

# Austria



Women in decision-making: **1.57/5**

Socio-economic position of women: **1.85/5**

Violence against women: **1.4/5**

## Highlights

**28%**

women in parliament

**43%**

women senior ministers

**11%**

women on boards



no women presidents of the largest companies

**25.5%**

gender pay gap

**21.7%**

gender gap in full-time employment rates

**9%**

of infants under 3 in formal childcare

**69%**

of dependent elderly persons receive formal care

## TRENDS:



There has been slow but steady progress over the last few years in increasing the number of childcare places for infants between 1 and 3 years old. Discussion has also intensified over whether to make the last 2 years of preschool compulsory (currently, 1 year is compulsory) and whether to increase the number of schools offering classes in the afternoon.

Improvements can also be seen in transparency on salaries since 2011, with companies being required to publish gendered pay data. By 2014, all companies with more than 150 employees will be bound by the legislation.

The Austrian Ministry for Women in 2012 began quarterly publication of a barometer with sex-disaggregated data on various topics concerning women's rights and gender equality. Topics covered in 2012 included part-time work and pensions, and domestic violence.

In 2009, new legal provisions were adopted to protect women and children from perpetrators of violence. A new programme was also implemented to train police and social services to better detect and deal with domestic violence and victims of trafficking.



Hopes for a National Action Plan to Eliminate Violence against Women in 2013 have been dashed due to forthcoming national elections and a lack of prioritisation of this issue.

## UNDERSTANDING AUSTRIA

Austria has one of the highest proportions of women in government in the EU, with 43% of women senior ministers, behind only Sweden, France and Finland. Austria also has an above-average number of women leaders of major political parties (20%). In the corporate sector, despite a legal requirement (of 25% women by end 2013 and 35% by end 2018) for companies with a 50% public stake since March 2011, women are rare in decision-making, representing only 11% of board members; there are no women Presidents among the largest listed companies.

With the exception of Estonia, Austria has the largest gender pay gap in the EU, at 25.5%. The full-time employment gap is also large at 21.7 points. New mothers have the right to 16 weeks of fully-remunerated maternity leave, but, if they wish to return to work, childcare provisions are scarce: only 9% of under 3 year-olds receive formal care. 17% of those between 3 and compulsory school-age remain in the care of their parents – generally mothers – or other informal carers. Many schools only offer part-time services, preventing parents from returning to full-time jobs. On the other hand, provisions for elderly care are comparatively good: 69% of dependent elderly persons receive formal care.

With regards to violence against women, Austria is some distance from the ideal situation. There is a National Action Plan on specific forms of violence against women, but there is no gender analysis, and preventive measures are lacking. According to government surveys in 2012, every other person knows a victim of domestic violence, and 75% of Austrians think such violence widespread. 33% of women have experienced sexual violence. Sexuality education is limited and not compulsory, and there are numerous practical obstacles in access to abortion.