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# Evaluation of the 1st Gender Equality Action Plan “House Graz”

Action period 2013 – 2014; August 2015

**Table of Contents**

Introduction..... 3

1. Preamble ..... 4

2. Fields of Action ..... 6

    Field of Action: “Work, Employment and Business” ..... 6

    Field of Action “Combating Gender Stereotypes” ..... 10

    Field of Action “Education” ..... 12

    Field of Action “Health and Social Security” ..... 14

    Field of Action “Equal Access to Services and Funding” ..... 16

    Field of Action “Safety, Security and Protection from Violence” ..... 20

    Field of Action “Internal Gender Equality” ..... 21

## Introduction

As early as in 2001, the city of Graz decided to implement Gender Mainstreaming in the city administration. Since then, numerous projects and measures have been realised and the role of the city of Graz in pioneering gender equality has not only been recognised through awards (Austrian Administration Award 2008, Best Practice Certificate in the context of the European Administration Award EPSA 2009), but also through many presentations at the European level.

With the decision of the municipal council of the city of Graz in April 2012 to accede to the “European Charter for Equality of Women and Men in Local Life” entailing the obligation to submit a Gender Equality Action Plan, a further milestone has been set for the actual implementation of gender equality. It is worth mentioning in particular that the Gender Equality Action Plan also includes the city-owned holdings (with their respective subsidiaries, such as Holding Graz GmbH, Informationstechnik Graz GmbH, Gebäude- und Baumanagement GmbH, Graz Tourismus GmbH, Messe Congress Graz GmbH, Stadtmuseum Graz, Kindermuseum, ...).

The city of Graz has a long tradition in promoting women. Graz was the first city in Austria which created the position of an Independent Women’s Representative in 1988. Meanwhile, the Independent Women’s Representative is an employee of the “Graz Womens’ Council” (an independent networking platform for all women’s organisations in Graz) and completely financed by the city of Graz/Unit for Women and Equality. In 1993, the “Unit for General Women’s Affairs” was established. The Equality Officer of the city of Graz as provided for under the Styrian Equal Treatment Act (Styrian Law Gazette No. 81/2010 of 25 Sept. 2010) has been holding this position since 2004.

The numerous women’s service and advisory centres, which receive substantial funding from the city of Graz, bear witness to the city’s active commitment to promoting women. These centres have initiated a variety of measures to counter existing disadvantages faced by women of all age groups and/or focus in particular on promoting career development opportunities of women. An overview of service and advisory centres can be found at [www.frauen.graz.at](http://www.frauen.graz.at).

As early as in 2001, the city of Graz, in concert with its executive bodies, decided on implementing Gender Mainstreaming both at the internal level (human resources, processes, ...) and at the external level (products and services). By adopting Gender Mainstreaming as an overarching principle, the focus is no longer placed merely on promoting (disadvantaged) women, but on equal participation of all men and women according to their needs.

In January 2011, the Unit for General Women’s Affairs changed its name and is now called “Unit for Women and Equality”. Since then, the implementation of Gender Mainstreaming in the city of Graz and the co-ordination of all issues and responsibilities relating to equality and pertaining to the city and its participations have been allocated to this unit.

Existing inequalities are thus not just evened out by targeted measures (in favour of women), with the advancement of women being positioned as one option in the overall process. These targeted measures are now being directed towards men, too, or include other activities which bring about equality. The city of Graz aims at designing its internal and external structures and processes in such a way that nobody is discriminated against or given preferential treatment on account of gender-specific attributes, so that promotional measures – which ultimately “only” level out existing inequalities – will become unnecessary in the long run.

Numerous concrete measures underline the city’s will for action, and the measures that have already been implemented or are under implementation are listed in the current Gender Equality Action Plan. For details on the implementation of Gender Mainstreaming in the city of Graz see [www.graz.at/gleichstellung](http://www.graz.at/gleichstellung).

The evaluation has been carried out in co-ordination with the respective holdings. The Gender Mainstreaming Action Plan has been conceived on the basis of the seven fields for action set out in the Charter:

- **work, employment and business**
- **eliminating gender stereotypes**
- **education**
- **health and social security**
- **equal access to public services and funding**
- **safety, security and protection from violence**
- **promoting internal equality**

## **1. Preamble**

The city of Graz and its holdings are aware of their responsibilities in implementing the equality of women and men at all levels and in all socio-political areas. Gender Mainstreaming must therefore be an integral policy in all sectors of administration and its holdings as well as in 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 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 Equality (Action) Plan of the city of Graz and its holdings is intended to ensure that all steps towards implementation follow the same strategy and thus achieve an overall result.

## **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 its 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 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 of 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 key 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.

## 2. Fields of Action

### Field of Action: “Work, Employment and Business”

Employment which provides an adequate livelihood is a prerequisite for economic independence and self-reliance of every individual. However, women and men still do not enjoy equal opportunities in the labour market and thus giving them the basis for a self-determined life. The choice of career for boys and girls is still more often determined by traditional gender roles rather than by their skills. Jobs with female connotations (nursing, child care, retail jobs) are paid less than technical or commercial professions, which tend to be associated with males. The question of how to reconcile family and working life primarily affects women and is often the reason for the difference in the development of male and female careers. The city of Graz has actively counteracted these disparities in income in manifold ways – from promoting measures to broaden the spectrum of women’s occupational choices and active start-up aid for female entrepreneurs to PR actions, e.g. on Equal Pay Day. The income transparency data base ([www.graz.at/einkommenstransparenz](http://www.graz.at/einkommenstransparenz)) is another tool created by the city of Graz to make visible the pay gap between women and men.

The city of Graz contributes towards improving the situation of its male and female citizens in the labour market by adequate products and services:

The range of education and care facilities for children with appropriate opening hours makes it easier for mothers and fathers in Graz to be gainfully employed.

Graz is a member of nowa, a regional association which is dedicated to promoting employment and to enhancing the professional qualification of women.

By supporting initiatives/associations/organisations which offer programmes for females and males who wish to re-enter the labour market, the city influences the employment situation of women in certain phases of their lives. Through projects both for persons who are disadvantaged on the labour market and through activities both for and with companies, the integration of gender perspectives and of Gender Mainstreaming is explicitly encouraged.

The city of Graz is a partner in EU projects which deal with the situation of older workers, includes the gender perspective in these projects and thus seeks to steer the development of employment for both sexes in a positive direction in all phases of their lives.

Through co-operation with local companies, the city of Graz reminds the business community of its responsibility to ensure gender equality on the labour market. By supporting the “Gender Network Business”, assistance is provided to companies which are actively dealing with this issue.

#### Field of Action 1: Work, Employment and Business

Equality Objective	Measures	Indicators	Evaluation Results
1. The city of Graz creates an environment which supports equal opportunities of access for women and men to the labour market and promotes reconciliation of working and family life.	1a) Offer of daycare services at public schools and of after-school places, resp., for school-age children	<ul style="list-style-type: none"> <li>• Number of public schools which offer daycare services</li> <li>• Number of public after-school places in proportion to all school-age children attending public schools</li> </ul>	<p>All school-age children can be cared for in afternoon childcare facilities, all-day schools or by female and male childminders, depending on their needs.</p> <p>In 2013/2014, 3614 pupils were looked after at 33 Primary Schools, 13 New Middle Schools (NMS) and 3 Special Needs Schools.</p> <p>Coverage in relation to the actual</p>

			<p>number of school-age children in Graz:</p> <p>Primary Schools 47.5%</p> <p>New Middle Schools (NMS): 22.7%</p> <p>Special Needs Schools 40%</p> <p>1608 places in afternoon childcare facilities</p>
	1b) Offer of full-day child education and childcare places	<ul style="list-style-type: none"> <li>• Number of full-day childcare places (0 – 3 years, 3 – 6 years) in proportion to the number of children needing care.</li> </ul>	<p><b>7389 children from 0-3 Y</b></p> <p><b>1995</b> institutional places = <b>27%</b> coverage rate</p> <p><b>2360</b> incl. female and male childminders = <b>31.94%</b> coverage rate</p> <p><b>7245 children from 3-6 Y</b></p> <p><b>6575</b> institutional= <b>90.75%</b> coverage rate</p> <p><b>6784</b> places incl. female and male childminders = <b>93.64 %</b> coverage rate</p>
	1c) Measures to increase the number of childcare places with demand-oriented opening hours	<ul style="list-style-type: none"> <li>• Maintaining the share (97% in KIGA* and 30% in KIKRI**) in view of the forecast population growth</li> <li>*kindergarten</li> <li>**crèches</li> </ul>	<p>Creation of new childcare places by private organisations and their inclusion in the city's tariff system</p>
	1d) Support for associations which offer qualifications measures for re-entrants into the labour market	<ul style="list-style-type: none"> <li>• Number and percentage of women and men participating in the re-entry programmes</li> </ul>	<p>Under the <b>ERFA Project</b> (voluntary service), which is quasi 100% financed by the Department of Social Welfare, and which is aimed at providing <b>low-level, per-hour employment</b> to people who are affected by multi-factorial problems, 34 women and 183 men were employed in 2013 and 42 women under the sub-project "Nähwerkstatt" ("Sewing Workshop" - a project specifically targeted at women)</p> <p>In the context of various projects which offer <b>transitional jobs</b> and which are co-financed by the Social Welfare Department (voluntary service) – main funder and project manager = AMS (Employment Service Austria), 108 women and 168 men were employed as transitional workers in 2013 (see also 3a)</p> <p>In addition, the city of Graz supports organisations which provide services exclusively for women (z.B. nowa,</p>

			Frauenservice, Mafalda, Danaida).The respective annual reports are available.
<b>2. The city of Graz promotes the equal access of women and men with a migration background to the labour market</b>	2a) Offer of German courses for female and male migrants	<ul style="list-style-type: none"> <li>• Number of participating women and men</li> </ul>	Wrong measure and wrong indicator, since allocated by the Land or at a Federal level! German courses for women at Danaida: 104 participants, 68 on the waiting list; German courses Caritas/Centre for Language Acquisition: 464 persons (f/m not known) German courses ISOP: 1600 persons (f/m not known)
<b>3. The city of Graz encourages the integration of a gender perspective in labour-market policy measures for disadvantaged groups.</b>	3a) Co-operation with and consultancy for employment projects to create traineeships for long-term unemployed women and men, with a view to ensuring equal participation of women and men.	<ul style="list-style-type: none"> <li>• Number of persons (women and men) who participated in these programmes</li> <li>• Number of traineeships (women and men) at the respective offices</li> <li>• Number of long-term placements (women and men) in proportion to the number of participants</li> </ul>	See 1d)
	3b) Participation in the EU project "Senior Capital" as associated partner to develop structural measures for the integration of older female and male workers into the labour market	<ul style="list-style-type: none"> <li>• Concepts for gender-based activation</li> <li>• Documented know-how transfer to other partners</li> </ul>	The project was completed successfully in December 2014, see <a href="http://www.seniorcapital.eu">www.seniorcapital.eu</a> , <a href="http://www.graz.at/gleichstellung">www.graz.at/gleichstellung</a> and <a href="http://www.nowa.at">www.nowa.at</a> , or see GR-Bericht 042472/2011/62 09 July 2015.
	3c) Participation in the EU project "Silver City" as Work-Package Leader for the development and implementation of new working models for older workers in the labour market	<ul style="list-style-type: none"> <li>• Development of a pilot project</li> <li>• Benchmarking with other participating countries-</li> <li>• Documented know-how transfer to other agencies</li> </ul>	The project could not be carried out because of legal problems.
<b>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.</b>	4a) Annual Action on the "Girls' Day"	<ul style="list-style-type: none"> <li>• Number of participating girls</li> <li>• Number of participating companies/organisations in the annual "Girls' Day"</li> </ul>	Co-operating with the girls' centre J.AM, in 2013 and 2014 – with 25 girls taking part each year. The annual reports are available.
	4b) Support of projects of Mafalda, an association which is active in encouraging girls and young women to take on atypical jobs.	<ul style="list-style-type: none"> <li>• Number of participants</li> <li>• Reports on the project content</li> </ul>	Annual reports are available; 4000 girls and young women are reached on average every year.
	4c) Drafting of a concept for	<ul style="list-style-type: none"> <li>• Drafting of the concept</li> </ul>	The measures were carried out

	the organisation of a “Boys’ Day” “Boys’ Days” (similar to the “Boys’ Day” of the Land of Styria)	<ul style="list-style-type: none"> <li>• Number of the participating boys</li> <li>• Number of co-operating companies/organisations</li> </ul>	by the Land – no-co-operation with the city of Graz.
5. The city of Graz is actively combating the inequality in the payment of women and men for comparable work (gender pay gap).	5a) Creation and implementation of an online income transparency database	<ul style="list-style-type: none"> <li>• Income transparency database</li> <li>• Number of data sets</li> <li>• Results of analyses</li> </ul>	The income transparency data base went online in 2011 and was discontinued for lack of utilisation in 2013.
	5b) Action on Equal Pay Day to draw attention to payment inequalities	<ul style="list-style-type: none"> <li>• Annual calculation of the Equal Pay Day for Styria/changes versus the previous year(s)</li> <li>• Media response to the actions</li> <li>• Number of persons reaches (estimated)</li> </ul>	<ul style="list-style-type: none"> <li>*) Distribution of bags with the logo “half/half” (focus: unequal distribution of unpaid work)</li> <li>*) Austria-wide action “We are the city of women” –flags in several languages</li> <li>*) Media response: not measurable, unsuitable indicator</li> <li>*) Number of persons reached: unsuitable indicator (e.g. 3000 bags distributed, 1000 distributed DigiPads, thus personal contacts).</li> </ul>
6. The city of promotes co-operation with companies which are active in implementing gender mainstreaming in their structures.	6a) Support of a network of companies to build up competences, to trigger developments and projects and to foster exchange on the implementation of gender mainstreaming	<ul style="list-style-type: none"> <li>• Number of companies belonging to the network</li> <li>• Number of networking meetings per year</li> <li>• Listing of the activities undertaken by the companies for gender mainstreaming and for advancing women</li> </ul>	65 companies are members of the network; networking meetings take place every two months; five projects were launched in a co-operative effort. Issues that are dealt with include, e.g.: the qualification of female migrants, equality-focused human resources management, women & technology.
7. The city of Graz promotes the increase in the share of women in gainful employment which covers their vital needs.	7a) Support of women’s incubator centre to ease the way, specifically for women, into self-employment.	<ul style="list-style-type: none"> <li>• Share of funding for the women’s incubator centre compared to the overall funds provided to support economic development</li> <li>• Number of female entrepreneurs granted support as compared to the number of subsidised companies</li> </ul>	The women’s incubator centre does not exist any more. It has been replaced by N4, which does not provide any special promotion/programmes for women start-ups; however, a fair mix is striven for by N4. Current status: 28 start-ups; 5 of these are women.

## Field of Action “Combating Gender Stereotypes”

Notwithstanding all legal provisions, gender stereotypes still exist in everyday life. “Typically female” and “typically male” are attributes which are readily used and which hamper women and men in developing their professional potential and their private ideas for life. The products and services offered by the city of Graz and its holdings need to ensure that stereotyped male and female roles are avoided and deconstructed, respectively.

Internally, this means enhancing the skills of employees and not reproducing imputed and existing gender roles (“men are assertive”, “women are emotional”, “men live in order to work”, “women are deficient”) in one’s own professional behaviour. Furthermore, the city of Graz shall ensure that neither stereotyped roles nor discrimination are contained in its public relations work and in its information policy, be it in the language, in content or in images.

Externally, the city of Graz supports a wide variety of measures to overcome stereotyped roles both in the professional and private environment.

Since the adoption of constraining stereotyped roles happens in early childhood, the city of Graz places special emphasis on developing skills for gender-sensitive approaches in the pedagogical work with children and adolescents, on integrating Gender Mainstreaming and on encouraging gender-democratic coexistence in childcare and youth institutions.

### Field of Action 2: Combating Gender Stereotypes

Equality Objective	Measures	Indicators	Evaluation Results
8. The city of Graz and its holdings take into account in their public relations activities gender-specific aspects, avoids stereotypes roles in its representations and counters gender attributions both in internal and external information transfer as well as in its co-operation with partners and contractors.	8a) Gender-specific evaluation of customer surveys and Workshops relating to diversity/equality for employees	<ul style="list-style-type: none"> <li>Gender indicators in customer surveys</li> <li>Percentage of trained employees in proportion to the total staff in these departments</li> </ul>	Gender-disaggregated data collection: yes Gender-sensitive image representations: yes Training of employees: postponed because of lack of resources
	8b) Development of measures against sexist advertisements (Graz as a role model)	<ul style="list-style-type: none"> <li>Number of measures taken</li> <li>Number of cases</li> </ul>	The city of Graz provides continued support to the work of the “Watch Group against Sexist Advertisements”.
	8c) Transfer of information on gender equality issues and feminist education at the Stadtmuseum (The first exhibition on “Gender Mainstreaming” was held at the Stadtmuseum in 2007.)	<ul style="list-style-type: none"> <li>Exhibition DOKU 2013 (20 years of feminism and equality – a historical overview across generations)</li> <li>Transfer of the DOKU-archive to the Stadtmuseum of the city of Graz</li> </ul>	The exhibition was held; the transfer of the archive was completed by the end of 2013.
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	9a) (Re-)wording of internal and external documents as well as in Internet and public appearances (leaflets,	<ul style="list-style-type: none"> <li>Degree of implementation</li> </ul>	This is done continuously in all areas

<b>internal and external communication.</b>	folders, reports, ....)		
<b>10. The city of Graz counters actively the gender-specific attribution of skills.</b>	10a) Annual actions on the "Girls' Day"	<ul style="list-style-type: none"> <li>• Gender-sensitive concepts</li> </ul>	See 4a)
	10b) Actions on the "Boys' Day"	<ul style="list-style-type: none"> <li>• Gender-sensitive concepts</li> </ul>	See 4c)
	10c) Courses specifically for women	<ul style="list-style-type: none"> <li>• Listing of courses</li> <li>• Number of participating women</li> </ul>	The city of Graz supports institutions which offer special services for women (e.g. Frauenservice, nowa Training Beratung Projektmanagement). The respective annual reports are available (incl. statistics).
<b>11. The city of Graz promotes gender-sensitive kindergarten education which actively counters restricting gender roles.</b>	11a) Pilot project in five care facilities: training of staff, preparation of materials	<ul style="list-style-type: none"> <li>• Report on content/action plan</li> <li>• Number of trained employees</li> <li>• Materials prepared</li> <li>• Number of children reached in relation to the total number of children</li> </ul>	Postponed because of restructuring measures and resource problems
<b>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.</b>	12a) Support of the girls' centre JAM to assist (migrant) girls	<ul style="list-style-type: none"> <li>• Content report</li> </ul>	Annual reports are available. Funding of € 78,900 each for 2013 and 2014
	12b) Integrating the issue of "gender democracy" in the offers and services provided by the youth centres	<ul style="list-style-type: none"> <li>• Concept for "joint work with girls and boys and with parents, resp.", by JAM, the youth centres DonBosco and YAP</li> </ul>	The girls' centre assumes its role as a competence centre and continuously contributes its expertise to the other youth centres of the city of Graz
	12c) Implementing the gender-perspective in social work in schools	<ul style="list-style-type: none"> <li>• Training for social workers on gender-oriented and gender-sensitive school social work</li> </ul>	Not carried out because of limitations in resources



			more male users than in 2014! Foreign-language media: 13 languages/ 14300 media.
	13c) Establishment of a “gender section” as a special offer in the city libraries	<ul style="list-style-type: none"> <li>• Existing “gender section”</li> <li>• Number of media in the “gender section”</li> <li>• Utilisation rate of the specific media</li> <li>• Funds used in relation to the total funds and in relation to the range of media as a whole</li> </ul>	<p>Location: City Library Graz North</p> <p>Gender section with 258 media with its stock not growing continuously but being kept up-to-date (limited space)</p> <p>The offer is intended to serve as an entry into gender-relevant matters. However, it does not represent the entire stock on these issues as these are spread out across other branches of the city library or systematic categories. As the books belong to different systematic groups (biographies, sociology, medicine, philosophy, fiction, motion picture, etc.), their precise numbers cannot be given. Quite often, titles or sub-titles do not allow any conclusion to be drawn on a gender issue, and the media of the past years or decades are not referenced by catchwords which are common today. Consequently this also applies to allocated budgets..</p>
<b>14. The city of Graz promotes the equal access of girls and boys with a migration background to education.</b>	14a) Gender-capacity building for teaching trainers, German courses advertised in a gender sensitive manner and held in a gender neutral way for children with a migration background..	<ul style="list-style-type: none"> <li>• Trainers reached</li> <li>• Degree of capacity building</li> <li>• Number of participating girls and boys</li> <li>• Number of gender-sensitive courses held in a gender-neutral way in relation to the total number of courses</li> </ul>	Measure not implemented. Incorrect measure and indicator because of no direct competence
<b>15. The city of Graz encourages the equal access of elderly people to education.</b>	15a) Participation in the EU project “Senior Capital“ for the development of structural measures for including older employees in the labour market	<ul style="list-style-type: none"> <li>• Concept for integrating the gender perspective in educational programmes</li> <li>• Transfer to partners</li> </ul>	See 3b)
	15b) Promotion of women-specific IT and computer courses and of mixed courses for elderly persons using gender-oriented methods.	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Reports</li> <li>• Number of participants</li> </ul>	The project is continued on an ongoing basis; reports (incl. statistics) are available.

## Field of Action “Health and Social Security”

Within its scope of activity and responsibility, the city of Graz acknowledges the fact that women and men have different needs as regards healthcare, display different symptoms or describe them differently, deal differently with prevention and medical advice, and differ in health awareness.

In its own subsidised counselling and care centres, the traditional gender-blind perspective is replaced by a gender approach which takes into account, in addition to biological factors, ecological, experience and societal factors. To anchor this approach to gender medicine more securely and more broadly, the involvement of experts in the relevant bodies responsible for local and regional health policies is sought.

The existing disadvantages faced by women in the healthcare sector due to social discrimination, experiences of sexual violence and overburdening living conditions are counteracted by the Women’s Healthcare Centre, which has been set up.

To ensure that the projects and plans of the city of Graz grant all of its citizens equal social security, and that its offers truly reach all those concerned, gender analyses are conducted to identify the needs, and the gender perspective is included in the planning and design of public spaces for living and recreation, of public transport and of social infrastructure.

Field of Action 4: Health and Social Security			
Equality Objective	Measures	Indicators	Evaluation Results
16. The city of Graz takes into account gender-specific aspects in all matters related to health.	16a) Specific action lines for women and men for preventing addiction	<ul style="list-style-type: none"> <li>• Report</li> <li>• Number of cases</li> <li>• Number of trained health contacts</li> </ul>	Trainings are held and repeated regularly.
	16b) Promotion of gender medicine	<ul style="list-style-type: none"> <li>• Report on activities and measures</li> </ul>	Annual reports of the Women’s Health Centre are available.
	16c) Promotion of women-specific services in the health sector	<ul style="list-style-type: none"> <li>• Activity report of the Women’s Health Centre</li> </ul>	Annual reports of the Women’s Health Centre are available. (Gender-sensitive health information is anchored as a vision in the mission statement.)
17. The citizens find themselves in an environment which suits their specific needs.	17a) The Project “Healthy District” is extended to other districts taking gender-specific needs into account	<ul style="list-style-type: none"> <li>• Description of the measures taken in the districts with particular regard to gender criteria.</li> <li>• Participation of the equal opportunities expert in the Health Council</li> <li>• Number of women and men who benefit from the “Healthy District” projects</li> </ul>	The project has not yet been completed, but there have been several meetings on equal opportunity issues.
	17b) Integration of a gender perspective in	<ul style="list-style-type: none"> <li>• Integrated equality targets in the</li> </ul>	Implemented on an on-going basis! Example: call for tenders for the re-

	greening projects, lighting and in the design of parks and playgrounds.	<p>respective projects/measures</p> <ul style="list-style-type: none"> <li>• Description of the implemented measures</li> </ul>	<p>design of the street Annenstraße:</p> <p><b>“Gender aspects</b>  In the re-design of Annenstraße, gender aspects should be included, since women and men often have different needs regarding public space.  The following aspects should be considered:  ☑ Good lighting - for an enhanced feeling of safety and security, especially for women  ☑ Sufficiently wide pavements for wheelchair users, but also for persons with baby carriages (largely women)  ☑ More comfort for getting on and off at bus/tram stops (also for persons travelling with a baby carriage)  Public transport is used in particular by children and adolescents, older persons, and mainly women. Hence, their specific needs have to be taken into account in bus/tram stop areas. See also GBG (Building and Construction Management Graz): Guideline for Gender-sensitive School Construction</p>
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.	18a) Implementation of a means-tested minimum income (federal law) at local level	<ul style="list-style-type: none"> <li>• Number of recipients</li> <li>• Amount of allocated funds</li> </ul>	Executed; data: see Final Balance Sheet (Rechnungsabschluss)
	18b) Introduction of a SocialCard in autumn 2012	<ul style="list-style-type: none"> <li>• Number of recipients</li> <li>• Amount of allocated funds</li> </ul>	Currently, 10,816 women and 6,875 men are holders of a valid SocialCard.
	18c) Annual special actions, such as the winter fuel allowance	<ul style="list-style-type: none"> <li>• Listing of measures</li> <li>• Number of recipients</li> <li>• Amount of allocated funds</li> </ul>	Data collection broken down by households, special actions conditional upon the eligibility for a SocialCard (e.g. winter fuel allowance, means-tested charges, SocialCard Mobility, Christmas subsidies, grants-in-aid at the beginning of the school year)

## Field of Action “Equal Access to Services and Funding”

By implementing Gender Mainstreaming, the city of Graz and its holdings guarantee that all of its products and services pursue the aim of equality. Furthermore, by systematically integrating the gender perspective, the needs of the beneficiaries of public services can be better identified and the precision of planning and the quality of services can be improved.

To enable women and men to use the products and services to the extent which is actually required and to make sure that all information reaches everyone, factors of multiple discrimination are also considered. The consideration of diversity criteria at local level has been laid down explicitly in the “Charter of Equality of Women and Men at Local Level”.

All diversity criteria (age, religion, sexual orientation, special needs, ethnicity, ....) are always examined with regard to gender (after all, there are no “children”, but there are boys and girls; there are no “elderly persons”, but there are male and female senior citizens; there are no “migrants”, but there are women and men from different countries of origin; ....) whether there is any (structural) discrimination.

As regards the steering mechanisms, the implementation of gender mainstreaming implies the integration of gender and diversity targets in the management tool – the Balanced Score Card – of all departments; for planning and design, this implies designing all products and services in such a way that they meet the specific requirements of all citizens and that they are in line with the integrated gender equality objectives. In terms of assessment, it means the integrated pursuance of all equality objectives as defined.

The city of Graz practises gender budgeting both by aligning its products and services towards equality, by including gender aspects as a mandatory element in tendering processes and in subsidy and funding guidelines and by subjecting gender and diversity performance to the scrutiny of the city’s independent Court of Auditors.

Field of Action 5: Equal Access to Public Services and Funding			
Equality Objective	Measures	Indicators	Evaluation Results
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, ....).	19a) Integration of gender and diversity targets into the strategic control tool – the Balanced Score Card – of all departments	<ul style="list-style-type: none"> <li>• Listing of all gender and diversity targets</li> <li>• Degree of attainment of the individual targets</li> </ul>	Continuous implementation
	19b) All products and services of the city of Graz and its holdings are directed towards equality	<ul style="list-style-type: none"> <li>• Documentation of gender and diversity perspectives in planned projects</li> <li>• Formulated equality targets for their implementation</li> </ul>	Under implementation; see 17b and 21a
	19c) School holiday and leisure programmes are offered in accordance with the specific need of girls and boys.	<ul style="list-style-type: none"> <li>• Listing of programmes</li> <li>• Number of participating girls and boys</li> <li>• Distribution of funds in relation to the participants</li> </ul>	Department of Sports: 44 types of sport Utilisation: 43% girls, 57% boys Department of Youth and Family: on average, 60% female users and 40% male users.

<p>19d) Balance in the composition of juries for prizes and scholarships granted by the city of Graz and their awarding along the principles of gender equality</p>	<ul style="list-style-type: none"> <li>• Share of women and men in the composition of juries</li> <li>• Share of women/men receiving prizes and scholarships</li> </ul>	<p>Evaluation of the composition of juries and advisory boards in 2015 –because of the difficulty to trace back due to changes in jury memberships in previous years</p> <p>During the evaluation of the pilot project on gender budgeting by the Institute for Practical Gender Research PERIPHERIE, the Department of Culture decided to focus on the composition of decision-making bodies, since the gender-balanced composition of advisory boards and juries provides the opportunity of promoting equality in the award of prizes and funding by the Department of Culture. However, the awardees of the previous years should not be considered.</p> <p>Evaluated on this basis, the overview of the advisory boards and juries pre-assessing the award of prizes and scholarships granted by the Department of Culture shows a good balance, with 45 members being female and 48 members being male. However, it is a sine qua non for culture that quality be the first criterion for the actual award of prizes and scholarships.</p> <p>Over the years, prizes and scholarships in the area of culture were approximately balanced in distribution anyway:  2012: 14 men, 10 women  2013: 15 men, 12 women  2014: 16 men, 4 women (which is an exception).</p> <p>In the field of science, pre-assessing bodies are composed by the universities themselves, whereby a positive trend could be observed in recent years with women being elected into</p>
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			leading positions, including the position of a university rector.
	19e) Preparation of a catalogue of criteria to take into account the special needs of women and men in all planning and building projects, including public spaces (parks, playgrounds, public transport stops ....)	<ul style="list-style-type: none"> <li>• Listing of criteria</li> <li>• Implemented measures</li> </ul>	Under implementation; see Gender Guidelines_ School Building_GBG (Building and Construction Management Graz) Guidelines _Women's Shelter_GBG (Building and Construction Management Graz); see 17b and 21a
	19f) Multilingual and barrier-free information is made available to the population in the respective fields of action	<ul style="list-style-type: none"> <li>• Listing of thematic areas on which information is available in several languages and versions, resp.</li> </ul>	Multilingual documents are available in various Departments (Youth Welfare Department, Unit Women & Equality of Women and Men, Environment Department). The project "Easy to Read" is underway.
<b>20. The city of Graz tries to make sure that public funds are allocated equitably – gender budgeting.</b>	20a) Preparation new subsidy rules which include gender and diversity criteria	<ul style="list-style-type: none"> <li>• Presentation of the revised version</li> <li>• Necessary resolution by the respective body</li> <li>• Degree of implementation</li> <li>• Allocation of subsidies in terms of the respective number of inhabitants</li> </ul>	Subsidy forms have been adapted (EU Charta on Fundamental Rights). The adaptation of the subsidy rules is still pending
	20b) The city's independent Court of Auditors includes gender and diversity performance in all its audits.	<ul style="list-style-type: none"> <li>• Number of audits performed</li> <li>• Listing of the observed as-is situation as regards gender and diversity performance</li> <li>• Listing of recommended measures</li> <li>• Degree of implementation</li> </ul>	Continuously implemented
	20c) Linking of the procurement process to gender aspects in all calls for tender by the city of Graz	<ul style="list-style-type: none"> <li>• Degree of implementation in the procurement of services</li> <li>• Degree of implementation in construction tenders and requests for proposals</li> <li>• Degree of implementation in supply contracts</li> <li>• Number of performed actions</li> <li>• Listing of implemented measures</li> <li>• Evaluation of implementation</li> </ul>	Under implementation at GBG Building and Construction Management Graz; not yet implemented at Holding.
	20d) Development of criteria to include gender and diversity criteria in the promotion of business and tourism	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Binding resolution</li> <li>• Degree of implementation</li> <li>• Allocation of subsidies in terms of the respective number of inhabitants</li> </ul>	Not implemented
	20e) Support for women who want to become self-	<ul style="list-style-type: none"> <li>• Share of funding for the incubation centre in relation to</li> </ul>	No special funding for female entrepreneurs, however, in

	<p>employed or wish to setup a business</p>	<p>the total budget for the promotion of business development</p> <ul style="list-style-type: none"> <li>• Number of female entrepreneurs who received funding in relation to the number of subsidised companies</li> </ul>	<p>the selection for N4 (centre for young entrepreneurs), endeavours are made to ensure a mix of female and male founders. 23 male founders/5 female founders</p>
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## Field of Action “Safety, Security and Protection from Violence”

The city of Graz and its holdings are well aware of the differences which exist between women and men as regards the extent to which they are affected by violence and as regards their subjective need for security. Accordingly, these issues are taken duly into account both in the planning and design of public spaces and of public infrastructure.

Citizens may find themselves in situations of crisis for a variety of reasons (family problems, debts, violence, etc.). Women and men adopt different strategies on how to deal with crises and require different offers of support. In response to the different needs, the city of Graz offers gender-specific forms of support. At the same time, it regards it as an obligation to prevent crises by gender-sensitive preventive work.

Field of Action 6: Safety, Security and Protection from Violence			
Equality Objective	Measures	Indicators	Evaluation Results
21. <b>The city of Graz and its holdings take into account 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.</b>	21a) Catalogue of criteria to take into account the special needs of women and men in all planning and building projects, including public spaces (parks, playgrounds, public transport stops, ....)	<ul style="list-style-type: none"> <li>• Listing of criteria</li> <li>• Implemented measures</li> </ul>	See 17b)
22. <b>The differences between women and men in dealing with crises, in accepting assistance and in gender-sensitive preventive work to avert crises are taken into consideration.</b>	22a) Promotion of gender-sensitive and gender-specific assistance in the various service and advisory centres.	<ul style="list-style-type: none"> <li>• Content-based concepts on GM and diversity</li> <li>• Number of funded institutions</li> <li>• Total funding for institutions</li> <li>• Number of cases handled by the institutions (annual reports)</li> </ul>	The annual reports of the respective institutions are available.

## Field of Action “Internal Gender Equality”

The city of Graz and its holdings are major providers of jobs and serve as an example in the local labour market.

Respecting gender equality in filling positions at all levels of hierarchy is the foremost goal of all strategies and activities in their human resources policy.

To ensure compliance with this goal, Gender Mainstreaming has been anchored in the management principles; executives are trained to develop their competences so that they are able to take concrete action; recruitment structures and procedures include a Gender Impact-Assessment; the root causes for different career developments are analysed scientifically.

Transparency is fostered by equality-oriented human resources management and (voluntary) income reporting as is the future development towards equality at the workplace. Over the years, the trend shows that the number of female executives is clearly rising, even though there is little personnel fluctuation in the public administration sector.

Apart from this, the city of Graz and its holdings offer their employees numerous working hour schemes which make it easier to reconcile professional and private life with particular focus on male staff, occupational health management to promote and maintain good health and fitness, and take initiatives to avoid accidents at work as well as measures to prevent sexual harassment at the workplace.

Field of Action 7: Promoting internal Gender Equality			
Equality Objective	Measures	Indicators	Evaluation Results
23. It is the declared objective of all organisations to ensure equality between men and women in the access to all positions and at all levels of hierarchy.	23a) Implementation of Gender Impact Assessment	Degree of implementation of GIA	Gender-sensitive human resources management is only binding upon the municipal administration, but not upon the city’s holdings. While GIA has not yet been implemented in its entirety, the degree of implementation is high in the municipal authorities.
	23b) Active PR campaigns, targeted information to other institutions in order to motivate women to apply for a job with the fire brigade  Structural adaptation of the premises of the fire brigades	<ul style="list-style-type: none"> <li>• PR measures</li> <li>• Number of female applications in relation to the total number of applications</li> <li>• Listing of structural measures</li> </ul>	While women did apply in response to the recruitment drive, unfortunately, none of the female candidates met the criteria. Next recruitment drive: autumn 2015
	23c) Implementation of gender-sensitive management principles for the House Graz, broken down by the individual sectors and development of competence among executives	<ul style="list-style-type: none"> <li>• Workshops with executives</li> <li>• Incorporation of the gender dimension and of criteria to reconcile family and professional life into all Fields of Action</li> </ul>	Implemented in adapted
24. Increasing the share of women in managerial positions is actively pursued.	24a) Commissioning of the Department of Economics of Karl-Franzens University Graz with a Master’s thesis to	<ul style="list-style-type: none"> <li>• Master’s thesis</li> <li>• Action plans based on the results</li> </ul>	Master’s thesis is available; follow-up order has been completed. Implementation in 2015 (strategic dialogue with executives regarding

	analyse career developments; its results should be implemented step-by-step both by the city and its holdings.		recruitment policy; adaptation of the objectification guidelines; start of Women's Mentoring project).
<b>25. Measures to reduce the income gap between male and female employees are implemented..</b>	25a) The city of Graz undertakes, on a voluntary basis, to draw up income reports; included are all holdings with more than 150 employees.	<ul style="list-style-type: none"> <li>• Drawing up of income reports every other year</li> <li>• Report including analysis, guidelines for action and recommendations passed on to the Municipal Council</li> <li>• Comparison with previous years: number of women in managerial positions compared to the previous years</li> <li>• Drawing up of a detailed human resources statistics/gender report at two-year intervals</li> </ul>	The Human resources statistics for the municipal authorities is available. Income reports were produced. The information report on the income reports to the Municipal Council were adopted by the Municipal Council in October 2014.
<b>26. Models to improve reconciliation of work and family life are designed for both women and men.</b>	26a) Number of part-time employment models for women and men	<ul style="list-style-type: none"> <li>• Number of women and men working part-time in relation to the total number of part-time employees</li> </ul>	Many different part-time schemes are offered, ranging from 3.87% to 95%. By 12 Dec.2013, 923 persons in total worked part-time; 855 of these were women and 68 men.
	26b) Measures to promote paternity leave	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Number of men on paternity leave</li> </ul>	"Papa month" is granted in the municipal administration (although there is no legal basis).
	26c) Creation of the concept and of provisions ensuring that the periods spent caring for children are considered for moving up the pay scale	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Degree of implementation</li> </ul>	Measure not implemented; translation into practice would require an amendment of the current law.
	26d) Periods of paternal and maternal leave are considered as positive assets in job applications.	<ul style="list-style-type: none"> <li>• Requirements – concept creation</li> <li>• Degree of implementation</li> </ul>	Measure not implemented
	26e) Audit "Care and Family" to ensure better compatibility of work and family life in the geriatric health centres	<ul style="list-style-type: none"> <li>• Audit result</li> <li>• Report on implementation measures</li> </ul>	Project/s implemented successfully; e.g. the most woman-friendly and family-friendly company in 2013 and 2014; see <a href="http://www.ggz.graz.at/ggz/content/view/full/617">http://www.ggz.graz.at/ggz/content/view/full/617</a> .
<b>27. The city of Graz and its holding incorporate GM into measures to maintain and promote the good health of their employees.</b>	27a) Occupational healthcare management includes gender-specific aspects (e.g. addiction prevention)	<ul style="list-style-type: none"> <li>• Number and content of initiated measures</li> <li>• Gender training of health officers</li> </ul>	Has been implemented; further implementations will follow .on an ongoing basis.
	27b) Gender-sensitive conflict management (guideline) and	<ul style="list-style-type: none"> <li>• Number of women and</li> </ul>	Has been implemented; further implementations will follow .on an

	deployment of conflict mediators with adequate gender competence	<p>men who are affected in relation to the total number of cases</p> <ul style="list-style-type: none"> <li>• Number of women in relation to the total number of conflict mediators</li> <li>• Number of women and men who have been trained in gender competence</li> </ul>	ongoing basis.
<b>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.</b>	28a) Educational programmes for executives, employees and specialists to develop their competence in gender and diversity issues (taking into consideration multiple discrimination <sup>9</sup> )	<ul style="list-style-type: none"> <li>• Number of training courses in the period covered by the report</li> <li>• Number of follow-ups in the period covered by the report</li> <li>• Amount of allocated funds</li> <li>• Number of trained gender agents /gender equality assistants broken down by sex</li> <li>• Number of participants in the follow-ups</li> <li>• Number of trained employees in the responsible organisations</li> <li>• Number of gender agents in the House Graz</li> </ul>	Two courses each were held in 2012 and 2013 (three new gender agents in the House Graz)