

# Integration & Diversity Monitor

Vienna 2023  
Short Version





# Foreword

Vienna is a cosmopolitan city and a city of diversity. It is home to people from 180 different countries. Promoting integration and diversity creates opportunities and is the key to living together successfully.

The 6th Vienna Integration and Diversity Monitor once again illustrates the importance of evidence-based information for public administration and policy-making. It offers insights into eight themes and areas related to integration and diversity and outlines both the level of integration of foreign residents in Vienna and the level of diversity of more than 60 municipal departments and institutions of the City of Vienna.

Well-balanced policies neither turn a blind eye on problems nor make them bigger than they are. Sensible policy-making follows facts, is based on evidence, and pays attention to the ongoing changes in a diverse society. This is the approach, which Vienna will continue to pursue in the years to come.

In my capacity as the Executive City Councillor for Integration, I will make every effort to ensure that Vienna will continue its evidence-based integration and diversity work and will preserve the openness and diversity, which characterise this City.

People who move to Vienna should be provided with support and prospects to integrate themselves in all aspects of society.

My special thanks goes to the Monitor project team and the departments that have supported the preparation of the Monitor by contributing data and their expertise: the Municipal Departments for Urban Development and Planning, for Social Welfare, Social and Public Health Law, for Economic Affairs, Labour and Statistics, the Personnel Service, the Centre for Social Innovation (ZSI) and L&R Sozialforschung as external consultants, and particularly the team of the Municipal Department for Integration and Diversity, whose excellent work and untiring commitment assured the high quality of this report. I also want to thank the large number of departments and institutions of the City of Vienna that have participated in the Diversity Monitor survey.

I would like to encourage you to use the findings and information offered by this report to promote integration and a productive approach towards diversity in this City.

A handwritten signature in black ink, appearing to read 'C. Wiederkehr'.

Christoph Wiederkehr  
Deputy Mayor & Executive City Councillor for Education, Youth, Integration and Transparency

# Introduction

Vienna is a growing and increasingly diverse city. At the beginning of 2023, 1,982,097 people were living in Vienna, 39.3% of which were born abroad. About half of Vienna's population has a migration background, i. e. both parents were born abroad.

These figures reflect that Vienna has been an immigrant city for decades. With the war in Ukraine, the city has again experienced a significant rise in migration levels.

The migration movements of the last few decades have created a number of opportunities and challenges in how the City's political and administrative decision-makers address integration and diversity issues. Since 2007, the City of Vienna's integration and diversity monitoring programme has therefore highlighted the changes in Vienna's immigrant society and has measured the level of integration and diversity in Vienna following a rights-based and inclusive approach.

From the perspective of the City of Vienna, integration refers to the establishment of equal opportunities and equal treatment as well as equal possibilities of participation in city life for all Viennese. All people who live in Vienna and have their main place of residence here should have equal access to high-quality education, good jobs, a living income and appropriate housing.

The City of Vienna considers diversity a resource, which benefits its customers, employees and organisations.

Integration monitoring is a tool of the City of Vienna's Municipal Department for Integration and Diversity which is used to find out whether a person's migration

background or education abroad or their parent's migration background make any difference regarding that person's social standing, income, participation in education, employment, health, availability of choice of housing or their social and political participation. The monitoring systematically collects information and sheds a light on the living situation of Vienna's population.

The Diversity Monitor, on the other hand, investigates how the Vienna City Administration handles the increased diversity of its population: Have the City's services, products and measures been adapted and customised to address the diverse needs of its residents? In what manner has diversity management been implemented in the departments of the City Administration and to what extent does the City Administration's staff reflect the diversity of Vienna's population?

The Integration Monitor is available as an online version with interactive charts and diagrams on the website of the City of Vienna's Municipal Department for Integration and Diversity.<sup>1</sup> The website also offers a PDF version of the Vienna Integration and Diversity Monitor for download and you can order a free printed copy via the City of Vienna's ordering service.<sup>2</sup>

<sup>1</sup> [wien.gv.at/menschen/integration/daten-fakten/](https://wien.gv.at/menschen/integration/daten-fakten/)

<sup>2</sup> [wien.gv.at/wienatshop/Gast\\_bestellservice/](https://wien.gv.at/wienatshop/Gast_bestellservice/)

# Implementation & Method

## Integration Monitor

The Integration Monitor is subdivided into eight thematic chapters (demographics & immigration law, equality & participation, education, employment & labour market, income & social security, health, housing, living together), which address the issue of integration with the help of empirical analysis. The evaluations in the individual chapters are based on integration indicators.

When referring to different groups of Vienna's population this report uses specific terms and definitions: The term people of foreign origin refers to people who do not hold Austrian citizenship and Austrian citizens who were born abroad. People with migration background refers to people whose parents were both born abroad. This includes persons who were born abroad themselves (1st generation) and persons who were born in Austria (2nd generation).

In most chapters of the Integration Monitor, Vienna's population is divided into five groups depending on the country where they have acquired their highest educational qualifications (Austria or abroad) and on their migration background (Austria, EU/EFTA, third countries). Distinguishing Vienna's population by country of education allows for a better examination and assessment of potential disadvantages.

Monitoring is based on official registry data, which is equivalent to a full survey of the population, and on sample surveys (Micro Census Labour Force Survey and EU-SILC of Statistics Austria) which also contain information about the parents of Vienna's residents.

## Diversity Monitor

The Diversity Monitor measures and analyses diversity management in eight areas (equality & participation, education, employment & labour market, income & social security, health, housing, infrastructure, public space & living together). These areas depict the central tasks and duties, which the City and its institutions and organisations are responsible for and which have a major impact on urban society.

The diversity monitoring process is based on an online survey. 68 departments and institutions of the City of Vienna participated in this survey. The results of the survey provide the foundation for evaluating the level of implementation of diversity management across the City Administration by using a set of "diversity scorecards", which illustrate to what extent services, personnel policies and organisational structures have been adapted to fit a socio-culturally diverse city.

The Diversity Monitor 2023 is the sixth comprehensive analysis of the City of Vienna's diversity management activities. The number of the City's participating departments and institutions has successively risen since 2009 (2009: 30; 2011: 38; 2013: 42; 2016: 43; 2019: 53). In 2023 68 departments and institutions participated in the process, 45 of which already took part in the diversity monitoring in 2019. 23 participated for the first time in 2023. Together with the large continuity of the monitoring process this broad sample is a major factor for its success, as it enables not only a comprehensive and valid assessment of the status quo, but also shows trajectories and successes in implementing the City's diversity approach.

# Integration Monitor

Fig. 1: Composition of Vienna's population by nationality and country of birth at the beginning of 2023

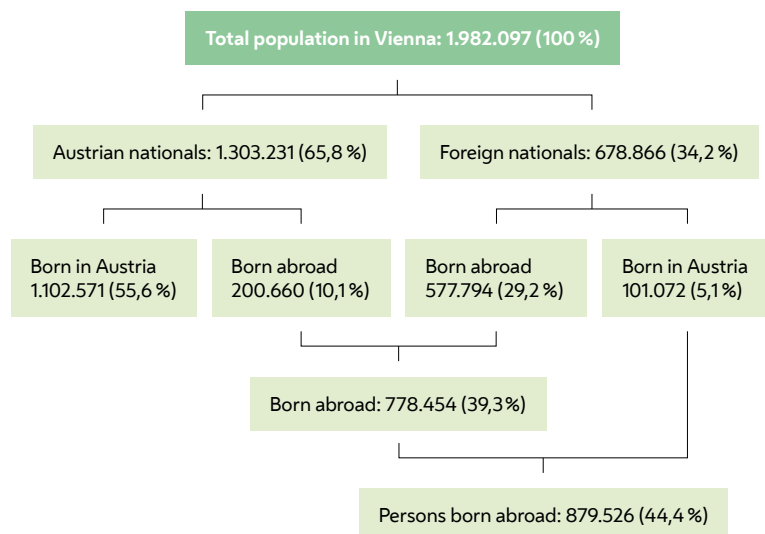


Chart & Calculations: City of Vienna- Integration and Diversity, Data: Statistics Austria, Statistics Vienna. Last update: 1 January 2023. Rounding differences can occur.

## IMMIGRATION IS A PART OF LIFE IN VIENNA

Vienna is an immigrant city. At the beginning of 2023, about 34% of Vienna's residents were foreign citizens and about 39% were born abroad. Slightly more than 44% were of foreign origin, i.e. they either held foreign citizenship or were born abroad.

The term persons of foreign origin refers to persons who do not hold Austrian citizenship and to Austrian citizens (both naturalised or Austrians by descent) who were born abroad. About half of Vienna's population have migration backgrounds. People are considered to have a migration background if both of their parents were born abroad. This includes people who were born abroad and have migrated to Vienna themselves as well as people who were born in Austria, but whose parents were born abroad and have migrated to Vienna.

The majority of Vienna's migrant population is from Europe. Around 2015, there was increased immigration of refugees from Syria, Iraq and Afghanistan. In 2015, 44% of people

immigrating to Vienna from abroad were from EU/EFTA countries and the remaining percentage were born in other regions of the world (including European third countries with a share of 17%).

In 2022, the level of refugee migration from Ukraine exceeded the number of refugees who had come to Vienna in 2015, with a total of 28,690 Ukrainians moving to Vienna from abroad in 2022.

The main source countries of foreign-born Viennese residents are Serbia, Turkey and Germany. The most recent groups of immigrants to Vienna are people from Ukraine and Syria.

**Fig. 2: Largest population groups of foreign origin or citizenship in Vienna at the beginning of 2023**

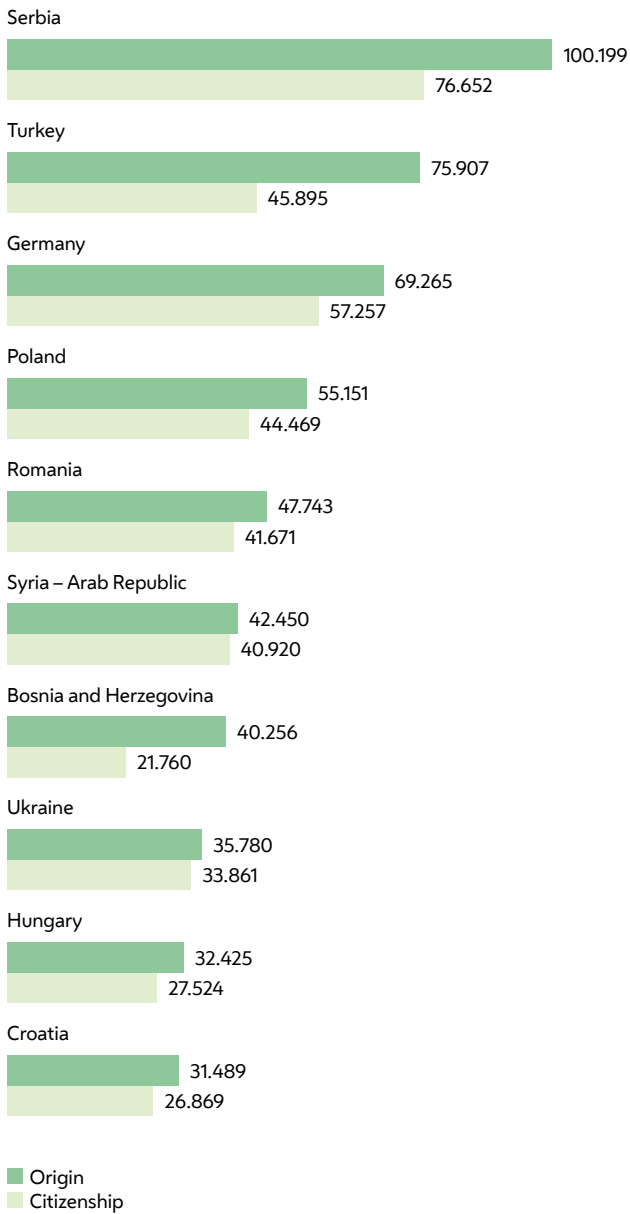


Chart & Calculations: City of Vienna – Integration and Diversity.  
Data: Statistics Austria, Statistics Vienna.  
Last update: 1 January 2023.

**NATURALISATION RATE STAYS LOW AND NATURALISATION LAW REMAINS SOCIALLY EXCLUSIVE**

**Fig. 3: Every third Viennese is not allowed to vote – with a rising tendency**

Share of Viennese residents above voting age of 16, who do not hold Austrian citizenship and are therefore not allowed to vote in local, regional, and national elections (in %)

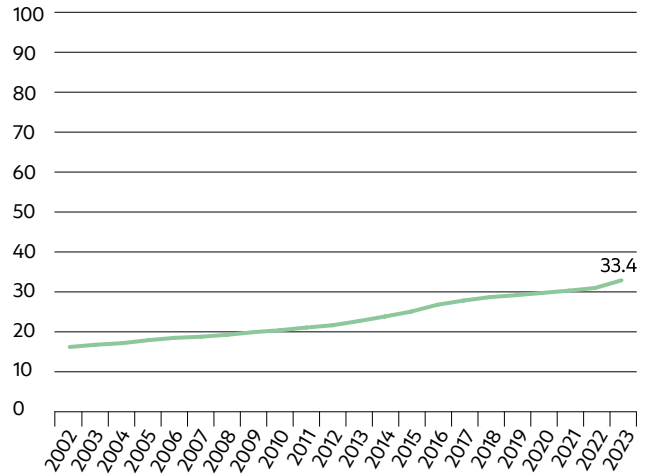


Chart & Calculations: City of Vienna – Integration and Diversity.  
Data: Statistics Austria, Statistics Vienna.

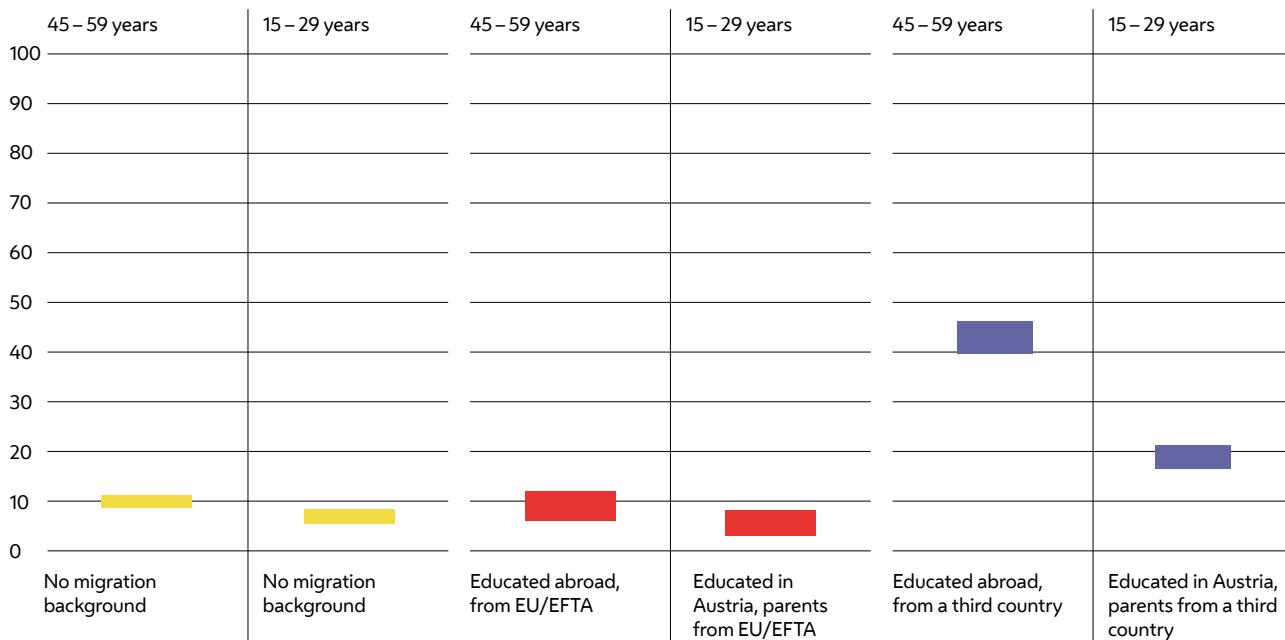
The absolute number of naturalisations in Vienna stays at a low level, as does the city's naturalisation rate. In 2022, 4,478 people were naturalised in Vienna, this is equivalent to a naturalisation rate of 0.72%.

Austria's restrictive naturalisation rules and the fact that voting rights are tied to citizenship create an enormous democratic deficit. The share of people who are not allowed to vote has more than doubled since 2002.

33.4% of Vienna's population above voting age (16 years) were not allowed to vote in local, regional or national elections in 2023. At the beginning of 2023, 77% of Vienna's residents who are older than 16 years but are not allowed to vote have been living in Austria for five years or longer and 54% have been living in Austria for more than ten years.

**Fig. 4: The share of persons with low education is reduced by half from one generation of third-country migrants to the next**

Share of Viennese with no more than compulsory education comparing parent and descendant generation by origin of education and migration background in the period 2019 – 2022 (in %)



The true percentage is within the coloured range (95% confidence interval). Average from the start of 2019 to the end of 2022.

Chart: City of Vienna – Integration and diversity, Calculations: August Gächter (Centre for Social Innovation), Data: Statistics Austria (Microcensus).

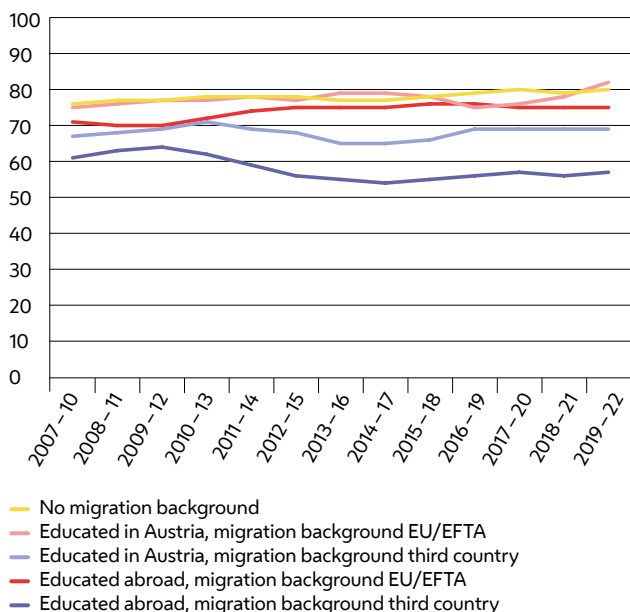
### DIFFERENCES IN EDUCATIONAL QUALIFICATIONS AMONG VIENNA'S RESIDENTS HAVE BEEN REDUCED

There still exist significant differences in the educational qualifications of individual population groups, but these differences have been reduced. Particularly in women who have acquired their educational qualifications in a third country, the share of people who have only completed compulsory education has decreased considerably. The low-education share of working age women with foreign qualifications who have immigrated from a third country has always amounted to about 50% up to the period 2012–2015. Subsequently, the share has fallen to 39% in the most recent reporting period of 2019–2022. The decrease in the share of women with low education from third countries can be attributed to improvements in the educational situation of new immigrants.

Moreover, the share of persons with low education has been reduced by more than half from one generation of third-country migrants to the next.

**Fig. 5: Employment rates in Vienna's population have significantly grown apart since the period 2010–13**

Employment rates of Vienna's working age population excluding people below 25 in education or training by origin of education and migration background (in %)



Gliding averages over 36 months from mid-year to mid-year for each period.  
 Chart: City of Vienna – Integration and Diversity, Calculations: August Gächter (Centre for Social Innovation), Data: Statistics Austria (Microcensus).

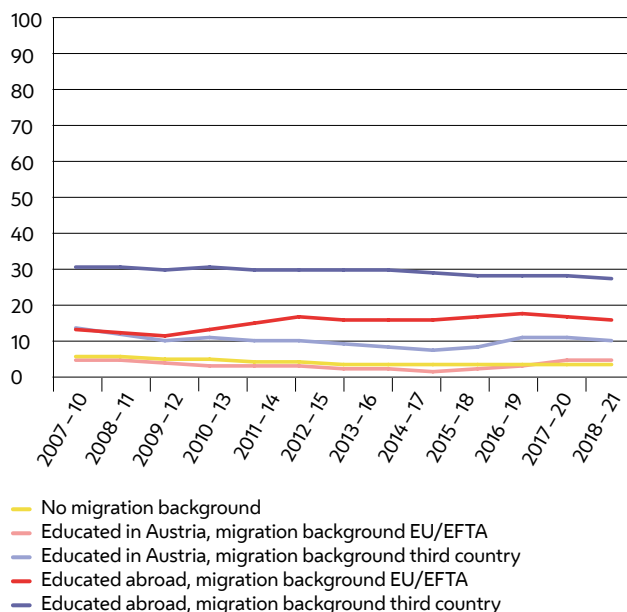
**THERE ARE SIGNIFICANT DIFFERENCES IN EMPLOYMENT AMONG VIENNA'S RESIDENTS**

The differences in employment rates in Vienna's population have increased. Employment rates are lowest in women with a third-country migration background. From the period 2010–2013 onwards, the employment rate gap particularly between women from third countries with a foreign education background and women without a migration background has increased progressively.

Education has a positive impact on employment rates. Only in women with foreign education and third-country migration backgrounds employment rates are low despite higher educational qualifications. Child-care duties affect employment more negatively in women with third-country migration backgrounds than in other population groups.

**Fig. 6: Vienna's residents from third countries with intermediate or higher qualifications are affected by occupational downgrading nine times more frequently than residents without a migration background**

Share of unskilled and semi-skilled jobs among employees with intermediate and higher education, excluding under 25-year-olds in education, by origin of education and migration background (in %)



Gliding averages over 36 months from mid-year to mid-year for each period.  
 Chart: City of Vienna – Integration and Diversity, Calculations: August Gächter (Centre for Social Innovation), Data: Statistics Austria (Microcensus).

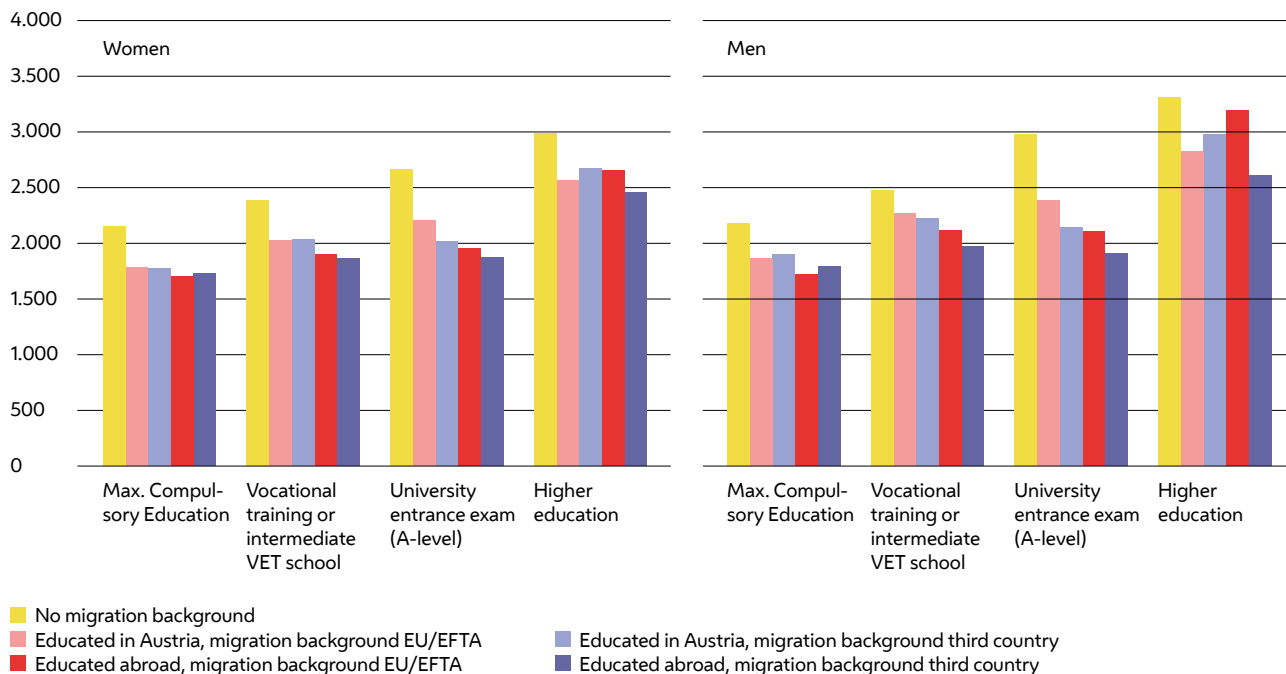
The risk of being employed in unskilled or semi-skilled jobs decreases with higher education in all of Vienna's population groups. Viennese with foreign education and a third-country migration background, however, are affected by occupational downgrading nine times more frequently than Viennese without a migration background. More than a quarter of that group cannot make use of their intermediate or higher qualifications and work in unskilled or semi-skilled jobs.

Even working age people with a third-country migration background and higher qualifications show clearly higher unemployment rates than working age people without a migration background.



**Fig. 7: Same educational qualifications, different net wages**

Median net wages\* in the main employment activities of salaried employees in Vienna (adjusted for working hours) by gender, educational qualification, origin of education and migration background from 2019–2021, excluding under-25-year-olds in education (in €)



\*The chart reports median net wages and not mean net wages (averages). The median is the value in the middle of the data set: half of the employees earn more than this value and the other half earn less.

Chart: City of Vienna – Integration and Diversity, Calculations: August Gächter (Centre for Social Innovation), Data: Statistics Austria (Microcensus).

### PEOPLE WITH MIGRATION BACKGROUNDS FACE A STRUCTURAL DISADVANTAGE IN TERMS OF PAY

In female employees with a university degree as the highest level of educational attainment, the median net wage of women without a migration background is about € 500 higher than that of women with foreign education qualifications and a third-country migration background. In female employees with university entrance qualifications as the highest level attained, the difference between the median net wage of women without a migration background and women with foreign educational qualifications and a third-country migration background amounted to about € 800. In male employees, the difference between people without a migration background and people with foreign education and a third-country migration background was about € 700 (university degree as the highest level of attainment) and more than € 1,000 (university entrance qualifications as the highest level of attainment).

This unequal distribution of median net wages suggests that employees with a migration background or educational qualifications acquired abroad work more frequently in jobs where they cannot make adequate use of their educational qualifications.

### VIENNESE COMING FROM THIRD COUNTRIES RATE THEIR STATE OF HEALTH MORE NEGATIVELY THAN THE REST OF THE POPULATION

Viennese with a third-country origin consider their health to be far worse than people from Austria or EU/EFTA countries. 19% of Viennese aged between 45 and 64 years coming from third countries rated their general state of health as poor or very poor in the period 2019–2021. By contrast, only 9% of Vienna’s same-aged population without a migration background and only 7% of Viennese coming from EU/EFTA countries held this view about their state of health.

## FOREIGN-BORN VIENNESE AND THEIR CHILDREN LIVE IN MORE EXPENSIVE AND SMALLER HOUSING

Viennese residents without a migration background have the most living space at most favourable prices. On average, persons without a migration background had living spaces of more than 43.4 square metres per head and paid € 8.12 per square metre in the period 2019–2022.

People with a migration background on average pay higher prices per square metre and have less living space.

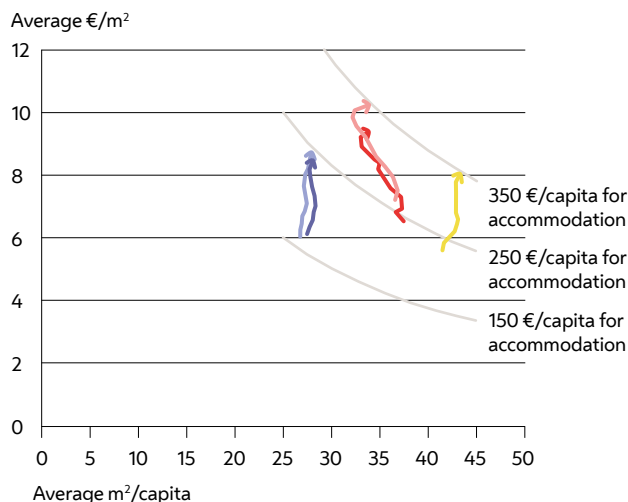
Viennese tenants with education from Austria and a third-country migration background have the least living space with about 28 square metres per head.

The highest rents are paid by Viennese who have migrated from EU/EFTA countries, averaging € 10.3 per square metre in the last observation period 2019–2022. As rents are rising over time, which is particularly reflected in the rent level of new tenancies, the average rent to be paid depends primarily on the time of immigration. The shorter the period of stay, the higher the rent a person has to pay.

Viennese coming from third countries or countries that have joined the EU in or after 2004 mostly live in densely built-up and densely populated neighbourhoods dating from the second half of the 19th to the beginning of the 20th century. Viennese residents coming from EFTA countries or countries that have joined the EU before 2004 more frequently live in areas near the city centre that offer a high quality of living.

## Fig. 8: Viennese without a migration background have the most living space at most favourable prices

Average square metres per capita and average rent (euros per square metre) in rented accommodation in Vienna by origin of education and migration background from the periods 2007–2010 to 2019–2022



- No migration background
- Educated in Austria, migration background EU/EFTA
- Educated in Austria, migration background third country
- Educated abroad, migration background EU/EFTA
- Educated abroad, migration background third country

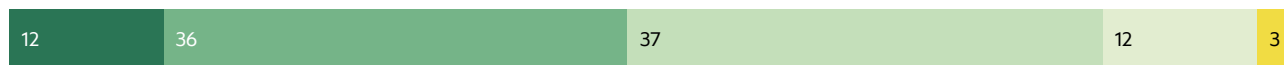
Gliding averages over 36 months, from mid-year to mid-year. The lower end of the arrow lines marks the period 2007–2010; the upper end marks the period 2019–2022.

Chart: City of Vienna – Integration and Diversity; Calculations: August Gächter (Centre for Social Innovation); Data: Statistics Austria (Microcensus).

## Vienna's residents rate living together in their neighbourhood as overwhelmingly positive

Responses given by Vienna's residents to the question "How well do natives and migrants live together in Vienna, in your district, in your neighbourhood in your opinion?" (in %)

In Vienna



In your district



In your neighbourhood



■ Very well ■ Rather well ■ Rather poorly ■ Not well at all ■ Do not know / do not want to say

Chart: City of Vienna – Integration and Diversity; Data: SORA 2023\* (based on survey data from spring 2023 with 1,104 respondents, 494 of which (weighted) with a migration background).

\*SORA (2023): Zusammenleben in Wien (Living Together in Vienna) [wien.gv.at/menschen/integration/daten-fakten/bericht-zusammenleben.html](https://wien.gv.at/menschen/integration/daten-fakten/bericht-zusammenleben.html), last accessed on 21 October 2023.

## VIENNA'S RESIDENTS RATE THE LIVING TOGETHER OF MIGRANTS AND NON-MIGRANTS AS POSITIVE, PARTICULARLY IN THEIR OWN NEIGHBOURHOODS.

Vienna's residents rate the living together of migrants and non-migrants as very positive, particularly within their own neighbourhoods (66%). At district level this positive rating slightly decreases, but more than half of the population still think that living together works very well or well. When looking at the next higher level, the city level, the rating falls slightly below the 50% mark: 48% rate the living together as very good or quite good.

# Diversity Monitor

## **DIVERSITY MANAGEMENT HAS BECOME FIRMLY ESTABLISHED IN THE DEPARTMENTS AND INSTITUTIONS OF THE CITY OF VIENNA AND IS BEING EXPANDED AND DEVELOPED FURTHER**

Implementing diversity-oriented policies has become an everyday routine and an integral part of the activities of many departments and institutions of Vienna's City Administration. This is the conclusion that can be drawn from the results of the 6th Diversity Monitor survey.

This year's monitoring results show that 15 institutions have already reached the further development and professionalisation stage, i. e. the highest development level in diversity management, in all three analytical dimensions – services and customers, human resources and skills, and organisation and strategy – in comparison to nine institutions in 2019. Another twelve departments have reached the highest level in two of three analytical dimensions (2019: 8) and 20 institutions in one dimension (2019: 11).

## **DEPARTMENTS AND INSTITUTIONS OF THE CITY OF VIENNA CATER TO DIFFERENT CUSTOMER GROUPS AND OFFER A LARGE VARIETY OF COMMUNICATION AND ADVISORY SERVICES**

Knowing the composition of one's customers is an important requirement for designing services that reflect the diversity of the city. This includes indicators such as gender, age and national origin. The majority of the participating departments and institutions have a good overview of their customer numbers and many of them also keep track of their different customer segments.

The Diversity Monitor uses a person's socio-cultural background as a central diversity indicator and hence puts the focus on people of foreign origin when examining the implementation of diversity management in the departments and institutions of the City of Vienna. In this context, the term "foreign origin" refers to non-Austrian citizenship or a foreign country of birth. Customers of foreign origin constitute an important group across the whole City Administration, although there exist significant differences among the participating departments and institutions. Depending on the individual department or institution, the shares of customers of foreign origin range from less than 10% to 100%, with

most of the participating departments reporting shares between 40% and 60%.

Due to their different fields of activity, the departments and institutions of the City of Vienna in general offer their services to a broad spectrum of customers: While some departments provide their services to Vienna's residents or certain subgroups of the City's population, other departments have institutional customers, such as organisations or enterprises and their representatives. Sometimes the departments and institutions of the City and their staff are themselves customers of other municipal departments and entities. Since especially departments that serve the latter customer groups do not make up the typical target audience of the Diversity Monitor survey, the survey questions were relevant to them only to a limited extent, with individual benchmarks being of no significance at all.

Most of the participating institutions of the City of Vienna (54 entities) are able to communicate with their customers in English, if required. More than half of the departments and institutions that also communicate with their customers in other languages than German use the main migrant languages of Bosnian/Croatian/Serbian and nearly equally as many use Turkish. Information and advice are also provided in other important languages like French, Farsi, Russian, Arabic and Polish. A new language that has been added since the last monitoring process is Ukrainian, which is currently offered by ten departments and institutions. This shows how quickly departments and institutions responded to the refugee movement from Ukraine and demonstrates the effort that is made to support the reception and inclusion of Ukrainians who have fled to Vienna. 13 of the participating departments have stated not to use any foreign languages in their communication with customers.

In this respect, positive mention must be made of the fact that many participating institutions and departments survey or analyse changes in customer needs and nearly all of them integrate the results into the development of their services: For example, more than two thirds of the departments conduct customer surveys. Particularly feedback from staff as well as complaint management systems prove to be important sources of information and are currently used by more than 90% of the departments for analysing customer needs.

In line with this, departments and institutions use a wide variety of methods to reach, inform and/or advise customers: 78% of the participating institutions offer multilingual advisory services, and 54% also provide multilingual forms or guides for filling in forms. Moreover, all departments without exception are aware of the central importance of gender-sensitive communication. Most institutions (85%) also reach out to people with disabilities using accessible communication in easy read format.

### **INCREASINGLY DIVERSE STAFF AND GROWING AWARENESS OF THE IMPORTANCE OF DIVERSITY SKILLS**

Not only customer segments are becoming increasingly diverse, the same applies to the staff of the departments and institutions of the City of Vienna. Similar to the previous Monitor survey, about half of the respondents stated that the share of staff members of foreign origin has risen. In 25% of all cases this also includes staff performing higher functions. This can be attributed to the fact that nearly half of the surveyed departments and institutions take deliberate measures in this respect, such as special staff recruitment measures including the mention of specific language skills in job profiles to attract more employees of foreign origin. Departments that do not take any specific steps to address persons of foreign origin deliberately apply the concept of equal opportunities in their recruitment process and choose candidates who objectively are the best fit for the required roles and qualifications indicated in the job advertisements, independent of their origin. Generally, job vacancies are advertised and filled in a non-discriminatory manner on the basis of the Vienna Anti-Discrimination Act and the Vienna Equal Treatment Act.

Diversity skills are becoming increasingly important in human resources management across all departmental and institutional levels. Communication skills and empathy, language skills in major migrant languages and experience in intercultural issues – diversity skills can have many facets, which all play an important role in treating customers and their individual living situations in a professional and appreciative way. The great importance, which is attached to the diversity skills of the staff working at the departments and institutions of the City of Vienna, is demonstrated by a simple figure: 63% of the surveyed institutions stated that diversity skills are a (rather) important requirement for their staff, and 25% consider them partly important.

### **DIVERSITY SKILLS BECOME AN INCREASINGLY RELEVANT FACTOR IN FURTHER EDUCATION ACTIVITIES**

To meet these high standards also in the future, more and more departments encourage their staff to take part in diversity-related further training programmes. Nearly 75% of the departments and institutions stated that imparting diversity skills to their staff plays an important role for them. 25% of the departments stated that attendance of these training programmes has continued to increase since the previous Monitor and nearly all institutions are taking measures to raise it further. Conflict management training, communication training and training programmes on the effects of discrimination and on diversity management methods were particularly high in demand. At this point, it should be noted that due to the narrow definition of the term diversity in the present monitoring survey, questions relating to education and training activities also focused on “foreign origin”. However, the surveyed institutions reported that their further training programmes also featured other diversity dimensions, such as victim protection, accessibility and inclusive education, or LGBTIQ+ related issues.

### **DIVERSITY MANAGEMENT IN ORGANISATIONAL AND STRATEGIC DEVELOPMENT IS HERE TO STAY**

Diversity management has been introduced in all the surveyed departments and institutions of the City of Vienna, and nearly 80% of them rate the issue as (partly) relevant. It is addressed especially at management meetings, appraisal interviews, team meetings and information events for new employees.

However, diversity management is also established on an increasingly broader scale within the individual departments: Thus, 78% of the participating departments and institutions have integrated diversity management in their human resources development and 74% in their public relations activities. 68% of the departments consider diversity management as a quality feature, which is also included in their quality management and/or quality assurance processes. In line with this, many departments have implemented diversity management at a structural level, which is also demonstrated by the results of the current survey: 66% of the departments already have their own diversity official – a percentage, which has significantly increased since the previous Monitor. In many cases diversity management falls within the responsibility of the personnel office and/or the head of department. In addition, 84% of the surveyed departments offer their

employees an opportunity to participate in diversity management decisions. Positive mention must also be made of the fact that more than 85% of the departments and institutions have laid down diversity strategies in writing in their mission statements, strategic papers and target agreements.

Departments act as driving forces not only at internal, but also at external level: About two thirds of the surveyed departments and institutions participate in internal and slightly more than half of them (54%) in external platforms and networks to exchange views and opinions and promote the discourse about this topic. The expertise of individual departments is also increasingly used to contribute to discussions, for example in publications or at conferences and public relations activities in order to promote and further develop the important issue of diversity management in the City of Vienna in the future.

## Diversity of the staff of the City of Vienna

**Fig. 10: National origins of employees of the City of Vienna in 2013, 2016, 2019 and 2022 (in %)**

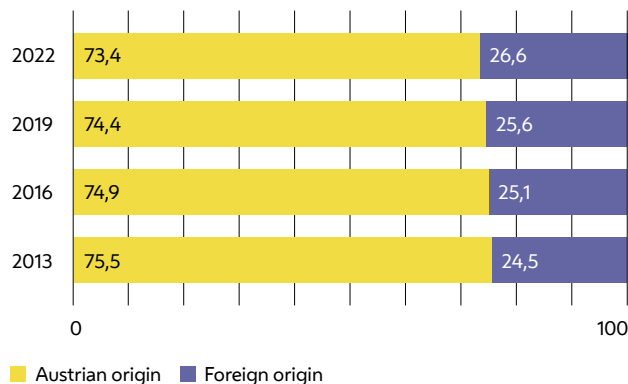
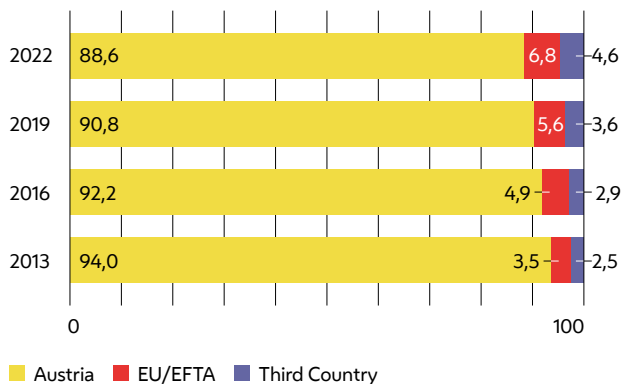


Chart & Calculations: City of Vienna – Integration and Diversity, Data: City of Vienna – Personnel Service and Statistics Vienna; Staff Survey 2013, 2016, 2019 and 2022.

Since 2013, the integration and diversity monitoring has also been used to collect information about the level of diversity among Vienna's City Administration staff. The present staff survey (cut-off date: 30 June 2022) is the fourth one that depicts the current situation and shows the developments over time. In addition to an overview of the City Administration staff who live in Vienna by age, gender and national origin, the survey also offers information on their representation across employment groups and employment categories as well as in certain occupational groups. This empirical analysis of administrative staff structures is a major component of the City of Vienna's diversity and equal-rights-oriented personnel policy.

From 2013 to 2022, employees of Austrian origin have continuously been by far the largest group of City Administration staff (2022: 73.4%, 2013: 75.5%). Within the Vienna Hospital Association, the share of employees of foreign origin amounts to 37.5% and is significantly higher than among the staff of the City of Vienna as a whole (26.6%).

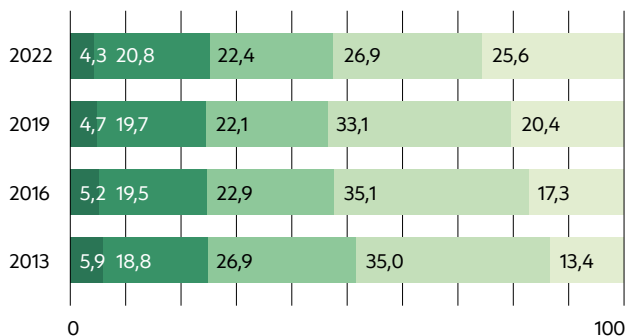
**Fig. 11: Citizenship of employees in 2013, 2016, 2019 and 2022 (in %)**



■ Austria ■ EU/EFTA ■ Third Country  
 Chart & Calculations: City of Vienna – Integration and Diversity,  
 Data: City of Vienna – Personnel Service and Statistics Vienna;  
 Staff Survey 2013, 2016, 2019 and 2022.

11.4% of all employees held a foreign citizenship in 2022. Thus, the share of employees holding a foreign citizenship has increased significantly compared to 2013 (6.0%).

**Fig. 12: Age of Employees in 2013, 2016, 2019 and 2022 (in %)**



■ 15-24 ■ 25-34 ■ 35-44 ■ 45-54 ■ 55+  
 Chart & Calculations: City of Vienna – Integration and Diversity,  
 Data: City of Vienna – Personnel Service and Statistics Vienna;  
 Staff Survey 2013, 2016, 2019 and 2022.

In the period 2013–2022, the share of employees who are older than 54 years has nearly doubled. While in 2013 86.6% of employees were younger than 55 years, this share only amounted to 74.4% in 2022. It is also worth noting that the youngest age group (15 to 24-year-olds) only account for 4.3% of all employees.

**Fig. 13: Gender distribution among employees in 2022 (in %)**

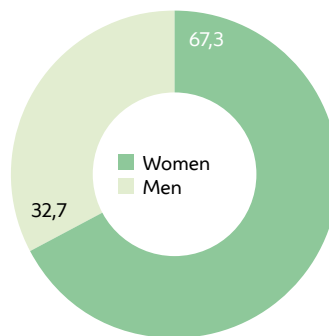


Chart & Calculations: City of Vienna – Integration and Diversity,  
 Data: City of Vienna – Personnel Service and Statistics Vienna.

In 2022, more than two thirds of the employees of the City of Vienna were women (including teachers employed by the Province of Vienna and Vienna Hospital Association staff). As previously, the share of women among kindergarten and after-school care teachers was again particularly high in 2022 (95.2%). Teachers in compulsory schooling are mostly women (80.8%), as are healthcare and nursing professionals (80.5% women).

An analysis by employment categories (former employment and pay regulations) reveals that in 2022 again only 5.0% of higher professionals are of foreign origin. The gender ratio in the highest employment categories was 45.7% female to 54.3% male in 2022.

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