



Building a Feminist City: Implementing Gender- Sensitive Research

27 November 2024, Zaragoza

**City of
Vienna**

Economic Affairs,
Labour and Statistics

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3. Gendersensitive Statistics (Relevance and key points of implementation – „guiding principles“)
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Vienna in Figures

Inhabitants (2024)



2,005,760
(51 % women)

Members of the
City Council (2024)



100
(43 % women)

Executive City
Councillors (2024)



7
(43 % women)

City employees
(2024)



about 100,000
(60 % women)

Quality of Living
Index (2024)



Economist & Monocle

City Budget (2024)



€ 18,9 billion

Vienna's Government

Vienna City Senate and Provincial Government
2024



Mayor and Governor
Michael Ludwig
SPÖ

Deputy Mayor and
Executive City Councillor
Christoph Wiederkehr
NEOS

Deputy Mayor and
Executive City Councillor
Kathrin Gaál
SPÖ

Executive City Councillors ("Government")

Jürgen Czernohorszky, SPÖ
Climate, Environment,
Democracy and Personnel

Kathrin Gaál, SPÖ
Housing, Housing Construction,
Urban Renewal and Women's
Issues

Peter Hacker, SPÖ
Social Affairs, Public Health
and Sports

Peter Hanke, SPÖ
Finance, Business, Labour,
International Affairs and Vienna
Public Utilities

Veronica Kaup-Hasler, SPÖ-seat
Cultural Affairs and Science

Ulli Sima, SPÖ
Innovation, Urban Planning
and Mobility

Christoph Wiederkehr, NEOS
Education, Youth, Integration and
Transparency

City Councillors without portfolio
Isabelle Jungnickel (ÖVP), Peter Kraus (Die Grünen), Karl Mahrer (ÖVP),
Dominik Nepp (FPÖ), Judith Pühringer (Die Grünen)

Province
of Vienna

Statistics

Source: City of Vienna

statistik.wien.gv.at

Vienna- quality of life

A view from outside

Vienna in international rankings

Highest quality of life worldwide

Place	Quality of Living Survey 2023 (Mercer)	Quality of Life Survey 2023 (Monocle)	The Global Liveability Index 2024 (Economist Intelligence Unit)	Best Student Cities in the World 2023 (Campus Advisor)
1	Vienna	Vienna	Vienna	Melbourne
2	Zurich	Copenhagen	Copenhagen	Berlin
3	Auckland	Munich	Zurich	Newcastle
4	Copenhagen	Zurich	Melbourne	Brno
5	Geneva	Stockholm	Calgary & Geneva	Seoul
6	Frankfurt	Tokyo	–	Vienna
7	Munich	Helsinki	Sydney & Vancouver	Galway
8	Vancouver	Madrid	–	Warsaw
9	Sydney	Lisbon	Osaka & Auckland	Montreal
10	Düsseldorf	Melbourne	–	Singapore
Number of cities compared	241	25	173	30



Source: Monocle, Economist Intelligence Unit, Mercer, Campus Advisor.
Data processing: City of Vienna; Chart: University of Arts Linz, Visual Communication

Satisfaction of urban residents across the EU

Selected capital cities of the EU, 2023

Share of respondents replying “very satisfied” or “rather satisfied”, in %

Public transport	Cultural facilities	Cleanliness	Health care services	Green spaces
90 Vienna	90 Vienna	82 Vienna	87 Amsterdam	89 Helsinki
87 Prague	89 Hamburg	78 Helsinki	85 Brussels	89 Hamburg
87 Helsinki	89 Paris	69 Hamburg	83 Vienna	88 Copenhagen
85 Hamburg	88 Stockholm	68 Copenhagen	82 Prague	87 Stockholm
85 Stockholm	87 Prague	64 Stockholm	80 Hamburg	87 Berlin
81 Amsterdam	86 Copenhagen	63 Warsaw	80 Berlin	86 Vienna
80 Warsaw	86 Amsterdam	61 Amsterdam	80 Copenhagen	85 Amsterdam
80 Berlin	85 Warsaw	56 Prague	75 Paris	84 Brussels
79 Copenhagen	84 Helsinki	47 Berlin	73 Stockholm	82 Warsaw
74 Madrid	83 Berlin	45 Brussels	70 Helsinki	80 Prague
72 Brussels	80 Budapest	44 Bratislava	61 Madrid	78 Paris
70 Budapest	80 Brussels	41 Budapest	51 Rome	69 Budapest
69 Athens	77 Bratislava	40 Madrid	45 Warsaw	69 Madrid
66 Paris	71 Rome	36 Bucharest	45 Bratislava	65 Bratislava
65 Bratislava	69 Bucharest	36 Paris	44 Bucharest	62 Rome
50 Bucharest	68 Madrid	34 Athens	39 Athens	59 Bucharest
28 Rome	61 Athens	11 Rome	37 Budapest	37 Athens



Source: Eurostat. Data processing: City of Vienna; Chart: University of Arts Linz, Visual Communication



Vienna- quality of life

A view from inside



How the Viennese see Vienna 2023



90%
are satisfied with
public transportation



90%
are satisfied with the
cultural offer

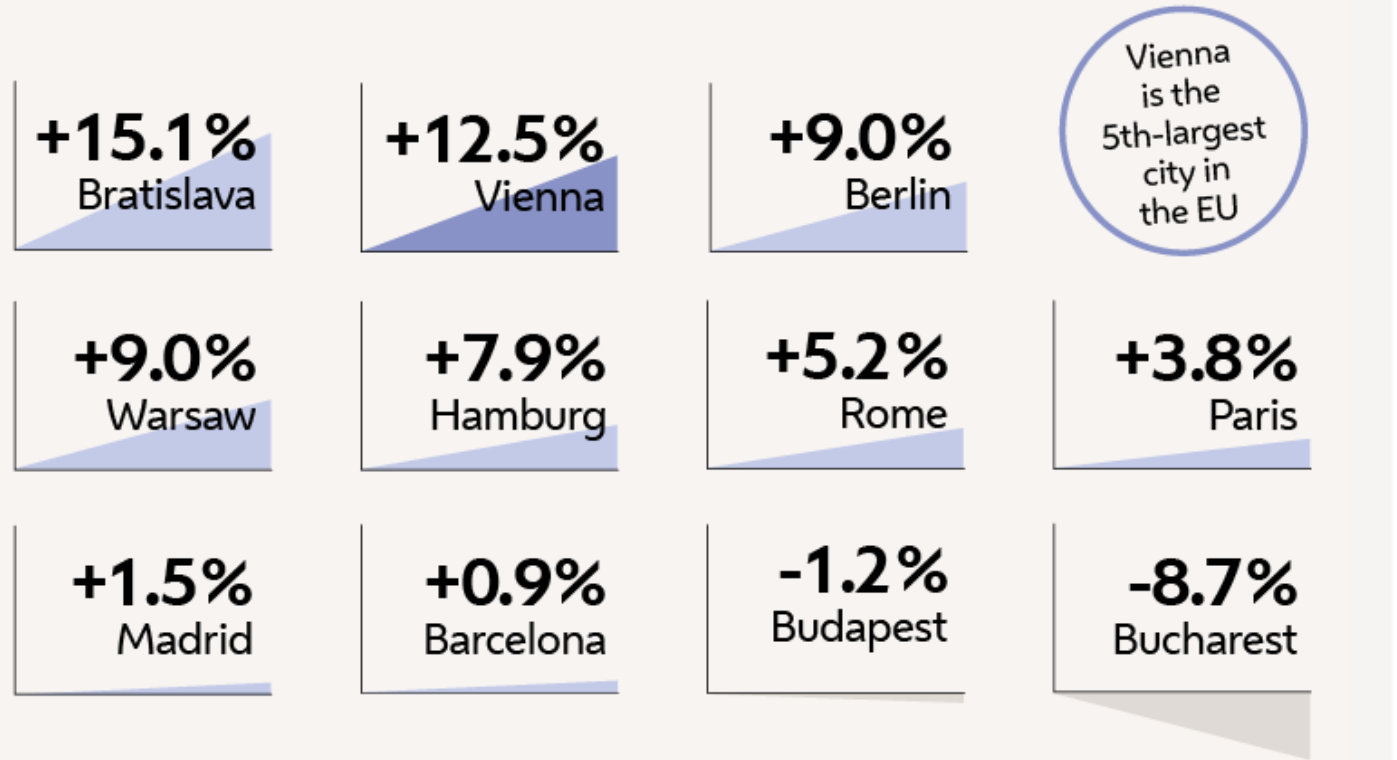


83%
are satisfied with
the cleanliness

Vienna, a fast growing city

- Growth of capitals in terms of inhabitants
- 2012-2022

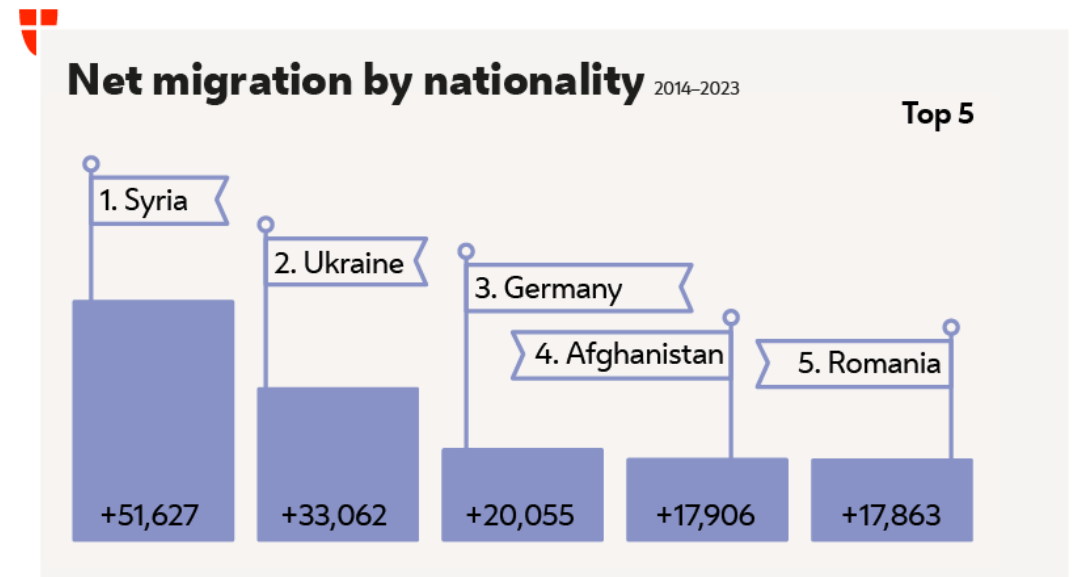
Over the past decade, Vienna has seen the 2nd highest growth compared with the ten largest cities in the EU and Bratislava.*



* Subsequent revisions make the growth appear higher in some cities (not in Vienna).

Vienna – growing city

- cosmopolitan city
- High percentage of people with migrant background
- 40% of the inhabitants



Vienna's dual challenge on the labor market



- 21% of people between 25 and 64 years old with only compulsory education vs. 26% with higher education
- 6,000 apprenticeship training positions for young people are lacking

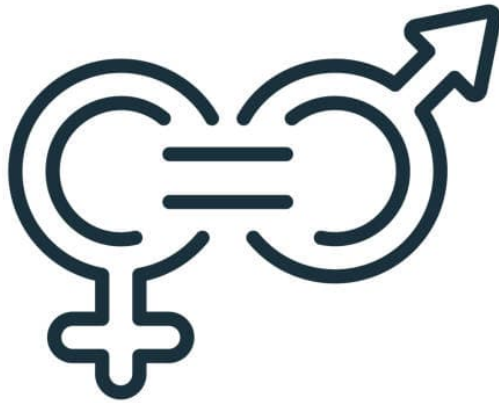
Vienna's gender challenge on the labor market



shutterstock.com · 739945144

- Labor force participation of women higher in Vienna than in the rest of Austria, but still high percentage of part time work
- 81.2 % of Viennese women working, but most of them (43%) in part time mostly due to care duties
- Vienna Employment Promotion Fund (waff): [FRECH - Johanna-Helen - YouTube](#)

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
- adding a gender perspective to almost all municipal services: labor 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 city's digitalization strategy

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

Executive Group for Construction and Technology, Chief Executive Office

Financial Affairs (MD 5)- Gender Budgeting

Vienna Business Agency

Equal Treatment Ombud (GBB)

Vienna Employment Promotion Fund (waff)

Gender Equality Network in the City of Vienna

Women's Service (MD 57)– Promotion and Coordination of Women's Issues

Vienna Hospital Association

Strategic Healthcare (MD 24) – Office for Women's Health and Health Objectives

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



Gender equality network

Gender mainstreaming (GM) Section

- GM is a comprehensive and long-term change process
 - can only be successfully implemented with the comprehensive promotion of women and men (gender equality)
- clear political commitment to a cross-sectional women's and gender equality policy at Vienna's state level for years + reflected in the administration:
 - GM has been anchored in Vienna's municipal administration since 1 January 2000
 - GM-tasks were added to the responsibilities of the Viennese municipal director in July 2011 (previously only project position)
- GM tasks carried out in close cooperation with different city departments

Gender equality network

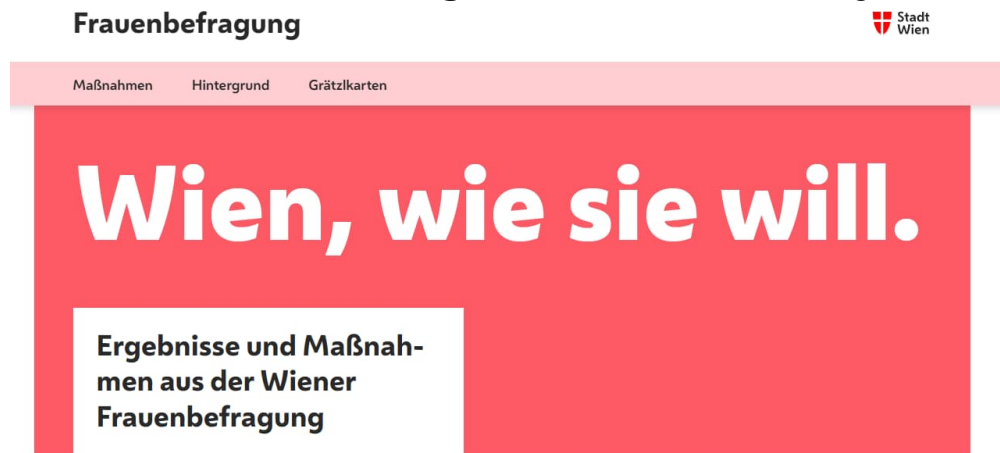
Women's Service Department (MD 57)

- promotes the empowerment of girls and women with its services and information work in Vienna.
- founded in 1991
- duties:
 - supports women's organisations and gender projects in order to specifically counteract the discrimination of women and girls.
 - Studies, publications and events are used to address topics relevant to women's policy and communicate them to the public.
 - Women and girls receive concrete support through the counselling services offered by the Women's 24-hour helpline ([español](#), [English](#) and several other languages); Advice, information and support for women and girls aged 14 and over who are affected by sexualised physical or psychological violence
 - <https://www.wien.gv.at/english/social/women/services/emergency-helpline.html>

Women's Service Department (MD 57)

'Vienna as she wants it'

- In 2022, Vienna's largest women's survey 'Vienna as she wants it' was conducted.



- It shows the situation of women and girls in Vienna as well as their wishes and ideas for the future. All Viennese women were able to take part.
- Around 15,500 Viennese women took part and gave more than 77,000 answers.

Women's Service Department (MD 57)

'Vienna as she wants it'

One result of the survey: multiple workloads for women are a major issue! And: One hour for a woman is not the same as one hour for a man - on the contrary. Women still take on the majority of childcare and other tasks.

We as the City of Vienna are now implementing numerous measures in the coming months and years - to create what Viennese women want: More time. More space. And more opportunities!

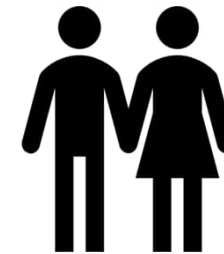
Deputy Mayor and City Councillor for Women Kathrin Gaál



Gender equality network

Equal Treatment Ombud (GBB)

- Vienna Equal Treatment Act (legal basis), in force since 1 May 1996
- available to all employees (men, women & other gender identities) of the City of Vienna for:
 - equal treatment (principle 1)
 - the advancement of women (principle 2)
 - incidents of sexual harassment in the workplace
- Equal Treatment Officers and their deputies are independent, not bound by instructions and obliged to maintain confidentiality!
- So called “contact women” in the departments; on site, they ensure that the provisions of the Equal Treatment Act are complied with.



Gender equality network/ Equal Treatment Ombud

Gender equality programme

- legally enshrined instrument with clear objectives and targets:
 - to promote women in underrepresented professional fields (e.g. swim instructors, gardener, (emergency) paramedic, employees of the higher forestry service, specialised employees of the technical service, electronic data processing staff etc.)
 - to create equal opportunities.
- objectives set by the mayor for a period of three years; equal treatment ombuds report to the municipal council
- current equality program adopted for the period from 1 January 2024 to 31 December 2026
- department heads = addressees of the gender equality program are responsible for implementing the targets and reporting

Gender equality network



Economic Affairs, Labour and Statistics (MD 23) – who are we?

- Founded in 2012; mix of different former departments: Finance, EU, Accounting and Taxes etc.
- Part of Executive Group: Finance, Economy, Labour, International Affairs and Vienna Public Utilities (Wiener Stadtwerke); Executive City Councillor Peter Hanke
- Small department: about 50 employees; >50% university graduates; >50% women
- Graduates from different fields: economics, mathematics, statistics, social sciences, humanities and cultural studies, geosciences, etc.

Gender equality network

Economic Affairs, Labour and Statistics - Tasks



Provision of sound data and a basis for decision-making to contribute to the development of Vienna as a business location by...

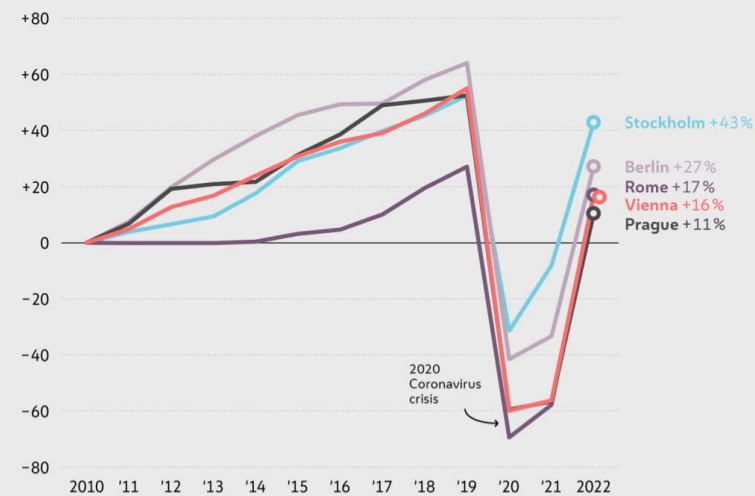
- Expertise and evidence-based recommendations for economy, (e.g. labor market), statistics (population growth), innovation strategies, economic development
- Communication through data-driven storytelling, media cooperation, social media and numerous publications ([Vienna in Figures](#), Statistical Yearbook, etc.)
- Data collection of hotels/lodging (overnight stays, short term rental) and consumer prices (consumer price index in Vienna)
- Administration of the Funding for Universities of Applied Science
- Conception and implementation of the Strategy "VIENNA 2030 – Economy & Innovation"

Tourist overnight stays

Development of tourist overnight stays

Selected cities / urban regions of the EU, 2010 to 2022

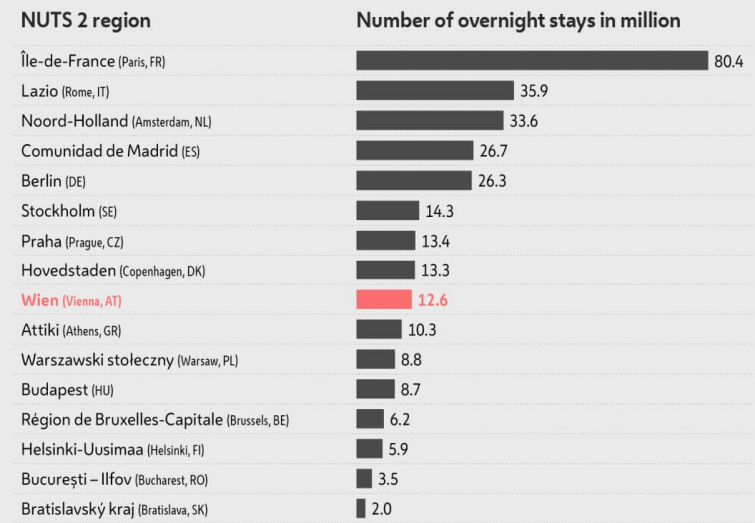
Development of overnight stays since 2010 in %



Source: Eurostat. Data processing: City of Vienna; Chart: University of Arts Linz, Visual Communication

Tourist overnight stays across the EU

Selected cities / urban regions of the EU, 2022



Source: Eurostat. Data processing: City of Vienna; Chart: University of Arts Linz, Visual Communication



Gender statistics

Guiding principles

- *Why do we bother with this?* (Motivation)
- *What do we mean by gender statistics?* (Operationalisation)
- *How does it work?* (Production Process)
- *What does it take?* (Quality Requirements)
- *How to achieve impact?* (Implementation)

Why do we bother with this?

- Making life's realities visible
- Identifying needs of female and male citizens
- Enabling a monitoring of progress
 - Example: Vienna Gender Equality Monitor

- Stronger target group orientation
- Better and more efficient offers and services
 - Example: Customer surveys



Basis for gender
equality policy



Basis for
administrative
efficiency

Why do we bother with this?

Take aways:

Gender statistics are an essential tool to promote gender equality and to better manage the services offered by a city administration.

- An evidence-based gender equality policy needs gendersensitive data.
- Gendersensitive data lead to more administrative efficiency through stronger target group orientation.

Example: Vienna Equality Monitor

Vienna Equality Monitor

Stadt Wien

KINDER KUCHE HERU
SIND KEIN GANZES LEBEN WERT

SCHAFFEN

Vienna Equality Monitor

The current 3rd Vienna Equality Monitor (2021) – eight years after the publication of the 1st Vienna Equality Monitor (2013) – examines how the living situations of women and men [note.1] in Vienna have changed over time. In which areas of life have we come closer to the various goals of equality between women and men and where have we moved away from them? In which areas are intensive efforts necessary to enable women to lead self-determined, fair and secure lives?

The Vienna Equality Monitor is an instrument that was developed to empirically record and analyze the status quo and development of equality between women and men and to make it visible and usable for interested Viennese citizens.

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[imprint](#) [data protection](#) [accessibility](#) [Login](#)

Vienna Equality Monitor – Policy objectives

2010 government programm of the City of Vienna's coalition government of Social democrats and Greens expressed the need for the development of a gender equality monitoring report:

„In order to have ongoing information on the state and development of the living and working situations of women in Vienna, we shall create a Vienna Gender Equality Monitoring Report. The Gender Equality Monitoring Report shall be published periodically and identify the issues and disadvantages that women in Vienna face. It will serve as a basis for the continuous development of measures for the promotion of women in Vienna“

Vienna Equality Monitor - Conception

- The Vienna Gender Equality Monitoring Report provides the empirical basis for the development of measures for the promotion of women in Vienna.
 - 12 Topics and 160 gender equality indicators
 - Based on previously defined equality objectives
- Interactive Website:
From 2021 onwards the equality indicators are captured on a data base. Trends and developments of individual indicators can be called up on the interactive website
<https://www.gleichstellungsmonitor.at/> (German)

Vienna Equality Monitor - Interactive Website

<https://www.gleichstellungsmonitor.at/> (German)

Vienna Equality Monitor 


- Vienna's equality goals
- Methodical approach (I)
- Methodical approach (II)
- Chapter A Women and Men in Vienna
- Chapter B Political Participation
- Chapter C Training and Further Education
- Chapter D Paid and unpaid work
- Chapter E Leisure and Sports
- Chapter F Art and Media
- Chapter G Income
- Chapter H Poverty and Social Security
- Chapter I Housing and Public Space
- Chapter J Environment and Mobility
- Chapter K Violence
- Chapter L Health
- cross-cutting issues**
- glossary
- bibliography
- data sources
- About the experts

cross-cutting issues
Indicators by women's groups or statistical characteristics

- single parents
- Old
- Older women
- disability
- Corona Focus 2021
- glass ceiling
- household type
- lifestyles and family forms
- girls / young women
- migrants
- Migration Focus 2016

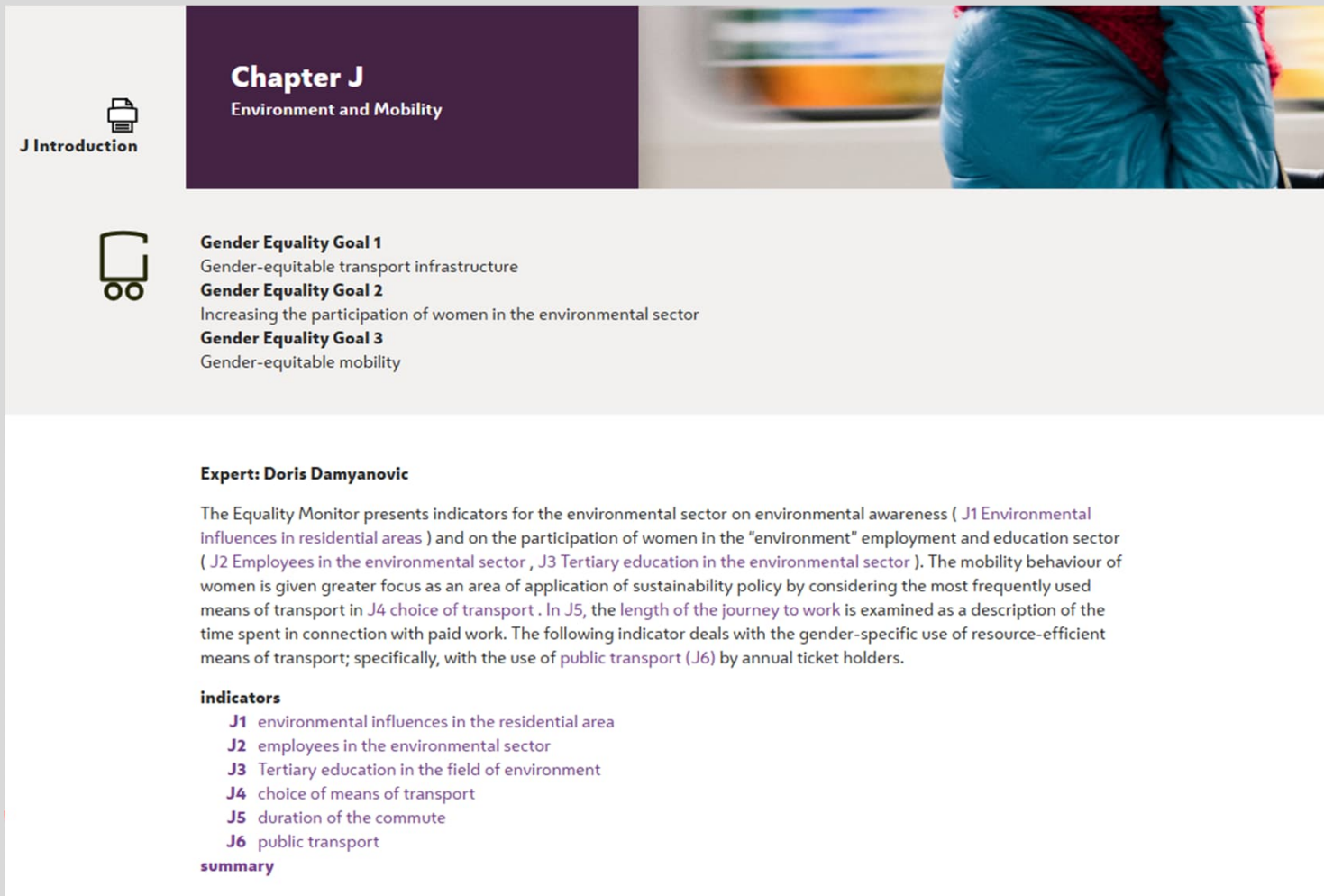
6: Andrea Leitner, Angela Wroblewski (IHS)

With the Vienna Equality Monitor, the City of Vienna aims to continuously monitor the status quo of equality between women and men in various areas of life. The indicators included in the Equality Monitor are intended to empirically depict the different realities of life for women and men as accurately as possible, just as markers on a map capture the key areas of discrimination against women. This can increase awareness of discrimination and create an empirical basis for measures to improve gender equality. In developing the equality indicators, the City of Vienna has taken inspiration from

 **Print page**

Vienna Equality Monitor - Interactive Website

Example: Chapter J – Environment and Mobility



The screenshot shows a website interface for Chapter J: Environment and Mobility. The header features a dark purple bar with the chapter title. Below it, a navigation menu includes 'J Introduction' and a list of three Gender Equality Goals. The main content area contains an expert profile for Doris Damyanovic, a detailed text paragraph, and a list of six indicators. A summary section is located at the bottom of the content area. A background image of a person in a blue jacket is visible on the right side of the header.

Chapter J
Environment and Mobility

J Introduction

Gender Equality Goal 1
Gender-equitable transport infrastructure

Gender Equality Goal 2
Increasing the participation of women in the environmental sector

Gender Equality Goal 3
Gender-equitable mobility

Expert: Doris Damyanovic

The Equality Monitor presents indicators for the environmental sector on environmental awareness ([J1 Environmental influences in residential areas](#)) and on the participation of women in the "environment" employment and education sector ([J2 Employees in the environmental sector](#) , [J3 Tertiary education in the environmental sector](#)). The mobility behaviour of women is given greater focus as an area of application of sustainability policy by considering the most frequently used means of transport in [J4 choice of transport](#) . In [J5](#), the length of the journey to work is examined as a description of the time spent in connection with paid work. The following indicator deals with the gender-specific use of resource-efficient means of transport; specifically, with the use of [public transport \(J6\)](#) by annual ticket holders.

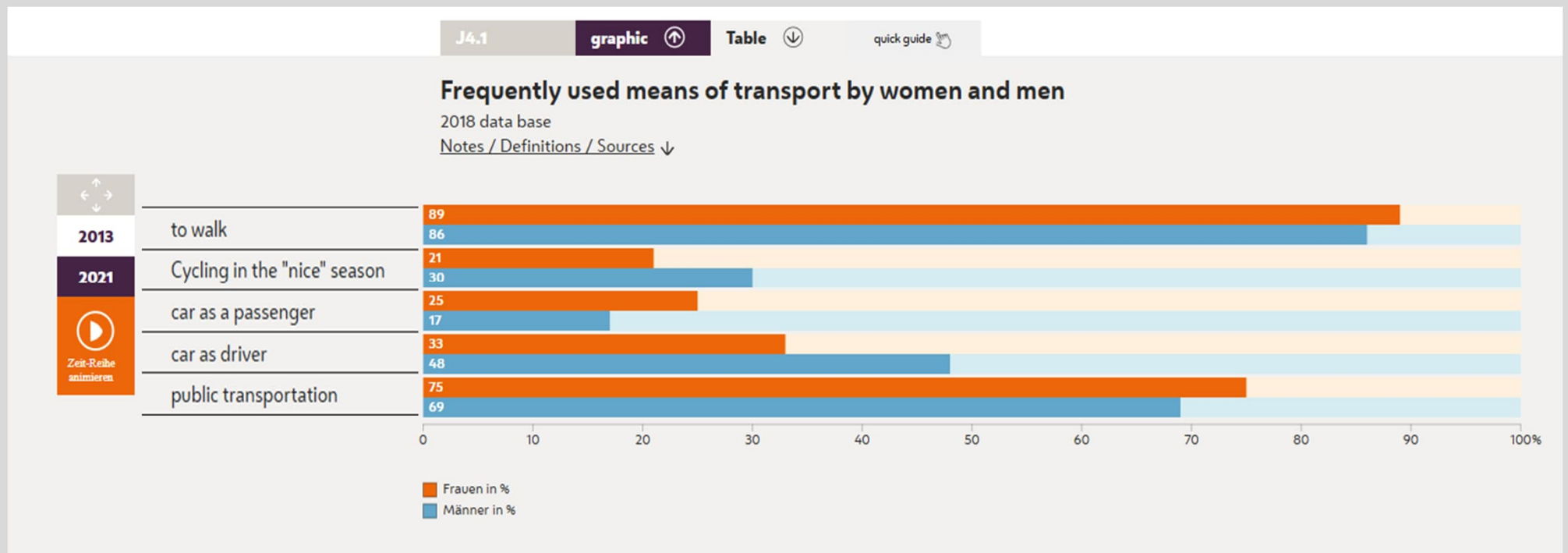
indicators

- [J1](#) environmental influences in the residential area
- [J2](#) employees in the environmental sector
- [J3](#) Tertiary education in the field of environment
- [J4](#) choice of means of transport
- [J5](#) duration of the commute
- [J6](#) public transport

summary



Vienna Equality Monitor - Interactive Website

Example: Chapter J – Environment and Mobility



Vienna Equality Monitor - Interactive Website

Example: Chapter J – Environment and Mobility

J4.1 graphic  Table 

Frequently used means of transport by women and men

2013 2021 every year


2021

2018 data base

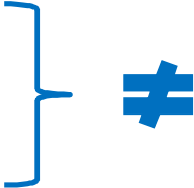
Definitions:
Percentage of women and men who say they use the respective means of transport several times a week or almost daily.

Sources:
City of Vienna/University of Vienna: Vienna Quality of Life Study 2018, calculations: ZSI.

	women in %	Men in %
to walk	88.79	86.16
Cycling in the "nice" season	20.92	30.35
car as a passenger	25.23	16.59
car as driver	32.64	47.76
public transportation	75.25	68.70

 Close

What do we mean by gender statistics?

- Clear terminological distinction required:
 - Sex (biological property)
 - Gender (social construct)
 - Gender identity (subjective sense)
- Focus is on the situation of women and men in society
- Gender is not a suitable category for defining statistical variables. Biological sex is not equated with social gender, but is used as a proxy indicator
- Women and men are no homogenous groups in themselves, further differentiation is useful!
- Gender identity might be considered as an intersecting variable

What do we mean by gender statistics?

Take aways:

Gender statistics reflect the situation of women and men in society. Biological sex is used as a core variable and a proxy indicator for gender.

- Gender statistics not only describe differences but also identify causes and influencing factors.
- Gender equality data should be disaggregated by sex and often also by additional variables. The more differentiated the data, the better.

An unresolved issue: Dealing with the „third gender“

- What do we mean by „third gender“?
 - Intersex ('biological sex' or 'legal sex')
 - Not: social gender / gender identity / sexual orientation
- Legal situation in Austria:
 - Until 2019, only the entries 'female' and 'male' were possible in the civil status register
 - Since 01.2019 and 09.2020, further entries for intersex people have been possible: 'diverse', 'inter', 'open' or deletion of the entry
 - Must either be determined by the responsible medical staff at birth or verified later in life by a specialist report
- Persons must be able to indicate their officially recognised gender in surveys and administrative registers

Dealing with the „third gender“

- The number of people with a non-binary gender entry is very low:

Total	Men	Women	Diverse	Inter	Open	No entry	Unknown
9,198,124	4,534,066	4,663,881	48	6	9	114	0

Source: Statistics Austria – population statistics (1.10.2024)

- For data protection reasons, a separate analysis of all gender entries for Vienna is currently not possible.
- If possible, descriptive evaluation and breakdown according to imputation rule instead of 'deleting' the cases
- Transparent handling of gender categories that cannot be analysed

Dealing with the „third gender“

- Due to data protection and in order to be able to draw meaningful statistical conclusions, a reduction to two genders is usually necessary
- Nevertheless, an awareness of the diversity of people as well as a transparent and sensitive handling of the data is necessary
- The claim of gender-sensitive statistics to highlight structural disadvantages between women and men does not contradict the demand for social and legal recognition of non-binary people
- Where possible, it should be possible to provide information on gender identity in addition to biological sex (e.g. in surveys)
- Abandoning sex information in an official register altogether is not a good option as it eliminates an important source of data for monitoring gender equality.

How does it work?

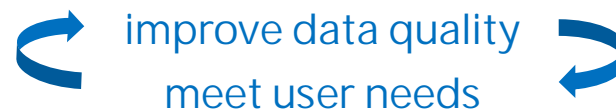
- Gender Mainstreaming as overarching general principle

- 2020-2025 EU gender equality strategy

- https://commission.europa.eu/document/download/500cf92d-792b-4055-b951-dd111419818e_en

- Gender statistics integrate a gender perspective into the entire statistics production process

- The objectives of the ongoing process are:



- There are various forms and degrees of complexity

- „sex counting“, (sets of) indicators, indices

- Note: Gender sensitivity is also reflected in language!


How does it work?

Take aways:

It is necessary to incorporate a gender perspective throughout the entire statistical process - from conceptualisation to analysis.

- Creation of gender statistics is a comprehensive and continuous process.
- Cooperation between experts and dialogue at different levels (politics, administration, science) is important.

What does it take?

- High quality standards for gender statistics (as for official statistics in general)
 - ESS quality assurance framework (based on European Statistics Code of Practice)
<https://ec.europa.eu/eurostat/web/products-catalogues/-/KS-02-18-142>
<https://ec.europa.eu/eurostat/documents/64157/4392716/ESS-QAF-V2.0-final.pdf>
- Quality of statistics means “fitness-for-purpose”  *Measuring and advancing gender equality*
- Special attention to gender-based biases in the data
- Problem of “statistical adequacy” in gender identities
 - Reduction of complexity is necessary to show structural disadvantage
 - Requirements related to data protection
- Adequate metadata to identify limitations

What does it take?

Take aways:

Quality dimensions of gender data are crucial for the accurate measurement of gender equality.

- To produce high quality gender data it is essential to avoid gender biases at all stages of data production.
- The objective of gender statistics to highlight structural disadvantages between women and men does not contradict with the demand for social and legal recognition of transgender persons.

How to achieve impact?

- The use of gender statistics aims to identify opportunities for improvement of gender equality
- Cooperation required between **politics** ↔ **administration** ↔ **science**
- Integration of gender data into relevant decision-making processes and control instruments to achieve impact
 - Example: Gender Budgeting
- Institutional anchoring in Vienna's municipal administration
 - Principle of administration „Customer orientation“
 - Principle of gender mainstreaming „*Principle of gender-specific data collection and analysis*“
 - Vienna Statistics Act „*if women's or men's lives are affected by data collection or analysis: gender specific data collection and analysis*“

How to achieve impact?

Take aways:

Gender statistics aim to enable women and men to have equal opportunities and a high quality of life. Key levers for social improvements become visible for politics and administration.

- Gender statistics are not an end in themselves but the basis for concrete measures
- Integration in relevant decision-making processes and control instruments is required to achieve impact

Example: Gender Budgeting

Federal Constitution of the Republic of Austria, 2008 (Art. 13, para. 3):

“Federation, provinces and municipalities must aim at the equal status of women and men in the budget management.”

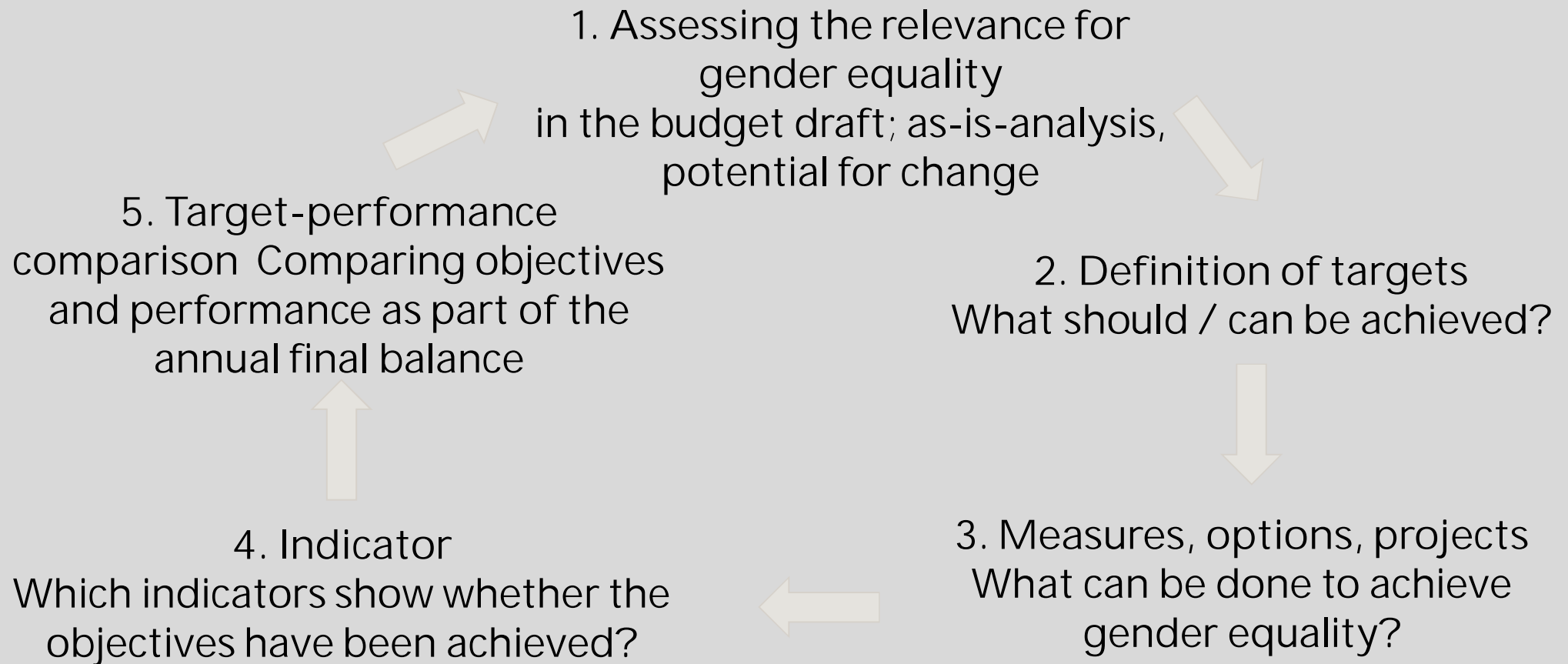
Vienna: Gender Budgeting is a legally binding regulation since 2005

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.

Preliminary budgets as well as the statements of accounts since 2006 were complemented by a section of gender budgeting.

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)
- Childcare in Vienna is free of charge for children up to 6 years of age



©: MA 10



©: MA 10

Gender Budgeting data entry form

Example: Child Care

municipal department	gender specific targets	intended projects and actions	intended outcome and success factors	stakeholders, customers distinguished by sex
MD 10 Kindergarten	Increase the proportion of male employees in kindergartens and after-school care centers.	Public relations, advertising, application in schools.	Increase the percentage/ number of male employees	95 % (6700) women 5 % (300) men

Digital Tool to Support Gender Equality: "GenderBot"

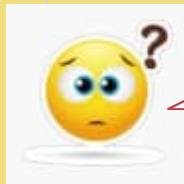
municipal
depart-
ment

gender
specific
targets

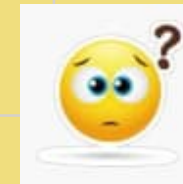
intended projects
and actions

intended
outcome
and
success
factors

stakeholders,
customers
distinguished
by sex



How can I define
targets?



Where do I
find data?

Start a Gender
Analyses, Gender
Manual p. 14, or
contact Gender-Team
gm@md-os.wien.gv.at



Look for your department´s user
statistics or take a look at the Gender
Equality Monitor (child
care/education) or use publications
of the official statistics (chapter
education)



Example: Gendersensitive Statistics in the Municipal Department 23 – Economic affairs, Labour and Statistics

- Provision of statistical data and analysis:
<https://www.wien.gv.at/english/administration/statistics/>
 - Website / open government data (OGD)
 - Regular publications (Yearbook, brochure „Vienna in Figures“ etc.)
 - Special publications (Vienna Statistics Journal)
 - Poster („Women deserve more“)
 - Blog Posts, tweets
- Conduction and commission of forecasts, studies and special analyses
- Cooperation with other municipal departments (→ Statistics Decree)

Raising Awareness

- Poster: „Women deserve more!“

- Blog-Posts:

- Gender Pay Gap in Wien
- Weltfrauentag 2023: Einkommensungleichheit besteht weiter
 - International Women's Day 2023: Income inequality persists
- Weltfrauentag 2022: Der unterschätzte Beitrag der Wienerinnen zur Wirtschaft
 - International Women's Day 2022: The underestimated contribution of Viennese women to the economy
- Gender Pension Gap in Wien



Immer mehr Frauen erwerbstätig (Stand 2023)
442.782
 Frauen waren 2023 in Wien unvollständig beschäftigt.
 + 218.040 mehr Frauen am Arbeitsmarkt seit 1966
 + 0,9 % durchschnittliches Wachstum pro Jahr

Familie & Beruf 2023
90 % der Plätze in Wiener Kinder Tagesheimen sind mit einer Vollzeitarbeiterin besetzt.
195.200 Frauen arbeiten in Wien in Teilzeit (45,1 %).
92.900 Männer in Teilzeit (19,3 %).
 Gründe für Teilzeit: Betreuung von Kindern oder pflegebedürftigen Erwachsenen (38,7 %).
 Frauen: Schülerin oder berufliche Aus- oder Fortbildung (22,6 %), bis und weil die berufliche Tätigkeit aus anderen Gründen (24,7 %).

Wir Gründerinnen 2022
44 % beträgt der Frauenanteil bei Unternehmensgründungen in Wien.

Meilensteine seit 1848
 1848 Erste Frauendemonstration nach Aufhebungen von Arbeitserlaubnissen.
 1866 Mehrere Frauen Erwerbstätigen sind gegnerisch.
 1893 Erste Arbeiterinnenvereine in Gumpoldsdorf.
 1897 Gabriele Posner von Ehrenthal wird als erste Ärztin eine Praxis in Wien.
 1918 Erklärung des allgemeinen Frauenwahlrechts.
 1921 Maxine Beth ist erste gewählte Senatorin.
 1910 Verbot der Nachtarbeit von Frauen und Jugendlichen.
 1911 Große Frauen demonstration der österreichischen Geschlechter.
 1919 Kofler ist Frauenkammer in der Arbeiterkammer Wien verankert.
 1925 Kofler ist Frauenkammer in der Arbeiterkammer Wien verankert.
 1932 Stadt von König Leichter über die Situation der Wiener Industriearbeiterinnen.
 1959 Jochen Stubb und erste anwaltschaftliche Stadträtin der Gemeinde Wien.
 1957 Partnerschaftsgesetz und die Möglichkeit von unentgeltlicher Kanzlei und angelernt.
 1970 Erste Straßenbahnfahrerin der Stadt Wien.
 1979 Gleichbehandlungsgesetz für die Privatwirtschaft.
 1985 Erster österreichischer politischer Programm der Arbeiterkammer für Frauen.
 1990 Gleichbehandlungsgesetz für die Privatwirtschaft.
 1990 Jochen Stubb wird erste Frauenministerin.
 1991 Anwaltschaft für berufliche Gleichberechtigung und eingestellt.
 1991 Gründung des Frauenvereins (Österreichischer Frauenverein Wien).
 1992 Erste Studentin der Stadt Wien.
 1993 Sexuelle Belästigung am Arbeitsplatz wird strafbar, Fernstudienprogramm für Teilzeiterinnen.
 1997 100.000 Unterschriften für das Frauenwahlrecht.
 2002 Start des welt Programms FRECH Frauen ergreifen Chancen.
 2004 Recht auf Elternzeit.
 2011 Maßnahmen zur Verbesserung der Einkommenssituation werden verpflichtend.
 2018 Wiener Arbeitsmarktsymposium wird verpflichtend.
 2023 Wirtschaftsindeks an Covid-19 Krise für die Frauen auf dem Arbeitsmarkt.

Der Wert der unbezahlten Arbeit 2022
 beträgt die unentgeltliche Verrichtung durch die unbezahlte Arbeit von Frauen. Das entspricht rund 19 % des Wiener BIP.
€ 19,54 Mrd.
 € 12,87 Mrd. unbezahlte Leistung der Männer
 € 110,92 Mrd. Bruttoinlandsprodukt Wien
3,5 h pro Tag verbringen Frauen und Mädchen durchschnittlich mit unbezahlter Arbeit. Männer: 2,2 Stunden pro Tag.

Besser gebildet 2021
21,3 % Frauen mit max. Pflichtschulabschluss
32,3 % Frauen mit Hochschulabschluss

Weiterbildung im Beruf 2022
13,1 % der Frauen in Wien zwischen 20 bis 64 Jahren haben den letzten oder davor letzten beruflichen Weiterbildung besucht.
34.400 Wiener Arbeitsmarktsymposium wurden seit 2002 bereits vom welt Programm FRECH unterstützt.

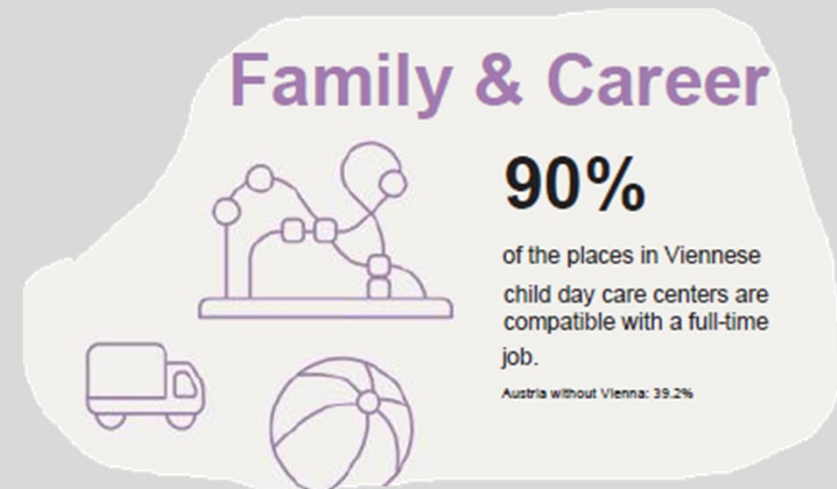
Lieber öffentlich 2022
 Hauptberufliche Nutzung von Verkehrsmitteln für den Weg von und zum Arbeitsplatz: Auto/Anliegerpark.
 Frauen: 62 %
 Männer: 23 %
 PKW: 17 %

Ohne uns geht nichts 2022
59,2 % der Beschäftigten in systemrelevanten Berufen sind Frauen.
37,6 % der Beschäftigten im Bereich der Umweltbeschäftigten sind Frauen.

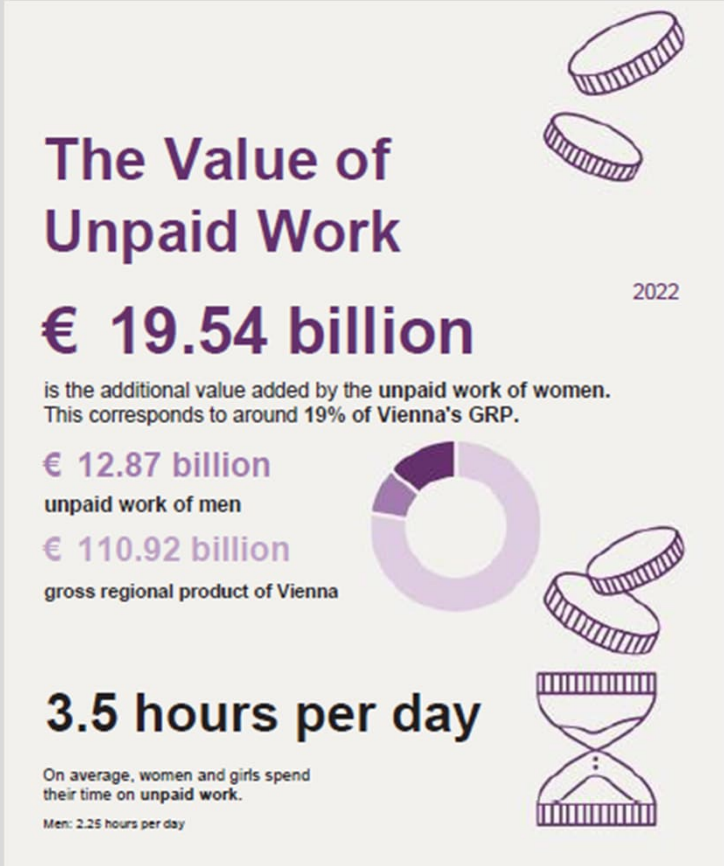
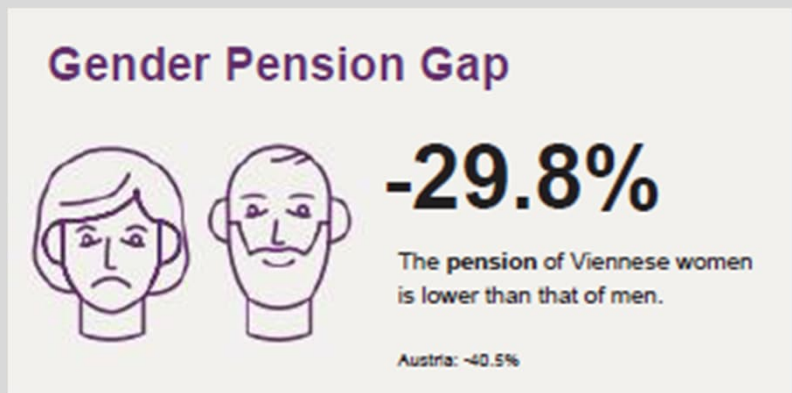
***Wir verdienen aber weniger** 2022
Gender Pay Gap -10,8 % beträgt die Einkommensdifferenz zwischen gleichwertig und gleichwertigen Frauen und Männern.
Equal Pay Day 22. November In Wien arbeiten Frauen statisch gesehen 22 Tage länger als Männer zum Jahresende gerechnet.
Gender Pension Gap -29,8 % geringer ist die Pension der Rentnerinnen im Vergleich zu den Männern aus Österreich.
Top-Branchen Branchen, in denen Frauen in Wien am häufigsten arbeiten.
Öffentliche Verwaltung Handel
Gesundheit- und Soziales

Stadt Wien | Wirtschaft, Arbeit und Statistik
 wirtschaft.wien.gv.at

Poster „Women deserve more“

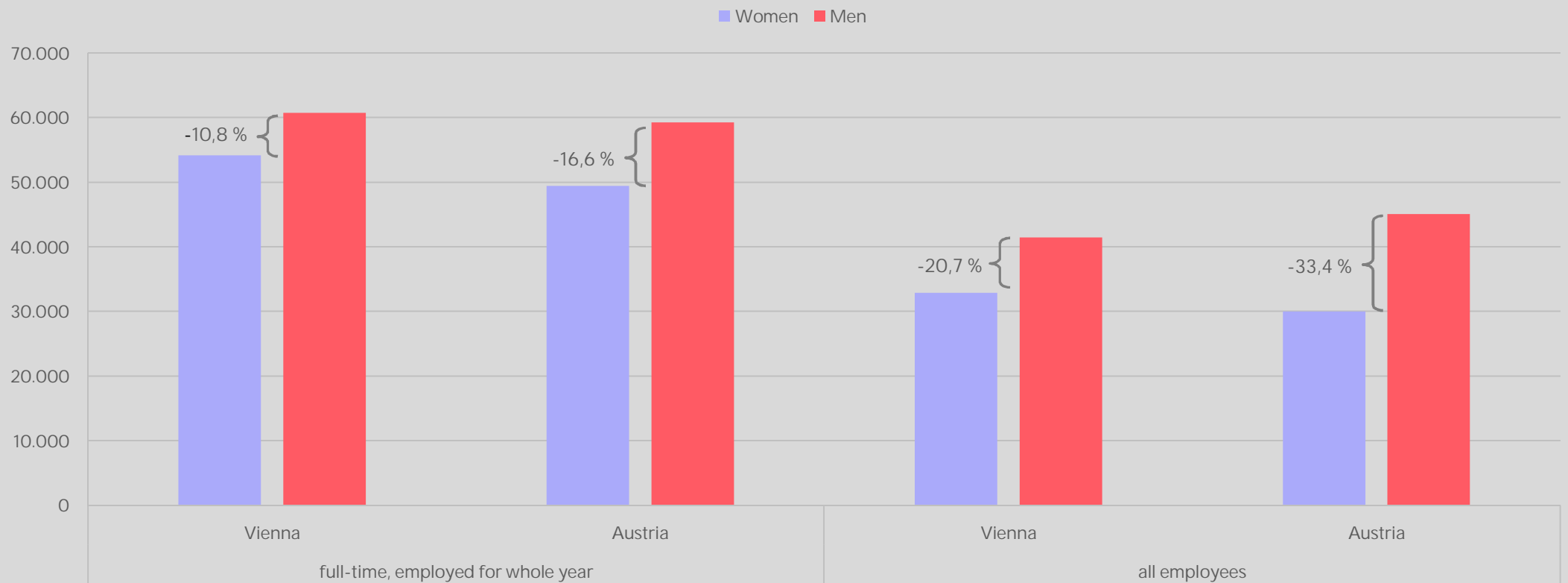


Poster „Women deserve more!*"



Gender Pay Gap: Who is included?

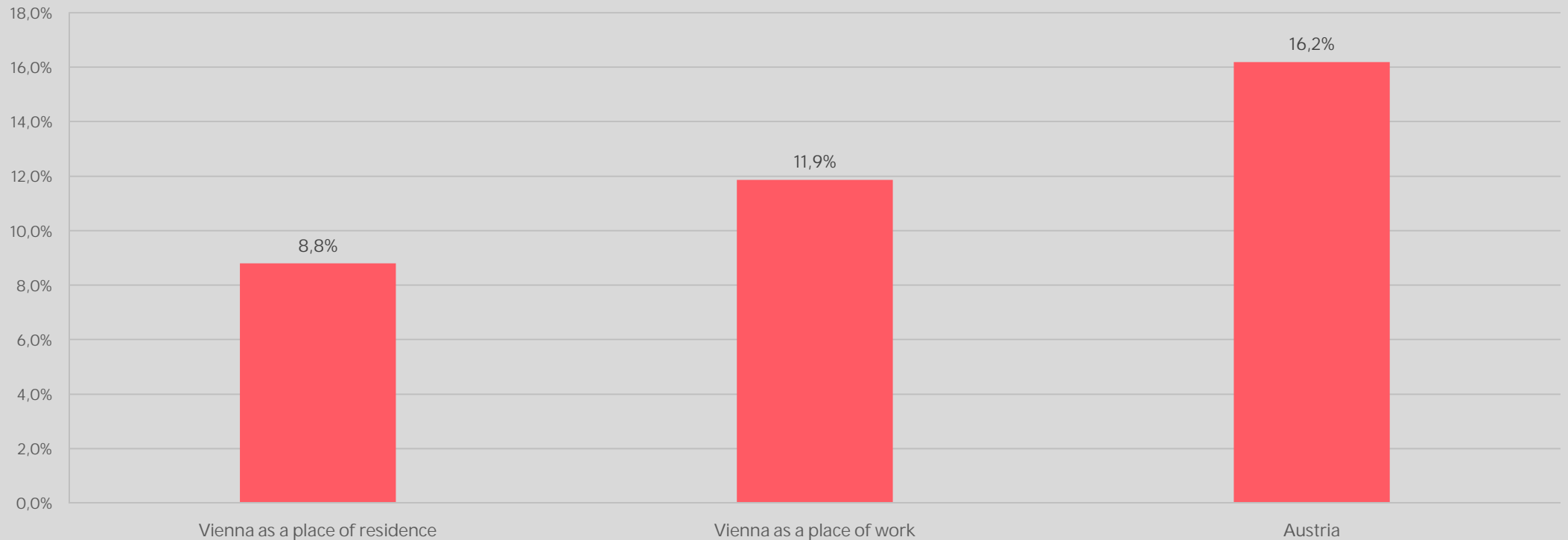
Average gross annual income of employees 2022



Source: Statistics Austria. Wage tax statistic 2022, Calculations City of Vienna – MD 23.

Pay Gap in the City: Commuters contribution

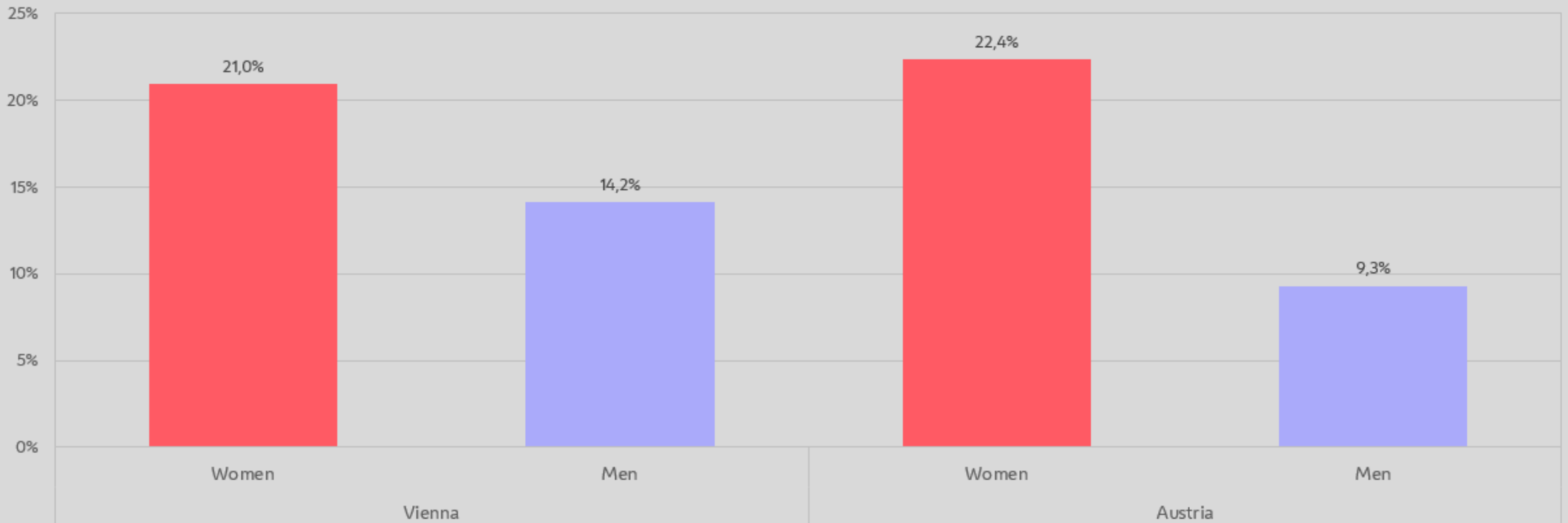
Gross monthly income disadvantage of women (full-time employees, that are employed for the whole year)



Source: Statistics Austria. Microcensus 2022 & Wage tax statistic 2022, Calculations City of Vienna – MD 23.
Note: Due to different data sources, the size of the calculated gender pay gap differs compared to the previous graph.

The share of men in low-wage jobs in Vienna is relatively high

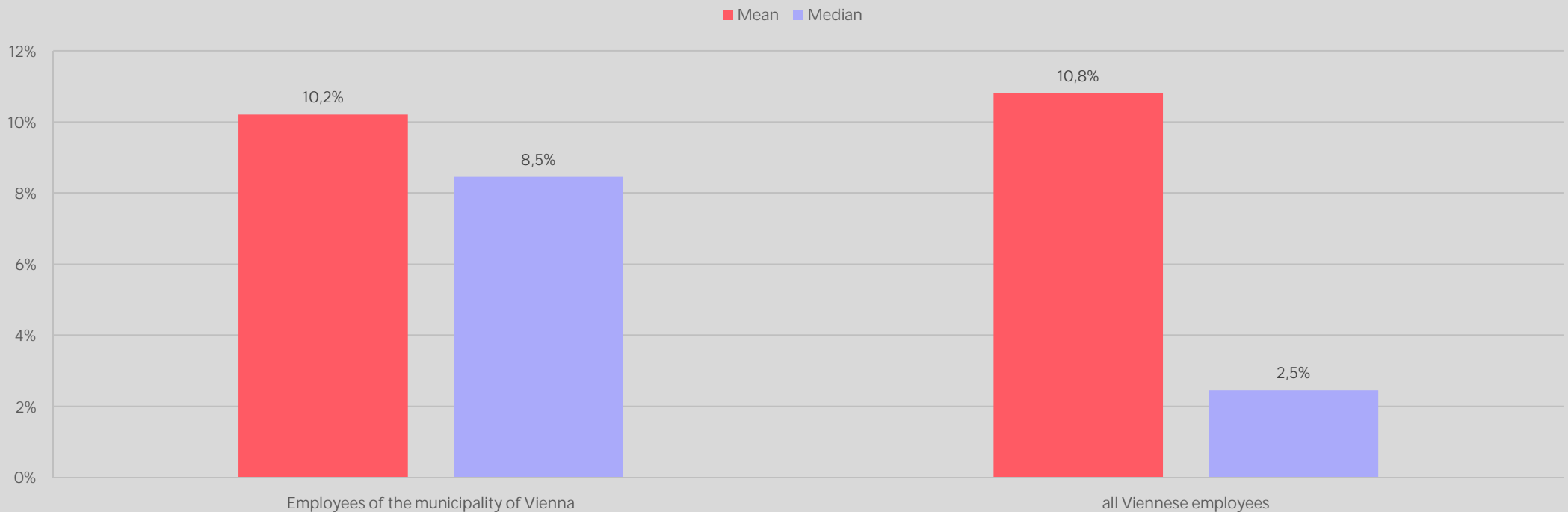
Proportion of low-wage employees among all employees



Source: Statistics Austria. Structure of Earnings Survey 2018.

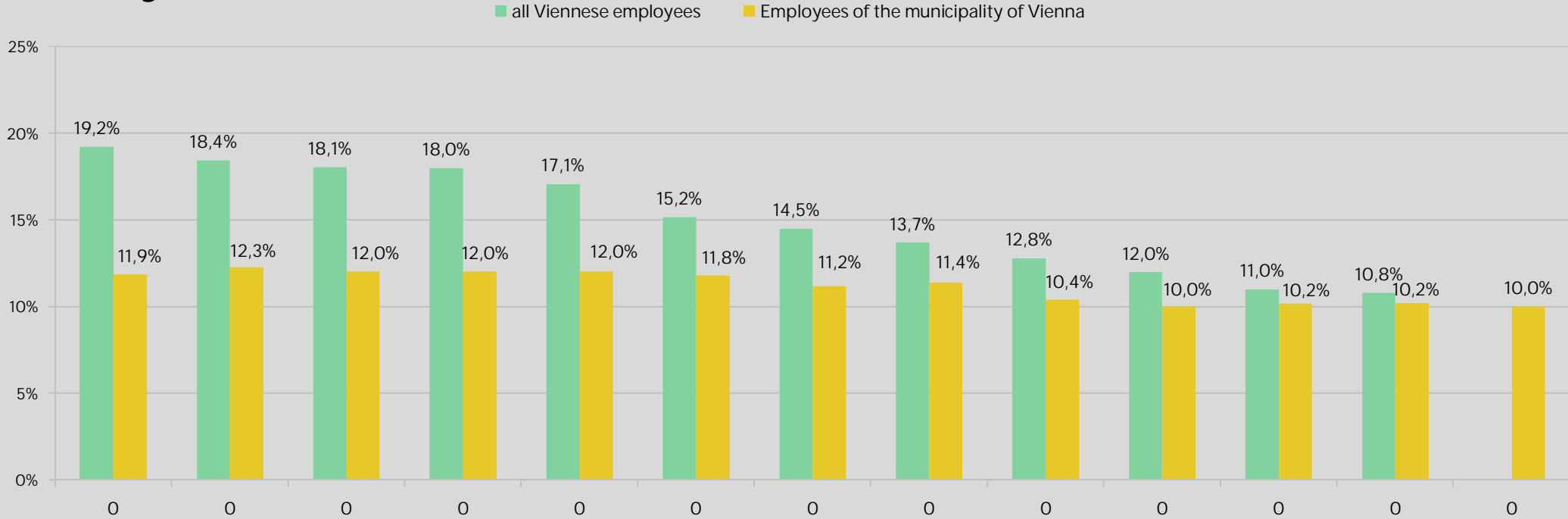
Gender Pay Gap in the City Administration

Mean and median Gender Pay Gap (gross annual income of full-time employees employed for the whole year)



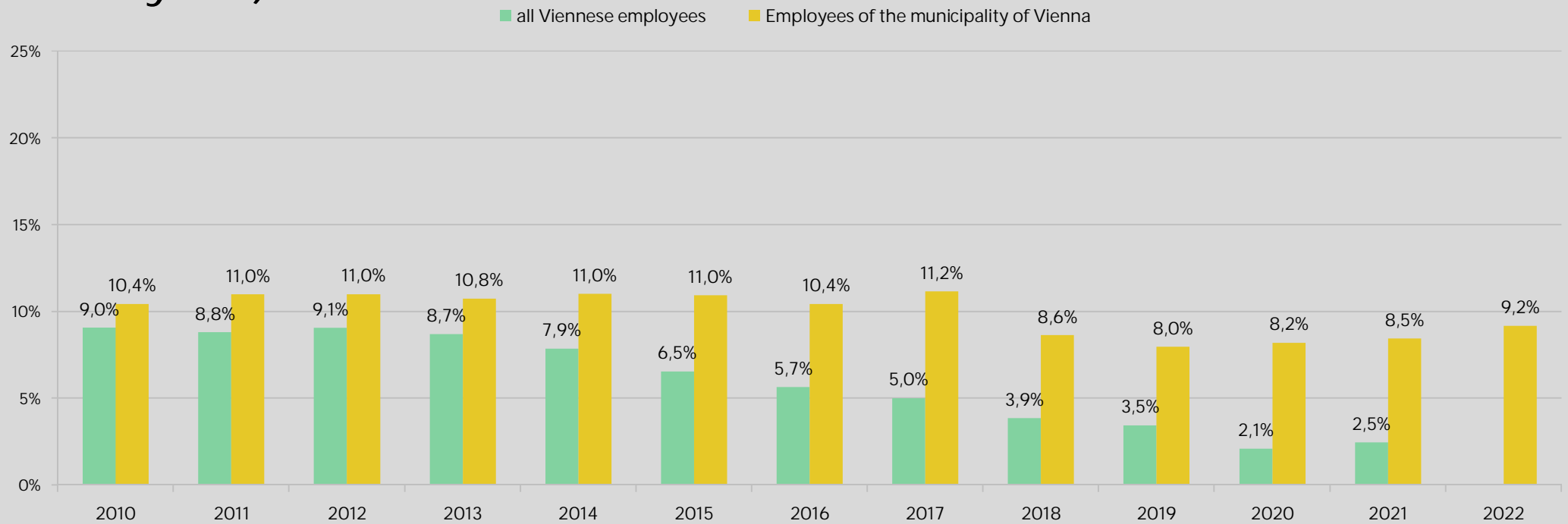
Source: Statistics Austria. Wage tax statistic 2022 & City of Vienna - Personnel Service 2023, Calculations City of Vienna – MD 23.

Development of the Mean Gender Pay Gap (gross annual income of full-time employees employed for the whole year)



Source: Statistics Austria. Wage tax statistic 2022 & City of Vienna - Personnel Service 2022, Calculations City of Vienna – MD 23.

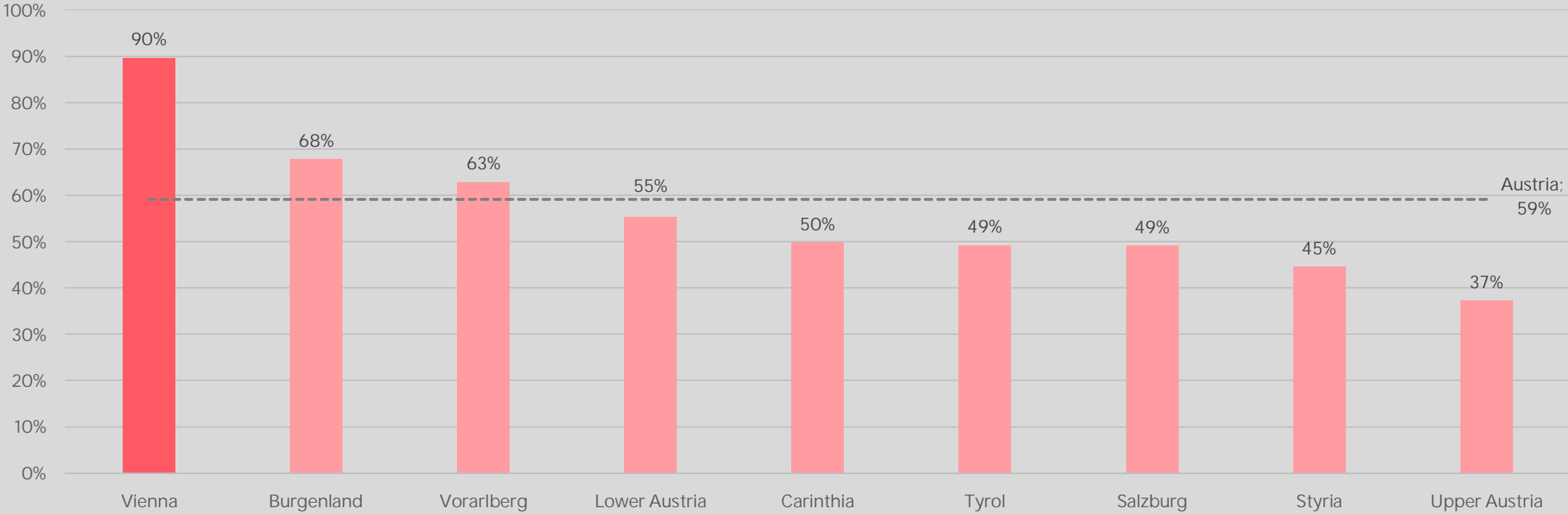
Development of the Median Gender Pay Gap (gross annual income of full-time employees employed for the whole year)



Source: Statistics Austria. Wage tax statistic 2022 & City of Vienna - Personnel Service 2022, Calculations City of Vienna – MD 23.

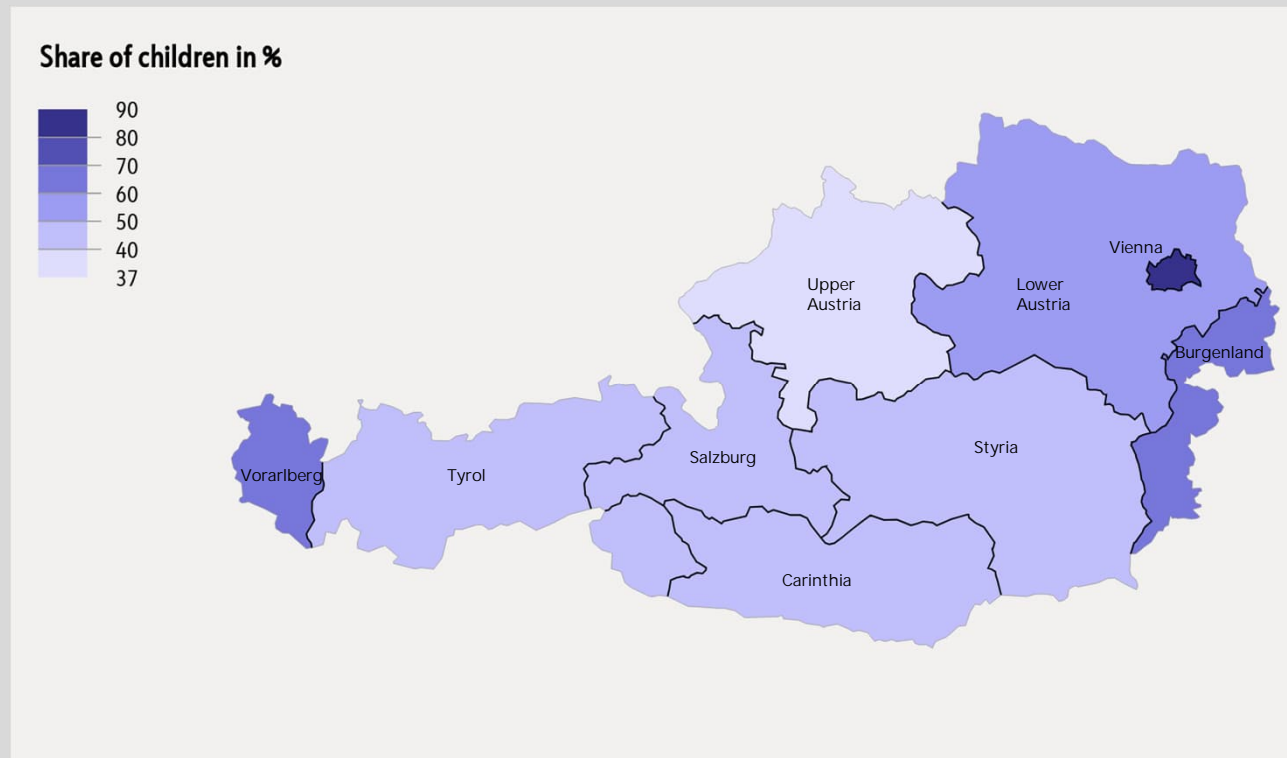
90% of children in childcare in Vienna are in facilities that are compatible with parents full-time employment

Proportion of children in childcare compatible with full-time employment



Source: Statistics Austria, Statistics on Day Care 2023/24. Calculations: City of Vienna – MD 23.

~ 90% of children in childcare in Vienna are in facilities that are compatible with full-time employment



Source: Statistics Austria,
Statistics on Day Care 2023/24.

Document Check

Example National Reform Program- NRP (EU-Document)

- European Semester; every year the federal chancellery of Austria sends in January the preliminary version of the [Austrian National Reform Program \(NRP\)](#) to different stakeholders for comments.
- NRP provides an insight into the measures that the Austrian Government is taking to tackle current challenges facing the economy and society.
- In our comments we mostly looked at gender, social, labor market issues.

Document Check

Austrian National Reform Program 2023

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Document Check

Vienna's remarks on NRP – better qualification for women on the labor market

- Vienna is implementing numerous measures to make it easier to reconcile work and family life (including high-quality all-day childcare facilities) and to promote the diversity of training and further education opportunities for women:
 - Vienna Daughters' Day in order to familiarize girls with the range of professions and counteract stereotypes. In addition, measures are being implemented in line with the demands of Viennese women with the aim of increasing the proportion of women in technical professions
 - the Vienna Employee Promotion Fund (waff) offers working women scholarships of EUR 10,000 for a Bachelor's degree programme and EUR 7,500 for a Master's degree program at Viennese universities of applied sciences. By 2025, 300 additional study places at Vienna's universities of applied sciences will be financed for working women. Focus: digitalisation, sustainability and technology.
 - Another key focus should be on promoting the employment of women in promising areas of the green economy and AI technology.

Document Check

Vienna's remarks on NRP – women on the labor market

- The ongoing division of labor between women and men, which ascribes the main responsibility for unpaid work to women, has been further exacerbated by the coronavirus crisis. The availability and use of institutional childcare facilities has increased further in recent years, making it easier to reconcile family and work, but women with children often remain 'additional earners'.
- The division of the labor market into female-dominated professions with mostly lower earnings and male-dominated professions with higher earnings continues. Women are more frequently employed in low-paid jobs.
- So-called 'systemically important' jobs (childcare, cashiers, cleaning staff, nurses etc.) are often dominated by women and have lower incomes
- Consequence: substantial gender pension gap and increased risk of poverty in old age for women

Document Check

Vienna's remarks on NRP-highlighting importance of gender aspects

- Gender medicine/ promotion of women's and men's health is also relevant to the topic of health. In line with the demands of the participants in the Viennese women's survey 'Vienna as she wants it.' the medical women's health centre FEM Med 2023, a hub for women's health and gender medicine, has opened at Reumannplatz in the 10th district of Vienna.
- The Austrian labor market service uses its entire range of services and support instruments to reintegrate unemployed people over 50 into the labor market.
- Vienna: disproportionately high number of women affected; therefore gender-differentiated data necessary and, if applicable, reference to gender pension gap and risk of poverty in old age

Award of public contracts

Gender Relevance

- Gender relevance: to what extent the topic and objective of an assignment are relevant to gender equality.
- rough orientation: A topic is always relevant to gender equality if people are affected, directly and indirectly.
 - Relevant: e.g. training, moderation, coaching, park planning, lighting planning, studies and expertise
 - Not relevant: e.g. repair services, software maintenance, studies on system testing & material
- If relevant:
 - Which people (groups) are particularly affected? e.g. older people, children, financially disadvantaged people, people with a migration background, people with limited mobility, etc.
 - Are women and men/girls and boys affected differently?
 - What impact does gender relevance have on the service to be awarded?

Award of public contracts

Promotion of women as a social condition for contract fulfilment

- Company > 20 employees

a. Advancement of women in recruitment and promotion

e.g. Offering internships for girls and young women, Preferential consideration of women for career advancement after successful completion of an in-house or external training program

b. Promotion of women in qualification programs

e.g. Provision of places on external training programs financed by the company for women; Special training programs for women only to enable them to reach qualified positions

c. Reconciling work and private life for women and men

e.g. Possibility of part-time work in management positions; Provision of in-house or external childcare

d. Structural measures

e.g. Implementation of a qualified plan for the advancement of women; Implementation of further training measures on gender equality

'16 days against violence' (25 November - 10 December)

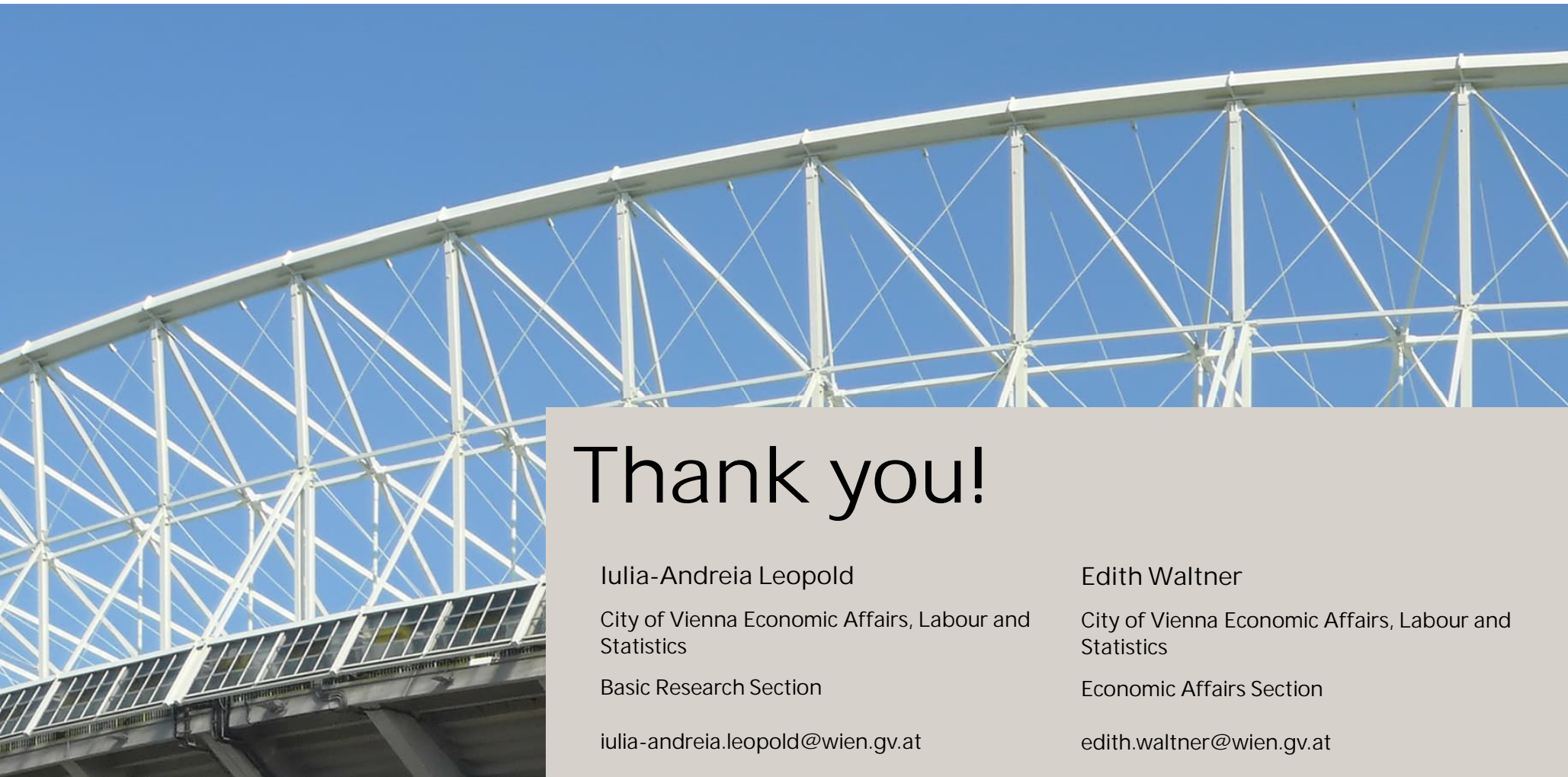
Emergency numbers on till receipts encourage to get help

- In a joint campaign with the City of Vienna, SPAR and LIBRO are printing the emergency numbers on their receipts so that victims know where they can get help (free of charge). During the 16 days against violence this will provide low-threshold information about support services. And: additional information is available at the supermarket checkout - or direct telephone contact to the help centres in Vienna
- Women's 24-hour helpline: +43 1 71719
- Emergency call of the Vienna women's shelters: +43 57722



(Photo: SPAR/Johannes Brunnbauer)





Thank you!

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