



Economic and Social Council

Distr.: General
13 December 2024

Original: English
English, French and Spanish only

Committee on Economic, Social and Cultural Rights

Fifth periodic report submitted by Austria under articles 16 and 17 of the Covenant, due in 2020 ***

[Date received: 31 May 2024]

* The present document is being issued without formal editing.
** The present document was submitted pursuant to the simplified reporting procedure. It contains the responses of the State party to the Committee's list of issues prior to reporting (E/C.12/AUT/QPR/5).



I. Issues of particular relevance

Reply to paragraph 2 of the list of issues prior to reporting

Preventing human rights violations by businesses

Civil and criminal law remedie

1. Victims of human rights violations committed abroad may access Austrian civil courts if there exists a claim enforceable in civil proceedings and if Austrian civil courts have domestic and international jurisdiction. Under Regulation 2012/1215/EU (European Jurisdiction and Enforcement Regulation), Austrian courts have for example international jurisdiction if a defendant business is seated in Austria or the harmful event occurred in Austria.

2. Jurisdiction of Austrian criminal courts for offences committed abroad partly depends on whether offenders are domiciled or resident in Austria or are Austrian nationals (Sections 64 and 65 [Criminal Code](#) (*Strafgesetzbuch/StGB*), Federal Law Gazette (*Bundesgesetzblatt/BGBl.*) No. 60/1974). For businesses, it is relevant whether their seat or place of operation/establishment is in Austria (Section 12 (2) [Accountability of Business Organisations Act](#) (*Verbandsverantwortlichkeitsgesetz*), BGBl. I No. 51/2005).

Non-judicial dispute resolution

3. Austria encourages businesses operating in Austria to comply with the OECD Guidelines for Multinational Enterprises (OECD Guidelines). This legally non-binding code of conduct aims to ensure that businesses respect human rights in their worldwide activities.

4. The Austrian National Contact Point for the OECD Guidelines (Austrian NCP) at the Federal Ministry of Labour and Economy (*Bundesministerium für Arbeit und Wirtschaft/BMAW*) promotes the OECD Guidelines and advises businesses, employees and civil society on application questions. Where the OECD Guidelines are violated, it offers free-of-charge, non-binding non-judicial dispute resolution. Natural/legal persons with legitimate interest in a matter can lodge a complaint with the Austrian NCP, if the alleged violation occurred in Austria or the concerned business is headquartered in Austria and there is no NCP in the country where the alleged violation occurred.

Corporate social responsibility in transnational supply and value chains

5. Austria ratified the International Labour Organization's (ILO) Labour Clauses (Public Contracts) Convention (No. 94) in 1951, implemented by the [Public Procurement Act 2018](#) (*Bundesvergabegesetz/BVergG 2018*), BGBl. I No. 65/2018, esp. Sections 93 and 264. Accordingly, the obligations deriving from ILO Conventions Nos 29, 87, 94 (Labour Clauses), 95 (Protection of Wages), 98, 100, 105, 111, 138, 182 and 183 (Maternity Protection) must be complied with in all public procurement procedures to be conducted in Austria and in the course of (partial) performance abroad. Contracting entities within the BVergG 2018's scope of application may request suppliers to proof compliance.

6. Austria has supported/supports projects and studies concerning corporate social responsibility, including:

- “Human Rights Due Diligence” (2017/2018) by *Netzwerk Soziale Verantwortung/NeSoVe*, analysing Austrian businesses' human rights due diligence plans and risk management systems;
- NeSoVe-project analysing quality seals' and multi-stakeholder initiatives' potential for preventing and combating human trafficking and labour exploitation along the value chain (“*Menschenhandel in der Lieferkette – Arbeitsausbeutung in der Lieferkette erfolgreich bekämpfen*”, 2018-2020);
- *Südwind*-project on strengthening trade unions' and works councils' international strategies and furthering collaboration with NGOs (“*Multiplikator/inn/enprogramm: Menschenwürdige Arbeit für ein menschenwürdiges Leben*”, ongoing).

7. The European Union (EU) is currently preparing two (complementary) legal acts which Austria supports, as the establishment of an EU-wide regulatory framework prevents a fragmentation of legal standards within the EU, ensures legal certainty, improves access to effective legal protection and strengthens corporate responsibility:

- Directive on Corporate Sustainability Due Diligence:
 - Obligations for businesses preventing adverse impacts of their activities (plus that of subsidiaries or partners within the global value chain with which they entertain relations) on human rights and on the environment; rules on civil liability for violating these obligations;
- Regulation prohibiting products made with forced labour on the EU market:
 - General ban on the placing and making available on the EU market of products made with forced labour (also if they originate in third countries) and the export of such products from the EU market.

Reply to paragraph 2 (a) of the list of issues

Human rights in projects financed by the Austrian Development Bank

8. The Austrian Development Bank (*Oesterreichische Entwicklungsbank AG/OeEB*) aims at improving the living conditions of people in developing and emerging countries. In its financing projects, it minds the protection of the environment and of resources; it aims at complying with local, national and international environmental, social and human rights standards, including: the environmental and social standards of the European Development Finance Institutions, the Performance Standards of the World Bank subsidiary International Finance Cooperation, the World Bank Group's Environmental, Health and Safety Guidelines, the ILO Conventions, and the UN Guiding Principles for Business and Human Rights.

9. It comprehensively analyses financing requests for environmental and social compatibility risks (E&S). If necessary, it develops a catalogue of measures with the client, becoming a binding condition under the loan agreement. It regularly verifies adherence to the relevant standards over the course of a project. Where human rights violations or non-adherence to E&S standards are suspected, persons/groups of persons feeling violated in their human rights by actions or omissions of OeEB or any of its clients is eligible to lodge a complaint with OeEB's Development Policy Unit. Access is easy (including complaint via e-mail). Potential E&S or human rights related risks are generally identified at an early stage by analysing contextual risks in a country/sector and specifically examined by subsequent E&S and human rights risk assessments.

Reply to paragraph 2 (b) of the list of issues

Cases of human rights violations by businesses

10. In the Austrian NCP's latest case (2017), the parties elaborated a common solution: they seek to improve the situation of the local population affected. The affected business will respect international human rights and environmental standards, including esp. the OECD Guidelines, in all future projects and will increasingly consider in its corporate policies current international standards – including the OECD Guidelines – regarding human rights, environment and due diligence. The Austrian NCP does not state whether a human rights violation has occurred.

11. OeEB investigates reports of non-adherence to E&S and human rights standards or suspicions of violations of binding conditions within regular review processes/a complaints procedure. If a suspicion of human rights violations was substantiated, the underlying circumstances were investigated. Each time, OeEB worked towards strengthening E&S and human rights conditions at the project partner's level.

Reply to paragraph 2 (c) of the list of issues

Adopting a national action plan on business and human rights

12. Currently not envisaged.

Reply to paragraph 3 of the list of issues

Impact of means-tested minimum income/social aid

13. On 1 June 2019, the [Principles of Social Aid Act](#) (*Sozialhilfe-Grundsatzgesetz/SH-GG*), BGBl. I No. 41/2019, entered into force. Social aid (*Sozialhilfe/SH*) replaces the means-tested minimum income (*bedarfsorientierte Mindestsicherung/BMS*) and must be implemented by the *Länder* (Regions). All *Länder* except Vienna, Tyrol and Burgenland¹ have enacted implementing legislation. Vienna has partly implemented the SH-GG. In Tyrol and Burgenland applies minimum income legislation. The SH-GG has introduced a new benefit system providing for maximum rates (amounts) instead of minimum standards.

14. In 2022, 254,149 persons nationwide received SH/BMS benefits (in 147,488 joint households (*Bedarfsgemeinschaften*)). Of these were:

- 51 % female and 49 % male;
- 35 % children, 34 % women and 31 % men;
- 36 % single, 33 % living as a couple, 23 % single parents;
- 53.6 %: 19 to 60 years, 35.8 %: < 19 years, 10.7 %: ≥ 61 years;
- 72 % living in Vienna; 1 % in Burgenland, and 7 % in Styria;
- 43 % Austrian nationals (2021: 46 %);
- 9 % employed, 91 % not employed (36 % unemployed, 42 % at pre-school or primary school age or retired, 9 % not fit to work, 5 % attending school beyond compulsory school age);
- On average 27 % of joint households receiving full benefits, 73 % partial benefits (supplementing a joint household's income).

15. Asylum seekers are not eligible for SH/BMS. Those, who are in need and cannot provide for themselves (financially), receive basic care benefits (*Grundversorgung*).

16. In 2021, on average 34 % of SH/BMS recipients were recognised refugees (eligible after the end of the fourth months following the grant of asylum). 4 % of recipients were subsidiary protection holders (s. also under Issue 4. (a)).

17. Single parents receive higher benefits under BMS than before its introduction. The SH-GG provides for a maximum amount of € 1,053.64 for single parents (2023). The *Länder* can provide supplements for single parents and have done so (based on number of children; in 2023 between € 126 and € 32/month and child). Among single parent recipients with minor children, the proportion of women exceeded that of men by far (96 % women, 4 % men) in 2022.

18. Benefits for families having three or more children vary by *Land*. The average child supplement reference rate is approx. € 224 for one child and € 448 for two children.

Conformity with Constitutional Court decisions

19. The Constitutional Court (*Verfassungsgerichtshof/VfGH*) rescinded as unconstitutional in:

- Decisions G 136/2017 of March 2018 and G 308/2018 of December 2018: provisions of *Länder* minimum income legislation:

¹ The implementing act for Burgenland is currently in preparation.

- Limiting BMS-benefits at € 1,500/household, regardless of household size;
- Establishing a waiting period for full-scale BMS for persons who had not resided in Austria for at least five out of the last six years.

20. Following the decisions' promulgation in the respective *Land's* law gazette, the rescinded provisions became inapplicable.

- Decision G 164/2019, G171/2019 of December 2019: a SH-GG provision (Section 5 (2) (No. 3)) on progressively reduced maximum child supplement rates (thus becoming inapplicable as of 19 December 2019);
- Decision G 270-275/2022, V 223-228/2022 of March 2023: parts of SH-GG provisions (Section 5 (5)) on compulsory benefits in kind (thus becoming inapplicable as of 24 April 2023) and found that parts of provisions (Section 6) (already changed by the legislator) were unconstitutional.

21. On subsidiary protection holders and other provisions of the SH-GG rescinded as unconstitutional, s. Issue 4. (a).

Reply to paragraph 4 (a) of the list of issues

SH-GG's impact on subsidiary protection holders

22. Subsidiary protection holders receive only core benefits of social aid capped at the basic care level (Section 4 (1) SH-GG).

23. Even before the SH-GG entered into force, subsidiary protection holders were, in some *Länder*, not eligible for BMS but received (lower) basic care benefits. In decision E 3297/2016 of 28 June 2019, the VfGH deemed it constitutional that subsidiary protection holders are eligible for basic care but not for the (higher) BMS.

24. In Vienna and Tyrol, subsidiary protection holders receive full BMS benefits. In the other *Länder*, they receive benefits equivalent to basic care (either SH/BMS benefits capped at the basic care level or basic care benefits).

SH-GG's impact on foreigners

25. [Decision G 164/2019 of 12 December 2019](#): the VfGH rescinded as discriminatory the SH-GG provision (Section 5 (6-9)) making social aid benefits contingent on proof of a certain level of proficiency in German or English (becoming inapplicable as of 19 December 2019).

Language support measures

26. Recognized refugees and subsidiary protection holders aged 15 or older are entitled to free-of-charge literacy training in Latin script and to reaching level B1 in German (Common European Framework of Reference for Languages, Section 4 [Integration Act](#) (*Integrationsgesetz/IntG*), BGBl. I No. 68/2017). Asylum seekers highly likely to stay may be granted integration assistance (= German courses, Section 68 [Asylum Act](#) (*Asylgesetz*), BGBl. I No. 100/2005).

Illustrative Länder-measures

27. Salzburg: Free-of-charge language courses up to level A2.

28. Vorarlberg: Literacy and language courses for asylum seekers and recognized refugees.

29. Vienna: Since 2017, free-of-charge German courses for asylum seekers; counselling institution *Wiener Bildungsdrehscheibe*: language proficiency surveys, educational counselling and information on available courses; courses with childcare allowing women to attend.

Reply to paragraph 4 (b) of the list of issues

Unemployment benefits

30. The Government Programme 2020-2024 does not envisage abolition of unemployment assistance (*Notstandshilfe*) or a modification of eligibility requirements for unemployment benefits.

Reply to paragraph 5 of the list of issues

Statistical data on gender-based violence

31. S. Tables 1-6 in the Statistics Annex. For further data, s. the website of the national co-ordinating body for the protection of women against violence.²

Preventing femicides and protecting victims of violence

1. Recent legislation preventing gender-based violence

32. The [Protection Against Violence Act 2019](#) (*Gewaltschutzgesetz*), BGBl. I No. 105/2019 (partly in force since 1 January 2020), amending in total 25 laws and implementing measures including:

- Stricter rules in criminal law (esp. for acts of gender-based violence, e. g. with regard to aggravating circumstances, penalties, repeat offenders, criminal liability, professional bans);
- Broader police barring orders and new restraining order (Section 38a of the [Security Police Act](#) (*Sicherheitspolizeigesetz/SPG*), BGBl. No. 566/1991):
 - Barring orders issued against potential violent offenders now *ex lege* cover also an area of 100 metres around the home of persons at risk;
 - Barring orders now include a restraining order (stay-away zone), prohibiting potential violent offenders to come closer than 100 metres to persons at risk;
 - Notifying persons having minors at risk in regular care of barring/restraining orders;
- Improving interim relief granted by courts for protection against violence and protection of privacy (including: improved coordination regarding minors, including through compulsory notification of the guardianship court, or regulations on cyber-bullying and of restraining orders, Section 382b et seq. [Enforcement Code](#) (*Exekutionsordnung/EO*), Imperial Law Gazette (RGL.) No. 79/1896);
- Strengthening rights of victims of violence in criminal proceedings by enlarging the group of victims legally considered as particularly vulnerable, plus extension of their rights (including interpretation services during questioning, cf. Issue 5.2.);
- Optional security police case conferences increasing efficiency in coordinating protection for persons at risk (Section 22 (2), second sentence, SPG);
- Obligatory six-hour violence prevention counselling at a violence counselling centre for potential violent offenders against whom a barring and restraining order has been issued (Section 38a (8) SPG);
- Extension of periods for storing data in the protection against violence file in cases of domestic violence, from one to three years (Section 58c (3) SPG).

33. The [Combating Hate on the Internet Act](#) (*Hass-im-Netz-Bekämpfungsgesetz*), BGBl. I No. 148/2020 (entry into force: 1 January 2021), includes the following measures:

² S. at: <https://www.coordination-vaw.gv.at/daten.html>.

- Broadening the scope of the offences “cyber-bullying” and “hate speech” and introducing the offence “unauthorised taking of images”, including “upskirting”;
- Further strengthening of victims’ rights in criminal proceedings:
 - Restructuring psychosocial and legal court assistance (now also for minor witnesses of violence in the immediate social circle and victims of “typical” hate-on-the-internet offences (Section 66 [Criminal Procedure Code](#) (*Strafprozessordnung/StPO*), BGBl. No. 631/1975));
 - Simplifying identification of perpetrators of specific offences committed by way of telecommunications or a computer system;
 - No cost reimbursement by private prosecutors regarding specific offences committed by way of telecommunications or a computer system;
- Further strengthening private law enforcement of victims’ rights, including introduction of quick and low-cost summary proceedings (Section 549 [Civil Procedure Code](#) (*Zivilprozessordnung/ZPO*), RGBl. No. 113/1895), to:
 - Have contents removed from the Internet substantially infringing personality rights in violation of human dignity;
 - Prevent the sending of such contents via messenger services.

34. Since 1 July 2021 ([BGBl. I No. 86/2021](#)): victim protection organisations may represent persons at risk, including in petitioning for interim relief for protection against violence or protection of privacy; children and youth welfare institutions and the guardianship court must be notified without delay if a minor lives at a home concerned by an interim relief measure.

35. Since 7 July 2021, to link persons at risk to the support system, police may transmit data to violence protection centres and violence counselling centres, if necessary for protecting persons at risk or for violence counselling (Section 56 SPG, [BGBl. I No. 124/2021](#)).

36. Since 1 January 2022, issuing a barring and restraining order leads to a temporary weapons ban (Section 13 (1), second sentence, Weapons Act (*Waffengesetz*), [BGBl. I No. 211/2021](#)).

37. Since 1 July 2022, also courts may order violence prevention counselling for potential violent offenders (Section 382f (4) et seq. EO, [BGBl. I No. 202/2021](#)).

2. *Special protection for victims of violence in criminal proceedings*

38. Section 66a (1) StPO considers victims as particularly vulnerable:

- Who may have been violated in their sexual integrity and self-determination;
- For the protection of whom a barring and restraining order under Section 38a SPG could be issued (including victims meeting the requirements, but where no barring and restraining order has (yet) been issued);
- Who are minors;
- Who have been found particularly vulnerable because of their age, mental and/or health status, or the type and specific circumstances of the offence.

39. Section 66a (2) StPO grants them extended victim rights, including:

- Interviews (wherever possible) by a person of the same gender in preliminary investigations;
- Interpreter (wherever possible) of the same gender in preliminary investigations/the trial hearing;
- Refusing answering questions about details of the offence, if they consider giving their account to be unbearable, or about details of their most personal private sphere;

- Considerate and sensitive interviews in preliminary investigations/the trial hearing (no meeting of victim and accused, presentation of video material of the witness examination without requiring a renewed statement at the trial hearing, where applicable, by a court-certified expert: Sections 165, 250 (3) StPO);
 - Excluding the public from the trial hearing (section 229 (1) StPO);
 - Being immediately and *ex officio* notified of the release or escape of accused persons as set out in Sections 172 (4), 177 (5) and 181a StPO; and
 - Interviews in the presence of a person they trust (Section 160 (2) StPO).
40. In addition, victims:
- Of sexual offences and sexually motivated offences against life, limb or liberty may, at their request, comment before a decision is made to keep offenders under electronic house arrest and be notified of the granting thereof (Section 156d (3), first and second sentence, [Penitentiary System Act](#) (*Strafvollzugsgesetz/StVG*), BGBl. Nr. 144/1969);
 - May be generally notified, at their request, of the first unguarded outing and the planned or effected release of detainees (Section 149 (5) StVG).
41. Public authorities or public administration entities are obliged to do everything to protect victims against potential danger (Section 78 (3) StPO).
3. *Psychosocial and legal court assistance*
42. Upon request, receive free-of-charge psychosocial and legal court assistance esp. (Section 66b (1) StPO):
- Victims who might have been exposed to violence or a serious threat or might have been violated in their sexual integrity and self-determination or whose personal dependency may have been abused by a wilfully committed offence;
 - Victims of stalking (Section 107a StGB), continued harassment by way of telecommunication or a computer system (Section 107c StGB) and incitement (Section 283 StGB);
 - Minor witnesses of violence in the immediate social circle.
43. Psychosocial court assistance (provided by victim support organisations under a contractual duty to meet certain court assistance standards) comprises preparing affected persons for the proceedings and the related emotional strain and accompanying them to interviews in preliminary investigations and the trial hearing.
44. Legal court assistance comprises legal advice and representation by a lawyer, who may also claim damages in criminal proceedings.
45. Court assistance organisations and lawyers act confidentially and in the victim's interest. Court assistance starts even before reporting an offence (including obtaining advice before reporting or where a victim protection organisation accompanies the criminal police on an operation). Psychosocial court assistance in criminal proceedings includes, upon the victim's request, civil proceedings against the accused, given a material link between the proceedings (Section 73b ZPO).
46. The Federal Ministry of Justice (*Bundesministerium für Justiz/BMJ*) has 46 victim support organisations under contract, including the Intervention Centre for Trafficked Women*, child protection centres, the violence protection centres, women's shelters, and men's counselling services.³ The number of assisted women and the funds spent for court assistance have continuously grown in the past three years. S. Table 7 in the Statistics Annex.
47. The BMJ's folder "court assistance" informs victims about possible compensation and court assistance and helps finding a suitable court assistance organisation. It is available in

³ Available at: <https://www.justiz.gv.at/prozessbegleitung>.

26 languages online⁴ and in print (at public prosecutors' offices, courts, police stations, and victim support organisations).

48. Since 2023, *Weisser Ring* has been operating the free-of-charge crime victims' helpline 0800 112 112 on workdays (8 a.m. to 8 p.m.). Since 1998, the women's anti-violence helpline (0800 222 555) has nationwide offered its specialised service for female victims of violence free-of-charge 24/7 on 365 days/year.

4. *Further measures against gender-based violence*

49. On 12 May 2021, the federal government adopted a measure package against violence:

- Additional € 24.6 mill. for victim protection and violence prevention, including:
 - Broadening contracts with violence protection centres, esp. with respect to cooperation and information-sharing with the newly established violence counselling centres; additional funding of € 5 mill./year for violence protection organisations;
 - Broadening the contract with the Intervention Centre for Trafficked Women*, now also providing nationwide social work in the digital space;
 - Raising the budget of family counselling centres.
- Commissioning a study on femicides (a quantitative and qualitative analysis)² from the Institute for Conflict Research (publication: 2023)⁵:
 - Quantitative part: evaluation, description and analysis of gender-based data relating to Section 75 StGB (murder) from the Police Crime Statistics 2010-2020;
 - Qualitative part: scientific analysis of case files 2016-2020, including offender typology and recommendations.

50. The funding for women's/girls' counselling and support services was raised by 33 percentage points from 2019 to 2023 to a total funding volume of € 8,138,700 mill. In 2023 received:

- 57 recognised women's service organisations (comprehensive counselling) and nine counselling units specialising in sexual violence € 68,333 each (2019: € 50,000 each);
- Ten recognised women's service organisation branches € 13,674 each (2019: € 10,000 each);
- Another 83 counselling centres for women/girls funding increased by 33 percentage points on average, totalling € 2,019,616.

51. Projects/organisations engaged in violence protection and prevention (including: Women Against Violence Europe; the Association of Austrian Autonomous Women's Shelters (AÖF); or the network against sexual violence committed against girls, boys and adolescents) received in 2023 likewise 33 percentage points higher funding than in 2019.

52. In 2023, counselling centres for women/girls were expanded to cover 100 % of Austria's territory and are often the first contact point in cases of violence, due to their proximity to domiciles (2022: 56,433 consultations regarding violence).

53. In 2023, Federation and *Länder* agreed under Article 15a of the Federal Constitution on sheltered accommodation and support for violence-affected women and their children providing € 12 mill. for the next four years, esp. for additional temporary accommodation (minimum: 180 additional places by the end of 2025).

54. Budget for violence protection projects through calls for projects concerning:

⁴ Available at: <https://www.justiz.gv.at/prozessbegleitung>.

⁵ Available at: https://ikf.ac.at/wp-content/uploads/2023/07/Untersuchung_Frauenmorde.pdf.

- Direct assistance to those affected and prevention of gender-based violence (€ 1.25 mill., 2020-2021);⁶
- Measures combatting violence against women/girls focusing on culture-related violence and sexual violence and providing protection against/in acute risk situations (€ 1.6 mill., 2021-2022).⁷

55. The annual summit on violence protection (since 2020, several federal ministries cooperating) aims at raising awareness among the population and at connecting relevant organisations and public bodies.

56. 2021-2023: annual media campaign during the 16 Days of Activism against gender-based violence making support for women more widely known.

57. In 2019, the BMJ adopted guidelines for the public prosecutors' offices for conducting criminal investigations to prosecute domestic violence against women (updated twice due to experiences of public authorities and victim protection organisations).

58. Since 2021: annual exchange of views on violence in the immediate social circle between the public prosecutors' offices, the courts, the Federal Criminal Police Office (*Bundeskriminalamt*), the Federal Ministry for Women, victim protection organisations, *NEUSTART*, and the Austrian Bar, facilitating communication and contacts and developing best practices.

59. The Federal Criminal Police Office

- Established, in 2022, an anti-violence working group developing victim protection measures in cooperation with representatives of relevant NGOs and federal ministries;
- Hosts an annual meeting of the violence protection centres and violence counselling centres with the Federal Chancellery (*Bundeskanzleramt/BKA*) and the Federal Ministry of the Interior (*Bundesministerium für Inneres*);
- Has an expert panel on violence protection ensuring nationwide uniform quality standards.

60. Several victim support organisations provide emergency housing and shelters; women's shelters offer a safe place for women in immediate danger of violence. Counselling services in women's shelters and, partly, for emergency housing, including for women/girls who are victims of forced marriage are co-financed.

61. To improve violence protection in healthcare, the Federal Ministry of Social Affairs, Health, Care and Consumer Protection (*Bundesministerium für Soziales, Gesundheit, Pflege und Konsumentenschutz/BMSGPK*) has initiated a project, which includes elaborating nationwide standards for violence protection. Protection-against-violence groups are central in this regard. Hospitals have been legally obliged to implement such groups (implementation rate of 91 % in 2022) since 2004 (protection-of-children groups) and 2011 (protection-of-victims groups).

62. In family and partnership issues, the approx. 400 family counselling centres are mainstays of psychosocial support and prevention. Interdisciplinary teams counsel nationwide free-of-charge and anonymous (2022: 469,000 consultations). In 2021-2023, funding increased from € 9.5 mill. to € 22.1 mill. (a 75 % increase compared to 2020).

63. The counselling centre *#GegenHassimNetz* supports victims and witnesses of various forms of verbal and psychological violence on the Internet.⁸ Funding: € 300,000/year since 2020, in 2023 € 330,000.

⁶ S. at: <https://www.bundeskanzleramt.gv.at/service/foerderungen-des-bundeskanzleramtes/frauenprojektfoerderungen/foerderung-fuer-14-projekte-gegen-gewalt-und-staerkung-von-frauen-maedchen-in-ganz-oesterreich-mit-1-25-millionen-euro.html>.

⁷ S. at: https://www.bundeskanzleramt.gv.at/service/foerderungen-des-bundeskanzleramtes/frauenprojektfoerderungen/foerderaufuf_2021.html.

⁸ S. at: <https://www.bundeskanzleramt.gv.at/agenda/frauen-und-gleichstellung/gewalt-gegen-frauen/gewaltformen/gewalt-im-netz.html>.

64. The BKA informs online in detail on support in case of violence (since 2023).⁹
65. The Federal Ministry of Education, Science and Research's (*Bundesministerium für Bildung, Wissenschaft und Forschung/BMBWF*) basic information for schools on violence in the name of honour raises awareness of this gender-based violence, which may also come up in schools, and describes challenges in addressing it at school. Respective webinars are available for persons working in school.
66. The PERSPEKTIVE:ARBEIT project, started in 2015, aims at financial and social empowerment of female victims of violence through labour market integration, upskilling, and vocational training.
67. The BAKHTI-Centre for Empowerment of girls/young women who are victims of violence, founded in 2023, is a pro-active and outreach-based pilot project of the Association of Austrian Autonomous Women's Shelters (AÖF) and the Violence Protection Centre Vienna, dedicated esp. to women/girl refugees and migrants but also addressing boys/young men.
68. Innovative approaches promote civic courage in cases of domestic violence (including "StoP" – *Stadtteile ohne Partnergewalt*); further preventive measures aim at men/boys (including: hotline "Männerinfo", expansion of men's counselling to prevent violence, gender-sensitive workshops for boys, information-campaign "Mann spricht's an").¹⁰

Illustrative Länder-measures

- Vienna: 5 women's shelters (225 high-security places and temporary accommodation); 24/7 women's emergency hotline, offering counselling and support in legal, psychological and social issues by phone, online and in person (2022: 12,416 consultations; 2018: 8,583); funding associations counselling female victims of violence; regular training and awareness-raising measures;
- Styria: Implementing protection-of-victims groups, training and awareness-raising on the Istanbul Convention in hospitals;
- Burgenland: Action plan against violence; funding the association "Männer- und Geschlechterthemen"; working group for joint action against violence;
- Carinthia: Funding Caritas' men's counselling service; protection facility for victims of sexual violence; gender competence centre; raising awareness of cyber-bullying among teachers, headmasters and parents; women's counselling centres merged to a 24/7 hotline.

Women's organisations' funding

69. The budget of the Directorate General for Women and Equality has been more than doubled between 2018 and 2023 (2018: € 10.2 mill.; 2023: € 24.3 mill.) and is largely used to combat violence against women/girls. S. Issue 5.4.

II. Ongoing implementation of the Covenant

Reply to paragraph 6 of the list of issues

Implementing the Covenant

70. The Covenant is not directly applicable in Austria but the Covenant-rights have mostly been implemented in domestic law. Domestic law's compatibility with the Covenant is constantly reviewed. Domestic law is adjusted as necessary.

⁹ S. at: <https://www.hilfsangebote-bei-gewalt-gegen-frauen.at/hilfe-gegen-gewalt.html>.

¹⁰ These BMSGPK-funded projects were presented at an EU Mutual Learning Seminar for sharing good practices held in Ireland early in 2023. S. at: https://commission.europa.eu/publications/eu-mutual-learning-programme-gender-equality-role-men-and-boys-advancing-gender-equality-and_en.

Giving the Covenant practical effect

71. Fundamental and human rights are part of judges' and public prosecutors' basic and continuous training and of judge's exams. Since 2008, trainee judges must complete the "fundamental rights curriculum", organised by the higher regional courts (*Oberlandesgerichte*) together with the Ludwig Boltzmann Institute for Human Rights in Vienna, the European Training and Research Center for Human Rights and Democracy, and the Austrian Human Rights Institute in Salzburg. This event also covers the Covenant and encourages trainee judges to expressly refer to relevant fundamental rights in their daily work.

72. A selection of judgments relevant to the public and to legal practitioners is available online,¹¹ including the decision of the Supreme Court (*Oberster Gerichtshof/OGH*) of 25 June 1998, 8 ObA 268/97p, expressly referring to the Covenant.

Reply to paragraph 7 of the list of issues

Combating abusive tax practices

73. Austria is combating all types of tax fraud at national, European and international level. Closing gaps in tax law is crucial for ensuring a competitive and fair business place. Austria esp. supports EU efforts establishing a common corporate tax base, closing tax loopholes and combatting tax avoidance practices. Austria has implemented Directive 2022/2523/EU, which was adopted to implement and support the Global Anti-Base Erosion Rules from the OECD/G20 project to prevent base erosion and profit shifting (BEPS). S. esp. the following measures:

- Ban on deducting low-tax interest/licence fees in groups ([Corporate Income Tax Act 1988](#) (*Körperschaftsteuergesetz/KStG* 1988), BGBl. I No. 13/2014 and 105/2014), fighting tax avoidance models relying on artificially constructed trademark and licence fee payments and intragroup interest payments. Stricter rules closed loopholes in 2018;
- Denying tax exemption for investment income where foreign corporations' "profit distributions" are deductible domestically if the payment is deductible abroad (causes including the underlying instrument's classification as borrowed capital abroad but not domestically (Section 10 (4) *KStG* 1988));
- Controlled foreign company rules (*KStG* 1988, [BGBl. I No. 62/2018](#), implementing Directive 2016/1164/EU (AntiTax Avoidance Directive/ATAD)): Taxing passive profits generated from sources including licences and interest esp. by foreign subsidiaries, subject to low tax rates abroad, regardless of distributions to a domestic parent company;
- Automatic financial account information exchange regarding financial accounts someone from one participating country holds in another participating country, and regulations concerning reporting obligations on specific financial accounts ([Common Reporting Standard Act](#) (*Gemeinsamer Meldestandard-Gesetz*), BGBl. I No. 116/2015, implementing Directive 2014/107/EU (Directive on Administrative Cooperation/DAC 2) and the OECD Common Reporting Standard);
- Automatic information on tax rulings exchange ensuring transparent tax-competition in the EU ([EU Mutual Assistance Act](#) (*EU-Amtshilfegesetz*), BGBl. I No. 102/2012, implementing Directive 2015/2376/EU (DAC 3));
- Automatic country-by-country reports exchange ([Transfer Pricing Documentation Act](#) (*Verrechnungspreisdokumentationsgesetz*), BGBl. I No. 77/2016, implementing Directive 2016/881/EU (DAC 4) and BEPS action point 13): multinational groups with revenues exceeding € 750 mill./year must prepare a country-by-country report including information on their revenues and tax payments in each country, the number of employees, etc. All countries concerned receive the report. The envisaged federal

¹¹ S. at: <https://www.ris.bka.gv.at/Jus/>.

act on the publication of country-by-country tax information reports (*CBCR-Veröffentlichungsgesetz*) will implement Directive 2021/2101/EU: Representatives of an ultimate parent company whose consolidated turnover exceeded € 750 mill. on two consecutive reporting dates are obliged to prepare a tax information report in the following year for the latter, disclosing how much tax they pay in different EU Member States (EU-MS). This report must be submitted to the Austrian Business Register;

- Mandatory automatic information exchange on reportable cross-border arrangements with the Austrian fiscal authorities ([EU Reporting Obligation Act](#) (*EU-Meldepflichtgesetz*), BGBl. I No. 91/2019, implementing Directive 2018/822/EU (DAC 6)): Mandatory report of arrangements involving more than one EU-MS, or one EU-MS and a third country, and indicating a risk of tax avoidance, circumvention of the Common Reporting Standard Act, or prevention of the identification of beneficial owners;
- Rules for hybrid mismatches resulting in double deduction of expenses or deduction of expenses with no corresponding income being recorded ([Tax Reform Act 2020](#) (*Steuerreformgesetz*), BGBl. I No. 103/2019, further implementing Directive 2017/952/EU (ATAD II)). The Amendment [BGBl. I No. 227/2021](#), added rules on reverse hybrid mismatches (ATAD II);
- Digital tax on international groups' online advertising generating a global revenue of € 750 mill./year or more and a domestic digital advertising revenue of € 25 mill./year or more ([Tax Amendment Act 2020](#) (*Abgabenänderungsgesetz*), BGBl. I No. 91/2019);
- Recording obligations for platforms or "import VAT from the first cent" on parcel deliveries from third countries based on the E-Commerce Directive according to the rules of the [Value-Added Tax Act 1994](#) (*Umsatzsteuergesetz/USTG* 1994), BGBl. No. 663/1994;
- Interest capping rule (*KStG* 1988, [BGBl. I No. 3/2021](#)): deductibility of borrowed capital depends on the size of a corporation's taxable profit (further implementing the ATAD);
- Since 1 July 2021, value-added tax on the sale of goods via platforms is – in certain cases – declared and paid by platforms through which goods were sold (*USTG* 1994);
- Ratifying the [Multilateral Convention to Implement Tax Treaty Related Measures to Prevent Base Erosion and Profit Shifting \(BEPS\)](#), BGBl. III No. 93/2018;
- Extensive due diligence and reporting obligations for digital platform operators combatting tax fraud, tax evasion and tax avoidance ([Digital Platforms Reporting Obligation Act](#) (*Digitale Plattformen-Meldepflichtgesetz*), BGBl. I No. 108/2022, implementing Directive 2021/514/EU (DAC 7));
- Record-keeping, notification and retention obligations for payment service providers combatting VAT fraud, esp. in electronic business transactions ([CESOP Implementation Act 2023](#) (*CESOP-Umsetzungsgesetz*), BGBl. I Nr. 106/2023 (effective as of 1 January 2024), implementing Directive 2020/284/EU);
- Combatting fraud with the [Tax Amendment Act 2023](#), BGBl. I No. 110/2023, including:
 - Rules on attribution of dividends, crediting and reimbursement of investment income tax (*Kapitalertragsteuer/KESt*) in case of centrally deposited shares, esp. to combat schemes to avoid *KESt*;
 - Longer limitation period of ten years for two particularly serious tax offences (tax fraud and cross-border VAT fraud);
- Global minimum taxation for multinational corporate groups with worldwide turnovers of minimum € 750 mill. ensures that they are subject to an effective tax rate of minimum 15 % (implementing Directive 2022/2523/EU with the [Minimum Taxation Reform Act](#) (*Mindestbesteuerungsreformgesetz*), BGBl. I No. 187/2023). If

the effective tax rate in a tax jurisdiction ranges below 15 %, a supplementary tax is levied.

Reply to paragraph 8 of the list of issues

The Austrian Ombudsman Board and the Paris Principles

74. In March 2022, the Global Alliance of National Human Rights Institutions granted the Austrian Ombudsman Board “A” status as a National Human Rights Institution for five years, thus certifying it as fully compliant with the Paris Principles.¹²

75. Within the scope of preventive human rights monitoring under the OPCAT, the Austrian Ombudsman Board established, in July 2021, a federal commission tasked with nationwide monitoring of prisons, forensic centres and BMJ-funded follow-up care facilities, complementing the six regional commissions established in 2012.

Reply to paragraph 9 of the list of issues

Adopting a national action plan on human rights

76. Despite extensive preparations, intensive coordination between ministries and cooperation with civil society, a national action plan on human rights (NAP Human Rights) could not be completed in the 2013-2017 legislative period.

77. The Government Programme 2020-2024 provides for a NAP Human Rights. However, Austria has a number of specific NAPs (including on: persons with disabilities, human trafficking, implementing UN Security Council resolution 1325, integration and, most recent, implementing the European Child Guarantee) and strategies (including the Strategy for the Prevention of Extremism and for De-Radicalisation or the National Strategy against Antisemitism) subject to regular evaluation and updates. Further NAPs, including on combating racism and discrimination, are planned. These projects’ progress has to be awaited before envisaging a general NAP Human Rights.

Reply to paragraph 10 of the list of issues

Reducing emissions under the Paris Agreement

78. As an EU-MS, Austria does not have a separate national climate protection target under the Paris Agreement. The EU and its 27 MS have jointly submitted one Nationally Determined Contribution (NDC) under the Agreement. Accordingly, the EU and its MS must reduce their emissions by 55 % by 2030, compared to 1990 levels. To achieve this target, EU law specifies sub-targets for the Emissions Trading System (EU-ETS) and the 27 MS. Austria’s emissions reduction target is 48 % by 2030, compared to 2005 levels, in all sectors outside the EU-ETS.

79. Even before the Paris Agreement entered into force, the EU and its MS committed themselves to reducing their emissions by 20 % by 2020, compared to 1990 levels. Austria’s emissions reduction subtarget is 16 % by 2020, compared to 2005 levels (which Austria met or slightly exceeded 2013-2020). The [Climate Protection Act](#) (*Klimaschutzgesetz*), BGBl. I No. 106/2011, added national sector targets.

80. The Government Programme 2020-2024 includes a chapter on climate protection. It aims at achieving climate neutrality by 2040 and thus, at complying with the Paris Agreement. Implemented policies and measures include:

- National carbon pricing for fossil fuels outside the EU-ETS;
- Increasing funds for climate action initiatives (including e-mobility, oil phase-out).

¹² S. at: <https://ganhri.org/membership/>.

81. Measures under preparation:

- Updating the National Energy and Climate Plan;
- Draft federal law on phase-out from fossil fuel-based heat supply (Renewable-Heat-Act).

82. For an overview of current climate action and environmental protection measures, s. the Federal Ministry of Finance's (*Bundesministerium für Finanzen/BMF*) annual report on climate and environmental protection.¹³

Illustrative Länder-measures

83. The *Länder*'s own climate and energy targets in strategic planning documents should generally correspond to the national targets; some *Länder* still have to make respective adaptations.

Effects of climate change on the enjoyment of Covenant rights and adaptation measures

84. A comprehensive adaptation strategy¹⁴ (elaborated with *Länder* participation) has been in place since 2012 (extended in 2017; currently being updated for the second time) providing detailed analyses and recommendations for 14 action areas. Government agencies and private sector systematically take into account potential consequences of climate change in all relevant planning and decision-making processes from national to local level. Regular reports (most recently in 2021) document implementation progress in the action areas.

85. The action area economy contains recommendations regarding climate change related challenges for manufacturing, trade, and the insurance sector. A special chapter on social aspects of climate change recommends further action. The Austrian adaptation strategy was the first in Europe analysing social aspects of climate change. It covers cultural aspects in this chapter and the tourism action area.

86. Measures (partly) meeting (skilled) labour demand for the energy transition:

- Since 2022, a new environmental foundation has been funding initial and further trainings in fields including renewable energies and environmental technology, for low-skilled workers or persons with skills no longer usable (corresponding with the Government Programme's environmental objectives);
- The Employment Service (*Arbeitsmarktservice/AMS*) supported approx. 8,100 persons in 2022 with upskilling and employment measures.

Illustrative Länder-measures

87. Vorarlberg, Salzburg: Own adaptation strategy.

88. Burgenland: Adaptation measures integrated in sectoral programmes and strategies.

89. Carinthia, Vienna: Adaptation measures integrated in current climate action programmes.

90. All other *Länder*: Integrated adaptation and climate protection strategy.

¹³ Available at: https://service.bmf.gv.at/Budget/Budgets/2023/beilagen/Klima-_und_Umweltschutz_2023.pdf.

¹⁴ Available at: <https://www.bmk.gv.at/en/topics/climate-environment/climate-protection/austrian-strategy-adaptation.html>.

Reply to paragraph 11 of the list of issues

Implementing the Austrian Court of Audit's recommendations on the implementation of the agenda 2030

91. According to the Austrian Court of Audit's (*Rechnungshof/RH*) 2022 follow-up report,¹⁵ measures implementing its recommendations from 2018 include:

- In 2021, a steering group complemented the inter-ministerial working group "Implementing the Agenda 2030 for Sustainable Development" (*Interministerielle Arbeitsgruppe/IMAG*), established in 2016 and uniting official representatives from all federal ministries;
- In July 2020, Austria presented its first Voluntary National Review Report on the Implementation of the Sustainable Development Goals (SDGs) at the United Nations High-level Political Forum (HLPF) on Sustainable Development in New York. It was elaborated in a multi-stakeholder process involving all federal ministries, *Länder*, the Association of Municipalities (*Gemeindebund*), the Association of Cities (*Städtebund*) and representatives of the social partners, civil society, business, and academia;
- In May 2020, Statistics Austria, commissioned by the BKA, published an extensive national SDG Indicator Report¹⁶ measuring progress since 2010 in implementing the Agenda 2030. In November 2020, a supplementary report¹⁷ documented the impact of COVID-19 on the SDGs.

92. The RH's recommendations in its 2022 follow-up report mainly concern the submission of regular progress reports to parliament and the carrying out of a systematic gap analysis. On 12 April 2023, the Council of Ministers approved the report on the implementation of the agenda 2030 in and by Austria 2020-2022¹⁸, which addresses these recommendations, as it:

- Includes a stock-taking of the progress since the first Voluntary National Review Report 2020;
- Focuses on illustrating federal ministries' new implementation examples and flagship initiatives, while also taking into account *Länder*, cities' and municipalities' measures;
- Contains a chapter presenting recent data (based on an SDG Indicator Report specifically commissioned from Statistics Austria¹⁹) for each of the 17 SDGs;
- Was debated in parliament on 5 July 2023.

93. On 12 October 2022, the Council of Ministers decided that Austria submits a second Voluntary National Review Report to the HLPF in July 2024, again to be elaborated in a transparent and participatory multi-stakeholder process. The BKA and the Federal Ministry for European and International Affairs (*Bundesministerium für europäische und internationale Angelegenheiten/BMEIA*) lead the elaboration. Once more, the IMAG will act as a cooperation and information-sharing mechanism and will coordinate reporting on the implementation of the agenda 2030 at federal level, through the steering group. Statistics Austria will update the SDG Indicator Report.

94. The SDG Dialogue Forum shall strengthen cooperation between government and non-government players. The third SDG Dialogue Forum (12 October 2023) dealt with the

¹⁵ The United Nations Sustainable Development Goals, Implementation of the 2030 Agenda in Austria; Follow-up Audit, Vienna, February 2022; s. at:

https://rechnungshof.gv.at/rh/home/home/home_7/Agenda_2030_FuP.pdf.

¹⁶ S. at: <https://www.statistik.at/services/tools/services/publikationen/detail/855>.

¹⁷ S. at: <https://www.statistik.at/services/tools/services/publikationen/detail/952>.

¹⁸ S. at: https://www.bundeskanzleramt.gv.at/dam/jcr:3d56226c-868f-4b9d-b2bd-87ef7bb63afe/54_6_ber_NB.pdf.

¹⁹ S. at: <https://www.statistik.at/services/tools/services/publikationen/detail/1494>.

second Voluntary National Review. The federal government's website on the agenda 2030 was redesigned in 2020.²⁰

95. Publications and rankings, including the SDG index of the Sustainable Development Solutions Network and that of Bertelsmann Foundation, have Austria in fifth place worldwide and in fourth place in Europe as regards implementing the agenda 2030.

Reply to paragraph 12 (a) of the list of issues

Share of people below the poverty line and level of inequality

96. On developments in the share of people at risk of poverty s. Table 8, on developments in income distribution, s. Table 9 in the Statistics Annex.

Reply to paragraph 12 (b) of the list of issues

Ratio of government revenue to GDP and share of government revenue from taxes

97. S. Table 10 in the Statistics Annex.

Reply to paragraph 12 (c) of the list of issues

Tax rates and income tax of the richest ten per cent

1. Corporate tax

98. Until, and including, 2022, the corporate tax rate was 25 %, in 2023 it was 24 %, and it will be further lowered to 23 % in 2024.

2. Income tax

99. For income tax rates, s. Table 11 in the Statistics Annex. Since 1 January 2023, the threshold amounts relevant to income tax rates (except of income exceeding € 1 mill.) are annually automatically adjusted to inflation, at a two-thirds ratio. When compensating the remaining third tax policy may specifically ease the tax burden for defined groups.

3. VAT

100. Standard tax rate: 20 %.

101. Reduced tax rate of 13 % e. g. for:

- Public pools;
- Cultural and artistic services (e.g., theatrical and musical performances, zoos and nature parks, circuses);
- Tickets to sports events.

102. Reduced tax rate of 10 % e. g. for:

- Waste disposal;
- Medicinal products;
- Accommodation services;
- Books and e-books;
- Food and water deliveries;
- Passenger transport;

²⁰ Available at: <https://www.bundestkanzleramt.gv.at/themen/nachhaltige-entwicklung-agenda-2030.html>.

- Consumption at restaurants and the like;
- Water supply;
- Rental of residential property.

103. (Temporarily) reduced tax rate of 5 % for: printed matter, hospitality industry services and cultural activities during the COVID-19 pandemic.

104. 0 % rate without input tax deduction (= a genuine tax exemption), e. g.:

- In the context of exports or cross-border transport of goods plus related services;
- Since 1 January 2023 for cross-border passenger rail transport in Austria (previously only for transport by aircraft or ship).

105. 0 % rate with input tax deduction (= a non-genuine tax exemption) for, e. g.:

- Exercise and promotion of physical sports in non-profit organisations;
- Financial and insurance services;
- Real estate transactions (excluding rental of residential property)
- Cultural services provided by public and non-profit organisations;
- Medical activities and medical care services (in hospitals and nursing homes, limited to public and non-profit organisations);
- Postal services;
- Patient transport.

4. Income tax (excluding investment income) of the richest ten per cent

106. In 2019, nine tenth of persons recorded earned 68.8 % of total income and contributed 43 % to tax revenue; accordingly, the richest ten per cent earned 31.2 % of total income and paid 57 % of payroll and income taxes.

Reply to paragraph 12 (d) of the list of issues

Social expenditure

107. For a breakdown of the public budget allocated to social expenditure over the past five years, s. Table 12 in the Statistics Annex.

108. According to the social statistics of the European System of Integrated Social Protection Statistics, social expenditure came to € 136.1 mill. in 2022. The proportion of social expenditure to gross domestic product is 30.4 % (Source: Statistics Austria).

Reply to paragraph 12 (e) of the list of issues

Absolute levels of social expenditure

109. For a five-year comparison of the absolute levels of inflation-adjusted social expenditure, s. Table 13 in the Statistics Annex.

Reply to paragraph 13 of the list of issues

Increasing public aid to development

110. The current Government Programme provides for a gradual increase of public aid to development towards 0.7 % of GDP. Following prior-year increases, the budget of the Austrian Development Agency (ADA) remained unchanged in 2022, but was increased again by € 12 mill. in 2023. The Foreign Disaster Fund was likewise increased.

Human-rights-based approach in official development assistance

111. In the Three-Year Programme on Austrian Development Policy 2022-2024 human rights in development cooperation are – as before – a guiding principle in all intervention areas, at all stages of programme and project planning and implementation, and in political dialogue. Special focus is on the rights of women, children, elderly, persons with disabilities and particularly disadvantaged groups, to achieve inclusive societies and equal access to justice for everyone, and to build efficient and robust institutions. ADA looks for guidance to the SDGs, international and regional human rights conventions, and OECD and EU guidelines (including the EU Action Plan on Human Rights and Democracy).

112. ADA has established a systematic assessment process for adherence to social standards and, esp. human rights. An independent unit within the organisation or, where matters are particularly sensitive, external experts conduct the assessment. Project progress reports ensure regular monitoring, complemented by project visits and talks with all local groups affected by a project. Besides the evaluation steps within ADA's programme design, there are also monitoring mechanisms within the BMEIA.

113. In 2022, ADA adopted a policy on the prevention of sexual exploitation, abuse and harassment.

Reply to paragraph 14 of the list of issues

Harmonising anti-discrimination legislation

114. Due to Austria's federal structure, responsibilities and powers regarding anti-discrimination legislation and institutions are fragmented. Firstly, the Austrian Federal Constitution divides powers between Federation and *Länder*; secondly, the [Federal Ministries Act](#) 1986 (*Bundesministeriengesetz*), BGBl. No. 76/1986, assigns the exercise of the Federation's powers to numerous ministries. Moreover, equal treatment is a crosscutting topic affecting multiple areas, making a full harmonisation of equal treatment and anti-discrimination law difficult. Public accessibility is another reason to reject harmonisation, which is also not always expedient, as, e. g., anti-discrimination legislation for persons with disabilities shows: Its special status makes it more effective; therefore, disability policy favours maintaining legislation and institutions specially created for persons with disabilities.

115. Measures helping persons potentially affected to find the institution competent for their specific case include:

- Establishing (in 2015) a hotline for combating discrimination and intolerance regarding ethnic origin and religion (currently at the BKA) referring callers to the appropriate institutions;
- Expanding (in 2017) the counselling service of the Ombud for Equal Treatment's (*Gleichbehandlungsantwaltschaft/GAW*) regional offices.

Reply to paragraph 14 (1) of the list of issues

Data on discrimination-cases received by GAW

116. GAW offers persons affected by discrimination counselling and support, but cannot impose sanctions or claims damages. Available instruments are mainly settlements, interventions, applications to the Equal Treatment Commission (*Gleichbehandlungskommission/GBK*), or simple case-documentations. For a breakdown of cases received, s. Tables 14 in the Statistics Annex.

Reply to paragraph 14 (2) of the list of issues

Data on discrimination-cases received by GBK for the Private Sector

117. GBK for the Private Sector examines discrimination at work on the grounds of gender (Senate I), ethnic origin, age, sexual orientation, religion or belief (Senate II) and

discrimination in other areas on the grounds of ethnic origin and gender (Senate III). It examines whether the principle of equal treatment has been violated and issues a recommendation. For applications filed in 2020/21, s. Tables 15-17 in the Statistics Annex.

Reply to paragraph 14 (3) of the list of issues

Data on discrimination-cases received by the Disability Ombudsperson

118. The Disability Ombudsperson – autonomous, independent and not subject to instructions – counsels and supports persons with disabilities feeling discriminated against. In 2022, there were, according to the Disability Ombudsperson's report, 1,273 contacts (558 by phone), indicating a high level of acceptance for the institution. In 2022, she participated in 43 conciliation proceedings as a person of trust.

Reply to paragraph 15 of the list of issues

Data collection assessing the socio-economic situation of minority groups

119. Since 2017 an annual integration monitoring is obligatory (*IntG*). Data collected nationwide regarding asylum and residence, school and adult education, social benefits, labour market, German courses, values and orientation courses and science is evaluated and included into the annual report of the Advisory Committee on Integration (*Integrationsbeirat*).²¹

120. Since 2007, the Vienna integration and diversity monitoring periodically shows changes in Vienna's immigrant communities. Its 6th issue was published in November 2023.²²

Impact of measures for Roma integration

121. In April 2021, the Council of Ministers adopted an update of the Austrian National Strategy for the Inclusion of Roma,²³ elaborated in close collaboration with Roma civil society. It comprises all focus areas and targets set out in the EU Roma Strategic Framework for Equality, Inclusion and Participation up to 2030, which – as its predecessor – aims at the socio-economic inclusion of Roma in education, employment, health, social services, housing and essential services. In 2022, the University of Vienna evaluated the Austrian strategy, likewise in close collaboration with Roma civil society. While the results²⁴ show that the strategy and the measures implemented have contributed to further progress on Roma issues, they also indicate problematic areas and potentials for further development.

Reply to paragraph 16 of the list of issues

National action plan for persons with disabilities

122. The NAP Disability 2012-2020/2021 and other political decisions have led to improvements, including:

- Strengthening of/better financial support for organisations for persons with disabilities;
- More effective rehabilitation for children with disabilities;
- Prohibition of cage beds, restraints, and similar practices for persons with mental disabilities in psychiatric hospitals;
- Improved accessibility provisions, continuation of the EU programme Ambient Assisted Living (AAL), annual research forum on mobility for all: presentation of

²¹ Available at: <https://www.bundestkanzleramt.gv.at/agenda/integration/integrationsbericht.html>.

²² S. at: <https://www.wien.gv.at/menschen/integration/daten-fakten/monitoring.html>.

²³ Available at: <https://www.bundestkanzleramt.gv.at/themen/volksgruppen/roma-strategie.html>.

²⁴ Available at: <https://www.bundestkanzleramt.gv.at/themen/volksgruppen/roma-strategie.html>.

research projects and solutions, discussions with experts, conclusion of service contracts with railway operators: definition of service standards;

- Inclusive model regions supporting inclusive education at schools;
- Caregivers' leave supporting caregivers and their families;
- In-depth reform of adult guardian law, enactment of a modernised statute for assistance in decision-making ([Second Adult Protection Act](#) (*Zweites Erwachsenenschutzgesetz*), BGBl. I No. 59/2017);
- Employment programmes for (young) persons with disabilities;
- Assistive mechanisms for blind and vision-impaired persons in electoral processes;
- Additional resources for financing long-term care;
- Recommendations on how to portray persons with disabilities in the media;
- Revising the German translation of the UN Convention on the Rights of Persons with Disabilities (2016), including an easy-to-read version (2019);
- Strengthening the law on equality for persons with disabilities ([Inclusion Package 2017](#) (*Inklusionspaket*), BGBl. I No. 155/2017): optional action for injunction where discrimination takes the form of harassment; "class action" (including by representatives of persons with disabilities) for injunction and for ending discrimination against large enterprises (including banks, insurance companies, enterprises with over 250 employees);
- Increasing budget for promoting employment (Inclusion Package 2017);
- Full political and financial independence of the national UN CRPD Monitoring Committee according to the Paris Principles (Inclusion Package 2017).

123. On 6 July 2022, the federal government adopted the NAP Disability 2022-2030 resulting from a broad, perennial participatory process including the *Länder* and representatives of persons with disabilities. It also considers the results of the University of Vienna's evaluation of the NAP Disability 2012-2020²⁵ and comprises 288 political objectives and 375 measures, the implementation of which has already started. It covers eight chapters:

- Disability policy;
- Equality and non-discrimination;
- Accessibility;
- Education;
- Employment;
- independent living;
- Health and rehabilitation;
- Awareness-raising and information.

124. Ongoing scientific monitoring and evaluation has been envisaged for the NAP Disability 2022-2030, the detailed content specifications of which for public procurement purposes are currently being elaborated together with civil society.

Implementing businesses' obligation to employ persons with disabilities

125. S. Table 18 in the Statistics Annex.

²⁵ The results of the evaluation are available at: [https://www.sozialministerium.at/dam/jcr:edab5ca1-4995-456a-820c-c414da78bc39/Evaluierung %20NAP %20Behinderung %202012-2020.pdf](https://www.sozialministerium.at/dam/jcr:edab5ca1-4995-456a-820c-c414da78bc39/Evaluierung%20NAP%20Behinderung%202012-2020.pdf).

Reply to paragraph 17 of the list of issues

Impact of measures reducing unemployment among adolescents

126. Since 2017, adolescents, after having completed their ninth year of compulsory schooling, have to remain in school or vocational education until they have obtained a higher-level qualification or turn 18. How this training obligation can be met includes: attending a higher-level school, completing an apprenticeship, or participating in a labour market policy programme.

127. In 2022, 4,299 non-complying adolescents received support, a plus of approx. 30 % compared to 2021. 90 % of them were successfully referred to a training or for further counselling to youth coaching, the AMS or a similar institution.

128. In 2022, 2,145 apprentices and 324 businesses providing apprenticeships received coaching within the programme “*Lehre statt Leere*” that counteracts vocational training dropouts. A free-of-charge info hotline for questions about apprenticeships has been in place since 2020.

129. In 2022, the labour market for those aged 15-24 developed favourably. Compared to 2021:

- Unemployment dropped significantly from January to March (a decline of over 30 %);
- Unemployment remained considerably lower also in the subsequent months, with just a slight rise in October;
- The number of AMS-registered unemployed by the end of December was 1.5 % lower.

130. In 2022, the number of apprenticeship seekers available immediately rose in most *Länder* compared to 2021, whilst the number of available apprenticeships exceeded that of apprenticeship seekers in all *Länder* except for Vienna, the *Land* with the highest number of apprenticeship seekers. Even if the placement situation is favourable, economy’s needs frequently exceed existing qualifications, resulting in a need for support and upskilling.

131. The Austrian school system offers multiple education and vocational training options for adolescents aged 14-18, serving a variety of interests, preferences, aptitudes and potentials.

Illustrative Länder-measures

132. Financial contributions to AMS’ apprenticeship training centres; further offers promoting young people’s access to employment include production schools (Upper Austria) and easily accessible employment projects (Vorarlberg).

Impact of measures integrating disadvantaged groups into the labour market

The elderly and persons with health impairments

133. Nuanced and interconnected measures furthering labour market integration of the elderly and of persons with health impairments include:

- Public relations work raising awareness for “work and health” early on;
- Counselling and support for persons whose job is at risk due to health problems, and for businesses wishing to keep their staff fit for work, within the “fit2work” programme. 2022 saw:
 - 28,200 basic information talks (2019: 22,900);
 - 19,900 persons in initial counselling (2019: 17,200);
 - 6,300 persons benefiting from case management (2019: 11,000);
 - 860 businesses in business counselling (esp. on how to manage (re-integration) (2019: 3,000);

- Supporting businesses' in-house health management;
- Offering rehabilitation and labour market integration prior to retirement:
 - Medical rehabilitation to regain fitness; 2022: 5,800 additions (2019: 6,600);
 - Work rehabilitation for labour market re-integration of people unable due to health reasons to continue their job as before; in 2022, 3,453 persons were given this opportunity (2018: 3,200);
- The 50+ employment initiative integrating the elderly into the labour market, e. g. by:
 - Reducing wage and non-wage costs for businesses;
 - Employment in social enterprises;
 - Combination wage (wage plus government subsidy);
 - On-the-job upskilling;
 - Target group-specific counselling and support;
- Incentives for businesses to hire (retain) older workers, including:
 - Digi+ demographic advisory service promoting an age and ageing-appropriate digital environment;
 - Nestor Gold quality seal for businesses with age-appropriate organisational structure.

134. The data for 2022 shows that:

- 3.4 % more elderly people were employed than in 2021;
- The unemployment rate among the elderly was 1.9 % percentage points lower than in 2021;
- About 119,500 persons aged 50+ found employment with AMS-assistance;
- The employment rates of women and men aged 50+ increased (+ 1.3 and 1.5 percentage points, respectively, compared to 2021);
- Approx. 113,000 elderly persons received AMS grants or supplements,²⁶ amounting to roughly € 428 mill.

Persons with disabilities

135. Achieving equality for persons with disabilities is an underlying principle and an objective of labour market and disability policy. Support minds the various life situations and needs of persons with disabilities in an equitable and fair partnership.

136. The Inclusion Package 2017 brought a significant budget increase for persons with disabilities, esp. for projects promoting occupational participation allowing to secure and expand successful projects and to develop new initiatives. Extra funding is being made available to broaden apprenticeship opportunities with Integrative Businesses. In 2018, the currently eight Integrative Businesses employed nationwide about 3,000 persons, 2,000 of which were persons with disabilities.

137. In June 2023, the federal government submitted a draft bill in parliament revising rules governing adolescents' incapacity for work in unemployment insurance: Persons under 25 years shall no longer automatically be classified as lacking capacity for work. Rather, AMS shall support and register them as job seekers.

138. Development of new person-centred and business-centred measures with AMS regional centres, project sponsors and representatives of persons with disabilities. Measures supporting businesses in hiring persons with disabilities include:

- Increase in, and earlier granting of, wage subsidies;

²⁶ Excluding short-time or furlough work allowance.

- Less red tape in the handling of current grants, by extending grant periods;
- More support for apprentices with disabilities;
- Raise awareness of how employing persons with disabilities enriches corporate life.

139. Since 2003, apprenticeship seekers with personal placement obstacles have been able to choose an extended apprenticeship period (Section 8b (1) [Vocational Training Act \(Berufsausbildungsgesetz/BAG\)](#), BGBl. No. 142/1969) or a partial qualification (Section 8b (2) BAG). The steady rise in adolescents undergoing vocational training under Section 8b BAG (s. Table 19 in the Statistics Annex) shows that this model of individually adapted vocational training for disadvantaged adolescents has become established. Over 75 % of apprentices under Section 8b BAG are being trained in businesses (as of December 2022). Since the BAG Amendment [BGBl. I No. 78/2015](#) standardised training programmes for easy-access initial and partial qualifications may be defined. In Upper Austria, pilot guidelines for standardised partial qualification training including options for taking the final apprenticeship exam have been adopted in the metalworking industry. This enhances transparency and facilitates labour market integration of graduates with partial qualification. Since the BAG Amendment [BGBl. I No. 18/2020](#), persons with childcare obligations or health impairments may complete an apprenticeship on a part-time basis.

Illustrative Länder-measures

140. Salzburg:

- “*CARMI - Caritas Arbeitsmarktintegration*”: easily accessible employment opportunities to gradually increase employability of job seeking SH/BMS beneficiaries over 50;
- Jobs for persons with mental illnesses.

141. Vienna:

- The Office of Addiction and Drug Policy (*Sucht- und Drogenkoordination/SDW*) funds rehabilitation restoring addicts’ capacity to work and helping them find employment;
- 2019 to early 2023: re-employment of over 2,200 persons over 50 (*Joboffensive 50plus*).

142. Vorarlberg: “Come Back *Arbeitsplatzcoaching*”, helping job seekers aged ≥ 50 with health impairments to find employment.

143. Styria: Projects helping unemployed persons with mental, psychiatric or psychosocial impairments to develop job perspectives/to access the labour market, and creating long-term jobs for persons with disabilities (including “*Arbeitsmarktrelevante Kompetenzförderung – berufliches Training*” and “*Berufliche Eingliederung durch betriebliche Arbeit*”).

Reply to paragraph 18 of the list of issues

Integrating migrants into the labour market

144. Migrants with labour market access may participate in all AMS measures and programmes.

145. Specific support for migrants includes:

- “Mentoring for Migrants”: launched by the Austrian Integration Fund, the Austrian Economic Chambers and the AMS to support labour market integration;
- Upskilling offers, including:
 - Specialised courses improving chances to access higher skilled labour market;
 - Personalized work and application assistance;
 - German courses (by AMS: 2021: approx. 54,000 participants; 2022: 9,000).

- Multilingual information material on careers and the labour market;
- Diversity management counselling for businesses;
- Simplified recognition of foreign qualifications (vocational qualifications and educational attainments):
 - Since 2016 through:
 - Simplified validation procedures;
 - Contacts in each Land for persons with foreign qualifications;
 - Special rules for recognized refugees and subsidiary protection holders having lost educational documentation during flight;
 - 1 October 2016 to 30 September 2021:
 - 34,742 persons had educational attainments or vocational qualifications recognised or validated;
 - 1 October 2021 to 30 September 2022:
 - 10,043 applications for recognition and validation;
 - 7,149 persons had educational attainments or vocational qualifications recognised or validated;
- Funding of trainings for highly demanded occupations on the labour market, primarily to raise migrants' employment rate;
- Specialised and job-specific German courses by the Austrian Integration Fund;
- Funding of projects, including
 - [Projects under the European Social Fund and the Equality investment priority](#);
 - Women's service centre "*Miteinander Lernen*" assisting women/girls in developing self-responsibility and self-determined lifestyles and in integrating into the labour market, esp. focussing on migration-specific factors;
- Labour market integration measures for persons displaced from Ukraine, including:
 - "Displaced persons identification card" (Blue Card), including access to the labour market and/or self-employment;
 - Information material (in German, Ukrainian, Russian and English) and presentations on topics including labour market access, AMS services, and recognition of vocational skills.

Illustrative Länder-measures

146. Salzburg: 2018/19, participation in the EU project "FIER – Fast track Integration in European Regions", developing instruments and strategies for (esp. female) refugees' and asylum seekers' fast labour market integration.²⁷

147. Vienna: Support for educationally disadvantaged migrants, including: job information in native languages, basic educational courses (German, maths and communication technologies), German courses.

Integrating Roma into the labour market

148. Austrian law allows no disaggregation of AMS data by ethnicity. Therefore, no information regarding the number of Roma having participated in AMS-funded labour market policy measures, Roma unemployment, or Roma employment details is available.

²⁷ S. at: <https://www.journey-integral.at>.

149. However, studies based on interviews with persons voluntarily identifying as Roma, and civil society reports show that the employment and income situation of Roma is below average and that Roma tend to be more affected by (esp. long-term) unemployment.

150. Therefore, the Austrian Roma strategy focusses until 2030 on integrating Roma into the Austrian labour market with following measures:

- In 2015 and in 2019 respectively, calls were issued for civil society projects aimed at securing Roma sustainable labour market access. Development and implementation of such projects had to involve members of the Roma community. 17 projects had been implemented by 2022. 2015-2022 these projects, performed in two rounds, provided counselling to 5,136 persons (3,093 women/2,043 men).
- In 2022, the BMAW approved the special directive on Roma empowerment on the labour market 2023-2030 providing approx. € 10 mill. for further Roma labour market integration projects over the next eight years. Currently, four projects are funded.

151. The association Romano Centro, providing important counselling services, has been receiving funding from the budget for women and equality since 2013.

Combatting recruitment discrimination

152. The [Equal Treatment Act](#) (*Gleichbehandlungsgesetz/GIBG*), BGBl. I No. 66/2004, prohibits discrimination in the recruitment process on the grounds of gender, ethnic origin, religion or belief, age or sexual orientation for private sector work, the [Public Sector Equal Treatment Act](#) (*Bundes-Gleichbehandlungsgesetz*), BGBl. No. 100/1993, for federal employees, and relevant *Länder* laws for *Länder* and municipal employees.

153. GAW trainings and workshops on non-discrimination in the private work sector with businesses and multipliers, and specific information material for employers²⁸ counteract recruitment discrimination.

154. For data on recruitment discrimination on the grounds of ethnic origin and religion and/or belief, s. Tables 15, 17 and 20 in the Statistics Annex.

Reply to paragraph 19 of the list of issues

Eliminating gender stereotypes and social practices

1. Overcoming gender stereotypes in career choices

155. Early awareness-raising for non-traditional educational and career paths, including through:

- Annual action days where girls can get to know STEM jobs and boys jobs in the social, care and education sector (including: since 2006 “Girls Day” for girls aged \geq six, since 2009 “Boys Day” for boys aged \geq 12, since 2015 “Girls Day MINI” for girls aged four to six);
- Information offers (including: the BKA’s book “Professions from A to Z” for children four years or older; workshops, online seminars and discussion formats hosted by LEA – Let’s empower Austria; Boys Day workshops at schools throughout the year; elimination of gender stereotypes in educational and career counselling at school);
- “MINT Girls Challenge”, an annual competition since 2021 where girls/young women aged four to 19 solve challenges in mathematics, informatics, natural sciences and technology.

156. Strengthening young women’s/girls’ confidence in their mathematics and technology skills at school (s. the BMBWF’s “STEM action plan”, of which “action line 8: awareness-raising of STEM subjects” focusses on girls/young women).

²⁸ S. at: <https://www.gleichbehandlungsanwaltschaft.gv.at/unser-angebot/informationmaterial.html>.

157. Gender-sensitive career orientation by AMS and by educational and career counselling at school, highlighting advantages of vocational training in trades and crafts and engineering (better pay/better career opportunities).

158. Promoting higher-level training for women in non-traditional career fields through the AMS programme “*Frauen in Handwerk und Technik*” (2022: some 1,400 participants). An evaluation of 2022 shows that it successfully supported job-seeking women in accessing and remaining in jobs in trades, crafts, engineering and IT. 75 % of the interviewed stated they had subsequently worked exclusively or widely in one of these areas.

159. Financial support of measures/projects in companies promoting equal access of young women and men to apprenticeships through the subsidisation of apprenticeships in companies (*betriebliche Lehrstellenförderung*) under the BAG, including:

- *Frauenpower 4.0*: gender-sensitive onboarding in businesses;
- *Unternehmen für Mädchen 4.0*: awareness-raising of gender issues among apprentice trainers.

160. Project calls on:

- 2021: “Measures empowering girls/women in education, at work and in society focussing on STEM and financial skills” (budget € 1.6 mill.);²⁹
- 2022: “Measures strengthening girls/women in the digital world and diversifying their education and career choices, focussing on STEM skills (budget € 2 mill.).³⁰

161. The Boards’ of Education resources-target and performance plan 2024 (RZLP BD) provides for reducing horizontal gender segregation in schools. RZLP BD-based activities by *Länder* nominees shall help raising girls’ share at technical and engineering schools and encouraging boys to choose careers in education, care and the social sector. Amendments (2012/2016) to the [School Organisation Act](#) (*Schulorganisationsgesetz*), BGBl. No. 242/1962, reduced gender segregation by merging the elective subjects textile and technical work in 5th grade allowing girls and boys to acquire basic skills in both fields.

162. In 2024, there will be a meta study on men in teaching professions and a stakeholder conference developing recommendations for action areas and measures.

2. *Overcoming gender stereotypes*

163. Strengthening fathers’ contributions to childcare, including through:

- Financial incentives for sharing parenting duties equally:
 - Since 2017, the full amount and full duration of childcare allowance can be obtained only if both parents sign up for childcare allowance for a defined minimum period of time;
 - Where the period during which childcare allowance is received is shared roughly equally between the parents, each parent is eligible for a one-off payment of € 500;
 - Financial support for self-employed fathers interrupting their gainful activity to dedicate time exclusively to their family immediately after a child’s birth, or for fathers availing themselves of the “daddy month” (s. below) (family time bonus, doubled to € 47.82/day for births after 31 July 2023);

²⁹ Details on the call and a list of 14 projects are available at:
https://www.bundestkanzleramt.gv.at/service/foerderungen-des-bundestkanzleramtes/frauenprojektfoerderungen/foerderaufruf_mint_finanzkompetenzen.html.

³⁰ Details on the call and a list of 17 projects are available at:
<https://www.bundestkanzleramt.gv.at/service/foerderungen-des-bundestkanzleramtes/frauenprojektfoerderungen/foerderung-fuer-17-projekte-fuer-massnahmen-zur-staerkung-von-maedchen-und-frauen-in-der-digitalen-welt-und-diversifizierung-ihrer-ausbildungswege-und-berufswahl-mit-fokus-auf-mint.html>.

- Employed fathers' right to unpaid leave from work upon birth of their child for since 2019 ("daddy month" under labour law; federal employees have been eligible for unpaid early fathers' leave since 2011);
- Elaborating strategies for improving conditions at work so that more fathers contribute to childcare (project co-financed by the EU and in cooperation between federal ministries, research institutions and the social partners, 2015-2017 ("*Männer und Vereinbarkeit von Beruf und Familie: Wege zur gerechten Verteilung von Karenz-, Betreuungs- und Arbeitszeiten*"))).

164. Support and funding for initiatives addressing gender roles, including:

- Workshops of the association *wendepunkt – Frauen für Frauen und Kinder* giving girls/young women a positive image of "strong" women and making them reflect their own stereotypical gender roles/partnership models ("*Mutige Mädchen*" 2019);
- Project of the association *Frauen* beraten Frauen**, which was carried out from 2021-2022, also raised awareness for mental load and equality in parenting ("*Gemeinsam gegen Gewalt – weil Prävention wirkt*");
- The BMAW's screenwriting competition "*Heldinnen in Serie*" (held twice since 2020) aiming at improving the depiction of female roles in business, science or technology and at strengthening the positioning of women in the (film) industry;
- Gender-sensitive work with boys/young men by member associations of the Austrian umbrella association for work with men, including workshops for male adolescents addressing male images promoting violence and hegemonic attitudes;
- Projects "Engaged in Equality" and "Caring Masculinities in Action" of the association *Männer- und Geschlechterthemen Steiermark*, eliminating gender-based stereotypes;
- Project "Girls in Politics" of the BKA and the Association of Municipalities: Since 2022, girls/young women have been visiting mayoresses and mayors for a day to get a glimpse of their workday and tasks and develop enthusiasm for politics.³¹

165. Gender equality in school education: The BMBWF's 2018 circular on reflective gender education and equality in schools provides guidance for dealing with equality topics in teaching and learning at all school types and grades. Topics covered (including sexism, patriarchal norms and gender-based violence, critical reflection of gender stereotypes) have been increasingly included in the new curricula as crosscutting topics. All Boards of Education must implement the circular in their *Länder* and educational regions.

Illustrative Länder-measures

166. Vienna: "Daughters' Day" for girls to peek into trades, crafts and technical occupations; free-of-charge workshops for girls on empowerment and women's/girls' rights; funding for the "RoboManiac" project, giving girls access to programming; "education box", supporting teachers' and multipliers' gender-sensitive teaching in kindergarten and primary school.

167. Styria: Measures promoting women, including "*Führen in Teilzeit*", or specialised trainings at the *Land's* Public Administration Academy.

168. Lower Austria: *Charta Eltern&Wirtschaft*: promoting a corporate culture strengthening fathers' contributions to childcare.

169. Vorarlberg: Cross-mentoring programme raising women's share in executive positions; Girls Day; respect campaign; funding the association *Amazonen's* project bringing girls/young women permanently into male-dominated occupations ("*I'kanns*"); technology days for girls at career information centres; gender-sensitive career counselling in schools.

³¹ S. at: <https://www.bundeskanzleramt.gv.at/girlsinpolitics>.

Promoting women in the labour market

170. Measures for women with care responsibilities, including:

- AMS programme “*Kompetenz mit System*”: completing an apprenticeship through a flexible programme structure with chronologically independent modules (2022 > 1,100 participants);
- AMS childcare allowance: for up to 156 weeks for parents with low income needing full-day, half-day or by-the-hour childcare to start a job or participate in a labour market policy measure;
- For better work-family balance and improved gender equality, the Federation invests in expanding early-childhood education and care facilities, primarily through: maintaining the compulsory, free-of-charge kindergarten year for five-year-olds; expanding childcare offers for under three-year-olds according to regional demand; increasing flexibility and extending opening hours; promoting childminders as an alternative to early-childhood education facilities (s. also Issue 23.).

171. Support for women returning to the labour market, including:

- AMS programme “*Wiedereinstieg unterstützen*”: target-group-specific support by special counsellors at special-purpose roadshows;
- AMS course “*Wiedereinstieg mit Zukunft*”: geared specifically to the target group’s circumstances and problems (work-family balance assessment, analysis of potentials and skills, discussion of career path and potential re-orientation);
- In 2022, in total some 47,000 returning women received AMS grants or subsidies.

172. Measures for women working part-time, including:

- Since 2016 employers have to inform part-time workers of plans to post a position with more hours or a full-time position in the enterprise;
- Early information about the pension system, the effects of lower income due to part-time work and ways for women to secure and increase pension entitlement, based on extensive, easily available information materials.³²

173. Measures for women in general, including:

- Women’s Career Centres (supporting 16,400 women in 2022) provide nationwide counselling and career orientation for women seeking upskilling and help accessing AMS services and the right educational offers;
- The BMAW awards enterprises and organisations promoting gender equality the equalitA quality seal (since 2020);
- GAW’s trainings and workshops on the prohibition of gender-based discrimination in private sector work, also for enterprises.

Illustrative Länder-measures

174. The Vienna Employees Promotion Fund’s (*waff*) programmes include: “*FRECH*”, offering women looking for a career change counselling and financial support; “*Karenz und Wiedereinstieg*”; financial support for upskilling.

³² S. at: <https://www.trapez-frauen-pensionen.at/en/>.

Reply to paragraph 20 of the list of issues

Obstacles to closing the gender pay gap

175. In 2021, the gender pay gap was 18.8 %, in 2018 still 20.4 %. According to Statistics Austria, over two thirds of the gap cannot be explained statistically.³³ The largest effects on the gap have:

- Sector (2.9 percentage points):
 - Strong horizontal segregation;
 - Sectors with a large proportion of women (catering and hospitality, healthcare and social services, education and childcare, services and retail) often pay low wages; the difference between the low-wage share among female and male workers is large compared to other EU-MS: in 2018, 22.4 % of women and 9.3 % of men were low-wage earners;
- Weekly hours worked (2.6 percentage points):
 - The part-time work ratio among women is > 50 %; 40 % (roughly 1 mill.) because of childcare/other care responsibilities (2022);
- Length of service with same enterprise (1.7 percentage points);
- Occupation (1.6 percentage points).

176. To reduce the pay gap, it is therefore necessary to

- Increase income transparency, including by:
 - Fair pay online calculator:³⁴ has been providing information, since 2011, on pay to be actually expected in specific sectors, occupations and regions, and on the gender-based gap;
 - Toolbox for good-practice income reporting:³⁵ supports businesses, works council members and equal opportunities officers in elaborating, analysing and utilising company income reports;
- Reduce segregation on the labour market, including by:
 - Enhancing career perspectives for women (s. Issue 19.);
 - Raising women's share in executive positions;
 - Revaluing jobs and activities in female-dominated sectors;
- Further improving the work-life balance and the equal sharing of paid and unpaid work in partnerships (s. Issue 19.).

Equality on the labour market

177. Women receive disproportionately high funding under active labour market policy measures. Since 2022, the share of funding assigned to women has been 4 percentage points above their share among the unemployed and is a significant contribution: in 2022, about 328,000 women were supported under active labour market policy measures, approx. 137,500 of them through upskilling.

178. Of the NAP Gender Equality in the Labour Market's 55 measures for 2010-2013, 38 were fully, 16 partly and one not implemented. Implemented measures reducing the pay gap/raising women's share in leading positions include:

- Mandatory income reports every two years by enterprises with over 150 employees;
- Mandatory information in job ads:

³³ Available at: https://www.statistik.at/fileadmin/pages/362/VSE2018_GPG_06_2021_126258.pdf.

³⁴ S. at: <https://www.gehaltsrechner.gv.at>.

³⁵ S. at: <https://www.einkommensbericht.gv.at>.

- Minimum pay under the collective agreement and existing willingness to pay more;
- Basis for negotiating remuneration in sectors without minimum pay under collective agreements;
- In cases of suspected pay discrimination, GAW and GBK are entitled to obtain from the relevant social security institution income data of comparable persons;
- Elaborating a guideline for income reports (updated and revised again in 2022);³⁶
- The federal government committed itself to raising women's share among members of supervisory boards appointed by the federal ministries (federal-level gender ratio) to 40 % in companies in which the Federation holds a stake of ≥ 50 % (2022: average percentage in the 54 state-affiliated companies: 50 %);
- Leadership programme “Zukunft.Frauen” (472 female participants since 2010) bringing more women into management and supervisory board positions and making executive positions more attractive. A publicly accessible database of female supervisory board members (already some 830 women registered) shall increase visibility of highly qualified female candidates for supervisory board positions.

Reply to paragraph 21 of the list of issues

Decent work for persons with disabilities

179. Section 7a et seq. of the [Employment of Persons with Disabilities Act](#) (*Behinderteneinstellungsgesetz/BEinstG*), BGBl. No. 22/1970, protect persons with disabilities against discrimination at work. For cases of multiple discrimination, Section 7o BEinstG assigns, in the interest of legal certainty, sole jurisdiction to the Conciliation Board at the BMSGPK.

180. Under the relevant *Länder* laws, persons with disabilities who cannot be integrated into the labour market and are classified as lacking capacity for work, may work in facilities with structured daily routines providing various services (including, specialised workshops, classic workshops, assisted work groups) and activities (including, basal work, creative work, industrial work). According to OGH case-law, the primary purpose of such facilities is therapeutic; thus, persons with disabilities performing activities there do not count as pay-earning workers. Persons in such facilities have accident and health insurance (co-insurance), but no pension insurance. Capacity for work is assessed primarily from a medical perspective. Is somebody's capacity for work < 50 %, he will be classified as lacking capacity for work.

181. According to the current Government Programme, persons with disabilities working in facilities such as sheltered workshops shall in future receive pay instead of an allowance. Federation and *Länder* are currently elaborating solutions.

182. Measures promoting labour market integration of persons with disabilities and their transition from occupational therapy facilities to the labour market include:

- Abolishing automatic classification of persons with disabilities under 25 as lacking capacity for work, s. Issue 17.2;
- Services of *Netzwerk Berufliche Assistenz/NEBA*, including youth coaching, support for the next training step, vocational training assistance, work assistance and job coaching for young persons with disabilities, even if classified as lacking capacity for work.

³⁶ S. at: <https://www.einkommensbericht.gv.at>.

Illustrative Länder-measures

- Recruiting more persons with disabilities as *Länder* employees, even outside the planned positions schedule, and adapting working conditions to their needs (Vorarlberg, Vienna);
- Adjusting anti-discrimination laws concerning work to the GIBG;
- Vorarlberg: Equal opportunities framework plan;³⁷ wage subsidies supporting long-term job retention for persons with disabilities; funding labour market integration programmes for persons needing extra assistance (including the SPAGAT project);
- Vienna: The Vienna Social Fund under the Vienna Equal Opportunities Act, the Vienna Board for Psychosocial Services (*Kuratorium für Psychosoziale Dienste/PSD*) and SDW support persons suffering from a mental illness or an addiction to return to/access the labour market;
- Lower Austria: Wage cost subsidies for sheltered workshops and enterprises hiring persons with disabilities;
- Styria: supporting workplace inclusion of persons with disabilities; projects helping unemployed persons with mental, psychiatric or psychosocial impairments developing job perspectives and accessing the labour market (including: “Arbeitsmarktrelevante Kompetenzförderung – berufliches Training” and “Berufliche Eingliederung durch betriebliche Arbeit”).

Reply to paragraph 22 of the list of issues**Granting asylum seekers labour market access**

183. Under Directive 2013/33/EU, asylum seekers receive labour market access no earlier than nine months after the lodging of an asylum application where a first instance decision has not been taken yet. Austrian first instance proceedings’ now last on average less than six months. Asylum seekers with ongoing procedure may receive labour market access in all sectors with a work permit, three months after having been admitted to the asylum procedure. The employer must apply for it. It will be granted if AMS cannot fill the relevant position with an objectively suitable Austrian, or integrated foreign worker eligible for unemployment benefits. Asylum seekers are given priority if permits are granted under special quotas for seasonal workers. Under EU law, recognized refugees and subsidiary protection holders have, once they have been granted protection status, the same (unrestricted) labour market access as Austrian nationals.

184. Labour market policy focuses on recognized refugees and subsidiary protection holders, i. e. those having already been granted protection status. They have access to:

- All AMS services and grants;
- Special measures (s. also Issues 18. and 34.), including: projects financed by funds allocated for the subsidisation of apprenticeships in companies (July 2023: six projects in implementation) improving labour market or apprenticeship training integration through:
 - Preparing transition into an apprenticeship;
 - Businesses, vocational schools and hosting organisations cooperate to ensure practice and specialisation-oriented introductions to occupations and a smooth start into apprenticeships;
 - Apprenticeship placements across regions.³⁸

³⁷ Available at: <https://vorarlberg.at/documents/302033/472040/Rahmenplan+2016-21.pdf/74d87cfd-2fc5-eab2-3f4e-0d5c6ad39064?t=1616162963253>.

³⁸ S. at: <https://ueberregionale-vermittlung.ams.at/home.html>.

Illustrative Länder-measures

185. Vienna funds counselling centres assisting asylum seekers in career choices.

Refugees employed in agricultural seasonal work

186. AMS and the Vienna Agricultural Chamber cooperate in placing refugees and subsidiary protection holders in agricultural jobs. The Rural Training Institute has been offering training courses since 2019.

Reply to paragraph 23 of the list of issues**Reducing poverty and marginalisation risks**

187. The federal government is committed to a broad-based welfare system, which is being continually improved and adapted. It protects all people living in Austria against risks in various life situations through a combination of preventive and curative measures taking the form of cash or in-kind benefits, specially focussing on vulnerable groups. The welfare system contributes substantially to avoiding and preventing poverty and social exclusion, lays the foundations for social cohesion and facilitates recovery from crises.

188. The federal government aims at halving the number of those at risk of poverty during the current legislative period (2020-2024). Regarding the implementation of the Action Plan for the European Pillar of Social Rights until 2030, Austria's target is reducing the number of those at risk of poverty or social exclusion by 204,000 by 2030, focussing on reducing child poverty.

189. The federal government is countering the socio-economic effects of the COVID-19 pandemic/the cost-of-living crisis with far-reaching measures and programmes being continually adapted and supporting esp. households at risk of poverty and marginalisation, including through the [Federal Act on Combating the Consequences of Pandemic-driven Poverty](#) (*Bundesgesetz zur Bekämpfung pandemiebedingter Armutsfolgen*), BGBl. I No. 135/2020, and the [Federal Act on Compensation for Inflation-driven High Cost of Living and Housing](#) (*Bundesgesetz über einen Ausgleich inflationsbedingt hoher Lebenshaltungs- und Wohnkosten*), BGBl. I No. 93/2022.

190. Different target groups' living conditions are being continually analysed, esp. those of children in low-income households.

1. Families and children

191. Austria supports families at federal, *Länder* and local level based on a three-pillar model of cash benefits, benefits in kind, and tax discounts. In terms of families and children being at risk of poverty or marginalisation, Austria is substantially below the EU average. The newest family report³⁹ shows that financial family benefits in Austria are among the highest in Europe. Though family benefits do not primarily aim at combating poverty, they have a poverty-reducing or mitigating effect. A 2022 study on child-related family and social benefits⁴⁰ shows that in Austria, on average, € 340 to 690/child and month are made available, covering all expenses for children under six and for low-income single parents. In 2021, family benefits helped reduce the poverty risk for persons living in families with children under 24 by 10 percentage points. Accordingly, e. g. in 2022 the at-risk-of-poverty rate fell from 31 % without to 19 % with family benefits. Consequently, 330,000 persons (approx. 150,000 children) are no longer at risk of poverty due to family benefits.

³⁹ Available at:

<https://www.bundestkanzleramt.gv.at/agenda/familie/familienpolitik/Familienforschung/familienbericht.html>.

⁴⁰ Available at:

<https://www.bundestkanzleramt.gv.at/agenda/familie/familienpolitik/Familienforschung/analyse-oesterreichische-familienleistungen.html>.

192. Measures include:

- During the COVID-19 pandemic (March 2020 – end of 2021), the Federation spent € 1,034 bill. for additional support for families with children;
- € 1 bill. have been made available for the kindergarten years 2022/23 to 2026/27 (including for expanding childcare offers);
- After three general-purpose cost-of-living aid-packages in 2022 totalling € 32 bill., the federal government adopted, in May 2023, a measure-package assisting families with children (approx. 400,000 children benefiting):
 - An extra € 60/child and month until the end of 2024 for parents receiving unemployment benefits, SH benefits or minimum pension and for single parents and single earners earning < € 2,000/month before tax;
 - € 15 mill. for the “school start package” for children in financially precarious situations: € 150 instead of € 120 now twice a year;
 - € 10 mill. for free-of-charge learning support for socially disadvantaged children and adolescents;⁴¹
- Since January 2023, family benefits are annually adjusted for inflation, contributing to family benefits reducing poverty also in years to come;
- Programme “*Frühe Hilfen*”: Easily accessible support for pregnant women and families with children ≤ three years in challenging life situations (s. also Issue 27.).

193. In December 2023, the federal government adopted and submitted to the European Commission a National Action Plan for the Implementation of the European Child Guarantee. The European Child Guarantee aims at guaranteeing effective access of children in need to a set of key services by 2030.

2. *Single parents*

194. Measures include:

- Special allowance of € 60/child and month for low-income single parents since July 2023 (s. Issue 23.1.);
- Child supplement for single parents with low or no income since 2019, the maximum amount of which was raised to € 550/child and year in 2022;
- Increasing single parent tax credit by 5.8 % in 2023: for households with one child to € 520/year, with two children to € 704/year, with three children to € 936/year, and for each further child by € 232/year.

Illustrative Länder-measures

195. Vienna: Since 2020, being a single parent is a reason for housing need.

196. Salzburg: Co-financing of initiatives *SAFI* and *SINNERGIE* offering counselling, support and easily accessible employment for low-income women in poverty; funding for single parents.

197. Carinthia: Funding for families in difficult social situations/financial distress.

198. Vorarlberg: The *femail* women’s information centre has been organising meetings for single parents in a psychosocial context since 2018.

3. *Pensioners*

199. Pension benefits reflect one’s employment and income history. Due to frequent part-time work, longer career breaks and sector-specific differences in earnings, the gender

⁴¹ S. at: <https://www.weiterlernen.at>.

pay gap results in female pensioners having a significantly higher poverty risk than male pensioners. Countermeasures include:

- Equalisation supplement reference rate: Under the statutory pension insurance system, persons in financial need receive a supplement to raise low pensions to the reference rate, which in 2023 was € 1,110.26 for single persons, and € 1,751.56 for couples.
- Project “TRAPEZ”:⁴² Analyses gender pension gap factors and causes, highlighting women’s knowledge and options for action and increasing companies’ awareness and ability to support employees in providing for old age. The (since 2015) annual pension account notification for persons close to retirement (informing about the likely amount of pension to receive) was evaluated and adapted. TRAPEZ thereby elaborated options for action reducing the gender pension gap, aimed at different target groups and life stages. The TRAPEZ information videos and toolbox helping enterprises secure their employees’ pension claims complement the BKA’s information offers (s. also Issue 19.).
- Pension bonuses: Pensioners who acquired a given number of pension insurance contribution years through gainful activity are eligible, as follows:
 - Single person, with ≥ 30 contribution-years:
 - With total income \leq € 1,208.06/month;
 - For the difference between € 1,208.06 and the total income, but capped at € 164.34;
 - Single person, with ≥ 40 contribution-years:
 - With total income \leq € 1,443.23/month;
 - For the difference between € 1,443.23 and the total income, but capped at € 419.19;
 - Married person, with ≥ 40 contribution-years:
 - With total income of the spouses living in the same household \leq € 1,948.08/month;
 - For the difference between € 1,948.08 and the total income, but capped at € 418.74;
- The bonus raised pensioners’ negative tax (social insurance refund) from € 110 to € 300/year (first paid in 2021);
- Mitigation of inflation by:
 - Annual adjustment of pensions for inflation: According to the average rise in consumer prices, pensions were raised by 5.8 % in 2023 (pensions exceeding € 5,670 by a fixed amount of € 328.86); in 2024, pensions will be raised by 9.7%;
 - Equalisation supplement reference rates were exceptionally raised by 7.74 % in 2023;
 - Grant of one-off payments (since March 2021):
 - Three for equalisation supplement recipients (totalling € 600);
 - A graduated one-off payment capped at € 500 as of 1 September 2022; this also applied to medium-income pensions as the maximum amount of € 500 was paid out for pensions between € 1,200 and € 1,800;
 - A graduated needs-based direct payment in the amount of 30 % of the monthly pension (capped at € 500) as of 1 March 2023;

⁴² S. at: <https://www.trapez-frauen-pensionen.at/en/>.

- Expansion of the direct payment of 30 % of the monthly equalisation supplement, paid out in June 2023;
- On 30 March 2023, parliament decided to suspend the pro-rata adjustment of pensions for inflation (pro-rating) for 2024 and 2025 (BGBl. I No. 36/2023): Those retiring in 2023 or 2024 will benefit from the full pension adjustment for the subsequent year, regardless of the month of retirement;
- Early starter bonus is a pension supplement (€ 1.03/month in 2023 and capped at € 61.80) introduced in 2022 for those who:
 - Worked already between the ages of 15 and 20 and acquired at least twelve pension insurance contribution months during this period of gainful activity; and
 - Acquired in total 300 contribution months (25 years) through gainful activity.

Reply to paragraph 24 of the list of issues

Guaranteeing adequate housing

200. Austria is continually improving conditions governing affordable, long-term quality housing. Measures' aims include preventing lack of permanent housing and homelessness, providing temporary housing, expanding long-term and socially integrative housing support schemes (e.g. Housing First) and improving scientific evidence and data on lack of permanent housing and homelessness.

201. Examples:

- The BMSGPK funds the project “*zu Hause ankommen*” (2021-2023, follow-on project “*Housing First Österreich – zu Hause ankommen*” scheduled until the end of September 2024), sustainably combatting lack of permanent housing, based on the housing first principle, by directly finding homes in social housing projects for people at risk of poverty and exclusion; payment of financing contributions needed for such homes, and social workers' assistance, as needed, with moving and making themselves at home; until April 2023, 565 homes had been found and 1,146 people had been supported;
- The BMSGPK commissioned a feasibility study: evidence-based measures against homelessness and lack of permanent housing require extensive data on homelessness, lack of permanent housing, hidden lack of permanent housing, and precarious housing. The study launched in August 2023 is to provide, by early 2024, a structured presentation of the available data and to identify potentials for expansion and recommendations for making this topic statistically describable in its entirety;
- Non-profit housing associations grant open-ended leases based on housing-need, household size and applicants' income, with priority given to victims of domestic violence (s. the amendment to the [Limited-Profit Housing Act](#) (*Wohnungsgemeinnützigkeitgesetz*), BGBl. I No. 85/2019, in force since 2019).

Illustrative Länder-measures

202. Vienna: Approx. 220,000 communal flats with open-ended leases and waiver of allocation guidelines in cases of hardship; allocating homes to homeless persons on a social basis; housing benefits; Securing of Housing Act (*Wohnungssicherungsgesetz*).

203. *Länder* instruments securing adequate housing:

- Special/extra needs (including: payment of rent arrears, utility bill balancing payments) covered under SH/BMS;
- Housing benefits (*Wohnbeihilfe*) for people with low incomes to finance housing;
- Housing development subsidy (*Wohnbauförderung*) for housing construction and renovation, benefiting about 80 % of the population.

Reply to paragraph 24 (a) of the list of issues

Preventing homelessness

204. A key measure preventing evictions is the BMSGPK's *WOHNSCHIRM* programme for tenants with main residence in Austria having rent arrears and therefore at risk of eviction due to the COVID-19 pandemic/the cost increase. It offers social workers' counselling and financial support (payment of rent arrears if the current lease is long-term and generally affordable or provision of a flat-rate amount for moving if this is likely to result in an affordable long-term lease). Support is means-tested and subsidiary, meaning it complements other benefits preventing eviction. March 2022 to October 2023, some 6,400 applications for paying rent arrears and some 700 applications for moving were approved, supporting approx. 12,000 persons.

Illustrative Länder-measures

205. Vienna:

- Financial support countering loss of housing and eviction;
- *Wiener Wohnungslosenhilfe* services aim at enabling independent living and include mobile services (street work, day centres, etc.), health services for homeless persons, mobile support in private homes, assisted living placements.

206. Vorarlberg: 220 places for homeless persons and 22 places in three emergency shelters; approx. 40,000 social worker hours/year for mobile housing advice, housing support and prevention of evictions.

207. Lower Austria: *NÖ Wohnassistenten* has been supporting persons at risk of homelessness or eviction since 2006; assisting people in about 300 apartments/year.

Reply to paragraph 24 (b) of the list of issues

Energy policy measures

208. The BMSGPK's *WOHNSCHIRM* Energy programme has been supporting, since early 2023, persons with main residence in Austria having or at risk of having arrears on energy bills due to the cost increase and unable to pay by themselves. It supplements *Länder*, city and local community benefits. It offers social workers' counselling and financial support (payment of arrears on energy bills and/or flat-rate payments to cover imminent arrears). January to October 2023, some 11,500 applications were approved, supporting approx. 31,000 persons.

209. Also households having low credit standing due to payment problems are entitled to basic energy supply ([Electricity Sector Act 2010](#) (*Elektrizitätswirtschafts- und -organisationsgesetz/ElWOG* 2010), BGBl. I No. 110/2010, and [Gas Act 2011](#) (*Gaswirtschaftsgesetz*), BGBl. I No. 107/2011). Measures ensuring energy supply at adequate terms:

- Rate for persons with low credit standing must not exceed the rate for most households;
- Any payment of collateral or prepayment to suppliers and system operators must not exceed the amount due for one month;
- Where a person commits to paying in advance for future system use and supply, the system operator must not physically disconnect such customer from the network;
- Pre-existing debts must be collected independently of universal service;
- Three reminders for consumers before a connection is disabled (and never before weekends or public holidays (= qualified payment reminders procedure));
- The regulator must set adequate charges for payment reminders and for enabling/disabling a connection;

- Optional use of prepayment meters.

210. In 2023, procurement costs for grid losses increased significantly with the price-increase for wholesale electricity. Thus, in 2023 the federal budget paid for a network loss charge (Section 53 ElWOG 2010) of € 186/kWh, reducing an average household's (3,500 kWh/year) extra costs from approx. € 9/month to approx. € 2/month.

211. Electricity and system cost subsidies shall likewise mitigate price hikes. 1 December 2022 to 30 June 2024, the electricity price for households (energy price, excluding system utilisation charges, taxes/fees and levies) for consumption levels up to 2,900 kWh/year is capped at € 0.10/kWh. The federal budget reimburses suppliers for the difference up to a price of € 0.40/kWh. Multi-person households receive a supplementary subsidy. Households exempt from broadcasting licence fees receive an extra system cost subsidy of 75 % of the system operator's system utilisation charges (capped at € 200/year).

Illustrative Länder-measures

212. Heating allowance for low-income households (one/heating period) (Salzburg, Vorarlberg); financial support for energy costs for socially vulnerable persons (Vienna).

Reply to paragraph 25 of the list of issues

Implementing the National Action Plan on Nutrition

213. Updating the National Action Plan on Nutrition is almost finished. Based on the results of the working group on health target 7 ("A healthy diet for all"), further targets and measures for promoting a healthy diet have been defined, one focus being on institutional catering, providing low-cost access to high-quality meals. Therefore, quality standards for catering in kindergartens, schools and residential/nursing facilities for the elderly have been formulated since 2019.

Illustrative Länder-measures

214. Carinthia: supporting institutional catering in offering the best possible food (initiative "Gesunde Küche"); project "Gesunde Schuljause".

215. Styria: public relations work (including vegetables-campaign "Sei amol g'miasig"); minimum standards for institutional catering (including through funding, counselling, training, and awards for school buffets); free-of-charge nutritional advice targeting the socio-economically disadvantaged (*GEMEINSAM G'SUND GENIEßEN – daheim und unterwegs*).

Reply to paragraph 26 of the list of issues

Combating unemployment and poverty of women in rural areas

216. The national strategic plan 2023-2027 for the implementation of the EU Common Agricultural Policy has a budget of approx. € 1.7 bill./year. One objectives is "promoting employment, growth, gender equality, including the participation of women in farming, social inclusion and local development in rural areas, including the circular bio-economy and sustainable forestry" which is implemented by measures including:

- Approx. € 65 mill. for investments in social services in rural areas, including facilities for childcare, nursing and care and facilities and housing for persons in particular hardship needing care and housing; a similar measure was implemented in 2014-2022;
- LEADER: Projects (many of which concern women's participation in politics and society) selected by bodies having a mandatory women's ratio of 40 %, implement local development strategies;
- Gender equality working group: unites diverse stakeholders (NGOs, federal ministries, *Länder*, regional development actors), promotes gender equality in rural areas by measures including information material, trainings, events;

- Introduced in 2011, the Gender Index presents gender-based differences in education, labour market participation and income. Consisting of eleven indicators, it maps (un)equal opportunities of men and women at the regional level and permits conclusions regarding the different economic conditions for men and women over a decade (data collection since 2006). The data inform targeted political action.

217. The BKA funds through a call projects empowering women/girls in challenging times focussing on women aged 60plus and considering rural regions (implementation: October 2023 until end of 2024, budget: € 1.1 mill.).⁴³

Illustrative Länder-measures

218. Vorarlberg: S. “Regio-V Regionalentwicklung Vorarlberg” 44 and “Vorderland-Walgau-Bludenz”;⁴⁵ funding for institutions raising awareness of the topic of changing roles under the regional action plan for gender equality 2019-2023 in rural areas.

219. Salzburg: regionalisation of services and offers matters, when funding independent organisations’ measures promoting women.

220. Carinthia: Project supporting women in rural areas to prevent working poor (“Kick up – One Stop für berufliche Stabilität”).

Increasing women’s representation in rural and agricultural decision-making bodies

221. Measures include:

LEADER (s. above, Issue 26);

- The gender equality working group’s (s. above, Issue 26.) measures, including the production of a video about diversity in municipal councils and other bodies;⁴⁶
- Charter for gender equality in agriculture and forestry representation bodies,⁴⁷ embraced by numerous organisations in agriculture and forestry, aiming at a women’s share of at least 30 % in such representation bodies.

Reply to paragraph 27 of the list of issues

Addressing the growing demand in medical personnel

222. Access to healthcare in Austria is internationally recognised as good. The difference in medical care between income groups is small. Physician density is among the highest in Europe.

223. The ongoing health reform shall, for the long-term, ensure and expand easy and needs-based accessibility to healthcare and secure its high quality. Staff shortages are not necessarily due to a lack of personnel, but to many factors, including: a growing and ageing population, a shift from acute to chronic illness, organisational deficiencies (esp. distribution, namely too few physicians in the solidarity-based health system), a misdirection of patient streams, regional imbalances (urban versus rural areas), and the desire of health professionals for a good work-life balance. Measures include:

⁴³ Details on the call and a list of 14 projects are available at:

<https://www.bundestkanzleramt.gv.at/service/foerderungen-des-bundestkanzleramtes/frauenprojektfoerderungen/foerderung-fuer-14-projekte-fuer-massnahmen-zur-staerkung-von-frauen-und-maedchen.html>.

⁴⁴ S. at: <https://www.regio-v.at/lokale-entwicklungsstrategie-les-2020>.

⁴⁵ S. at: <https://www.leader-vwb.at/die-leader-region/entwicklungsstrategie-les/lokale-entwicklungsstrategie>.

⁴⁶ Available at: <https://www.zukunftsraumland.at/seiten/185>.

⁴⁷ Available at: <https://stmk.lko.at/media.php?filename=download%3D%2F2018.11.06%2F1541496582022151.pdf&rn=Charta%20Partnerschaftliche%20Interessenvertretung.pdf>.

- Strengthening and expanding primary care through multi-professional and interdisciplinary primary care centres offering a broader range of services and better opening and on-call hours. 50 of 75 nationwide planned centres are already operating;
- Making general practice more attractive, including financial incentives and strengthening the role of general practitioners in the healthcare supply chain, and further boosting their status by creating a new medical speciality for general and family medicine;
- Strengthening the solidarity-based public healthcare system, including the provision of attractive conditions to enable a sufficient number of physicians willing to work for the public health system.

224. Measures regarding psychosocial care include:

- Expanding free-of-charge therapy for adults;
- Training as many child and adolescent psychiatrists as quality standards allow;
- Helping persons under 21 to cope with psychosocial problems following the COVID-19 crisis (*Gesund aus der Krise*, start: April 2022, given its success, running until June 2024);
- Strengthening mental crisis intervention (more crisis intervention facilities, psychosocial crisis hotlines, and innovative offers, including: improving crisis-handling skills of people frequently in contact with affected persons (gatekeeper-training)).

225. Preventive healthcare and health promotion measures, esp. for adolescents, include:

- Supporting projects focussing on equal health opportunities for children and adolescents, including the nationwide establishment of the programme “*Frühe Hilfen*” (a key project of Federation, *Länder* and social security institutions, helping parents acquiring parental skills to prevent developmental disorders/delays and illnesses), for the expansion of which Austria was granted € 15 mill. until 2024 under the European Commission’s Recovery and Resilience Facility;
- Section 66a of the [School Education Act](#) (*Schulunterrichtsgesetz*), BGBl. No. 472/1986, introduced in 2019, allowing school physicians being tasked with preventive healthcare (including vaccinations or periodical random screening of pupils);
- *Agenda Gesundheitsförderung*⁴⁸ improving health and life quality since 2022: initiative “ABC of Young People’s Psychosocial Health” pooling psychosocial health measures, raising their visibility and accessibility (started in autumn 2023); action plan on the psychosocial health of children and adolescents will follow.

226. Inmates of detention facilities do not have health insurance but receive the same medical assistance as people not in detention. The BMJ organises and finances inmates’ healthcare. There are two special hospitals and contracts with general hospitals. Currently, telemedicine (if necessary also with interpretation) in general and psychiatric services is tested: general telemedicine is offered for four hours/working day in prisons where not every working day a physician is on site, and psychiatric telemedicine in a selected prison for three hours/week. Enlarging the pool of telemedicine physicians and thus the hours of availability is in progress. Is no (telemedicine) physician available in cases of acute medical need, patients are either taken to a public outpatient clinic or emergency services are called.

Illustrative Länder-measures

227. Vienna:

- Child and adolescent psychiatry:
 - Expanding treatment capacities and training of personnel;

⁴⁸ S. at: <https://agenda-gesundheitsfoerderung.at/>.

- PSD uses (personnel) synergy effects ensuring sustainable access to psychiatric services for children, adolescents and young adults, including: a plan for the provision of psychiatric and psychosomatic healthcare; home treatment equivalent to inpatient treatment in collaboration with inpatient units; or new PSD psychiatric outpatient clinics for children and adolescents;
- SDW helps children and adolescents preventing addiction and promotes mental health, through measures including life skills programmes (“*Gemeinsam stark werden*”, “*plus*”), or the transition psychiatry programme “*API Steps*” for 16-25-year-olds having psychiatric disorders and problematic consumer behaviour;
- Detention facilities:
 - PSD expands tailor-made services for former forensic patients with grave and sustained mental disorders;
 - SDW and PSD liaise with detention facilities;
- Paying training costs for specialist in (child and adolescent) psychotherapy to increase nationwide availability (Lower Austria, Styria);
- Annual demand and capacity planning in health and social services; investments in nursing staff training, including traineeship offers.

Reply to paragraph 28 of the list of issues

Ensuring disadvantaged groups’ access to healthcare

228. In Austria, health insurance is compulsory and covers nearly all gainfully employed persons and their eligible dependants, a large part of the self-employed and their eligible dependants, persons receiving unemployment and pension benefits and their dependants. It also covers beneficiaries of SH/BMS and basic care, including asylum seekers (s. target group, Article 2 of the Basic Care Agreement under Article 15a of the Federal Constitution). Accordingly, almost the entire population resident in Austria (99.9 %), including members of marginalised and disadvantaged groups, has access to statutory health insurance services. Persons without compulsory health insurance or protection as dependant may choose voluntary health insurance.

229. A 2015 study on Roma and health⁴⁹ revealed a lack of language skills being the key barrier to accessing healthcare services and a need for support in this respect.

230. The Action Plan on Women’s Health’ objective 5 (cf. Issue 29.) comprises measures improving equal opportunities in healthcare for socio-economically disadvantaged migrant women.

Illustrative Länder-measures

231. Funding for health promotion and counselling associations, projects and measures for migrants (including psychotherapy and psychosocial healthcare, esp. regarding lowering access barriers), in: Salzburg (association *Zellkern*), Styria (associations *Zebra* and *OMEGA*) and Vienna.

232. Vienna:

- Offers for persons without health insurance, including Amber Med’s (*Diakonie*) and *Caritas*’s health services; giving birth in hospitals of the *Vinzenz* charity; vaccination programme for children; medical exams of children in kindergartens, schools or parent counselling centres;
- Healthcare services for female refugees by *Frauen – Flucht – Gesundheit*.

⁴⁹ Available at: <https://www.bundestkanzleramt.gv.at/themen/volksgruppen/roma-strategie.html>.

Reply to paragraph 29 of the list of issues

Implementing the Action Plan on Women's Health

233. The Action Plan on Women's Health (based on WHO-objectives (Strategy on women's health and well-being)) comprises 17 objectives and 40 (short-term, medium-term, long-term and ongoing) measures concerning research on health, health promotion and healthcare. Primary topics include equal opportunities in healthcare (objective 5), strengthening women's self-image (objective 7) and mental health (objective 11).

234. Since 2016, focal points have coordinated implementation of the Action Plan in the *Länder*.

235. The annual Women's Health Dialogue (*FrauenGesundheitsDialog*) addresses the focal points' work and the Action Plan's implementation. In 2019, 15 % of the measures were making good progress; in 2021, already 25 %. In 2022, a coordination centre for women's health was established with *Gesundheit Österreich GmbH*, and a new report on women's health⁵⁰ was published. The 6th Women's Health Dialogue (June 2023) focused on sexual health, reproductive self-determination and body and self-image.

236. For a budget overview, s. Table 21 in the Statistics Annex.

Reply to paragraph 30 of the list of issues

Compulsory schooling and non-discriminatory access to education

237. All children permanently residing in Austria, regardless of their nationality, are subject to compulsory schooling ([Compulsory Schooling Act 1985](#) (*Schulpflichtgesetz*), BGBl. No. 76/1985), starting on 1 September following a child's 6th birthday and lasting nine school years. Persons having parental authority must ensure compliance, failing which they will be subject to administrative fines. Schools inform pupils and persons having parental authority about compulsory schooling. Headmasters may take appropriate measures preventing non-compliance and, where necessary, involve student counsellors, the school psychology service or other support services. All children of compulsory school age are tested for school readiness before starting school, thus, special support can be initiated early on, if needed.

238. State schools are accessible to all children, regardless of birth, sex, race, status, language and religion (cf. Section 4 (1) School Organisation Act).

Reply to paragraph 30 (a) of the list of issues

Facilitating the enrolment of children from disadvantaged groups

239. The free-of-charge, compulsory kindergarten year for five-year-olds (introduced in 2010/11) contributes substantially to equal opportunities and a positive educational career: All children must attend, in the year before compulsory schooling, a suitable early-childhood education facility for 20 hours/week.

240. In 2022/23, 30.9 % of children under three (2020/21: 33.9 %) and 32.4 % of children aged three to six (2020/21: 31.2 %), attending early-childhood education facilities had a first language other than German.⁵¹ Through targeted language support in early-childhood education facilities children shall acquire the language skills they need to follow school instruction. Staff of early-childhood education facilities assess language support need, using standardised questionnaires for German as a first or second language.

⁵⁰ Available at: <https://www.sozialministerium.at/Themen/Gesundheit/Frauen--und-Gendergesundheit.html>.

⁵¹ No first language data is available in Styria.

Illustrative Länder-measures

241. Childcare facilities are free for full-day care (Burgenland, Vienna) or half-day care (Lower Austria, Upper Austria), free for children aged three to six on a half-day basis (Salzburg), substantially discounted on a sliding social needs scale (Vorarlberg) or subsidised (Styria) or refund in full the average parents contributions (Carinthia) enabling children from marginalised groups to benefit from educational offers early on.

242. Vorarlberg: compulsory kindergarten for four-year-olds needing language support.

243. Carinthia: in the settlement area of the Slovenian ethnic group school registration with teachers with German as a second language and multilingual information material.

Reply to paragraph 30 (b) of the list of issues**Preventing exacerbation of inequalities at secondary level I**

244. The overarching goal of Austria's education policy is all children having equal opportunities for the best possible education. Therefore, the school system is continuously refined. The current educational reform process aims at equal opportunities in accessing education, individualisation, inclusion, skills orientation, and attaining the highest level of education possible. Pupils shall receive personalized support (accounting for diverse social backgrounds, abilities, and special needs) and best assistance for transitions from one school level to the next. The BMBWF's measures include strengthening of basic skills and cultural techniques; increased fostering of potential and talent; strengthening of equality efforts; implementation of an advanced and uniform quality management system at all levels of the school system; developing the school system based on insights from the COVID pandemic.

245. To improve the educational opportunities and integration of pupils with migration background, pupils in primary and secondary level unable to follow instruction due to insufficient German skills must, since the school year 2018/19, attend separate German support classes or German support courses in parallel with regular classes (Section 8h School Organisation Act). The aim is that they intensively and quickly learn German so that they can follow, as soon as possible, class instruction pursuant to the curriculum applicable to the specific grade and school type.

246. A 2015 study on the education and training situation of Roma in Austria⁵² found a lower level of formal education among Roma compared to the total population. However, across generations a rise in education levels has been observable among indigenous Roma. Therefore, the education chapter of the Austrian Roma strategy up to 2030 provides for a continuous improvement in education outcomes of Roma minority members in school and adult education. To achieve this goal, the Roma community shall benefit primarily from structural measures within the scope of inclusive education policy, aiming at enhancing equal opportunities and targeted support for disadvantaged groups. Additionally, it foresees specific measures for Roma, including learning support projects, native language teaching, and Roma school mediation.

Illustrative Länder-measures

247. Vienna:

- For Roma:
 - Native language lessons by native teachers;
 - School mediators mediating between teachers, pupils, and parents, assisting children with studying, helping teachers understand the cultural background and the life situations of Roma children, and parents to develop a positive attitude towards school;

⁵² S. at: <https://www.bundeskanzleramt.gv.at/themen/volksgruppen/roma-strategie/dialogplattform-roma-strategie/13-dialogplattform-25-februar-2015.html>.

- Tutoring (help with homework, exam-preparation);
- For pupils with learning difficulties from economically disadvantaged families:
 - Free-of-charge learning support courses for pupils in primary and secondary level I since the school year 2014/15;
 - Strengthening of middle schools to enable children to continue their educational career at higher schools;
 - Free-of-charge summer courses for pupils in secondary level I in German and mathematics.

248. Burgenland:

- Pupils are entitled to be taught in Romanes (five pupils minimum to establish demand, [Burgenland Minority School Education Act 1994](#) (*Minderheiten-Schulgesetz für das Burgenland*), BGBl. No. 641/1994, and respective implementing legislation);
- Association Roma-Service offers tutoring.

Reply to paragraph 30 (c) of the list of issues

Preventing school dropout

249. Factors influencing school and vocational training dropouts include problems with learning success, acquisition of skills and motivation, psychosocial problems, or insufficient support. Countermeasures therefore include:

- Training obligation until the age of 18 (cf. Issue 17.):
 - Reducing early school dropouts (particularly high among adolescents with migration background), and creating incentives for further training;
 - Identifying adolescents not pursuing any training for support and assistance through youth coaching (aims at encouraging them to participate in appropriate trainings);
- Easily accessible support for adolescents at risk of marginalisation, including NEBA's:
 - Youth coaching (support/assistance in education and career choices, from 9th grade);
 - Assistance in finding the next suitable step in training (*AusbildungsFit*);
- Personal tutoring for pupils with learning difficulties at secondary level I and II from 10th grade onwards (available as of the school year 2023/24);
- Increased skills focus, by:
 - Skills assessment in 3rd, 4th, 7th and 8th grade (*Individuelle Kompetenzmessung PLUS*);
 - Skills-oriented curricula at primary and secondary level I;
 - Skills frameworks (describe how well-developed certain skills should be);
- Psychosocial support and counselling at schools, including:
 - Psychosocial counselling at and for schools;⁵³
 - Vocational and educational orientation at schools;⁵⁴
- Establishing a feedback culture;
- School start screenings for optimised support.

⁵³ S. at: <https://www.schulpsychologie.at/15#&gid=1&pid=1>.

⁵⁴ S. at: <https://www.bmbwf.gv.at/Themen/schule/schulpraxis/ba/bo.html>.

Reply to paragraph 31 of the list of issues

Share of children with disabilities in inclusive and special-needs schools

250. Pupils needing, due to a non-temporary physical, mental or psychological functional impairment or an impairment of the senses, special support to follow instruction at primary, middle and polytechnic schools, attend either a special-needs school or an inclusive school, at the choice of the persons having parental authority (s. Tables 22-24 in the Statistics Annex). The aim is that they learn, as possible regarding their impairment, in school in an inclusive, non-biased, participatory manner and grow up in the midst of society on an equal footing with everybody else from the outset.

Reply to paragraph 32 of the list of issues

Impact of measures increasing the gender balance in the field of STEM

1. University

251. Women's share in technology and informatics rose by 3.8 % from 2017/18 to 2022/23.

2. Apprenticeships

252. Women are traditionally underrepresented in apprenticeship training. In 2022, the number of female apprentices was highest (61.3 %) in apprenticeships offered by "other apprenticeship providers" (including public administration, pharmacies, law firms, etc.), followed by "retail" (58.8 %) and "banking and insurance" (55.6 %), and lowest in "trades and crafts" (18.7 %). S. Table 25 in the Statistics Annex.

253. However, women's share in technical apprenticeship groups has been rising constantly since 2005 (s. Tables 26 and 27 in the Statistics Annex), including in:

- Electrical engineering/electronics (2022: +10.1 % compared to 2021);
- Construction/architecture/building technology (2022: +7.8 % compared to 2021);
- Transport/warehousing/haulage (2022: +6.8 % compared to 2021).

254. The range of apprenticeships chosen by women has widened: In 2002, 53.1 % of women chose an apprenticeship in retail, hairdressing, or office work. This percentage has been declining constantly ever since, down to 36.3 % in 2022, while metalwork was the 6th popular apprenticeship chosen in 2022 (s. Tables 27 and 28 in the Statistics Annex).

3. School

255. In the school year 2021/22, nationwide approx. 8 % of female 9th graders (3,089) began a technical education at a middle or higher vocational school. In Carinthia and Salzburg, it was roughly 12 % each, partly owed to the activities/projects of *MINT Salzburg* (a *Land* government initiative) and *EqualiZ* (formerly: Klagenfurt Girls' Centre).

256. At the same time, nationwide approx. 4.5 % of male 9th graders (1,800) began at a middle or higher vocational school in the education, care, and social affairs sector. Proportions vary widely between the *Länder* (Burgenland > 9 %, Carinthia > 7 %, Vorarlberg < 1 %), partly owed to those responsible for Boys Days in Burgenland and Carinthia being well connected.

Reply to paragraph 33 of the list of issues

Amending the Ethnic Groups Act (*Volksgruppengesetz*)

257. Currently not envisaged.

III. Good practices

Reply to paragraph 34 of the list of issues

Illustrative good practices implementing Covenant-rights

258. Implementing the recommendations in the Committee's concluding observations (E/C.12/AUT/CO/4) is discussed at the federal ministries' human rights coordinators' regular meetings; account of the recommendations was taken during the reporting period in the development of many of the following good practices (including those concerning Roma, women, psychosocial health) concerning:

- Persons with disabilities, including:
 - Verifying eligibility for raised family allowance for children with disabilities based on data shown on the ID card for disabled persons, so additional medical exams are no longer required;
 - Where this ID card certifies that the use of public transport is unacceptable because of non-temporary limited mobility due to disability, holders automatically receive a free-of-charge annual motorway toll pass;
- Marginalised groups' labour market inclusion, including:
 - Skills checks for AMS-registered recognised refugees; the skills check for women won the United Nations Public Service Award 2019;
 - Funding innovative approaches to dual education within the subsidisation of apprenticeships in companies (funding lines "gender", "inclusion" and "quality");
 - Roma strategy with numerous projects for Roma empowerment;
- Empowerment of women, including:
 - Using Austria's EU Council Presidency in 2018 to initiate an open dialogue on gender equality, including the European conference "*Gender Equality and YOU. Young Voices. Joint Initiative.*";
 - Multi-stakeholder workshop to implement the Beijing Declaration and Action Platform in Austria in 2019.

Illustrative Länder-measures

- Equality Monitor, since 2013;⁵⁵
- Human Rights Office since 2015 (focus: children's and adolescents' rights and combating human trafficking);
- Project "*Wiener Menschenrechtsbezirke*" since 2019 (15 of 23 Viennese districts so far);
- SDW and PSD offer counselling, support and treatment services, esp. for young adults (special brochures informing about PSD services made available in the context of the Ukraine crisis (also in Ukrainian));
- Climate initiatives (including information tour) since 2022.

⁵⁵ S. at: <https://www.gleichstellungsmonitor.at>.

Statistics

Table 1
Number of victims of offences against life and limb: five-year comparison (2018-2022),
by gender

<i>Sex</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>
Male	29 132	27 675	24 395	23 256	29 306
Female	14 954	15 171	14 203	14 057	16 208
Total	44 086	42 846	38 598	37 313	45 514

Source: Austrian Police Crime Statistics.

Table 2
Number of victims of offences against life and limb: five-year comparison (2018-2022),
by age groups and gender

<i>Age</i>	<i>gender</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>
0-5	Total	332	423	391	375	373
	Male	196	237	226	210	229
	Female	136	186	165	165	144
6-9	Total	541	558	424	451	511
	Male	347	356	281	308	358
	Female	194	202	143	143	153
10-13	Total	1 818	1 828	1 284	1 522	1 994
	Male	1 297	1 305	895	1 103	1 405
	Female	521	523	389	419	589
14-17	Total	4 138	3 939	3 374	3 127	4 036
	Male	2 817	2 679	2 239	2 078	2 762
	Female	1 321	1 260	1 135	1 049	1 274
18-20	Total	4 487	4 101	3 348	3 045	4 035
	Male	3 282	2 897	2 296	2 020	2 808
	Female	1 205	1 204	1 052	1 025	1 227
21-24	Total	5 859	5 368	4 516	4 305	5 368
	Male	4 082	3 640	3 000	2 824	3 652
	Female	1 777	1 728	1 516	1 481	1 716
25-39	Total	15 250	14 921	14 117	13 592	16 272
	Male	9 858	9 366	8 711	8 269	10 223
	Female	5 392	5 555	5 406	5 323	6 049
40-64	Total	10 324	10 399	9 840	9 543	11 379
	Male	6 478	6 441	5 977	5 713	6 944
	Female	3 846	3 958	3 863	3 830	4 435
65+	Total	1 337	1 309	1 304	1 353	1 546
	Male	775	754	770	731	925
	Female	562	555	534	622	621
All	Total	44 086	42 846	38 598	37 313	45 514

Source: Austrian Police Crime Statistics.

Table 3

Number of relationships between offenders and victims of offences against life and limb: five-year comparison (2018-2022), by type of relationship

<i>Relationship</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>
Acquaintance	10 503	11 023	9 789	9 656	11 621
Family member in same household	6 699	7 151	7 271	7 151	7 471
Family member not in same household	3 075	3 171	3 074	3 371	3 270
None	17 063	18 535	16 001	14 697	19 332
Unknown	854	722	471	413	545
Chance acquaintance	2 173	2 549	2 270	1 929	2 568
Total	40 367	43 151	38 876	37 217	44 807

Source: Austrian Police Crime Statistics.

Table 4

Number of relationships between male suspect and female murder victim (incl. attempted murder): five-year comparison (2017-2021), by type of relationship

<i>Year</i>	<i>Family member in same household</i>	<i>Family member not in same household</i>	<i>Acquaintance</i>	<i>Chance acquaintance</i>	<i>None</i>	<i>Unknown</i>	<i>Total</i>
2017	39	10	12	0	1	9	71
2018	35	22	13	3	9	0	82
2019	39	14	20	3	16	2	94
2020	38	9	21	1	8	0	77
2021	29	15	14	0	7	1	66

Source: Austrian Police Crime Statistics.

Table 5

Number of femicides attempted and committed: five-year comparison (2017-2021)

<i>Year</i>	<i>Attempted</i>	<i>Committed</i>	<i>Total</i>
2017	55	36	91
2018	55	41	96
2019	65	39	104
2020	51	31	82
2021	38	36	74

Source: Austrian Police Crime Statistics.

Table 6

Age of female murder victims (incl. attempted murder): five-year comparison (2017-2021)

<i>Year</i>	<i>≤ 17</i>	<i>18 to 20</i>	<i>21 to 24</i>	<i>25 to 39</i>	<i>40 to 64</i>	<i>≥ 65</i>	<i>Total</i>
2017	12	2	8	16	37	16	91
2018	10	6	2	30	33	15	96
2019	11	4	5	29	39	16	104
2020	7	4	2	29	26	14	82
2021	5	2	4	24	24	15	74

Source: Austrian Police Crime Statistics.

Table 7

**Number of assisted women and amount of funding spent for court assistance:
three-year comparison (2020-2022)**

Year	Assisted Women	Funding in €			Amount/victim
		Psychosocial	Legal	Total	
2020	7 105	2 939 506.38	3 604 181.10	6 543 687.48	921.00
2021	7 417	3 015 230.10	3 840 767.23	6 855 997.32	924.36
2022	8 014	3 634 579.07	4 515 921.01	8 150 500.09	1 017.03

Source: BMJ.

Table 8

Share of persons at risk of poverty: five-year comparison (2018-2022)

2018	14.3 %
2019	13.3 %
2020	13.9 %
2021	14.7 %
2022	14.8 %

Source: Statistics Austria (according to definition by EU-SILC: at-risk-of-poverty rate).

Table 9

**Palma ratio (share of all income received by the richest 10 % divided by the share of
the poorest 40 %): three-year comparison (2018-2020)**

2018	0.89
2019	0.95
2020	0.93

Source: <https://data.oecd.org/inequality/income-inequality.htm>.

Table 10

**Ratio government revenue/GDP and share of government revenue from taxes: five-
year comparison (2018-2022)**

		2018	2019	2020	2021	2022
GDP	€ bill.	385.3	397.2	381.0	406.1	446.9
Revenue	€ bill.	188.5	195.6	185.9	204.2	221.7
	in % of GDP	48.9 %	49.2 %	48.8 %	50.3 %	49.6 %
Taxes	€ bill.	106.4	110.4	101.8	114.0	127.2
	in % of GDP	27.6 %	27.8 %	26.7 %	28.1 %	28.5 %
	in % of revenue	56.4 %	56.4 %	54.8 %	55.8 %	57.4 %
Taxes and social security contributions (ODC)	€ bill.	165.1	171.5	162.6	177.9	194.8
	in % of GDP	42.9 %	43.2 %	42.7 %	43.8 %	43.6 %
	in % of revenue	87.6 %	87.7 %	87.4 %	87.1 %	87.9 %

Source: BMF Statistics Austria.

Table 11
Income tax rates

<i>Income parts</i>	<i>Tax</i>
Up to € 11 000 (2023: € 11 693)	0 %
€ 11 000 and € 18 000 (2023: € 11 693 and € 19 134 respectively)	20 %
€ 18 000 and € 31 000 (2023: € 19 134 and € 32 075 respectively)	Until 2021: 35 % 2022: 32.50 % From 2023: 30 %
€ 31 000 and € 60 000 (2023: € 32 075 and € 62 080 respectively)	Until 2022: 42 % 2023: 41 % From 2024: 40 %
€ 60 000 and € 90 000 (2023: € 62 080 and € 93 120 respectively)	48 %
Over € 90 000 (2023: € 93 120)	50 %
Over € 1 000 000 (no adjustment for inflation)	55 %

Source: BMF.

Table 12
**Breakdown of the public budget allocated to social expenditure (2018-2022) in € mill.
and by categories**

<i>Category as queried</i>	<i>COFOG level</i>	<i>COFOG term</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>
Education	09.	Education	18 410	19 085	19 357	20 056	21 281
Health & food	07.	Health	31 770	32 971	35 133	40 840	41 816
Social security	10.	Social protection	77 713	80 117	86 730	89 000	92 171
Employment	10.5	incl. unemployment	4 693	4 731	7 230	7 047	5 304
Housing	06.1	Housing development	730	653	529	648	804
Water	06.3	Water supply	83	76	70	84	109
Waste water	05.2	Waste water management	339	374	383	384	459
Culture	08.2	Culture	2 010	2 121	2 008	2 068	2 114
Total social expenditure as queried*			131 056	135 396	144 211	153 080	158 754

* Expenditure on education food health *social* security employment housing water wastewater and culture.

Source: BMF Statistics Austria.

Table 13
**Absolute levels of inflation-adjusted social expenditure: five-year comparison
(2018-2022) in € mill.**

<i>Description</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>
Total social expenditure as queried*	131 056	135 396	144 211	153 080	158 754
CPI deflator 2015	105.1	106.7	108.2	111.2	120.7
Social expenditure in absolute terms as queried* (from 2018)	131 056	133 366	142 212	148 950	146 259

* Expenditure on employment education food health social security water and wastewater housing and culture.

Source: BMF Statistics Austria.

Table 14

Discrimination cases regarding economic social and cultural rights received by GAW between 2016/2017 and 2020/2021 by discrimination ground

<i>Discrimination ground</i>	<i>2016/17</i>	<i>2016/17 in per cent</i>	<i>2018/19</i>	<i>2018/19 in per cent</i>	<i>2020/21</i>	<i>2020/21 in per cent</i>
Gender	675	53 %	658	49 %	662	51 %
Ethnic origin	309	24 %	374	28 %	357	27 %
Religion	74	6 %	88	7 %	78	6 %
Belief	28	2 %	28	2 %	34	3 %
Age	167	13 %	166	12 %	141	11 %
Sexual orientation	28	2 %	24	2 %	27	2 %
Total	1 281	100 %	1 338	100 %	1 299	100 %

Table 14-2

Discrimination cases regarding ads received by GAW between 2016/17 and 2020/21 separated by job and housing area

<i>Ads</i>	<i>2016/17</i>	<i>Ads 2016/17</i>	<i>2018/19</i>	<i>Ads 2018/19</i>	<i>2020/21</i>	<i>Ads 2020/21</i>
Job		134 (13 administrative fines)	433	51 (6 administrative fines)	303	182 (5 administrative fines)
Housing	20	15 (0)	12	9 (0)	12	7 (0)
Total	689	184	445	60	315	189

Source: GAW.

Table 15

Elements of discrimination in the 116 applications filed with GBK's Senate I in 2020/21 (often multiple answers)

<i>Discrimination ground</i>	<i>Elements</i>	<i>Number</i>
Gender	Vocational guidance vocational training continued professional development and retraining outside employment	1
	Self-employment	1
	Establishment of employment	15
	Pay	18
	Voluntary social benefits not part of remuneration	4
	Initial and continued training and retraining	4
	Career advancement	18
	Other working conditions	32
	Termination of employment	45
	Sexual harassment	38
	Insufficient redress in cases of sexual harassment	18
	Harassment	23
	Insufficient redress in cases of harassment	11
	Ban on discrimination	14
Ethnic origin	Pay	3
	Initial and continued training and retraining	1
	Career advancement	3

<i>Discrimination ground</i>	<i>Elements</i>	<i>Number</i>
Age	Other working conditions	4
	Termination of employment	3
	Harassment	9
	Insufficient redress in cases of harassment	6
	Ban on discrimination	2
	Establishment of employment	3
	Pay	1
	Career advancement	5
	Other working conditions	3
	Termination of employment	6
Religion	Harassment	4
	Insufficient redress in cases of harassment	1
	Establishment of employment	1
	Career advancement	1
	Termination of employment	1
	Harassment	4
	Insufficient redress in cases of harassment	4
Belief	Ban on discrimination	1
	Termination of employment	1

Source: GBK.

Table 16

Discriminatory elements in the 52 applications filed with GBK's Senate II in 2020/21 (often multiple answers)

<i>Discrimination ground</i>	<i>Elements</i>	<i>Number</i>
Ethnic origin	Harassment	15
	Termination of employment	10
	Establishment of employment	3
	Other working conditions	8
	Ban on discrimination	5
	Pay	1
	Section 18	3
	Insufficient redress	10
Religion	Harassment	3
	Termination of employment	1
	Insufficient redress	2
	Other working conditions	3
	Section 18	1
	Career advancement	1
Sexual orientation	Termination of employment	2
	Other working conditions	2
	Insufficient redress	2
	Harassment	2
Belief	Termination of employment	2
	Establishment of employment	4

<i>Discrimination ground</i>	<i>Elements</i>	<i>Number</i>
Age	Harassment	5
	Establishment of employment	10
	Termination of employment	5
	Pay	2
	Career advancement	1
	Insufficient redress	1
	Other working conditions	2
	Section 18	3

Source: GBK

Table 17

Discriminatory elements in the 33 applications filed with GBK's Senate III in 2020/21 (often multiple answers)

<i>Discrimination ground</i>	<i>Elements</i>	<i>Number</i>
Ethnic origin	Education	1
	Access to and supply with public goods and services including housing	11
	Instruction to discriminate	0
	Harassment	3
	Discrimination by association	1
	Housing	0
Gender	Access to and supply with public goods and services	8
	Instruction to discriminate	0
	Sexual harassment	7
	Gender-based harassment	1
	Housing	1

Source: GBK.

Table 18

Compliance with businesses' obligation to employ persons with disabilities: five-year comparison (2018-2022) in percent

<i>Description</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>
Employers complying with the obligation proportion in %	21.40 %	21.92 %	24.53 %	24.72 %	23.79 %

Source: BMSGPK.

Table 19

Number of adolescents in vocational training under Section 8b BAG: five-year comparison (2018-2022)

<i>Vocational training under Section 8b BAG</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>
Section 8b (1) BAG (extended apprenticeship period)	6 407	6 625	6 910	7 267	7 171
in businesses	4 700	5 083	5 188	5 420	5 710
in training institutions	1 707	1 542	1 722	1 847	1 461
Section 8b (2) BAG (partial qualification)	1 638	1 588	1 404	1 108	1 251

<i>Vocational training under Section 8b BAG</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>
in businesses	502	631	590	580	616
in training institutions	1 081	957	814	528	635
Total	8 045	8 213	8 314	8 375	8 422

Source: Austrian Economic Chambers (Wirtschaftskammer/WKO) apprenticeship statistics (as of the end of December of each year).

Table 20

Number of recruitment discrimination cases received by GAW (2016/2017-2020/2021) by discrimination ground

<i>Discrimination ground</i>	<i>2016/17</i>	<i>2018/19</i>	<i>2020/21</i>	<i>Total</i>
Ethnic origin	38	45	34	117
Religion	17	33	24	74
Belief	2	11	10	23
Total	57	89	68	214

Table 21

Budget overview for ongoing process assistance and implementation of the Action Plan by Gesundheit Österreich GmbH (2018-2021)

<i>Year</i>	<i>Expenditure</i>
2018	€ 28 690.00
2019	€ 57 420.00
2020	€ 51 836.02
2021	€ 56 694.58

Source: BMSGPK.

Table 22

Share of special needs pupils in special-needs schools (school years 2017/18-2021/22)

<i>2017/18</i>	<i>2018/19</i>	<i>2019/20</i>	<i>2020/21</i>	<i>2021/22</i>
35.2 %	36.9 %	36.2 %	36.4 %	36.4 %

Source: Statistics Austria.

Table 23

Share of special needs pupils in inclusive schools (comparing school years 2018/19-2021/22)

<i>School type</i>	<i>2018/19</i>	<i>2021/22</i>
Inclusive schooling (total)	63.1 %	63.6 %
Primary school	21.8 %	23.2 %
Middle school	37.4 %	36.7 %
Polytechnic school	3.8 %	3.8 %

Source: Statistics Austria.

Table 24

Share of pupils whose everyday language is not German⁵⁶ (comparing school years 2018/19-2021/22)

<i>School type</i>	<i>2018/19</i>	<i>2021/22</i>
Primary school	31 %	31.2 %
Special-needs school or inclusive schooling	38.8 %	42.9 %
Middle school	32.5 %	34.1 %
Polytechnic school	36 %	37.3 %

Source: Statistics Austria.

Table 25

Share of female apprentices in 2022 by sector – as at 31 Dec. 2022

<i>Sector</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Share of female apprentices</i>
Trades and crafts	46 913	38 141	8 772	18.7 %
Industry	16 428	13 326	3 102	18.9 %
Retail	15 193	6 261	8 932	58.8 %
Banking and insurance	1 218	541	677	55.6 %
Transport and haulage	2 856	2 085	771	27.0 %
Tourism and leisure	6 949	3 325	3 624	52.2 %
Information and consulting	2 764	1 684	1 080	39.1 %
Other	9 536	3 690	5 846	61.3 %
Apprenticeships in training centres	6 228	3 895	2 333	18.7 %
Total	108 085	72 948	35 137	32.5 %

Source: WKO apprenticeship statistics

⁵⁶ The language spoken by students in their daily lives serves as a parameter for identifying migration background.

Table 26
Change in proportion of female apprentices in technical apprenticeship groups 2005-2022

<i>Sector</i>	<i>2005</i>	<i>2010</i>	<i>2015</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>Annual change</i>
Construction/architecture/building technology	657	998	868	988	1 092	1 186	1 208	1 302	7.8 %
Chemicals/plastics	343	488	560	609	633	644	622	657	5.6 %
Electrical engineering/electronics	295	609	557	496	570	651	716	788	10.1 %
Wood/paper/glass/ceramics	383	537	504	548	602	644	678	700	3.2 %
Informatics/IT/communication technology	164	204	204	468	616	745	807	837	3.7 %
Machines/vehicles/metal	854	1 376	1 605	1 871	2 006	2 077	2 121	2 235	5.4 %
Transport/haulage/warehousing	364	640	644	711	794	847	910	972	6.8 %
Environment/energy/commodities	50	41	48	60	43	50	54	46	-14.8 %
Total female apprentices in the selected groups	3 110	4 893	4 990	5 751	6 356	6 844	7 116	7 537	5.9 %
Total apprentices (in the selected groups)	66 121	71 444	61 487	61 761	63 560	64 539	65 265	65 770	0.8 %
Proportion of female apprentices	4.7 %	6.8 %	8.1 %	9.3 %	10.0 %	10.6 %	10.9 %	11.5 %	

Source: WKO apprenticeship statistics (as of the end of December).

Table 27
TOP 10 apprenticeships chosen by women 2022

<i>Rank</i>	<i>Apprenticeship</i>	<i>Number of female apprentices</i>	<i>Share of female apprentices</i>
1	Retail	7 204	20.5 %
2	Office clerk	3 502	10.0 %
3	Hairdresser (stylist)	2 061	5.9 %
4	Administrative assistant	1 520	4.3 %
5	Pharmaceutical-commercial assistant	1 513	4.3 %
6	Metalworker	1 086	3.1 %
7	Confectioner (pastry chef)	956	2.7 %
8	Chef	946	2.7 %
9	Catering and hospitality assistant	804	2.3 %
10	Skilled restaurant worker	778	2.2 %
Total TOP 10		20 370	58.0 %
Apprentices in total		35 137	100 %

Source: WKO apprenticeship statistics (as at 31 December 2022).

Table 28
Change in TOP 3 apprenticeships chosen by women 2002-2022

2002	53.1 %
2003	51.6 %
2004	51.5 %
2005	50.8 %
2006	50.0 %
2007	49.6 %
2008	48.5 %
2009	48.2 %
2010	48.0 %
2011	47.9 %
2012	47.9 %
2013	47.6 %
2014	47.4 %
2015	46.7 %
2016	45.8 %
2017	44.5 %
2018	43.2 %
2019	41.5 %
2020	39.9 %
2021	38.2 %
2022	36.3 %

Source: BMAW.