



Selected Country Presentation

Leave Policies in Austria

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- Fact sheet on employment and child care
- Family Policy & recent developments
- Leave Policy

Fact Sheet: Employment & Child Care

Austria

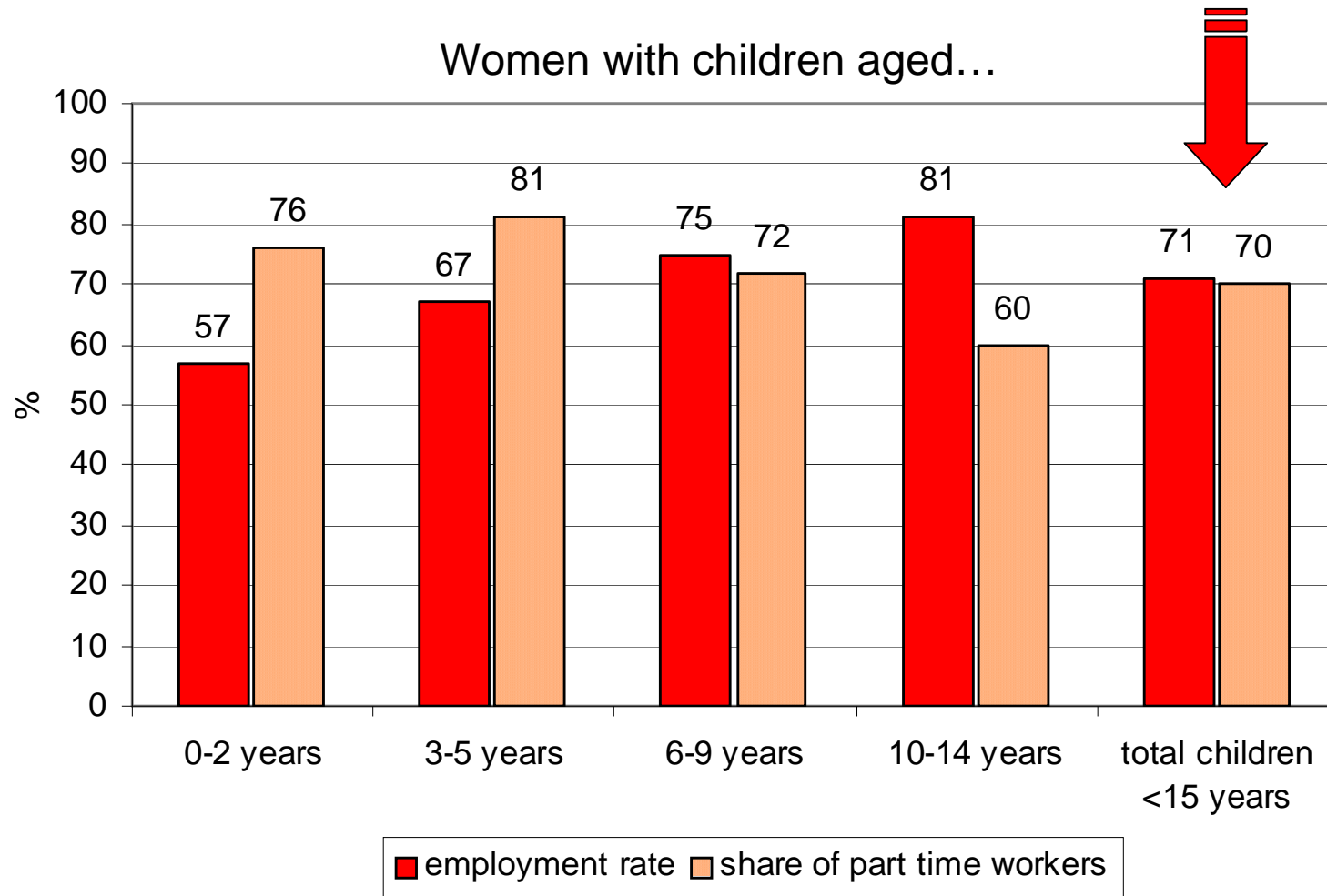
Employment rate			
	Male	77%	2006
	Female	64%	2006
	Mothers with children < 15 years	71%	2006
Share of part time workers			
	Male	7%	2006
	Female	40%	2006
	Mothers with children < 15 years	70%	2006
Children in formal child care			
	children < 3 years	13%	2005
	3 to 5 years	85%	2005

Source: Statistik Austria, Family and Household Statistics 2006; Fuchs, 2006;



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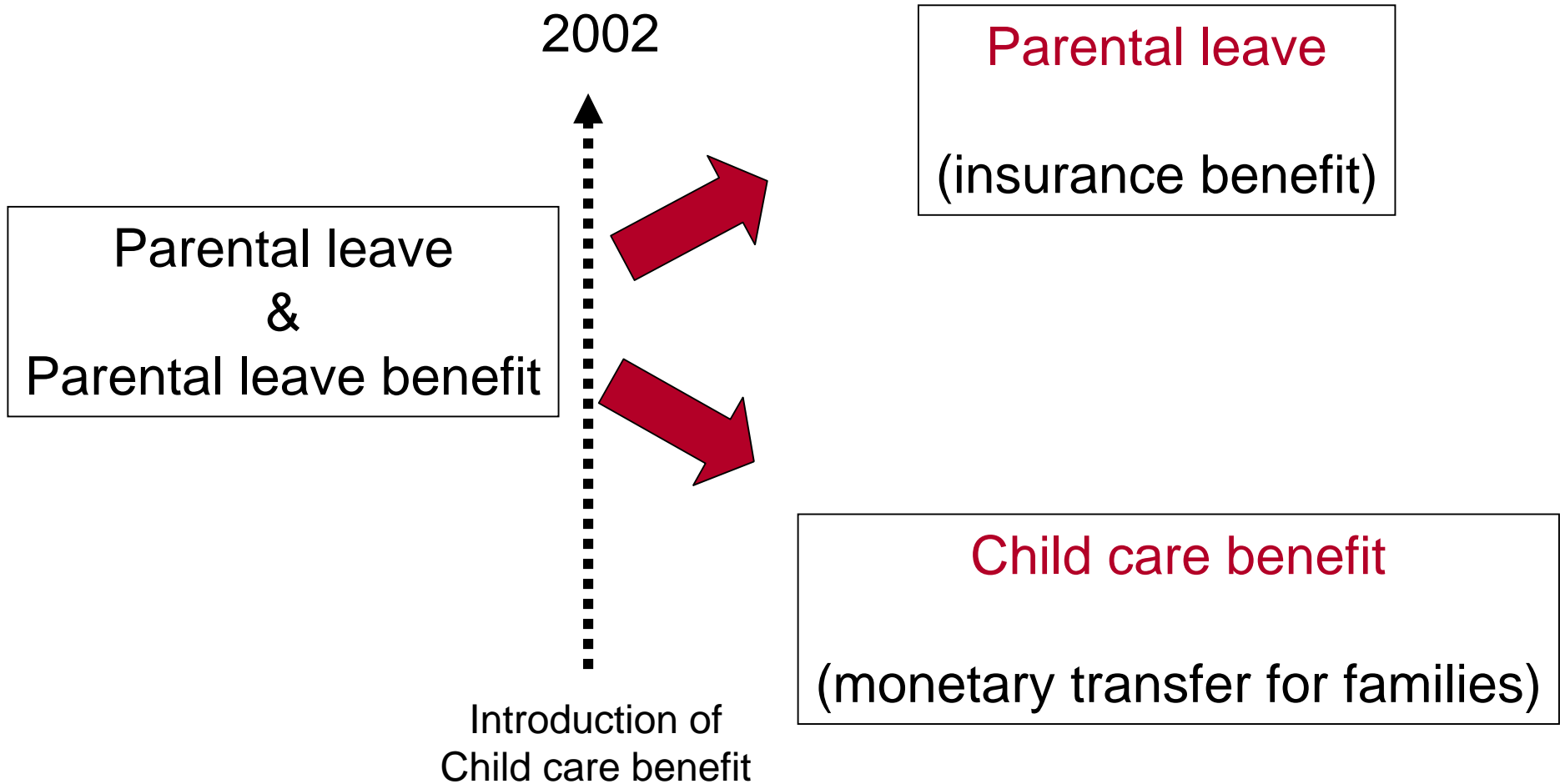
- Family policy aims to
 1. reallocate from households without children to households with children „burden sharing“
 2. provide (financial) support in case of specific need
- Focus on monetary transfers for families
- underlying model „modified male breadwinner model“:
 - : full time employment
 - : part time employment
- Provinces have the possibility to supplement national legislation -> primarily monetary transfers

Maternity Leave:

- ☞ all employed women (linked to health insurance)
- ☞ obligatory - 16 weeks
- ☞ 100% payment of average income for last 3 months
- ☞ self-employed, freelance workers etc.: flat rate payment

Paternity Leave:

- ☞ no statutory right
- ☞ collective agreements may provide some days off



Parental Leave (since 2002):

- ☞ parental leave benefit transformed into child care benefit
- ☞ only labour law related: protection against dismissal
- ☞ all employees are eligible
- ☞ 2 years
- ☞ family entitlement to be divided between partners
- ☞ each part at least 3 months - maximum of 3 parts

Child Care Benefit:

- ☞ all parents are eligible
- ☞ for the youngest child
- ☞ € 436 a month 30/36 months
- ☞ ceiling on additional earnings: € 14.600 a year
- ☞ 2008: modifications of old model:
 - ☞ 2 more options: € 624 a month 20/24 months
€ 800 a month 15/18 months
 - ☞ increased ceiling on additional earning: 16.200 a year

Part-time work for parents (since 2004):

- 👉 until child's 7th birthday
- 👉 companies with more than 20 employees
- 👉 continuous employment for 3 years

Austria's leave policy can be characterised as follows:

- ☞ relatively long leave for mothers
- ☞ few incentives for fathers
- ☞ low emphasis on gender equality
- ☞ low expansion of child care facilities (<3 and afternoon)

- ☞ in a context of ambivalent values and attitudes on motherhood, child care and work-life-balance

