



Austria

POLICY FRAMEWORK

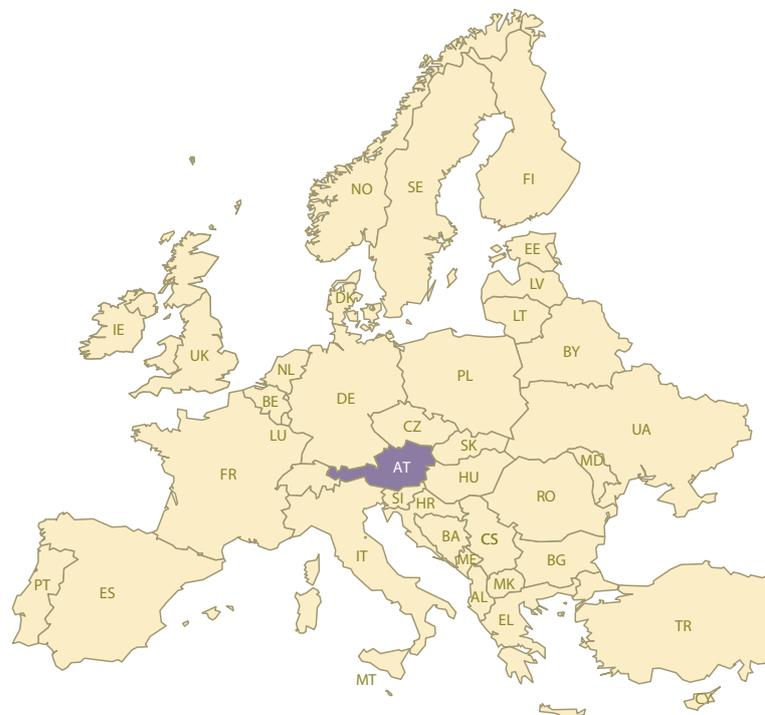
The framework for gender mainstreaming is based on the following key decisions by the Council of Ministers since 2000:

- 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' (2008); 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 competencies on equal opportunities. Since 2009, 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 four 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 ministries 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 ministry staff is usually delivered by in-house experts, or occasionally by external trainers. Advanced gender training is organised by the Academy for Federal Administration (Verwaltungsakademie des Bundes). 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 trainers. Gender training is also provided as part of a broader 'package', and since 2007 interest has grown in issues of diversity and generation management.



ABOUT THE STUDY

This factsheet summarises research findings for Austria from the European Institute for Gender Equality's (EIGE) 2-year project on 'Gender training in the European Union', which is part of EIGE's gender mainstreaming methods, tools and good practices work. The project collected practical information about gender training across the 27 EU Member States and Croatia, dating 2005–12.

The information is based on desk research and stakeholder interviews conducted between February and April 2012 by ICF GHK. The interviews included representatives of national ministries tasked with the coordination of gender mainstreaming, other ministries and public organisations at national, regional and local level that deliver or commission gender training courses to their staff, and a sample of gender trainers who deliver the training. Further, the information contained herein was validated with EIGE's thematic network on gender training in autumn 2012.

Other outputs from the study include online databases of gender trainers and training resources available on EIGE's website at: <http://eige.europa.eu>

EXAMPLES OF GENDER TRAINING PROGRAMMES

The gender budgeting seminar is part of the in-house training programme, commissioned by the Department for Gender Equality Policies and Legal Matters at the Division for Women and Gender Equality. The seminar introduces the concept of gender budgeting to political representatives and administration staff who learn about the theoretical basis and discuss practical examples, instruments and tools and undertake exercises on the practical application of gender budgeting in their field of activity.

The 'Gender agents' project is part of a strategy to implement gender mainstreaming in the region of Styria. The project trains 'gender agents' (officials in leading positions) to support gender mainstreaming processes at the legislative level. The training is over 12 days (including 2 days of practice coaching), spread over 18 months. Completers receive 'gender agent' certification, and are tasked with changing organisational structures, supporting the process of change, and making sure gender mainstreaming is implemented and monitored.

WHY DO WE NEED GENDER TRAINING?

Gender training is an educational tool that supports gender mainstreaming through building the capacity of ministries, local authorities and other partners to consider and address issues facing women and men in their work and lives. Gender training:

- raises awareness of gender issues and contributes to changing stereotypes;
- provides staff with expertise and analytical skills to identify gender inequality;
- develops understanding and builds competence to do things differently;
- benefits organisations by supporting a culture in which both women and men can prosper;
- helps to create a more equitable society.

Staff members may be trained on concepts such as what is gender; how to undertake gender analysis; key issues facing women and men in different sectors; underlying causes and how to address these; how to construct gender-sensitive indicators; and how to undertake gender impact assessments and gender budgeting.





FACTS AND FIGURES

- Nineteen gender budgeting seminars took place in the ministries in 2010–12, with around 350 participants.
- Gender training is fairly extensive in some regional departments. For example, the Viennese Public Employment Service provided gender training to 1 400 staff members. Some regions, such as Styria, have a long-term plan to build gender capacity. Here, several rounds of training have taken place through the 'Gender agents' project since 2005, involving about 100 participants in total.

ARE YOU LOOKING FOR GENDER TRAINERS?

Please visit EIGE's Gender Trainers database at:
<http://eige.europa.eu/content/gender-trainers-database>

ARE YOU INTERESTED IN FURTHER RESOURCES ON HOW TO MAINSTREAM GENDER AND IMPROVE GENDER KNOWLEDGE?

Please visit EIGE's Gender Training Resources database at:
<http://eige.europa.eu/resources/gender-training>

USEFUL LINKS

Division for Women and Gender Equality of the Federal Chancellery of Austria, Department for Gender Equality Policies and Legal Matters:
 website: <http://www.bka.gv.at>

In-house seminar on gender budgeting, contact:
 website: <http://www.graz.at/cms/beitrag/10190615/4548790>

Academy for Federal Administration, website:
<http://www.bka.gv.at/site/3493/default.aspx>

'Gender agents' project:
<http://www.gendermainstreaming.or.at>

About the European Institute for Gender Equality (EIGE)

EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans and beyond, by providing them with specific expertise and comparable and reliable information on gender equality in Europe.

More information:

eige.europa.eu

facebook.com/eige.europa.eu

twitter.com/eurogender

youtube.com/eurogender



Publications Office

doi:10.2839/28390

ISBN 978-92-9218-277-9



9 789292 182779