

# Graz goes equal! – the implementation of gender equality in all policy fields and all fields of action of Graz and its holdings (House Graz). The implementation of gender equality is a daily management task.

**Published On:** 31 March 2017

**Organisation:** City of Graz – Department Women & Equality

**Country:** Austria

**Level of government:** Local government

**Sector:** Economic affairs, General public services, Health, Housing and community amenities, Public order and safety, Recreation, culture and religion, Social protection

**Type:** Human Resources, Organisational Design

**Launched in:** 2001

**Link to the innovation's website**

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# Description

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The implementation of gender equality needs the support from all policy makers, it is a top-down-process, so it has to involve all key players. In 2001, there was no high interest in promoting gender equality and it took a lot of effort to start the process. Nevertheless, all key players were involved in starting the process to make sure that there was a common understanding on what gender equality is about and how we plan the implementation process together. In 2016, we can see that all key players are involved and work towards equality (naturally working intersectionally, including cases of multiple discrimination such as age, disability, ethnic background, social status, ....). It is very interesting to see that in many areas gender equality is already in the mainstream, such as city planning, construction, designing public space and planning public transport routes. On a regular basis there are mixed team meetings to discuss possible further actions to enhance gender equality, which is a very constructive way to bring projects on the way. Thus we can see that our first concept to implement gender equality has led to success.

<http://www.graz.at/cms/beitrag/10258563/3960805/>

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## Why the innovation was developed

- Local administration has no end in itself. We have to provide products and services that fulfil the needs for all citizens. To provide a worthwhile living for all, providing safety, sustainability, taking care of weaker groups, ..... Thus our aim can only be to make sure that differing needs are adequately taken care of.
  - This aim can only be reached when all policy makers work together. In 2001 it was clear that, since gender equality is defined by law on European and national level, local administration has to act according to the law. The design of the process at the beginning was a crucial point.
  - The City of Graz was articulate about the fact that the implementation of gender equality should be no lip service, thus being aware of the fact that the implementation would not happen overnight.
  - A precise mandate for the implementation was given to the organization's CEO, the implementation started on project level, defining the starting fields of action in selected areas. In 2011, gender equality has been installed on organizational level, thus signaling the importance of gender equality for daily operational business.
  - n/a
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## Objectives

Develop staff capacity, Improve service quality

- internal processes and structures: implementation of gender equality in human resources with the aim of changing hindering structures+) data analyses+) implementation of programs for enhancing female careers and raise of percentage of female senior staff+) installing programs for better compatibility of working and private life+) training of senior staff in terms of human resources+) adaption of the selection process
  - external products and services: implementation of gender equality with the aim of bettering services for all citizens +) analysis of products and services offered +) step by step adaption of products and services according to the needs of all citizens +) starting point in 2001: youth welfare and sports +) following steps: working with project teams covering internal services, services for citizens, urban development and provision of public funds
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## Main beneficiaries

Families, General population, Other

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## Existing similar practices

N/A

In public administration of my country

Various Organizations

There are many public bodies that work on gender equality. There are many databases on EU-level (e.g. EIPA, EIGE, Observatory of the Charter) and on national level (e.g. IMAG GM, BMGF).

; <http://www.bmgf.gv.at/>; <http://www.charter-equality.eu/>; <http://eige.europa.eu/gender-mainstreaming/>; <http://www.eipa.eu/>

<http://www.imag-gendermainstreaming.at>

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# Results

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Efficiency

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Effectiveness

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Service quality

Accessibility:

Responsiveness:

Reliability:

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User satisfaction

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Other improvements

# Development

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## Design

n/a Design time: 1 year(s)

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## Testing

- n/a

Testing time: 3 year(s)

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## Implementation

### Resources used:

- The department Women & Equality is the responsible unit for the controlling of the implementation of gender equality within the City and its holdings. One staff member is occupied with this task.
  - Throughout the organization, five certified gender agents support the implementation in various departments.
  - Since gender equality is a management task, all heads of departments are responsible for the implementation and are supported by the Department Women & Equality.
  - There is no special budget designed for equality measures. Since the implementation of gender equality is part of daily management and not a separate issue, possible extra costs have to be covered by the respective departments.
  - Foreign delegations visit Graz to get themselves informed about "Graz goes equal!".
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## Diffusion

- Graz is member of the Austrian Association of towns. We spread the topic via the various experts' committees.
  - We are also in network with other cities of Austria, where we can spread the topic.
  - We initiated a gender equality network with private companies – consisting of 65 companies at present, where we also have equality on the agenda.
  - We keep networking on national and international level.
  - Quite often, we are invited at conferences/meetings in other cities/countries, where we can share our experiences.
  - n/a
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## Partnerships

**Nowa – Training Beratung Projektmanagement, University of Graz, other Cities, various European bodies**

Academics and Research Bodies, Civil Society, Other Public Sector, Private sector

n/a

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## Lessons Learned

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