

# Vienna: Integration the Gender Perspective to the Budgting Process



# Vienna - a city of gender equality, due to ...

... a **clear and long lasting political commitment** and backing by the senior management.

... an **equality support structure** with a whole range of teams, services and **gender experts all over** the administration.

... **Gender Budgeting** as the legal backbone

... **adding a gender perspective to** almost all **municipal services**: labour market, education and further training; urban planning, public transport and social housing, it's part of the health services, child care services, climate change and the digitalization strategy

Chief Executive Office – Executive Group for Organisation and Security, Section Gender Mainstreaming

Chief Executive Office – Executive Group for Construction and Technology

MD 5 – Financial Affairs, Gender Budgeting

Vienna Business Agency

Equal Opportunities Advisors

Vienna Employment Fund (waff)

MD 57 – Promotion and Coordination of Women's Issues

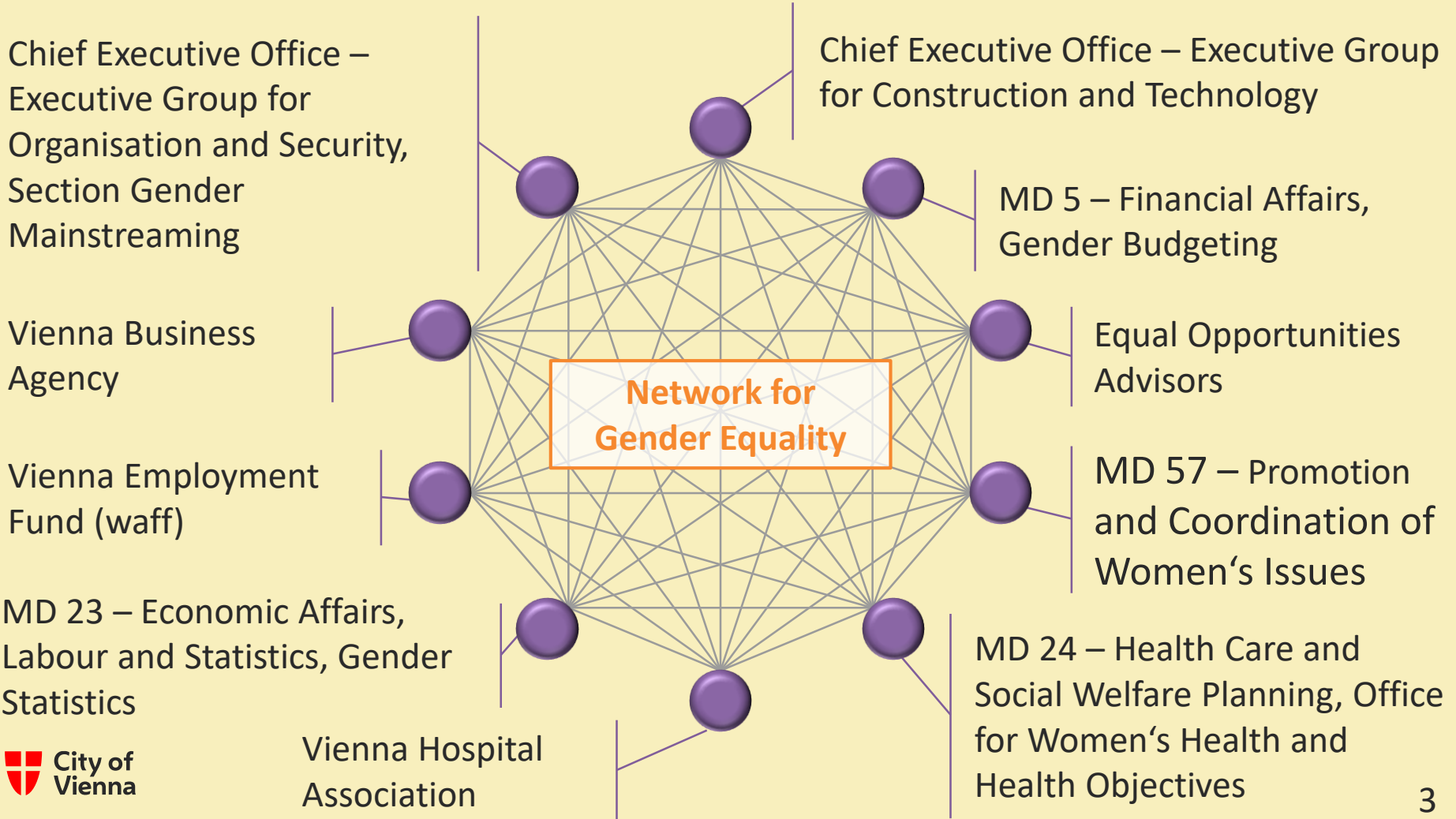
MD 23 – Economic Affairs, Labour and Statistics, Gender Statistics

MD 24 – Health Care and Social Welfare Planning, Office for Women's Health and Health Objectives

Vienna Hospital Association



**Network for Gender Equality**



# How do we proceed?

- 1. Making gender differences visible**  
lobbying and campaigns, research and information
- 2. Raise Awareness - Guidelines, training & service**  
gender trainings, manuals, e-learning, guidelines, bot
- 3. Setting up an efficient reporting and controlling system**  
gender budgeting, quality management, gender checks for legislation, exams by the Internal Audit and the Court of Auditors
- 4. Making changes visible and tangible**  
Initiate pilot projects, **mainstream results** & communicate

# Gender Budgeting

**Federal Constitution of the Republic of Austria, 2008:**

**Art. 13, para. 3**

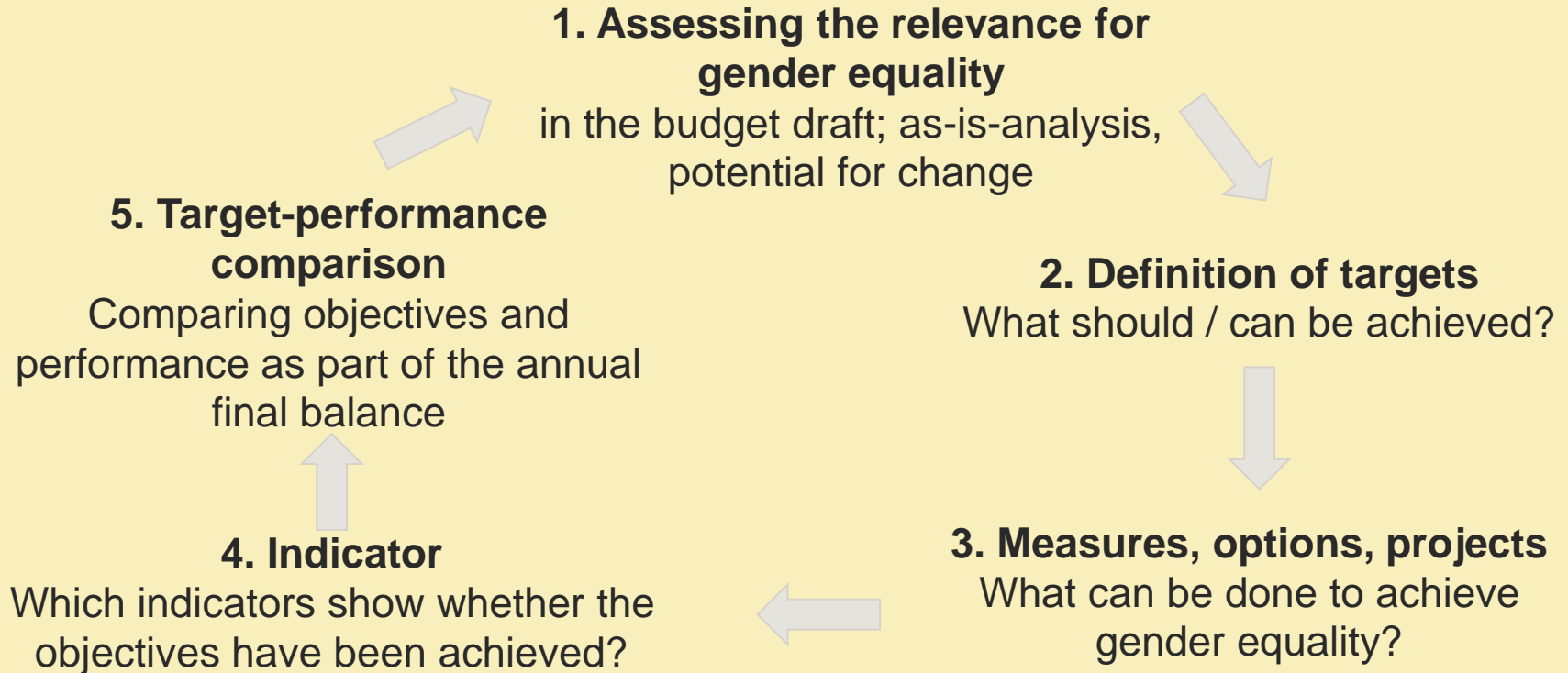
“Federation, provinces and municipalities have to aim at the equal status of women and men in the budgeting.”y

**Vienna: Gender Budgeting is legally binding since 2005**

Twice a year all municipal departments have

- to check their budget resources for gender relevance along with the regular budgeting process;
- define targets and measures in order to reduce gender discrimination.

# How does gender budgeting work in Vienna?



# Gendersensitive child care

- Gender-sensitive education forms part of the Vienna Education Plan
- Gender as a topic in (further) training of teachers
- Campaigns to increase the amount of male day care teachers
- Children's daycare centres in Vienna provide a vast offer and family-friendly opening hours (6:30 – 18:00) all over the year
- Childcare in Vienna is free of charge for children up to 6 years of age



©: MA 10



©: MA 10

# Gender Budgeting – Kindergartens

municipal department	gender specific targets	intended projects and actions	intended outcome and success factors	
MD 10 – Kindergartens	Remove barriers that prevent women from participating in the workforce (meet Barcelona targets)	Expansion of municipal early childhood education facilities and increase in the number of available places.	Number of children in child care facilities	girls 45.200 und boys 39.200

Source: Preliminary budget 2025,

<https://www.digital.wienbibliothek.at/wbrup/download/pdf/4901247?originalFilename=true>



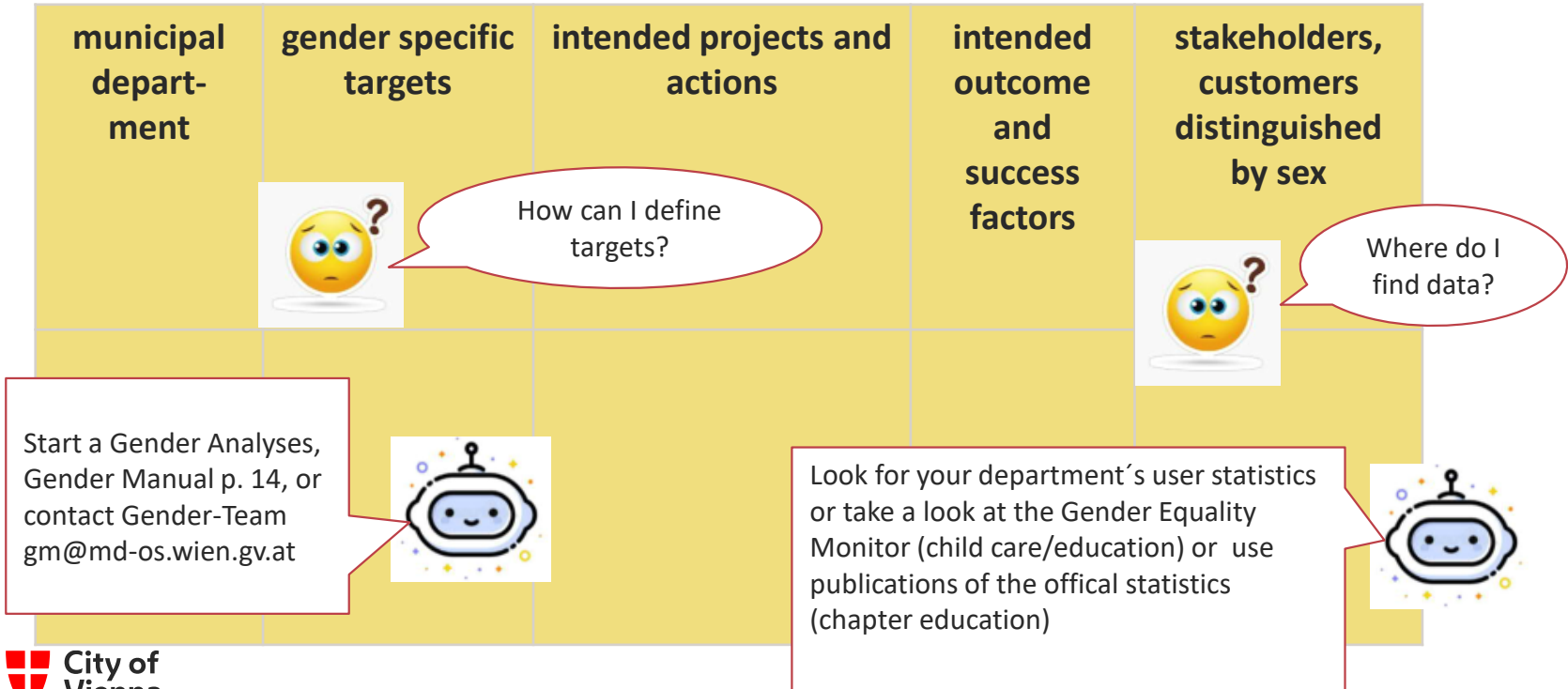
# Gender Budgeting – Kindergartens

municipal department	gender specific targets	intended projects and actions	intended outcome and success factors	
MD 10 – Kindergartens	Increasing the percentage of male kindergarten teachers and students	<ul style="list-style-type: none"><li data-bbox="722 463 1136 495">• Information campaigns</li><li data-bbox="722 642 1136 674">• New training programs</li></ul>	percentage of teachers among all teachers  Percentage of male students	4,8 %  15,1 %

Source: Preliminary budget 2025,

<https://www.digital.wienbibliothek.at/wbrup/download/pdf/4901247?originalFilename=true>

# Digital Tool to Support Gender Equality: “GenderBot”



# Gender is a success factor

- Gender checks and gender differentiated data contribute to a higher quality of communal services.
- The more you know about your clients/citizens the better for the planning of your resources.
- Investments in Gender Equality are an economic success factor: if women achieve more, the GDP per capita is higher.
- Human development is higher where women achieve more, which means: both, women and men are better off when there is a higher level of gender equality.\*

\* [https://ec.europa.eu/regional\\_policy/en/information/maps/gender-equality-monitor](https://ec.europa.eu/regional_policy/en/information/maps/gender-equality-monitor)

Fix the System – not people!