

# Study on gender training in the EU mapping, research and stakeholders' engagement - Austria- Country profile



**Study on gender training in the European Union: mapping, research and stakeholders' engagement (2012-13)**

**Austria**

**POLICY FRAMEWORK**

The framework for gender mainstreaming is based on the following key decisions by the Council of Ministers since 2000:

- establishment of an interministerial working group on gender mainstreaming and gender budgeting (2000);
- agreement of a work programme for gender mainstreaming (2002);
- a requirement for a targeted implementation of gender mainstreaming at the federal level (2004);
- agreement of 'Guidelines for gender mainstreaming in legislation and Guidance on gender budgeting in public administration' (2006); and
- agreement of the steps to be taken for 'sustainable implementation of gender mainstreaming and the areas where further actions are required' (2011).

The government has committed to supporting all staff through training activities to strengthen their competences on equal opportunities. Since 2006, with the legal obligation to implement gender budgeting at all levels by 2013, there has been a focus on gender budgeting training. A training programme was developed on the budget law reform including modules for staff in federal and state administrations. Gender training is coordinated by the interministerial working group for gender mainstreaming and gender budgeting and managed by the Department for Gender Equality Policies and Legal Matters of the Division for Women and Gender Equality of the Federal Chancellery of Austria.

**GENDER TRAINING IN PRACTICE**

New employees in the federal government complete up to five hours of gender training, and further training is also offered to staff over time. Various types of gender training are provided at different levels, ranging from basic awareness-raising training to courses addressing specific questions in a particular policy field. All ministers provide gender training as a part of their gender mainstreaming plans. Gender budgeting training seminars are often organised as a forum to work on practical examples and include exercises on applying the techniques.

Gender training for military staff is usually delivered by in-house experts, or externally by external bodies. Advanced gender training is organised by the Academy for Federal Administration (Akademie für Bundesverwaltung). Some departments have their own educational institutions, which offer training on relevant themes. Information about gender training experts and resources is provided online by the government's interministerial working group on gender mainstreaming.

The commitment to gender mainstreaming and to the implementation of gender budgeting apply to the regional and local levels, although strategies on staff training and implementation vary among regions and municipalities. Gender training is provided by in-house experts or external courses. Gender training is also provided as part of a broader package, and since 2007 interest has grown in issues of diversity and gender management.

## Downloads



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EN (PDF, 408.64 KB)

## Metadata

**COUNTRY:** Austria

**AREAS:** Gender equality training

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**ISBN:** 978-92-9128-277-9

**DOI:** 10.2839/28390