

# Paid Leave following childbirth in Austria

## Duration of Paid Leave

Leave periods available	Months
Paid Maternity Leave	4
Paid Paternity Leave	1
Paid Parental Leave	12-35

## Eligibility

Group	Maternity Leave	Paternity Leave	Paid Parental Leave
Employed	+	+	+
Self-employed	-	-	+
Student	-	-	+
Unemployed	+	-	+
Adoptive parent	-	-	+
Grandparent	-	-	-
Migrant	(+)	-	+

## Take-up rates

Leave type	%
Maternity Leave (% of pregnant/young mothers)	100
Paternity Leave (% of fathers)	NDA
Paid Parental Leave (% of mothers)	>96
Paid Parental Leave (% of fathers)	19

## Responsibilities

### Maternity Leave

is covered by 'Family Burden Equalisation Fund' (FLAF) and partly by Health Insurance.

### Paternity Leave

so-called 'family-time bonus' is funded from FLAF

### Parental Leave

is covered by FLAF

FLAF: financed by contributions from employers (4.5 per cent of each employee's salary bill) and from general taxes



## History of leave policy and recent changes

**1957:** Parental leave for employed *mothers*, paid at low level for 1 year since 1961

**1990:** Parental leave for *both parents* when employed, paid for 2 years if *father* takes half a year

**2002:** Childcare allowance (*Kinderbetreuungsgeld*) for *all parents* for 30 months (+ additional 6 months if both parents share); until today: 2 years parental leave for both *employed parents*

**2008:** Childcare allowance for 30(+6), 20(+4) and 15(+3) months

**2010:** additional short option 12(+), additional income-based Childcare allowance for 12 months (+additional 2 months *if shared*)

**2017:** flat-rate 12-35 months (higher allowance if shared at least 80/20), income-based 12-14 months (*if shared*), 'family time' for fathers

### Definitions

#### Maternity Leave

Leave generally available to mothers only. It is usually understood to be a health and welfare measure, intended to protect the health of the mother and newborn child, to be taken just before, during and immediately after childbirth.

#### Paternity Leave

Leave generally available to fathers only, usually to be taken soon after the birth of a child, and intended to enable the father to spend time with his partner, new child and older children.

#### Parental leave

Leave available equally to mothers and fathers, either as a non-transferable individual right, an individual right that can be transferred to the other parent, or a family right that parents can divide between themselves as they choose.

## Introducing the network on leave policies and research

The international network on leave policies and research, consists of over 60 members, all of whom are experts on leave issues and who come from 43 countries across the world. Members bring not only expertise to the network, but great commitment and enthusiasm, enabling the group to grow and flourish without any regular source of external funding and to provide a unique forum for exchange, dialogue and collaboration on issues of care, employment and gender.

Detailed Country Notes, Cross-country tables and definitions of leave policies are available at

[www.leavenetwork.org/leave-policies-research/](http://www.leavenetwork.org/leave-policies-research/)

### Recent publications

Schmidt, E-M.; Zartler, U.; Vogl, S. (2019). Swimming against the tide? Austrian couples' non-normative work-care arrangements in a traditional environment. In: Grunow, D.; Evertsson, M. (Hg.): *New Parents in Europe: Couples in between norms and work-care practices*. Edward Elgar, 110-129.

Schadler Cornelia, Schmidt Eva-Maria, Rieder Irene, Zartler Ulrike, Richter Rudolf (2017). Key practices of equality within long parental leaves. *Journal of European Social Policy* 27(3), 247-259.

### Contacts

General inquiries, membership and seminars:

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Annual review:

Sonja Blum, University of Hagen

Alison Koslowski, University of Edinburgh

Alexandra Macht, Oxford Brookes University

Legend:

NDA = No data available

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