

# **Paid and unpaid work by women**

The labour market is a dynamic economic space where individuals participate in the exchange of their skills, labour, and services in return for wages, salaries, or self-employment income. In the context of gender equality, the labour market plays a significant role as it often exhibits disparities in employment opportunities, wages, and career advancement between women and men. Here, the overarching goal of the City of Vienna Department for Women's Affairs is to ensure that the labour market becomes more equitable, meaning that individuals of all genders have equal access to job opportunities, fair compensation, and career progression. Achieving gender equality in the labour market involves addressing and eliminating gender-based discrimination, supporting work-life balance, and creating an environment where individuals can thrive irrespective of their gender identity.

## “Women ask women”: Workshops on work, digitalisation and ecological sustainability

Digitalisation and ecological sustainability have become widespread topics in everyday life, furthermore they have an influence on our working lives. What do these changes mean for women and how can they actively shape them? Which green jobs are developing, are they interesting for women and how can they access them? How can women's networks and role models show new ways of work? The City of Vienna Department for Women's Affairs offers in cooperation with the Vienna Employment Promotion Fund (waff) annually a series of free of charge workshops in late autumn under the title “Women ask Women” on work, digitalisation and ecological sustainability.

## Gender Pay Gap and Gender Pension Gap

The income gap between women and men persists. The Equal Pay Day in Austria, the day from which women statistically work for free until the end of the year, took place on October 31st, in 2023. This shows that the gender pay gap, the difference in income between women and men, persists. Compared to the rest of Austria, Vienna has the latest Equal Pay Day on November 21st. Although the situation for Viennese women is comparatively better, the demand for more income equality remains important. Every Equal Pay Day, the City of Vienna Department for Women's Affairs, in cooperation with the Austrian Trade Union Federation and the Vienna Chamber of Labour, has a public stand where information material is distributed, and passers-by are informed about the significance of the day. The aim is to directly inform women in Vienna about the Gender Pay Gap and show them

what is being done to continue the fight against these inequalities. The same activity takes place for the Equal Pension Day – the day on which men have already received as much pension as women will only receive by the end of the year. In 2023, the Equal Pension Day was on August 4th, as women in Austria, compared to men, received 40.55 percent lower pensions.



## “Women ask women”: Workshops on work, digitalisation and ecological sustainability

Digitalisation and ecological sustainability have become widespread topics in everyday life, furthermore they have an influence on our working lives. What do these changes mean for women and how can they actively shape them? Which green jobs are developing, are they interesting for women and how can they access them? How can women's networks and role models show new ways of work? The City of Vienna Department for Women's Affairs offers in cooperation with the Vienna Employment Promotion Fund (waff) annually a series of free of charge workshops in late autumn under the title “Women ask Women” on work, digitalisation and ecological sustainability.

## Gender Pay Gap and Gender Pension Gap

The income gap between women and men persists. The Equal Pay Day in Austria, the day from which women statistically work for free until the end of the year, took place on October 31st, in 2023. This shows that the gender pay gap, the difference in income between women and men, persists. Compared to the rest of Austria, Vienna has the latest Equal Pay Day on November 21st. Although the situation for Viennese women is comparatively better, the demand for more income equality remains important. Every Equal Pay Day, the City of Vienna Department for Women's Affairs, in cooperation with the Austrian Trade Union Federation and the Vienna Chamber of Labour, has a public stand where information material is distributed, and passers-by are informed about the significance of the day. The aim is to directly inform women in Vienna about the Gender Pay Gap and show them