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**Letter of Reference regarding the Project  
„Gender Mainstreaming happens – in a town“, City of Graz, Austria**

The Federal Chancellery strongly supports the Project “Gender Mainstreaming happens – in a town” of the City of Graz, because we believe that this project is very innovative and wide-reaching.

The City of Graz is aware of its responsibility for the implementation of equality of women and men on all levels and in all socio-political areas. Therefore the City of Graz pursues a well balanced implementation process. A gender-sensitive attitude and a gender-sensitive viewpoint have to reach all sectors of administration and all political fields. We want to emphasise that the strategic approach for the implementation, following the top-down-principle, is directed towards two main fields of action: firstly to implement Gender Mainstreaming within the organisation, with a main field of action being human resources, and secondly to bring Gender Mainstreaming into all products and services aimed at the citizens. General knowledge about Gender Mainstreaming for all staff and specific and detailed knowledge for all senior staff is one major objective of the project.

In 2008 the Project “Gender Mainstreaming happens – in a town” of the City of Graz has been awarded on national level in Austria, at the “Österreichischer Verwaltungspreis”. We strongly believe that this is an excellent project, also in international comparison.

  
Emmerich Bachmayer,  
Director General for the Public Service  
and Administrative Reform