

**Gender  
Equality**

*& You*

**Young Voices.  
Joint Initiative.**

European Conference  
Vienna, 11-12 October 2018

**Visions and  
Actions for  
Gender Equality**

**Austrian  
Presidency  
of the  
Council of the  
European Union**

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# Conference Gender Equality & You

As a participatory conference, Gender Equality and YOU brought together 260 participants from all over Europe to take part in an open dialogue about the future priorities for the work on gender equality of the EU.

By actively involving young people, youth representatives and experts from NGOs and administrations, and by facilitating discussions between them and Ministers for Gender Equality, the conference ensured that young people's visions and needs regarding gender equality are being heard and taken into account.

The event has been prepared by the Austrian Federal Chancellery, in cooperation with the Austrian National Youth Council and the European Youth Forum.



# Young Voices. Joint Initiative.

11-12 October 2018



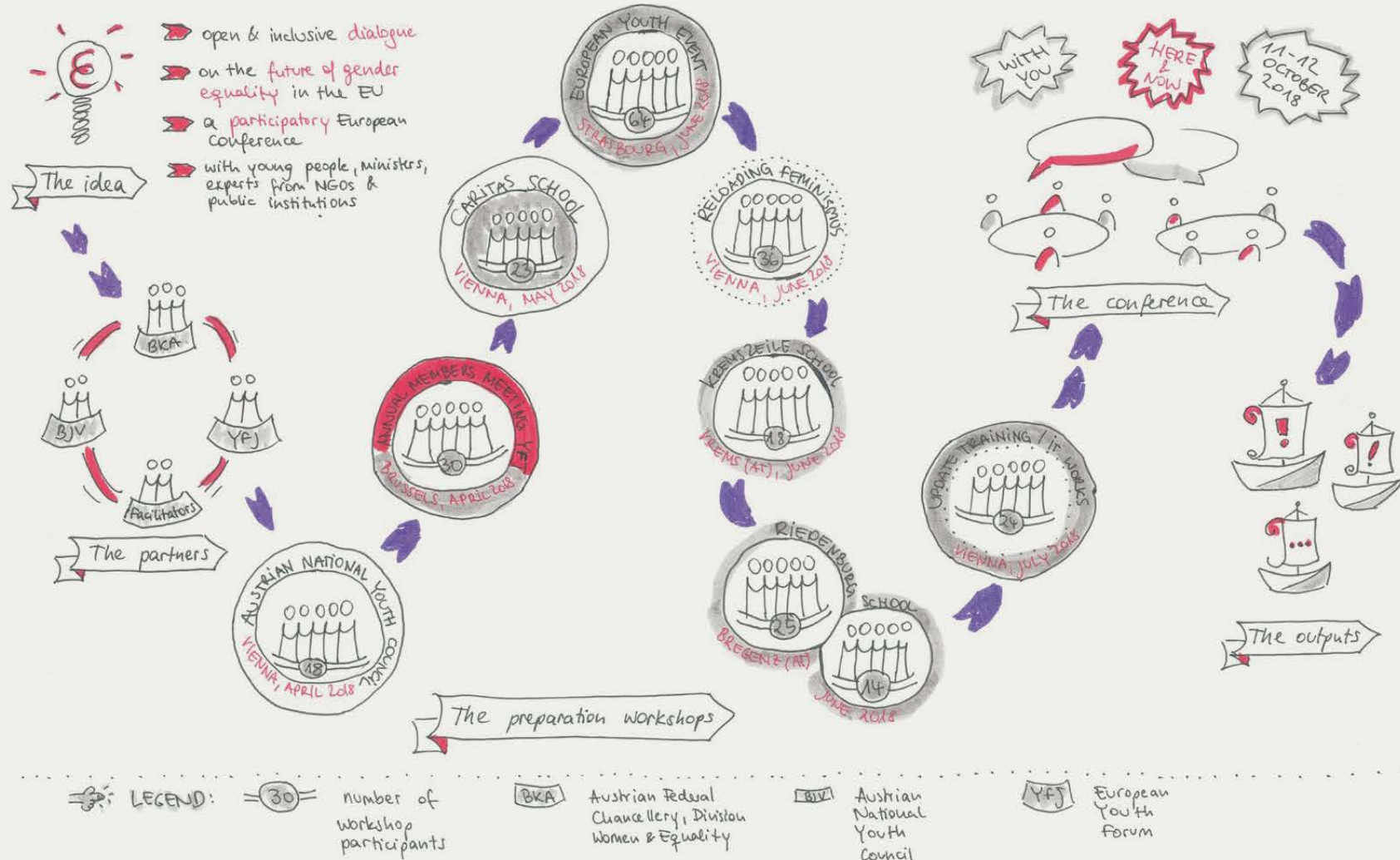
Additionally, the conference agenda has been developed in a preparation process together with young people in a series of workshops to jointly identify the breakout session topics and to design the event. This participatory process is also pictured on the following page.

During the conference, participants focused on strategies to effectively strengthen gender equality in multiple fields, including the labour market, media, politics, education and training, relationships and sexuality as well as in the prevention of and fight against gender-based violence.

This document offers an insight into the visions as well as calls for actions that have been developed by the participants in the breakout sessions. Further information, pictures and the conference video are available on the conference website [www.genderequalityandyou.at](http://www.genderequalityandyou.at).

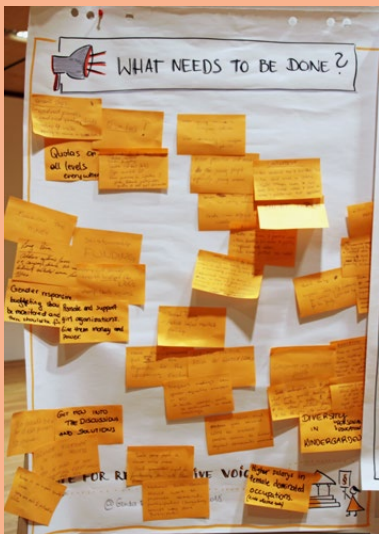


# The preparation process for Gender Equality & YOU





# Vote for representative voices



We have achieved equal and diverse representation in politics at all levels.


There are no more gender stereotypes and discrimination, but respect for every person.

Gender equality is not only a women's issue – it is at the heart of European politics and a top priority for the European elections.

## joint vision



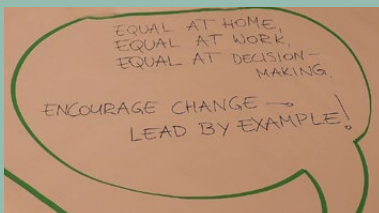
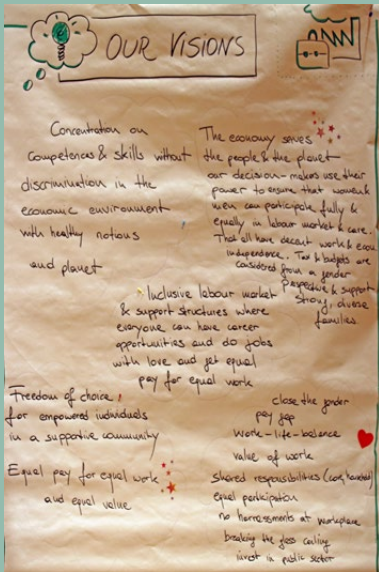
# How to make politics truly diverse?

Implement quotas on all levels and explain why they are important	Education and training from early on, with equal access for all	Advocate, implement and monitor gender budgeting efforts, including sanctions	Focus on women's political actions – not their appearance in media coverage
Involve young women and young people in general in decision making to familiarize them with those processes	Frequent meetings of EU ministers responsible for gender equality	Make women visible, e.g. gendered panels and speaking lists	
Empowerment of and support for female candidates on all levels, to create more female role models		Men should be part of the discussions and solutions	

## Call for Action



# Working for change



The labour market is inclusive, with equal opportunities for everyone and equal pay for equal work and work of equal value.

Women and men participate fully and equally in the labour market and share care and household responsibilities.

The economic environment is healthy, without discrimination or harassment and serves the people and the planet.

## joint vision

## How to build a gender sensitive economy with equal opportunities?

Develop leadership as a skill for all: listen to young girls and empower them

Begin to care about care: create opportunities to reconcile family- and working-life, e.g. through investment in childcare and non-transferable parental leave

Teach the teachers about gender equality to increase gender sensitivity in education



Raise awareness for gender equality issues: educate and inform about the labour market, the economy, work opportunities, rights and pay in school

Increase pay transparency in public and private companies and organisations - the public sector should lead by example

Encourage and empower more women to go into the STEM sector and more men to go into the social sector

## What needs to be done?



# Switch off the power



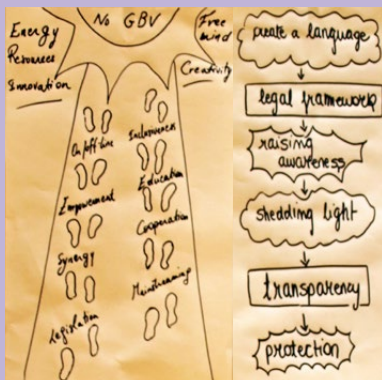
In a future without gender-based violence various actors cooperate.

Civil society channels anger into action, politics provide an adequate legal framework and all stakeholders work on raising awareness.

A supportive language and a sound legal framework are created. Awareness is risen and light is shed on the issue.

In this way protection is ensured and obstacles that render us unequal are overcome.

## joint vision



## How to address gender-based violence?

### Education and awareness raising

- Through formal education at all levels as well as in teacher training
- Using social networks to organise, communicate and provide a space for dialogue
- Training measures for police, medical staff and prosecutors



### Political Commitment

- Ratification of the Istanbul Convention
- Data collection on gender-based violence
- Funding for organisations that support persons concerned and raise awareness on the issue

### Work with persons concerned

- provide adequate funding for psychological and legal counselling
- One-stop-shops for sexual crime cases: forensic, psychological, legal and medical support
- Create specialised police units to receive complaints on gender-based violence

## Call for Action



# Deleting digital discrimination



Stereotyping is just one mirror of society.

Let's create content we want to see, to make sure that in the future we have several mirrors – beyond stereotypes!

## joint vision

## How to make our media gender-sensitive?

Provide funding for media outlets with diversity in their staff and which cover a diverse image of society

Provide media literacy training for educators, parents and youth



Anonymity is no excuse!

Create an ethical code for journalists, bloggers and social media influencers

Implement effective legislation and rapid reaction to combat online harassment and hate speech

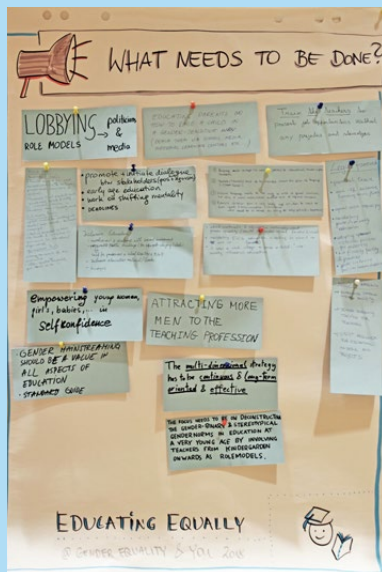
Raise awareness for the importance of gender dimensions in media and digital policies

Use technological solutions, for example bots and warning systems

## What needs to be done?



# Educating equally




In a world without prejudice and stereotypes everyone has the same educational opportunities and support.

Freedom of choice and mutual respect of differences are established in society. Binary gender concepts have been eliminated. Gender mainstreaming is established in all aspects of education, and all initiatives follow intersectional approaches.

The “gender business” is everybody’s business. Therefore, everybody is involved and participates in efforts to strengthen gender equality.

## joint vision

## How to ensure that careers are gender equal?

Implement a strong legal framework for shared care responsibilities	Guarantee sufficient public funding for education		
Make buildings & facilities more accessible	Provide training for teachers and parents	Have gender and sex education from an early age on	Provide gender neutral career guidance
	Eliminate hate speech and support affected people in seeking help	Foster inclusive language in all areas of life	
	Create and present positive role models for young people (e.g. to encourage men to take up teaching careers and women to go into STEM)	Create gender-inclusive curricula and learning materials	Empower young women and girls to be self-confident regarding their career plans

## Call for Action





# Relationship Goals

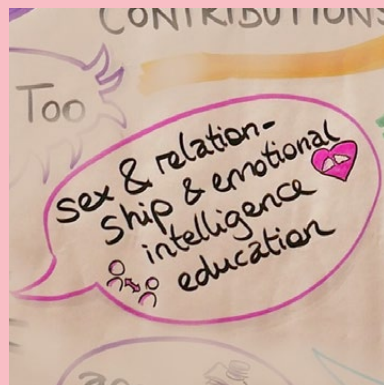


We are safe enough to let our shields down and embrace our diversity to experience pleasure and joy in a consensual way.

Everybody is able to live and express their identity, sexuality and relationship choices freely.

You have a right to your own sexuality, not the right to someone else's.

## joint vision



## How to break the stereotypes about relationships and sexuality?

Guarantee inclusive, gender sensitive, standardised and age appropriate sex education that is

- mainstreamed through all school levels from an early age on
- free from bias, prejudice, binary standards and heteronormativity
- including training for teachers and parents
- fostering cooperation with external experts and youth workers on the matter
- working with proper diagrams and the correct name of the female anatomy (e.g. vulva)
- raising awareness and teaching young people about violence and "consent"
- based on a dialogue with all stakeholders involved
- completed by continuous education in the workplace

Enable access to sexual health information, tests, products etc. (e.g. free contraception)



Take measures to distribute care work equally

Break the taboo of talking about sexuality including

- unrealistic expectations
- sex as a commodity (e.g. porn industry)
- freedom of choice and ownership over your own body
- racism, exploitation of less privileged and human trafficking

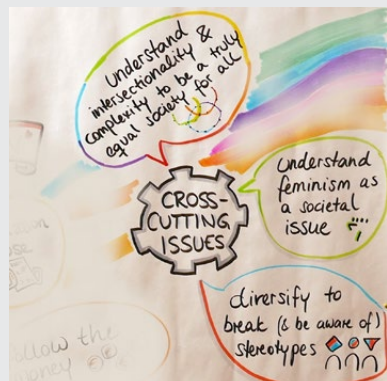
## What needs to be done?



# Cross Cutting Issues



Already during the preparation process young people emphasized that strengthening gender equality needs to be done in an intersectional way as different forms of discrimination do not exist separately from each other but are interwoven together. Similarly, there are cross-cutting topics which are present in different areas of life and need to be analysed with an intersectional approach.



**Families and children, LGBTIQ and stereotypes and gender roles** were identified as cross-cutting topics during the preparation workshops.

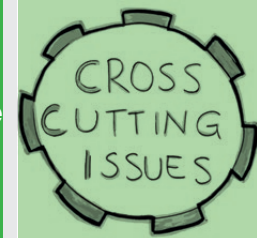
Based on these results, a group of conference participants teamed up to look in the cross-cutting topics. They joined the different breakout sessions and pulled together the following cross-cutting results.

## Families and Children

Discussions in the different breakout sessions focused on the following topics in the area of "Families and Children":

intimate partner violence

(in)dependence



work-life balance

care work

consent & emotional labour



facing and breaking traditional family values

# LGBTIQ



According to the conference participants  
LGBTIQ rights should be strengthened by:

thinking out of the binary and  
calling for equality of all genders



stronger representation of  
LGBTIQ persons in the media

supporting diversity  
on the labour market

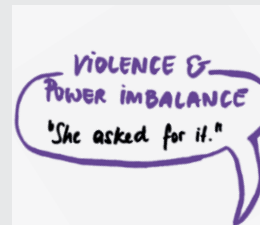
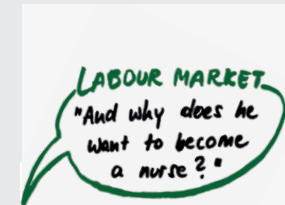


implementing  
sex education

establishing legal frameworks  
against queerphobia

# Stereotypes and Gender Roles

Gender stereotypes  
are still present  
in many areas of life ...



# What we can learn from **Gender Equality** *& You*

1

**Building on  
personal stories  
as well as on  
facts & figures**

2

**Bringing  
different  
stakeholders  
together**

3

**Participation  
matters  
and builds  
the base for  
joint initiatives**



## Building on personal stories as well as on facts & figures

During the conference, participants shared their personal experiences about gender equality at school, in universities, in politics, at work and in their daily lives with family and friends. Providing space for interaction on a personal level during the event was essential to develop visions for the future of gender equality in the EU.

### How was the first conference day for you?



Answers from 160 participants

At the same time, facts and figures about gender equality in different fields of society were provided as a basis for discussions on strategies how to effectively strengthen gender equality.

Both, personal stories as well as facts & figures were essential for the inspiring outcomes.

## Bringing different stakeholders together

Gender Equality and YOU brought together young people, politicians and experts from NGOs and public services in the EU, EFTA countries and from Western Balkan. Discussions at eye-level amongst these very different stakeholders were at the centre of the conference.

Therefore, participants did not only have the chance to talk about gender equality with peers, but to exchange with persons and stakeholder groups they would usually not have access to. Creating this unique framework of discussion was a revealing experience for many participants.

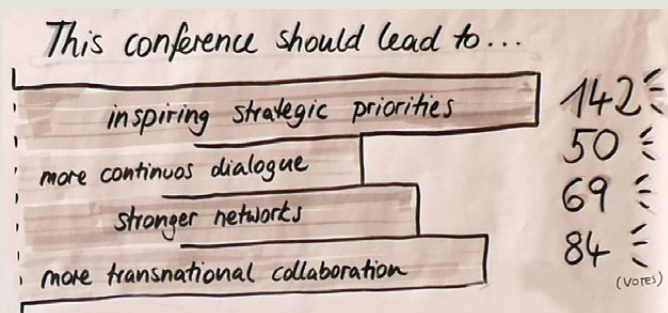


## Participation matters and builds the base for joint initiatives



The co-creation of the conference agenda and design by young people and the gender equality team of the Austrian Presidency was a cornerstone for the preparation of the conference.

By actively involving young people already in this process, the conference organisers wanted to ensure that the event itself was open and inclusive to all and especially young participants.

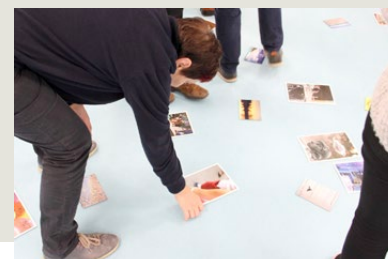


Answers from 183 participants

During the conference, different methods were introduced to support all participants' active engagement in the discussions.

Instead of listening to key notes and podium discussions, participants joined breakout sessions, had small group discussions in the "Salon – A Gender Equal Future", enjoyed a gallery walk with the common results, had the chance to look through an exhibition of UN women and took part in a photo action.

The conference output literally bears the hallmark of all participants.



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Austrian  
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**Contact and Feedback:** [int.frauen@bka.gv.at](mailto:int.frauen@bka.gv.at)



Federal Minister for Women,  
Families and Youth

