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

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**Committee on the Elimination of  
Discrimination against Women****Fifty-fourth session**

11 February – 1 March 2013

**List of issues and questions with regard to the consideration of periodic  
reports: Austria****Addendum*****Replies of Austria to the list of issues to be taken up in connection with the  
consideration of its combined seventh and eighth periodic reports \******Reply to the issues raised in paragraph 1 of the list of issues (CEDAW/C/AUT/Q/7-8)**

1. In accordance with Austria's constitution as a federal State, the combined seventh and eighth report under the Convention on the Elimination of All Forms of Discrimination against women gives an overview of the measures undertaken in the reporting period both at the levels of the Federation and the Federal Provinces.

2. The Federal Minister for Women and the Civil Service informed all Federal Ministries and Federal Provinces about the preparation of this report. All Federal Ministries and Federal Provinces submitted their statements on the implementation of the relevant recommendations and compliance with the respective articles of the Convention. At regular meetings, non-governmental organizations (NGOs), especially those operating in the area of international women's rights, were kept informed on the status of reporting.

3. NGOs were involved in the drawing up of the present report in the form of a structured dialogue. For this purpose, working groups were set up, comprising representatives of the different ministries, in order to discuss the degree to which the recommendations of the Committee on the Elimination of Discrimination against women had been implemented and to draft proposals. The documentation on the outcomes of the debate in the working groups was sent to all participants, serving as a valuable source of information in the preparation of this report.

4. As the combined seventh and eighth report was submitted as a State party report, the Federal Government assumed full responsibility for its preparation.

5. The report can be downloaded from the homepage of the Federal Minister for Women and the Civil Service both in a German and an English version: <http://www.frauen.bka.gv.at>.

6. Paper copies of this report were distributed at conferences and meetings. The report was brought to the attention of the President of the National Council, the President of the Federal Council and the Head of the Equal Treatment Committee of the Austrian Parliament.

**Reply to the issues raised in paragraph 2 of the list of issues**

7. Austria examines the issue of potential withdrawal of reservations at regular intervals. Withdrawing Austria's reservation with respect to working in dangerous or harmful conditions that threaten the worker's health is not intended, since this would be tantamount to lowering the country's labour protection standards that are currently applied. The existing special regulations governing safety at work in specific areas will be retained, as these are necessary on account of gender-specific differences and are based on scientific evidence. These provisions pertain to work involving exposure to lead exceeding the maximum permissible value of 0.02mg/m<sup>3</sup>, as well as work requiring extreme physical effort. These provisions serve to protect women's health and constitute individual bans, depending on the type of strain or stress caused by such work.

**Reply to the issues raised in paragraph 3 of the list of issues**

8. With the most recent amendment to the Equal Treatment Act as well as the Federal Act on the Equal Treatment Commission and the Ombud for Equal Treatment (the GBK/GAW Act of 2008), important steps were taken with a view to increasing the transparency of incomes and eliminating discrimination in accordance with the National Action Plan for Gender Equality in the Labour Market which aims at reducing gender-specific pay disparities. Since the last Austrian Report, both the Equal Treatment Act and the Federal Act on the Equal Treatment Commission and the Ombud for Equal Treatment have been amended once again. The federal

law which contains amendments of the two acts was published in the Federal Law Gazette 1, no. 7/2011, and entered into force on March 1, 2011. Information on the new provisions, especially on the obligation imposed on companies to draw up staff income reports, as well as to comply with certain rules regarding job advertisements is contained in the last Austrian report under the Convention (see CEDAW/C/AUT/7-8, paragraph 7).

9. At present, another amendment to the Equal Treatment legislation is under preparation. The amendment is to be discussed in Parliament at the end of the year. The planned amendment primarily aims at increasing the level of protection against discrimination in regard of access to goods and services (the so-called levelling-up) and at improving the set of tools available for enforcing the Equal Treatment principle, which also serves the purpose of combating discrimination against women. This amendment also seeks to clarify, for example, that in career counselling, advanced vocational and professional training and retraining, protection is to be afforded over the entire duration of such programmes. In cases of sexual harassment, the period for taking legal action, which currently covers one year, is to be extended to three years. The obligation of the Federal Chancellor to invite NGOs at least once a year in order to discuss ways to combat discrimination is to be enshrined in law. In addition, the currently applicable legal provisions governing persons with special needs (the Disability Act) will be updated.

### **Cases Submitted to the Equal Treatment Commission**

10. Senate I of the Equal Treatment Commission (GBK), which is responsible for equal treatment of women and men in employment and occupation, and Senate III, mandated to ensure equal treatment of women and men in other areas, have the task of examining and assessing cases of gender discrimination. In the period from 1 January 2007 to 31 December 2011, 284 complaints of women were lodged with Senate I and Senate III of the Equal Treatment Commission (GBK) on the ground of gender discrimination.

### **Numbers of cases recorded in the counselling statistics of the Ombud for Equal Treatment**

11. Gender discrimination is defined in Part One and in Part Three of the Equal Treatment Act. Part One deals with equal treatment of women and men in employment and occupation. Part Three contains the relevant provisions relating to the equal treatment of women and men with regard to the access to, and supply of, goods and services.

12. At present, multiple discrimination unfolds only in the area of employment and occupation. This means that victims lodge complaints not only because they are discriminated against on the ground of gender, but also for grounds specified in Part Two of the Equal Treatment Act (ethnic origin, religion or belief, sexual orientation, age).

13. In 2007, 3,090 general queries were addressed to the Ombud concerning discrimination in the labour market; of these queries, 1,592 were concrete cases of gender discrimination in employment and occupation, with 28 cases involving multiple discrimination.

14. In 2008, 3,157 general queries were made; of these 1,528 represented concrete cases of gender discrimination in employment and occupation, with 36 cases involving multiple discrimination. With regard to Part Three, 93 separate cases were identified.

15. In 2009, 3,455 general queries were made; of these 1,967 represented concrete cases of gender discrimination in employment and occupation with 65 cases involving multiple discrimination. 277 separate cases involved discrimination as specified in Part Three.

16. In 2010, the Ombud received 3,479 general queries, of these, 1,842 concrete cases of gender discrimination in employment and occupation, with 37 cases involving multiple discrimination. With regard to Part Three, 165 separate cases were identified.

17. In 2011, 3,215 general queries were addressed to the Ombud, of these 1,743 concrete cases of gender discrimination in employment and occupation with 33 involving multiple discrimination. 124 separate cases represented discrimination as specified in Part Three.

18. Since 2007, the Federal Social Welfare Office (Bundessozialamt) has not reported a single case of multiple discrimination of women.

### **Reply to the issues raised in paragraph 4 of the list of issues**

#### **Equal Treatment Reports**

19. In accordance with Section 24 of the Federal Act on the Equal Treatment Commission and the Ombud for Equal Treatment (the GBK/GAW Act), the Federal Chancellery and the Federal Ministry of Labour, Social Affairs and Consumer Protection have to submit a report on the enforcement of the Equal Treatment Act every two years. This report has to contain, in particular, information on the actions and observations of the Ombud for Equal Treatment, on the proceedings conducted by the Equal Treatment Commission and on its activities in general. The report is submitted to the National Council for discussion.

20. The Equal Treatment Act as well as the Act on the Equal Treatment Commission and the Ombud for Equal Treatment (the GBK/GAW Act) are evaluated on a permanent basis. Both the Equal Treatment Commission and the Ombud for Equal Treatment, through their everyday work, gain comprehensive experience with regard to the practical implementation of the Equal Treatment principle and possible improvements. As a result of their activities in this legal sphere, also the bodies representing the interests of employers and employees have a lot of know-how concerning the effectiveness of legal provisions and the need for modifications or amendments. Upon the invitation of the Federal Minister for Women and the Civil Service, debates on equal treatment issues are conducted with representatives of NGOs at regular intervals. On the basis of this know-how and these findings, it is possible to assess the effectiveness of the country's Equal Treatment legislation and the need for improvement.

21. Pursuant to Section 12 (a) of the Federal Act on Equal Treatment (B-GIB Act), the Federal Government has the obligation, every second year, to submit a comprehensive report on the status of Equality and Equal Treatment in the civil service in actual practice to

the National Council. The reports of the individual Federal Ministries have to contain anonymized, statistical data structured in accordance with the criteria laid down in service and salary regulations as well as proposals for reducing disadvantages suffered by women working in these ministries. In addition, the report contains a summary of the activities of the Federal Equal Treatment Commission, focusing, in particular, on cases dealt with by the Commission.

## **Report on the Reduction of Disadvantages for Women**

22. In accordance with the Federal Act on Reports of the Federal Government Concerning the Reduction of Disadvantages for Women (Federal Law Gazette no. 837/1992), the Federal Government has committed itself to reducing existing disadvantages for women, in order to bring about equal opportunities for women and men in real life in view of the harmonization of the divergent age limits for women and men in Social Security legislation. In order to monitor the achievement of this goal, the Federal Government has to submit bi-annual reports to the National Council on measures taken in the period under review with a view to eliminating existing disadvantages for women in social and family life as well as in the economic sphere.

## **Women's Report 2010**

23. This report gives an overview of the evolution of the situation of women and men in Austria over the past ten years, focussing on vital areas, such as education, income and employment as well as analysing the gender relationship from different perspectives. On the one hand, the report draws attention to the areas in which the life realities of women and men differ and in which they share common ground, as well as making visible different situations of women, i.e. of single mothers, retired women or women in leading positions:

**Education:** The relevant data show that women have never been as well educated as today and have overtaken men with regard to their educational achievements. However, the share of girls opting for apprenticeships or studies in engineering or the sciences is still too small.

**Gainful employment:** Today we have the largest number of working women in history, with seven out of ten women in Austria being in gainful employment. However, in this context, it should be noted that more than 40 per cent of all working women are part-timers.

**Income:** The income gap between women and men has not become narrower, but widened. Lower wages and salaries are paid for typically female jobs and women receive up to 18 per cent less pay for equal work.

**Female poverty:** Amongst the EU 15, Austria ranks third with regard to the fight against poverty. Nevertheless, women in Austria are poorer than men. Single mothers are the population group hardest hit, and most seriously threatened by poverty.

**Unpaid work:** Never before have so many women been in gainful employment. Yet, women still perform two thirds of childcare and household tasks.

**Managerial positions:** The proportion of women in leading positions in large business enterprises still stands at less than ten per cent, although women have never been as highly qualified as currently.

Furthermore, the report deals with specific topics, such as, for example, violence directed at women in relationships.

24. An inter-ministerial working group led by the Federal Ministry for European and International Affairs draws up implementation reports on the National Action Plan for the implementation of Security Council resolution 1325 "Women, Peace and Security" after consultation with civil society and submits these to Parliament on a yearly basis. The implementation reports on the National Action Plans against Human Trafficking are prepared by the Task Force for Human Trafficking (TF-MH) under the lead of the Federal Ministry for European and International Affairs every three years, which corresponds to the validity period of the action plans, and are also submitted to Parliament.

25. The Federal Province of Vorarlberg publishes reports on the situation of women every three years, which are based on annually updated equality indicators and draws up a catalogue of measures destined to promote equality.

## **Reply to the issues raised in paragraph 5 of the list of issues**

26. At the federal level, gender budgeting means implementing the goal of de-facto equality of women and men as of 2013 in the Federal Budget through outcome-oriented financial management. Hence, in the future, equality aspects will be taken into account explicitly in all phases of administrative actions, from goal definition to implementation and evaluation of goal attainment.

27. From 1 January 2013 onwards, under Federal Budget Law, each Federal Ministry and all supreme administrative bodies will be required to set equality objectives in all fields of societal activities and operations. Subsequently, measures are to be taken in order to achieve equality, and suitable indicators are to be conceived for monitoring goal attainment. These equality objectives and measures serve as orientation guide for the National Council and the interested public with regard to the main activities planned by the individual ministries for the next fiscal year.

28. The budget funds for active labour market policies are evenly split between women and men in line with the requirement imposed by the Federal Ministry of Labour, Social Affairs and Consumer Protection that 50 per cent of the available subsidies for active labour market measures have to be spent on women. Thanks to this stipulation, the gainful employment of women will be promoted more strongly than would correspond to their share of the unemployed. It is the objective of these disproportionately high subsidies to reduce the disadvantages suffered by women in the labour market through upskilling, counselling and support. At present, the practical application of this concept and its impact on the orientation of labour market policies is being studied under a research mandate.

29. The Federal Ministry of Labour, Social Affairs and Consumer Protection and the Board of the Public Employment Service are controlling compliance with this requirement on a yearly basis. In 2011, 48.7 per cent of the gender-specific budget of subsidies was spent on pro-active measures for the advancement of women (totalling 454 million euro).

30. The equality objective of the Federal Ministry of Education, the Arts and Culture set in the context of the outcome-oriented financial management, can be summarized as follows: "Improving opportunities and gender equality in the field of education". In this context, special emphasis is placed on the diversification of gender-specific educational paths as well as on building up gender and diversifying skills in teacher training and in preparing individuals for leadership positions. The share of female and male pupils in schools offering education in atypical gender domains serves as an indicator for achieving this objective. Accordingly, this equality objective has a direct impact on the implementation of articles 10 and 5 of the Convention on the Elimination of All Forms of Discrimination against Women.

31. The Federal Ministry for European and International Affairs has detected a particularly high gender relevance of the budget chapters "Human Resources" and "Development Co-operation". A series of measures have already been taken in the area of human resources with a view to advancing gender equality, especially with regard to reconciling job and family obligations. To further optimize opportunities for reconciling work and family life, the Federal Ministry for European and International Affairs endeavours to step up, in particular, flexible measures for civil servants assigned to functions abroad. In the area of development co-operation, the Development Co-operation Act of 2002 defines the equality of women and men as one of the four guiding principles for Austria's development policy. On this basis, a "Gender Guideline" was elaborated, which defines the focus areas and the framework for development policy activities on this issue. In the practical operational work on projects, the gender issue is a cross-cutting topic on the basis of which all projects financed by the Austrian Development Agency (ADA) are analyzed in the preparatory phase prior to their authorization. Following the principle of performance management, gender equality was defined as a vital parameter in drafting the 2013 budget, both at the global as well as the detailed budget planning levels.

32. For the Federal Ministry of the Interior, the projects ENP (European Network of Policewomen), the study "Operations of the Police in Foreign Countries" analyzing gender-aspects, as well as measures offered by the Violence Protection Centres (counselling, education and training as well as ongoing assistance) can be mentioned as examples.

33. The Ministry of Agriculture, Forestry, the Environment and Water Management declared "The Sustainable Development of a Vibrant Rural Area Offering Equal Opportunities to Women and Men" as its gender equality objective.

34. Gender budgeting is being taken forward as well at the level of the Federal Provinces. Thus the decree for the 2013 budget for the Province of Vorarlberg, for example, states that in drafting the budget for 2013, the requirement of gender budgeting enshrined in the Federal Constitution has to be taken into account for the first time.

### **Reply to the issues raised in paragraph 6 of the list of issues**

35. In Austria, numerous action plans exist that cover a large variety of areas. With a view to gender mainstreaming, it is necessary to take into consideration the diverse needs of women and men in these contexts. With the National Action Plan for Gender Equality in the Labour Market, an important step was taken towards improving, in particular, the conditions for women in the area of employment and occupation. As national action plans are focused on clearly defined areas, targeted analyses of such areas are possible. Against this background, specific national action plans are regarded more effective than a general national action plan on gender equality, which would, by necessity, be of a more general nature.

### **Reply to the issues raised in paragraph 7 of the list of issues**

#### **Evaluation of the National Action Plan (NAP) for Gender Equality**

36. One of the four strategic goals of the Austrian Action Plan for Gender Equality in the Labour Market is the diversification of educational paths encompassing the choice of a career as well as gender-sensitive vocational or professional orientation. The report on the reduction of disadvantages for women (2009-2010) yielded an initial analysis of the implementation of the measures defined in the NAP for Gender Equality. According to the findings of the former report, progress has been made with regard to building up of (gendered) human capital and/or women's cultural capital and the catching up of women in gainful employment (although they are still frequently in part-time employment).

37. Problem areas that still persist are related to reconciling work and care giving, the glass ceiling and "horizontal segregation" and/or gendered labour markets.

38. Little progress has been made with regard to economic and social equality (the gender pay gap continues to be wide), democratic empowerment of women, and overcoming gender stereotypes in education and labour markets.

39. With a view to breaking up gender stereotypes in the family and society, the Minister for Women, jointly with the Ministry of Social Affairs, the social partners and the Federation of Austrian Industries in November 2010 launched an information campaign aimed at the business community in order to promote parental leave for fathers. Together with the business community, a new corporate culture is to be developed that will motivate men more strongly to take parental leave. In all Federal Provinces workshops and coffee shop discussion rounds were held with the aim of setting up regional networks above company level. With the introduction of a child-allowance scheme that is linked to income, Austrian fathers have become much more interested in taking parental leave.

40. A new provision in the service regulations for federal staff, which entered into force in January 2011, offers all male civil servants the option to take one month of unpaid leave during the maternity protection period (the Daddy month). By August 2012, 365 fathers had already taken advantage of this new opportunity. A similar arrangement exists in the majority of the Federal Provinces (at present in seven out of nine). A separate website of the Minister for Women was put online under: <http://www.maennerinkarenz.at/> providing

in seven out of nine). A separate website of the Minister for Women was put online under: <http://www.maennerinkarenz.at/> providing information on this topic, including reports on practical experiences gained to date.

41. The campaign "Find your own way" seeks to inform girls and young women in the age bracket of 14 to 19 years on a wide variety of educational and training options as well as on earnings in different vocations and professions and to motivate them to choose a career in an atypical domain. The website [www.findeinenweg.at](http://www.findeinenweg.at) not only provides information on the topic of career choice, but also allows visitors to carry out talent checks and obtain on-line vocational and professional counselling.

42. Amongst the efforts made to eliminate gender role stereotypes, mention should be made of the new prize "Gender Award Advertising" for gender-sensitive publicity materials and campaigns in Austria. It is the aim of this award to raise public awareness of equality-oriented, non-discriminatory advertising.

43. With the FEMtech expert data base, an attempt has been made to overcome gender role stereotypes by showing that a large number of women are working in engineering and technology. Currently more than 1,300 female experts from 100 different technical fields are listed in the FEMtech database.

44. The plan for the advancement of women adopted by the Federal Ministry of the Interior contains a clause governing the division of labour that imposes a ban on any discriminatory assignment of tasks or functions to staff based on stereotyped gender roles. Parental leave and part-time work of fathers who wish to be more strongly involved in the care of their children are specifically mentioned as desirable. The plan stipulates that the employer has to adopt suitable measures in order to create positive attitudes and establish a positive value system under which such decisions are honoured and appreciated by the organization.

45. The "Vienna Daughters' Day" (Wiener Töchtertag) is an annual event taking place in the Federal Province of Vienna which aims at breaking up gender-specific role stereotypes in the career choices of girls. It was evaluated on a broad basis in 2008. This evaluation yielded positive results with regard to the importance of overcoming gender stereotypes. The recommendations issued after the evaluation concerning, for example, the need for sustainability, the diversification of target groups and the involvement of parents have already been implemented (see also [www.toechtertag.at](http://www.toechtertag.at)).

46. The City of Vienna is currently taking a series of actions to combat gender stereotyping through sexist advertising. Set up in February 2012, an expert body entitled the "Publicity Watch Group Vienna" (Werbewatchgroup Wien) is analyzing complaints of citizens about sexist advertising in the metropolitan area of Vienna. See: [www.werbewatchgroup-wien.at](http://www.werbewatchgroup-wien.at)

47. In the Federal Province of Salzburg, gender-sensitive career orientation constitutes a focus area in schools.

48. In Vorarlberg, an Interreg project was launched in September 2012 which seeks to critically review gender role stereotypes and widen the perspectives for the roles of women and men.

49. In Upper Austria, the "Girls Day and Girls Day Junior for Female Primary School Pupils" aims at attracting more women to positions in engineering, management and decision-making.

### **Reply to the issues raised in paragraph 8 of the list of issues**

50. Statistical data on the relationship between perpetrators and victims are contained in the annex, table 1. In 2011, a special working group was set up and entrusted with further developing the gender-specific collection of data on violence against women in Austria. From 2012 onwards, a more detailed collection and evaluation of these data will be possible. See paragraphs 53-55 below for more details.

51. The victim's rights in criminal proceedings have been strengthened further. Accordingly, victims of violence or sexual offences may submit an application for notification in the event of the release of the perpetrator. In addition, the scope of punishable crimes and offences committed abroad has been extended.

52. In the field of preventing and combating all forms of violence against women the Federal Government follows a comprehensive approach where protection from domestic violence, prosecution of perpetrators, victim's rights and support, prevention, cooperation, training, information and raising awareness are of particular concern. A separate national action plan has not been adopted.

### **Reply to the issues raised in paragraph 9 of the list of issues**

53. The victims' personal data (sex, age, nationality) have been recorded in the electronic registers of courts and public prosecutors' offices since the end of 2011, so that victim-related evaluations will be available for the first time for the year 2012. A distinction between domestic violence and other types of violence can be made to a limited extent (in the case of premeditated offences against the physical integrity or life of the victim or against her/his sexual integrity and self-determination or offences pursuant to Sections 105f, 107, 107a, 107b of the Austrian Criminal Code, offences to the detriment of the suspect's female or male live-in partner, spouse or registered partner). The relationship between the victim and the perpetrator is recorded by the police.

54. To the extent to which data are available to the Ministry of Justice, these can be passed on in accordance with existing legal provisions, with special regard for the protection of the victim's rights of privacy. In essence, only non-personal data can be passed on to recognized institutions for scientific purposes.

55. The "Violence Prevalence Study of 2011" (Gewaltprävalenz-Studie 2011) represents a comprehensive analysis of the type and extent of violence directed at children, women and men. It is accessible via the Internet under: [http://www.bmwfj.gv.at/Familie/Gewalt/Documents/Gewaltpraevalenz\\_final.pdf](http://www.bmwfj.gv.at/Familie/Gewalt/Documents/Gewaltpraevalenz_final.pdf)

### **Reply to the issues raised in paragraphs 10 and 11 of the list of issues**

56. In March 2007 (for the period from 2007 to 2009), and in May 2009 (for the period from 2009 to 2011), the Austrian Federal Government adopted National Action Plans on Combating Human Trafficking. The Third National Action Plan on Combating Human Trafficking, which covers the period from 2012 to 2014, was submitted to the Austrian Federal Government on March 20, 2012, together with the Second Austrian Report on Combating Human Trafficking for the period from 2009 to 2011. The Austrian National Action Plans reflect the comprehensive approach adopted by the country in combatting human trafficking, which comprises coordination at the national level, prevention, victim protection, the criminal prosecution of perpetrators and international cooperation. The Task Force Human Trafficking (TF-Menschenhandel, TF-MH) operating under the auspices of the Federal Ministry of European and International Affairs acts as the internal national coordination and cooperation body and with involvement of representatives of non-governmental organizations, plays a vital role in implementing the national action plans. See the National Action Plan on Combating Human Trafficking 2012-2014 and the Executive Summary of the Second Austrian Report on Combating Human Trafficking 2009-2011 in the annexes.

57. In the years 2009 to 2011, numerous training programmes were conducted. The Ministry of European and International Affairs integrated the topic of human trafficking into its ongoing staff training and organized lectures and workshops for consular staff. The Ministry of the Interior offered training courses to its staff, including staff of the authorities responsible for aliens and asylum authorities as well as representatives of the non-governmental organizations (NGOs). In 2011, the Federal Ministry of Justice held a successful seminar entitled "Proactive against Human Trafficking" (Aktiv gegen Menschenhandel) for the target group of judges and public prosecutors. At meetings of the heads of the Youth Welfare Office, which are held at regular intervals, this topic is also treated in great detail. All of these training programmes have been prepared and conducted in close co-operation with the relevant Austrian non-governmental organizations.

58. For several years, victim protection policies, especially the identification of presumed victims of human trafficking, have been efficiently pursued, with close co-operation between the competent authorities and victim protection facilities playing a central role.

59. The victim protection centre LEFÖ-IBF (the Intervention Centre for Victims of Trafficking in Women), which receives financial support from both the Federal Ministry of the Interior and the Division for Women and Gender Equality of the Federal Chancellery, represents the most important counselling and service facility for victims of human trafficking in Austria. The work of LEFÖ-IBF is concentrated on the promotion of women's and girls' psychic, physical and social integrity. In court proceedings against human traffickers psychosocial and legal assistance for victims is provided for under Austrian law. The Federal Ministry of Justice subsidizes this assistance. Before such proceedings are instituted, victims of human trafficking are granted a minimum period of 30 days (recovery and reflection phase) during which they have the opportunity to regain strength and think in tranquillity about further steps they can take. Under Austrian law victims of human trafficking can also obtain compensation for the exploitation they suffered. In accordance with the amendment to the Employment of Foreign Nationals Act, which entered into force on 1 July 2011, not only victims but also witnesses of human trafficking enjoy easier access to the Austrian labour market (pursuant to Section Four of the Employment of Foreign Nationals Act).

60. In the period from 2009 to 2011, the Federal Ministry of Justice was able to conduct several successful investigations against human traffickers. In October 2011, a separate department was set up in the Vienna Higher Court and vested with special competencies for dealing with cases of human trafficking.

61. An important part of Austria's human trafficking policies aims at improving the situation in the countries of origin. In this context, the activities of Austria's development cooperation and cooperation with Eastern European countries conducted by the Austrian Development Agency (OEZA/ADA) make an important contribution to the achievement of this goal. Furthermore, international co-operation is also enhanced by the work of the liaison officers of the Federal Ministry of the Interior, who are active on-site in most countries of origin and transit.

62. In the course of their basic training, law enforcement officers are thoroughly familiarized with human trafficking issues in the study field of "criminology". With a view to improving their capacity to identify human trafficking victims, staff of all relevant police units have to attend continuous on-the-job training seminars. These training activities comprise, for example, programmes for staff of the authorities competent on alien issues and asylum authorities as well as basic and advanced training seminars for law enforcement officers.

63. The non-governmental organization LEFÖ/IBF and the Federal Criminal Office worked out indicators for identifying victims of human trafficking. These indicators are explained in all training courses and are checked at the same time for their practical value, and updated on a regular basis.

64. The "Criminological Guideline" (Kriminalistischer Leitfaden) is available in a written version to all law enforcement staff, who can also download it from the Internet. This Guideline contains checklists, indicators for victim identification and a series of practical examples.

65. In addition, special emphasis is placed on international co-operation with the countries of origin of victims. Joint projects are currently carried out with Bulgaria and Romania, which focus more strongly on victim identification and promote closer co-operation with the competent authorities and law enforcement units in the countries of origin of human trafficking victims.

## **Reply to the issues raised in paragraph 12 of the list of issues**

66. As a result of the amendment to the Act on Service Regulations for the Civil Service 2012, Federal Law Gazette no. 140/2011, which took effect on 1 January 2012, the Federal Equal Treatment Act was modified; hence the quota for affirmative action directed at women in civil service was raised to 50 per cent. In general it can be observed that the share of women in federal civil service has risen over the past few years. With regard to the work participation rate of women, a catching-up process is still under way. In line with this trend, the share of women in federal civil service has been rising continuously. This share amounted to 40.6 per cent in the

year 2011. Over the past few years, the gender ratios in the different job categories have become more balanced. This means that today ever more women are working in jobs which were previously regarded as belonging to the “male domain”, such as law enforcement, military service, etc. The share of women declined without exception only in domains in which women had been over-represented in the past (nursing services). Within one year, from 2010 to 2011, the proportion of women occupying leadership positions increased at all levels. In June 2012, women holding top jobs in the federal administration accounted for 23.2 per cent. Of a total of 69 sections, women currently head 16, which compare with 2 out of 79 in 1995. This corresponds to a 2.5 per cent share of women. (see annex; table 2: Women in the highest salary brackets and table 3 on the representation of women and men in the Federal Government, the National Council, Province governments and Province parliaments).

67. In Upper Austria, the shifts that have occurred in recent years in the different functional groups have resulted in a higher proportion of women in leadership and expert functions.

68. In Styria, the quota of women in leading positions in the public administration of the Province is 23.2 per cent; the quota of women in leadership positions in local government (female mayors) currently stands at 5.2 per cent.

69. In Salzburg the share of women in leadership positions in the Province administration has been rising significantly since 2005, up by 16.7 per cent.

### **Reply to the issues raised in paragraph 13 of the list of issues**

70. The National Action Plan for Gender Equality in the Labour Market provides for seven measures in order to raise the share of women in decision-making positions. Under a quota system referred to in Austria’s last report under the Convention and adopted by a Ministerial Council decision on 15 March 2011, the share of women on the supervisory boards of State-owned or partly State-owned companies is to be raised to 25 per cent by 2013 and to 35 per cent by 2018. This concept constitutes an important element of the National Action Plan for Gender Equality in the Labour Market. In April 2012, the first progress report was presented to demonstrate the Government’s compliance with its self-imposed obligation. This report shows that, amongst the Government commissioners delegated to 55 enterprises in which the State has more than 50 per cent ownership, 73 were women which corresponds to a share of 26 per cent. Accordingly, the target set for the first phase has been met. In six of the nine Federal Provinces, similar rules are applied to companies in which the Province government has a controlling interest or holdings.

71. The quota system described above is also intended as a role model for other sectors.

72. In addition, as a result of the review of the Austrian Corporate Governance Code in January 2012, a new rule was introduced stipulating that in appointing members to supervisory boards, due attention is to be given to the representation of women and men, the international composition of the board members and their age structure. As a result of the amendment to the Companies Act, this rule now applies to all corporations under the Second Stability Act of 2012 that entered into force on 1 July 2012.

### **Reply to the issues raised in paragraph 14 of the list of issues**

#### **University staff/Percentage of women**

73. The percentage of women concerning the scientific and artistic university staff increased since 2007 from 35.1 per cent slightly to 35.6 per cent in the year 2011. Concerning the women’s quota for university professors, there was an increase from 16.0 per cent in the year 2007 to 20.6 per cent in the year 2011. Concerning the scientific and artistic staff (members) the percentage of women raised from 37.3 per cent in the year 2007 to 37.4 per cent in the year 2011, among them the members of staff awarded with a habilitation degree, in this group the percentage of women increased from 18.9 per cent to 20.9 per cent. Concerning non academic university staff the percentage of women increased in the reference period from 59.8 per cent to 60.7 per cent.

#### **University bodies – Realization of the “at least 40%” women’s quota**

74. With an amendment to the Universities Act 2002 in the year 2009 a compulsory women’s quota of at least 40 per cent was established for all university bodies. Until the end of 2011 the percentage of female rectors was raised from 4.8 per cent to 19.0 per cent. The percentage of female vice rectors was raised from 29.9 per cent in 2007 to 47.9 per cent in 2011. The quota of women concerning the chairperson of the senate was raised from 16.7 per cent to 27 Per cent. Concerning the management function of organizational units there was a continuous slight increase of the percentage of women. The women’s quota of at least 40 per cent has been achieved in organizational units with administrative functions since 2007 (see annex; tables 4, 5 and 6).

### **Reply to the issues raised in paragraph 15 of the list of issues**

75. The National Action Plan for Gender Equality in the Labour Market contains four strategic goals and fields of action. Progress on the way to attaining the first three goals, such as the diversification of educational paths and career choice, raising the work participation rate and full-time employment of women as well as increasing the proportion of women in leadership positions, contribute to closing the gender wage gap. Important specific steps have already been taken or initiated (income reports, minimum information relating to the job in job advertisements, an information campaign for promoting parental leave of fathers, one month leave after childbirth for fathers working in public service, decision of the Federal Government to introduce a women’s quota – see also paragraphs 36 – 40 above). On the eve of the “Equal Pay Day” on 3 October 2011, a pay calculation tool was put on the Internet ([www.gehaltsrechner.gv.at](http://www.gehaltsrechner.gv.at)) that offers all women a simple method for calculating, in four steps, the average income earned in comparable jobs.

76. The FiT (Women in Crafts and Technology)-Programme prepares women for training in crafts and engineering occupations and offers them an opportunity to conclude their apprenticeship with a diploma. The special feature of this programme is that alongside

apprenticeship training, women can also receive support in order to be able to attend specialized vocational training institutions, engineering colleges and universities of applied sciences and are offered both counselling with regard to childcare and assistance during the entire training period. In 2011, additional budget funds were made available within the framework of an upskilling drive. Overall, 6,900 women participated in the FiT Programme. The costs of the programme totalled 19.8 million euro for the entire year 2011.

77. In order to prevent the exclusion of older women from the labour market, the Austrian Public Employment Service (AMS) continued in 2011 and 2012 to pursue its goal of actively integrating older, unemployed women into the labour market. Non-profit employment projects offer older women employment in various areas. Vocational centres for women advance the upskilling of women, promote efforts to bring about equality (women's attitude to their career choice, narrowing the income gap) and improve women's chances of labour market entry or re-entry. In view of the successes of these labour market policies in Lower Austria, Vorarlberg and Burgenland, this programme is to be implemented nation-wide.

78. Under the fit2work scheme, individuals receive counselling for free if they are at risk of losing their work because of health problems or if they encounter difficulties in finding a job. According to plan, this scheme will be implemented nation-wide in 2013.

79. The Austrian Public Employment Service promotes new employment, also, amongst others, of older women by subsidizing wage and incidental wage costs (integration allowance). For companies that hire women above the age of 45 it will henceforth be easier to obtain subsidies than was the case in the past.

80. With the online-tool "FiT-pay calculator" it is possible to compare incomes of traditional women's jobs with those in crafts and engineering. This direct comparison allows women to become more aware of the higher earnings potential in other jobs and is intended to motivate women to embark on careers other than sales assistants and hairdressers. Furthermore, the counsellors of the Austrian Public Employment Service inform their clients about the long-term effects of part-time working on their lifetime earnings. In addition, the Service endeavours to acquire part-time jobs requiring higher qualifications and to assist women in their transition from part-time to full-time employment.

81. Significant steps were taken with the extension of child-care facilities and the introduction of income-linked childcare allowances, which is intended to motivate fathers to take parental leave.

### **Reply to the issues raised in paragraph 16 of the list of issues**

82. In the period from 2004 to 2012, the Equal Treatment Commission of the City of Vienna has not been presented with any cases dealing with Section 11 of the Vienna Equal Treatment Act.

### **Reply to the issues raised in paragraph 17 of the list of issue**

83. It is the aim of the Austrian labour market policy to raise the work participation rate of women by means of targeted measures and special offers, and support women in their efforts to re-enter the labour market after childcare periods. To this end, a specific programme entitled "Re-entry with a Future" (Wiedereinstieg mit Zukunft) is directed at women nation-wide. In order to ensure optimum assistance to re-entrants, the regional offices of the Austrian Public Employment Service have specially trained re-entry advisors at their disposal who can offer counselling tailored to the needs of these clients. In addition, special counselling packages have been developed for optimum support. Women also receive assistance with regard to organizing child-care. Furthermore, the Public Employment Service grants women with low incomes child-care grants that make it easier for them to reconcile work and family life. Such child-care grants create the economic basis for women to seek employment, participate in upskilling programmes or safeguard their jobs. In 2011, some 3,440 women benefited from these child-care grants. Providers of childcare facilities, which take into account the requirements of the labour market in fixing their opening hours, receive subsidies for the creation of childcare places and hiring staff. In 2011, 34,026 re-entrants were given financial assistance totalling 81.2 million euro.

84. For the period from 2011 to 2014, another 55 million euro has been earmarked and made available to the Federal Provinces for the extension of childcare facilities, particularly for children of up to three years of age. Since 2008, the ratio of children of less than three years old receiving care in such facilities went up by 7.8 percentage points (including child minders). The share of children in the three to six year age band attending childcare facilities stood at 92.6 per cent on 15 October 2011. Thus the Barcelona target for this age group was reached in 2009.

85. The introduction of two short-term versions within the childcare allowance system, which provide for higher allowances (either a lump-sum monthly payment of euro 1,000 or an income-linked benefit), has allowed women to return to their jobs within a shorter period. This means that their chances of advancement are less strongly impaired. With both versions, the maximum benefit period amounts to 14 months provided that each parent will take paternity leave of at least two months. Experience has shown that the short-term versions result in a significantly higher percentage of fathers taking paternity leave than the longer ones, and particularly the longest version. In July 2012, 3.6 per cent of fathers took paternity leave under the longest scheme (benefiting from child-care allowance 30+6 months), which compares with 11.6 per cent for the shortest lump-sum scheme and 9.8 per cent for the income-linked short version.

86. In line with the Government Programme, the number of high-quality all-day child-care places in schools, standing at approximately 104,000 in the school year 2010/11 is to be raised to 160,000 in the school year 2015/16. Including the places in day-care centres, a total of 210,000 high-quality places will be available for all-day care in schools. Every year, 80 million euro, i.e. a total of 320 million euro will be invested out of the federal budget in this nation-wide expansion.

87. What are the advantages of full-day school services? Pupils – both girls and boys – follow an optimum pattern of learning, resting, playing, tutorial and meal periods designed for the specific needs of their age, while, at the same time, the development of their individual personalities and scholastic achievements are promoted. With this overall pedagogic concept comprising art appreciation,



cultural activities, the sciences and physical exercise, the interest of pupils are aroused, talents and creativity promoted, and personalities strengthened. Integration of and equal opportunity for all pupils are furthered through high-quality full-day school activities; moreover, mothers and fathers benefit from this scheme, as it will be easier for them to reconcile work and family life.

88. As the majority of persons in need of care are female (two thirds of all recipients of long-term care allowances are women) the Austrian long-term care scheme comprises a number of measures designed to alleviate the situation of persons in need of long-term care. These include, in particular:

Granting a needs-oriented long-term care allowance

Social insurance cover for family members providing care with regard to pension and health insurance

Possibility of financial contributions to the costs of external care

Allowances for 24 hour care

Quality assurance of care dispensed in the home of the person in need of care

A telephone service in the form of a free hotline for questions related to care

Internet platform for care-giving family members [www.pflegedaheim.at](http://www.pflegedaheim.at)

Supporting measures for hospice care in order to alleviate the burden on care-giving family members

Promotion of projects aimed at persons suffering from dementia

89. See paragraphs 36-40 above for further details on the information campaign on father's leave and one month off work for fathers after childbirth ("the Daddy month").

### **Reply to the issues raised in paragraph 18 of the list of issues**

90. It was the purpose of the Austrian report under the Convention on the Elimination of All Forms of Discrimination against Women to draw attention to the fact that only through gender-specific reporting, is it possible to conduct a survey to find out whether gender-specific inequalities exist in the health sector in Austria. On the basis of the data collected and evaluated in this survey, suitable countermeasures can be initiated as soon as gender-specific inequalities in the health sector are identified.

91. The Austrian Report on Women's Health 2010/2011 comprises a series of topics that demonstrate that gender-differentiated and women-specific approaches do not only make sense in the health sector, but are urgently needed in order to devise targeted offers, draw conclusions for health policy and work out suitable strategies for actions. The findings of the Austrian report on Women's Health describe the health conditions and psychosocial situation of Austria's female population. It is one of the objectives of this report to raise public awareness of the fact that gender equality in the health system makes an essential contribution to quality assurance.

92. In this report, experts analyse the life environments and contexts of women and men, gender role stereotypes, and societal determinants of health. The report illuminates fields for action and provides statistical data in support of such action. The report demonstrates that men and women have different approaches to health, perceive disease in different ways and use different coping mechanisms. All of these differences are important indicators that have to be taken into account in the interest of medical success in healthcare. In this context, women-specific topics can no longer be disregarded in view of the host of available data, but must be taken into account in the areas of prevention, therapy and aftercare. With a view to improving the health care of women, the final chapter of the report gives a survey of the necessary fields of action and perspectives for the future.

### **Reply to the issues raised in paragraph 19 of the list of issues**

93. In implementing the Rural Development Programme 2007-2013 (Programme LE 07-13 as amended), equality between women and men is achieved not only with relevant funding but also based on strategic activities aimed at awareness-raising and sensitizing, for instance, in the context of "Netzwerk Land" (the rural area network agency). A dedicated working group was set up in 2010 to focus specifically on the topic of equal opportunities and suggested a number of targeted actions towards promoting equality of women and men in rural areas. In this context the following measures were implemented:

Training events were held aimed at raising awareness of this topic among federal and regional authorities that are responsible for granting funding.

Conferences on future prospects directed specifically at women were held at local level.

Awareness has also been raised with regard to the need for offering modular further education opportunities for women in rural areas under the Rural Development Programme, enabling women to strengthen their strategic capabilities in the context of committee work at both the agricultural policy and regional policy levels.

94. The Federal Ministry for Agriculture, Forestry, Environment and Water Management initiated the project "Zukunftsorientierte Agrarwirtschaftliche Motivation (ZAM, future-oriented agricultural motivation). The ZAM training course set up under this project focuses on sharing skills and expertise with women, thus empowering them to cooperate in a professional manner in agricultural and regional organizations, municipal bodies and associations. The federal provinces also run projects that are funded under the LE 07-13 programme and focus explicitly on political participation of women in rural areas.

95. Under Priority 4 of the LE 07-13 programme local action groups (lokale Aktionsgruppen, LAG) are charged with implementing the concept for local development strategies. In all LAG bodies women are represented in proportion with their percentage population share. One of the quality criteria for local development strategies is observation of the principle of equality between women and men, in other words: reflection of the representation of women and men and/or disadvantaged groups in both agricultural policy and regional policy processes. It is imperative that such strategies should address the different life contexts of women and men and/or disadvantaged groups in rural areas and ensure that women and men benefit on an equal footing from interventions. Currently there are 34 female LAG managers (local action group managers), which corresponds to a share of approx. 40 per cent.

96. Under the LAG quality management system provision of gender-specific information is mandatory in order to ensure that the minimum quota of women (33 per cent) is maintained in all LAG decision-making bodies. The LAG programme management authority is charged with presenting an annual report on the successful implementation of this concept.

### **Reply to the issues raised in paragraph 20 of the list of issues**

97. We should like to point out that this question is based on a misunderstanding regarding the relevant passage in the Austrian report, which can be clarified very easily as follows:

The decline in work permits is attributable to the fact that the respective foreign women are now entitled to unrestricted access to the Austrian labour market. Those individuals who acquire unrestricted access to the labour market no longer require work permits – their right to unrestricted labour market access is included in their respective residence document (a permanent residence title – EC, for instance) or in a special document issued by the labour-market authority (e.g. the so-called “exemption certificate”). Since 2011, labour market access has also been facilitated for spouses of labour migrants. Together with the “Rot-Weiß-Rot Karte plus” (Red-White-Red Card plus) they are now immediately granted unrestricted labour market access – i.e. the one-year waiting period (during which they were only issued a work permit that was linked to a specific place of work) has been cancelled. Furthermore, labour market access was further facilitated for asylum seekers in June 2012.

98. Statistical data: In 2011, the annual average number of gainfully employed female foreigners (including asylum seekers) amounted to 199,290 (182,982 in 2010). With 9.4 per cent entered in the unemployment register, the relevant quota is, however, comparably high among this group of individuals. In total, approximately 36,413 female migrants benefitted from a support programme offered by the Public Employment Service Austria (AMS) - individuals with migration background were supported in line with their share in the total number of unemployed.

99. As a successful career generally depends on specific German language skills required for the relevant field of employment, integration language training classes are funded by the Public Employment Service Austria. Accompanying technical German language classes are sometimes also offered together with training programmes directed at qualified employees. In 2011, a total of 17,581 individuals, two thirds female, benefitted from German language classes.

### **Reply to the issues raised in paragraph 21 of the list of issues**

100. Austria ratified the United Nations Convention on the Rights of Persons with Disabilities in 2008. In implementing the Convention, the Austrian Federal Government in July 2012 adopted the National Action Plan on Disability 2012-2020 (Nationaler Aktionsplan Behinderung 2012 – 2020) which lays down the principles that shall guide Austrian policies with regard to persons with special needs until 2020. Chapter 1.5 of this Action Plan focuses on women with disabilities.

101. The Austrian Federal Government has defined integration into the labour market of persons with special needs as a central policy objective and to this end launched an “employment offensive” for women and men with disabilities. In 2011, the number of individuals supported in the whole of Austria under this initiative exceeded 62,000.

102. In line with the concept of “disability mainstreaming”, all services and promotional initiatives offered by the Public Employment Service Austria are also directed at persons with special needs. In 2011, some 17,400 women with health-related employment limitations benefitted from support programmes offered by the Public Employment Service Austria and 16,150 women with health-related employment limitations took up employment. In 2011, the average share of women in the total number of individuals supported under such programmes aimed at labour market integration of persons with special needs amounted to 40 per cent.

103. Persons who have suffered a physical injury or damage to their health that is in all probability due to an intentional unlawful act liable to be punished by more than six months of imprisonment are entitled to assistance under the Victims of Crimes Act. Under this Act also women with disabilities are entitled to financial compensation from the state.

104. As of 1 July 2012, in implementation of the Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT) as well as the Convention on the Rights of Persons with Disabilities (CPRD), the Austrian Ombudsman Board, an independent monitoring and control board for the entire public administration, monitors facilities and programmes for people with disabilities to prevent the occurrence of violence (as provided for by the Act for the Implementation of the Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment - OPCAT-Implementation Act, BGBl. I Nr. 1/2012).

105. In further developing the Austrian social assistance scheme, the needs-based minimum benefit system (Bedarfsorientierte Mindestsicherung, BMS) was introduced throughout Austria in 2010 in order to assist individuals in financial distress. While for individuals who are fit for work it is the willingness to make active use of their own working capacity that plays a key role in terms of the entitlement to benefits under this system, it does not play any role at all for individuals who are not fit to work.

106. A general principle of Austrian healthcare policy is that everybody – irrespective of sex, age, place of residence, social and

socio-economic status – be offered the same low-threshold access to any type of necessary healthcare.

107. From the point of view of sickness and accident insurance law it must be added that in accordance with the system laid down in Austrian social insurance law a mandatory insurance under the statutory health and accident insurance system is generally linked to an Austrian income from gainful employment and/or some related payment and/or benefit (such as unemployment benefit or pension payment); individuals who receive payments under the needs-based minimum benefit system are also covered by the statutory health insurance system. Individuals who do not hold such a mandatory insurance themselves are covered as family members by a “co-insurance”. As a means of last resort under the social health insurance system, there is the possibility to take out self-insurance.

## Annex

Table 1:

### Austrian Police Crime Statistics (2007-2011) Perpetrator-Victim-Relationship

2011	Family relationship in joint household	Family relationship without joint household	Acquaintance	Chance acquaintance	No relationship	Relationship unknown	Total							
	Number of crimes	Share in per cent	Number of crimes	Share in per cent	Number of crimes	Share in per cent	Number of crimes	Share in per cent	Number of crimes	Share in per cent	Number of crimes	Share in per cent	Number of crimes	Share in per cent
Punishable acts against life and limb	5,925	16.8	2,382	6.7	9,967	28.2	1,933	5.5	14,064	39.8	1,086	3.1	35,357	100
thereof crimes	119	20.6	33	5.7	179	31.0	41	7.1	192	33.3	13	2.3	577	100
thereof offences	5,806	16.7	2,349	6.8	9,788	28.1	1,892	5.4	13,872	39.9	1,073	3.1	34,780	100
Punishable acts against an individual's freedom	3,547	18.6	2,575	13.5	7,154	37.6	922	4.8	4,476	23.5	364	1.9	19,038	100
thereof crimes	415	27.4	240	15.9	501	33.1	75	5.0	261	17.2	22	1.5	1,514	100
thereof offences	3,132	17.9	2,335	13.3	6,653	38.0	847	4.8	4,215	24.1	342	2.0	17,524	100
Punishable acts against another person's property	11	0.7	13	0.9	243	16.2	94	6.3	1,084	72.3	55	3.7	1,500	100
thereof crimes	11	0.7	13	0.9	243	16.2	94	6.3	1,084	72.3	55	3.7	1,500	100
thereof offences	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Punishable acts against sexual integrity and self-determination	419	22.3	217	11.5	801	42.6	200	10.6	216	11.5	29	1.5	1,882	100
thereof crimes	412	22.8	213	11.8	752	41.6	193	10.7	210	11.6	26	1.4	1,806	100
thereof offences	7	9.2	4	5.3	49	64.5	7	9.2	6	7.9	3	3.9	76	100
Sum total of all unlawful acts that are punishable by a court of law	9,902	17.1	5,187	9.0	18,165	31.4	3,149	5.5	19,840	34.3	1,534	2.7	57,777	100
thereof crimes	957	17.7	499	9.2	1,675	31.0	403	7.5	1,747	32.4	116	2.1	5,397	100
thereof offences	8,945	17.1	4,688	8.9	16,490	31.5	2,746	5.2	18,093	34.5	1,418	2.7	52,380	100
2010	Family relationship in joint household	Family relationship without joint household	Acquaintance	Chance acquaintance	No relationship	Relationship unknown	Total							
Number of	Share in	Number of	Share in per	Number of	Share in per	Number of	Number	Share	Number	Share	Number	Share	Number	Share
							of	in per of		in per of		in per of		in per of

<i>crimes</i>	<i>per cent</i>	<i>crimes</i>	<i>cent</i>	<i>crimes</i>	<i>cent</i>	<i>crimes</i>	<i>of crimes</i>	<i>in per cent</i>	<i>of crimes</i>	<i>in per cent</i>	<i>of crimes</i>	<i>in per cent</i>	<i>of crimes</i>	<i>in per cent</i>	<i>of crimes</i>
Punishable acts against life and limb	5,627	17.0	1,965	5.9	9,191	27.8	1,831	5.5	13,293	40.2	1,164	3.5	33,071	100	
thereof crimes	86	16.6	30	5.8	146	28.1	48	9.2	191	36.8	18	3.5	519	100	
thereof offences	5,541	17.0	1,935	5.9	9,045	27.8	1,783	5.5	13,102	40.2	1,146	3.5	32,552	100	
Punishable acts against an individual's freedom	3,145	18.2	2,343	13.5	6,486	37.4	814	4.7	4,161	24.0	372	2.1	17,321	100	
thereof crimes	410	27.4	233	15.6	470	31.4	64	4.3	289	19.3	31	2.1	1,497	100	
thereof offences	2,735	17.3	2,110	13.3	6,016	38.0	750	4.7	3,872	24.5	341	2.2	15,824	100	
Punishable acts against another person's property	5	0.3	7	0.4	217	13.0	95	5.7	1,302	77.8	47	2.8	1,673	100	
thereof crimes	5	0.3	7	0.4	217	13.0	95	5.7	1,302	77.8	47	2.8	1,673	100	
thereof offences	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Punishable acts against sexual integrity and self-determination	354	20.2	205	11.7	732	41.7	225	12.8	212	12.1	28	1.6	1,756	100	
thereof crimes	347	20.7	200	11.9	691	41.1	214	12.7	202	12.0	26	1.5	1,680	100	
thereof offences	7	9.2	5	6.6	41	53.9	11	14.5	10	13.2	2	2.6	76	100	
Sum total of all unlawful acts that are punishable by a court of law	9,131	17.0	4,520	8.4	16,626	30.9	2,965	5.5	18,968	35.2	1,611	3.0	53,821	100	
thereof crimes	848	15.8	470	8.8	1,524	28.4	421	7.8	1,984	37.0	122	2.3	5,369	100	
thereof offences	8,283	17.1	4,050	8.4	15,102	31.2	2,544	5.3	16,984	35.1	1,489	3.1	48,452	100	
2009	<i>Family relationship in joint household</i>	<i>Family relationship without joint household</i>	<i>Acquaintance</i>	<i>Chance acquaintance</i>	<i>No relationship</i>	<i>Relationship unknown</i>	<i>Total</i>								
<i>Number of crimes</i>	<i>Share in per cent</i>	<i>Number of crimes</i>	<i>Share in per cent</i>	<i>Number of crimes</i>	<i>Share in per cent</i>	<i>Number of crimes</i>	<i>Number of crimes</i>	<i>Share in per cent</i>	<i>Number of crimes</i>	<i>Share in per cent</i>	<i>Number of crimes</i>	<i>Share in per cent</i>	<i>Number of crimes</i>	<i>Share in per cent</i>	<i>Number of crimes</i>
Punishable acts against life and limb	5,073	16.3	1,788	5.8	8,565	27.6	2,450	7.9	11,861	38.2	1,338	4.3	31,075	100	
thereof crimes	70	15.2	33	7.2	120	26.0	45	9.8	174	37.7	19	4.1	461	100	
thereof offences	5,003	16.3	1,755	5.7	8,445	27.6	2,405	7.9	11,687	38.2	1,319	4.3	30,614	100	
Punishable acts against an individual's freedom	3,001	17.4	2,194	12.7	6,639	38.5	1,128	6.5	3,843	22.3	421	2.4	17,226	100	
thereof crimes	381	24.8	205	13.3	539	35.1	70	4.6	302	19.6	40	2.6	1,537	100	
thereof offences	2,620	16.7	1,989	12.7	6,100	38.9	1,058	6.7	3,541	22.6	381	2.4	15,689	100	
Punishable acts against another person's property	13	0.5	11	0.4	269	10.7	176	7.0	1,982	78.7	67	2.7	2,518	100	

thereof crimes	13	0.5	11	0.4	269	10.7	176	7.0	1,982	78.7	67	2.7	2,518	100
thereof offences	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Punishable acts against sexual integrity and self-determination	275	19.7	147	10.5	584	41.9	220	15.8	159	11.4	9	0.6	1,394	100
thereof crimes	270	20.2	141	10.5	557	41.6	209	15.6	153	11.4	9	0.7	1,339	100
thereof offences	5	9.1	6	10.9	27	49.1	11	20.0	6	10.9	–	0.0	55	100
Sum total of all unlawful acts that are punishable by a court of law	8,362	16.0	4,140	7.9	16,057	30.8	3,974	7.6	17,845	34.2	1,835	3.5	52,213	100
thereof crimes	734	12.5	390	6.7	1,485	25.4	500	8.5	2,611	44.6	135	2.3	5,855	100
thereof offences	7,628	16.5	3,750	8.1	14,572	31.4	3,474	7.5	15,234	32.9	1,700	3.7	46,358	100
2008		<i>Family relationship in joint household</i>		<i>Family relationship without joint household</i>		<i>Acquaintance</i>		<i>Chance acquaintance</i>		<i>No relationship</i>		<i>Relationship unknown</i>		<i>Total</i>
<i>Number of crimes</i>		<i>Share in per cent</i>	<i>Number of crimes</i>	<i>Share in per cent</i>	<i>Number of crimes</i>	<i>Share in per cent</i>	<i>Number of crimes</i>	<i>Share in per cent</i>	<i>Number of crimes</i>	<i>Share in per cent</i>	<i>Number of crimes</i>	<i>Share in per cent</i>	<i>Number of crimes</i>	<i>Share in per cent</i>
Punishable acts against life and limb	4,819	15.8	1,631	5.3	8,576	28.1	2,759	9.0	11,526	37.8	1,199	3.9	30,510	100
thereof crimes	70	16.7	30	7.1	128	30.5	36	8.6	142	33.8	14	3.3	420	100
thereof offences	4,749	15.8	1,601	5.3	8,448	28.1	2,723	9.0	11,384	37.8	1,185	3.9	30,090	100
Punishable acts against an individual's freedom	2,721	16.9	2,007	12.5	6,148	38.2	1,138	7.1	3,636	22.6	424	2.6	16,074	100
thereof crimes	379	26.5	213	14.9	476	33.3	86	6.0	245	17.2	29	2.0	1,428	100
thereof offences	2,342	16.0	1,794	12.2	5,672	38.7	1,052	7.2	3,391	23.2	395	2.7	14,646	100
Punishable acts against another person's property	18	0.8	16	0.7	234	10.1	128	5.5	1,814	78.5	100	4.3	2,310	100
thereof crimes	18	0.8	16	0.7	234	10.1	128	5.5	1,814	78.5	100	4.3	2,310	100
thereof offences	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Punishable acts against sexual integrity and self-determination	283	19.9	140	9.8	601	42.2	208	14.6	173	12.1	20	1.4	1,425	100
thereof crimes	277	20.4	137	10.1	569	42.0	195	14.4	158	11.7	20	1.5	1,356	100
thereof offences	6	8.7	3	4.3	32	46.4	13	18.8	15	21.7	–	0.0	69	100
Sum total of all unlawful acts that are punishable by a court of law	7,841	15.6	3,794	7.5	15,559	30.9	4,233	8.4	17,149	34.1	1,743	3.5	50,319	100
thereof crimes	744	13.5	396	7.2	1,407	25.5	445	8.1	2,359	42.8	163	3.0	5,514	100
thereof offences	7,097	15.8	3,398	7.6	14,152	31.6	3,788	8.5	14,790	33.0	1,580	3.5	44,805	100

offences	1,971	13.0	3,370	1.0	14,122	31.0	3,700	9.3	14,170	33.0	1,300	3.3	44,000	100
2007	<i>Family relationship in joint household</i>	<i>Family relationship without joint household</i>	<i>Acquaintance</i>	<i>Chance acquaintance</i>	<i>No relationship</i>	<i>Relationship unknown</i>	<i>Total</i>							
<i>Number of crimes</i>	<i>Share in per cent</i>	<i>Number of crimes</i>	<i>Share in per cent</i>	<i>Number of crimes</i>	<i>Share in per cent</i>	<i>Number of crimes</i>	<i>Number of crimes</i>	<i>Share in per cent</i>	<i>Number of crimes</i>	<i>Share in per cent</i>	<i>Number of crimes</i>	<i>Share in per cent</i>	<i>Number of crimes</i>	<i>Share in per cent</i>
Punishable acts against life and limb	4,897	15.8	1,704	5.5	8,721	28.1	2,994	9.6	11,435	36.8	1,324	4.3	31,075	100
thereof crimes	79	20.2	25	6.4	104	26.6	37	9.5	132	33.8	14	3.6	391	100
thereof offences	4,818	15.7	1,679	5.5	8,617	28.1	2,957	9.6	11,303	36.8	1,310	4.3	30,684	100
Punishable acts against an individual's freedom	2,871	17.5	2,072	12.6	6,389	38.9	1,189	7.2	3,514	21.4	389	2.4	16,424	100
thereof crimes	359	24.9	201	13.9	504	35.0	106	7.4	239	16.6	33	2.3	1,442	100
thereof offences	2,512	16.8	1,871	12.5	5,885	39.3	1,083	7.2	3,275	21.9	356	2.4	14,982	100
Punishable acts against another person's property	15	0.6	7	0.3	218	9.4	198	8.5	1,818	78.1	71	3.1	2,327	100
thereof crimes	15	0.6	7	0.3	218	9.4	198	8.5	1,818	78.1	71	3.1	2,327	100
thereof offences	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Punishable acts against sexual integrity and self-determination	326	19.8	140	8.5	664	40.3	290	17.6	195	11.8	33	2.0	1,648	100
thereof crimes	319	20.4	133	8.5	629	40.2	263	16.8	191	12.2	31	2.0	1,566	100
thereof offences	7	8.5	7	8.5	35	42.7	27	32.9	4	4.9	2	2.4	82	100
Sum total of all unlawful acts that are punishable by a court of law	8,109	15.8	3,923	7.6	15,992	31.1	4,671	9.1	16,962	33.0	1,817	3.5	51,474	100
thereof crimes	772	13.5	366	6.4	1,455	25.4	604	10.5	2,380	41.6	149	2.6	5,726	100
thereof offences	7,337	16.0	3,557	7.8	14,537	31.8	4,067	8.9	14,582	31.9	1,668	3.6	45,748	100

**Source:** Austrian Federal Ministry of the Interior, Security Report 2011, 2010, 2009, 2008 and 2007

Table 2

**Women in the highest salary brackets**

Level of qualification	Salary bracket and function	Proportion of women in per cent			
		2007	2008	2009	2010 2011
University degree (I)	A 1/7-9 and similar	18.1		19.1	21.3 20.9 23.2
	(e.g. directors-general, directors, heads of large subordinate bodies)				
University degree (II)	A 1/4-6 and similar	30.3		31.3	32.7 33.6 34.9
	(e.g. heads of unit, deputy heads of unit, heads of section, heads of relatively large subordinate bodies)				
Upper secondary school leaving certificate	A 2/5-8 and similar	25.0		25.6	26.2 26.6 27.7
	(e.g. heads of section, heads of medium-sized and small subordinate bodies, desk officers in relatively high-grade posts)				
Intermediate vocational	A3/5-8 and similar	30.5		30.8	31.4 31.0 33.0

Source: The Austrian Federal Civil Service 2012 (German)

Table 3

**Political representation of women and men: Federal Government, Parliament (National Council), Federal Province , Government of the Federal Province**

*Federal Government*

Gender	absolute	percentage	Parliament (National Council)												
			Gender	SPÖ %	ÖVP %	Greens %	FPÖ %	BZÖ %	%				Total		
Men	12	67	Men	20	35	13	25	10	50	6	18	3	14	52	28
of whom ministers	8	57	Men	37	65	38	75	10	50	28	82	18	86	131	72
Women	6	33	Women	20	35	13	25	10	50	6	18	3	14	52	28
of whom ministers	6	43	Women	37	65	38	75	10	50	28	82	18	86	131	72
Total	18	100	Total	57	100	51	100	20	100	34	100	21	100	183	100

Last update: September 2012

Government of the Federal Province Burgenland Parliament of the Federal Province Burgenland

Gender	absolute	percentage	Gender	SPÖ %	ÖVP %	Greens %	FPÖ %	LBL %	%				Total		
Women	2	29	Women	5	26	1	8	0	0	1	50	0	0	7	19
Men	5	71	Men	14	74	12	92	1	100	1	50	1	100	29	81
Total	7	100	Total	19	100	13	100	1	100	2	100	1	100	36	100

Last update: September 2012

Government of the Federal Province Carinthia Parliament of the Federal Province Carinthia

Gender	absolute	percentage	Gender	SPÖ %	ÖVP %	Greens %	Fre*) %	%				Total	
Women	1	14	Women	2	18	2	33	1	50	3	18	8	22
Men	6	86	Men	9	82	4	67	1	50	14	82	28	78
Total	7	100	Total	11	100	6	100	2	100	17	100	36	100

\*) the Freedom Party Last update: September 2012

Parliament of the Federal Province Lower Austria

Gender	absolute	percentage	Gender	SPÖ %	ÖVP %	Greens %	FPÖ %	%				Total	
Women	4	44	Women	3	20	4	13	3	75	0	0	10	18
Men	5	56	Men	12	80	27	87	1	25	6	100	46	82
Total	9	100	Total	15	100	31	100	4	100	6	100	56	100

Last update: September 2012

Government of the Federal Province Upper Austria Parliament of the Federal Province Upper Austria

Gender	absolute	percentage	Gender	SPÖ %	ÖVP %	Greens %	FPÖ %	%				Total	
Women	1	11	Women	7	50	11	39	3	60	3	33	24	43
Men	8	89	Men	7	50	17	61	2	40	6	67	32	57
Total	9	100	Total	14	100	28	100	5	100	9	100	56	100

Last update: September 2012

Government of the Federal Province Parliament of the Federal Province

Salzburg	Salzburg												
Gender	absolute	percentage	Gender	SPÖ %	ÖVP %	Greens %	FPÖ %	Total					
Women	3	43	Women	7	47	5	36	1	50	1	20	14	39
Men	4	57	Men	8	53	9	64	1	50	4	80	22	61
Total	7	100	Total	15	100	14	100	2	100	5	100	36	100

Last update:  
September  
2012

Government of the Federal Province Styria  
Parliament of the Federal Province Styria

Gender	absolute	percentage	Gender	SPÖ %	ÖVP %	KPÖ %	FPÖ %	Grüne %	Total						
Women	3	33	Women	7	30	7	32	1	50	0	0	2	67	17	30
Men	6	67	Men	16	70	15	68	1	50	6	100	1	33	39	70
Total	9	100	Total	23	100	22	100	2	100	6	100	3	100	56	100

Last update:  
September  
2012

Government of the Federal Province Tyrol  
Parliament of the Federal Province Tyrol

Gender	absolute	percentage	Gender	SPÖ %	ÖVP %	Greens %	FPÖ %	FRITZ %	TIROL %	o.Z.* %	Total								
Women	2	25	Women	3	60	4	25	2	50	0	0	1	20	0	0	0	10	28	
Men	6	75	Men	2	40	12	75	2	50	3	100	4	80	2	100	1	100	26	72
Total	8	100	Total	5	100	16	100	4	100	3	100	5	100	2	100	1	100	36	100

\*) without affiliation Last  
update:  
September  
2012

Government of the Federal Province Vorarlberg  
Parliament of the Federal Province Vorarlberg

Gender	absolute	percentage	Gender	SPÖ %	ÖVP %	Greens %	F*) %	Total					
Women	2	29	Women	2	67	7	35	2	50	2	22	13	36
Men	5	71	Men	1	33	13	65	2	50	7	78	23	64
Total	7	100	Total	3	100	20	100	4	100	9	100	36	100

\*) the Freedom Party Last  
update:  
September  
2012

Government of the Federal Province Vienna  
Parliament of the Federal Province Vienna

Gender	absolute	percentage	Gender	SPÖ %	ÖVP %	Greens %	FPÖ %	o.Z.*) %	Total						
Women	6	46	Women	21	43	5	42	4	36	4	15	0	0	34	34
Men	7	54	Men	28	57	7	58	7	64	23	85	1	100	66	66
Total	13	100	Total	49	100	12	100	11	100	27	100	1	100	100	100

\*) without affiliation Last  
update:  
September  
2012

Source: INTERNET: [www.austria.gv.at](http://www.austria.gv.at), as well as website of the Federal Province Vienna

Table 4

Staff – Full time equivalents Intellectual Capital Report, Indicator 1.A.1 – General survey

	2011 (data status: 31.12.2011)	2010 (data status: 31.12.2010)	2009 (data status: 31.12.2009)						
Total	Women	Women in %	Total	Women	Women in %	Total	Women	Women in %	
Scientific and artistic university staff total	20,394.0	7,259.9	35.6	20,147.5	7,088.1	35.2	21,507.8	7,936.4	36.9
University professors	2,236.4	460.9	20.6	2,163.9	424.4	19.6	2,139.3	399.8	18.7



Scientific and artistic staff (members)	18,157.7	6,799.0	37.4	17,983.6	6,663.7	37.1	19,368.6	7,536.6	38.9
among them members of staff awarded with a habilitation degree	2,603.1	543.0	20.9	2,744.7	560.9	20.4	3,039.6	613.5	20.2
among them associate professors (collective agreement)	152.0	29.5	19.4	81.8	16.1	19.7			
among them assistant professors (collective agreement)	467.1	150.1	32.1	272.9	84.4	30.9			
among them R&D related third party funded staff	5,867.8	2,168.7	37.0	5,826.7	2,141.9	36.8	6,889.0	2,956.9	42.9
Non-academic university staff total	13,881.5	8,421.7	60.7	13,770.3	8,313.9	60.4	12,207.2	7,355.7	60.3
among them R&D related third party funded non-academic staff	1,282.8	816.4	63.6	1,498.0	1,009.0	67.4			
among them physicians in specialist training	960.6	485.0	50.5	994.8	484.3	48.7	948.1	461.7	48.7
among them physicians exclusively engaged in public hospital duties	63.3	37.3	58.9	50.0	31.0	62.0	54.8	35.8	65.3
among them nursing staff exclusively engaged in public hospital duties	478.8	402.2	84.0	373.6	321.0	85.9	471.9	403.4	85.5
Total	34,275.6	15,681.7	45.8	33,917.8	15,402.1	45.4	33,715.1	15,292.1	45.4
		<i>2008 (data status: 31.12.2008)</i>			<i>2007 (data status: 31.12.2007)</i>				
<i>Total</i>		<i>Women</i>		<i>Women in %</i>		<i>Total Women</i>		<i>Women in %</i>	
Scientific and artistic university staff total		20,714.1		7,488.3		36.2	19,783.2	6,937.0	35.1
University professors		2,102.8		352.9		16.8	2,084.4	333.1	16.0
Scientific and artistic staff (members)		18,611.3		7,135.4		38.3	17,698.7	6,603.8	37.3
among them members of staff awarded with a habilitation degree		3,160.3		622.0		19.7	3,122.9	590.9	18.9
among them associate professors (collective agreement)									
among them assistant professors (collective agreement)									
among them R&D related third party funded staff		6,711.2		2,884.9		43.0	6,129.0	2,591.6	42.3
Non-academic university staff total		11,983.9		7,225.1		60.3	11,870.0	7,093.0	59.8
among them R&D related third party funded non-academic staff									
among them physicians in specialist training		933.1		450.0		48.2	838.5	395.3	47.1
among them physicians exclusively engaged in public hospital duties		0.2				0.0	0.2		0.0
among them nursing staff exclusively engaged in public hospital duties		381.3		332.3		87.1	371.4	324.1	87.3
Total		32,697.9		14,713.4		45.0	31,653.3	14,030.0	44.3

Table 5

**Staff – Persons Intellectual Capital Report, Indicator I.A.1 – General survey**

	<i>2011 (data status: 31.12.2011)</i>	<i>2010 (data status: 31.12.2010)</i>	<i>2009 (data status: 31.12.2009)</i>						
<i>Total</i>	<i>Women</i>	<i>Women in %</i>	<i>Total</i>	<i>Women</i>	<i>Women in %</i>	<i>Total Women</i>	<i>Women in %</i>		
Scientific and artistic university staff total	34,765	13,482	38.8	34,110	13,024	38.2	34,974	13,752	39.3
University professors	2,309	476	20.6	2,232	438	19.6	2,203	412	18.7
Scientific and artistic staff (members)	32,552	13,026	40.0	31,964	12,599	39.4	32,877	13,351	40.6
among them members of staff awarded with a habilitation degree	2,661	567	21.3	2,817	590	20.9	3,125	646	20.7
among them associate professors (collective agreement)	156	31	19.9	85	17	20.0			
among them assistant professors (collective agreement)	477	156	32.7	284	91	32.0			
among them R&D related third party funded staff	8,092	3,140	38.8	7,948	3,079	38.7	9,274	4,110	44.3
Non academic university staff total	17,620	10,840	61.5	17,434	10,676	61.2	14,702	9,085	61.8
among them R&D related third party funded non-academic staff	1,988	1,238	62.3	2,179	1,423	65.3			
among them physicians in specialist training	990	506	51.1	1,018	501	49.2	975	482	49.4
among them physicians exclusively engaged in public hospital duties	67	40	59.7	54	34	63.0	57	37	64.9
among them nursing staff exclusively engaged in public hospital duties	553	474	85.7	435	379	87.1	535	465	86.9
Total	51,974	24,153	46.5	51,138	23,522	46.0	49,267	22,656	46.0

<i>Total</i>	<i>2008 (data status: 31.12.2008)</i>		<i>2007 (data status: 31.12.2007)</i>	
	<i>Women</i>	<i>Women in %</i>	<i>Women</i>	<i>Women in %</i>
Scientific and artistic university staff total	33,608	13,066	38.9	32,165 12,241 38.1
University professors	2,192	369	16.8	2,210 349 15.8
Scientific and artistic staff (members)	31,521	12,716	40.3	30,059 11,907 39.6
among them members of staff awarded with a habilitation degree	3,224	650	20.2	3,181 612 19.2
among them associate professors (collective agreement)				
among them assistant professors (collective agreement)				
among them R&D related third party funded staff	8,846	3,944	44.6	7,906 3,473 43.9
Non-academic university staff total	14,559	8,939	61.4	14,335 8,682 60.6
among them R&D related third party funded non-academic staff				
among them physicians in specialist training	942	456	48.4	847 401 47.3
among them physicians exclusively engaged in public hospital duties	1		0.0	1 0.0
among them nursing staff exclusively engaged in public hospital duties	428	377	88.	419 369 88.1
Total	33,608	13,066	38.9	45,725 20,660 45.2

Table 6

**Staff – Persons** Intellectual Capital Report, Indicator 1.A.1 – General survey

<i>Total</i>	<i>Winter term 2011 (data status: 31.12.2011)</i>		<i>Winter term 2010 (data status: 31.12.2010)</i>		<i>Winter term 2009 (data status: 31.12.2009)</i>		
	<i>Women</i>	<i>Women in %</i>	<i>Total</i>	<i>Women</i>	<i>Women in %</i>	<i>Total</i>	<i>Women in %</i>
Rector	21	4	19.0	22	1	4.5	22 0 0.0
Vice rector	71	34	47.9	73	29	39.7	71 24 33.8
Chairperson of the Senate	22	6	27.3	21	6	28.6	20 4 20.0
Officer responsible for study matters	50	7	14.0	49	8	16.3	51 7 13.7
Head of an organizational unit with research and teaching responsibilities or responsibilities with regard to the advancement and appreciation of the arts and teaching	1,019	200	19.6	948	163	17.2	940 152 16.2
Head of an organizational unit with administrative functions	527	223	42.3	478	228	47.7	446 209 46.9
<i>Total</i>	<i>Winter term 2008 (data status: 31.12.2008)</i>		<i>Winter term 2007 (data status: 31.12.2007)</i>				
	<i>Women</i>	<i>Women in %</i>	<i>Women</i>	<i>Women in %</i>	<i>Total</i>	<i>Women in %</i>	
Rector		20		1	5.0	21 1 4.8	
Vice rector		70		23	32.9	65 19 29.2	
Chairperson of the Senate		23		5	21.7	18 3 16.7	
Officer responsible for study matters		46		5	10.9	59 14 23.7	
Head of an organizational unit with research and teaching responsibilities or responsibilities with regard to the advancement and appreciation of the arts and teaching		936		136	14.5	994 148 14.9	
Head of an organizational unit with administrative functions		410		186	45.4	341 137 40.2	