



Sustainability@Leave

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Parenting Leave Policies & Inequalities in Austria





Parenting Leave Policies in Austria: Types and Options



Parenting Leave Policies after birth

- **Maternity leave:** 16 weeks around birth, 100% of net income or flat rate for self employed
- **Paternity leave:** 1 month within 3 months after birth, flat rate (~€1.700)



Parenting Leave Policies after Maternity/Paternity leave

- **Parental leave:** right to return to workplace until child is 22 months / 24 months if both parents take leave
 - **Childcare benefit:** cash benefit 12 – 30 months after birth / 14 – 35 months if both parents take up benefit
- *Parental leave is decoupled from Childcare benefit*



Paid Parenting

- **Flat-rate Childcare Benefit Account:** overall sum of €41.14/day to €17.65/day; across a period from 365 to max. 1,063 days; additional earnings of €18,000/year
- **Income-Related Childcare Benefit:** 80% of net income (max. €80.12/day) for max. 426 days (including 61 non-transferable days); additional earnings of €8,100/year



Paid Parenting

	Flat-rate	Income-related
Overall sum (one / both)	€15,020 / €18,762	Max. €28.800 / €33.600
Overall duration (one / both)	12-30 / 14-35 months	12 / 14 months
Share of earmarked benefit	~20%	~14%
Additional earnings	€18,000/year	€8,100/year



Parenting Leave Policies after Parental Leave

- **Not in employment:** unpaid but credits of €2,468.01/month for pension until child's 4th birthday
- **Parental Part-Time employment:** right to define working days and hours (12 - 32 hours per week) and to change working hours within a day; right to return to full-time employment; protected against dismissal until child's 7th birthday; if parents were continuously employed for at least three years in companies with more than 20 employees



Parenting Leave Policies after Parental Leave

■ Other Care Leaves:

- Care leave for sick child in the same household (or separate household if it is a close relative); number of hours of two average working weeks for each child under 12 years; full earnings replacement
- Care leave for child on inpatient rehabilitation stay for up to 4 weeks/year
- Long-term care leave for severely ill child up to 9 months (or in extreme cases 27 months)





Inequality-Reducing and Inequality-Generating Elements of Parental Leave Design in Austria



Who is eligible, who not?

- All parents with a legal residence in Austria and a shared household with the child (not with a partner, except for *Paternity leave*)
- Regardless of employment except for *Parental leave* and *income-related benefits*: for employed parents only
- Regardless of gender, citizenship, parental status, partnership status, or sexual orientation
- Regardless of shared household in the case of *care leave* for sick child



What do we know about take-up rates?

Policy	Take-up rate
Paternity leave	Taken by ~25% of all fathers (10/24)
Parental leave	Ø 416 days taken by mothers, Ø 9 days by fathers
Childcare benefit	Ø 15% of all fathers for at least two 2 months (7% flat-rate / 26% income-related) ~1% of all fathers take 5+ months
Parental part-time	After PL: 86% mothers / 9% fathers with 2-year-olds Ø 77% mothers / 9% fathers with under 15-year-olds





Final Discussion



Parenting Leave Policies and inequalities in Austria

- Main issue in Austria are gendered inequalities in time, income, wealth, health, representation in economy and politics
- Data gap: numbers of employed parents on parental leave and its duration (not equivalent to data on childcare benefit)
- Greater gender equality hardly achievable in a context with strong familialising and gendered parenting norms





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Parenting Leave Policies in Austria - Gendered Inequalities

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