Gender Training in Austria

Conceptual framework and good practices

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Contents

- Gender Mainstreaming
  - Political Basis
  - Gender Training
  - Good Practice

- Gender Budgeting
  - Legal Basis
  - Implementation in the Budget
  - Good Practice
Gender Mainstreaming – Political Basis

Resolutions of the Council of Ministers

2000: Establishment of the IMAG GMB
2002: Working programme for gender mainstreaming
2004: Definition of gender equality meta-goals
2008: Endorsement of the use of the Guidances on Gender Budgeting and Gender Mainstreaming in Legislation
2011: Sustainable implementation of gender mainstreaming
Gender Training to implement the Gender Policy Strategy

- Raising awareness and sensitising ministers and state secretaries
- Raising gender expertise and teaching special skills to members of the IMAG GMB, managers and employees
- Facilitating the application of the guidances on gender mainstreaming in legislation and gender budgeting
- Supporting the implementation of gender budgeting in performance and outcome-oriented management
Evaluation „10 years of GM in the federal public administration“

**Result:**
- Senior executives are much better informed about gender mainstreaming than members of staff.
- There is a strong need for (advanced) training for members of staff.

**Conclusion:**
- The government commits in its 2011 resolution to support all staff through training and information activities to strengthen their competencies on equal opportunities.
Gender Training in Public Administration - Overview

- **Basic Training**
  - Up to 4 hours of compulsory training within the ministries (definition, international context, implementation in Austria)
  - Challenges: differentiation of strategies like advancement of women vs. GM, inclusion of gender-sensitive language in training material
  - In preparation: standardised script for GM training

- **Advanced Training**
  - Centrally organised by the Public Administration Academy
  - Advanced training on current issues (e.g. human resource development)
  - In preparation: training course on gender mainstreaming
Good practice: GM as a Human Resource Development Tool (1)

Target group
Staff of the departments of human resource development, gender experts, managers

Location and Length
2 days in the Austrian Federal Chancellery's Academy of Public Administration
Good practice:
GM as a Human Resource Development Tool (2)

Objectives
- Strengthen gender competence
- Reduce stereotypes in recruitment or advancement processes

Content
- How to conduct gender-sensitive appraisal interviews
- How to find an approach of a gender-sensitive human resource development in the organisation
- Information about measures for the advancement of women (Mentoring…)

Evaluation
Gender Budgeting - Legal Basis

Art. 13 of the Austrian Constitution requires:

“Federation, Laender and municipalities have to aim at the equal status of women and men in the budget management.” (in force since 1st January 2009)

Federal Budget Act 2013:

Each ministry has to define at least 1 equality outcome objective, indicate at least 1 measure for achieving the equality outcome objective and formulate appropriate indicators for examination, implementation and measurability.
Promotion of Gender Budgeting

- Website [www.imag-gmb.at](http://www.imag-gmb.at)
  - Toolbox Gender Budgeting
  - List of experts
  - Sample of national and international best-practises

- Newsletter

- **Training measures**

- Development of manuals
  - Guidance on Gender Budgeting in Public Administration
Good practice: Gender Budgeting Workshops (1)

Target group
representatives from politics and administration

Location
In-house workshops limited to a maximum of 15 participants

Objectives
- Develop options for action
- Enable participants to formulate gender objectives, measures and indicators
Good practice: Gender Budgeting Workshops (2)

Content
- Awareness raising
- Development of gender competence
- Theoretical part
- Practical aspects
- Examples of good practise

Length
- 4 hours

Evaluation
Good practice: Gender Budgeting Workshops (3)

Training methods
inputs, practical examples, case studies, group discussion, exercises, background reading material, the “4-step-method”:

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<td>• What is the status quo?</td>
<td>• What do we want to achieve and how can we reach this goal?</td>
<td>• Implementation of measures, programmes and projects</td>
<td>• Which outcome did we achieve/which not? Why? What should we take into account next time?</td>
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Results - Examples

- Economy
- Education
- Sports
- Mobility
- Health
**Economy**

**Outcome:** Increasing the representation of women on company boards

**Reason:** 10.3% women on boards (21.5% in state-owned or partly state-owned companies)

**Output:**
- Progressive implementation of quota regulations
- Networks for women
- Databases
- Overview of all measures [www.frauen.bka.gv.at](http://www.frauen.bka.gv.at)

**Indicator:** 25% until 2013, 35% until 2018
Education

Outcome: Enhancing equal opportunities and gender equality in education

Reason:
- Gender-specific segregation in education (girls dominate in economic education, boys dominate in technical or industrial education)
- 70% of pre- and primary school teachers are women

Output:
- Enhancement of career guidance
- Girls’ Day, Boys’ Day
- Enhancement of teacher training

Indicator: Kind of school-leaving qualifications…
Sports

Outcome: Advancing equal opportunities in sports

Reason: Unequal representation in committees, media (in regard to athletes), unequal access to resources and facilities

Output:
- Competence Centre for equal opportunities in sports (www.100sport.at)
- Gender-responsive funding (Women’s run, football for girls)
- Gender-responsive infrastructure
- Training of trainers and supervisors

Indicator: Number of gender responsive offers, events,…
Mobility

**Outcome:** Equal access to means of transport for women and men

**Reason:** Women move more than men, mainly by foot or public transport. Nevertheless, more financial resources are dedicated to road constructions.

**Output:**
- Improving pavements
- Extending networks of busses and share taxis
- Improving access to bus stops and increasing frequency of public transport vehicles

**Indicator:** Implementation of gender-responsive measures in traffic planning
Health

Outcome:  Ensuring equal access to health services

Reason:  Women and men differ in terms of their behaviour regarding their own health, when dealing with addictions, etc.

Output:
- Gender medicine chair
- Encourage research on gender-specific symptoms of the same diseases
- Implement “health days” for men and women

Indicator:  Increasing the number of preventive check-ups for men, increasing the number of women in decision-making positions in the health system, ...
Challenges

- Diverse target groups
- Voluntary participation
- Different approaches
- Difficulties in developing gender equality outcomes because of lack of gender competence
- More fields of work to be included to reach more parts of administration
Communication Channels (1)

Website www.imag-gmb.at

- Lists of Austrian gender mainstreaming and gender budgeting experts are available on the website
Communication Channels (2)

Gender Mainstreaming Newsletter

- Published quarterly
- Informs about new projects, trainings, best practices …
- For orders please contact bettina.heimbucher@bka.gv.at
Thank you – Any questions?