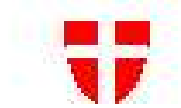


# Gender Mainstreaming & Gender Budgeting



**City of  Vienna**

# Vienna in Figures



**City and federal province**



**1.651.366 inhabitants**

**52,6 % women**

Budget in 2007: € 10 billion

health: € 1.5 billion

social services: € 794 million

education and child care: € 1.3 billion

<http://www.wien.gv.at/english/politics/structure.htm>

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**monthly income: women: 1.752 EUR**

**men: 2.279 EUR**



**unpaid work: household, child care/day**

**women: 5,4 hours,**

**men: 1,7 hours**



**Female labour force participation rate: 79,0%**

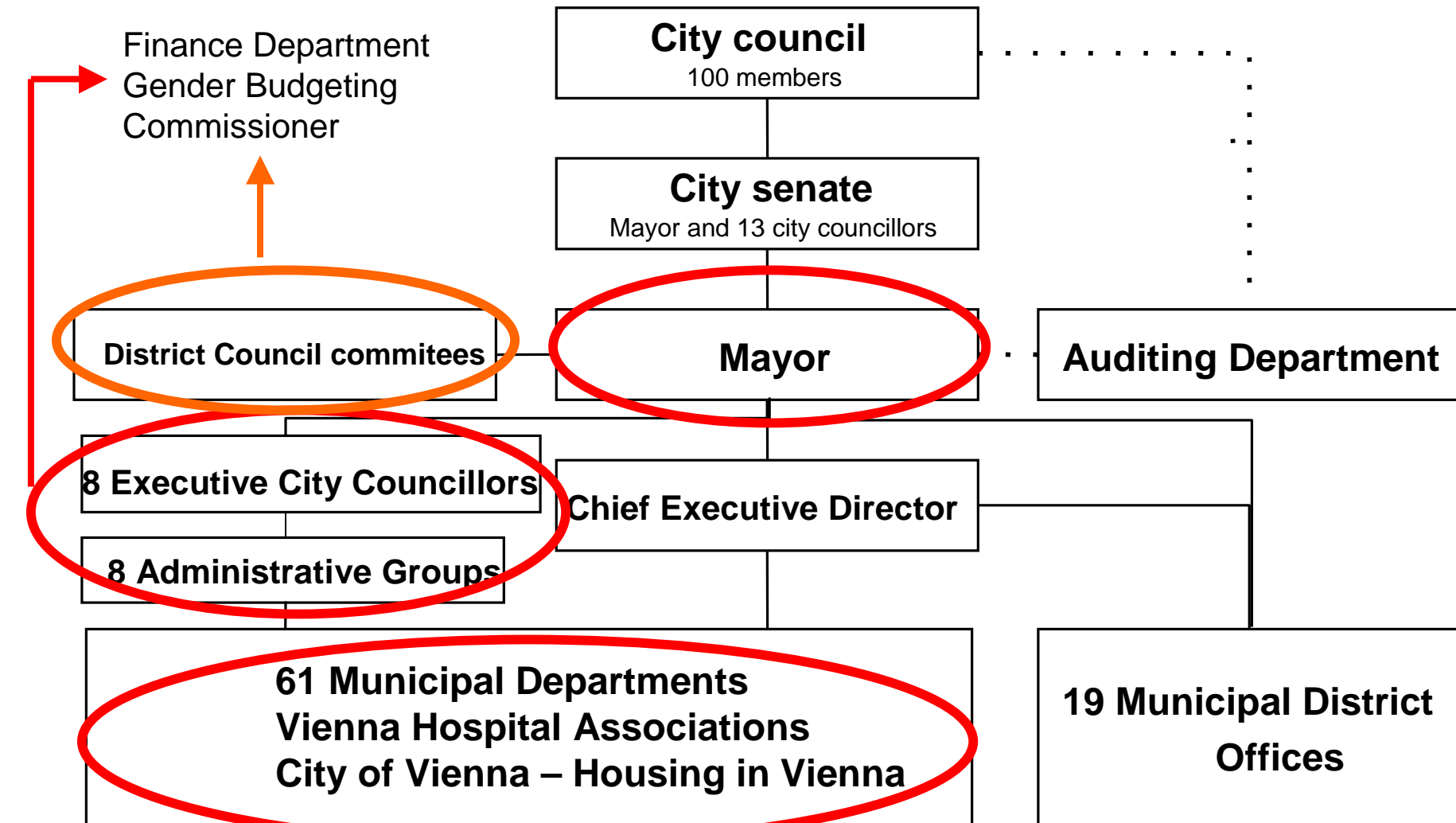
**(Austria: 64,2 %)**

**unemployment rate: women: 7,9 %, men: 10,2 %**

# Equality in Vienna

- Promotion of women plays an important role: an Executive City Councilor for women's issues, separate department for women's issues, five equal opportunities advisors, financial support for counseling centers for women, 24-hour women's emergency hotline and women's shelters...
- Gender Mainstreaming is a definite policy approach in all areas such as urban planning, traffic and transport planning, housing promotion, labor market policies, health care, green space design, education policies (including day care as well as schools and universities), cultural policies, science and research strategies, design of public buildings, safety and security in public spaces.
- Gender Budgeting forms part of the budgeting process – in the central budget and at district level
- Gender Mainstreaming is not only a political demand but also a demand of the senior management.  
The project director for the implementation of gender mainstreaming in the Vienna City Administration forms part of the Chief Executive Office.

# The Organisation of the Vienna City Administration





**preliminary budget – data entry form**

<b>municipal department</b>	<b>budget item</b>	<b>gender specific targets</b>	<b>intended projects and actions</b>	<b>intended outcome and success factors</b>	<b>stakeholders , customers distinguishe d by sex</b>

**statement of accounts – data entry form**

<b>municipal department</b>	<b>budget item</b>	<b>gender specific targets</b>	<b>projects and actions taken to reduce gender gaps</b>	<b>success factors</b>

<http://www.wien.gv.at/finanzen/budget/>

## preliminary budget – data entry form

municipal department	gender specific targets	intended projects and actions	intended outcome and success factors	stakeholders, customers distinguished by sex
MA 43 cemeteries	higher customer-orientation	<p>water taps should be low enough for smaller and elderly persons to use them with ease;</p> <p>paths should be smooth and even for people who use wheelchairs or walking aids;</p> <p>small carts should be available for transporting water and soil;</p> <p>there should be enough seats and benches, clearly posted and well structured signs, safe restrooms</p>	putting plans into practice	71 % women, 29 % men, 60% of all visitors are 60 plus

## preliminary budget – data entry form

<b>municipal department</b>	<b>gender specific targets</b>	<b>intended projects and actions</b>	<b>intended outcome and success factors</b>	<b>stakeholders, customers distinguished by sex</b>
MA 27 – EU Strategy and Economic Development	Making Universities of Applied Sciences more attractive for women.	Application for subsidies includes a gender analyses.  If there is no evidence that gender aspects and affirmative action for women have been taken into account the application is rejected. Gender experts are part of the jury.	Increasing the percentage of female students and female teachers	38 % women  62 % men

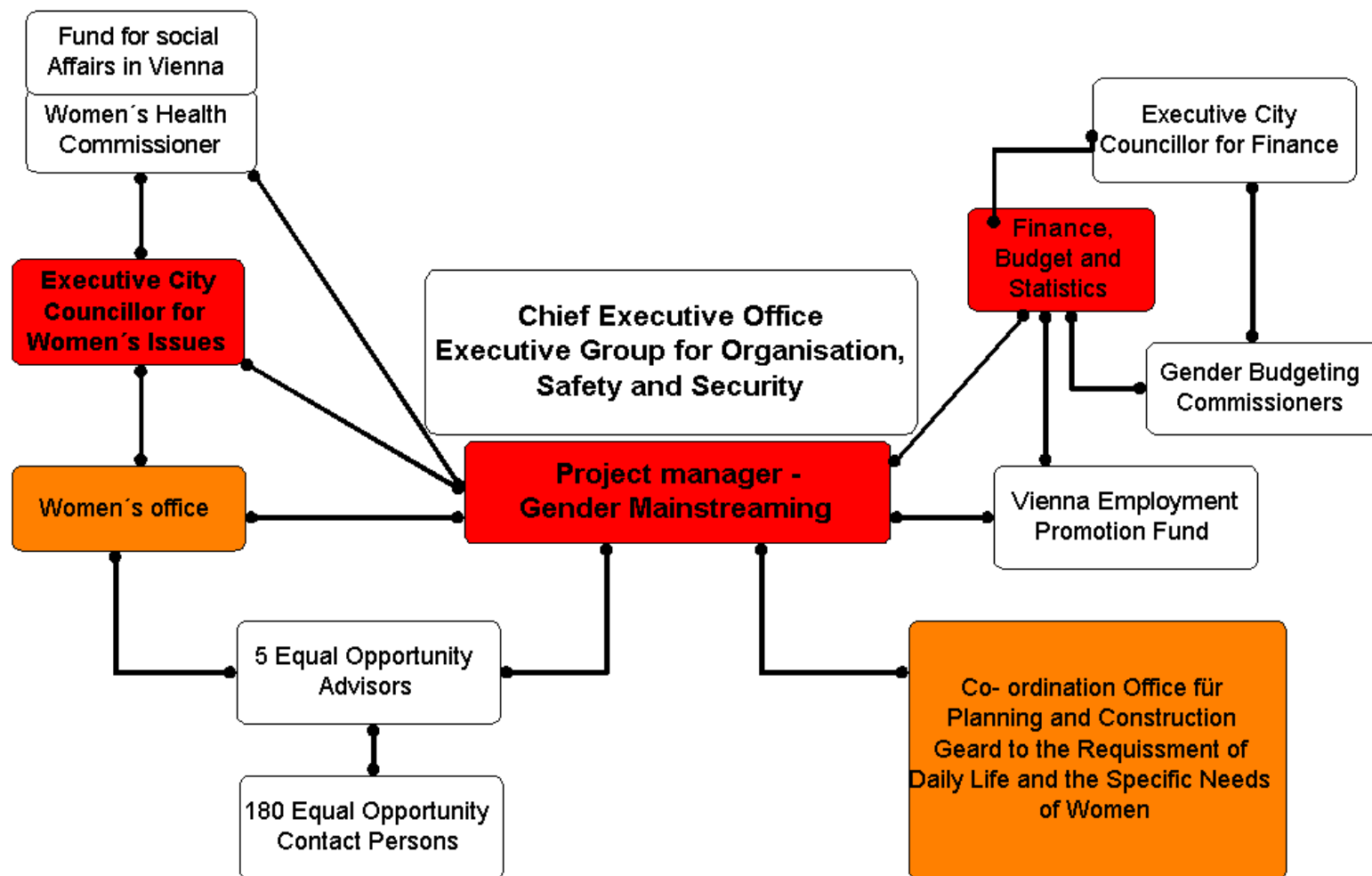


## statement of accounts – data entry form

municipal department	gender specific targets	projects and actions taken to reduce gender gaps	success factors
MA 10 Vienna Children's Day Care Centres	Gender sensitive education needs more male role models. Therefore the percentage of male personnel especially of male teachers has to be increased.	The department ran a recruitment campaign for male personnel.	The percentage of male personnel could be increase by 6% in 2006.

## statement of accounts – data entry form

municipal department	gender specific targets	projects and actions taken to reduce gender gaps	success factors
MA 51 Sports Office	<p>making more women go in for sport</p> <p>especially for traditionally typical men's sports (such as soccer)</p>	<p>changing rooms for women participating at the training for the Viennese women's run</p> <p>subsidies for the girls soccer complex; offering attractive soccer training for girls;</p> <p>Sponsoring the girls soccer day in 2006</p>	<p>the number of participants of the women's run was rising again in 2006</p> <p>900 participants in 2006</p>



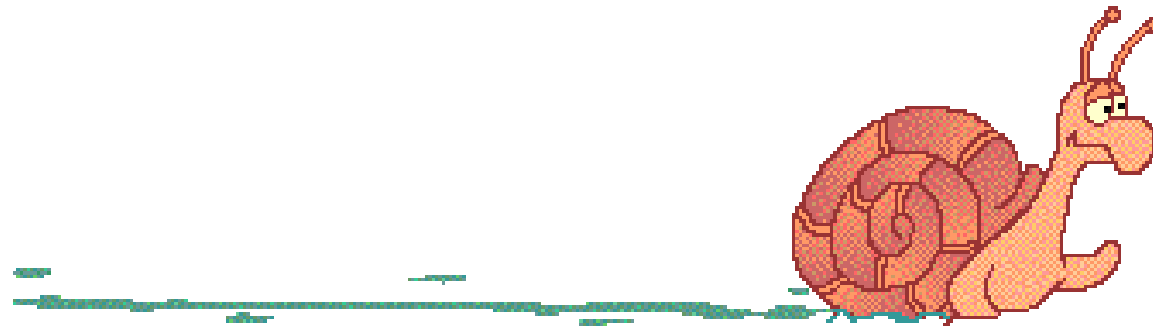
## Ingredients for a successful start

- Gender Mainstreaming - an important issue and showing first results
- Gender Impact Analyses had already been started
- Gender Budgeting discussion launched by women's NGOs and the scientific community
- Gender Budgeting know how within the administration - especially in the finance department itself
- open minded key players at the top (politics and administration)
- sustaining multipliers within the administration

## Important success factors

- clear political will
- support from the senior management (human and financial resources)
- long tradition in women's policies both inside and outside the administration
- strong link to the existing steering and reporting systems
- cooperation with the Personnel Training Department of the City of Vienna
- no high-brow concepts. The work is done directly in and with the departments.
- establishing a network instead of new departments or advisors

It's a long way . . . .



<http://www.wien.gv.at/english/administration/gendermainstreaming/>

<http://www.wien.gv.at/menschen/gendermainstreaming/>

. . . . to Gender Mainstreaming

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