

**United Nations Convention on the Elimination of All Forms
of Discrimination against Women**

Addendum to the NGO Shadow Report

**Submitted to the 54th session of the Committee on the Elimination of
Discrimination against Women
compiled with respect to the replies of**

Austria (CEDAW/C/AUT/Q/7-8/Add.1)

to the list of issues (CEDAW/C/AUT/Q/7-8)

Frauen:Rechte jetzt! NGO Forum for the implementation of CEDAW in Austria (Ed.)
www.frauenrechte-jetzt.at
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The present report provides a summary of and update to the NGO Shadow Report of *Frauen:Rechte jetzt! NGO Forum for the implementation of CEDAW in Austria*, submitted in June 2012. Please refer to Annex 1 of the NGO Shadow Report for a list of all authors. The full report is available at: <http://www.frauenrechte-jetzt.at/images//cedaw-shadow-report-austria-2012.pdf>

General

The situation of Austrian women has not improved significantly during the reporting period. As already stated in the shadow report of 2000, this can be attributed to the fact that legal incentives as well as sanctions are hardly ever made use of and that systematic monitoring and evaluation measures to promote equality remain the exception rather than the rule.

Some of the deep-rooted aspects of the political reality of women in Austria include:

- lack of coherent and well-organised policies for implementing women's human rights, including the rights of migrant women, female refugees and asylum seeking women
- the "familiarisation" of women's policies, resulting in on-going traditional attitudes and prejudices concerning female and male roles in society
- continuing discrimination of women on the labour market, resulting in an increase in poverty among women
- ineffectiveness of efforts to reconcile family life and employment (an exception is the new income-linked option of childcare allowance).

National Plan for Action for the Promotion and Protection of Human Rights

A comprehensive and coherent general approach of policy measures for equality and women's empowerment at all levels and in all areas is still missing, including effective implementation of gender budgeting. Measures taken continue to be selective and dependent on the respective department's direction. Austrian women still deplore the lack of a comprehensive National Action Plan on equality between women and men as well as on the fight against violence against women, including the collection of gender-sensitive data and sensitisation programmes for those working within the judicial system.

Such a comprehensive plan could be embedded in an overall Human Rights Action Plan to ensure that all human rights standards are incorporated in Austrian law. This plan needs to include monitoring and evaluation of implementation, data collection and adequate budgeting for the implementation. It would also create policy coherence between the instruments of human (women's) rights and the goals of development cooperation on the one and economic and trade policies on the other hand.

Concerning gender mainstreaming it is stated that the structural embedding of gender representatives on all levels of public administration remains worth discussing. The change of the designation 'women's representative' to 'gender representative' caused confusion about the work scope among actors: It is recommended to re-introduce the designation "women's representative" for a limited period of time until equal conditions are reached in leading positions - the goal is 50% since 1 January, 2012. From that point on, the designation "gender representative" should be used exclusively, in order to meet the requirements of the complex conditions of intersectionality.

Stereotypes and Employment (ad para 7 and para 17)¹

As shown in the replies of Austria to the list of issues on stereotypes (paras. 36-48), Austria still lacks a comprehensive approach to overcome stereotypes and an overall assessment of measures implemented. Traditional gender roles have begun to change, with little effect,

¹ Paragraph numbers in the titles of the chapters refer to the list of issues and questions (CEDAW/C/AUT/Q/7-8)

however, on actual behaviour. For example, men contributed little more than a quarter of childcare duties and just below a quarter of the housework.² Women are still overrepresented in so-called atypical employment, especially part-time with low average hours, low earnings, employment instability and very little career prospects.

With the adoption of the National Action Plan for Gender Equality in the Labour Market, an important programme for fighting disadvantages of women in this respect was developed. Implementing the extensive measures provided therein is necessary and desirable. Since the Action Plan forms a strategy until 2013, it is recommended to conduct an evaluation on the implementation of these measures after 2013 in order to support the elaboration of a follow-up Action Plan.

Reconciliation of work and family life

In recent years, there have indeed been distinct improvements with respect to child care. According to the replies of Austria to the list of issues (para. 82) child care for children between three and six years reaches the EU-wide Barcelona objective. Nevertheless, additional 35,000 child care places for toddlers under the age of three years are required in order to reach the EU-wide Barcelona objective for this group (33 % of children under the age of 3 in child care). Furthermore, better opening hours of at least 70,000 places for children between the ages of three and six years (afternoon care, school holidays) are still needed.

In general, a sufficient number of high-quality child care places would constitute an important requirement for the reconciliation of work and children of both parents and contribute significantly to equal opportunities of children – irrespective of their social background. In order to accelerate the expansion, the state annually provided € 15 million for the expansion from 2010 to 2014. The data show that the federal grant was highly effective for the expansion of child care. This is to be welcomed, but in order to fill the gap concerning child care places for children aged 0-6, an annual € 100 million would be required by the state for the next four years.

In Austria, the gender wage gap to the detriment of women amounts to around 40%³ (not working-time adjusted, based on the median yearly gross income), which is still as high as in 1998. In 2010 this represented a median level of 18.270 Euro for women and 30.316 Euro for men. Female workers earn only approx. 44 % of their male counterparts, female employees only 50 per cent. The smallest difference exists between civil servants, where women earn about 93 per cent of their male colleagues.⁴

Women and Poverty

According to the Women's Report 2010 the economic situation of Austrian women is marked by the perseverance of traditional gender roles. More prime age women work part-time than in the EU-27, namely 44.5 per cent compared to 32.1 per cent (2011). The gender pay gap is amongst the highest in the EU-15. The earning differences between women and men increase with age and skill level and reach a peak in retirement. In 2010, old age pensions of men (median) were more than double of those of women (1.632 Euro compared to 784 Euro). Since women have on average lower incomes and pensions than men, they are at

² Austrian Federal Minister for Women and Civil Service/Federal Chancellery, Women's Report (Frauenbericht) 2010 by the, covering the period between 1998 and 2008.

³ See Statistik Austria, http://www.statistik.at/web_de/statistiken/soziales/gender-statistik/einkommen/index.html (last accessed 21 January 2013)

⁴ See Statistik Austria, Bruttojahreseinkommen von Frauen und Männern nach sozialer Stellung 2010 http://www.statistik.at/web_de/statistiken/soziales/gender-statistik/einkommen/index.html (last accessed 21 January 2013)

higher risk to fall into a poverty trap, particularly if they are single or single parents. Also migrant women are more than proportionately affected by poverty.

Recommendations:

- Expansion of all-day child care offers (from toddler age), of all-day schools and/or all-day care at schools and of offers regarding care and assistance for adults
- Specific expansion plan, including funding to reach the Barcelona objectives in child care (33 % care rate with children until their third birthday)
- Introduction of an unpaid parental leave of four weeks for fathers and entitlement to parental (part) time for all employees (also in small companies and with a short employment duration), so that part time work due to child care responsibilities is divided more equitably among women and men

Violence against Women (ad paras 8 – 9 and 21)

On a positive note, several legal amendments were undertaken over the past years concerning domestic violence against women. In 2006, the Code of Criminal Procedure was amended and an anti-stalking provision was inserted into the Criminal Code. Amendments to the Austrian Protection against Violence Act in 2009 extended the duration of police protection orders issued by the police from ten to 14 days, and if a motion for a court restraining order is brought, from originally 20 days to four weeks. Further, a new criminal offence of “continued use of violence” was introduced, and the right of victims to free psycho-social counselling was extended to civil proceedings.

Nevertheless, several shortcomings persist. In order to ensure a comprehensive and coordinated response, the government should adopt a comprehensive strategy and national action plan (NAP) to end violence against women.⁵ Effective implementation of such a NAP requires allocation of adequate resources and the designation of an institution responsible for coordinating and monitoring implementation, based on sufficient resources and competences.

The absence of solid statistical data regarding violence against women makes the adequate monitoring and evaluation of laws and policies difficult and thus poses an obstacle towards evidence-based policy-making, in particular in the field of prevention. Data should be collected continuously and systematically, and published periodically. Concerning violence against women with disabilities (ad para 21), the monitoring of facilities and programmes for people with disabilities forms an important step to prevent violence against women with disabilities⁶. Nevertheless, general information on this issue in Austria is scarce. Even though it is well-known that women with disabilities face a higher risk of becoming victims of violence, Austria has yet failed to conduct surveys on this topic recently. The last comprehensive survey was conducted in 1996.⁷

The recommendations of the CEDAW Committee in response to the two complaints against Austria (Gökçe vs. Austria, 5/2005 and Yıldırım vs. Austria, 6/2005) have not been fully implemented. The experiences of the Domestic Abuse Intervention Centre Vienna show that highly endangered victims are often not sufficiently protected as offenders are hardly ever detained. Unlike in other countries, the infringement of restraining orders is not a criminal offence in Austria and thus remains without consequences. Also, the wording of court verdicts often reveals a major lack of knowledge and sensitivity concerning violence against women, so intensive training programmes for the judiciary would be important

⁵ Cf. replies of Austria to the list of issues, para. 51.

⁶ As stated in the replies of Austria to the list of issues (para. 102).

⁷ Zemp, Aiha/ Pircher, Erika (1996): Weil das alles weh tut mit Gewalt. Sexuelle Ausbeutung von Mädchen und Frauen mit Behinderung. Vienna.

Another shortcoming is the lack of funding for key services. In Austria, about 30 women's shelters exist accommodating 750 women and their children. The Violence Protection Centres and the Domestic Abuse Intervention Centre have been able to expand their support services in the last few years. Furthermore, various other counselling centres offer support for women affected by violence. In order to guarantee that all these organisations, which draw on decades of professional experience, can continue to support women and children affected by violence, it must be ensured that the federal and provincial governments provide sufficient and continuous funding.

Recommendations:

- Adoption of a National Action Plan (NAP) against violence against women including adequate funding for implementation, coordination and monitoring.
- Guarantee appropriate funding to organisations supporting women affected by violence and their children, including sufficient resources for organisations to provide barrier-free access to victim protection, support and counselling centres for women with disabilities as well as to establish barrier-free counselling and refuge centres
- Intensification of training programmes to raise awareness for violence against women in the judiciary
- Improvement of data collection including: sex of victim and perpetrator, age, relationship and form of violence as well as concerning violence against women with disabilities
- Cooperation between state and non-state actors should be improved, in particular concerning high-risk victims

Trafficking in Women (ad paras 10 and 11)

The current National Action Plan on combating Human Trafficking was developed by the Task Force on Human Trafficking, including NGOs. Despite some progress in certain areas, the implementation of all measures lacks specifically assigned budgetary resources and external evaluation of the implementation.

Trafficked persons are protected from expulsion for a minimum period of 30 days.⁸ However, this recovery and reflection phase is based on an internal decree of the Ministry of Interior, rather than a law, so no legal protection from expulsion exists. The same limitation is valid for a non-punishment clause for trafficked persons.⁹ Article 69a of the Austrian Settlement and Residence Act stipulates that trafficked persons shall be entitled to a residence permit for special protection to ensure investigation and prosecution. Practice shows that often takes several months for a residence permit to be issued, even when charges are filed. During this waiting period, access to the regular health care system is not ensured. Further, if the prosecution decides not to pursue charges, the application for residence gets rejected.

While the system of psycho-social and legal counselling available to trafficked women has proven effective, their access to compensation is limited, and only a small number of trafficked women receive any form of compensation during criminal proceedings.¹⁰

Training sessions for law enforcement and judiciary take place, but only to a limited extent. Knowledge of how to identify and treat trafficked women is still limited to a small circle of persons. . Even though the Austrian Criminal Code defines trafficking in human being as “trafficking into all forms of exploitative employment”, focus is still on sexual exploitation. Consequently, women trafficked for purposes other than sexual exploitation are rarely

⁸ As stated in the replies of Austria to the list of issues (para. 58).

⁹ Cf. report of the Human Rights Council on Human Trafficking (2012), p. 83-84.

¹⁰ Cf. Planitzer, Julia; Probst, Evelyn; Steiner, Barbara; Unterlerchner, Barbara (2011): Entschädigungsmöglichkeiten für Betroffene des Menschenhandels, Vienna.

identified. A lack of identification of trafficked women and men is also observed in detention pending deportation, which results in a small number of trafficked women in detention pending deportation being referred for counselling and shelter.¹¹

Recommendations:

- All forms of trafficking in women have to be recognised and prosecuted.
- Trafficked women should not be criminalised, expelled, deported and/or put under an expulsion order and should be protected from criminalisation.
- All trafficked women should have access to residence permit, social welfare benefits and health insurance independent from criminal proceedings, as well as access to compensation.
- The identification of women trafficked for the purpose of labour exploitation (e.g. in domestic labour or hospitality) should be improved through further awareness-raising within judiciary and law enforcement, including departments dealing with asylum matters and alien law.

Rights of Migrant Women

Migrant women's labour market situation (Ad para 20)

In the Austrian migration policy of the last 10 to 15 years, unfortunately increasingly restrictive provisions regarding residence and citizenship laws were introduced. As a result, particularly low-income and educationally disadvantaged migrants are permanently excluded from security of residence and, as a consequence, from social protection. This leads to an increase in poverty and poverty risk, which are structural in nature and affect a disproportionately high percentage of women.

According to the Austrian government¹² the access to the labour market for migrants and asylum-seeking women has been improved. It should be noted though that only a few specific groups have access to the labour market.

The 2011-reform led to improvements for spouses of labour migrants concerning access to the labour market. However, it should be noted that the Red-White-Red Card applies primarily only to certain categories, for instance to highly qualified workers. Another category are workers of occupations in which Austria faces a shortage of workforce. These occupations are almost exclusively male-dominated such as welders, carpenters or electricians. Within the eligible group of 'very highly qualified workers', those who studied – rather male-dominated subjects – mathematics, informatics, natural sciences or technology are favoured.

According to the Austrian government¹³ access to the labour market for asylum seekers has been further facilitated in June 2012. However, this fact is applicable exclusively to girls and boys until the age of 18 years, who are allowed to start apprenticeship in sectors which generally lack trainees. Nevertheless, also this access is very limited and is subject to further prerequisites. In general, asylum seekers, whose asylum claim is successfully admitted, have access to employment according to the law. However, in practice access is very restricted due to an internal ministerial decree which limits access to wage-earning employment to seasonal and harvesting labour.¹⁴

¹¹ Cf. report of the Austrian Human Rights Council on Human Trafficking (2012), p. 53.

¹² Replies of Austria to the list of issues (para. 95).

¹³ Replies of Austria to the list of issues (para. 95)

¹⁴ Ammer, M., Zugang zum Arbeitsmarkt für Asylsuchende aus menschenrechtlicher Perspektive, p. 1; Report, Commissioner for Human Rights of the Council of Europe, CommDH(2012)28 para. 16.

In general, access to the labour market for migrant women is difficult. On a structural level, horizontal as well as vertical labour market segregation and the unequal legal access criteria to the Austrian labour market impact on migrant women's position in the labour market. Due to these legal restrictions and experiences with discrimination elaborated below, migrants are obliged to seek employment within specific professions often characterised by irregular working time, low wages and high risk of accidents, and/or in the informal sector. Another important problem is that migrant women in informal employment de facto cannot enforce labour law-related rights and minimum wages. If they try to do so, they risk losing their residence permit and being deported. Another important point is the issue of brain waste: Highly qualified migrant women often have to accept work far below their level of qualification, either because of the difficulties they experience in getting their diplomas recognised, or because the jobs that fit their qualifications have been given to Austrians, who receive preferential treatment on the labour market.

The presence of migrant women from third countries and the EU's Eastern neighbouring states in highly precarious employment in domestic and personal services (sex, domestic and care work) is pointed out. The domestic sector as a working field is marked by specific employment conditions. The physical and partly emotional closeness between employee and employer, frequently within informal working conditions, imply a higher risk of insufficient remuneration and social security; in extreme cases, the employee's physical integrity is violated. By the "legalisation" of 24-hours care in Austria, about 30,000 persons, particularly women from East Central Europe, were enabled to legalise their occupation as carer in Austria. However, this legalisation does not necessarily entail better working conditions.

The labour market segregation also has an impact on the income of migrant women compared to Austrian women: In 2007, women with foreign nationality earned € 12,360, which is only 68.2 % of the gross annual income of Austrian women.¹⁵ Migrant women are more often affected by unemployment than native women. In 2010, 9.2 % of migrant women, but only 5.9 % of Austrian women were registered as unemployed.¹⁶

Recommendations:

- Recognition of educational qualifications acquired abroad and of informal qualifications
- High-quality, affordable German courses with appropriate child care and at an appropriate time of day
- Further facilitated access to the labour market for migrant women and asylum-seeking women

Migrant women and violence

The overall shortcomings as outlined in the chapter on violence against women are exacerbated for migrant and for asylum-seeking women who have experienced domestic violence, due to the requirements of alien law and other structural barriers.

As the CEDAW committee observed in its 2007 Concluding Comments on Austria, migrant women and female asylum-seekers and refugees are at particular risk of violence and poverty.¹⁷ Due to prevailing legal and social conditions, these women often have enormous difficulties escaping from violent relationships. Accordingly, the percentage of migrant women seeking protection in women's shelters is above average.¹⁸ About 1-2 % of the inhabitants of women's shelters are asylum seekers. While asylum seekers are for the most part accepted

¹⁵Women's Report, p. 344

¹⁶See <http://iambweb.ams.or.at/ambweb/AmbwebServlet?trn=start>

¹⁷ CEDAW Concluding comments: Austria, Point 29 (37th session, 2007).

¹⁸ Annual report of the Autonomous Austrian Women's Shelters (AOEF),

http://www.aof.at/cms/index.php?page=shop.product_details&flypage=flypage.tpl&product_id=31&category_id=4&option=com_virtuemart&Itemid=65&lang=de

in women's shelters, their access is getting increasingly difficult since contracts with public donors partly forbid or restrict accommodating asylum-seeking women in women's shelters. Another gap is the lack of sufficient resources on the part of NGO shelter providers to provide services in their clients' various mother tongues.

In the period under review, some long-awaited legislative changes were achieved for migrant women affected by violence: The Settlement and Residence Act (SRA) now enables victims of domestic violence whose residence status is tied to a violent husband to receive an independent right of residence.¹⁹ This provision is applicable if a family court issued a restraining order against the offender pursuant to Articles 382b or 382e of the Enforcement Code (EO). It should be noted, though, that restraining orders are imposed mainly after the police imposed an eviction and/or barring order. As migrant women or women with uncertain residence status are often afraid to call the police on incidents of violence, the chances of obtaining a restraining order and subsequently an independent residence permit are limited. Moreover many women only learn about their rights at a counselling centre, since there is a lack of information about this new provision. As a result, women are extorted by their partners with the fact that they are dependent from them due to residence law and therefore cannot break up with them.

Another gap limiting migrant women's access to protection consists in the fact that the above-mentioned provision in the SRA does not include the newly introduced restraining orders due to stalking (Article 382g EO). This would be important, though, since firstly, stalking is very often committed by (ex-) partners and secondly, the "stalking restraining order" includes further forms of protection like the prohibition for third parties to contact the affected woman. Further, the fact that this exceptional residence permit is valid for only one year constitutes another difficulty. After this period, certain criteria must be met (the so-called "integration agreement", proof of German language skills and gainful employment etc.). These requirements are very hard to meet, especially for women who have not been residing in Austria for a long time, may have to look after young children and are in the process of leaving a violent relationship.

Recommendations:

- Delinking long-term residence perspectives (citizenship included) from income and ensure that all women, regardless of their legal status or citizenship, are protected equally from domestic violence. This requires unrestricted access to victim protection centres for all women. Therefore, funding contracts for centres must not exclude asylum-seeking women or women with an uncertain legal residence status.
- Increase funding for women's organizations to provide counselling in the mother tongues for migrant women affected by violence
- Extend the independent right of residence for family members in case of domestic violence (Articles 27 (3) 30a SRA) to stalking cases (Article 382g EO).

Health (ad para 18)

Women's Health in Austria

Gender has a great influence on how healthy women and men of any age cope with life changes. However, the Austrian health care system is still focussing on the male norm. Everyday life worlds of women as well as their experiences with health service provision are

¹⁹ Pursuant to Article 27, Section 3 SRA, "cases particularly deserving consideration", where residence shall be granted even in case of non-fulfilment of the eligibility criteria, apply if a person is victim of a forced marriage (Article 30a SRA) or has been victim of violence, if a restraining order has been issued against the reunifying person pursuant to Articles 382b or 382e of the Enforcement Code.

not sufficiently represented in health services.²⁰ Social determinants, such as education, income, social prestige, urban/rural background, culture, migration, social interaction and social networks influence both women's and men's health significantly.²¹ Women do not enjoy equal socio-economic status with men and they face a higher risk of poverty. They are unemployed or in precarious employment more frequently than men. Migrant women in particular encounter difficulties in accessing education, employment, social networks and social prestige. To improve women's health, it is necessary to incorporate health as a cross-sectional matter into all political spheres and to eliminate disadvantages for women.²²

Women are the providers of the lay health care system dealing with approximately 80 % of all health problems without consulting the professional health care. This has so far no impact on the Austrian health care system. It fails to secure women's participation and involvement at all levels of health promotion, information, treatment, counselling and follow-up care.

Recommendations:

- Including women in study populations, systematically gathering, documenting and analysing gender-specific health data
- Mandatory women's quota for health planning and decision-making bodies at municipal, provincial and federal level

Violence against women and the health care system

Violence against women and its consequences still mostly goes unrecognised in the Austrian health care system despite the implementation of various measures. There is a lack of Austrian-wide standards, data collection consistent legal implementation, sufficient resources and consistent sensitisation measures for all occupational and professional groups concerned. Acute and long-term effects of violence on the mental, physical, sexual and reproductive health as well as on the social life are manifold. The lack of recognition of violence and its impact on the development of health disorders/illnesses results in high costs.

The study of the Institute of Conflict Research²³ calculates a total amount of € 78 million per year caused by domestic violence, concluding that the actual costs lie above that amount due to the small number of available empirical data and their assumption that quite a number of cases are unknown or go unreported.

Recommendations:

- Integration of "violence against women – impacts of the health care system" into basic and vocational education and training of medical, nursing and therapeutic professions
- Enhanced internal and external networking/cooperation within and between all relevant stakeholders, such as resident doctors, law enforcement, victim protection facilities and others
- Compilation of multilingual information material to promote access to health services for migrant women

²⁰ Cf. Federal Ministry of Health (2011): Frauengesundheitsbericht 2010/2011.Vienna. http://www.bmg.gv.at/cms/home/attachments/5/3/5/CH1102/CMS1329822770089/frauengesundheitsbericht_kurzfassung.pdf (accessed on 22 January 2013).

²¹ Cf. WHO (2008): Closing the Gap in a generation. Health equity through action on the social determinants of health. Geneva: WHO Press.

²² Cf. WHO (2010): Adelaide Statement on Health in all Policies – moving towards a shared governance of health and wellbeing. Geneva: WHO Press.

²³ Haller B, Dawid E, et al (2006): Kosten häuslicher Gewalt in Österreich, Vienna.

Education

Gender stereotypes in education

The formal equality of girls and boys has not led to a stronger gender-balance in the traditionally gender-specific educational paths. Occupations of girls and boys chosen are still characterised by gender segregation.²⁴

International comparative studies from a gender perspective call for enhanced efforts regarding gender-sensitive school education. For instance, on OECD average, the boys reach a mean value 26 points above that of the girls in physics. In Austria however, the boys are 45 points above the girls. This is the largest gender gap with respect to Physical Science.²⁵

The situation of women at Austrian universities

Amendments of the Universities Act (Universities Act 2009) and the new Collective Agreement Act led to improvements concerning of gender equality at Austrian universities. For instance, the demand for women's advancement is now binding and newly established university bodies need to have a women's quota of at least 40 %.

In order to assess the impact of the quota regulation and its viability, one has to consider that science in Austria is still a male profession.²⁶ Women are under-represented particularly at higher levels of the university hierarchy, but yet they should now be present in the bodies at 40 %. It is unlikely that it will be possible to fulfil the quota, and if so, only by excessively increasing the workload of the female teaching staff.

The second change concerns the introduction of private employment law at Austrian universities. Instead of periodical performance and qualification reviews, which could result in a lifetime post (tenure-track position), today there is a shift to employment contracts for a definite period. An employment contract for an indefinite period is bound to a specific performance review procedure.²⁷

However, unequal informal support for male and female young academics prevails at Austrian universities. Moreover, the increasing pressure to perform in academic life results in time flexibility (excessive working hours) and geographical mobility. Due to the traditional familial division of labour in Austria, family-oriented young female academics remain structurally disadvantaged for the time being.

The Glass Ceiling Index attached to the Shadow Report²⁸ illustrates that the chances of advancement of the female teaching staff are still significantly lower than those of the male teaching staff, with a slight improvement of chances since 2008.

Recommendations listed in the full Shadow Report²⁹ cover areas such as

- Diversification of educational choices and reduction of persistent gender disparities in the education system;
- Mandatory inclusion of the category "gender" into the basic training and continuing training of teachers of all grades

²⁴ For further details see Frauen:Rechte Jetzt, NGO Shadow Report for the 54th session of the Committee, p.26.

²⁵ Schreiner, Claudia (Ed.) (2007): PISA 2006. Internationaler Vergleich von Schülerleistungen. Erste Ergebnisse, available at http://www.bifie.at/sites/default/files/publikationen/2007-12-04_pisa-2006-ersteergebnisse.pdf, p. 27.

²⁶ As stated in the Universities Act 2002, Article 41.

²⁷ Cf. Löschnigg, Günther; Rainer, Claudia (2010): Aneinanderreihung von (befristeten) Arbeitsverträgen nach Universitätsgesetz 2002. In: Unilex. Informationen zu universitätsrechtlicher Theorie und Praxis(1-2): 3-17, p. 3.

²⁸ Frauen:Rechte Jetzt, NGO Shadow Report for the 54th session of the Committee, Annex 2, figure 2.

²⁹ Frauen:Rechte Jetzt, NGO Shadow Report for the 54th session of the Committee, p.30-31.

- The choice of study fields is still structured in great measure according to gender. The representation of women in technical fields of study needs to be enhanced by adequate measures that begin already in the secondary education sector.
- Support women in leading university functions through offering education and supervision
- Take measures for the compatibility of academic gainful work and private care work, e.g. by enhancing child care facilities.

Development Cooperation

In its Concluding Comments on Austria's 6th State Report (2007)³⁰ the CEDAW Committee requested the integration of a gender perspective and the reflection of CEDAW in all efforts to achieve the MDGs. This recommendation, however, has only partially been implemented by Austria.

As far as programmes financed by the Austrian Development Agency (ADA) are concerned, the target "gender equality and women's empowerment" can be found in 53 % of all new commitments (2011) as either a primary (6%) or a significant secondary (47%) goal. During the last years though, a significant decrease of commitments for "gender equality and women's empowerment" can be observed: from € 80 million in 2008 to € 40 million in 2011.³¹ This cannot only be explained by the general budgetary cuts for ADA, but also represents a decrease in the share of projects dealing with gender equality and women's empowerment from 73% in 2008 to 53% in 2011.

Secondly, ADA funding represents only around 10% of the officially reported development cooperation (ODA). The overall proportion of gender sensitive (women specific and gender mainstreaming) measures in bilateral ODA is much lower than in ADA and varies between 27% (2009) and 17% (2010).³²

With its ODA quota of 0.27% (EU average 0.42%) in 2011, the Austrian government has failed to reach the intermediate EU target – to provide 0.51 % of GNI for development cooperation by 2010. Given the decision on budgetary cuts for the next years, an increase of flows for development cooperation to 0.7 % by 2015 cannot at all be expected.

Recommendations:

- Austria must strongly increase its financial support for development programmes and projects with focus on gender equality and women's empowerment.
- The Austrian Government must involve women's NGOs in Austria and in partner countries in the process of developing geographic and thematic foci within the framework of ODA.
- The Austrian Government should create policy coherence between women's human rights and the goals of Austrian development cooperation on the one hand and economic and trade policies on the other hand.
- Since the full and effective implementation of the Convention is indispensable for achieving the Millennium Development Goals³³, it is suggested to the CEDAW Committee to develop a specific General Recommendation on international development and development policy.

³⁰ CEDAW Concluding Comments: Austria, 2007, item 34.

³¹ Federal Ministry for European and International Affairs (2012): Report 2011 – Austria's Official Development Assistance (ODA), http://www.entwicklung.at/uploads/media/ODA_Bericht_2011_03.pdf

³² OECD (2012): Aid in Support of Gender Equality and Women's Empowerment, <http://www.oecd.org/dac/aidstatistics/49732892.pdf>

³³ CEDAW Concluding Comments, Austria (2007), item 32.