

## Brief profile

### Contact details

- **Postal address:** Taubstummengasse 11, A-1040 Vienna, Austria
- **Website:** [www.gleichbehandlungsanwaltschaft.at](http://www.gleichbehandlungsanwaltschaft.at)
- **General email address:** [gaw@bka.gv.at](mailto:gaw@bka.gv.at)
- **Helpline:** +43 800 206 119 **and telephone number:** + 43 1 532 02 44
- **Person of contact for media enquiries:**
  - Ingrid Nikolay-Leitner ([ingrid.nikolay-leitner@bka.gv.at](mailto:ingrid.nikolay-leitner@bka.gv.at))
  - Sandra Konstatzky ([Sandra.Konstatzky@bka.gv.at](mailto:Sandra.Konstatzky@bka.gv.at))

### Overview

The Austrian Ombud for Equal Treatment (Anwaltschaft für Gleichbehandlung) consists of three independent parts with respect to their legal competences:

- Ombud for Equal Treatment between Women and Men in Employment and Occupation
- Ombud for Equal Treatment irrespective of Ethnic Origin, Religion or Belief, Age or Sexual Orientation in Employment and Occupation
- Ombud for Equal Treatment irrespective of Ethnic Origin and Gender in other areas

### Type of equality body

The *Austrian Ombud for Equal Treatment* is a predominantly promotion-type and legal support body<sup>1</sup>.

## Grounds and fields of discrimination covered

Grounds	Fields	
	Employment	Beyond employment (education, goods & services, housing, etc.)
Gender	◆	◆
Race and ethnic origin	◆	◆
Age	◆	
Disability		
Sexual orientation	◆	
Religion and belief	◆	

<sup>1</sup> According to a [European Commission study on Equality Bodies](#), predominantly promotion-type equality bodies “spend the bulk of their time and resources on a broader mix of activities that include supporting good practice in organisations, raising awareness of rights, developing a knowledge base on equality and non-discrimination, and providing legal advice and assistance to individual victims of discrimination” (page 44).

## Detailed profile

### Brief history

- **Date of establishment:** 01.01.1991, based on Equal Treatment Act, BGBl Nr. 410/1990;
- **Legal basis since 2004:** Equal Treatment Act and Act relating to the Ombud for Equal Treatment and the Equal Treatment Commission, BGBl. Nr. 98/2008;
- **Status:** Government agency; Independent agency with regard to legal competences within Federal Chancellery, Ministry for Women and Public Administration

### Mandate

- **Powers:** the Austrian Ombud for Equal Treatment is a predominantly promotion-type and legal support body;
- **Litigation powers:**
  - Intervening before the court;
  - Formally deciding on complaints (decision or recommendation) – *not legally binding*;
  - Representing in front of Equal Treatment Commission.

### Grounds and fields of discrimination covered

Grounds	Fields				
	Employment	Education	Housing	Social protection	Goods and Services
Gender	♦		♦		♦
Race and ethnic origin	♦	♦	♦	♦	♦
Age	♦				
Disability					
Sexual orientation	♦				
Religion and belief	♦				

### Activities

- Promotional activities aimed at duty bearers (by way of trainings, guidance material, etc.);
- Promotional activities aimed at potential victims (trainings, awareness raising, etc.);
- Communication activities;
- Publications and research projects;
- Number of inquiries / complaints lodged and cases handled per year: **4580**

## Structure

### 1. Management structure

- Type: single headed equality body (led by a director);
- Details:
  - The organisation is managed by a director who is at the same time the *Ombud for Equal Treatment between Women and Men in Employment and Occupation*;
  - The divisions of *Equal Treatment irrespective of Ethnic Origin, Religion or Belief, Age or Sexual Orientation in Employment and Occupation* and *Equal Treatment irrespective of Ethnic Origin and Gender in other areas* are managed by their respective Ombuds;
  - The regional offices are managed by Regional Ombuds for Equal Treatment between Women and Men in Employment and Occupation;
  - The budget and personnel are managed by the Federal Chancellery.

### 2. Institutional structure

- Type: equality body consists of offices of ombudsmen;
- Details: the organisation consists of central office with three divisions and legal competences for five discrimination grounds and four regional offices with legal competences for equal treatment between women and men in employment.

3. **Nomination of senior staff and board:** they are appointed by the Federal Chancellor.

4. **Number of staff:** 26 (including desk officers and 15 legal officers).

## Operating budget (for the parts of the organization dealing with equality issues)

Staff and premises are provided by the Federal Chancellery. There is a fixed budget for information per year amounting to around 50.000 €. The total budget is 1.996.674 € including staff and premises.

## Accountability (reporting to)

The organisation reports to the National Assembly every second year.

## Contact details (address, key contact person, website)

### Address:

Ombud for Equal Treatment  
Taubstummengasse 11  
A-1040 Vienna, Austria

### Director of the Office:

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**Legal expert contact:** Florian Panthene ([florian.panthene@bka.gv.at](mailto:florian.panthene@bka.gv.at))

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