



# 3<sup>RD</sup> EQUALITY ACTION PLAN – “HOUSE GRAZ”

valid as of May 2021

*“Equality is, when all structures and decision processes are designed in a way that women and men – because of their sex – are neither preferred nor disadvantaged in respect to their individual life choices, the distribution of power, resources and work.”*

(Council of Europe)

## **Graz goes Equal!**

The city of Graz and its holdings are aware of their broad responsibilities in implementing the equality of women and men on all levels and all socio-political areas.

By signing the EU-Charter for Equality of Women and Men in Local Life the city of Graz is obliged to provide for a Gender Equality Action Plan. The Gender Equality Action Plan is the frame for the implementation of equality measures throughout the House Graz. In terms of content, the Equality Action Plan follows the EU-Charter’s fields of action. Concrete measures of implementation warrant that everything we do is guided by the specific and common needs of all female and male citizens and all our female and male employees.

## **Legal Framework**



EU-Charter for the  
Equality of Women  
and Men in Local Life



Federal Constitution  
of Austria, Art. 7(2)  
and 13(3)



Styrian Federal  
Equality Law



UNO – The 2030  
Agenda for Sustain-  
able Development

## GENDER EQUALITY AT THE LABOUR MARKET

### Our impact target:

We take measures to support gainful employment and decent work for all in order to avoid (old-age) poverty – especially for women.

### Objectives:

- The labour market is equally accessible for all target groups.
- Our measures support an enhanced reconciliation of work and private life.
- We take into account factors of multiple discrimination in all labour market policy actions.
- We promote career choices of young people beyond gender restricted boundaries.
- We implement „Graz verständlich (Comprehensible Graz)“ on a daily basis.
- Equal pay for equal work is our objective in order to end the existing gender pay gap.
- We promote special measures for women in order to support gainful employment, thus reducing the danger of old-age poverty.

### This is what we do:

- We promote measures for (female and male) parental leave-returnees.
- We promote measures for male and especially female migrants.
- We rely on active exchange among all relevant stakeholders.
- We ensure city-wide coverage for all-day-long and all-year-round childcare facilities.

### Our indicators:

- full-time employment rate of women in Graz
- availability of places at crèche, kindergarten and after-school-care facilities

## PROMOTION OF NEW ROLE MODELS

### Our impact target:

The city of Graz and its holdings, both internally and externally, actively counteract the gender-specific attribution of skills in order to avoid potential risks of discrimination.

### Objectives:

- Throughout our childcare facilities we actively promote gender equal pedagogics in order to avoid constricting gender roles. This also counts true for our gender sensitive youth work.
- We actively use gender inclusive language and imagery and thus work against confining stereotypes.
- We implement „Graz verständlich (Comprehensible Graz)“ on a daily basis.

## QUALITY EDUCATION FOR ALL

### Our impact target:

Our educational commitment takes into account the specific and common needs of girls and boys and women and men in order to ensure equal access to our educational services for all.

### Objective:

We take into account possible factors of multiple discrimination, especially among (both female and male) migrants, older employees and seniors.

### Our indicators:

- female and male users of public libraries
- female and male participants in the services offered by our Seniors' Office and our libraries



## HEALTHY ENVIRONMENT

### Our impact target:

We take gender aspects into account in all matters related to health and social services in order to avoid discrimination.

### Objectives:

- The city of Graz and its holdings design public space in such a way that female and male citizens find a public environment that meets their specific and common needs.
- The city of Graz and its holdings ensure equal participation in all fields of community and social life for all female and male citizens.

### Our indicators:

- degree of implementation of the city's health guidelines.
- degree of implementation of gender criteria in urban planning
- user analysis of our occupational health management

## FINANCIAL PERFORMANCE

### Our impact target:

The city of Graz and its holdings are committed to a transparent and fair distribution of funds and the gender impact of our actions in order to avoid the potential risk of discrimination.

### Objective:

For all our products and services we ensure equal access for all citizens. We take into account possible factors of multiple discrimination such as education, origin and social status.

### This is what we do:

Our official subsidy regulations take gender and diversity criteria into account.

## SAFE ENVIRONMENT FOR ALL

### Our impact target:

\*) We provide a safe city for all citizens and a safe workplace for all employees to enhance the quality of life for all.

### Objectives:

- The city of Graz and its holdings take account of the specific and common needs of women and men for safety needs as well as the diverse affection of women and men by violence, with special consideration of specific target groups in the respective fields.
- 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.

### Our indicators:

- Increase of subsidies for violence protection projects/facilities
- Increase of subsidies for target group specific crises work offers

## EQUALITY AT THE WORKPLACE

### Our impact target:

We ensure a working environment free of discrimination and advocate equal access for women to all positions at all hierarchical levels in order to actively implement gender equality.

### Objectives:

- We are a role model! The city of Graz and its holdings encourage diversity among employees in order to ensure that no one is excluded from the labour market. Thus we actively address factors of multiple discrimination.
- The city of Graz and its holdings encourage career choices of young people beyond traditional expectations, in order to broaden the range of careers available to girls and young women and to enhance gainful employment and economic independence of women.
- The city of Graz and its holdings take active measures to counteract precarious employment structures, especially for women, thus preventing the threat of poverty.

- The city of Graz and its holdings take active measures to reduce the gender pay gap between female and male employees in order to prevent discrimination on salary level.
- Our models for a better reconciliation of work and private life are addressed equally to women and men.
- We do not tolerate discrimination of any kind in the workplace. A special focus for us is the prevention of sexual and gender based harassment.

### This is what we do:

- We actively promote our Women's Enhancement Program throughout the organization.
- We actively accentuate with our apprentice offensive.
- We actively promote parental leave for fathers and take measures to lower the rate of part-time employment of women.
- We continuously implement specific training and awareness-raising measures for the entire organization.

### Our indicators:

- proportion of female/male employees with migratory background
- female and male apprentices in all apprenticeship occupations throughout the organization
- development of part-time employment of women, especially in the low-wage sector
- number of fathers using parental leave time, baby month, number of new measures taken
- number of training and awareness-raising measures, number of participants

## IMPACT ORIENTATION & GENDER BUDGETING

Impact orientation is decreed both by the Federal Constitution of Austria and the management guideline „House Graz“: Efficiency targets are defined as generally not being achievable by one entity alone, but are influenced by many factors.

Apart from specific strategic (impact) targets, there are additional „cross-sectional issues“ which must also be taken into account. One such cross-sectional issue is the equality of women and men at all levels and in all socio-political areas. The gender-sensitive perspective must thus be incorporated into all sectors of administration and their affiliated entities as well as into all fields of action. Equality is an integral part of management action and therefore a clear managerial task.

The implementation of equality measures shows visibility (also) on a financial level. This is called „gender budgeting“, more adequately „gender impacts“. The intent is to make visible the („secondary“) effects of gender mainstreaming in the planned and actual financial streams in all departments.

## THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT

The UN-Agenda 2030 defines 17 goals for sustainable development. Gender Equality and the empowerment of women and girls are defined as cross-sectional goals, which are integral to the Agenda and are indivisible. These equality goals have impact on all other goals and thus contribute to the three dimensions of the Agenda: the economic, social and environmental dimensions of sustainable development.

In terms of the 2030 Agenda of Sustainable Development the Gender Equality Action Plan works towards and supports the following goals:

- 1 No Poverty**
- 3 Good Health and Well-Being**
- 4 Quality Education**
- 5 Gender Equality**
- 8 Decent Work and Economic Growth**
- 10 Reduced Inequalities**
- 11 Sustainable Cities and Communities**
- 12 Responsible Consumption and Production**
- 16 Peace, Justice and Strong Institutions**

The Gender Equality Action Plan thus corresponds to and works actively towards the implementation of the 2030 Agenda for Sustainable Development.