

Austria⁷⁷

Eva-Maria Schmidt (Austrian Institute for Family Studies at the University of Vienna), **Andrea E. Schmidt** (Gesundheit Österreich GmbH / Austrian National Public Health Institute), and **Gerlinde Mauerer** (Department of Sociology, University of Vienna)

April 2024

N.B. Austria is a federal state.

For comparisons with other countries in this review on leave provision and early childhood education and care services, please see the [cross-country tables](#) at the front of the review (also available individually on the [Leave Network website](#)). To contact authors of country notes, see the [members](#) page on the Leave Network website.

1. Current leave and other employment-related policies to support parents

a. Maternity leave (*Mutterschutz*) (responsibility of Federal Ministry of Social Affairs, Health, Care and Consumer Protection)

Length of leave (before and after birth)

- Sixteen weeks: 8 weeks before the birth and 8 weeks after the birth. It is obligatory to take leave; employed expectant mothers are prohibited from working during this time.

Payment and funding

- Maternity benefit (*Wochengeld*): 100 per cent of average net income for the last 3 months of employment before taking leave for employees, with no upper limit. Freelance workers receive an income-based maternity benefit: self-employed women who work in a trade or agriculture are eligible for 'operational support' (i.e., financial or other support to maintain their business) as a form of maternity benefit. If no operational support is granted, they can claim a flat-rate payment of €67.19 per day. Marginally employed, self-insured women

⁷⁷ Please cite as: Schmidt, E.-M. and Schmidt, A.E. (2024) 'Austria country note', in Dobrotić, I., Blum, S., Kaufman, G., Kosłowski, A., Moss, P. and Valentova, M. (eds.) *20th International Review of Leave Policies and Research 2024*. Available at: <https://www.leavenetwork.org/annual-review-reports/>

receive a flat-rate payment of €11.35 per day. Eligible, unemployed women are entitled to 180 per cent of previous unemployment benefit (with the latter corresponding to 55 per cent of previous net income). Expectant mothers receiving the childcare benefit are entitled to 100 per cent of the childcare benefit if their Maternity leave starts before the childcare benefit ends.

- Payments are not taxed.
- Funded by multiple sources: 70 per cent by the 'Family Burden Equalisation Fund' (FLAF – *Familienlastenausgleichsfond*) which is financed by contributions from employers (3.9 per cent of each employee's salary bill), by general taxes, and by federal states; and 30 per cent by public health insurance. In 2022, total expenditure on Maternity leave (i.e., maternity pay and the payment for operational support) was €600 million.

Flexibility in use

- None.

Regional or local variations in leave policy

- None.

Eligibility (e.g., related to employment or family circumstances)

- All employed women are entitled to 16 weeks of Maternity leave with 16 weeks' payment (100 per cent of average income), except for short-term employed women and self-employed workers who are eligible for Maternity leave only if they have a voluntary affiliation with the statutory social health insurance (SHI). Unemployed women are only eligible for maternity payment if they have completed three months' continuous employment or have been affiliated to the statutory SHI for 12 months within the last three years.
- Expectant mothers receiving the childcare benefit are entitled to 100 per cent of the childcare benefit if their Maternity leave starts before the childcare benefit ends. If the income-related childcare benefit has already ended and expectant mothers have not started to work again or are still on Parental leave (see 1c for details), they are not entitled to maternity benefit.

Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; single parent) or delegation of leave to person other than the mother

- In case of danger to the health of the mother or unborn child, women are eligible to take leave earlier than eight weeks before delivery; in the case of premature births, multiple births, or births by Caesarean section, women remain eligible for 12 weeks after birth (in exceptional cases, 16 weeks).

b. Paternity leave (responsibility of Federal Ministry of Social Affairs, Health, Care and Consumer Protection)

Length of leave (before and after birth)

- Parents who live in the same household with the child and the second parent who is on Maternity or Parental leave have a legal claim to a Paternity leave called 'family time' (*Familienzeit*) if they were employed for at least 182 calendar days before this. These parents have to interrupt their employment for a full-time leave period between 28 and 31 days within the first 91 calendar days after the birth of the child. Four months before, during and four weeks after the 'family-time' these parents are protected against dismissal.
- Parents are entitled to take 'family-time', regardless of their parental status (i.e., as biological, adoptive, or foster parents), partnership status, or sexual orientation. Only legal residence in Austria (not citizenship) and a shared household of both parents and the child is required in order to obtain this form of Paternity leave.
- Other collective agreements may provide a few days of special leave for fathers immediately after the birth of a child, during which time fathers receive full earnings replacement.

Payment and funding

- Parents on 'family time' are entitled to a monetary benefit called 'family-time bonus' (*Familienzeitbonus*).
- The family-time bonus amounts to €52.46 per calendar day or €1,626.26 in total. The bonus is automatically compensated for inflation in January every year.
- Payments are not taxed.
- Funded by the FLAF; see 1a for more details. In 2022, total expenditure on family-time bonus was €6 million.

c. Parental leave (*Elternkarenz*) (responsibility of Federal Ministry of Social Affairs, Health, Care and Consumer Protection and Federal Chancellery/Women, Family, Integration, and Media)

Length of leave (before and after birth)

- Parental leave is an entitlement per family. It lasts until the child reaches 2 years of age if both parents take leave for at least 2 months each.
- If only one parent takes parental leave (except single parents), the leave lasts until the end of 22nd month of the child's life at the latest.

Payment and funding

- A childcare benefit (*'Kinderbetreuungsgeld'*) is available to all families who meet the eligibility conditions, whether or not parents take Parental leave.
- For their youngest child, parents can choose between the flexible flat-rate childcare benefit account and the income-related childcare benefit. The flexible flat-rate benefit (*childcare benefit account, 'Kinderbetreuungsgeldkonto'*) enables parents to distribute an overall sum of about €14,355 (if only one parent receives the benefit) or €17,933 (if both parents receive the benefit) over a chosen time span, calculated in days. If only one parent applies for the childcare benefit, he or she might spend the overall sum across a period from 365 days (at an amount of €39.33 per calendar day), up to a maximum of 851 days (at an amount of €16.87 per calendar day). If both parents receive and share the childcare benefit (respecting a minimum of 20 per cent non-transferable days of all childcare benefit days requested), the money can be used within a timespan between 456 days (at a daily amount of €39.33) and 1,063 days (at a daily amount of €16.87).
- The income-related childcare benefit (*'Einkommensabhängiges Kinderbetreuungsgeld'*) refunds 80 per cent of net income in the previous six months, for 365 days (if only one parent receives the childcare benefit) and up to 426 days after the birth (if both parents share the childcare benefit, with 61 non-transferable days). The amount of the income-related option ranges up to a maximum of €76.60 per calendar day (€2,300 per month).
- Although calculated in calendar days, the childcare benefit is paid out monthly.
- For the flat-rate childcare benefit account, a parent may additionally earn 60 per cent of the income he or she earned in the calendar year prior to the child's birth, or at least €18,000 per year. For the income-related option, additional earnings may not exceed €8,100 a year.
- In case of employed parents, the length of the childcare benefit does not have to correspond to that of Parental leave. However, health insurance corresponds to receiving the childcare benefit and ends even if the parent might still be on Parental leave.
- If parents share their childcare benefit at a minimum ratio of 40:60 and if each parent has received the benefit for at least 124 days, then each parent is entitled to a *'partnership bonus'* payment of €500. Thus, together they receive a total of €1,000.
- Payments are not taxed, and the childcare benefit is automatically compensated for inflation in January every year.
- Childcare benefit is funded from the FLAF; see 1a for more details. Total expenditure on this benefit in 2022 was €1.21 billion, including total expenditure on *'partnership bonus'*.

Flexibility in use

- Parental leave may be taken by one parent only (mother or father) or by both parents on an alternating basis (the whole period can be divided into a

maximum of 3 parts alternating between parents, with each part spanning at least 2 months).

- The two parents cannot take Parental leave simultaneously, except for 1 month the first time they alternate leave; during this month both parents can receive the childcare benefit (however, the overall sum of the childcare benefit stays the same); in this case, Parental leave ends 1 month earlier (i.e., 1 month before the child's 2nd birthday).
- One parent may take Parental leave alone until the child's second birthday if they do not live with the second parent in the same household or if the second parent is deceased or does not acknowledge parenthood. Furthermore, if the parent who initially cares for the child is not entitled to Parental leave, the other parent can take parental leave at the earliest two months after the Maternity leave. In this case, the parental leave entitlement is extended until the end of the 24th month of the child's life.
- Each parent has the possibility of postponing 3 months of Parental leave, up until the child's 7th birthday (or school entry).
- The parents cannot change their chosen childcare benefit option. Within the flat-rate childcare benefit account, they can change the duration once (which may lead to back payment or repayment demands). If parents choose the income-related option and one parent does not fulfil the employment or income requirements (i.e., was not employed or earnings were not high enough), he or she receives a childcare benefit of €39.33 per calendar day, which corresponds to the daily amount paid in the shortest duration of the childcare benefit account.

Regional or local variations in leave policy

- None.

Eligibility (e.g., related to employment or family circumstances)

- All employed parents are entitled to take Parental leave, regardless of their parental status (i.e., as biological, adoptive, or foster parents), partnership status, or sexual orientation. In addition, only legal residence in Austria is required (not citizenship) in order to obtain leave.
- There is no entitlement to take Parental leave for self-employed parents; however, they can claim both the childcare benefit options under the same conditions as applied to employees.
- All parents with a legal residence in Austria, regardless of their employment status and their citizenship, are entitled to receive the flat-rate childcare benefit account.
- In the case of parents living separately, but sharing custody of the child, both parents are eligible to receive and share the childcare benefit, in the same way as parents living together. There are no specific provisions for single parents.
- All parents are only entitled to the full amount of childcare benefit when they carry out mandatory health check-ups with their child by the time their child reaches the 15th month of age. Otherwise, the amount of childcare benefit will be reduced by €1,300 per parent for both models.

Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; single parent; or delegation of leave to person other than parent)

- In the case of multiple births, the amount of the childcare benefit account (not the income-related childcare benefit) is increased by 50 per cent for each additional child.
- In the case of one of the two parents being prevented from using the childcare benefit due to death, a prison sentence, or other extreme circumstances, the available parent may receive the full amount of the flat-rate childcare benefit account (not the income-related childcare benefit) for further 91 days⁷⁸.

d. Childcare leave or career breaks

- Employees have the possibility of taking between two and 12 months off for private reasons (e.g., further education or family reasons). It is based on labour legislation, a mutual agreement between employer and employee, and is, therefore, not a statutory entitlement. This leave period is unpaid.

e. Other types of leave and flexible working

Adoption leave and pay

- For adoptive and foster parents, the same regulations for Parental leave and the childcare benefit apply as for other parents.

Time off for the care for sick relatives

- Employees have a legal claim to take days or hours off to care for either all sick persons who live in the same household, or for sick close relatives who are not living in the same household. Close relatives are children (biological, adopted, or foster children, or children from the partner, or grand- or great-grandchildren), siblings, parents and grand/great-grandparents, or partners (regardless of gender, sexual orientation, or marital status).
- In sum, employees can take the hours of one (average working) week off per year to care for other household or family members, or the hours of 2 (average working) weeks to care for sick children under the age of 12 years, with full earnings replacement. Furthermore, it is possible to accompany a child under the age of 10 years during an inpatient stay at the hospital and to accompany a child up to the age of 14 years during an inpatient rehabilitation stay for up to a total of four weeks per year, provided that this accompaniment has been approved by social insurance. During this time, there is a legal entitlement to care leave allowance (*Pflegekarenzgeld*) described below.

⁷⁸ Single parents who do not yet receive alimony may receive the flat-rate childcare benefit account (N.B. not the income-related childcare benefit) extended by a further 91 days. After divorce/separation, custodial parents should receive alimony from their former spouses – if they do not, or the ex-partner does not pay, childcare benefit is extended.

- If the child's main carer falls sick or becomes unavailable (e.g., grandmother), parents are also entitled to stay at home with their child (based on the respective law *Urlaubsgesetz §16*). A shared household is not required.
- There are two different types of longer care leave. Firstly, employees have a statutory right to take a maximum of 6 months' family hospice leave (*Familienhospizkarenz*) for the purpose of nursing terminally ill family members. If the leave is taken for severely ill children, it can be extended to nine months. The leave for care of severely ill children may be renewed twice (i.e., in total up to a maximum of 27 months). Eligibility is the same as for the care leave allowance (*Pflegekarenzgeld*) described below.
- Secondly, if their employer agrees, employees who have worked with their employer for three preceding months⁷⁹ may take long-term care leave (*Pflegekarenz*). This leave allows caregivers to organise (formal) care or provide (informal) care for frail dependants/family members for a duration of three months (initially) per dependant. The minimum duration for this leave is 1 month. It can be extended from 3 to 6 months (per dependant) if the health status of the dependant person worsens substantially. While in general the employer has to agree to this type of leave, the regulation foresees a right to a care leave for 2 weeks with possibility for extension for another 2 weeks. The right to care leave is granted only in companies with more than 5 employees.
- The period during which a relative can apply for the cash benefit accompanying time off to care for a dependant during a long-term leave (*Pflegekarenz*) was extended and caregivers have now up to two months to ask for care leave allowance (*Pflegekarenzgeld*) during time off from work, while they are on leave (Law § 21d, Abs. 3 BPGG).
- Slightly different regulations apply for public sector employees, but self-employed persons are not eligible for these care leave models.
- Employees are entitled to care leave allowance (*Pflegekarenzgeld*) during long-term care leave or family hospice leave to care for sick children or dependants/family members respectively. Eligible family members are relatives within the direct ascending or descending line, including siblings, adoptive parents, step-parents, step-children, partners or registered partners of a parent, and in-laws. It amounts to 55 per cent of net average income per calendar day. The maximum duration for the payment is six months per employee (or 12 months per dependant person, if the leave is shared). Low-income families may claim subsidies for family hospice leave, if the leave causes financial distress (funded from FLAF, see section 1a). Since 2017, care by relatives has also become accounted for under inheritance law in Austria. People who have personally provided unpaid, intensive care for a close relative for at least 6 months in the 3 years before the relative's death may receive a financial compensation after the relative's death under this regulation.

⁷⁹ Exceptions to the minimum working time with their employer apply for seasonal workers.

Flexible working arrangements

- Parents have the legal right to work 'Parental Part-time' (*Elternteilzeit*) until the child's seventh birthday (or school entry) if they live in the same household with this child, if they are working in companies with more than 20 employees, and if they have been continuously employed with their present employer for at least three years. The reduction in working time must amount to at least 20 per cent of their previous working time. It is not possible to work part-time for fewer than 12 hours per week or more than 32 hours per week. Parents working in companies with fewer than 20 employees may enter into an 'agreed Parental part-time' with their employer, up until the child's 4th birthday.
- The regulations also include the right to change working hours within the day (e.g., from morning to afternoon) without reducing the number of working hours, as well as the right to return to full-time employment.
- Parents are protected against dismissal until their child's fourth birthday, starting four months before they start and during the period they work 'Parental part-time' under the entitlement outlined above. During the remaining period of part-time work (i.e., until the child's seventh birthday or school entry) they are protected against dismissal without cause.
- An employee is not allowed to claim 'Parental part-time' when their partner is on Parental leave.
- Caregivers for frail or sick dependants/family members are entitled to work part-time (family hospice leave) or agree on a part-time arrangement with their employer (long-term care leave). Employees have the right to take a part-time care leave for two weeks, with possibility for extension of another two weeks. For long-term care leave, a minimum working time of ten hours per week is obligatory. Payment during both care leave models is calculated proportionately (and while considering the minimum income threshold, in alignment with the lower limit of the unemployment benefit scheme).

Breaks for (breast)feeding

- Mothers are entitled to 'nursing' leave of 45 minutes per day out of 4.5 to 8 working hours. If a mother works 8 hours or more, she is entitled to a daily nursing leave of two times 45 minutes (or one break of 90 minutes).

Specific tax-related measures

- Parents employed in Austria are entitled to a tax deduction called 'Family Bonus Plus'. This Family Bonus Plus amounts to €2,000 per child, every year until the child's 18th birthday. After the child's 18th birthday, a reduced Family Bonus Plus totalling €700 is granted annually, provided that family allowance is received for this child. The recipient of the family allowance and the person paying support money for the child can claim it. After June 2022, the European Court of Justice ruled that indexing 'Family Bonus Plus' (increased or decreased according to the price level of the country of the family's residence) was contrary to EU law. EU citizens who work in Austria and

whose children live in other EU countries, the EEA region or Switzerland are also entitled to the 'Family Bonus Plus'.

Leave for educational reasons

- If leave is taken for educational reasons ('*Bildungskarenz*') that have to be proved, it is possible to receive a further training allowance from unemployment insurance funds (though the employee also must meet the eligibility criteria for unemployment benefit and the employer must recruit a substitute for the duration of the leave).
- This allowance ('*Weiterbildungsgeld*') is available to all employees who meet the eligibility conditions, and is paid by the Public Employment Service Austria. Payment is calculated proportionately in alignment with the lower limit of the unemployment benefit scheme that amounts to a daily amount of €14.53. Additional earnings may not exceed €500.91 a month.

2. Relationship between leave policy and early childhood education and care policy

The maximum period of post-natal Parental leave available in Austria is 24 months. There is an entitlement to ECEC from five years of age, for part-time attendance of kindergarten (20 hours per week). Attendance is obligatory. So, there is a gap of three years between the leave ending and ECEC entitlement beginning, and a gap of 46 months between the end of the income replacement benefit (if that option is chosen) and any ECEC entitlement.

For ECEC attendance levels, see 'relationship between leave and ECEC entitlements' in the [cross-country tables](#) at the front of the review.

3. Changes in policy since April 2023 (including proposals currently under discussion)

For children born after 1 November 2023, Parental leave lasts until the child reaches 2 years of age only if both parents take leave for at least two months each. If only one parent takes parental leave (except single parents), the leave lasts until the end of the child's 22nd month at the latest.

In August 2023, the family-time bonus was increased and together with the compensation for inflation it amounts to €52.46 per calendar day (before: €23.91) since January 2024, thus amounts up to €1,626.26 in total (before: €741.21). Furthermore, parents can apply for the bonus within 121 days after birth, thus also after having been on family time for 28 to 31 days during the first 90 days after birth.

Since 1 November 2023, employees have a legal claim to take days or hours off to care for either all sick persons who live in the same household, or for sick close relatives who are not living in the same household. Close relatives are children (biological, adopted, or foster children, or children from the partner, or grand- or

great-grandchildren), siblings, parents and grand/great-grandparents, or partners (regardless of gender, sexual orientation, or marital status).

Furthermore, employees can accompany their children up to the age of 14 during an inpatient rehabilitation stay for up to a total of four weeks per year, provided that this accompaniment has been approved by social insurance. During this time, there is a legal entitlement to care leave allowance.

4. Uptake of leave

a. Maternity leave

It is obligatory for employees to take Maternity leave and almost all mothers are eligible (see section 1a); the take-up of leave, therefore, corresponds to the number of births.

b. Paternity leave

Statistics on take-up of 'family time' show an increase in numbers of fathers that claim family time. Currently, in about 8 per cent of all births, fathers receive the 'family time bonus' during their paternity leave.⁸⁰

c. Parental leave

Data show that almost all eligible (i.e., formerly employed) mothers – between 93 and 96 per cent – took up Parental leave in the final years of the previous scheme. Since replacing the Parental leave benefit with the new childcare benefit in 2002, there has only been information on parents' uptake of the childcare benefit. As there are no official statistics on the uptake of Parental leave, it is difficult to know how many fathers currently take it. Some studies address this issue, but the percentages vary significantly depending on the population under study.

Regarding the number of women and men taking up the childcare benefit, it is crucial to keep in mind the difference to Parental leave, i.e., both parents who are on leave and parents who are not on leave alike are able to receive a childcare benefit. Further, parents are able to decouple the duration of leave from the duration of receiving the childcare benefit. Thus, they might be on leave up to 24 months but might receive the childcare benefit for a shorter period of time (e.g., 12 months income-related benefit) or a longer period of time (e.g., if receiving the flat-rate childcare benefit account) (see 1c).

Recent statistics⁸¹ show that the flat-rate childcare benefit was chosen by nearly two thirds of all parents. Among these parents, 35 per cent applied for 28 or more

⁸⁰ Lorenz, T. and Wernhart G. (2022) *Evaluierung des neuen Kinderbetreuungsgeldkontos und der Familienzeit. Quantitativer Teilbericht* [Evaluation of the new childcare allowance account and family leave. Quantitative partial report]. Available at: <https://services.phaidra.univie.ac.at/api/object/o:1429695/diss/Content/download>.

⁸¹ Austrian Federal Chancellery (2023) *Auswertung Väterbeteiligung beim Kinderbetreuungsgeld 2019* [Statistics Father Involvement in Childcare Benefit 2019]. Available at: https://www.bundeskanzleramt.gv.at/dam/jcr:aa897bb2-452b-4957-8312-afa89248699f/vaeterbeteiligung_bl%20gbj_2019.pdf

months and 25 per cent chose about 24 or more months. On the contrary, 36 per cent of all parents applied for the income-based model paid for 12 to 14 months. Despite access to equal sharing, 91 per cent of the principal recipients of the flat-rate childcare benefit were mothers only, in 9 per cent of the cases fathers also received a share of the flat-rate benefit. This share is significantly lower in the income-based model, in which fathers also applied for childcare benefit in 28 per cent of all cases. On average, fathers claimed for childcare benefit in about 16 per cent of all cases⁵ and about 4.5 per cent of all days taken off for childcare in Austria.⁸² Over the past years, the share of fathers claiming childcare benefit thus has decreased.⁸³

d. Other employment-related measures

The number of beneficiaries of care leave allowance for people on care leave (*Pflegekarenzgeld*) has been steadily increasing since 2014 when it was introduced. In 2023, 4,604 people used this paid leave model compared to 2,323 in 2014 when the model was introduced. In 2023, 72 per cent of beneficiaries were female. In total in 2023, 2,324 people used the long-term care leave model (*Pflegekarenz*); while 154 used the same model working part-time (*Pflegekarenzteilzeit*); and 2,472 used the family hospice leave model.⁸⁴ (Double counts are possible, as one person may use both a long-term care leave and a family hospice leave).

A study to evaluate the long-term care leave (*Pflegekarenz*) shows that two thirds of care leavers are women. Caregivers who take a leave have a relatively low income and live in municipalities with a smaller population size. The study presents a detailed analysis of the labour market situation of caregivers before and after using the care leave.⁸⁵

Schmidt, Fuchs, and Rodrigues (2016) report an uptake rate of 2.5 per cent, based on estimates regarding the eligible number of employees⁸⁶, while Nagl-Cupal and

⁸² Rechnungshof Österreich (ed.) (2020) *Leistungen nach dem Kinderbetreuungsgeldgesetz. Bericht des Rechnungshofes*. [Benefits according to the Child Care Benefit Act. Report of the Court of Auditors]. Wein: Rechnungshof Österreich. (BUND, 2020/24). Available at: https://www.rechnungshof.gv.at/rh/home/home/004.684_Kinderbetreuungsgeld_2.pdf.

⁸³ Rille-Pfeiffer C. and Kapella O. (2022) *Evaluierung des neuen Kinderbetreuungsgeldkontos und der Familienzeit. Meta-Analyse*. [Evaluation of the new childcare allowance account and family leave. Meta-analysis]. Available at: <https://services.phaidra.univie.ac.at/api/object/o:1429698/diss/Content/download>.

⁸⁴ Information on 2023 provided by the BMSGPK (Bundesministerium für Soziales, Gesundheit, Pflege und Konsumentenschutz).

⁸⁵ Klotz, J. and Scharf, R. (2020) *Studie zur Vereinbarkeit von Beruf und Pflege bei NutzerInnen von Pflegekarenz/-teilzeit: Integrierte Evaluierung durch Registerforschung und Befragung von NutzerInnen. Sozialpolitische Studienreihe, Band 27* [Study on the compatibility of work and care among users of care leave/part-time: Integrated evaluation through register research and surveys of users]. Vienna: Ministry of Labour, Social Affairs, Health and Consumer Protection.

⁸⁶ Schmidt, A.E., Fuchs, M. and Rodrigues, R. (2016) *Policy brief: juggling family and work – leave from work to care informally for frail or sick family members – an international perspective*. Vienna: European Centre for Social Welfare Policy and Research.

colleagues (2018)⁸⁷ report a take-up rate of 5 per cent among main caregivers. The average duration of the long-term care leave model amounted to 82.6 days in 2014: i.e., slightly below the three months that this model allows for initially.⁸⁸ About 70 per cent of employees taking leave from work to care for frail or sick dependants/family members (i.e., long-term care leave or family hospice leave) are women.⁸ Reconciliation works only to a limited extent, according to a qualitative study carried out in 2015/2016.⁸⁹

⁸⁷ Nagl-Cupal, M., Kolland, F., Zartler, U., Mayer, H., Bittner, M., Koller, M., Parisot, V. and Stöhr, D. (2018) *Angehörigenpflege in Österreich. Einsicht in die Situation pflegender Angehöriger und in die Entwicklung informeller Pflegenetzwerke* [Caring for relatives in Austria. Insight into the situation of caring relatives and the development of informal care networks]. Wien: BMASGK.

⁸⁸ Data for 2014 from 'Parliamentary inquiry 6489/J on behalf of the Greens respective long-term care leave', (*Anfragebeantwortung der Anfrage Nr. 6489/J der Grünen betreffend Pflegekarenz und Pfl egeteilzeit*) parliament (2015).

⁸⁹ Sardadvar, K. and Mairhuber, I. (2018) 'Employed family carers in Austria: the interplay of paid and unpaid work – beyond 'reconciliation'', *Österreichische Zeitschrift für Soziologie*, Vol.43, 61-72.