

Austria

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
90.0	82.5	85.6

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Austria, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Vienna). The scores for Austria are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	25.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	75.0
Supportive frameworks score	25.0	100.0	100.0	100.0	100.0	100.0	100.0	33.3	66.7	100.0
Expert opinions score	75.0	100.0	87.5	68.8	100.0	100.0	62.5	100.0	100.0	62.5

In summary, the **WBL 2.0 legal frameworks score** for Austria (90.0 out of 100.0) is higher than the global average (64.2) and higher than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, laws affecting childcare, constraints on women starting and running a business and laws affecting women's property and inheritance, Austria obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Austria is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Austria may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Austria (82.5 out of 100.0) is higher than the global average (39.5) and higher than the High income: OECD regional average (68.1). When it comes to supportive frameworks affecting freedom of movement, supportive frameworks affecting women's decisions to work, supportive frameworks affecting women's pay,

supportive frameworks related to marriage, supportive frameworks affecting women's work after having children, supportive frameworks affecting childcare and supportive frameworks affecting the size of a woman's pension, Austria obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Austria is on the indicator measuring supportive frameworks affecting women's safety. To improve on the Safety indicator, Austria may wish to consider developing comprehensive mechanisms to address violence against women, putting in place special procedures for cases of sexual harassment, designating a government entity responsible for the monitoring and implementation of national services and plans and programmes addressing violence against women.

The **WBL 2.0 expert opinions score** for Austria (85.6 out of 100.0) is higher than the global average (65.7) and higher than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's work after having children, expert opinions on women starting and running a business and expert opinions on women's property and inheritance, Austria obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Austria is on the indicator measuring expert opinions on childcare.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	Yes	Equal Treatment Act, Secs. 6, 12(11), 35 and 46; Federal Equal Treatment Act, Secs. 8 and 19; Criminal Code, Secs. 107(c) and 218(2a)
Does the law address domestic violence?	No	No applicable provisions could be located
Does the law address femicide?	No	No applicable provisions could be located
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Sec. 92
Can a woman travel internationally in the same way as a man?	Yes	Passport Act, Sec. 2-4
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Federal Act on Austrian Citizenship, Secs. 7 and 11a
Workplace		
Can a woman get a job in the same way as a man?	Yes	Civil Code, Secs. 89 and 91
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Equal Treatment Act, Arts. 4 and 5
Does the law prohibit discrimination in employment based on gender?	Yes	Equal Treatment Act, Art. 4
Does the law allow employees to request flexible work?	Yes	Working Hours Act, Art. 4b
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Equal Treatment Act, Art. 11
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Code, Secs. 89-91
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Civil Code, Secs. 89 and 91



Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Marriage Law, Arts. 49-55a
Does a woman have the same rights to remarry as a man?	Yes	Marriage Law, Arts. 1 and 20-25
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Maternity Protection Act, Arts. 3, 5 and 15; Parental Leave for Fathers Act, Art. 2;
Are leave benefits for mothers paid solely by the government?	Yes	General Social Insurance Act (ASVG), Art. 162
Is paid leave available to fathers?	Yes	Parental Leave for Fathers Act, Art. 1a; Family Time Bonus Act, Arts. 1 and 2(4)
Is dismissal of pregnant workers prohibited?	Yes	Maternity Protection Act, Arts. 10 and 12
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Regulation for the Introduction of Half-day Free and Compulsory Early Support in Institutional Childcare Facilities, Arts. 3(1)(2) and 7; Agreement in accordance with Art. 15a B-VG between the Federal Government and the States on Elementary Education for the Kindergarten, Art. 2(1); Official Website of the Austrian Government
Does the law establish any form of support for families for childcare services?	Yes	Official Website of the Regional Office of the Labor Market Service; Official Website of the Austrian Government; Official Website of the City of Vienna
Does the law establish any form of support for nonstate childcare providers?	Yes	Official Website of the City of Vienna; General Funding Guidelines for Subsidies to Ensure Elementary Education and Care by Private Provider Organizations or Day Caregivers in Vienna within the Framework of the Free Kindergarten Contribution Model
Does the law establish quality standards for the provision of center-based childcare services?	Yes	Vienna Kindergarten Act of 2003, Secs. 3, 3b, 9, 12 and 12a; Vienna Kindergarten Regulations of 2003, Secs. 2-3; Official Website of the City of Vienna; Vienna Day Care Ordinance of 2016, Secs. 5, 14(2)(3) and 15
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	No restrictions could be located
Does the law prohibit discrimination in access to credit based on gender?	Yes	Equal Treatment Act, Arts. 30 and 34
Does the law prescribe a gender quota for corporate boards?	Yes	Gender Equality of Women and Men on Supervisory Boards Act, Art. 5(2a); Stock Corporation Act, Art. 96(2) and 111(5); Limited Liability Company Law, Sec. 36
Does the law include gender-sensitive procurement provisions for public procurement processes?	Yes	Federal Procurement Act, Secs. 20(6) and 193(6); Federal Constitutional Act, Secs. 7(2) and 13(3)
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Code, Arts. 18, 354, 355, 1233, 1234 and 1237; Federal Constitutional Law, Art. 7; General Land Register Act 1955, Art. 10
Do sons and daughters have equal rights to inherit assets?	Yes	Civil Code, Arts. 730 and 732
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 730 and 744
Does the law provide for the valuation of nonmonetary contributions?	Yes	Marriage Law, Art. 83(2)
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	No	General Social Insurance Act (ASVG), Arts. 253(1) and 617(11); Federal Law Gazette No. 832/1992, Art. 3
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
Is the mandatory retirement age for a woman and a man the same?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	Yes	General Social Insurance Act (ASVG), Art. 227(a)(1)



WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	No	Insufficient evidence located
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	Yes	Federal Budget 2023
Mobility		
Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	Yes	Gender Mainstreaming in Transport
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Equal Treatment Commission Act, Arts. 1(3) and 12; Equal Treatment Act, Art. 31
Has the government published guidelines on nondiscrimination based on gender in recruitment?	Yes	Austrian Business Service Portal (Unternehmensserviceportal): Non-discriminatory application process
Has the government published guidelines on flexible work arrangements?	Yes	Federal Ministry of Labor and Economic Affairs: Working from home - guidelines for employee protection
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	Yes	Equal Treatment Act, Arts. 11a and 12
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	Statistics Austria: Employed persons (ILO) by full-time/part-time, economic sector and gender - annual average 2021
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Civil Law Mediation Act 2004, Arts. 1 and 22; Extra-Litigation Act, Art. 107
Are there specialized family courts?	Yes	Order for which district courts family court assistance is set up (FamGHV-BMJ 2014), Art. 1
Is legal aid available for family law disputes?	Yes	Legal Aid, Austrian Justice System
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Österreichs digitales Amt: Maternity Allowance Procedure
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Family Time Bonus Act, Art. 1
Have sex-disaggregated data on unpaid care work been published?	Yes	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the City of Vienna; Official Website of Austrian Government
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Official Website of the Austrian Government; Official Website of the City of Vienna; Official Website of the Regional Office of the Labor Market Service
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	Yes	Official Website of the City of Vienna
Has the government published any reports on the quality of childcare services?	Yes	Official Website of the Statistical Department of Austria
Entrepreneurship		



Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	Federal Ministry Labor and Economics; Statistics Austria
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Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
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Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
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Assets

Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Civil Code, Secs. 361, 1177, 1178 and 1233
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Are awareness measures in place to improve women's access to information about marital and inheritance rights?	Yes	Family counseling center; Women's Center at the City of Vienna
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Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
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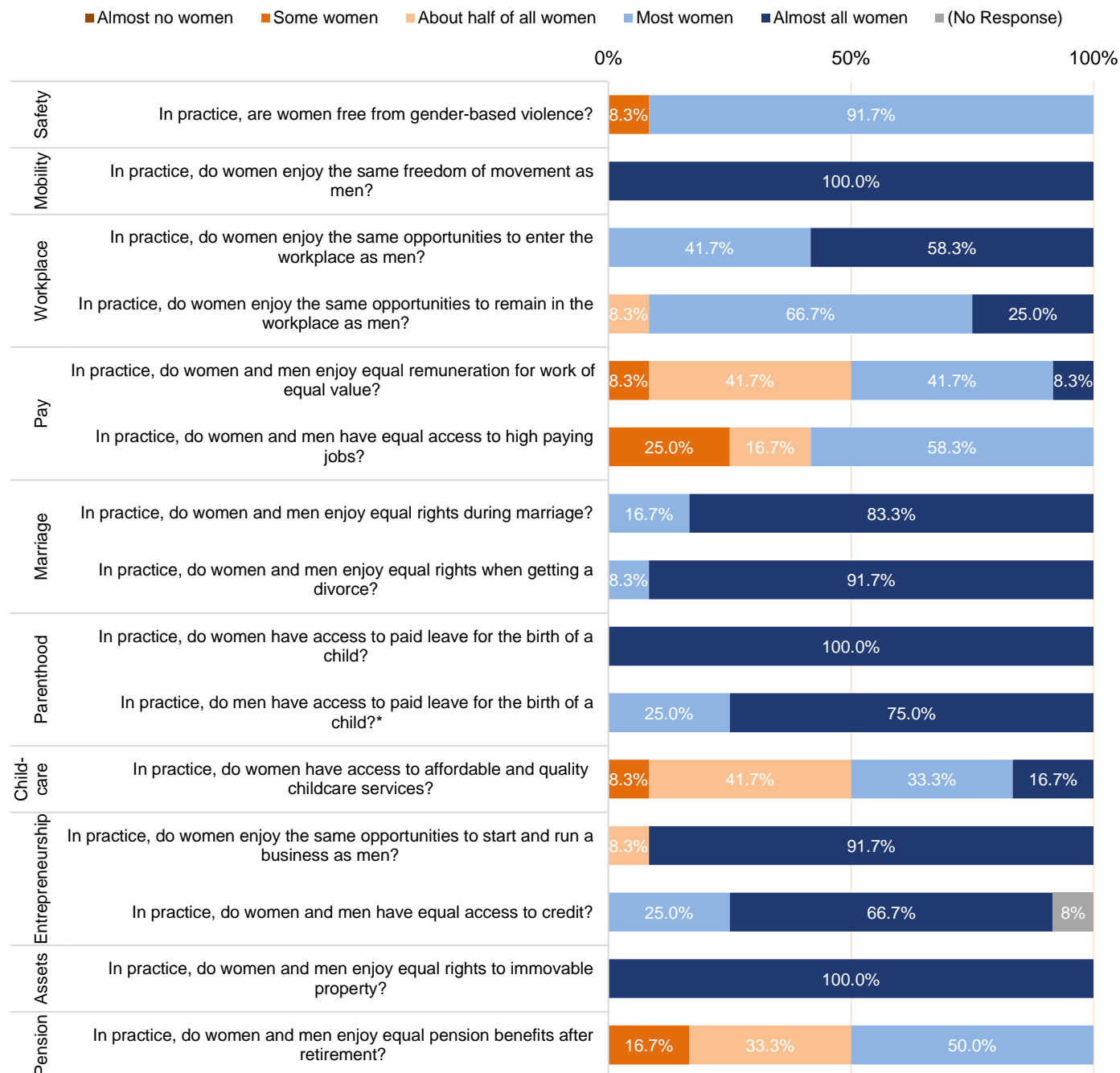
Pension

Are incentives in place to increase women's retirement benefits?	Yes	General Social Insurance Act (ASVG), Art. 261c
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Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Pension Insurance Institution (PV)
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WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.