

## Styrian Women's and Gender Equality Strategy 2020 - Abridged Version

With its diversity-oriented integration policy, the Charter for Living Together in Diversity shapes the approach chosen for the women's and gender equality policy. Both diversity management regarding an inclusive society and gender mainstreaming and the promotion of women aim at creating equal opportunities and a factual equality.

Issues relating to women's and gender equality policy are cross-cutting political topics. To a large extent, they are related to economic and employment policy, social and health policy, education and science policy, as well as family policy. The strategy paper describes the overarching common goals for the specific equality objectives formulated by all departments of the Styrian State Government within its budget law 2015.

The goal of equality will be reached when gender-based *discrimination is eliminated* and prevented, when an *equal participation* of the genders in all their diversity is ensured and actually exists regarding all social positions, resources and spheres of influence, and when stereotypical role expectations are no longer attached to individual gender *lifestyles*.

Factual equality is attainable if both the issue of social justice (e.g. distribution of assets, wages, relationships, status and knowledge within society according to provenance, ethnicity or gender) is broached and social traditions are challenged. In order to institute equality, it requires more than measures related to women's issues – it is also necessary to achieve a socially equitable distribution of resources and a cultural recognition of all individuals, regardless of their gender, their sexual orientation, their ethnicity or their nationality. In addition to this, the individual gender groups must be considered from a diversified perspective: equality not only refers to a compensation of the disadvantages faced by women in comparison to men. It is also necessary to identify cases in which men are discriminated against by other men and women are discriminated against by other women and to introduce suitable compensatory measures. Gender equality also means having an open political debate about the fact that outside of the traditional gender roles there are numerous different forms of femininity and masculinity, which all need to receive equal recognition.

Apart from legal and fiscal framework conditions and the deployment of public funds, individual lifestyles are shaped by role expectations. Through public and private speech, as well as through symbols and actions, gender stereotypes are not only created, but also extended and modified. Political equality efforts must therefore also include participation by Styrian policy-makers in creating extended gender roles through their words as well as their actions.

The Styrian Women's and Gender Equality Strategy 2020 was developed over several months, and more than 700 individuals representing 221 institutions from all regions of Styria participated. It formulates concrete fields of action as well as strategic objectives within *six areas*:

- *Economic independence and reduction of income differentials*
- *Access to public services and living spaces*  
Irrespective of their gender, all individuals have equal access to services to the public, and are economically independent. The reduction in the income difference between women and men has been achieved. Education, health and social services, living space and public transport are aligned in a way that promotes equality.
- *Reconciliation of family and working life for women and men*
- *Participation, co-determination and representation of women*  
All individuals, irrespective of their gender, participate equally in gainful employment, household chores, educational activities and care work, the formation of political opinions, as well as in civil societal and voluntary activities. The compatibility of family and working life has been increased for both women and men. The participation, co-determination and representation of women in decision-making positions, as well as the participation of men in household chores, educational activities and care work is increased.
- *Elimination of gender stereotypes and expansion of the range of options*  
Diversified gender roles, extended concepts of masculinity and femininity, as well as different personal and family-related lifestyles are accepted. Girls and boys, women and men confidently live up to their own individual strengths. Girls and women have expanded their self-conception to include increased scientific and technical skills, as well as competitive behaviour, while boys and men have integrated social and communicative skills as well as relationship-oriented behaviour into their self-image.
- *Prevention of and protection from violence*  
All individuals can live safely in a self-determined manner, irrespective of their gender. Legal and factual recognition of all individuals irrespective of their gender, appearance or lifestyle is ensured, and standing up against sexism and domestic violence as well as violence within an individual's social environment, the public sphere and institutions is a matter of course.

The long version of the Women's and Gender Equality Strategy is available at the following address:

[http://www.verwaltung.steiermark.at/cms/dokumente/12017692\\_108305633/90136e6f/SteirFrauenGleichstellungsstr2020\\_EN.pdf](http://www.verwaltung.steiermark.at/cms/dokumente/12017692_108305633/90136e6f/SteirFrauenGleichstellungsstr2020_EN.pdf)

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