

KATHRIN GAAL

AMTSFÜHRENDE STADTRÄTIN FÜR
WOHNEN, WOHNBAU,
STADTERNEUERUNG UND FRAUEN
VON WIEN

**Vienna's Pledge to the European Pillar of Social Rights
Commitment to Principle 2 "Gender Equality"**

The advancement of women has played an important role in Vienna for more than 25 years. In 1992, the City established a separate department for women's affairs (Municipal Department 57). Equality between women and men has been an important objective in all areas of the City Administration ever since, including human resources, urban planning and development, education policies, women's health, and labour market policies.

We are convinced that we can only achieve equality if it is perceived as a cross-cutting topic that concerns us all. Several offices have been established in the City Administration for this purpose (e.g. gender mainstreaming and gender budgeting units, equal opportunities advisors, women's health programme). In addition, the women's affairs department has created a number of projects for the advancement of women as well as services for women in Vienna. It has also funded initiatives and associations that deal with women's issues and provide women and girls with advice and support. Vienna has currently got four women's shelters providing a safe home for women and children who have experienced domestic violence. In 2020, Vienna will build a fifth shelter with room for 50 women and children. Advice centres such as the 24-Hour Women's Emergency Helpline of the City of Vienna provide women in emergency situations with help and support at all times.

Equitable participation in the world of labour is an essential prerequisite of economic independence and self-reliance for women. Vienna has successfully implemented numerous measures to achieve this aim: kindergarten is free-of-charge and forms the basis for parents to balance work and family life. There is citywide childcare for all children from birth to six years of age. Vienna has already exceeded the Barcelona targets with a childcare attendance rate of 90 percent for children between ages 3 and 6. Kindergartens in Vienna also focus on gender-sensitive education with the aim to overcome gender role stereotypes at an early age and take preventive action against discrimination in the labour market. The "Take Our Daughters to Work Day" was established in Vienna in 2002 to empower girls and provide them with the opportunity to explore careers in all fields of work. About 3,000 girls and 160 businesses participate each year. In addition to a large network of advice centres, the Vienna Employment Promotion Fund was established as an important instrument to support women in enhancing their skills and qualifications. The Vienna Business Agency supports the advancement of women in traditionally male-dominated sectors such as research and technology, for example, by granting bonuses for women in top jobs. The City of Vienna started a pilot project in 2010 that linked public procurement to gender aspects and the advancement of women in the workplace. It has been one of the most effective measures of women's policies so far. This is most clearly reflected in the fact that Vienna shows a by far narrower gender pay gap than the rest of Austria. In 2018, women in Vienna earned 15.2 percent less than men while the Austrian average was at 19.9 percent.

The focus in the next few years will be on gender and digitisation as well as on working with girls and boys to overcome gender stereotyping and to take prevention efforts to achieve equality in the labour market. In addition, we will establish a low-threshold service office providing women with information and advice.

Vienna strives to enhance its leading role in the area of gender equality. Because gender policies have a long-standing tradition and a promising future in Vienna.



Kathrin Gaál
Executive City Councillor
for Women's Issues and Housing
City of Vienna

Vienna, 15 January 2019