is the equality of women and men at all levels and in all sociopolitical areas. The gender-sensitive perspective must thus be incorporated into all sectors of administration and their affiliated entities as well as into all fields of action.

Equality has been achieved if all structures and decision-making processes are designed in such a way that neither women nor men are discriminated against or given preferential treatment in the choice of their lifestyles and in the distribution of power, resources and employment (definition of the Council of Europe, 1998) due to their gender.

Equality is anchored in the Austrian Constitution as a national objective and has thus also to be considered at least as a “secondary effect (or secondary purpose)” when defining an efficiency target.

A typical example for this approach is “gender budgeting”, for which “gender impacts” would be a more appropriate term. The intent is to make visible the (“secondary”) effects of gender mainstreaming in the planned and actual financial streams in all departments.

The Gender Equality (Action) Plan of the city of Graz and its holdings aims to ensure that all steps towards implementation follow the same strategy and thus achieve an overall result. In pursuing this

aim, it is of vital importance that the responsibility for reaching the equality targets as defined in the individual fields of action does not reside with one entity, but that all areas of administration and their affiliated entities also consider these (equality) targets when setting their (efficiency) targets and formulate their own efficiency targets in such as ways that their achievements trigger, in addition, positive (“secondary”) effects in gender mainstreaming.

The gender-sensitive perspective must thus be incorporated into all sectors of administration and their affiliated entities as well as into all fields of action. Equality policies are thus an integral part of each and every action and cannot be treated as a disintegrated element of another project. Equality is an integral part of management action and therefore a clear managerial task.

The Gender Equality Action plan for the City and its holdings ensures that all implementation measures follow the same strategy, thus allowing for a combined overall result.

3. Strategic Target Corridor

“Vision”

All products and services provided by the city of Graz and its holdings are designed to satisfy the different – albeit equal – needs of all citizens.

Internally, all processes and procedures are designed so as not to allow any structural discrimination against any group.

What do we want to achieve?

The Equality Action Plan of the the city of Graz and its holdings ensures that gender mainstreaming is not an empty buzzword. Concrete measures of implementation warrant that everything we do is guided by the needs of all our citizens.

What is our objective?

All products and services as well as all processes and procedures are geared towards equality. It all starts with a thorough analysis, which is followed by concrete guidelines for implementation. The attainment of the objective is continuously monitored based on indicators and figures.

What will have been accomplished when everything has been realised?

Traditional gender roles lose their importance. Partners of the city of Graz and its holdings (beneficiaries of subsidies, contractors, service providers, consultants,) are obliged, to the same extent as we are, to respect the principle of Gender Mainstreaming. Our products and services are designed to meet the requirements of our citizens. Diversity is a gain!

Objectives

- Executives are aware of their responsibilities regarding the implementation.
- Equality is an integral part of our everyday action.
- Equality targets have been defined for all sectors.
- Indicators and key figures allow the implementation to be verified.

4. Fields of Action

4.1. Field of Action „Employment, Work and Business“

Equality Objective 1:

The city of Graz creates an environment which supports the equal access of women and men to the labour market and promotes better reconciliation of work and private life.

Measure 1a) Childcare services for children up to the age 0 to 15

Indicators: Level of service for children between 0 and 3 years of age
Level of service for children between 3 and 6 years of age
Level of service for children between 6 and 15 years of age
Average opening hours

Status of implementation

In the city of Graz, the level of child care services through the ages 0 to 3 years is at 35% (EU-Barcelona-objective: 33%), for children through the ages 3 to 6 years is at 99% (EU-Barcelona-objective: 90%), for children through the ages 6 to 10 years is at 48% and through the ages 10 to 15 years is at 16%. The coverage rate and opening hours vary according to demand, i.e. there are always enough places available for all children (management control system).

Measure 1b) Support for social institutions, which offer (among other things) up-skilling measures for female re-entrants into the labor market

Indicators: Number of social institutions/organizations supported

Status of implementation

The **Department for Social Services** supports institutions in the field of labour market policy, such as **ERfA – Nähwerkstatt** (sewing workshop site for women). Subsidies for and cooperation with AMS (Employment Service Austria) and various NGOs, such as Caritas and ISOP, which themselves have gender equality as an organizational standard, take place on a regular basis. Within the city's own purview the **GraFo** (Grazer Fonds für Aufstieg und Entwicklung – the Grazer Fund for Advancement and Development (https://www.graz.at/cms/beitrag/10255147/7762114/Grazer_Fonds_fuer_Aufstieg_und_Entwicklung.html)) offers financial support.

The **Unit Women & Equality** funds women-specific institutions, which offer – among other things – up-skilling measures for re-entrants (e.g. **nowa** - (<http://www.nowa.at/>) and **Verein Frauenservice Graz – Women's Service** (<https://www.frauenservice.at/>). Within the unit's own purview training modules for women are developed, respectively special events for women are organized.

The **Education and Integration Office** funds associations relevant for their target group, which in addition have special offers for women with small children, training classes for learning German (www.danaida.at), resp. a training course for knowledge about integration and intercultural competence (www.frauenservice.at). In the field of education service one has to mention the **Bildungskoordinatorinnen** (education coordinators). These coordinators are effective, because especially women within the communities can be reached on a trustful basis. Questions concerning childcare facilities, job counselling and re-entry into the labour market are regular topics of interest.

Equality Objective 2:

The city of Graz promotes the equal access of women and men with a migration background to the labour market.

Measure 2a) Support for associations / institutions / projects that offer labour-market measures for female and male migrants

Indicators: Number of associations / institutions / projects supported

Status of implementation

Taking into account factors of multiple discrimination the city's departments (e.g. **Social Services, Women & Equality, Economic and Tourism Development**) promote associations that facilitate the access of migrant women and men to the labour market (exemplary listing: ERfA Nähwerkstatt – sewing workshop site for women, ISOP employment project). The **Unit Women & Equality** specifically promotes women's institutions with various thematic focuses, in the migration sector these are above all Danaida (<http://www.danaida.at/>), Frauenservice (<https://www.frauenservice.at/>), Mafalda (<https://www.mafalda.at/>) – specifically for girls and young women and the association Inspire with their project “Anerkannt!” – Accreditation of foreign training certificates (<http://www.inspire-thinking.at/?p=1002>). Within its own purview the unit is a partner within the EU-funded project YOUMIG – Youth Migration in the Danube Region (2016 – 2019) (<http://www.interreg-danube.eu/approved-projects/youmig>). The **Department for Economic and Tourism Development** offers events on a regular basis with the topic “Migration and Business”, “Migration and the role of Employer and the role of the Employee”. Currently, the EU-project Urban Diversity (<http://www.wirtschaft.graz.at/cms/beitrag/10289364/5115252/>) conducts a survey among employers with migratory background. Employees with migratory background find adequate employment with the city and its holdings (171 employees with migratory background in 2011 and 320 in 2017, most of them can be found at the **Geriatric Health Center** of the city (care sector) and the **Education and Integration Office** (childcare services). The city's **Children's Museum FRida & freD** had a migrant apprentice for the first time in 2017, another female one will follow in 2019.

Equality Objective 3:

The city of Graz encourages the integration of a gender perspective in labour-market policy measures for disadvantaged groups.

Measure 3a) Support of associations / institutions / projects that offer services for the second and third labour market for disadvantaged women and men

Indicators: Number of associations / institutions supported

Status of implementation

Subsidies by the **Department for Social Services** concerning labour-market policies have direct impact on special target groups (e.g. ERfA – Experience for Everybody/various target groups and especially women (sewing workshops), www.erfa-graz.at, BFI/emphasis on young people and disabled persons (<https://www.bfi-stmk.at/>), Caritas/various target groups (<https://www.caritas-steiermark.at/hilfe-angebote/menschen-in-not/arbeit/beschaefigungsprojekte/Werkstatt>), Heidenspass/target group young people (<https://www.heidenspass.cc/>).

The city's **youth centers (Department for Youth and Families)** deserve special mentioning, since they actively contribute in the field of education and employment. A new field of

action are the craft and repair workshops open for the young attendees (https://www.graz.at/cms/beitrag/10206682/7752177/Jugendzentren_in_Graz.html). The **Unit Women & Equality** promotes specific women's institutions that offer services for (multiply) disadvantaged.

A special mentioning also goes to the activities of the **IBOBB Cafe (Education and Integration Office)** (https://www.graz.at/cms/beitrag/10300661/7744770/IBOBB_Caf%C3%A9.html).

Measure 3b) active co-operation with the relevant stakeholders (e.g. Employment Service Austria, Chamber of Commerce, Chamber of Labour)

Indicators: regularly / seldom / never
Listing of examples

Status of implementation

The **Department for Social Services** is a partner within the network „Dialogue Employment“ and is also very closely cooperating with all relevant stakeholders, such as Employment Service Austria, relevant NGOs and various training centers.

The **Department for Economic and Tourism Development** within its versatile programs (crowd-funding, co-working, female founders etc.) is continually in cooperation with relevant stakeholders AMS Employment Service Austria, WK – Chamber of Commerce, NGOs).

The **Unit Women & Equality** is co-founder of and gives subsidies to the Equality Network Enterprises. The network comprises approx. 65 enterprises, which meet on a bimonthly basis in order to exchange best practices and effective labour market strategies focusing on women. New projects are designed within this network as well. Theoretical inputs are on the agenda too.

The **Department for Youth and Families** closely cooperates with the Employment Service Austria, the **Department for Social Services** and the SMS (Service of the Ministry of Social Affairs).

The **Education and Integration Office** is in close cooperation with all relevant stakeholders such as AMS Employment Service Austria, WIFI – Business Training Center, Bildungsdirektion – federal directorate of education.

Measure 3c) active participation in potential EU projects aimed at (further) developing labour-market policies

Indicators: yes / no
Listing of examples

Status of implementation

Exemplary listing:

Department for Social Services: Entry/Entrada – Rehabilitation for persons presently not available for the job market, Inclusive Activation – re-activating unemployed people for the labour market.

Department for Economic and Tourism Development: Urban Diversity (<http://www.wirtschaft.graz.at/cms/beitrag/10289364/5115252/>) for enhancing a positive attitude of citizens for a diverse urban population.

The **Unit Women & Equality** was a partner within the EU-project Senior Capital (potentials of employees 50+ with special focus on women). The follow-up project YOUMIG (youth migration in the Danube region) focused on young people, especially young females.

From 2014 to 2017 the project „Nice to Work with You“ (**Personnel Department**) brought 14 female and 6 male interns to Graz. Through Erasmus+ 11 female and 6 male interns were with the City of Graz from 2014 to 2017.

Further interns were/are taken on by the respective departments.

Measure 3d) The city of Graz, in its own purview, takes measures to ease the access of (multiple) disadvantaged target groups to the labour market.

Indicators: Number of measures
Target groups reached

Status of implementation

In its own purview the city of **Graz** takes active measures for the employment of young apprentices (e.g. Dual-Career-Training /Lehrlingsoffensive der Stadt Graz/AMS and BFI (<https://www.graz.at/cms/beitrag/10314017/8174704/>), Aktion 20000 and Step-by-Step – training and employment of young people with special needs (<https://www.graz.at/cms/beitrag/10319174/8109641/> and <http://www.gegko.at/>)). At the **Department for Youth and Families** special measures are taken for young people on the threshold between school (danger of drop-outs) and employment. For measures at the youth centers see measure 3a.

Equality Objective 4:

The city of Graz promotes career choices of young people beyond traditional role models – in particular the widening of the spectrum of jobs for girls and young women.

Measure 4a) Support for associations / institutions / projects which encourage girls and young women to choose atypical professional careers.

Indicators: Number of associations / institutions / projects supported

Status of implementation

Within the apprenticeship-training at the city of **Graz** there are more offers on the level of administrative qualification, whereas the training specter varies widely at the city's holdings, including career opportunities for girls and young women in atypical fields of work (e.g. Project „Unternehmen für Mädchen“ – Enterprises for Girls/ **Holding** as projectpartner (<http://www.u-f-m.at/>)).

The **Unit Women & Equality** gives subsidies to organizations with special offers for girls and young women (e.g. Mädchenzentrum J.AM – Girls' Center, Mafalda for young women).

A disproportionately high rise of female founders in relation to male founders can be seen at the **Department for Economic and Tourism Development**. The events series WomenEconomy (Frauen.Wirtschaft) is an additional strong impulse for the enhancement of women in economy

(http://www.wirtschaft.graz.at/cms/beitrag/10319498/5276313/Der_Buergermeister_als_Quotenmann.html).

At the City's youth centers active relevant steps are taken to break up gender stereotypes existing at the labour market.

For the **Children's Museum** the conception of exhibitions includes the overcoming of gender stereotypes as a focus of intervention. A good example for this are the 5 protagonists at the 2018/2019 exhibition with the topic „Time“ (male watch maker, female lab assistant, male tour guide, male natural scientist, female astronaut).

Measure 4b) active co-operation with relevant stakeholders (e.g. Employment Service Austria, Organizations, Companies, Chamber of Commerce)

Indicators: Number of co-operations
regularly / seldom / never

Status of implementation

See also measure 3b

The respective departments (e.g. **Social Services, Youth and Families, Women & Equality, Economic and Tourism Development, Personnel**) are in close cooperation with relevant stakeholders on a regular basis.

Example **Department for Youth and Families**: A close network exists with the Employment Service Austria, responsible bodies, the local youth departments, the Social Welfare Services and the SMS (Service of the Ministry of Social Affairs (<https://www.sozialministeriumservice.at/>)).

Equality Objective 5:

The city of Graz is actively combating the inequality in the payment of women and men for comparable work (gender pay gap /gender pension gap).

Measure 5a) Measures / co-operations related to gender pay gap / gender pension gap

Indicators: Number of measures taken / co-operations entered

Status of implementation

In 2011, the city of **Graz** voluntarily committed itself to preparing income reports, its **holdings** have to do so on a legal basis. A report on the status of equal pay within the organization goes to the city council.

The **Unit Women & Equality** (often in cooperation with the Austrian Association of Cities) - in order to raise awareness for equal payment for women and men - organizes public events on Equal Pay Day and Equal Pension Day.

Equality Objective 6:

The city of Graz promotes co-operation in networks that are active in implementing gender mainstreaming in their structures.

Measure 6a) Support for and participation in networks that integrate gender mainstreaming into their activities in the world of work

Indicators: Number of participating companies
Number of network meetings
Number of measures / activities taken

Status of implementation

The **Unit Women & Equality** promotes the Gender Equality Network for Business with the aim to actively advancing the topic of gender equality in business. The participating companies receive thematic inputs and joint projects are developed. The network meets on a bimonthly basis, each time in a different company. The 36th meeting took place in december 2018.

Various cooperation partners and stakeholders of the city have gender equality as an objective within their guidelines and regulations.
Within its own purview the city of **Graz** facilitates the international exchange of apprentices. Figures show a surplus of female apprentices.
The **Children's Museum** is in close cooperation with the Science Center Network (<https://www.science-center-net.at/>), which aims to promote access to technology and the natural sciences for girls and women.

Equality Objective 7:

The city of Graz promotes the increase of women in gainful employment which covers their vital needs.

Measure 7a) Support for associations / institutions which offer special services for women on their path towards gainful employment which covers their vital needs

Indicators: Number of associations / institutions / measures supported

Status of implementation

See Equality Objective 1, 2 and 3

The city of **Graz** in its own purview implemented the Grazer Fund for Advancement and Development/Grazer Fonds für Aufstieg und Entwicklung (<https://www.graz.at/cms/beitrag/10255147/7762114>), aiming at further qualification of citizens in low-income, resp. part-time, employment.

4.2. Field of Action „Combating Gender Stereotypes“

Equality Measure 8:

The city of Graz and its holdings acknowledge their responsibility in combating gender stereotypes in all their activities.

Measure 8a) Taking measures which counteract gender stereotypes both internally and externally

Indicators: Number of measures taken

Status of implementation

Exemplary mentioning of the **Children's Museum**: The mission statement confirms the museum to be a „house for all kids“. The name FRida & freD is its program and equally addresses girls and boys. The F&f takes its social responsibility quite seriously and puts great effort into the consideration of equal share of girls and boys within their exhibitions and programs, to preparing contents in a gender-equal and gendersensitive way and to establishing role models aside traditional male/female stereotypes. All team members are alert to question the museum's objectives in terms of stereotypes, average opinions and preexisting prejudices. The **Children's Museum** thus shows exemplary the possible and genuine effects of measures within the city's own purview.

Measure 8b) Taking action to initiate measures against sexist advertisement

Indicators: Number of measures
Number of cases

Status of implementation

The **Unit Women & Equality** gives subsidies to the Watchgroup against Sexist Advertisement (<http://www.watchgroup-sexismus.at/cms/>).

Equality Objective 9:

The city of Graz and its holdings use a gender-impartial (making both sexes visible) and gender-sensitive (no reproduction of gender roles) language in its internal and external communication.

Measure 9a) (Re-)wording of internal and external documents as well as in internet and public appearance (leaflets, folders, reports, ...)

Indicators: Level of implementation
Guideline on the use of gender-equitable and gender-sensitive language and on non-discriminatory pictorial language

Status of implementation

In its own purview the city of Graz uses gender-neutral and gender-sensitive language, this also counts true for the use of non-discriminatory visual language. To enhance the use of non-discriminatory written and oral language and picture language the city has its own guiding website (www.graz.at/gleichstellung) resp. the project Graz verständlich (Comprehensible Graz) for the use of non-bureaucratic language. As an example of concrete target group work the special edition of the city's news magazine BIG for senior citizens has to be mentioned.

Equality Objective 10:

The city of Graz counters actively the gender-specific attribution of skills.

Measure 10a) Promotion of measures which counter gender-specific attributions of skills

Indicators: Number of measures / projects

Status of implementation

The **public libraries** are a good example: Part of the purchase of media focuses on the topic of gender equality, thus promoting a critical debate on gender issues and gender stereotypes. This has a strong effect in terms of impact orientation.

Children's Museum: see Equality Objective 4

The **Unit Women & Equality** promotes special institutions, such as Mafalda and J.AM Girls' Center (<https://www.mafalda.at/>), which offer concrete measures to break up existing gender stereotypes.

Equality Objective 11:

The city of Graz promotes gender-sensitive kindergarten education which actively counters restricting gender roles.

Measure 11a) Taking measures in the city's kindergarten facilities (public and private ones)

Indicators: Number of measures

Status of implementation

The **Education and Integration Office** reports gender-sensitive and gender-neutral pedagogy in the city's childcare facilities as standard program. Proof of training of the staff members and used materials are not evident. One has to mention the extensive materials provided by the city of Vienna

(<https://www.wien.gv.at/menschen/frauen/stichwort/bildung/educationbox/index.html#gendersensibel>).

Equality Objective 12:

The city of Graz encourages gender-sensitive youth work and takes an active part towards achieving a gender-democratic coexistence of the next generations.

Measure 12a) Support for institutions / projects which implement appropriate measures

Indicators: Number of institutions / projects supported

Status of implementation

The city's **Youth Centers** have a very clear gender-sensitive approach, the **Girls' Centre** offers the adequate professional basis, used by all youth centers. A new offer are the labour market relevant workshops (bicycle repair, wood work). One also has to mention the participation projects such as the Children's Parliament with both a female and a male mayor (<http://www.kinderparlament.at/>) and the Youth Council ProAct

(Jugendgemeinderat ProAct,

https://www.graz.at/cms/beitrag/10229922/7752177/proAct_Jugendgemeinderat.html).

Additional proactive implementation steps are implemented by the offers of the **IBOBB Café** (<https://www.graz.at/cms/ziel/7745582/DE/>).

Measure 12b) Support for institutions / projects which seek to achieve gender democracy in particular in school social work

Indicators: Number of institutions / projects supported

Status of implementation

The basis of **Social Work at School** is gender equality. A quote from their goals (website <http://www.isop.at/tatigkeitsfelder/jugend/schulsozialarbeit/>):

- „Strengthening of participation and enhancing equal opportunities for children and young people.
- Acknowledgement of diversity and reduction of any kind of discrimination“.

4.3. Field of Action „Education“

Equality Objective 13:

The city of Graz and its holdings acknowledge their responsibility in providing education which takes equally into account the needs of girls and boys and of women and men without reproducing stereotyped roles.

Measure 13a) All through their offers, the city libraries respond equally to the needs of female and male users.

Indikatoren: User analysis

Status of implementation

Two thirds of the users of the **public libraries** are female and one third are male. Targetgroup-oriented purchase of media shows that the rate of male users is continually on the rise. 80 % of the users of the reading circles in care facilities for the elderly are female, 95 % of the book messengers (they read to elderly/disabled persons at home) are female (<https://www.stadtbibliothek.graz.at/?ref-type=besuch-und-buch>). The libraries' children's program **Labuka** (<https://stadtbibliothek.graz.at/index.asp?ref-type=labuka>) shows equal use of girls and boys (age 6 to 12), with respect to content topics such as gender equality, roles and needs of girls and boys, resp. women and men, are dealt with in order to enhance critical thinking of the target group. The youth program **[kju:b]** (age 13 to 18) (<https://stadtbibliothek.graz.at/index.asp?ref-type=kjub>) shows that this age group is more difficult to motivate. Both boys and girls make use of the program equally, but boys use the support for writing scientific papers more often than girls (a school requirement at the age of 17/18). The libraries also offer a variety of thematic „boxes“, including topics such as tolerance, dealing with differences, diversity and so on.

Measure 13b) Support for projects / institutions in the field of education which take specific measures to counteract gender stereotypes.

Indicators: Number of projects / institutions supported

Status of implementation

The mission statement of **FRida & freD** declares that the children's museum is a „house for all kids“. The name FRida & freD is its program and the museum addresses girls and boys equally. The **F&f** takes its social responsibility quite seriously and puts great effort into the consideration of equal share of girls and boys within their exhibitions and programs, to preparing contents in a gender-equal and gender-sensitive way and to establishing role models aside traditional male/female stereotypes. All team members are trained to constantly question the museum's objectives in terms of stereotypes, average opinions and preexisting prejudices.

Measure 13c) Co-operation with relevant stakeholders (educational institutions, schools etc.)

Indicators: yes / no
 regularly / seldom / never

Status of implementation

See also Equality Objective 3 and 4

In the range of labour market policy the city as a training company is in regular contact with the relevant stakeholders (e.g. Employment Service Austria, Job Training Center BFI). In their own purview the relevant departments have their special networks/contacts. Most of these stakeholders have their own equality objectives, which ensures a continuous development in terms of gender equality.

The **public libraries** offer approx. 600 to 700 events per year for childcare facilities and schools, intensive networking with the relevant stakeholders is therefore a given.

Department for Youth and Families: family@graz gives proof to the department's numerous networks, so does the family pass Klein hat's fein

(https://www.graz.at/cms/beitrag/10310027/7752042/Klein_hats_fein_Familienpass.html).

Equality Objective 14:

The city of Graz promotes the equal access of girls and boys with a migration background to education.

Measure 14a) Support for institutions / projects which integrate the gender perspective for children with a migration background

Indicators: Number of institutions / projects supported

Status of implementation

The respective departments (**Social Affairs, Youth and Families, Women & Equality**) give subsidies to specialized organizations.

The **public libraries** focus explicitly on topics such as migration, integration and tolerance resp. multi-lingualism when purchasing media of all kinds. A special thematic package that is directed towards childcare facilities and schools is Countries, Inter-/Cross-Culturalism and Integration, as well as Society, Religion and Tolerance.

The city's **youth centers** and **youth welfare activities** are very clear in their all inclusive approach, as are all offers by the department.

The **Department for Social Services** gives subsidies to youth employment projects/organizations such as heidenspass (<https://www.heidenspass.cc/>), Caritas Tagwerk (<https://www.tagwerk.at/>), Bicycle (<http://www.bicycle.at/>) and Jugend am Werk (<https://www.jaw.at/>).

The **Education and Integration Office** offers education coordinators, which are appointed for all relevant districts of the city. Parents' information leaflets are available in seven languages, an interpreter pool is available on demand. Since fall 2018 language assistance is compulsory in all childcare facilities.

In 2018 groups from kindergardens resp. schools could visit the **Children's Museum** free of charge. There was a plus of more than 5000 kids in comparison to 2017. Feedback from teachers show that many kids with a migratory background could only visit the museum this way.

Equality Objective 15:

The city of Graz encourages the equal access of elderly people to education.

Measure 15a) Support for institutions / projects which adopt special policies for this target group

Indicators: Number of institutions / projects supported

Status of implementation

The **Department for Social Services** has a special unit for seniors (SeniorInnenreferat) and is partner within the project LIMA – Lifequality in Age (<https://www.graz-herz-jesu.at/glauben-leben/gemeinschaft/lima/>).

For employment projects there is a special unit **Work and Employment (Referat Arbeit & Beschäftigung -**

https://www.graz.at/cms/beitrag/10232814/7762114/Projekte_fuer_den_Arbeitsmarkt.html). The special campaign Aktion 20000 (employment for people 50+) brought more than 100 new jobs for the target group within the city and its holdings.

From 2015 to 2017 the **Unit Women & Equality** was a partner within the EU-project Senior Capital, aiming at the visibility of the potentials of people 50+ at work (https://www.graz.at/cms/dokumente/10252355_7768145/a721e841/top1_GR_Informationnsbericht%20zu%20CE_Projekt_Senior%20Capital_Juli%202015.pdf).

The **public libraries** have a thematic focus on healthy and active aging (Generation Plus (<https://www.stadtbibliothek.graz.at/index.asp?ref-type=generation-plus>), as well as computer training for seniors, memory training and e-book reader counselling.

4.4. Field of Action „Health and Social Security“

Equality Measure 16:

The city of Graz takes into account gender-specific aspects in all matters related to health.

Measure 16a) Inclusion of gender-specific measures in occupational health-care management

Indicators: Number of measures

Status of implementation

The gender perspective is anchored in the organization's health management program as well (<https://mitarbeiter.graz.at/sites/grazipedia/Seiten/Personal/Betriebliches-Gesundheitsmanagement.aspx>), both in the area of physical and mental health.

Measure 16b) Support for institutions / projects which take into account gender medicine

Indicators: Number of institutions / projects supported

Status of implementation

The city of **Graz** funds the respective organizations such as the Women's Health Center ([Frauengesundheitszentrum Graz](#)). In the **Health Department**, about half of the funding goes to organizations with a focus on women (Women's Service / <https://www.frauenservice.at/>, **Omega** / <https://www.omega-graz.at/>, Counselling for Pregnant Women/[Schwangerenberatung Caritas](#) / <https://www.schwangerenberatung.at/>, [Ikemba](#) / <http://www.ikemba.at/>). In the **Culture and Science Department**, it is evident from the applications that gender medicine is a central focus.

Measure 16c) Support for institutions / projects which offer specific health services for women

Indicators: Number of institutions / projects supported

Status of implementation

The **Department for Youth and Families** has no funding for health projects, but the [Medical Service \(Schulärztlicher Dienst\)](#) for childcare facilities and schools works inclusively, taking into account all possible factors of discrimination.

Just under half of the funding in the **Health Department** goes to facilities with a specific focus on women ([Caritas Pregnancy Counseling](#), <https://www.caritas-steiermark.at/hilfe-angebote/familien-frauen/>, [Women's Service](#), <https://www.frauenservice.at/>, [mafalda](#), <https://www.mafalda.at/>, [Omega](#), <http://omega-graz.at/>).

The **Unit Women & Equality** funds specific women's facilities, with the majority of facilities also offering services in the field of health.

Equality Measure 17:

Female and male citizens find themselves in an environment which suits their specific needs.

Measure 17a) Support for institutions / projects which include gender-specific needs in their measures

Indicators: Number of institutions / projects supported
Number of measures

Status of implementation

The services offered by the **city libraries** are cited as an example: high proportion of sheltered workplaces, all facilities barrier-free, numerous specialized media in the field of age, disability and equality, postal service for the blind and for people who cannot visit the libraries. The service of book messengers is addressed to people with disabilities as well. The city's specialized **departments** either offer target-group-specific services themselves, handle them in cooperation with external specialized institutions, or contract out services to external supporting institutions.

Measure 17b) Integration of a gender-perspective into measures related to public space (e.g. urban development/planning, greening projects, lighting, design of parks and playgrounds)

Indicators: Number of measures taken
Number of equality targets defined
Listing of examples

Status of implementation

Barrier-free access is of central importance to the **public libraries** (<https://www.stadtbibliothek.graz.at/index.asp?ref-type=barrierefrei-und-integrativ>). The **City Construction Directorate** completed a series of workshops for the construction departments in 2018 on the topic of "Gender in Construction/Public Space"; the end is scheduled for summer 2019; the result will be a guide. The **Accessible Building Unit** is involved in all tenders. Guides are available (<https://www.graz.at/cms/ziel/7712701/DE>). In the area of **Education and Integration**, open space design in schools should be emphasized here (boys prefer structured fields, e.g. soccer, while girls prefer open spaces and places of retreat). All new school construction and renovation projects include gender-specific requirements, see also the **GBG** guideline "Gender-Sensitive School Construction". The implementation is also evident in SMART CITY Waagner-Biro-Areal, where completion is scheduled for fall 2019.

Equality Objective 18:

The city of Graz takes measures to ensure the equal participation of citizens facing difficult social circumstances in all areas of societal and social life.

Measure 18a) Support for measures which enable equal participation of (multiple) disadvantaged male and female citizens in all sectors of societal und social life

Indicators: Number of measures supported
Number of persons reached

Status of implementation

A variety of measures from different departments (e.g. **Social Affairs, Youth and Families, Health, Sports**) offer a wide range for inclusive participation in social and civic life.

Examples include children's sports and vacation offers, offers of the senior citizen's unit, subsidies for school start, culture pass (province of Styria).

The list of subsidies, e.g. of the **Social Services**, clearly shows the inclusive approach, taking into consideration all possible factors of (multiple) discrimination.

In its own purview the project Step-By-Step (employment of handicapped people, https://www.graz.at/cms/beitrag/10319174/8109641/Fortsetzung_fuer_Erfolgsprojekt_Step_by_Step.html) has to be mentioned.

Measure 18b) The city of Graz takes account of gender and diversity criteria in its health mission statement.

Indicators: yes/no/partially

Status of implementation

The city of **Graz** has anchored the gender perspective in its Health Policy (Gesundheitsleitbild der Stadt):

„Guiding Principle 1 – Health for All

Graz is oriented towards a holistic concept of health and pursues in its health policy the framework concept of the WHO, which is “Health for All”, which aims at achieving equal health opportunities. The city of Graz understands the term health as a positive, dynamic and individual state, which comprehensively refers to physical as well as social and mental aspects. In its work, Graz aims above all to ensure equitable access to health resources for all citizens of the city. Therefore, health policy concepts, offers and measures should also take into account the importance of target-group-specific characteristics such as social situation, cultural origin, religious conviction, residence status, life phase and life situation, lifestyle, minority status, age and sexual orientation. Attention to biological and sociological sex (sex and gender) comes into play in all areas as an influencing factor and as the basis of all action.“

(https://www.graz.at/cms/dokumente/10225759_7768145/77fedf51/nt17%2BBLG.pdf, p. 10).

4.5. Field of Action „Equal Access to Services and Funding“

Equality Objective 19:

The city of Graz and its holdings direct all their products and services towards equality and thus also take into account factors of multiple discrimination (education, origin, social status, ...).

Measure 19a) Integration of gender and diversity goals into the strategic control tool – the Balanced Score Card – of all departments

Indicators: yes / no

Status of implementation

The following proposal for the Balanced Score Card was sent to all departments:

„The city administration of Graz is actively working on gender equality. The Gender Equality Action Plan is our guideline for implementation.

The city of Graz and its holdings design all products and services in a way to meet the specific and common needs of all citizens.

Internally, all processes and procedures are designed in a non-discriminatory way.“

In some cases, the departments have integrated this general formulation as an overall goal or have very specific equality goals (e.g. **Personnel Department:** increase of women in executive positions, work-life balance, **Culture and Science Department:** establishment and expansion of the gender section in the municipal libraries).

Measure 19b) All products and services provided by the city of Graz are aimed at ensuring equality (impact orientation).

Indicators: Documentation of the gender and diversity perspectives in planning projects
 Formulated gender-sensitive efficiency targets

Status of implementation

See Equality Objective 17

Measure 19c) Holiday and leisure activities are planned and offered with due consideration for the specific needs of girls and boys.

Indicators: Listing of examples of activities
 Number of girls and boys participating

Status of implementation

Despite positive developments, the **Sports Department** still has a clear surplus of male course participants (57,1%), although this is subject to annual fluctuation. There is also a clear surplus of male club members (61,6%) and young male members (60,8%). The ratio is balanced for the TOP 3 World Championships/European Championships, while men predominate for national championship titles (73,9%).

The **Department for Youth and Families** reports 163 event days for 904 children during school holiday seasons. Gender-segregated data collection is regrettably not available.

For the public libraries see Equality Objective 13

Since 2017, the **Children’s Museum** has offered free attendance to a child from a low-income background at the summer academy.

Measure 19d) In the granting of social transfers, equality criteria are considered by paying particular regard to multiple discriminations.

Indicators: Submission of awarding criteria
Number of cases
Services for special target groups

Status of implementation

In addition to the requirements under federal law, reference is made to the respective requirements, especially in the area of **Social Services** and **Housing**. The funding structure of the **Department for Social Services** reflects all grounds of discrimination according to the Provincial Equal Treatment Act (age, ethnicity, gender, sexual orientation, disability, religion/belief). When allocating housing, criteria such as single parenthood (for both sexes) are specifically taken into account.

Measure 19e) Preparation of a catalogue of criteria to take account of the special needs of women and men in all planning and building projects, including public spaces (parks, playgrounds, public transport stops, ...).

Indicators: Listing of the criteria
Degree of implementation

Status of implementation

See Equality Objective 17

Milestones have been reached in the field of building and city planning, bringing long-term goals on the way. Guidelines for gender-neutral and gender-sensitive building and planning are almost finished, for school buildings these guidelines are already in use.

The **Education and Integration Office**, as the schools' owner, is also involved and considers the specific and common needs of girls and boys in their strategic planning.

These measures specifically ensure that external partners are involved, thus moving continually and on a broad basis towards gender equality.

Measure 19f) Multilingual and barrier-free information is provided to the population in the respective fields of action.

Indicators: Degree of implementation
Listing of examples

Status of implementation

Barrier-free and multilingual leaflets and brochures are provided by many departments, mostly in English, French, BKS (Bosnian, Serbian, Croatian), Turkish, Romanian, Hungarian, Russian and Farsi.

Exemplary listing:

Education and Integration Office - "New in Graz", **Department for Civil Services** – registration for residency, **Department for Youth and Families** – Parents' Counselling – In Good Hands from the Start, **Department for the Environment** – Waste Separation, **Health Department** - tuberculosis examination and examination for sex workers, **Department for Economic and Tourism Development** – leaflet for founders, **City Directorate** – security management leaflets. A large number of multilingual and barrier-free documents are available through the respective external specialized institutions.

Measure 19g) Measures are taken within one's own purview to eliminate structural handicaps affecting special target groups.

Indicators: Target groups addressed
Number of measures taken
Listing of examples

Status of implementation

Within the city, projects such as "Connecting Women", the continuation of the Step-by-Step project, the Graz Fund for Advancement and Development and the apprenticeship offensive are worth mentioning. The respective departments support associations/organizations that provide services for special target groups.

Equality Objective 20:

The city of Graz tries to make sure that public funds are allocated equitably – gender budgeting/impact orientation.

Measure 20a) Subsidy schemes take account of the Charter on Human Rights

Indicators: yes / no / partially

Status of implementation

The general application form for subsidies does not include questions concerning the human rights charter, the application forms from the departments **Education and Integration, Women & Equality, Culture/Science and Social Services** do include them. The 2017 Culture Report of the city of Graz shows an explicit gender reference in all divisions and also lists concrete gender budgeting indicators. (http://static.kulturserver-graz.at/kultur/pdfs/kunst_kulturbericht_2017.pdf).

Measure 20b) The city's independent Court of Auditors includes gender and diversity performance in its audits if required.

Indicators: yes / no / partially
Listing of the current situations as observed in regard to gender and diversity performance and/or recommendations

Status of implementation

Depending on the audit report, the implementation or goal setting of equality is also reviewed, exemplified by: **Children's Museum** audit report (2014), **City of Design** (2014), **Public Procurement** (2017) (https://www.graz.at/cms/beitrag/10029027/7751130/Pruefberichte_nach_Jahren.html).

Measure 20c) Linking of the procurement process to gender aspects in all calls for tender by the city of Graz

Indicators: Degree of implementation in the procurement of services
Degree of implementation in construction tenders and requests for proposals
Degree of implementation in supply contracts

Status of implementation

See the audit report of the City Audit Office on public procurement (https://www.graz.at/cms/dokumente/10029027_7751130/34d9f373/Einhaltung%20von%20Kriterien%20bei%20Auftragsvergaben%20des%20Hauses%20Graz%20Final_signiert.pdf). Procurements in the range of housing include criteria such as employment of apprentices and persons 50+.

Measure 20d) Development of criteria to include gender and diversity criteria in the promotion of business and tourism.

Indicators: Degree of implementation

Status of implementation

No implementation steps according to the measure, but other forms of implementation ([see measure 20e](#)).

Measure 20e) Support for women who want to become self-employed or wish to set up business.

Indicators: Number of measures supported

Status of implementation

There is no separate "women's track" in the **Department for Economic and Tourism Development**, but the number of female founders is increasing faster than the number of male founders. The department's individual programs/offers (e.g. Female Founders), however, address the special and common needs of their male and female customers.

4.6. Field of Action „Safety, Security and Protection from Violence“

Equality Objective 21:

The city of Graz and its holdings take account of the differences between women and men as regards their need for safety and security and regarding the extent to which they are affected by violence in all planning and building projects.

Measure 21a) Catalogue of criteria to take account of the special needs of women and men in all planning and building projects, including public spaces (parks, playgrounds, public transport stops, ...)

Indicators: Listing of criteria
Measures implemented

Status of implementation

See Equality Objective 17 and 19

Measure 21b): Measures taken by the city in its own purview which respond to the safety and security needs of its citizens.

Indicators: Number of measures taken

Status of implementation

The city offers a telephone for the way home (Heimwegtelefon - https://www.graz.at/cms/beitrag/10277306/7748908/Neues_Service_fuer_mehr_Sicherheit_Heimweg.html), a tool for more safety, which is used to 90% by women in the age group 24 to 29 years. Tasks and results of the city's security unit can be found at https://www.graz.at/cms/beitrag/10205292/7748870/Ordnungswache_der_Stadt_Graz.html). The SINFO – Security Information Center Graz (<http://sinfo-graz.at/wordpress/>) also offers low-threshold service for all citizens.

Special protection facilities are sponsored by the respective departments (e.g. TARA, Caritas DIVAN), resp. are operated by the departments themselves (e.g. women's hostel, men's hostel).

Equality Objective 22:

The difference between women and men in dealing with crises, in accepting assistance and in gender-sensitive preventive work to avert crises are taken into consideration.

Measure 22a) Support for institutions / projects / measures which offer gender-sensitive and gender-specific services

Indicators: Number of institutions / projects / measures supported

Status of implementation

Organizations with special focus on violence prevention receive fundings. For example: hazissa – prevention against (sexual) violence (<https://www.hazissa.at/index.php/willkommen/>), Association for men and gender issues (<https://vmg-steiermark.at/de/verein/allgemein>), Emergency Hotline for Men (<http://www.maennernotruf.at/>), Association for women's homes Styria (<http://www.frauenhaeuser.at/>).

4.7. Field of Action „Internal Gender Equality“

Equality Objective 23:

It is the declared objective of all organisations to ensure equality between women and men in the access to all positions and at all levels of hierarchy.

Measure 23a) Implementation of Gender Impact Assessment

Indicators: Degree of implementation of GIA

Status of implementation

A large part of the GIA (Gender Impact Assessment) is being implemented on an ongoing basis, such as income-reports, gender-segregated data collection (also for training courses), handbook for gender-equal recruitment. The **Personnel Department** has anchored the increase of women in management positions as a goal in its Balanced Score Card.

Measure 23b) Active PR campaigns, targeted information to other institutions in order to motivate women to apply for a job with the municipal fire brigade

Indicators: PR measures

Number of female applicants in relation to the total number of applications

Status of implementation

Transparency has been significantly increased with regard to the admission procedure for the city's fire brigade. There is a presentation of all selection steps on the website, there were/are information events (http://www.katastrophenschutz.graz.at/cms/dokumente/10106612_2090541/a0be6915/Aufnahmerichtlinien%202016%20BF%20Graz.pdf). Campaigns led to female applicants, though so far there are no female fire-fighters. In 2019, the cooperation with AMS Styria will begin with the specific goal of recruiting women for the city's **Fire Department**.

Equality Objective 24:

Increasing the share of women in managerial positions is actively pursued.

Measure 24a) Awareness raising campaigns among persons involved in the recruitment of staff

Indicators: Number of measures taken

Status of implementation

All the city's job advertisements include the following: „Enhancement of women: The city of Graz is actively working on gender equality. What do we do in case of underrepresentation of women? In case of equal aptitude, we give the position to women until we reach equality in representation.“ The proportion of female executive staff is 33% (it was 20% in 2011). The percentage of female executive staff at the **Children's Museum** is 71,4%.

For recruitment procedures there is the Gender-Sensitive Recruitment handbook, strategic dialogues with executive staff have taken place in 2016. The **Personnel Department's** goal is to increase the quota of women in executive positions.

Equality Objective 25:

Measures to reduce the income gap between female and male employees are implemented.

Measure 25a) The city of Graz undertakes, on a voluntary basis, to draw up income reports; included are its holdings with more than 150 employees.

Indicators: Drawing up of income reports every other year

Status of implementation

Income-reports of the city administration and two of its holdings are prepared in accordance with the law. The City Council received information reports in 2012, 2014, 2016 and 2019.

Measure 25b) If underrepresented in managerial positions, female employees receive special support to optimize their career development if required.

Indicators: Measures taken

Status of implementation

The proportion of female executives has effectively risen. There is no special program for junior executives. Recruitment is regulated by the objectivity guidelines.

Measure 25c) Women's mentoring is used as an active tool to increase the share of women in managerial positions.

Indicators: Degree of implementation

Status of implementation

A women's network Frauen.Verbinden (Women.Connect) has been active since 2015. The relevant municipal council committee received a detailed report in April 2018.

Equality Objective 26:

Models to improve reconciliation of work and family life are designed for both women and men.

Measure 26a) Number of part-time employment models for women and men

Indicators: Number of women and men working part-time in relation to the total number of part-time employees

Status of implementation

All possible variants for part-time employment are available. The majority (75,3%) of the 951 employees who use part-time work between 50% and 75%. 8,9% work to the extent of less than 50% and 15,8% work more than 75%. (100 % = 40 hours per week).

Measure 26b) Measures to promote paternity leave

Indicators: Concept
Number of males on paternity leave

Status of implementation

In 2017, nine employees went on father's leave for a month and further nine male employees went on parental leave. The active promotion of fathers' leave for parental care is also part of the Women's Enhancement Program and is an instrument for promoting women's careers ("everyone is on parental leave, parental leave is not an issue for mothers only").

Measure 26c) Management functions can also be carried out in part-time working schemes.

Indicators: Number of executives working part-time

Status of implementation

The possibility of part-time employment in the area of management positions is anchored in the Women's Advancement Program (https://www.graz.at/cms/beitrag/10023393/7753526/Gleichbehandlungsbeauftragte_der_Stadt_Graz.html), the actual need – especially for heads of departments – is obviously not given or cannot be realistically implemented.

Measure 26d) Enabling contacts to be maintained and further training opportunities during maternal/paternal leave

Indicators: Development of a concept specifying the requirements
Degree of implementation

Status of implementation

Employees on parental leave can stay in contact. Nevertheless, there is a new project to establish concrete measures. The beginning of the conceptual phase is January 2019, the project team consists of the **Personnel Department, Unit Human Resources Development, Equality Management and Employee Representation.**

Equality Objective 27:

The city of Graz and its holdings incorporate GM into measures to maintain and promote the good health of their employees.

Measure 27a) Occupational healthcare management includes gender-specific aspects (e.g. addiction prevention).

Indicators: Number of measures taken

Status of implementation

The occupational health management (physical health) has included the gender perspective from the beginning on. Participation in health-promoting seminars (VAG) and measures (e.g. healthy breaks) shows a clear surplus of female participants.

Measure 27b) Gender-sensitive conflict management (guideline) and deployment of conflict mediators with adequate gender competence

Indicators: Number of measures taken

Status of implementation

Conflict mediators receive specialized training on a regular basis. Consideration of gender-specific issues is an integral part of their actions.

Equality Objective 28:

The city of Graz and its holdings enhance gender competence and train their employees accordingly in order to create a solid basis for the monitoring and controlling of all implementation measures.

Measure 28a) specific further training units are offered on an ongoing basis as needed

Indicators: Number of training units

Status of implementation

On a subject-specific basis, strategic dialogues have taken place with managers as part of the recruitment process in order to shed light on the selection process from a gender perspective. The manual for gender-equitable personnel selection has been in use since 2016. Workshops on gender-appropriate and gender-sensitive language and non-discriminatory imagery with an expert from Vienna took place for all public relations staff.