

Yes**We**Plan!

Country Report

Austria



Funded by the
Erasmus+ Programme
of the European Union

This project has been financially supported by the European Commission. The responsibility for the content of this publication (communication) is borne solely by the author. The Commission is not liable for any further use of the information contained therein.

COUNTRY: AUSTRIA

Definition of “Architects and Civil Engineers” for the data collection form: Professionals with a master degree in Architecture or Civil Engineering that are fully licensed to conduct the profession according to the legal requirements of their country.

Data collection methods: Use of knowledge available in the organisation / desk research / (min 5) expert interviews (Indications of source / reference list to be added under Topic 4.)

1. Basic data

1.1 Total population:	8,858.775 (21.05.19)		1.2 ... of which are female:	4,501.742/50,8%	
1.3 Licensed (defined here as in “authorised to conduct the profession” comparison - if the data is not available / the question is not applicable please give an estimation/explanation) Architects:	5.741 (17.12.19)		1.4 ...of which are female:	873/15,2%	
1.5 Licensed defined here as in “authorised to conduct the profession” comparison - if the data is not available / the question is not applicable please give an estimation/explanation) Civil Engineers:	1.486		1.6 ...of which are female:	18/1,2%	
1.7 Registered (defined here as in “registered in a professional body/chamber”) Architects (please give the numbers for 2010 and 2019 for comparison):	2010	2019	1.8 ...of which are female:	2010	2019
	3.081	5.741		303	873
1.9 Registered (defined here as in “registered in a professional body/chamber”) Civil Engineers:	1.486		1.10 ...of which are female:	18	
1.11 Self-employed registered Architects (please give the numbers for 2010 and 2019 for comparison - if the data is not available please give an estimation of the ratio between self-employed and employed Architects):	2010	2019	1.12 ... of which are female:	2010	2019
	3.081	5.741		303	873
1.13 Self-employed registered Civil Engineers (please give the numbers for 2010 and 2019 for comparison - if the data is not available please give an estimation of the ratio between self-employed and employed Civil Engineers):	2010	2019	1.14 ...of which are female:	2010	2019
	1.146	1.486		14	18
1.15 Graduates in Architecture	1.16 ...of which are female:		1.17 Graduates in Civil Engineering		1.18 ...of which are female:
2019	1013	527	2019	475	156
2018	1055	580	2018	531	108
2017	1099	560	2017	525	133
2016	1261	623	2016	520	117
2015	1003	532	2015	495	129
2014	1310	684	2014	506	112
2013	1036	508	2013	492	98
2012	1049	530	2012	498	71

2011	868	416	2011	439	78
2010	806	406	2010	400	84
2009	680	327	2009	334	56
2008	210	90	2008	150	25
1.19 Students starting in Architecture		1.20 ...of which are female:	1.21 Students starting in Civil Engineering		1.22 ...of which are female:
2019	1962	1135	2019	1030	291
2018	1995	1155	2018	1162	292
2017	1940	1098	2017	1287	365
2016	1952	1120	2016	1177	362
2015	1966	1070	2015	1308	341
1.23 For Comparison: Registered Medical Doctors		44.728 31.12.18	1.24 ...of which are female:		21.478/48%
1.25 For Comparison: Registered Lawyers		6.389 31.12.18	1.26 ...of which are female:		1.437/22,5%

Source:

- <https://www.ziviltechniker.at/> 2011, 2019
- https://www.statistik.at/web_de/statistiken/index.html, 2019
- Data from the following Universities: TU Wien: www.tuwien.at , Campus Wien: www.fh-campus-wien.ac.at , Akademie der Bildenden Künste: www.akbild.ac.at , TU Graz: www.tugraz.at , FH Joanneum: www.fh-joanneum.at , Kunstuniversität Linz: www.ufg.at , FH OÖ: www.fh-wels.at , Universität Innsbruck: www.uibk.ac.at , FH Kärnten: www.fh-kaernten.at

2. Narrative descriptions / Facts

2.1 How are the professions of Architects and Civil Engineers regulated and organised (content of legal framework, legal scope of professional services, requirements for access to and conduct of the profession, membership in Chambers/professional bodies, possible forms of conducting the professions, Chamber/professional body organisation, official equality policy in professional body)?

The professions of Architects and Civil Engineers fall into the professional category of "ZiviltechnikerIn" and are based on a federal law (ZiviltechnikerGesetz 2019) regulating the access to and conduct of the profession as well as the organisation of the Chamber. Architects and Civil Engineers in Austria are self-employed liberal professionals with a mandatory membership in one of four regional Chambers of Architects and Chartered Engineering consultants, depending where their office is seated. Professional access requirements are master degree plus 3 years of professional practise plus a professional access examination. After the fulfilment of these requirements the professional has to take an oath and is then officially authorized by the Austrian Federal Ministry. The authorisation enables them to provide planning, testing, supervising and consulting services for their entire area of expertise. They are entitled to act as trustees and as representatives before public authorities and are allowed to issue certain public documents in their areas of specialisation. They are not entitled to the execution of workings. Architects and Civil Engineers can make use of various business forms, but authorisation, professional duties and liability are always assigned to the authorized professionals. They have to follow a Code of Conduct and are obliged to CPD, independency, impartiality and secrecy. The combination of employment and an active licence is only allowed in certain listed constellations that do not endanger the independence of the professional. In all other cases the licence has to be put on rest during employment. The Federal Chamber of Architects and Chartered Engineering Consultants is the umbrella organisation for the four regional Chambers, in which the professionals are members. All Chambers are corporate bodies of public law and are represented by honorary elected professionals (election every 4 years). They are divided in two sections, one for Architects and one for Chartered Engineering Consultants and have different expert groups and committees. One of them is the Committee of Female Architects and Chartered Engineering Consultants that is the main driver of any activities in regard to equality measures. There is no official equality policy.

<p>2.2 What is the content of the legal framework on which gender equality is based in the country? Are there any special regulations in professional laws for Architects and Civil Engineers?</p>	<p>Article 7(2) of the Austrian Constitution includes a commitment to gender equality to promote de facto equality between women and men, in particular by eliminating existing inequalities. With this, the federation, the <i>Länder</i> (regions) and municipalities commit to aim for the equal status of women and men. A more detailed legal basis is provided by the „Equal Treatment Act“, a federal law that prohibits any form of direct and indirect discrimination in the workplace (payment, CPD, benefits etc) including sexual harassment but also in other areas such as education, social benefits, access to goods and services and living space. The law covers not only gender discrimination but also discrimination based on ethnicity, religion, ideology, age and sexual orientation. For the enforcement of the equal treatment act the Ombud for Equal Treatment is installed with a central office in Vienna and four regional offices. The tasks of the Ombud are regulated in a separate law. There are no special regulations on gender equality in the professional law for architects and Civil Engineers.</p>
<p>2.3 Official pay gap (in general)</p>	<p>The pay gap 2020 - the difference between male and female income - calculated as an average of branches and regions is 15,2 % https://www.equal-pay-day.at/at/epd2020/. 25th February is Austria's equal pay gap day.</p>
<p>2.4 Content of transparency rules regarding payment/income (in general)?</p>	<p>The „Equal Treatment Act obliges employers with over 150 employees to create a remuneration report for analysis every two years. This report has to include data about the number of women and men in the different remuneration categories, the average remuneration in the groups, the remuneration for part-time workers on fulltime basis etc. The report is anonymous and confidential but can offer the possibility to initiate a procedure for the enforcement of claims according to the “Equal Treatment Act”. Additionally, the “Equal Treatment Act” contains the obligation that any job advertisements have to be formulated in a gender-neutral form and name the minimum wage offered for the job and the willingness to overpay. Otherwise there is no obligation to remuneration transparency and employees have no right to be informed about the remuneration level of colleagues, in some cases confidentiality in regard to remuneration is part of employment contracts. For Architects and Civil Engineers as self-employed professionals there are no transparency rules. In public procurement procedures the estimated procurement value is public but even this allows very little conclusion regarding the income of an Architects’/Civil Engineers office and many do not work for public contractors (only).</p>
<p>2.5 Maternal leave (defined here as the right to (paid) absence from employment shortly before and after giving birth) / Parental leave (defined here as the right to (paid or unpaid) absence from employment of a parent with certain securities in regard to social and/or labour legislation) / Care leave (defined here as the right to (paid or unpaid) absence from employment in case of care obligations such as sick children): What is the content of the legal framework in the country? Are there any special regulations in professional laws for Architects and Civil Engineers?</p>	<p>Maternity leave: Employed women are not allowed to work 8 weeks before birth (if the birth is early or late this shortens or extends the protection period) and 8 weeks after birth. They do not receive payment from the employer but an allowance from social health insurance (calculated on the basis of the income of the last three months). For Architects and Civil Engineers, who are self-employed, the allowance depends on the insurance system they have chosen (private group insurance or public self-employed insurance). In both cases the amount is about 55 Euro/day and in the second case it is also possible to get operating help instead, meaning a person to substitute the absent mother in the office. Only in case of a self-insurance there is no claim.</p> <p>Parental leave (“Karenz”) starts right after the end of maternity leave and is a period without payment from the employer but with a protection against termination of the employment contract or dismissal. It can be shared between parents twice - minimum duration for one parent is two months - and ends when the child is two years old.</p> <p>During parental leave childcare allowance is paid by the social health insurance. There are two models to choose from: The childcare allowance account which provides up to 12.366,20 Euro or 15.449,28 Euro (if parents share) and parents can choose the duration (smaller amounts for a longer time and higher amounts for a shorter time) and the income-related childcare allowance (maximum 2.000 Euro/ months until the child is 12 months or 14 months (if parents share) old. The system is not limited to employees but also relevant for self-employed Architects and Civil Engineers.</p> <p>Care leave offers the opportunity to take 1 additional paid week off work in order to take care of ill children (+ a second week if the same child that is ill again is under the age of 12). It is thus only not relevant for self-employed. Registered self-employed Architects or Engineers can get reductions / redemptions from Chamber fees in case of child birth.</p>
<p>2.6 How many % of preschool children have potentially access to childcare services and what kind of preschool childcare services are available and how are they organised (overview providers, form, duration, costs, etc)?</p>	<p>Austria provides considerable means for children in childcare facilities. In some regions the costs are fully taken over by the municipality, in some parents' costs depend on income. An average of about € 100 to 450 can be estimated for all-day care depending on region, income and holder of facility. The year before entering school attending “Kindergarten” is compulsory and cost-free for all children for a minimum of 16 hours per week. In 2018/19 Austria offered 9.342 institutional childcare facilities: 4.565 “Kindergarten” (mainly 3-6 years), 2.185 “Kinderkrippen” (up to 3 years), 1.005 “Horte” (after school facilities) und 1.587 aged-mixed facilities. Three quarters of Kindergarten-facilities are maintained by local authorities, facilities for smaller children and aged-mixed facilities are mainly in privately maintained.</p>

	<p>The percentage of pre-school children in childcare was considerably increased during the last decade (including “Tageseltern” who take care of a small number of children in their homes): For 3-years old from 73,4 to 86,7 percent, for 4-years old from 92,2 to 96,4 percent, for 5-years old from 93,8 to 97,5 percent. For 0- to 2-years old the percentage is 29% (including “Tageseltern” who take care of a small number of children in their homes).</p>
<p>2.7 Are there any public supporting measures for women in technical professions (such as special awards, programmes, mentoring schemes, (obligatory) quota systems, bonus points for women in case of procurement procedures etc.) in place (please describe)?</p>	<p>Examples: In 2010 the City of Vienna took a decision to implement the legal possibility for promotion of women within public procurement procedures. This means that contractors with over 20 employees and a contract value over 50.000 Euro have to fulfil certain requirements in regard to gender equality/promotion of women but also that regarding award criteria gender equality aspects can be taken into account: https://www.wien.gv.at/wirtschaft/gewerbe/vergabe-frauenfoerderung.html With the initiative FEMtech the Federal Ministry for Climate Action, Environment, Energy, Mobility, Innovation and Technology supports women in research and technology. By increasing the share of women and by improving their professional position in these facilities, FEMtech strives to render a contribution towards the increased realization of female innovative potential and more equal opportunities for women and men in society. FEMtech supports activities designed to raise awareness and enhance the visibility of women in research and technology. Activities include: FEMtech's database of female experts, FEMtech's female expert of the month, FEMtech's networking meeting, FEMtech knowledge www.femtech.at Mentoring programmes for women in different professional branches -among them architecture - were offered by the Federal Chancellery and might be restarted after the Coronacrisis.</p>
<p>2.8 Are there any gender equality programmes /programmes to increase the number of women in technical professions in place in vocational education/in schools (please describe)?</p>	<p>Examples: “Technik bewegt” is a programme taking place each November that brings Architects and Civil Engineers and other Chartered Engineering professions into school classes to raise the interest of girls (and boys) in these professions: http://www.bink.at/technik-bewegt FEMtech Career - Equal Opportunities in Applied Research aims to increase the number of female scientists employed in industrial research and to improve their career opportunities. Companies and research institutions receive funding to implement structural measures with the aim to grant women access to higher positions as well as to improve general working conditions. Girls' Day offers different programmes for girls from 10 to 16 to give them a better understanding of possible career paths especially in technical professions. FEMINT combines several approaches of the Ministry of Education, Science and Research to interest girls and women in STEM subjects FIT - Women in technical professions is a programme of the labour market service to interest women to change to technical careers. Platform women - girls - technics in the Federal Chancellery: https://www.meine-technik.at Network of initiatives for technical education of girls and women: https://www.technischebildung.at/paedagoginnen/maedchenfoerderung</p>
<p>2.9 How are working hours regulated? Are there any legal regulations for flexible working times (flexitimes/ home office etc.)? How is the percentage of male/female part-time workers (in general / if data is available: in the professions)?</p>	<p>Normal working hours for employees are 8 hours per day and 40 hours per week (without breaks). In certain cases, it is legally possible to prolong the time to 12 hours per day and 60 hours per week. During 4 months the average maximum is 48 hours per week. In a four-day week the normal working hours can be prolonged to 10 hours. Different models of flexible working time are possible that are either defined in collective agreements or employment contracts. In 2019 in Austria only 10,7% of men but 47,7% of women worked part-time. A survey of the Bundeskammer ZT among the self-employed Architects, Civil Engineers and other Chartered Engineering professions 2019 showed that male participants of the survey work on average 50,6 hours per week, female participants 45,1 hours per week. Around 65 % of women and only around 35 % of men with an Architects or Civil Engineers Degree that work in the offices of the participants work part-time.</p>
<p>3. Narrative descriptions / Expert opinions</p>	
<p>3.1 Please describe briefly the history of professional gender equality in your country</p>	<p>The first eight women become Members of the Austrian Parliament in 1919, in 1966 the first female Minister was appointed. Only in 1975 the reform of the Austrian Family Law set out legal equality between women and men: women are allowed to work without the consent of their husband, to decide where to live and to choose their family name. The Equal Treatment Act of Women and Men with regard to Remuneration was adopted in 1979. Since then, the law has been considerably expanded and all phases starting from the conclusion of a contract of employment to career advancement and ending with the termination of a contract can be investigated for possible discrimination. The offenses of harassment and of sexual harassment were also included. In 2004, the types of discrimination</p>

	<p>were expanded the result of which is that, besides discrimination on the grounds of gender, discrimination based on ethnicity, age, religion or ideology and sexual orientation (with a couple of legal exceptions) in employment and occupation was also included. In 1982 Austria ratified the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW). 1990 the first Ombud women for Equal Treatment was installed and brought a new momentum to the Equal Treatment Act. The gender mainstreaming tool of gender budgeting has been enshrined in the Constitution since 2009 and 2010 the National Action Plan on Gender Equality in the Labour Market 2010-2013 was published. Since 2011 a women's quota for supervisory boards in state-affiliated companies is established and companies are legally obliged to draw up income reports (see also 2.4). In 2017 the Act on Equality between Women and Men in Supervisory Boards was adopted.</p>
<p>3.2 Are there any political, social, religious, economical etc. frameworks or groups that have tried (or are still trying) to prevent comprehensive gender equality or make it more difficult?</p>	<p>Austria still follows very traditional role models. A recent study from 2020 confirms that in Austria the share of women in part-time employment - also compared to other countries - extremely increased during the last decades. Even highly educated women have increasingly turned away from the dual breadwinner model. This means that also education does not diminish the gender gap. So, the most common Austrian family model is a modernized male breadwinner model in which women don't stay at home but work part-time. With this model the pay gap within the family increases and the manifestation of gender roles gets even more fixed, e.g. women have to take parental care as they earn less. The study shows that between 30% and 41% of women - depending on age group - are not back to fulltime employment even when their youngest child is already between 10 and 15 years old. Women without children hardly work part-time at all. This means that part-time work is normally not a decision of work-life-balance but of compatibility. As part-time work leads to a long-term financial loss and, a reduction of career chances and a higher danger of poverty the gap between mothers and women without children is constantly widening. The reasons for this situation are manifold: Very important in regard to understanding the frameworks is the fact, that still a very considerable number - depending on educational background - of women (!) believe that preschool children suffer if their mothers work. Other aspects are the parental leave regulations, the gender pay gap and the child care models. The OECD country report for 2015 underlined that the separation of gender roles in Austria goes well beyond what is found in comparable European countries (OECD 2015) and recommended steps to enable earlier return to full-time work of mothers and fathers' participation in care and household duties. A key recommendation was to provide "more opportunities to leave the separate gender role model in order to broaden work-life balance options". That there has never been full common political and public agreement in Austria on this topic is based on a widespread conservative way of thinking also related to the high percentage of about 55 % of catholics in Austria. There a number of very conservative right-wing fraternities and network with a lot of political influence that still do not accept female members. On the other hand it has to be mentioned that especially very young women express the opinion that measures in regard to gender equality are not needed (anymore).</p>
<p>3.3 Regarding gender equality; are there special challenges that female Architects and Civil Engineers have to face (such as sexual harassment, health and working conditions, bullying at the building site, client or employer discrimination, image, etc.)?</p>	<p>Studies come to the conclusion that the main reasons for the stable gender inequality in the field of planning services are at the same time structural principles of the profession: The culture of long working hours, the dominance of homosocial male networks, discriminating gender norms and - in the field of architecture - also the creativity based professional ideology: Gender norms still seem to be firmly anchored in everyday awareness and thus not very accessible to reflexion and change. So, they very much help maintaining social hierarchies. As an example, women are often still seen in the creative role, while man stand for technical expertise. Such mostly latent norms are relevant for the professional position of women in the office itself but even more so in external relation with clients and others. This can be the cause of latent or open discrimination, such as clients or workers at the building site doubting the competence of a female Architect or Civil Engineer. In extreme cases this can even lead to bullying and sexual harassment. So very often female professionals have to show more competence than their male colleagues in order to be treated equally. As studies show, this is the case in many technical male-dominated professional areas. Studies have also shown that female Architects and Civil Engineers still take over their traditional gender norm roles in regard to family and children to a much higher degree than men and defer their careers/career plans. Caused by these dynamics the share of work in planning offices is often developing in a way that female Architects and Civil Engineers, even if they have major positions in planning offices, play a minor role in external relations and thus also the professionally extremely important networking is often monopolised by men. This is also visible in the bodies of professional Chambers. The creativity-based ideology - especially regarding the profession of Architects - adds to this problem as it is often a main focus of the professional self-percep-</p>

	<p>tion. Although this is (also) attributed to women, in the male dominated professional life of Architects and Civil Engineers the control of creativity is often in the hand of male office principals and managers.</p>
<p>3.4 In regard to the official pay gap, please describe reasons and future tendencies especially regarding the field of Architecture and Civil Engineering:</p>	<p>A main reason is, that the share of part-time working women in Austria is - with over 47% in 2019 - extremely high. There is still a lack of child-care-facilities and schools with long opening hours and the distribution of paid and unpaid working time is very unequal: Women work on average 65 hours per week - 2 hours more than men - and 25 hours of their work per week is unpaid (men: 16 hours). Additionally, income transparency - that would be an important factor when it comes to reducing the gender pay gap - is not very far developed in Austria.</p>
<p>3.5 How long do women/men actually stay at home after childbirth in general/in the professions of Architects and Civil Engineers? How is parental leave (see 2.6) actually accepted? Are there differences between women/men? If yes, what are the reasons?</p>	<p>On an average, women stay at home for 2,5 years and work in part-time jobs until the youngest of the children is 15. Men who apply for parental leave stay at home for about four months, but afterwards only 5% work in part-time jobs. Whereas 74% of the women stayed at home with their child/children in 2018, this can be said only of 8% of the men.</p> <p>For further information see 3.2 and 3.3</p>
<p>3.6 is there a difference regarding consumption of care leave between women /men? If yes, what are the reasons?</p>	<p>Concerning couples only 23,3% of men with children under 15 years apply for children care leave.</p> <p>Care leave is related to employment and thus not relevant for self-employed Architects and Civil Engineers. Nevertheless, in practise the question of care leave situations is similar, but numbers are not available.</p>
<p>3.7 How important are relatives and social environment for women in general/female Architects and Civil Engineers in the care of their children?</p>	<p>Very important. As described in 3.8 the compatibility of profession and family is especially difficult for authorized (self-employed) Architects and Civil Engineers. Although child-care places are increasing in Austria (see also 2.6) there are not enough places for small children and altogether the institutions often cannot offer the flexibility that is extremely important for self-employed professionals. Therefore, they often need to find their own individual and flexible (additional) childcare solutions such as relatives, child minders etc. This is especially the case in the country. Partly there is also a lack of willingness of parents to put very small children in institutional care.</p>
<p>3.8 How are working hours practiced? What are the experiences in solutions of flexible working times?</p>	<p>The survey of the Bundeskammer ZT among the authorized (self-employed) Architects, Civil Engineers and other Chartered Engineering professions 2019 (see 2.9) shows that the average working hours per week for self-employed female Architects and Civil Engineers are over normal working time but that in planning of-fices around 65 % of female employees with professional degrees work part-time. This clearly shows the challenge of self-employed female Architects and Civil Engineers- mostly Micro-Enterprises or even one-person-companies - when it comes to combining professional life and children. An Austrian study - „Vereinbarkeit von Architekturberuf und Familie - Strategien, Modelle und Erfahrungen“- has focused on these problems and showed that for self-employed women this is a “feat of strength” that is tried to overcome by different strategies (working and living at the same venue, flexible child care models, life & work partnerships, stepping back in tasks and expectations etc). As the working time is limited but the necessary amount of work still has to be covered this requires the reduction of breaks and social interventions, but often also of working aspects relevant to the professional position and equality (as described in 3.6). The relation between paid and unpaid work moves in the direction of more unpaid work.</p>

<p>3.9 How difficult is the access to the profession for newcomers in practice (working conditions and hours, other aspects)?</p>	<p>For female graduates there are no support programmes from Universities in regard to becoming authorized (self-employed) Architects or Civil Engineers. As three years of professional practise and a professional exam are requirements for professional access as authorized (self-employed) Architect or Civil Engineer, graduates normally start with employment contracts or free employment contracts. The Chambers of Architects and Chartered Engineering Consultants offer support for those who want to get the authorization as - independent, responsible and self-employed Architects and Civil Engineers in the form of (legal) counselling and also by mentoring programmes. Before the examination, a course is offered at the Chamber. For the first three years after authorization Chamber fees are reduced as the market entry phase is not always easy, e.g. public procurement procedures often require references that newcomers cannot provide. Depending on the market situation the competition for contracts can require a lot of efforts. E.g. the participation in Architectural Design competitions cause a lot of time and effort, often without (adequate) remuneration. As the survey of the Bundeskammer ZT among the authorized (self-employed) Architects, Civil Engineers and other Chartered Engineering professions 2019 (see 2.9) clearly shows the average working hours per week in the profession are by far above normal working hours. Additionally, young female Architects and Civil Engineers can be hit unexpectedly by the structural discriminations within the profession as described in 3.3.</p>
<p>3.10 What is the experience regarding solidarity among female Architects and Civil Engineers?</p>	<p>Committees of female Architects and Chartered Engineers have been installed in the Federal and all regional Chambers. They also aim at enforcing such solidarity. There are also other (partly regional) small network of female professionals in the branch that support each other in regard to market access and professional conduct. Nevertheless, effective female networks are by far not as common and widespread as longstanding and effectively functioning male networks (see also 3.3.). Partly this is also due to the fact that women do not want that gender becomes a topic within their working space - especially in contact with their male colleagues. There is a fear that engaging in gender questions can harm the career. Especially among very young women the view is widely spread that gender questions and female professional networks are not needed (anymore).</p>
<p>3.11 How do you generally assess (future) developments regarding (professional) gender equality?</p>	<p>As explained in Austria role models are still very traditional. Many young women believe in these role models again and don't see their dangers even though they might be more emancipated than their ancestors in regard to behaviour and attitude. This makes changes difficult. There is no broad political and/or public consensus - also not among women - in regard to revolutionizing the role models in Austria. Nevertheless, as Christoph Reinprecht explains in his essay "Das Berufsfeld Architektur im Strukturwandel von Arbeit und Familie" for changing the gender roles in the planning it will be necessary to thematize and re-think the self-conception and the unwritten rules and action patterns in the profession, and to define new forms of work in the offices. We need to focus on what we can do as professional representative organisation in order to contribute to this process: Providing positive role models, supporting and strengthening female and/or thematic professional networks, making latent gender norms in the profession and their consequences visible and discuss them, support female Architects and Chartered Engineer in overcoming structural discrimination by concrete support and CPD measures ...</p>
<p>3.12 Is there anything else you would like to add or further specify?</p>	
<p>Reference list:</p> <ul style="list-style-type: none"> - Kindertagesheimstatistik 2018/2019 - Mitgliederbefragung 2019, Bundeskammer ZT - Gender Equality in Austria - Milestones, successes and challenges, Austrian Federal Chancellery 2018 - Auf dem Weg zur Gleichbehandlung - Festschrift für Ingrid Nikolay-Leitner, Susanne Feigl, Sandra Konstatzky - Fact Sheet: Gender Pay Gap in Austria and the European Union, Chamber of Labor AK Europa 2019 - Study "Vereinbarkeit von Architekturberuf und Familie - Strategien, Modelle und Erfahrungen" by Sivlia Forlati, Anne Isopp, Sabina Reiß-Retschitzegger including essay „Das Berufsfeld Architektur im Strukturwandel von Arbeit und Familie“ by Christoph Reinprecht and „Vereinbarkeit von Beruf und Kindern bei ArchitektInnen“ by Ulrike Papouschek 	

- Essay The return of the male breadwinner model? Educational effects on parents'work arrangements in Austria,1980-2009 by Caroline Berghammer
- Study „Childrearing in Austria: Work and Family Roles“ by Buber-Ennser, Isabella Journal of Research in Gender Studies, 2015
- Study „The Part-Time Revolution: Changes in the Parenthood Effect on Women's Employment in Austria across the Birth Cohorts from 1940 to 1979“by Caroline Berghammer und Bernhard Riederer, European Sociological Review, 2020
- Report on „Unternehmerinnen in Österreich 2017 - Unternehmerinnen in männerdominierten Bereichen /Unternehmerinnen und Digitalisierung“, Eva Heckl, Karin Petzlberger, Karin Gavac - Austrian Institute for SME research

Statistik data:

https://www.statistik.at/web_de/statistiken/index.html

Interview partners and contributors:

Dr. Barbara Feller, Architekturstiftung Österreich

DI Barbara Herz, TU Graz - Dekanatsleiterin der Fakultät für Architektur und Leiterin des Büro für Gleichstellung und Frauenförderung

Dr. Regina Kratzer, TU Graz

From the Comittee of female Affairs within the Federal Chamber of Architects and Charetered Engineers: DI Bettina Dreier, DI Eva Gyure, DI Veronika König, DI Barbara Kübler, DI Maria Langthaller

DI Veronika König, Architect

Please map important institutions in your country in regard to gender equality in general / in regard to the profession of Architects and Civil Engineers

Minister for women and equality:

<https://www.bundeskanzleramt.gv.at/bundeskanzleramt/bundesministerin-susanne-raab.html>

<https://www.bundeskanzleramt.gv.at/agenda/frauen-und-gleichstellung.html>

Ombud for Equal Treatment : <https://www.gleichbehandlungsanwaltschaft.gv.at>

Chamber of Labor: <https://www.arbeiterkammer.at/gleichbehandlung>

Chamber(s) of Architects and Chartered Engineering Consultants:

<https://www.arching.at/home.html>