

**Department for Women's Issues of the
Office of the State Government of
Vorarlberg
2011**

Table of Contents

- 1. Initial Situation – Report “Women in Vorarlberg” 2010**
- 2. Basic Concept and Objectives of the Department for Women’s Issues**
- 3. Tasks of the Department for Women’s Issues**
- 4. Key Issues 2011**
- 5. Women’s Organisations in Vorarlberg**

1. Initial Situation

From the Report 2010

Women in Vorarlberg

Facts, Figures and Development

Considering the main tendencies, the situation of women in Vorarlberg doesn't differ from that of women living in the rest of Austria. On closer examination, however, significant differences can be detected in particular sectors.

During the last years, gender-based discrimination of women in Vorarlberg has been reduced especially in the following sectors:

- University and higher education
- Labour force participation, which also includes the field of childcare as a precondition
- Appointment of women in leading positions – not in general, but in several fields

Currently, 369,400 persons are resident in Vorarlberg, 50.7% of whom are women.

DEMOGRAPHIC STRUCTURE AND LIFE STYLES

- Women are by no means a majority in all age groups. In the age group of people under 50 years, the number of men in Vorarlberg is higher than the number of women– as it is in the rest of Austria. This may be traced back to the fact that generally more girls than boys are born. With advancing age, the percentage of women grows as a result of their higher life expectancy. In Vorarlberg, 63% of the population aged 75 and more are women, in the age group of over 85 year-olds the percentage of women reaches even 73%.
- In the long term, the number of marriages is decreasing. However, during the last five years it almost remained on the same level. Out of 1,000 residents, 4.3 couples got married in 2008 (Austria: 4.2).
- The average age of the first marriage is still increasing due to more qualified and therefore longer education. Between 1988 and 2008, the age of the first marriage augmented from 24 to 29.1 years for women and from 26 to 31.7 years for men.
- Despite notable fluctuations, the number of divorces increases significantly in the long run. In 2008, the total number of divorces in Vorarlberg was 822 and the overall divorce rate was 47.8% (Austria: 47.5%).
- In the long term, the number of births in Vorarlberg is diminishing. Nevertheless, Vorarlberg is one of the states that observes more births than deaths. In 2008, 3,791 children were born alive (2000:

3,987). The total fertility rate (= average number of children per woman) amounted to 1.51 children in 2008 (Austria: 1.41). The percentage of children born to unmarried mothers increased from 26.8% in 2001 to 32.8% in 2008.

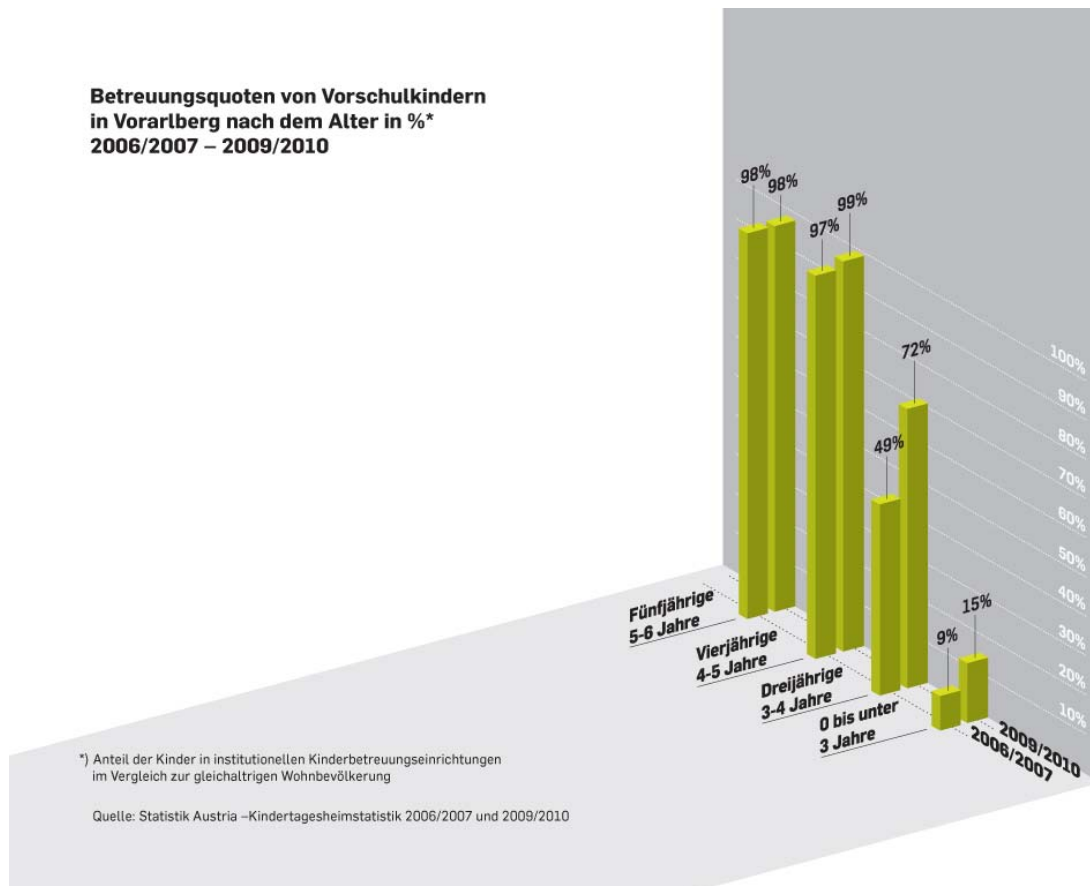
- The number of cohabiting couple families is growing steadily. In 1991, 5.6% of families living in Vorarlberg were cohabitations, in 2001 this percentage reached 9.6%, currently resulting in 12.6% (Austria: 13.4%).
- The fraction of single-parent families living in Vorarlberg amounts to 14% (Austria: 12.7%). 87% of all single-parents living in Vorarlberg are women (Austria: 85%).

CHILDCARE / CARE OF RELATIVES

Similar to household chores, childcare is de facto mainly a women's concern.

- Only very few fathers use the opportunity to take care of their child themselves during the first years of its life. Men represent 2% of the recipients of childcare benefit in Vorarlberg (Austria: 5%). Amongst employees on maternity/paternity leave, which means that they receive child care benefit while being employed, the percentage of fathers staying at home with their children increased from 1.1% in 2003 to 1.5% at present (Austria: 3.8%).

**Betreuungsquoten von Vorschulkindern
in Vorarlberg nach dem Alter in %*
2006/2007 – 2009/2010**



Percentage of children at preschool age enrolled in a day-care centre in Vorarlberg by age in % 2006/2007 – 2009/2010

age 0-3
age 3-4
age 4-5
age 5-6

*) Proportion of institutional day-care centres in comparison to the resident population of the same age

Source: Statistics Austria – Statistics on childcare centres 2006/2007 and 2009/2010 (Kindertagesheimstatistik)

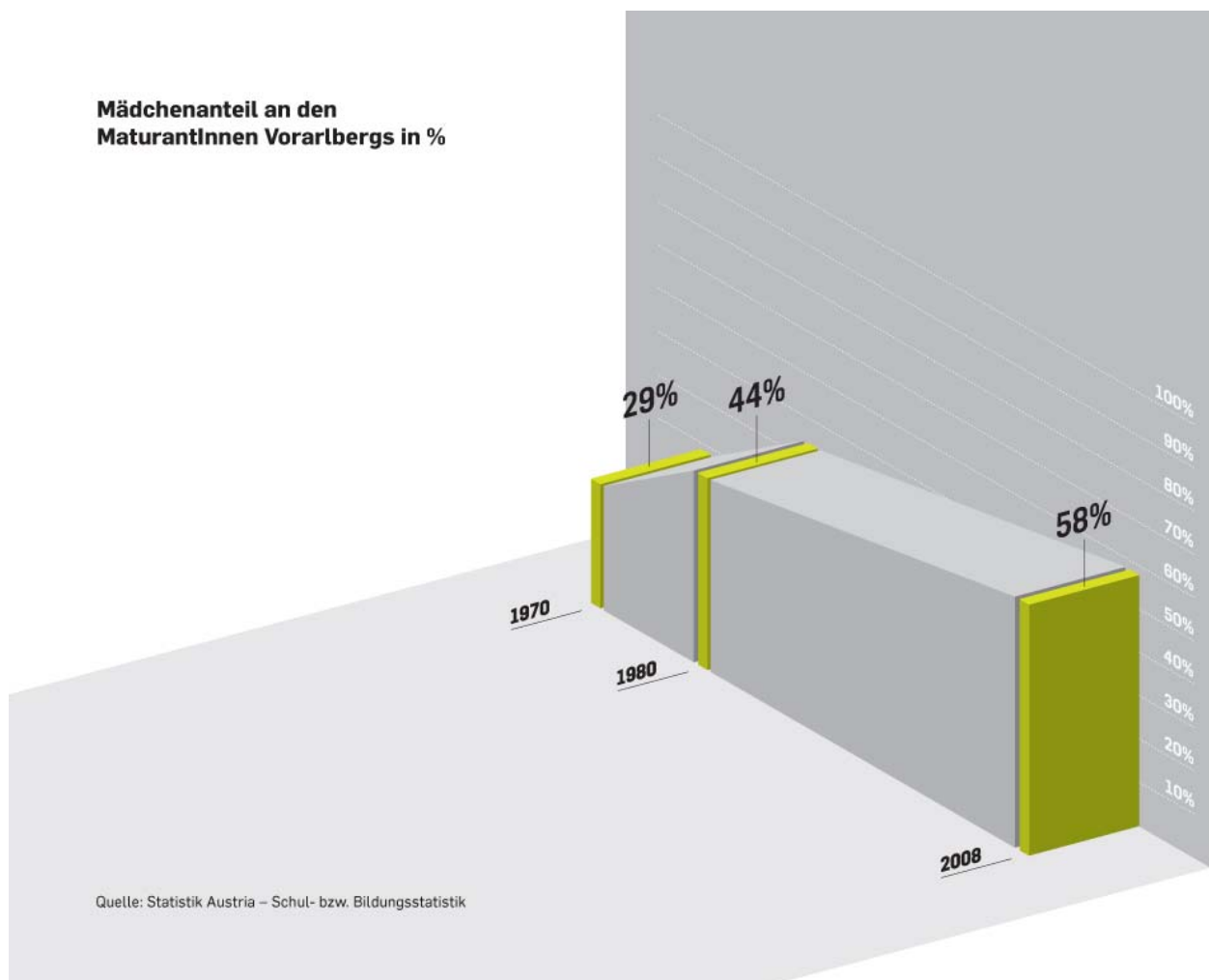
In the 1990s, facilities for childcare outside the family, especially childcare for infants, were very rare in Vorarlberg. In the course of the last few years, the situation has changed significantly:

- In the very short period between 2006/2007 and 2009/10, the proportion of children under three years enrolled in a day-care centre increased from 9.4% to 15.1% (Austria: 15.8%). Regarding children at the age of three years, this rate augmented from 48.8% to 72% (Austria: 77.7%) and amongst pupils of elementary schools from 6.6% to 9.5% (Austria: 15.4%).
The percentage of children between four and six years enrolled in a day-care centre is traditionally higher in Vorarlberg than in the Austrian average.
- Although the number of childcare centres has increased enormously, the percentage of facilities that are open during lunchtime and offer meals is rather small. Only 20.5% of children under 14 years that are cared for in day-care facilities take their lunch there (Austria: 56%). With 51 days, the average number of closure days is higher-than-average in Vorarlberg (Austria: 31 days). This

means that the opening hours of childcare facilities are frequently not compatible with working hours, if mothers are working full-time or part-time with more than 20 hours per week.

- More than 80% of persons in need of care are looked after at home in Vorarlberg. 78% of this informal care is accomplished by female relatives (Austria: 75%) – which means wives, daughters, daughters in law. Many of them are supported by mobile home care and home-based care. 97% of persons employed in mobile home care and 95% employed in home-based care in Vorarlberg are women.

EDUCATION



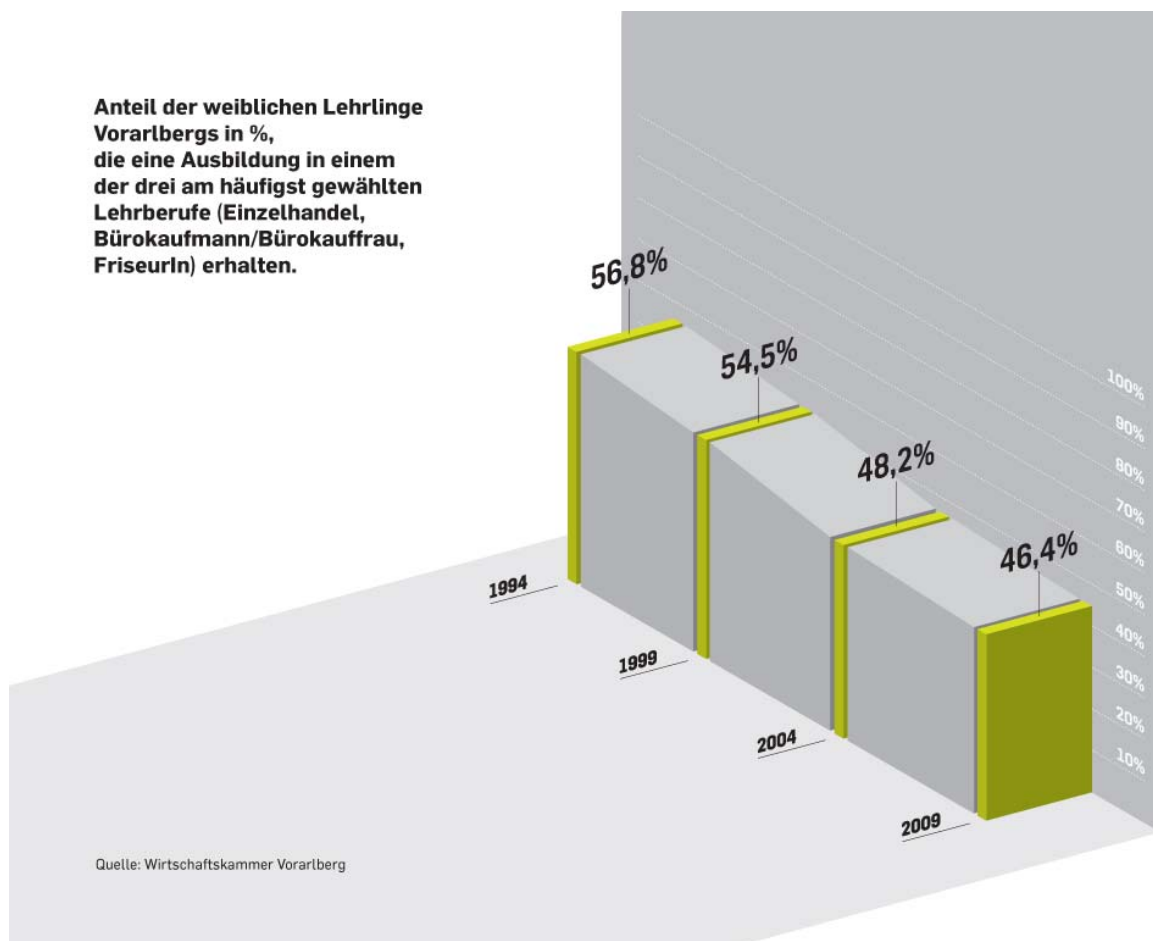
Proportion of girls amongst high-school graduates in Vorarlberg in %

Source: Statistics Austria - Statistics on schools and education (Schul- bzw. Bildungsstatistik)

- The educational level of women increases continuously throughout Austria as well as in Vorarlberg. Meanwhile, more women than men from Vorarlberg pass their school leaving examination and study. The percentage of women among pupils finishing school is 58%, the percentage of female students amounts to 54%. Amongst alumni, women are as well the majority. The proportion of

women from Vorarlberg having graduated from university increased from 48% to 54% during the last three years. This means that the educational level of women is higher than that of men within the younger generation.

- From all Austrian states, Vorarlberg has the highest rate of persons with only compulsory education. Amongst persons between 25 and 64 years, 22% haven't completed any further education (Austria: 17%). Regarding the male population, the fraction of persons with only compulsory education lies more than five percentage points above Austrian average; the partition of women is four percentage points above average. Partly, this situation may be attributed to the relatively high proportion of migrants amongst the resident population. Among citizens of succession states of Former Yugoslavia, the percentage of persons with only compulsory education nearly doubles the percentage of Austrian citizens. Among Turkish citizens, this percentage is nearly three times as high.
- Only 21% of pupils at 5th grade attend grammar school at level I (AHS) (Austria: 33%). This trend continues at level II: Only 49% of Vorarlberg's youth attend high-school education at the 9th grade (Austria: 57%).



Proportion of female apprentices that have an education in one of the three most frequently chosen careers (retailers, hairdressers and office clerks) in Vorarlberg in %

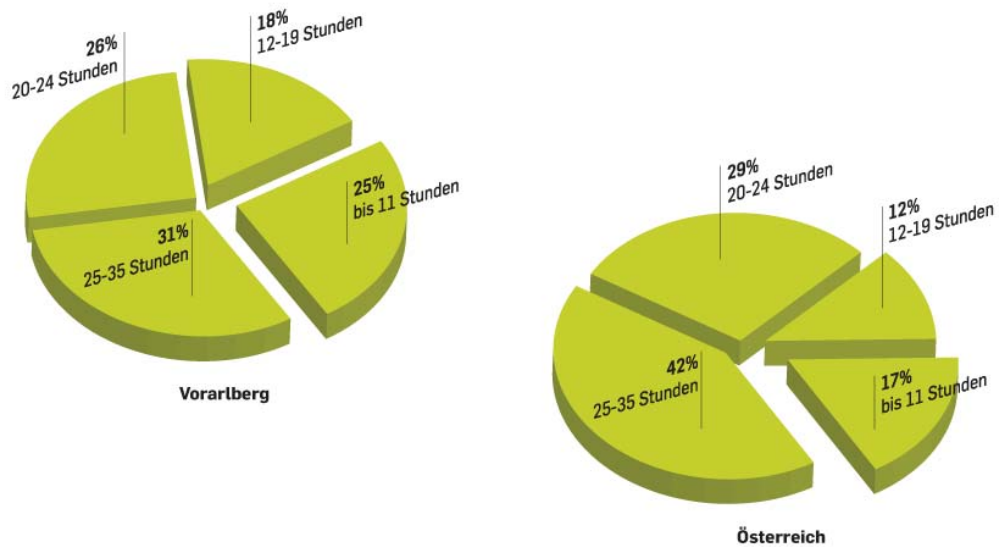
Source: Vorarlberg Economic Chamber

- Concerning the choice of schools and professions, notable gender specific differences can be detected in several domains. However, more girls tend to choose an unconventional education and enter educational and professional domains that are traditionally dominated by men than vice versa.
 - The percentage of female pupils attending a higher technical institute (HTL) reaches 19% (ten years ago: 11%).
 - The number of male pupils attending a higher economic institute (Höhere Lehranstalt für wirtschaftliche Berufe) amounts to 0.2%.
 - The percentage of male pupils pursuing a formation for kindergarten teachers (BAKIP) reaches 0.3%.
 - Concerning apprenticeship, girls still tend to choose one of the few domains that are traditionally dominated by women more often than boys do vice versa, but this tendency is shifting. In 2009, 46% of female apprentices were concentrated on only three professions (retailer, hairdresser and office clerk). In 1999, this percentage was still at 55%.

EMPLOYMENT

- One of the most significant and consistent tendencies of the last decades is the continuously augmenting number of working women. The employment rate of women in Vorarlberg is 66.7% and is therefore above Austrian average (66.4%) for the first time.

**Teilzeitbeschäftigte Frauen
nach wöchentlicher Arbeitszeit in %**



Quelle: Statistik Austria - Mikrozensus 2009

Part-time employed women according to weekly working hours in %

Vorarlberg
 31% 25-35 hours
 26% 20-24 hours
 18% 12-19 hours
 25% up to 11 hours

Austria
 42% 25-35 hours
 29% 20-24 hours
 12% 12-19 hours
 17% up to 11 hours

Source: Statistics Austria – Sample census 2009

- Vorarlberg has got the highest number of persons in marginal employment of all Austrian states. It is also the state in which the percentage of marginal employment increased more than in the other states during the last years. Between 1998 and 2009, the fraction of persons in marginal employment augmented from 7.9% to 11.3% (Austria: 6.5% to 8.5%). Women represent 72% of all persons in marginal employment in Vorarlberg (Austria: 66%).
- Since the end of the 1970s, the number of women working part-time has been growing disproportionately throughout Austria. In Vorarlberg, the number of men in part-time employment is below, while the number of women working part-time is significantly above Austrian average. According to the labour force concept, which covers every person working more than one hour per

week, 6.4% of men in Vorarlberg work part-time (Austria: 8.7%) compared to nearly half of all women, namely 46.9% (Austria: 42.9%).

- The scope of work of part-time employed women is clearly below Austrian average. While only 29% of part-timers work less than 20 hours a week in the whole federal territory, this applies to 43% in Vorarlberg.
- In 2009, the unemployment rate in Vorarlberg equalled national average (7.2%). Unlike Austrian average, the female unemployment rate is higher (7.3%) than that of men (7.1%).
- Despite equal rights for women and men according to public services and salary law, women working in the public sector de facto face a significantly different situation than their male colleagues:
 - The number of women working for Austrian state authorities has increased. Between 2002 and 2006, the percentage of women in leading positions has risen from 4% to 9%. Amongst specialists, the proportion has augmented from 25% to 29% and amongst administrative officers, it increased from 30% to 38%. At the same time, the number of women in executive positions dropped from 63% to 53%.
 - Two thirds of all employees in Vorarlberg's state hospitals are women (68%). They constitute a majority on all levels of employment except on the highest (Verwendungsgruppe A/a). On this level, the percentage of women has risen from 31.6% to 33.2% during the last three years.
 - In the school year of 2009/2010, a percentage of 65% of all teachers were women. The number of women is highest in primary and special schools, where it amounts to 85%. A significant discrepancy may be detected between the proportion of women that are part of the teaching staff (65%) and the percentage of headmistresses (39.4%). However, the number of women in leading positions in schools has grown considerably.

Percentage of women in directorship:

1999/2000: 15.4%

2002/03: 28.1%

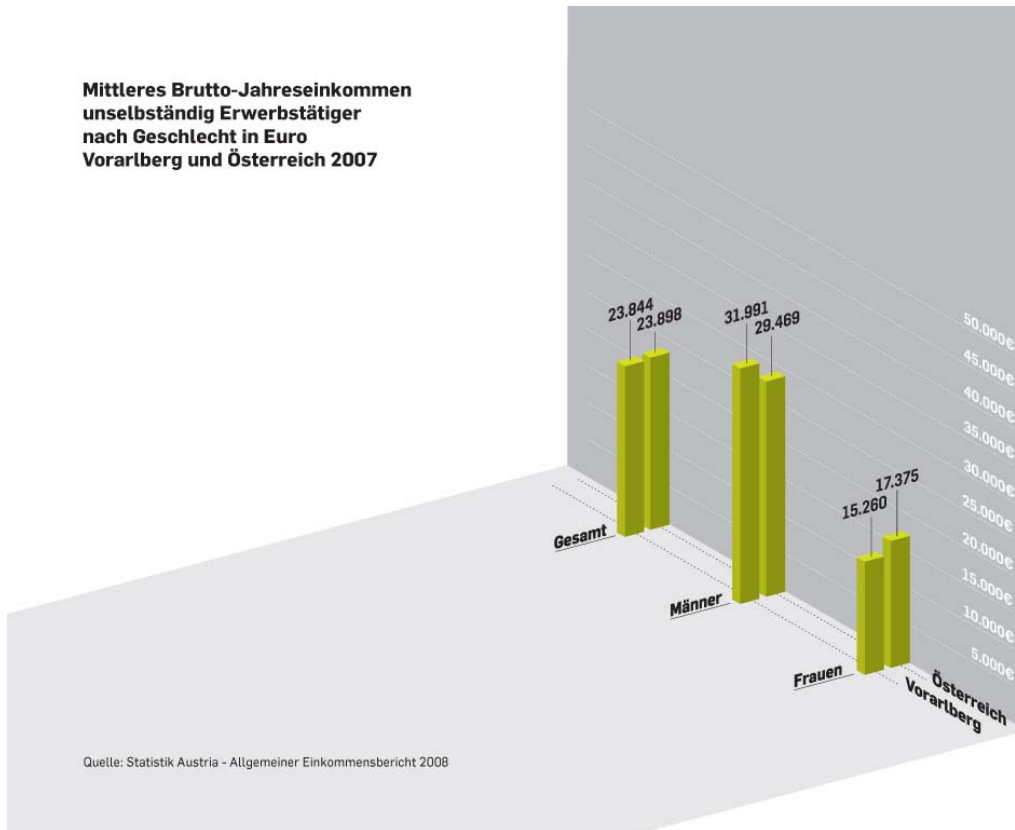
2006/07 32.7%

2009/10: 39.4%

ECONOMIC SITUATION

- According to the General Income Report 2008, gender specific differences in incomes in Vorarlberg are the most distinct of all Austrian states.

**Mittleres Brutto-Jahreseinkommen
unselbständig Erwerbstätiger
nach Geschlecht in Euro
Vorarlberg und Österreich 2007**



*Average gross income of employees according to sex in Euro
Vorarlberg and Austria 2007*

*Total
Men
Women*

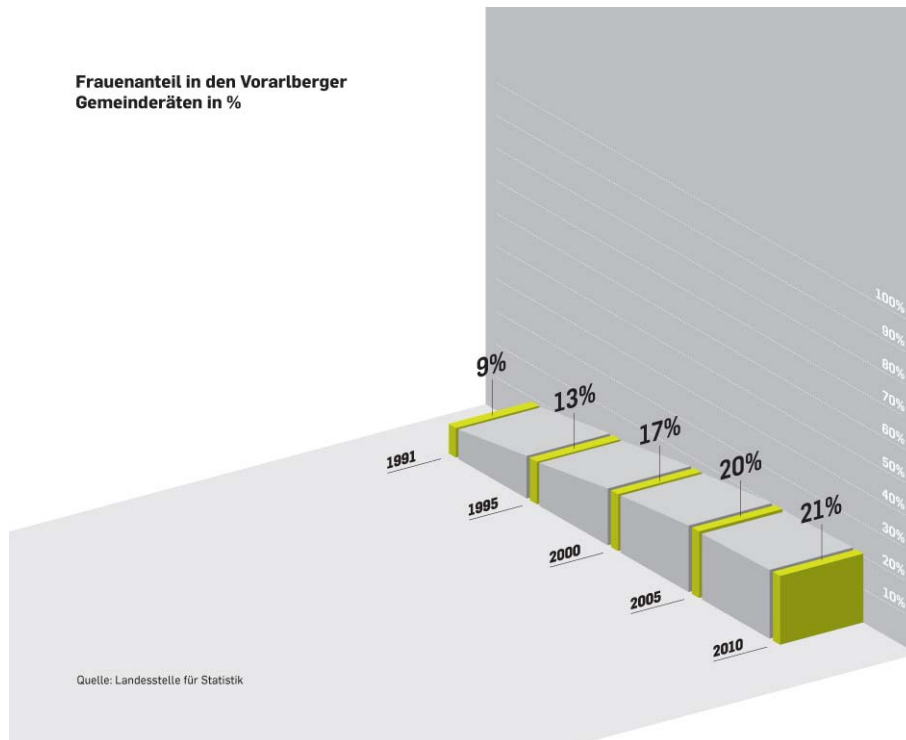
Source: Statistics Austria – General Income Report 2008 (Allgemeiner Einkommensbericht)

- In 2007, the average gross income of employed men in Vorarlberg was the highest throughout Austria. The average income of women was not even half of it, namely 47.7% (2006: 48.1%). The median income of women in Vorarlberg is the second lowest of all Austria; only in Tyrol women earn less.
- In comparison with year-round full-time employed men, their female counterparts earn 33% less on average (Austria: 25.6%). This is the highest income disparity between women and men in the whole of Austria.
- One of the main reasons for the discrepancy between the high number of women with especially low incomes and the high number of men with higher incomes is atypical employment (e.g. marginal employment). Three quarters of female employees in Vorarlberg have a net annual income of less than €20,370. Though, not even one quarter of male employees earn less than this.
- The average gross annual income of retired women in Vorarlberg (€ 10,327; own pension plus survivor's pension) is barely more than half of the average gross annual income of retired men (€

20,131), namely 49%. Throughout Austria, the income disparity between retired women and men reaches “solely” 43%.

POLITICAL REPRESENTATION

- After the latest municipal elections in April 2010, the number of women in municipal councils augmented only marginally from 20.2% to 20.7%. In 1995, women represented 13.1% of municipal councillors; in the year 2000 this percentage reached 16.9%.



Female members of municipal councils in Vorarlberg in %

Source: State office for statistics (Landesstelle für Statistik)

- Amongst the members of the State Parliament of Vorarlberg, the number of women is significantly higher than in municipal councils. However, the proportion of women has more or less stayed the same since 2004 and reaches 36% (1994: 19.5%, 1999: 30.5%). The first two women in the Vorarlberg State Government took office in 2009 (proportion of women: 28.6%). Since October 2009, there is even a female president of the state parliament (Landtag) for the first time.

2. Basic Concept of the Department for Women's Issues

The Department for Women's Issues is a functional division of the State Government of Vorarlberg. Its policies are based upon objectives defined by the State Government. To this end, it works on the basis of laws, government resolutions, policy directives, needs of the population and issues of current relevance.

The active pursuit of equality will depend upon the adjustment of existing structures, in order to achieve an equal distribution of resources and the balanced representation of the sexes.

Objective:

Establishing equal opportunities for women and men in Vorarlberg regarding the labour market and all other areas of life. Facilitating a self-defined lifestyle for every woman.

(Basic concept of the Department IVa Society and Social Issues¹)

Besides specific advancement of women, gender mainstreaming will be used as a method for the definition of equality targets and the review of approaches leading to their achievement.

The establishment of equality between women and men is always focused on a long-term effect, and can therefore rarely be realized by the implementation of short-term measures. To reach this goal, the Department for Women's Issues counts on recent basic research as well as on the experience of important social groups and experts.

The Department for Women's Issues is committed to a society in which women and men

- are treated equally;
- benefit from the same opportunities and access to resources;
- enjoy a self-defined lifestyle in accordance with their individual capacities, needs and interests;
- are not subject to any gender-specific violence, whether structural or individual.

In our role as a competence centre for women's policy and gender specific issues, we work **for and with women** and men to abolish existing discrimination – with the following vision in mind:

- Politicians and society are aware of gender-specific discrimination and act appropriately.
- Gender specific inequality as well as discriminating behaviour and structures are resolved.
- At the same time, women take action. They are encouraged and enabled to influence and shape the conditions of their own lives (empowerment).

¹ Leitbild Abteilung IVa Gesellschaft und Soziales

We address a wide variety of target groups

for all women in Vorarlberg – young and old

- Provision of information for girls and women as well as referrals to other advice agencies
- Provision of legal advice for women on issues of marital, family and divorce law
- Projects promoting gender equality: development, implementation and support of specific pilot and model projects; support in the introduction of these projects into daily, routine operations
- Financial subsidies for women's organisations
- Empowerment of women through education and information work

for all project providers and institutions

- Appropriation and award of specific women's subsidies to organisations and initiatives as well as for gender-related projects and events
- Promotion and implementation of public relations measures, together with the development and initiation of PR and marketing operations for women, girls, gender mainstreaming and anti-discrimination measures

for a society with fair treatment of the sexes

- Development of and participation in national as well as international cooperation initiatives, women's projects and gender-related projects
- Initiation and development of gender-specific principles: preparation, development, implementation and dissemination
- Active networking and group work on specific women's issues and specialised subjects, coordination and cooperation at regional, national and international level
- Policy consultation and lobbying: development of political and legal suggestions and statements, laws/legislative instruments, analyses and proposals for measures relating to gender-specific and women's key issues

for all employees of the Office of the State Government

- Provision of advice and support to other provincial authorities, organisations and institutions, concerning equal treatment and gender mainstreaming projects and initiatives

3. Tasks of the Department for Women's Issues - Measures and Programmes

Internal measures (Administration)

- Initiation of measures for the promotion of women as well as support of action plans for women
- Expert consultancy function
- Statements on orders/laws
- Proposals, initiatives
- Involvement in processes
- Offices for the Women's Policy Forum
- Offices for the "Gender Mainstreaming" support team

External measures

- Coordination of measures specifically targeting women
- PR initiatives (folders, brochures, websites, reports, etc.)
- Development and implementation of projects and initiatives for the equal treatment of women and men
- Cooperation with other organisations on a regional and interregional basis
- Departmental activities, training initiatives (conduct of courses, etc.)
- Networking and cooperation

Services

- Centres for women's issues (information, communication)
- Advice for and coordination of women's initiatives and groups
- Pooling and transfer of information
- Grants and subsidies
- Support and advice

4. Key Issues 2011

Catalogue of measures regarding equality of women and men in Vorarlberg 2010-2013

Based on 30 indicators for equality that are updated annually, experts of the different institutions of the social partners and various organisations in Vorarlberg have developed 52 defined measures regarding the following fields of actions:

- Education
- Employment, income, social situation
- Political participation
- Household chores and child care

In the field of education, the most important objectives are the dissolution of role clichés and the broadening of professional and educational choices. In order to reach equal opportunities in professional life, it is necessary to facilitate the access to employment for women, to raise the number of women in leading positions and female entrepreneurs, to reduce the pay gap and at the same time to improve social coverage. Furthermore, the motivation of women to participate in politics in order to represent their interests and take part in decision-making is another objective. The fourth point of the agenda mentions household chores and child care. In this sector, again, it is most important to break up stereotypes and to promote a fair division of duties and responsibilities.

The plan of action defines a range of specific measures regarding the mentioned fields. The regional plan of action for gender equality in Vorarlberg 2010 – 2014 may be retrieved from <http://www.vorarlberg.at/frauen>.

- **Documentation of information on specific women's issues**
- **Publication of approximately 10 newsletters**
- **New edition of the documentation "Department for Women's Issues 2011"**
- **Publication of the Information Folder "IF" - Information for women in Vorarlberg - the folder with a focus on specific women's issues is published quarterly.**
- **Consulting offer for women**

Initial situation
Discussions with women and requests at the Department for Women's Issues have revealed that the need for further information on topics like pensions, possibilities of self-insurance and marginal employment as well as family, divorce and inheritance law is evident.

Content
Women will be informed on subjects like social insurance, pension insurance, unemployment insurance, health insurance, maternity leave, marginal employment and atypical employment as well as family and inheritance law.

Time frame
Information events are offered in the regions continuously.
- **Legal advice**

The Department for Women's Issues of the State Government of Vorarlberg supports women, who seek legal advice regarding marriage and divorce. It offers a singular inexpensive consultation of 45 minutes with a female lawyer from Vorarlberg (retention of € 20,-). For more information, please call: +43/(0)5574/511-24112 or -24136.
- **Information for women from A to Z**

Initial situation:
In cooperation with the "FEMAIL" information centre for women, an information system has been developed, which is available in compendiums as well as digitally.

Content:
Relevant information for women and frequently requested information links and data are to be processed and presented for the easy retrieval of responses to enquiries. This information is available at public terminals via a PC-system. Alternatively, as an easier means of access to relevant and useful information, compendiums are made available to women in the rural communities and regions of Vorarlberg.

Time frame:
Updated annually. The information file can be obtained from the Department for Women's Issues of the State Government of Vorarlberg.
www.vorarlberg.at/frauen
- **Administration and maintenance of websites**

Updating of content as well as revising the knowledge portal
www.frauennetzwerk-vorarlberg.at
www.vorarlberg.at
www.3laenderfrauen.org
- **Publication of folders, brochures, documentations and reports**

Projected update of brochures published by the Department for Women's Issues:
Update of „Diversity Management“

Documentation "Gender Medicine" (Gender Gesundheit)
Folder "Women's guide to planning life" (Wegweiserin für Frauen zur Lebensplanung)
List of book recommendations "Mine and Yours" (Meins & Deins)
Handbook for mentoring
Dissemination of the report "Women in Vorarlberg 2010"
Regular update of Vorarlberg's 30 indicators for equality

- **"FrauenInfofest" – Women's Information Festival**

Initial situation

The International Women's Day is celebrated worldwide on March 8. This day has a long tradition. It is supposed to raise awareness for the fact that women and men still don't have the same opportunities anywhere in the world.

Content

The event on the occasion of the International Women's Day is supposed to give us the chance to call attention to women's concerns and point out the manifold offer of information and consultation in Vorarlberg.

Women can get information on women's organisations and institutions as well as learn about the variety of consulting offers available.

This four-hour event should have an informative, but also a lively and entertaining atmosphere. It is therefore composed of three parts:

- *Information event with a trade fair touch*
- *Exposition and artistic performances*
- *Networking and exchange*

Time frame

Once a year – due to cost-cutting measures, next event planned for 2012

| |
|--|
| Key issue: Regional and political participation |
|--|

- **Establishing and supporting the Vorarlberg Women's Network**

Initial situation

Regional differences necessitate the definition of adequate measures for women's advancement, which can only be initiated and finalized in the location concerned.

Content

Regional women's networks have been established; an inter-regional network of representatives coordinates them. In collaboration with regional authorities, women develop strategies for the resolution of specific women's problems using available resources. We envisage that in each case, a local representative will serve as the contact person for both, the Department for Women's Issues and the women in the local area. At present, 67 local representatives are part of the Vorarlberg Women's Network.

Presentations on legal issues, such as atypical employment, pension law and family law, are organised all over Vorarlberg. In cooperation with the "FEMAIL" information centre for women and the Department for Women's Issues, the Vorarlberg Women's Network provides a variety of lectures and events on subjects relevant to women.

Time frame:

From September 2010 to June 2015

www.frauennetzwerk-vorarlberg.at

- **Project "Frauen in die Politik" (Women into Politics) - An initiative of the Department for Women's Issues and the Vorarlberg Women's Network**

Initial situation

In 2010, municipal elections took place. The Department for Women's Issues of the State Government of Vorarlberg wanted to encourage women to participate more actively in municipal

politics. The Vorarlberg Women's Network is a state-wide association of women's representatives from the municipalities of Vorarlberg. These representatives are contact persons for women in the area. The Vorarlberg Women's Network operates from the Bregenzerwald to the Walgau and the Grosses Walsertal. Women from all political parties contribute to this network.

The newly initiated project "Frauen in die Politik" seeks to support women's active participation in municipal affairs. We are committed to raising the number of women in local politics across party lines.

Content

Follow-up events in different municipalities in order to

- raise women's interest in and motivation for commitment in municipal politics
- draw public's attention to the concerns of this project
- take action to insure that women are represented appropriately and have the opportunity to participate
- support women through workshops

Offer: Mentoring for female politicians

Time frame

March 2010 to December 2011

Key issue: Employment / Equality in working life

- **Women's Network of the ÖGB (Austrian Trade Union), the AK (Austrian Chamber of Labour), the WK (Federal Economic Chamber) and the Department for Women's Issues**

Initial situation

This highly constructive collaboration with the social partners and the AMS (Labour Market Service) exists since 1998.

Objectives

Together with the social partners, topics like "gender pay gap", "flexible working hours" and "well-being at work" are discussed. Strategies to reduce inequality are developed. The report "Women in Vorarlberg 2010", which is published in cooperation with all these organisations, offers an important basis for further measures.

Time frame

Ongoing

Key issue: Education and Qualification

- **Timetable for the training of women**

Initial situation:

The Department for Women's Issues, the Arge Adult Education Institute and other organisations have established a joint timetable for the training of women. Together, these institutions have succeeded in presenting organisations working in the field of training for women collectively.

Content

Each year, a timetable for the training of women will be prepared, which will depict the wide variety of different offers. Through the Vorarlberger Bildungsnetzwerk (Training Network of Vorarlberg), we intend to give fresh impetus to gender-conscious training initiatives and to serve as a platform for the exchange of information and the further development of joint projects.

Time frame

Publication in August of the current year

- **"Spurenwechsel" (Women in Transition) – Orientation and motivation**

Initial situation:

The career change course is running successfully in Vorarlberg since 1992. Many women have completed this specially designed course of study.

Content

The career change course "Spurenwechsel" addresses women, who wish to try out something new using the skills acquired while raising a family and who want to discover new opportunities. The morning course takes place three times a week over a period of 13 weeks. Subjects discussed include health, creativity, law, physical exercise, psychology, and communication.

Time frame

Launch in autumn of the current year

- **Political training for women**

Initial situation

The Department for Women's Issues in Vorarlberg conducts this training course in cooperation with the Office of Equal Opportunity of Liechtenstein.

Content

This political training course is intended to encourage women to express their concerns and to make use of their potential in political bodies and public service. The following modules are conducted: Self-management; Public speaking training; Basic political knowledge; Everyday council business; Conflict management; Public relations.

Time frame

March to December of the current year

| |
|---|
| Key issues: Dissolution of gender role stereotypes |
|---|

- **mut! – Girls and Technology**

Initial situation

The experiences and results gained from the project "mut!" have revealed that female pupils, parents and female disseminators feel the need for further measures concerning career choice.

Content

"mut! – Girls and Technology" is an Austrian wide project funded by the Federal Ministry for Education and the Department for Women's Issues of the State Government of Vorarlberg.

As the planning and executive body involved, the "Amazone" girls' youth centre continuously focused on the active and experience-based presentation of technology and multimedia topics. Through free and easy trial and experimentation, participants gain confidence in the use of technology, get to know professions in this field and thereby broaden their range of career options. A virtual communication platform makes the disseminators' experiences and results accessible.

Time frame

October 2010 to 2011

www.mut.co.at

- **10th Girls' Day in Vorarlberg**

Initial situation

The first Girls' Day was held on June 27, 2002. Girls between ten and 14 years take part in this event, which is organised to provide an opportunity for occupational orientation. The majority of girls still intend to pursue traditional occupations, which are less remunerative than many technical professions.

Content

The Girls' Day provides the opportunity to gain insights to different occupational fields and serves as orientation guide. It further contributes to broaden girls' outlook on life and career choice. One

day spent at the companies of their fathers, mothers, godfathers or godmothers gives girls an impression of occupations, which are not typically undertaken by women.

Time frame

June of the current year

www.girlsday.at

- **Mädchen:impulstage (Girls' impulse days)**

Initial situation

The Girl's impulse days are conducted annually by the "Amazone" girls' youth centre on behalf of the Department for Women's Issues of the State Government of Vorarlberg.

Content

The Girls' impulse days present the whole spectrum of girls' culture under the title "best of!!!". Girl-oriented cultural work is an integral part of the "Amazone" concept. It is one of its tasks to point out and enhance the value of girls' daily achievements and the creativity involved. The objective is to break up the fixation of girls on typically female cultural activities by girls' work and to focus their efforts on the development of a new and own cultural identity.

Time frame

May of the current year

- **Interregional project "Mach es gleich!" (Do it equally!)**

Initial situation

Existing clichés regarding gender are changing. School assumes an important part in broadening the role spectrum of young people. This project aims at providing pupils of general-education secondary schools (Hauptschule) the opportunity to reflect on their gender role with the objective of gender specific promotion. Thereby, it allows room for discussions on topics like being a man/being a woman, relationships, family and society. A change in traditional gender roles may only be reached, if teachers learn to deal with them consciously. This is why this project also motivates teachers to detect and question role patterns in order to counter confining attributions in school.

Content

Central aims of this project "Mach es gleich!" are equal opportunities for girls and boys as well as the reduction of gender role stereotypes and role clichés. Additionally, this project is targeted on raising the interest for a gender-conscious process in schools.

Schools in the three regions of Constance, Friedrichshafen and Vorarlberg piloted in realising this project and are offered a gender:workshop, a gender:tool box, workshops for disseminators, parents and pupils as well as a mentoring of the gender process. Documentation will make the experiences gained through this project accessible for other schools.

Time frame

2010 to 2013

- **My life - my money - my future**

Initial situation

Experiences gained from different projects on occupational orientation by the "Amazone" girls' youth centre have revealed that the proportion of girls with migrant background in school classes is growing. When working with girls and young women, it is frequently observed that the exploration of gender roles, role clichés, life and career plans heavily contrasts the values and norms of the own family. The often very traditional conception of occupation and life of parents is frequently followed by the girls' restricted career choice.

Content

Workshops for girls dealing with the subject of culture are organised. During these workshops, girls reflect on their own culture and cultural backgrounds as well as on gender roles, role clichés and life and career planning. Networks between girls are strengthened and the vision of a professional future is sharpened. Additionally, workshops on the subject of crafts and technics are offered. A close cooperation with the responsible bodies for career counselling as well as the labour market is

guaranteed. Accompanying measures include parental involvement and cooperation with disseminators.

Time frame
2010 to 2012

- **Project KENNiDI**

Initial situation

The project KENNiDI focuses on the topic of youth and alcohol. The contexts, in which young people drink alcohol, have changed and the consumption of alcohol has augmented. The project KENNiDI was developed in cooperation with various partners and with the participation of young people. Based on specific experiences and results of the project "Mehr Spaß mit Maß" (The Right Dose of Fun) as well as other (inter)national projects, the project KENNiDI aims at combining measures concerning behaviour and proportionality on a municipal level.

Content

Capacity Building und Empowerment on a municipal level

Prevention of alcoholism by and for young people (peer education)

Establishment of a deeply rooted cooperation of the executive body, schools and youth work on a municipal level

The following services will be provided by the "Amazone" girls' youth centre, in the scope of this project:

Series of workshops for the training of the team responsible for the bar in the youth centre, (advanced) training of the KENNiDI-core team, peer education workshops in different unions, employment of the bar and the bar team at various events, workshops in the framework of youth work, training for disseminators.

Time frame
April 1, 2009 to April 1, 2012

- **gender:impulstage (Gender impulse days)**

Initial situation

In cooperation with the Department for Women's Issues of Vorarlberg, the "Amazone" girls' youth centre organised the first Gender impulse days on November 10, 2009 on the topic of girls' work in times of gender mainstreaming. "Girls' work and Gender" figured as the kick-off for this event that will take place annually from now on.

Content

The Gender impulse days aim at arousing interest in the topic, at serving as a platform for networking and exchange and at broaching the issue of gender-sensitive youth work.

Time frame
November of the current year

| |
|---|
| Key issue: Gender democracy / Gender mainstreaming |
|---|

- **Implementation "Gender mainstreaming in State Administration"**

The State Administration of Vorarlberg and the staff unit for equal opportunities prepare a handbook on the implementation of gender mainstreaming in administrative behaviour. This handbook should provide assistance for public servants to reach the political key objective of equality. The handbook also serves as a support for the implementation and integration of gender mainstreaming in the administration. It addresses persons, who haven't been in touch with the topic of gender mainstreaming so far, but are confronted with the realisation of a gender mainstreaming strategy in their work environment and/or are in charge of its implementation in their field of responsibility. Offering specific trainings is discussed with the academy for administration (Verwaltungsakademie).

Time frame

2011

<http://www.vorarlberg.at/frauen>

- **Redesigning the intranet site “Gender Mainstreaming”**

Time frame

2011

- **Project “Gender budgeting“**

Initial situation

The amendment to the Federal Constitution (art. 13(3)) obliges the Federal Government, the Provinces and the local authorities to aim at real gender equality in the context of budgetary management.

Content

A concept to implement gender budgeting in the State Administration of Vorarlberg will be elaborated and possibilities to link this concept with gender mainstreaming will be examined. Department IIIa will be in charge of the project.

Time frame

From 2008 to 2011

- **Project “Gender Medicine”**

Initial situation:

The bodies in charge of women’s issues of Liechtenstein, Grisons, Appenzell Ausserrhoden and Vorarlberg have jointly realised the project “Gender Medicine”. The important experiences gained have been documented.

Content:

Main tasks of the project “Gender Medicine – Body images”

Interregional conferences on the subject of body – body images – health are held and allow for exchange and sensitisation of disseminators. The documentation of this series of conferences will be published and the interregional cooperation in the field of “Gender Medicine – Body Images” will be intensified.

Time frame:

April 2009 to March 2011

| |
|--|
| Key issue: Violence against women |
|--|

- **Continuation of the project “Signal - Violence against women in families and partnerships”**

Initial situation:

The inter-regional project “Signal – Violence against women in families and partnerships” has been launched by the Department for Women’s Issues of the State Government of Vorarlberg and the women’s representative of the city of Constance in October 2005. According to the WHO, violence is one of the key risk factors for women’s health. Direct and indirect consequential costs of domestic violence are extremely high. The results of this project are currently disseminated. Since 2008, the Department for Women’s Issues has been cooperating with the Principality of Liechtenstein in this matter.

Content:

The project “Signal” aims at informing and sensitising physicians and nursing staff. Through specific trainings, they will be put in the position to identify domestic violence as a possible cause of injuries, diseases and troubles in order to provide support to the concerned patient.

Time frame:

September 2010 to December 2011

5. Women's Organisations



The FEMAIL – FrauenInformationszentrum is an information and service centre especially for women in Vorarlberg. During a personal and confidential talk, women obtain answers to their questions and support in the clarification and handling of their concerns. Our female consultants deal carefully with the specific living conditions of women and encourage them during change processes.

The services of FEMAIL are predominantly free of charge, voluntary and by request anonymous.

Services include:

- Information and advice on questions concerning social coverage, family and employment
- Specific advice for women during consultation days in the regions
- Coaching for women in the field of career and life planning
- Advice for women with migration background
- Women's hotline in German and Turkish language
- Specialist department for women's health: Information and advice, networking, knowledge management
- Events, projects, publications, information service specifically for women

As a very important cooperation partner of the Department for Women's Issues of the Office of the State Government of Vorarlberg, FEMAIL participates in state-wide projects and provides advice to disseminators in the field of gender and women's issues.

The women working at FEMAIL form an interdisciplinary team: social worker/social educator, Turkish speaking consultant, jurist and coach, pedagogue and psychologist. For specific requests, clients may additionally consult a lawyer and a gynaecologist.

frauen.beratung (women.advice) – Women obtain information and advice on questions concerning social coverage, family and employment. We counsel personally during job-seeking periods and re-entry into work life, divorce/separation, pregnancy and maternity leave as well as securing the costs of living etc. Our clients also receive information on further specialised institutions and healthcare services in the region. Furthermore, we offer our clients a broad choice of information material and the possibility of Internet research at our offices.

frauen.coaching (women.coaching) accompanies women during their professional change processes as well as during changes in the family environment. In an intimate atmosphere, women have the opportunity to clarify their concerns, define their goals, develop convenient solutions for everyday life and strengthen their own skills.

frauen.fragen (women.asking) is aware of linguistic and cultural imprinting and offers specific advice under secure conditions. Our clients contact us directly via the women's hotline or during our consultation days in the region.

frauen.gesundheit (women.health) – The specialist department broaches the issue of women's health and supports women in the fields of health care and preventive medical checkups. Our clients obtain guidance and information on the questions of health, regional offers and health care services (online service on women's health including information material concerning selected health topics on www.femail.at). Additionally, women may take advantage of specific expert advice and clarification of particular concerns (psychological support, gynaecological consultation hours). As a platform for women's health, we contribute in the networking of stakeholders in the public health care sector.

Website: www.femail.at

Specialist department for women's health FEMAIL

Platform for specific women's health issues in Vorarlberg

The specialist department for women's health has been established in 2008 as a platform for specific women's health issues in Vorarlberg. In this regard, it is our concern to meet the particular needs of information and advice of our female clients and to support networking activities and the transfer of knowledge in the field of women's health.

Advisory service "frauen.gesundheit" (female.health) – Encouraging and moving women

From our point of view, women's health covers the physical, mental, emotional and social well-being. Through our advisory service "frauen.gesundheit", we focus on two core areas: information/guidance and expert advice.

Information & guidance – Being informed and able to act

We support women in order to get targeted information on important health issues and to venture further steps. The service is based on a wide variety of selected and continuously updated brochures. This way, women may obtain clarity and are able to act with confidence in the fields of healthy diet, cancer screening, sexuality, contraception, general health issues, care, pregnancy and childbirth as well as mental health.

If required, we also assist in finding appropriate therapists and establish a first contact. Through our online service "women's health" on www.femail.at, our clients and cooperation partners are offered an up-to-date overview of current services in the area of health care and treatment specifically for women in Vorarlberg. This online service is easily manageable and is updated continuously.

Expert advice – Clarification and monitoring

In the scope of a psychological consultation, our clients get the opportunity to discuss questions about their health and to talk about current pressure. It is our goal to strengthen women, to support their recovery and to plan further steps by reflecting on personal skills. This consultation is lead by trustfulness and attentiveness. Topics may be: lifestyle and well-being, living with a chronic disease, sexual health, managing a difficult diagnosis, mental health, vitality, social satisfaction etc.

Gynaecological consultation hour – Advice by a medical specialist

During a personal counselling session with our medical specialist, questions concerning contraception, sexuality, side effects of the menopause, pelvic floor, violence and abuse, pregnancy etc. may be clarified. If medical treatment and examination is needed, we are ready to establish the contact with an adequate specialist department.

The advisory services of the specialist department for women's health addresses women of all ages, they are free of charge and confidential.

In the scope of **active networking**, we strive to promote gender conscious approaches and specific concerns of women as well as to establish contact points. We see ourselves as cooperation partners of health care facilities and social services in developing and organising a women-friendly health care system. We support cooperation in order to make the realisation of various project proposals possible. Additionally, we offer room for events and panels as well as the opportunity for expert exchange and networking.

Women's Museum in Hittisau

In July 2000, a museum of a special kind has been inaugurated in the municipality of Hittisau in the Bregenzerwald. Housed in an architecturally appealing building, Austria's first Women's Museum was installed. The discrepancy between the importance and the active role of women in forming the society and history on the one hand, and their "marginal situation in the meaningful process of interpretation and explanation of this development on the other hand" has to be countervailed. During the last 4,500 years, women rarely had the opportunity to participate in historiography; the classification and interpretation of the past was men's business. "The emancipation of women is impossible without detailed knowledge about the history of women." (Gerda Lerner, historian)

Therefore, the Women's Museum intends to contribute to the visibility of women's history, women's occupations and abilities.

Major tasks

The Women's Museum has made it its main task to depict the past and the present from a woman's perspective as well as the interaction of women with their natural and social environment and the specific culture of women developed through this interaction. Stories about especially self-confident and strong women from the Bregenzerwald became the starting point for processes of reflection. The Women's Museum wants to begin this process with examples of the region, but doesn't intend to stop there. The microcosm of the region is supposed to depict regional structures as examples for structures in the macrocosm (Austrian society, international comparison).

Examples for the varied offer include exhibitions, educational activities for children, conferences and workshops. All of these examples are components of the reappraisal of the region's cultural and social history and a substantial part in the process of awareness raising. Additionally, cooperation with other institutions, like FEMAIL, proves to be especially valuable.

Website:

www.frauenmuseum.com



AMAZONE

Due to a high demand for specific offers for girls, the Amazone girls' youth centre was founded in 1999. The responsible body is the association "Amazone", which exists since 1998. The objective of Amazone is to provide girls and young women between 10 and 18 years with room for the development of a self-determined personality and surroundings that are appropriate for the special interests and needs of girls of this age group.

Successful workshops and a steadily growing number of visitors confirm that Vorarlberg's unique youth centre "for girls only" has been established successfully in the local landscape of social services. The expertise of Amazone is additionally approved through the utilisation of the centre as a platform for social and services and youth centres as well as disseminators.

Centrepiece of this girls' youth centre is the "open agenda". Girls get the opportunity to let loose and relax apart from daily pressure to perform. They may do nothing or be active according to their needs. During the opening hours, girls may take advantage of the services and the rooms of the girls' youth centre Amazone including the AmazoneBar, the multi media laboratory, the repair shop, the photo lab, table football, the comfy corner, a costume box, the small gym, the "South Seas"-room, the Internet room as well as the rehearsal room for girl bands – a total of 270m² and all of it free of charge! In order to lower the inhibition threshold to enlist assistance, advisory service is integrated as a low-threshold offer in the "open agenda". It is also possible to arrange consultancy appointments outside the opening hours.

Special fields and Projects

The different fields of specialisation of the girls' youth centre Amazone consists of occupational orientation, sex education, prevention of alcohol abuse and violence, multimedia and migration.

In order to advance the strong points and skills of girls and young women, projects in these fields specifically designed for girls are realised. Additionally, peer education and coaching for disseminators are offered. Current projects include: "mut! – Girls and Technology", a project dealing with occupational orientation, the sex education project "klipp&klar", the intercultural project "bunt&quer", the project "laut&stark", which aims a preventing violence as well as the mobile AmazoneBar that serves the prevention of alcohol abuse by serving non-alcoholic cocktails.

Website: <http://www.amazone.or.at>

IfS Residence for Women in Trouble (FrauennotWohnung)



No woman ever "deserves" to suffer from violence. There is no justification for violence against women! The IfS Residence for Women in Trouble offers fast and directly partial help and protection for women and children affected by violence 24 hours a day. In Dornbirn, temporary housing for seven women and their children is available; in Bludenz there is space for two women and their children.

During their stay, skilled staff supports and accompanies the women. "Women staying in the Residence for Women in Trouble experience that their fate is not an individual one", states supervisor Tanja Kopf.

The IfS Residence for Women in Trouble is reachable 24/7 and assures absolute anonymity. Special consultation and therapy take place outside the residence.

E-Mail: frauennotwohnung@ifs.at