

Living & Working in Austria

Land area: 83,878 km²

Population: 8,572,895

Population in gainful employment:

Agriculture: 5%

Industry: 23%

Services sector: 72%



TABLE OF CONTENTS

1.	GENERAL	5
1.1	Geography and Population	5
1.2	The Political System	6
1.3	Climate	6
1.4	Languages	6
1.5	Culture & Religion	6
1.6	Labour Market Facts & Figures	7
2.	ARRIVING IN AUSTRIA	8
2.1	Duty of Registration	8
2.2	Residence	9
2.3	Bringing Domestic and Household Pets into Austria	10
3.	LIVING CONDITIONS	11
3.1	Comparable Price Levels of Living Costs	11
3.1.1	Living Costs in Austria	11
3.2	International Dialling Code	12
3.2.1	Emergency Services Numbers	12
3.3	Retail Business Hours	13
3.4	Opening a Bank Account	13
3.5	Motor Vehicles	13
3.5.1	Driving License	14
3.5.2	Motor Vehicle Licenses	14
3.6	Housing	14
3.6.1	Short-Term Accommodation in Hotels and Youth Hostels	14
3.6.2	Important Details regarding Housing	15
3.6.3	Finding Permanent Housing	15
3.6.4	Eligibility for Council Housing (Gemeindewohnungen)	16
3.6.5	Eligibility for Housing Association Accommodation (Genossenschaftswohnungen)	16
3.6.6	Application for a Radio and TV License	16
3.6.7	Registration for Gas and Electricity	16
3.6.8	Registration of Fixed Network Phones and Mobile Phones	16
4.	SEEKING EMPLOYMENT IN AUSTRIA	17
4.1	Seeking Employment from the EU/EEA Countries and Switzerland in Austria; Seeking Employment by Citizens of Third Countries	17
4.2	EURES (European Employment Services)	17
4.3	Public Employment Service Austria (AMS)	18
4.4	Daily Newspapers	21
4.5	Private Recruitment Agencies	21
4.6	“Hidden” Labour Market	22
4.7	Au-pairs	22
4.8	Seasonal Workers	23
4.9	Transitional Stipulations Applying to Bulgarian, Croatian and Romanian Citizens on the Austrian Labour Market	23
4.10	Applications	24

5.	TERMS AND CONDITIONS OF EMPLOYMENT	25
5.1	Labour Law – Overview	25
5.2	Bodies representing Employees	25
5.2.1	Chamber of Labour and Austrian Trade Unions	25
5.2.2	Works Council	26
5.3	Employment Relations	26
5.3.1	Employment Contract and Position Specifications Statement	27
5.3.1.1	Working Hours and Vacation Entitlements	27
5.3.1.2	Termination	28
5.3.2	Persons Working on Short-Term Contracts as Independent Contractors	29
5.3.3	Contract for Work and Labour	29
5.4	Educational Leave and Sabbaticals	32
5.5	Family Hospice & Filial Leaves	32
6.	RECOGNITION OF FOREIGN GRADUATION CERTIFICATES & LICENSES	33
6.1	General	33
6.2.	Examples of Regulated Professions	35
6.2.1	Teachers	35
6.2.2	Health Sector	35
6.2.2.1	Medical Doctors	35
6.2.3	Lawyers	35
6.2.4	Architects/Construction Engineers/Civil Engineers	35
7.	TAXES	36
7.1	Income Tax and Employee Tax Assessment	36
8.	SOCIAL SECURITY	39
8.1	Health Insurance	40
8.2	Accident Insurance	42
8.3	Pensions Insurance	42
8.4	Unemployment Insurance	43
8.4.1	Financial Benefits	43
8.4.2	Receiving Unemployment Benefits from EU/EEA States and Switzerland while Seeking Employment in Austria	43
8.4.3	Aggregating Insurance Periods from Employment in the EU/EEA States and Switzerland for Claiming Unemployment Benefits in Austria	43
8.5	Means Tested Minimum Benefits	44
9.	LIVING WITH CHILDREN	45
9.1	Maternity Protection	45
9.1.1	White and Blue Collar Employees, Apprentices and Minimum Income Employees	45
9.1.2	Independent Female Contractors and Female Contract Assignees	45
9.1.3	Self-Employed Females	46
9.1.4	Mother-Child Pass	46
9.2	Parental Leave Allowance, Childcare Allowance and Parental Leave Time	46
9.3	Family Allowance (Familienbeihilfe)	49

10.	EDUCATION	51
10.1	Education & Training – Overview	51
10.2	Initial Vocational Training – Apprenticeships	52
10.3	Further Education	53
11.	CHECKLIST FOR RELOCATING TO AUSTRIA	55
12.	EUROPEAN EMPLOYMENT SERVICE (EURES) ADVISERS IN AUSTRIA	57

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Text: Mag. Karin Bittner for the Public Employment Service Austria (AMS Österreich).

Graphics & layout: cwgrafik, Vienna.

Translation: a.b.t. austrian business translations.

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1. GENERAL

1.1 Geography & Population

Austria covers an area of 83,878 square kilometres with a population of 8,572,895 residents (as of 2014) including 1,132,478 foreign citizens (13.2 percent of total population), thereof 572,273 EU/EEA citizens and Swiss citizens (6.7 percent of total population).

Vienna is the most densely populated province of Austria with 4,326 residents per square kilometre; Tyrol is the least densely populated province with 57 inhabitants per square kilometre (population as of 2013). The average life expectancy is 81 years.

Austria is bordered by Switzerland, Liechtenstein, Germany, the Czech Republic, Slovakia, Hungary, Slovenia and Italy.

Austria is a federal state comprised of nine provinces; each province has its own capital:



Province	Population 2014	Provincial Capital	Population 2014
Burgenland	288,173	Eisenstadt	13,485
Carinthia	557,245	Klagenfurt	96,640
Lower Austria	1,635,748	St. Pölten	52,145
Upper Austria	1,435,445	Linz	193,814
Salzburg	537,841	Salzburg	146,631
Styria	1,220,186	Graz	269,997
Tyrol	726,576	Innsbruck	124,579
Vorarlberg	378,014	Bregenz	28,412
Vienna	1,793,667	Vienna	1,793,667

1.2 The Political System

Austria is a democratic republic. The Federal President of Austria is the supreme representative of the state. They represent the Republic of Austria abroad in addition to other duties (acting as Supreme Commander of the Austrian Armed Forces, appointing the Federal Government as well as high-ranking officials of the provinces and concluding international agreements etc.).

The legislative body of Austria is the Parliament, which consists of two houses, the National Council (Nationalrat) and the Federal Council (Bundesrat). The Federal Government is headed by the Federal Chancellor who conducts governmental affairs with the assistance of the Vice-Chancellor, federal cabinet ministers and state undersecretaries.

Each province is administered by its own government, headed by a provincial Governor (Landeshauptmann/Landeshauptfrau). Austria has been a member of the European Union since 1995.

1.3 Climate

Austria has a typical central European transitional climate (warm summers, cold winters and adequate precipitation). Additionally there are two distinct climatic zones in the interior regions of Austria: the east shows a Pannonian climate (warm to hot summers, relatively low precipitation and cold winters), while the central Alpine region has the characteristic features of the Alpine climate (as compared to the east, more precipitation in summer and long winters with heavy snowfall).

1.4 Languages

German is the official language of Austria and thus a prerequisite for participating in the working and economic life of the country. Croatian, Slovenian and Hungarian are recognised as official languages in the individual regions of autonomous population groups. English is taught at school as the first foreign language.

1.5 Culture & Religion

Various **clubs and associations** (football, auxiliary fire brigade, singing clubs etc.) exist in Austria in most of the smaller towns (municipalities). There are comprehensive cultural facilities (theatre, cinema, arts expositions) and manifold sports facilities in the larger towns and cities. Information on clubs and associations can be obtained from the municipal offices and authorities (town and municipal administrative authorities). Daily newspapers and special event calendars provide information on current cultural events.

The East of Austria (Vienna, Lower Austria, Burgenland, Styria) has traditionally strong links to the neighbouring countries (the Czech Republic, Slovakia, Hungary, Slovenia). Today this proximity to Austria is expressed amongst others through reciprocal economic activities in these countries.

The influences of former monarchical provinces can also be found in Austrian cuisine. In smaller settlements, you will find inns and taverns with **Austrian specialities** (Wiener Schnitzel etc.) and typical regional dishes. In towns and larger villages there are restaurants offering international cuisine; Italian and Asian restaurants are particularly popular.

Meals are served as follows: breakfast between 8 am and 10 am; lunch between 11.30 am and 2 pm; dinner between 6 pm and 8 pm. In rural regions sometimes only small snacks are served outside the regular serving times. In built-up areas and large cities there are numerous restaurants offering warm dishes throughout the day.

Austrian culture is heavily influenced by the **Catholic Church**. As of 2011 the majority of the Austrian population is catholic (70 percent), followed by protestants (4.5 percent), Muslims (4 percent) and Orthodox Christians (2 percent). A large group of people living in Austria are agnostics (11 percent).

<http://www.statistik.at/> (Statistics Austria)

<http://www.bka.gv.at> (Austrian Federal Chancellery)

1.6 Labour Market Facts & Figures

In the third quarter of 2014 (July–September) an average of 4,263,400 people were in gainful employment; of which 2,273,300 were male and 1,990,100 female.

The **quota** of 15 year-old and older **employed persons**, i.e. the share of the employed persons in all persons in this age group was at 72.3 percent in 2013. The **part-time employment quota** (share of persons working less than 36 hours a week according to information provided by them) amounts to 26.6 percent in 2013. The share of female part-time employment lies however at 45.5 percent.

The number of unemployed recorded in the 3rd quarter of 2014 was 290,273. This represents **an unemployment quota** of 5.0 percent (according to the EU definition of unemployment quota – not seasonally adjusted).

The unemployment quota according to national computation amounts to 7.5 percent in the third quarter of 2014.

The youth unemployment quota (15 to 24 years old) is 7.9 percent (national computation) whereas the unemployment quota of elderly people (55 to 64 years old) is 9.6 percent. Non-Austrian citizens are particularly affected by unemployment (10.4 percent).

When **comparing the provinces** unemployment in the third quarter of 2014 is highest in Vienna with an average of 11.2 percent and lowest in Salzburg with 4.8 percent.

<http://www.statistik.at/> (employment status (Erwerbsstatus))

<http://www.statistik.at/> (part-time employment quota (Teilzeitquote))

<http://www.ams.at> (unemployment facts & figures (Zahlen zum Thema Arbeitslosigkeit))

2. Arriving in Austria

2.1 Duty of Registration

Residential registration is **mandatory** in Austria. Any person establishing their residence in Austria (or moving their place of residence within Austria) is obliged to register with the respective competent authority within three (3) days of establishing the residence.

Responsible authorities to contact in this regard are:

- the registration office of the municipality office (Gemeindeamt) or the municipal authorities (Magistrat) in cities
- in Vienna: the registration office of the municipal district offices (Magistratische Bezirksämter)

The following documents are to be furnished:

- ➔ completed registration form for each person to be registered; the registration form can be obtained from the responsible registration authorities, in some newsagents/tobacconists (Trafik) or the Internet.
- ➔ passport and birth certificate
- ➔ residence registration certificates for any other places of residence

The **residence registration form** (Meldeformular) must be signed by the lessee (the property owner or the property management) and the residing person (e.g. tenant), submitted personally or by a person of trust or sent by post to the responsible residence registration authorities (Meldebehörde).

Upon registering in Austria, your personal data will be automatically saved in the **Central Residence Registry** (Zentraler Melderegister (ZMR)) and available to authorities. Every person registered in Austria is assigned a dedicated number in the Central Residence Registry (Central Residence Registry Number, "ZMR-Zahl") which is shown on the residence registration certificate (Meldebestätigung).

EU/EEA citizens and their family members staying in Austria longer than three months and intending to reside here must additionally apply for a registration certificate (Anmeldebescheinigung) (please refer to section 2.2 Residence).

The authorities issue a registration certificate (Meldebestätigung).

<http://www.help.gv.at/>

(registration and de-registration of the residence (An-/Abmeldung des Wohnsitzes))

<http://www.help.gv.at/> (registration forms (Meldeformulare))

2.2 Residence

European Union (EU)/European Economic Area (EEA) citizens and Swiss citizens as well as their family members (EU/EEA citizens or Swiss citizens) do not require a visa or residence permit to enter and stay in Austria as they enjoy both exemption from a visa requirement and freedom of establishment. They can stay in Austria for a maximum of three months provided they have a valid passport or personal ID.

The following applies to longer stays in Austria:

- ➔ You have to be employed or self-employed/freelancer in Austria, or
- ➔ You have to have sufficient financial funds for yourself and your family members (being a recipient of neither minimum benefits nor compensatory supplement) as well as comprehensive health insurance coverage, or
- ➔ You have to attend a school or other educational institution including vocational training at a public school or legally recognised private school and have sufficient financial funds as well as comprehensive health insurance coverage

Within a four month period from entering the country EU/EEA citizens and Swiss citizens have to report their taking up of residence to the residence authorities (district administrative authority (Bezirkshauptmannschaft) or the municipal authority (Magistrat); the authorities will then issue a **“registration certificate”** (Anmeldebescheinigung) provided that they satisfy the prerequisites. If the family members (spouse, children, partners etc.) are also EU/EEA citizens or Swiss citizens their taking up of residence must be also registered by means of a “registration certificate” (Anmeldebescheinigung).

EU/EEA and Swiss citizens can apply for an “official photographic identification for EEA citizens” (Lichtbildausweis für EWR-Bürger) with the responsible administrative authority.

For **privileged nationals of third states**, i.e. family members of EU/EEA citizens who are not EU/EEA/Swiss citizens, special regulations apply. Please contact the residence authorities or consultation services for more details in good time.

The required documents are to be presented in original copy and a court certified translation into German upon application submission.

The competent authority will advise you which documents and application forms are required.

Competent authority:

- District administration authorities (Bezirkshauptmannschaft) or municipal authorities (Magistrat)
- In Vienna: Municipal department 35 (Magistratsabteilung 35, MA 35)

<http://www.help.gv.at/> (residence and visa (Aufenthalt und Visum); also in English)

<http://www.bmi.gv.at/niederlassung/> (information provided by the Federal Ministry of the Interior (Bundesministerium für Inneres))

<http://www.bmi.gv.at/> (Family members of EEA, Swiss and Austrian Nationals)

<http://www.bmi.gv.at/>

(EEA members and Third Country Nationals who are family members of EEA citizens)

<http://www.wien.gv.at/> (official photographic ID for EEA or Swiss citizens (Lichtbildausweis für Personen mit EWR oder Schweizer Staatsbürgerschaft))

<http://www.migration.gv.at> (migration related information (Information zur Zuwanderung))

<http://www.migrant.at>

(Migrants Counselling Centre (Beratungszentrum für Migranten und MigrantInnen))

2.3 Bringing Domestic and Household Pets into Austria

Household pets must have an EU household pet passport.

<http://bmg.gv.at/>

(Bringing domestic and household pets to Austria (Reisen mit Heimtieren nach Österreich))

When bringing dogs, cats and ferrets to Austria from abroad the animals must be chipped with a microchip and the owner must present a pet passport.

Dog owners with residence in Austria are to pay fees called “dog tax”. The dog tax fee depends on the place of residence. Details can be obtained from the responsible municipality office (Gemeindeamt) or municipal district administration in cities (Magistratisches Bezirksamt); or at the Vienna municipal department MA 6 (Magistratsabteilung 6, MA 6).

<http://www.help.gv.at/> (household pets (Haustiere))

<https://www.help.gv.at/> (travelling with household pets within the EU/EEA member states (Mitnahme von Heimtieren bei Reisen innerhalb der EU-/EWR-Mitgliedstaaten))

<http://www.bmg.gv.at>

(identification and registration of dogs (Kennzeichnung und Registrierung von Hunden))

<http://www.help.gv.at/> (dog tax (Hundeabgabe))

<http://www.tierarzt.at/> (veterinarians directory (Verzeichnis von Tierärzten/Tierärztinnen))

3. LIVING CONDITIONS

3.1 Comparable Price Levels of Living Costs

Austria's currency is the Euro (€), one Euro is comprised of 100 cents.

The system of **comparable price levels** allows comparison of the purchasing power between national currencies. The **comparable price levels** also indicate whether a country is cheap or expensive compared with the average (EU 28 = 100).

<http://www.statistik.at>

(rental expenses comparison across provinces (Mietkosten im Bundeslandvergleich))

<http://epp.eurostat.ec.europa.eu/> (comparable price levels (vergleichende Preisniveaus))

<http://stats.oecd.org/> (facts & figures in comparison (Daten im Vergleich))

<http://www.statistik.at/> (consumer pool 2009/2010 (Konsumerhebung 2009/2010))

3.1.1 Living Costs in Austria

According to the consumer pool of 2009/2010 the following average per capita (adults) and household spending behaviour is true for Austria; 1 percent on education, 1.7 percent on communications, 2.4 percent on alcoholic beverages and tobacco products, 3.5 percent on health, 5.7 percent in cafés/restaurants/hotels, 5.7 percent on clothing and shoes, 6.9 percent on accommodation furnishings, 12.8 percent on leisure time activities/sports activities/hobbies, 12.1 percent on food and non-alcoholic beverages, 15 percent on travelling and 23.8 percent on housing and energy.

Pricing 2015 (without warranty):

- ➔ 1 litre milk starting at 0.89 Euros
- ➔ 1 kilogram rye-wheat bread starting at 0.79 Euros
- ➔ 500 gram whole-wheat bread starting at 2.29 Euros
- ➔ 1 kilogram sugar starting at 0.79 Euros
- ➔ 1 kilogram flour between 0.55 and 2 Euros
- ➔ 1 kilogram apples starting at 1.99 Euros
- ➔ 1.5 litre mineral water starting at 0.55 Euros
- ➔ 1.5 litre orange juice starting at 0.89 Euros
- ➔ 250 gram butter starting at 1.29 Euros
- ➔ 0.5 litre beer starting at 0.47 Euros
- ➔ 500 gram coffee starting at 3.99 Euros
- ➔ 1 litre wine starting at 4 Euros
- ➔ cinema tickets between 6 and 10 Euros
- ➔ daily newspaper on average at 1.20 Euros
- ➔ public transportation (single fare in cities) at 2.00 to 2.30 Euros
- ➔ 1 litre petrol (normal) in January 2015 starting at 1.079 Euros
- ➔ 1 litre diesel in January 2015 starting at 1.046 Euros
- ➔ 1 T-shirt starting between 5 and 20 Euros depending on quality
- ➔ 1 pair of jeans on average between 50 and 120 Euros depending on quality
- ➔ 1 kilowatt-hour natural gas (basic charge) between 2.24 and 3.60 cents
- ➔ 3,500 kWh electricity cost between 115.30 and 295.92 Euros

In 2014 the average housing costs (rent) including operating costs are at 6.98 Euros per square meter floor space. (Pricing without warranty)

Energy costs (natural gas and electricity), rental expenses and costs of petrol and diesel as well as heating oil have increased over recent years; costs related to leisure time activities, hobbies, sports activities, housing and energy are relatively high in comparison to the EU average.

- <http://www.bmwfw.gv.at/> (natural gas price monitoring (Gaspreismonitoring))
- http://www.bmwfw.gv.at (electricity price monitoring (Strompreismonitoring))
- <http://www.bmwfw.gv.at/> (fuel prices (Treibstoffpreise))
- <http://www.statistik.at> (housing costs for rentals (Mietaufwand))
- <http://www.arbeiterkammer.at> (Austrian Chamber of Labour (Arbeiterkammer))
- <http://www.statistik.at> (Statistics Austria (Statistik Austria))

3.2 International Dialling Code

The international dialling code for telephone calls to Austria is: +43 (0043).

3.2.1 Emergency Services Numbers

Fire department	122
Police	133
Ambulance	144
Doctors on call	141
Europe-wide emergency service	112
Pharmacies call service	1455
Pharmacy on duty at night and during weekends	http://www.apotheker.or.at/
Dentists directory	http://www.zahnaerztekammer.at/
Poisoning emergency line:	01/406 43 43
Social psychological emergency assistance (around the clock)	01/313 30
Helpline for children ("Rat auf Draht")	147
Suicide and crisis intervention hotline (around the clock)	142
Women's Domestic Violence Helpline – free helpline number (24-hour hotline)	0800/222 555
Women's counselling services (violence):	https://www.help.gv.at/
Children and youth counselling services in cases of violence	https://www.help.gv.at
Women's counselling services (violence)	https://www.help.gv.at/
Men's counselling services (violence)	https://www.help.gv.at/
Emergency services in general	https://www.help.gv.at
Austrian emergency service numbers	https://www.help.gv.at/
Emergency services in general	http://www.regionalsuche.at/
Austrian emergency service numbers	http://www.hilfe-in-der-krise.at/

3.3 Retail Business Hours

Shops are generally open from 9 am until 6 pm in Austria; supermarkets open at 7.30 am and close partly at 7 pm or 7.30 pm. Some shopping centres have also longer opening hours.

Shops are closed on Sundays. In larger cities you can however go shopping in supermarkets located at the railway stations for instance. You can also buy foodstuffs at many petrol stations on Sundays and holidays.

You can pay by debit/ATM card (Bankomatkarte) or credit card in most large shops, such as supermarkets.

3.4 Opening a Bank Account

You are required to present valid identification with photo (passport) in order to open a current account (an account to which your salary is paid "Gehaltskonto"); Austrian citizens may also present a personal ID or driving license (Personalausweis or Führerschein).

More details are available at banks and financial institutions.

<http://www.bankaustria.at/de/> (Bank Austria)

<https://www.sparkasse.at/> (Die Erste Bank)

<http://www.raiffeisen.at> (Raiffeisenbank with branches in small cities and villages as well)

<http://www.bawagpsk.com/> (BAWAG-PSK)

<http://www.volksbank.at> (Volksbank)

<https://www.easybank.at/> (easybank)

<http://www.bankkonditionen.at> (banks in comparison)

3.5 Motor Vehicles

You must always carry a reflective safety vest in fluorescent yellow or orange, a breakdown triangle and vehicle first-aid case ("Autoapotheke", "Erste-Hilfe-Kasten").

From first of November through fifteenth of April the vehicle are to be equipped with winter tires to comply with the weather based mandatory regulations (snow and ice covered roads).

All persons travelling in a vehicle must wear seat belts in Austria.

Vehicle operators are to ensure that children of age under fourteen or shorter than 150 cm are appropriately securely seated in the vehicle ("child safety seat").

Austrian motorways are subject to toll fees, the required motorway vignette can be purchased at motorway service stations and newsagents/tobacconists (Trafik).

<https://www.help.gv.at/> (vehicle regulations in Austria (KFZ Vorschriften in Österreich))

<http://www.asfinag.at/maut/vignette> (motorway vignette – prices (Autobahn-Vignette – Preise))

<http://www.oeamtc.at/> (country database: traffic regulations in Austria (Länderdatenbank: Verkehrsbestimmungen in Österreich))

3.5.1 Driving License

Driver's licenses which have been issued in other EU/EEA countries are also valid in Austria. You must report every change of address (primary residence address, Hauptwohnsitz) to the authority responsible for the area of your principal residence. The following applies to **Swiss Citizens**: the driver's license must be reissued within six months by the competent regional district administrative authority or the Federal Police Headquarters (Bundespolizeidirektion).

<http://www.oeamtc.at/fuehrerschein/> (ÖAMTC – Austrian Automobile Association)

<http://www.help.gv.at/>

(driver's license, driver's license categories etc. (Führerschein, Führerscheinklassen))

<http://www.arboe.at/> (ARBÖ – Austrian Automobile Club)

3.5.2 Motor Vehicle Licenses

When relocating to Austria you are allowed to drive a vehicle with foreign registration plates for one month; within this period you must apply for official Austrian vehicle registration papers (Typenschein).

Subsequently, you must take out third-party insurance with one of the many insurance companies or furnish a proof of already existing insurance coverage. Within the EU there is freedom of choice regarding motor vehicle insurance companies. The motor vehicle can be insured in any EU member state with an authorised insurance company. The final traffic registration is performed at the registration department of your selected insurance company.

The websites specified below will provide further details regarding the tests and documents required for the final registration. Vehicles **with an EU operating license** do not require a separate permit in Austria (from 1st of July 2007).

<https://www.help.gv.at/>

(driving motor vehicles with foreign registration plates (Fahren mit ausländischem Kennzeichen))

<http://www.oeamtc.at/> (self-importing of motor vehicles by private persons (Eigenimport von Kraftfahrzeugen durch Private))

<http://www.help.gv.at/> (motor vehicle admission to traffic (KFZ-Zulassung))

<https://www.help.gv.at/> (third-party liability insurance (Haftpflichtversicherung))

3.6 Housing

3.6.1 Short-Term Accommodation in Hotels and Youth Hostels

Information on hotels and boarding houses:

<http://www.tiscover.at>

Information on youth shelters:

<http://www.junghotels.at/od/home/>

<http://www.jugendherberge.at>

3.6.2 Important Details regarding Housing

In Austria over 40 percent of new housing is comprised of detached and semi-detached houses and more than 50 percent of new flats are in residential buildings divided into several flats. In towns and built-up areas there are large numbers of rented, housing association and owner-occupied flats in multi-storey buildings; detached and semi-detached houses predominate in rural areas.

Apartment rents vary depending on the region. The average rent for an average apartment (rent including operating costs) was least expensive in Burgenland at 5.10 Euros per square meter in 2014 and most expensive in Salzburg at 8.39 Euros per square meter in 2014. Rent per square meter depends on various factors such as proximity to transport, infrastructure, residential area and fittings, fixtures and furnishings etc.

Smaller apartments are generally more expensive per square meter than larger ones, and in addition to rent, operating costs (about 25 percent of the net rent), heating, gas and electricity costs must also be taken into account.

Rents for the majority of principal-tenant housing (Hauptmietwohnung), council housing (Gemeindewohnung) and association housing (Genossenschaftswohnung) are regulated throughout Austria by the **Rent Law Act (Mietrechtsgesetz)**; as a rule, detached houses are generally not regulated by the Rent Law Act. Exception: statutory periods of notice are also valid for detached houses.

Before you conclude a **rental or purchase agreement**, it is advisable to seek out an appropriate **consultation agency** (Tenant Associations (Mietervereinigungen), Tenant Protection Association (Mieterschutzverband), Consumer Information Association (Verein für Konsumenteninformation), Chamber of Labour (Arbeiterkammer) etc.) in order to verify the legal validity of the agreement. The aforesaid consultation agencies will assist you in all issues related to rental law.

<https://mietervereinigung.at/> (Tenants Association (Mietervereinigung))
<http://www.mieterschutzverband.at/> (Tenants Protection Association (Mieterschutzverband))
<http://www.konsument.at/>
(Consumer Information Association (Verein für Konsumenteninformation))
<http://www.arbeiterkammer.at> (Austrian Chamber of Labour (Arbeiterkammer))
<http://www.statistik.at/> (housing/rental costs (Wohnungsaufwand/Mietkosten))
<http://media.arbeiterkammer.at/>
(brochure: Dealing with Real Estate Agents (Umgang mit Immobilienmaklern))

3.6.3 Finding Permanent Housing

Important information sources:

- daily newspapers:
<http://kurier.at/>
<http://www.krone.at>
<http://derstandard.at>
<http://diepresse.com/>
– weekend editions are of particular interest
- real estate magazines:
<http://www.bazar.at/>
<http://www.immobilien.net/>
<http://www.immodirekt.at>
- real estate agents:
<http://www.ovi.at/>
<http://www.wohnnet.at> (Information related to building your own property)

3.6.4 Eligibility for Council Housing (Gemeindewohnungen)

Eligibility preconditions (Zugangsbestimmungen) for social housing vary throughout Austria. Details can be obtained from the municipal offices (Gemeindeamt) and competent municipal authorities in cities (Magistrat).

<http://www.help.gv.at/> (council housing (Gemeindewohnungen))

3.6.5 Eligibility for Housing Association Accommodation (Genossenschaftswohnungen)

Housing association accommodation (Genossenschaftswohnungen) receives special support, often through a purchase option. The tenants are members of the housing association and pay a so-called “cooperative share” (Genossenschaftsanteil) which is determined by the size and age of the accommodation.

<http://www.help.gv.at/> (housing association accommodation (Genossenschaftswohnungen))
<http://www.gbv.at>
(overview of Austrian housing associations (Überblick über Genossenschaften in Österreich))
<https://mietervereinigung.at/> (Tenants Association (Mietervereinigung))
<http://www.mieterschutzverband.at/> (Tenants Protection Association (Mieterschutzverband))

3.6.6 Application for a Radio and TV License

In Austria radio and TV appliances must be registered.

<http://www.orf-gis.at/>

3.6.7 Registration for Gas and Electricity

You can find which energy provider is responsible for your area and which tariffs are cheapest at tariff calculator/e-Control (Tarifkalkulator/E-control):

<http://www.e-control.at/>

3.6.8 Registration of Fixed Network Phones and Mobile Phones

Overview of fixed network tariffs and providers

<http://www.mobilfunkrechner.de/akwien/>

(Chamber of Labour Tariff Guide – Fixed Network Telephony (AK Tarifwegweiser – Telefonieren im Festnetz))

Overview of mobile network tariffs and providers

<http://www.mobilfunkrechner.de/akwien/>

(Chamber of Labour Tariff Guide – Mobile Telephony (AK Tarifwegweiser Mobiltelefonie))

4. SEEKING EMPLOYMENT IN AUSTRIA

Pursuant to Austria's membership in the European Union, EU/EEA citizens, Swiss citizens and their family members (spouses, children, stepchildren and adopted children etc.) are entitled to live and work in Austria without work permits in accordance with the principle of "free movement of labour."

4.1 Seeking Employment from the EU/EEA Countries and Switzerland in Austria; Seeking Employment by Citizens of Third Countries

Prior to coming to Austria, you can obtain information and use various services on the Internet:

- ➔ seeking employment, province information, regional job opportunities using EURES
- ➔ seeking employment using the AMS (Public Employment Service Austria) website; you can also register online in the eJob-Room
- ➔ AMS (Public Employment Service Austria) services: career focus test (career compass (Berufskompass)), interactive application training, application coach (application tips etc.)
- ➔ information provided by the AMS (Public Employment Service Austria): career information database (BIS, Berufsinformationsdatenbank), career lexica, qualifications barometer (Qualifikationsbarometer; labour market trends, opportunities on the Austrian labour market based on qualifications), further education database (Weiterbildungsdatenbank), career information centres (Berufsinformationszentrum, BIZ), barrier-free access to AMS offices, unemployment benefits
- ➔ Public Employment Service Austria (AMS) information for young people: workroom (Arbeitszimmer), Your Choice
- ➔ employment seekers can obtain information on claiming unemployment benefits from the employment service or the competent authority in their home country (also see section 8.4.2)
- ➔ **English** information on services provided by the Public Employment Service Austria (AMS), living and working conditions can be found on <http://www.ams.at/>

For citizens of third countries:

<http://www.migration.gv.at/en/>

(working of qualified third country citizens, the Red-White-Red card (rot-weiß-rote Karte))

After arriving in Austria you have to observe the following when **seeking employment**:

- ➔ to be able to claim unemployment benefits from your country of origin in Austria (such as unemployment benefits) it is necessary to personally register at the competent office in Austria
- ➔ assistance during employment seeking as well as career advisory services can be received from the competent offices

4.2 EURES (European Employment Services)

You can find out about job vacancies in Austria and obtain other information about Austria by contacting the EURES network at the competent employment service office in the EU/EEA countries/ Switzerland.

The EURES website informs job seekers amongst others about living and working conditions as well as job opportunities in the individual regions of the EU/EEA states and in Switzerland as well as lists job vacancies. Additionally you can post your personal CV online which can be viewed by potential employers.

More than 850 specially trained EURES advisers work in the public employment services in all EU/EEA countries and Switzerland to support and advise citizens seeking a job in another EU/EEA country or Switzerland. You can find your EURES advisers responsible for the desired region using the EURES website.

<http://eures.europa.eu> (EURES website)

4.3 Public Employment Service Austria (AMS)

The Public Employment Service, better known as the **Public Employment Service Austria (Arbeitsmarktservice, AMS)** offers their services in regional AMS offices.

The Public Employment Service Austria (AMS) is responsible for **consultation, job referral, financial support and ensuring livelihood** (such as unemployment benefits (Arbeitslosengeld)) for persons who are permanent residents of Austria and are currently residing in Austria.

Job seekers and unemployed persons may register at their local Public Employment Service Austria office (the competence follows their principal residence, also see <http://www.ams.at>).

On the Public Employment Service Austria **website** you can also find amongst others the following services and more details regarding

➔ eJob-Room

The Austrian Employment Service offers this service both to registered individuals and all other interested people. It offers an overview of all vacant positions in Austria and the EEA countries reported to the Public Employment Service Austria, AMS.

You can search for a particular position by selecting the requested employment form, place of work, commencement date of employment, occupational groups/occupations. This service is available to both registered and unregistered users.

Please note: You can also register for the eJob-Room even when your place of residence is still outside Austria.

Registered users are additionally offered the following services

- publishing of applications in the eJob-Room
- use of the extended job vacancies listing (the eJob-Room vacancies)
- apprenticeship seekers can create personality and interests profiles; these profiles will be then compared with corporate requirements profiles and a level of compliance determined.

➔ **AMS Job Robot (AMS-Jobroboter)**

Additionally, the AMS Job Robot (AMS-Jobroboter) allows you to search for vacancies on corporate sites on the internet. It works just like a search engine, looking on Austrian corporate websites for vacancies using specially developed criteria.

➔ The free **AMS JOB APP** delivers vacancies from the AMS eJob-Room directly to your smartphone.

This enables you to search for vacancies or apprenticeship placements and get informed on new matching vacancies through push messaging. All APP functions are available without registration.

eJob-Room offers are free of charge.

<http://www.ams.at/> (eJob-Room)

<http://www.ams.at/> (AMS JOB APP)

➔ **Job Application Tips (Bewerbungstipps)**

interactive application training, application coach on the internet (step-by-step assistance for drafting applications), provides tips and tricks regarding job hunting.

<http://www.ams.at/> (application (Bewerbungsunterlagen))

http://www.ams.at (practice folder for job seekers (Praxismappe für die Arbeitsuche))

→ **online community – career planning, career change, applications**

online exchange on the above mentioned topics.

<http://bewerbungsportal.ams.or.at/>

→ **Services rendered to job seekers**

information on claiming unemployment benefits, emergency assistance benefits etc.; information on responsibilities of the benefit recipients towards the Public Employment Service Austria (AMS) etc.

<http://www.ams.at/>

→ **AMS Publications for EU/EUA citizens and Swiss citizens**

<http://www.ams.at> (country information (Länderinformationen))

<https://ec.europa.eu/eures/> (EURES border regions (EURES Grenzregionen))

→ **Information for foreign workforce**

<http://www.ams.at>

→ **Career Information System (BIS, Berufsinformationssystem)**

the largest online information database on professions and qualifications.

<http://www.ams.at/bis/>

→ **Occupation related lexica**

details regarding professions (job profiles, requirements, training opportunities, career opportunities, employment forms etc.)

<http://www.beruflexikon.at> (apprenticeship programs, careers for university graduates, careers for graduates of technical and vocational schools, other career opportunities)

→ **Qualifications barometer (Qualifikationsbarometer)**

information about qualification trends and latest developments on the labour market.

<http://bis.ams.or.at/>

→ **Further education database**

assistance when looking for suitable training opportunities and details about course providers as well as prerequisites.

<http://wbdb.ams.or.at/> (further education database (Weiterbildungsdatenbank))

<http://wbdb.ams.or.at/wbdb/> (subsidised AMS courses (geförderte AMS Kurse))

→ **Workroom (Arbeitszimmer)**

platform for young people who want to exchange tips and tricks regarding profession, study course, school selection.

<http://www.arbeitszimmer.cc>

→ **Online Community – Occupational Guidance & Application Information for Youth**

<http://bewerbungsportal.ams.or.at/obj/>

- **Career Compass (Berufskompass) & AMS Youth Compass (Jugendkompass)**
questionnaire regarding profession choice; after filling in the details you will receive an online evaluation and interests profile.

<http://www.berufskompass.at/>

- **Career information centres (BIZ, Berufsinformationszentren)**
BIZ at various locations in Austria offer information about professional and training possibilities, job opportunities, tips and tricks regarding profession choice; comprehensive brochure selection and occupation videos as well as personalised assistance free of charge.

<http://www.ams.at/>

- **Offers for women and young women**

<http://www.ams.at/>

- **Disabled persons**

<http://www.ams.at/>

- **AMS research network (AMS-Forschungsnetzwerk)**
information system covering networks of labour market relevant topics, publications and surveys are available for download

<http://www.ams-forschungsnetzwerk.at/>

Useful addresses:

<p>Public Employment Service Austria (AMS) of Burgenland Permayerstraße 10 A-7000 Eisenstadt Tel. +43 2682 692-0 Internet: http://www.ams.at/bgld/</p>	<p>Public Employment Service Austria (AMS) of Carinthia Rudolfsbahngürtel 42 A-9021 Klagenfurt Tel. +43 463 3831-0 Internet: http://www.ams.at/ktn/</p>
<p>Public Employment Service Austria (AMS) of Lower Austria Hohenstaufengasse 2 A-1013 Vienna Tel. +43 1 53 136-0 Internet: http://www.ams.at/noe/</p>	<p>Public Employment Service Austria (AMS) of Upper Austria Europaplatz 9 A-4021 Linz Tel. +43 732 6963-0 Internet: http://www.ams.at/ooe/</p>
<p>Public Employment Service Austria (AMS) of Salzburg Auerspergstraße 67a A-5020 Salzburg Tel. +43 662 8883-0 Internet: http://www.ams.at/sbg/</p>	<p>Public Employment Service Austria (AMS) of Styria Babenbergerstraße 33 A-8020 Graz Tel. +43 316 7081-0 Internet: http://www.ams.at/stmk/</p>
<p>Public Employment Service Austria (AMS) of Tyrol Amraser Straße 8 A-6020 Innsbruck Tel. +43 512 58 46 64 Internet: http://www.ams.at/tirol/</p>	<p>Public Employment Service Austria (AMS) of Vorarlberg Rheinstraße 33 A-6901 Bregenz Tel. +43 5574 691-0 Internet: http://www.ams.at/vbg/</p>

Public Employment Service Austria (AMS) of Vienna Ungargasse 37 A-1030 Vienna Tel. +43 1 878 71-0 Internet: http://www.ams.at/wien/	Public Employment Service Austria (AMS) Treustraße 35–43 A-1200 Vienna Tel: +43 1 33178-0 Internet: http://www.ams.at
Labour Market in the Bodensee border region (Germany, Principality of Liechtenstein, Austria, Switzerland) Internet: http://www.arbeitsmarkt-bodensee.org/	Trans-Tyrolean border region (Tyrol, South Tyrol and Grisons) Internet: http://www.eures-transtirolia.eu/
Pannonia border region (Burgenland, southern Lower Austria, eastern Styria, western Hungary) Internet: http://www.eures-pannonia.hu/	

4.4 Daily Newspapers

Most job vacancies can be found in the weekend editions.

Newspaper	Internet Address
Wiener Zeitung	http://www.wienerzeitung.at
Die Presse	http://diepresse.com/
Kurier	http://kurier.at/
Oberösterreichische Nachrichten	http://www.nachrichten.at
Der Standard	http://derstandard.at/karriere
Salzburger Nachrichten	http://www.salzburg.com/
Kleine Zeitung	http://www.kleinezeitung.at/
Vorarlberger Nachrichten	http://www.vorarlbergernachrichten.at//
Kronen Zeitung	http://www.krone.at
Tiroler Tageszeitung	http://www.tt.com/

<http://www.ams.at/> (link: vacancies published in newspapers (link: Jobs in Zeitungen))

4.5 Private Recruitment Agencies

The role of private recruitment agencies is growing. Primarily highly qualified positions are nearly exclusively offered on the market through HR consulting companies and agencies. The Public Employment Service Austria cooperates with a large number of these agencies. At the website of the Public Employment Service Austria (AMS) you can also find links to the job-exchanges (Jobbörsen) of many large companies.

<http://www.ams.at/> (link: vacancies through private recruitment agencies and head hunters (link: Job über private Arbeits-/ Personalvermittler))

4.6 “Hidden” Labour Market

Some of the job vacancies or newspaper job ads never reach the offices of the Public Employment Service Austria (AMS). Therefore, it may prove worthwhile to send unsolicited letters (i.e. without any reference to a specific job advertisement) to potentially interested employers.

<http://www.herold.at> (addresses of enterprises and businesses)

<http://www.ams.at/> (link: corporate vacancy exchanges (link: Jobbörsen von Firmen))

<http://www.ams.at/> (link: telephone/business directories (link: Telefon-/ Branchenverzeichnisse))

It is also recommended to ask your neighbours, relatives, friends and acquaintances whether they know about any vacant positions.

4.7 Au-pairs

Young people from abroad may work in Austria as an au pair for a specified period of time. Au-pairs are accepted in the host family and integrated into everyday family life. In addition to working in the household and performing childcare, the au pair has to attend a language school or another course. Essential **prerequisites** for working as an au pair are as follows:

- ➔ age of 18 to 28 years
- ➔ prior childcare experience as well as enjoying working with children is an asset
- ➔ the scope of employment and the commercial reimbursement is appropriate for working as an au-pair
- ➔ minimum skills in German (school level or one semester studies or language course) demonstrated through certificates to be presented
- ➔ readiness to adjust to other cultures and different lifestyles
- ➔ readiness to help with childcare and light housework
- ➔ use of an authorised agency when referred to an au-pair position
- ➔ maximum of one year as au-pair in Austria in the last five years

The Housemaid and Domestic Workers Act (Hausgehilfen- und Hausangestelltengesetz, HGHAG) regulates employment of au-pairs. The **remuneration** follows the minimum wage tariff for au-pairs. Most **au-pair agencies assist** au pairs with **formalities prior** to the au-pair assignment (selection of host family, arrival to Austria etc.) as well as during their assignment (contact in case of problems, organisation of periodic au-pair meetings etc.)

Employment of au-pairs requires **registration with the legally prescribed social security institution** (gesetzliche Sozialversicherung, ASVG).

Au-pairs from the EU/EEA states and Switzerland enjoy freedom of establishment and do not require a residence permit. EU/EEA citizens have to obtain a “**registration certificate**” (Anmeldebescheinigung) from the residence authorities (district administrative authority (Bezirkshauptmannschaft) or the competent municipal authority (Magistrat) for a stay exceeding three months.

The host family must obtain a **confirmation authorising au-pair employment (Anzeigenbestätigung)** from the Public Employment Service Austria (<http://www.ams.at/>).

<http://www.ams.at/> (au-pair informative sheet (Info Blatt Au-pair))

<http://www.ams.at/> (standard form of au-pair contract (Au-pair Mustervertrag))

Contact the Public Employment Service Austria (AMS) or any of AMS regional offices to obtain additional information about working as an au-pair for citizens of **non-EU/EEA countries** (a special residence permit is required).

Au-pairs from third countries are not admitted to the regular labour market and do not obtain any entitlement to work nor any right to free access to the labour market after expiry of their au-pair contract. The host family is also not entitled to continue the employment of the au-pair.

<https://www.help.gv.at/> (au-pairs)

4.8 Seasonal Workers

The demand for seasonal workers is concentrated in the area of tourism as well as agriculture and forestry and can only be partially met by the Austrian workforce. There is especially a recurrent need for experienced harvesters (e.g. asparagus or grape harvesting) from spring to autumn in the Eastern regions of Austria (Lower Austria, Upper Austria, Burgenland and Vienna) which are predominantly characterized by intensive land cultivation. Experienced skilled workers (skilled restaurant workers, cooks) as well as auxiliary workers with professional experience (kitchen help, cleaning staff, housekeeping staff, waitress help, bartenders etc.) are especially sought after in the winter sport regions of Western Austria from November to March, and in all tourist regions throughout Austria from May to October.

In the area of tourism, special **labour law provisions** are effective (e.g. specific working time during the week or month, respective regulations concerning rest breaks and days off.)

Information on your rights and obligations as an employee should be obtained from the Chamber of Labour and trade unions prior to starting a new job.

<http://jobroom.ams.or.at/> (Public Employment Service Austria (AMS) – seasonal job vacancies (Arbeitsmarktservice Österreich – Saisonstellen))

<http://www.ams.at/> (seasonal work permit for foreign job seekers – quota permits (Beschäftigungsbewilligung für Saisonarbeitskräfte – Kontingentbewilligung))

<http://www.oegb.at>

(Austrian Trade Union Federation (Österreichischer Gewerkschaftsbund, ÖGB))

<http://www.arbeiterkammer.at> (Austrian Chamber of Labour (Arbeiterkammer))

4.9 Transitional Stipulations Applying to Bulgarian, Croatian and Romanian Citizens on the Austrian Labour Market

EU citizens from Bulgaria and Romania now have **free access to the Austrian labour market as of January 1, 2014 and no longer require a work permit.**

Please note: EU citizens from the Czech Republic, Slovenia, Slovakia, Hungary, Poland, Estonia, Latvia and Lithuania have free access to the Austrian labour market since May 1, 2011 and also require no work permit.

Transition periods apply to Croatian citizens; when intending seeking employment on the Austrian labour market

- ➔ and **have not yet found a job**, the Public Employment Service Austria (AMS) website is available;
- ➔ and **have already found a job**, employers must apply to the AMS for an **employment permit** (Beschäftigungsbewilligung) except if eligible for receiving a freedom of movement confirmation (Freizügigkeitsbestätigung).

Croatian citizens able to furnish a Public Employment Service Austria (AMS) confirmation of their free access to the labour market (“freedom of movement confirmation” (Freizügigkeitsbestätigung)) may be employed without an employment permit (Beschäftigungsbewilligung); i.e. they are entitled to free job selection in Austria.

Please note: Specific labour market access regulations are valid for Croatians with key qualifications as well as Croatian seasonal workers.

No visa or residence permit is required for Bulgarian, Croatian and Romanian citizens to enter Austria. If their intended stay in Austria exceeds however three months, they have to apply for a **registration certificate** (Anmeldebescheinigung) (also see section 2.2 Residence).

<http://www.ams.at/> (foreigners (AusländerInnen))

<http://www.ams.at/> (downloads and forms (Downloads und Formulare))

4.10 Applications

Letters of application and curriculum vitae should be drafted in German unless the job vacancy advertisement specifically requests that application documents be prepared in another language.

If you have made any arrangements – irrespective of whether on the phone or in person – for a job interview, you should bring your CV, diplomas and work certificates to the appointment. Contact the Public Employment Service Austria website (“Online Application Coach (online Bewerbungscoach)” at <http://bewerbungsportal.ams.or.at/>) if you need any assistance drafting your application.

A complete application includes:

- ➔ a letter of application
- ➔ a resume (Curriculum Vitae) or Europass
- ➔ certificates (Maturazeugnis (A-level/High School certificates), work certificates/references and/or course certificates or confirmation of attendance of relevant technical courses and seminars)
- ➔ applicant’s photograph

<http://europass.cedefop.europa.eu/> (European CV)

5. TERMS AND CONDITIONS OF EMPLOYMENT

5.1 Labour Law – Overview

Austrian labour law covers the rights and obligations of employees. This includes amongst others the following legal regulations and acts of law.

- ➔ Salaried Employees Act (Angestelltengesetz)
- ➔ Labour Relations Act (Arbeitsverfassungsgesetz)
- ➔ Waged Employees Severance Pay Act (Arbeiter-Abfertigungsgesetz)
- ➔ Employment Safeguarding Act (Arbeitsplatzsicherungsgesetz)
- ➔ Alien Employment Act (Ausländerbeschäftigungsgesetz)
- ➔ Act on Continued Payment of Wages and Salaries (Entgeltfortzahlungsgesetz)
- ➔ Equal Treatment Act (Gleichbehandlungsgesetz)
- ➔ Maternity Protection Act (Mutterschutzgesetz)
- ➔ Vacation Act (Urlaubsgesetz)
- ➔ Federal Act on Work Safety and Health Protection at Work (ArbeitnehmerInnenschutzgesetz, ASchG)
- ➔ Working Hours Act (Arbeitszeitgesetz)

<http://www.arbeiterkammer.at/>

(Austrian Chambers of Labour: Work & Law (Arbeiterkammern: Arbeit und Recht))

<http://www.oegb.at>

(Austrian Trade Union Federation (Österreichischer Gewerkschaftsbund, ÖGB))

5.2 Bodies representing Employees

5.2.1 Chamber of Labour and Austrian Trade Unions

Employees are automatically members of the Chamber of Labour which provides them with legal representation if necessary. There is also the possibility of joining a trade union through an application process.

The Chamber of Labours as well as Austrian trade unions are independent and democratic institutions which represent the social, economic, professional and cultural interests of employees in Austria. They are independent democratic institutions.

Services offered by the Chamber of Labour and trade unions include amongst others:

- ➔ defence and recovery representation at labour and social courts (Arbeits- und Sozialgericht)
- ➔ legal advice on
 - labour law regulations
 - protection of apprentices and young workers
 - unemployment
 - social security (such as retirement matters)
 - wage and salary tax matters
 - minimum wage
 - collective agreements
- ➔ basic protection and consultation regarding
 - employee protection
 - environmental protection
 - consumer protection

The Austrian Chamber of Labour offers free of charge legal assistance both on the phone and on their premises related to many issues under the Austrian Labour Act, occupational health and safety protection, minimum wages and consumer protection etc.

The Austrian Trade Union Federation normally offers counselling services to their members; non-members can obtain once-only free-of-charge legal advice.

The Chamber of Labour and trade unions are part of the so-called economic and social partnership and negotiate issues related to salaries/wages and prices with the Austrian Federal and Provincial Chambers of Labour. They assist the government in drafting legislation and factual issues which fall under the responsibility of social interest groups.

Trade unions for instance negotiate the collective agreements for various industry sectors within the framework of the social partnership. A **collective agreement (Kollektivvertrag)** is an agreement annually renegotiated for all employees within a certain sector by the trade unions with the employers (Chamber of Commerce). A collective agreement sets equal minimum standards for wages and salaries ("minimum wages") and working conditions for all employees within a certain sector.

Please contact the legal department of your provincial chamber of labour or provincial trade union representation for more details on **minimum wages and salaries** applicable to a certain sector.

All trade unions (trade unions of different branches) are part of the Austrian Trade Union Federation (Österreichischen Gewerkschaftsbund (ÖGB)), the Austrian Federation of Chambers of Labour (Arbeiterkammer Österreich) is the umbrella organisation which incorporates all Austrian Chambers of Labour.

<http://www.arbeiterkammer.at> (Austrian Chamber of Labour (Arbeiterkammer))

<http://www.oegb.at>

(Austrian Trade Union Federation (Österreichischer Gewerkschaftsbund, ÖGB))

<http://www.arbeiterkammer.at/> (collective agreement (Kollektivvertrag))

<http://www.arbeiterkammer.at/> (minimum wage (Mindestlohn))

5.2.2 Works Council

Employees can be represented in the enterprise by works councils. The works council is the central representative body of the company's staff. The works council represents the staff in contact with the company owner/employer. Works council members have for instance a right of co-determination regarding amongst others recruitment, termination and dismissal of employees.

<http://www.betriebsraete.at/> (works council (Betriebsrat))

5.3 Employment Forms

Austrian labour law distinguishes between the following forms of employment:

- ➔ employment contract (Arbeitsvertrag):
concluded between an employer and an employee.
- ➔ short-term contracts as independent contractors (freier Dienstvertrag):
concluded between a principal (customer) and an independent contractor;
- ➔ quasi-employment contract (arbeitnehmerähnliches Beschäftigungsverhältnis):
includes both "new self-employed persons" (Neue Selbständige) and in certain case those employed on the basis of a contract for work and services (WerkvertragsnehmerInnen), who require a business license.

<http://www.arbeiterkammer.at/> (employment contracts (Arbeitsverträge))

<https://www.usp.gv.at/> (employment forms (Beschäftigungsformen))

<http://www.arbeiterkammer.at/>

(short term employment contracts as independent contractors (freier Dienstvertrag))

<http://www.arbeiterkammer.at/> (contract on work and labour (Werkvertrag))

5.3.1 Employment Contract and Position Specifications Statement

An **employment contract (Arbeitsvertrag)** is defined as a binding arrangement whereby one person undertakes to perform work for another person. The conclusion of an employment contract is not subject to any formal requirements. The employment contract may be concluded in writing, by oral agreement or conclusive action (e.g. taking up the position followed by subsequent remuneration).

Exception: Apprenticeship contracts (Lehrverträge) must be concluded in writing!

When no written employment contract is concluded, the employer is to pass on a written record of major rights and obligations arising from this employment agreement to the employee, the so-called **position specification statement (Dienstzettel)** immediately after the commencement of the employment: The position specification statement is free of charge and serves the purpose of documenting proof.

The minimum contents of the position specification statement is legally prescribed. The employer is also legally obliged to issue a position specification statement.

A sample position specification statement can be found on <http://www.arbeiterkammer.at/> under "specimen letter (Musterbrief)".

<http://www.arbeiterkammer.at/> (employment contracts (Arbeitsverträge))

<http://www.arbeiterkammer.at/>

(employment contract (Arbeitsvertrag) and position specification statement (Dienstzettel))

<http://www.arbeiterkammer.at/> (apprenticeship (Lehre); apprenticeship contracts (Lehrvertrag))

5.3.1.1 Working Hours and Vacation Entitlements

According to law, full-time employment (Vollzeitarbeit) is:

- ➔ a working day of eight (8) hours (within a 24-hour period)
- ➔ a weekly working time of forty (40) hours (working period from Monday to Sunday inclusive)

Collective agreements (Kollektivverträge) have shortened the working week in many branches of business. A surcharge of a minimum of fifty percent (50%) or compensatory time off is applicable for overtime work.

If the daily working time exceeds six hours it must be interrupted by a half an hour break. This break is unpaid and is not included in the working hours.

Other working hours arrangements including minimum income employment (geringfügige Beschäftigung), part-time employment, seasonal employment etc. are possible.

Employees are granted a **vacation entitlement** (Urlaubsanspruch) for at least five weeks (= thirty business days respectively twenty five working days) per working year; this also applies to minimum income employees and part-time employees.

If set forth in the collective bargaining agreement or employment contract, an employee in Austria is paid in addition to the monthly salary a **vacation bonus** also referred to as **vacation allowance (Urlaubszuschuss or Urlaubsbeihilfe)** (so-called 14th monthly salary) and a Christmas bonus (Weihnachtsremuneration) (so-called 13th salary), each amounting to a full monthly salary; these bonus payments are however subject to lower taxes. **Please note:** There is no legal entitlement to the vacation bonus (so-called 13th salary) and the Christmas bonus (so-called 14th salary). You are only entitled to these bonus payments when this has been contractually agreed.

The vacation bonus is not the same as the vacation remuneration (Urlaubsentgelt) which is the remuneration an employee is entitled to despite the fact they do not perform any work during this time.

The vacation remuneration is comprised of the basic wage/salary and other remuneration components (such as bonuses, commissions, piece based wages, allowances and overtime remuneration). Allowances such as mileage allowance (Kilometergeld) and expense allowance (Diäten) will not be included therein.

<http://www.arbeiterkammer.at/> (working hours (Arbeitszeit))

<http://www.arbeiterkammer.at/> (vacation (Urlaub))

<http://www.arbeiterkammer.at/> (brochure: Employee rights (Arbeitnehmerrechte))

5.3.1.2 Termination

Every employee who has concluded an employment contract or has a position specifications statement is protected by Austrian labour law through the **termination notice periods and termination dates**. Termination notice periods and termination dates are mostly regulated by collective agreements and employer/works council agreements; otherwise they are regulated by the Salaried Employees Act (Angestelltengesetz) or the Civil Code (Allgemeines Bürgerliches Gesetzbuch, ABGB).

The **termination date** is the date on which the employment is to end, i.e. the last day of the employment and not the day when you presented your employment termination notice.

The **termination notice period** is the time between the presentation of employment termination notice (either oral or written termination) and the termination date.

Termination by the Employer

For salaried employees: the Salaried Employees Act regulates the minimum termination notice periods and termination dates. The stipulations of the Austrian Civil Code (Allgemeines Bürgerliches Gesetzbuch, ABGB) are applicable to employees with remuneration below the low-income limit with working time of less than one fifth of working time under full employment.

For waged employees: the termination notice is two weeks pursuant to the Austrian Civil Code (Allgemeines Bürgerliches Gesetzbuch, ABGB); however, the collective agreements, employer/works council agreements, employment agreements normally foresee longer respectively in some cases even shorter termination notice periods.

Termination by the Employee

For waged employees: one month (at the end of the month) or as regulated by the respective employment contract, works council agreement or collective bargaining agreement

For waged employees: two (2) weeks (Austrian Civil Code, ABGB) or as regulated by the respective employment contract, works council agreement or collective bargaining agreement

For minimum-income employees (with remuneration below the legally stipulated limit (geringfügig Beschäftigte)): two (2) weeks (Austrian Civil Code, ABGB) unless otherwise agreed

When your employment has been terminated you can **appeal against the termination** under certain circumstances. It is decisive however to immediately after a written or oral termination notice contact the works council, the Chamber of Labour or your trade union representative.

Please note: When appealing against a termination notice you have to observe deadlines. You can appeal against termination notice before the Labour Court (Arbeitsgericht).

<http://www.arbeiterkammer.at/>

(employment termination: termination notice (Beendigung des Arbeitsverhältnisses: Kündigung))

<http://media.arbeiterkammer.at/>

(brochure: Labour Law at your fingertips (Broschüre: Arbeitsrecht griffbereit))

5.3.2 Persons Working on Short-Term Contracts as Independent Contractors

Employment based on a short-term contract as an independent contractor (freier Dienstvertrag) is characterised as follows:

- ➔ no or low level of personal dependence
- ➔ independent contractors may engage subcontractors to fulfil their obligations
- ➔ they can use their own resources
- ➔ they are not incorporated into the corporate organisation
- ➔ they are normally paid by the hour

In contrast to the contract for work and labour, there is no warranty to produce a certain work.

Independent contractors working on short term contracts with a monthly remuneration exceeding the minimum salary limit (in 2015: € 405.98) have to be registered by the employer with the competent regional health insurance fund and hence enjoy health insurance coverage. They are entitled to sickness benefits starting with the fourth day of occupational incapacity; they thus enjoy accident, unemployment and pension insurance as well as are subject to the Law on Insurance against Non-Payment in case of Insolvency (Insolvenzentsicherungsgesetz, IESG) stipulations. Independent contractors are also entitled to receive a position specification statement (Dienstzettel).

Please note: independent contractors only enjoy limited protection under the Austrian Labour Law. Without an appropriate agreement between the employer and the independent contractor there is however **no** legal entitlement to special benefits, vacation, a release from performance obligation and protection against dismissal. The Civil Code regulations (Allgemeine Bürgerliche Gesetzbuch (ABGB)) are however analogously applicable hereto regarding termination notice periods.

They may receive severance pay when the applicable prerequisites have been satisfied and are subject to the Corporate Employee and Free-Lancer Pension Law (dem Betrieblichen Mitarbeiter- und Selbständigenvorsorgegesetz, BMSVG).

The employer must take out accident insurance for any **persons receiving remuneration below the legally stipulated limit (low income employees, Geringfügig Beschäftigte)** (monthly income up to € 405.98 in 2015). Taking out voluntary health and pension insurance is possible; persons receiving remuneration below the legally stipulated limit have to apply at the competent regional health insurance fund themselves.

Independent contractors have to pay income taxes when their annual income exceeds a certain amount. They are classified as entrepreneurs and have to apply for a tax identification number with the responsible fiscal authorities.

<http://www.arbeiterkammer.at/>

(short term employment contract as an independent contractor (freier Dienstvertrag))

<http://www.arbeiterkammer.at/> (brochure: Persons working on short term contracts as independent contractors (Broschüre: Freie DienstnehmerInnen))

<https://www.usp.gv.at/>

(persons working on short term contracts as independent contractors (Freie Dienstnehmer))

5.3.3 Contract for Work and Labour

Pursuant to the Austrian Civil Code (Allgemeines Bürgerliches Gesetzbuch (ABGB)), in a **contract for work and labour** (Werkvertrag), a contractor undertakes to carry out a particular service or work and receives agreed remuneration in return. In contrast to the employment contract or persons working as independent short-term contractors, in the contract for work and labour the result of the performance rendered is decisive. The contractor is responsible for successfully performing the works (i.e. the specified service) or achieving a specific result.

“New self-employed persons“ (freelancers, (Neue Selbstständige)) perform any type of commercial services not requiring a business license (Gewerbeschein) and which are not services rendered by independent contractors working on a short-term contracts. This category includes professionals such as: authors, consultants, translators and psychotherapists.

Characteristics of contracts for work and labour:

- ➔ personal and economic independence from the party ordering the works (principal)
- ➔ no obligation to perform the work or service personally (sub-contracting is allowed)
- ➔ the contractor (WerkunternehmerIn, approximate equivalent of contract assignee) uses their own resources
- ➔ they are not incorporated into the corporate organisation of the party ordering the works

The contract for work and labour is deemed fulfilled with the performance of the contractual works. The completion of the agreed works and/or achievement of the result are deemed as automatic satisfaction of the obligation.

Irrespective of your income you are to register with the Social Security Institution for Trade and Industry (Sozialversicherungsanstalt der Gewerblichen Wirtschaft, SVA) since the **insurance is mandatory**.

“New self-employed” are persons receiving taxable income from independent work running a business.

The legal classification of the “new self-employed” is solely regulated by the Social Security Law (Sozialversicherungsrecht). “New self-employed” are persons in gainful employment which are not covered by any social security act pursuant to other stipulations (e.g. as an employee, independent contractor with a short-term contract, or businessperson).

The mandatory insurance of the “new self-employed” covers pension, health and accident insurance as well as enjoy coverage within the framework of self-employed insurance; special regulations apply regarding unemployment benefits.

They have to pay their social security contributions

- ➔ when their yearly gross earnings from contracts for work and labour exceed € 6,453.36 or
- ➔ they additionally have concluded another employment contract or independent contractor’s contract or receive social security benefits and the gross annual income exceeds the amount of € 4,743.72 in the year 2015.
- ➔ The insurance limits do not apply in case of additional freelance contracts requiring compulsory insurance with the Social Security Institution for Trade and Industry (Sozialversicherungsanstalt der Gewerblichen Wirtschaft), for instance as a businessperson.

New self-employed persons with contracts for work and labour are always to report their activities to the Social Security Institution for Trade and Industry (Sozialversicherung der Gewerblichen Wirtschaft, SVA).

<http://www.arbeiterkammer.at/> (contract for work and labour (Werkvertrag))

<http://esv-sva.sozvers.at/> (Social Security Institution for Trade and Industry (Sozialversicherungsanstalt der Gewerblichen Wirtschaft))

<http://portal.wko.at/> (new self-employed (Neue Selbständige))

<https://www.usp.gv.at/> (new self-employed (Neue Selbständige))

General Employment Terms & Conditions Information:

<http://www.arbeiterkammer.at>

<http://www.oegb.at>

<http://www.sozialversicherung.at>

<https://www.usp.gv.at/> (employment forms (Beschäftigungsformen))

Useful addresses:

<p>Chamber of Labour (AK) of Burgenland Wiener Straße 7 A-7000 Eisenstadt Tel: +43 2682 740-0 Internet: http://bgld.arbeiterkammer.at/</p>	<p>Chamber of Labour (AK) of Carinthia Bahnhofplatz 3 A-9021 Klagenfurt Tel: +43 50 477-0 Internet: http://kaernten.arbeiterkammer.at</p>
<p>Chamber of Labour (AK) of Lower Austria Windmühlgasse 28 A-1060 Vienna Tel: +43 5 7171-0 Internet: http://noe.arbeiterkammer.at/</p>	<p>Chamber of Labour (AK) of Upper Austria Volksgartenstraße 40 A-4020 Linz Tel: +43 50 6906-0 Internet: http://ooe.arbeiterkammer.at/</p>
<p>Chamber of Labour (AK) of Salzburg Markus-Sittikus-Straße 10 A-5020 Salzburg Tel: +43 662 8687-0 Internet: https://sbg.arbeiterkammer.at/</p>	<p>Chamber of Labour (AK) of Styria Hans-Resel-Gasse 8–14 A-8020 Graz Tel: +43 5 7799-0 Internet: http://stmk.arbeiterkammer.at/</p>
<p>Chamber of Labour (AK) of Tyrol Maximilianstraße 7 A-6010 Innsbruck AK-line: +43 800 22 55 22 Internet: http://tirol.arbeiterkammer.at/</p>	<p>Chamber of Labour (AK) of Vorarlberg Widnau 2–4 A-6800 Feldkirch Tel: +43 50 258-0 Internet: http://vbg.arbeiterkammer.at/</p>
<p>Chamber of Labour (AK) of Vienna Prinz-Eugen-Straße 20–22 A-1040 Wien Tel: +43 1 501 65-0 Internet: http://wien.arbeiterkammer.at/</p>	<p>Austrian Chamber of Labour Prinz-Eugen-Straße 20–22 A-1040 Vienna Tel: +43 1 501 65-0 Internet: http://www.arbeiterkammer.at/</p>
<p>Austrian Trade Union Federation (ÖGB) of Burgenland Wiener Straße 7 A-7000 Eisenstadt Tel: +43 2682 770-0 Internet: http://www.oegb.at</p>	<p>Austrian Trade Union Federation (ÖGB) of Carinthia Bahnhofstraße 44 A-9020 Klagenfurt Tel: +43 463 5870-0 Internet: http://www.oegb.at</p>
<p>Austrian Trade Union Federation (ÖGB) of Lower Austria Windmühlgasse 28 A-1060 Vienna Tel: +43 1 586 21 54 Internet: http://www.oegb.at</p>	<p>Austrian Trade Union Federation (ÖGB) of Upper Austria Weingartshofstraße 2 A-4020 Linz Tel: +43 732 66 53 91-0 Internet: http://www.oegb.at</p>
<p>Austrian Trade Union Federation (ÖGB) of Salzburg Markus-Sittikus-Straße 10 A-5020 Salzburg Tel: +43 662 88 16 46 Internet: http://www.oegb.at</p>	<p>Austrian Trade Union Federation (ÖGB) of Styria Karl-Morre-Straße 32 A-8020 Graz Tel: +43 316 70 71-0 Internet: http://www.oegb.at</p>

Austrian Trade Union Federation (ÖGB) of Tyrol

Südtiroler Platz 14–16
A-6020 Innsbruck
Tel: +43 512 59 777
Internet: <http://www.oegb.at>

Austrian Trade Union Federation (ÖGB) of Vorarlberg

Steingasse 2
A-6800 Feldkirch
Tel: +43 5522 35 53-0
Internet: <http://www.oegb.at>

Austrian Trade Union Federation (ÖGB) of Vienna

Johann-Böhm-Platz 1
A-1020 Vienna
Tel. +43 1 53 444-0
Internet: <http://www.oegb.at>

Pension Insurance Institution (Pensionsversicherungsanstalt)

Friedrich Hillegeist-Straße 1
A-1021 Vienna
Tel. +43 5 03 03
Internet: <http://www.pensionsversicherung.at/>

5.4 Educational Leave and Sabbaticals

<http://www.arbeiterkammer.at/> (educational leaves and sabbaticals (Bildungskarenz))
<http://www.arbeiterkammer.at/> (educational leaves and sabbaticals for persons working on short term contracts as independent contractors)
<http://www.help.gv.at/> (educational leaves and sabbaticals (Bildungskarenz) as well as educational part-time employment (Bildungsteilzeit))

5.5 Family Hospice & Filial Leaves

Family hospice means that employees are entitled to care for terminally ill family members, their life partners as well as their severely ill children living in the same household for a fixed period and either stay off work completely or reduce their working hours to part-time employment (part-time family hospice leave (Familienhospizteilzeit)) or change the working times assignment.

Persons using family hospice leave are entitled to a filial leave benefit (Pflegekarenzgeld) equal to the amount of potential unemployment benefit.

Starting from January 1, 2014 the employees can agree with their employers on a **filial leave (Pflegekarenz)** for a maximum period of three months. For the period of employment interruption a **filial leave benefit** will be paid in an equivalent way to unemployment benefits. Employees are eligible to apply for filial leave starting with care level 3 respectively care level 1 for minors or in cases of dementia. Employed relatives may take out filial leave only once; again however if the condition of the person to be cared for deteriorates. During this period the health and pension insurance remain in force. The employer must consent to this arrangement since currently there is no legally prescribed entitlement to filial leave or part-time filial leave.

Part-time filial leave (Pflegeteilzeit) allows reducing working hours if a relative requires care at home.

<https://www.usp.gv.at/> (family hospice leave/part-time family hospice leave (Familienhospizkarenz/Familienhospizteilzeit))
<http://www.arbeiterkammer.at/> (family hospice leave (Familienhospizkarenz))
<https://www.help.gv.at/> (filial leave (Pflegekarenz) and part-time filial leave (Pflegeteilzeit))
<http://www.sozialministerium.at/> (brochure: Overview on filial leave, part-time filial leave, family hospice leave and part-time family hospice leave (Broschüre: Überblick zu Pflegekarenz, Pflegeteilzeit, Familienhospizkarenz und Familienhospizteilzeit))

6. RECOGNITION OF FOREIGN GRADUATION CERTIFICATES & LICENSES

6.1 General

Occupational recognition (recognition of licenses) for regulated professions

The 2005/36/EC directive on recognition of occupational qualifications only applies to the so-called regulated profession qualifications of **EU/EEA citizens and Swiss** citizens respectively training completed in EU/EEA or Switzerland. This regulation also applies to third-country citizens with completed EU/EEA or Swiss training under certain circumstances.

A **profession is deemed regulated** when commencement or practicing of such is linked to certain qualifications pursuant to legal or administrative regulations. The required qualifications are based on different educational levels depending on the profession. The list of regulated professions contains around 100 designations. It is the state's responsibility to define the respective regulated professions and the corresponding admission regulations. Applicants **entitled to practice their regulated profession** with qualifications obtained within the EU/EEA and Switzerland enjoy the **recognition** of their qualifications. In such cases **no occupational recognition procedure is required** and hence not possible. Furthermore, no **nostrification** is required for admission to post-graduate studies.

Nostrification is to be understood as recognition of graduation at a foreign university as equivalent to graduating from a bachelor, master, diploma or doctorate course at an Austrian university, college or university of applied sciences.

This means that they are deemed fully equivalent to graduating from an Austrian university and entitle to using the corresponding Austrian academic degree and practicing the profession which requires graduation from a university in Austria.

If you are **not entitled to practice your profession** in your home country or your current place of residence, you have to apply for an occupational recognition of procedure to obtain entitlement to practice a regulated profession.

If for instance in Spain you have to be registered on an appropriate list to become entitled to practice as an architect and you have not been registered yet, you require occupational recognition of your qualifications in Austria.

University graduation certificates

Graduates from universities within the EU/EEA/Switzerland do not need to apply for recognition of their diplomas unless they want to work in the public sector and/or practice one of the legally regulated professions (see above).

Please contact ENIC NARIC Austria and/or the citizens service of the Federal Ministry of Science, Research and Economy (Bundesministerium für Wissenschaft, Forschung und Wirtschaft) to clarify any issues related to recognition of foreign university graduation diplomas, appraisal of foreign higher education qualifications, recommendations related to general university entry qualifications and confirmation for using academic titles.

Citizens service (Bürgerservice):

recognition of higher education qualifications 0800 312500 (within Austria)

<http://wissenschaft.bmwf.gv.at> (ENIC NARIC Austria)

Questions related to appraisal of professional training etc. can be submitted electronically at <https://www.aais.at/>. Appraisal of foreign higher education graduation diploma does not represent any alternative to nostrification proceedings. It is not binding but relatively easily to obtain (non-bureaucratically). Academic appraisal of foreign diplomas can be for instance quite supportive when seeking employment, applying and having an interview at the Public Employment Service Austria (AMS).

Equivalence of completed apprenticeship training

Occupational qualifications as set forth in the Vocational Training Act (Berufsausbildungsgesetz, BAG) obtained at school and/or at work – irrespective whether in an EEA country or not, are set as equivalent to a completed Austrian apprenticeship training. A corresponding application must be submitted to the Federal Ministry of Science, Research and Economy (Bundesministerium für Wissenschaft, Forschung und Wirtschaft).

The application for determining equivalence of training – provided it is not rejected – can return the following:

- determination of full equivalence
- admission to practical part of the final apprenticeship exam
- admission to extraordinary complete final apprenticeship exam

<http://www.bmwf.w.gv.at/> (equivalence of a foreign final apprenticeship exam (Gleichhaltung einer ausländischen Lehrabschlussprüfung))

School graduation certificates

An EU directive on recognition of occupational qualifications is applicable within the EU/EEA/Switzerland allowing direct access to the labour market. If you wish to directly start working based on the occupational qualifications gained at school no nostrification is required.

Nostrification of foreign school certificates and graduation certificates aims at achieving as far as possible equivalence of the contents of presented certificates with the current Austrian curriculums). Any deviations have to be remedied through taking complementary examinations. The respective departments at the Federal Ministry of Education and Women Affairs (Bundesministerium für Bildung und Frauen) have the certificate recognition competencies.

Foreign high-school graduation certificates issued by EU/EEA countries and Switzerland are seen as equivalent to those issued in Austria when they are required for admission to an Austrian university. These certificates however must be issued by foreign educational institutions showing no major differences in comparison with the Austrian education system. If any differences are determined, the university or the university admissions commission may declare these as equivalent for the purpose of being admitted to studying after for instance having passed appropriate additional examinations.

<http://www.berufsanerkennung.at/> (recognition guide with information on recognition procedures and competent institutions (Anerkennungs-Wegweiser informiert über Anerkennung und zuständige Institutionen))

<http://wissenschaft.bmwf.w.gv.at> (ENIC NARIC Austria, university diploma recognition (Anerkennung von Hochschulabschlüssen))

<http://www.nostrifizierung.at/> (citizens service: recognition of higher education qualifications (Bürgerservice: Anerkennung Hochschulqualifikationen))

<https://www.aais.at/> (online applications for appraisal of foreign higher education diplomas (Online Anträge zur Bewertung von ausländischen Hochschulabschlüssen))

<http://ec.europa.eu/> (regulated occupational professions database (reglementierte Berufe))

<http://www.bmwf.w.gv.at/> (EU diploma recognition – regulated professions and competent authorities (Diplomanerkennung – reglementierte Berufe und Behördenzuständigkeit))

<http://www.bmwf.w.gv.at>

(list of professions regulated in Austria (reglementierte Berufe in Österreich))

<http://www.wegweiser.ac.at/> (Austrian universities and universities of applied sciences (Österreichische Universitäten und Fachhochschulen))

<http://wissenschaft.bmwf.w.gv.at>

(studying and researching in Austria (Studieren und Forschen in Österreich))

<https://www.bmbf.w.gv.at>

(nostrification of foreign certificates (Nostrifizierung ausländischer Zeugnisse))

<http://www.bmwf.gv.at/> (equivalence of foreign professional training with Austrian final apprenticeship examination (Lehrabschlussprüfung))

<http://www.anlaufstelle-erkennung.at/anlaufstellen> (points of reference regarding recognition of foreign school graduation certificates (Anlaufstellen zur Anerkennung ausländischer Bildungsabschlüsse))

<http://wissenschaft.bmwf.gv.at/>

(special links related to recognition of certificates (Links zu Anerkennungsfragen))

6.2. Examples of Regulated Professions

6.2.1 Teachers

If you originate from EU/EEA/Switzerland, please contact the competent provincial board of education (Landesschulrat) and or the Vienna board of education (Wiener Stadtschulrat) responsible for compulsory schooling at the teacher training facilities and institutions to obtain more details regarding admission as a teacher in higher education institutions.

If you originate from a third country, please contact the pedagogic academies (Pädagogische Hochschulen) regarding compulsory schooling respectively universities and/or ENIC NARIC Austria regarding general secondary schools and secondary technical and vocational schools.

<https://www.bmbf.gv.at/> (provincial boards of education/Vienna board of education (Landesschulräte/Wiener Stadtschulrat))

<http://wissenschaft.bmwf.gv.at> (ENIC NARIC Austria)

<http://www.wegweiser.ac.at/> (Austrian universities and universities of applied sciences (Österreichische Universitäten und Fachhochschulen))

6.2.2 Health Sector

<http://www.bmg.gv.at/>

(recognition of foreign qualifications (Anerkennung ausländischer Berufsqualifikationen))

<http://bmg.gv.at/> (more details related to recognition of foreign qualifications in the health sector A–Z (Anerkennung ausländischer Berufsqualifikationen in Gesundheitsberufen A–Z))

<http://www.bmg.gv.at/> (brochure: Health sector professions in Austria 2014 (Broschüre: Gesundheitsberufe in Österreich 2014))

6.2.2.1 Medical Doctors

<http://www.aerztekammer.at/>

(EU/EEA and Swiss citizens as well as third country citizens practicing as medical doctors)

<http://www.aerztekammer.at/> (responsibilities of the international office: legal advice on migration and recognition of qualifications)

6.2.3 Lawyers

<http://www.rechtsanwaelte.at> (provincial associations (Landeskammern))

<http://www.rechtsanwaelte.at/> (act of law; eligibility in legal professions)

<http://www.rechtsanwaelte.at/> (European lawyers in private practice)

<http://www.rechtsanwaelte.at/> (acts of law; EIRAG: Federal Act on Free Exchange of Goods and Services and Freedom of Establishment of European Lawyers in Austria (Bundesgesetz über den freien Dienstleistungsverkehr und die Niederlassung von europäischen Rechtsanwälten in Österreich)).

6.2.4 Architects/Construction Engineers/Civil Engineers

<http://www.arching.at/baik/> (Federal Chamber of Architects and Consulting Engineers (Bundeskammer der Architekten und Ingenieurkonsulenten))

7. TAXES

7.1 Income Tax and Employee Tax Assessment

Any person who maintains their principal residence in Austria is liable to pay taxes on all income derived from both foreign and domestic sources unless the relevant **double taxation treaty** is deemed applicable thereto.

Double taxation treaties prevent multiple tax payments for the same income when you have residence in several countries or receive income from several countries. The double taxation treaty regulates the country entitled to taxing the income (a list of double taxation treaties can be found on the website of the Ministry of Finance).

Austria has concluded double-taxation treaties with all of its neighbouring countries and the EU/EEA countries. EU/EEA citizens with no main place of residence in Austria however main source of income in Austria (90 percent of income originates from Austria or income abroad does not exceed a total of 11,000 Euros), can opt for unrestricted tax liability in Austria in their Employee Tax Assessment Declaration (Arbeitnehmerveranlagung). Thereby only the income generated in Austria is taxed despite the unrestricted tax liability. Additionally, personal allowances (such as sole-earner allowance (Alleinverdienerabsetzbetrag), single-parent allowance (Alleinerzieherabsetzbetrag), alimony allowance (Unterhaltsabsetzbetrag) and extraordinary expenses are applicable.

Special regulations apply to **cross-border commuters** with place of residence in Austria working however in neighbouring states and regularly returning to their place of residence to avoid double taxation of their income.

In Austria, income taxes and social security contributions etc. of each employee derived from their employment are deducted at source by the employer and paid directly to the Austrian fiscal authorities or to the responsible social security institution.

“New self-employed”/freelancers, contractors, and self-employed/freelancers with a business license (Gewerbeschein) are responsible for payment of taxes and social security contributions themselves.

Social security contributions of independent contractors are automatically deducted at source by the employer; they however have to pay their taxes themselves.

The Austrian income-tax system is based on progressive taxation rates. This means the more money you make the higher taxes you pay.

<http://www.arbeiterkammer.at/> (taxes and money (Steuer & Geld))

<http://bruttonetto.arbeiterkammer.at/> (gross/net calculator (Brutto-Netto Rechner))

<https://www.bmf.gv.at/> (double taxation treaties (Doppelbesteuerungsabkommen))

<https://www.bmf.gv.at/> (Tax Guide 2015 (Steuerbuch 2015))

<http://media.arbeiterkammer.at/> (brochure: Tax regulations for cross-border employments and pension benefits (Steuerliche Regelungen bei grenzüberschreitenden Arbeitsverhältnissen und Pensionsbezügen))

Who is liable for tax?

- ➔ employees and pensioners with a taxable annual income exceeding 12,000 Euros; taxes are deducted at source by the employer or the pension insurance institution (Pensionsversicherungsanstalt);
- ➔ self-employed/freelancers from an annual income exceeding 11,000 Euros

When should you file a tax declaration (without being contacted by the competent fiscal office)?

If your income exceeds 12,000 Euros then you are obliged to submit an income tax declaration (Einkommensteuererklärung) or employee tax assessment declaration (Erklärung zur Arbeitnehmerveranlagung) when

- ➔ you have any other income in addition to your taxable income (such as from short-term contracts as independent contractors/contracts on work and labour or from rentals) exceeding a total of € 730 then you have to submit an income tax declaration (Einkommensteuererklärung) (form E 1, E 1a).
Submission deadline: by April 30 or up to June 30 of the following year in the case of an online assessment
- ➔ during the course of the calendar year, you have at least from time to time earned two or more taxable incomes for which tax was not calculated on the basis of all income for the same period (such as company pension in addition to General Social Insurance Act (ASVG) pension); then you have to submit an Employee Tax Assessment Declaration (form L 1).
Submission deadline: September 30 of the following year
- ➔ your income does not involve taxable income from employment and the annual income exceeds 11,000 Euros, then you have to submit an income tax declaration (Einkommensteuererklärung) (form E 1, E 1a).
Submission deadline: by April 30 or up to June 30 of the following year in the case of an online assessment
- ➔ your income originates from employment and no income tax has been deducted; (cross-border commuters, foreign pension benefits).
Submission deadline: by April 30 or up to June 30 of the following year in the case of an online assessment

If you receive income as an independent contractor and have not received a tax identification number yet, you have to register with the fiscal authorities competent for your place of residence without delay. Under the fiscal law, independent contractors are deemed self-employed.

The employer does not deduct any tax at source; the fiscal authorities stipulate the due tax amount ex post for short-term contracts as independent contractors. An appropriate form (E 1 and E 1a) will be sent to you. Even if your income is too low to be taxable, you have to fill in and return the income tax declaration form to your fiscal authorities.

Submission deadline: by April 30 or up to June 30 of the following year in the case of an online assessment

<http://media.arbeiterkammer.at/> (persons working on short term contracts as independent contractors, chapter Taxes (Freie DienstnehmerInnen, Kapitel Steuer))

What is my net income after deducting wage and salary tax as well as social security contributions?

Example 1:

A family with two children have their centre of vital interests in Austria; both incomes are generated only in Austria; i.e. the tax liability is also in Austria.

His monthly gross income as a salaried employee is 3,000 Euros (payments in kind and allowances are not covered by this example).

After deduction of the wage and salary tax of 552.04 Euros and social security contribution of 542.10 Euros, the net income amounts to 1,905.86 Euros.

Her monthly gross income as a salaried employee is 2,500 Euros (payments in kind and allowance are not covered by this example); no payments in kind can be claimed however she has to commute every day to a neighbouring town which is 22 km away and so can claim the commuters flat rate allowance (Pendlerpauschale).

The commuter's flat rate allowance (Pendlerpauschale) serves in Austrian income tax regulations to provide flat rate coverage of daily travelling costs of commuters between their place of residence and place of work.

After deduction of the wage and salary tax of 353.59 Euros and social security contribution of 451.75 Euros, the net income amounts to 1,694 Euros.

Furthermore the family is entitled to family allowance which is tax-free.

Please note: both persons receive the vacation and Christmas bonus which are subject to lower taxation rates: This increases the monthly income twice a year.

Example 2:

Ms X has her place of residence and centre of vital interests in Austria; she has a daughter and is a waged employee in a production company with a gross income of 1,500 Euros. Being a single parent she can claim the sole-earner allowance (Alleinverdienerabsatzbetrag).

After deduction of the wage and salary tax of 42.98 Euros and social security contribution of 258 Euros, the net income amounts to 1,199.02 Euros (payments in kind and allowance are not covered by this example).

Furthermore Ms X is entitled to family allowance.

You can consult the gross/net calculator (Brutto-Netto-Rechner) and family allowance calculator (Familienbeihilfenrechner) offered by the Austrian Chamber of Labour to calculate **your personal net income** plus any family allowance entitlement.

<http://familienbeihilfe.arbeiterkammer.at/> (family allowance calculator (Familienbeihilfe-Rechner))

<http://bruttonetto.arbeiterkammer.at/> (online gross/net calculator (Brutto-Netto Rechner))

<http://www.arbeiterkammer.at/> (commuter's flat rate allowance (Pendlerpauschale))

<https://www.bmf.gv.at/> (taxes for independent contractors or contractors for work and labour)

<http://www.arbeiterkammer.at/> (tax tips (Steuertipps))

<https://www.bmf.gv.at/> (Tax Guide 2015 (Steuerbuch 2015))

<http://www.usp.gv.at/> (income tax (Einkommensteuer))

<https://service.bmf.gv.at/service/anwend/behoerden/>

(fiscal offices competent for your place of residence (Wohnsitzfinanzämter))

<http://www.help.gv.at/> (employee tax assessment (Arbeitnehmerveranlagung))

<http://www.eures-pannonia.hu/>

(Guide for cross-border commuters (Ratgeber für Grenzgänger/Grenzgängerinnen))

Address:

**The Citizens Service of the
Federal Ministry of Finance:**
Monday – Friday from 8 am to 5 pm,
telephone: + 43 810-001 228 at local rates

**Federal Ministry of Finance
(Bundesministerium für Finanzen – BMF)**
Johannesgasse 5
A-1010 Vienna
Tel: +43 1 514 33-0
Internet: <https://www.bmf.gv.at/>

8. SOCIAL SECURITY

Registration with the appropriate **social security** institution is **mandatory**; every business pays for each employee and their relative's social security contributions.

Self-employed persons with a business license, the "new self-employed", and contractors all have to register with and pay their social security contributions to the competent social security institution.

Employers are responsible for registering their employees with the appropriate social security institution. Every person and their family members are assigned a social security number with the registration. Social security contributions of employees and independent contractors are automatically deducted at source by the employer.

The payment of social security contributions is shared by the employer and employee. The employer is responsible for paying both shares to the responsible social security institution.

The amount of social security contributions (= contribution rates) depends whether the employee is a blue or white-collar employee, apprentice, minimum-income employee etc.

In Austria, employees and independent contractors whose income exceeds the low-income limit (€ 405.98 per month in 2015) are fully covered by social security.

Employees with remuneration below the low-income limit as well as students are only covered by parts of the social security system (accident insurance). Employees with income below the income limit are eligible for voluntary health and pension insurance.

<http://www.sozialversicherung.at>

(Austrian social security institution (Österreichische Sozialversicherungsanstalt))

<http://www.sozialversicherung.at> (social security contribution values 2015 and contribution rates (Beitragsrechtliche Werte 2015 und Beitragssätze))

<http://www.sozialversicherung.at> (benefit related values 2015 (Leistungsrechtliche Werte 2015))

Social security benefits:

- ➔ **Health insurance** including maternity protection: free insurance protection for family members (subject to certain preconditions) and childcare allowance, sickness benefits etc.
- ➔ **Accident insurance:** protection against accidents at the work and vocational illnesses and their consequences, e.g. invalidity and occupational incapacity etc.
- ➔ **Pension insurance:** old-age pension benefits etc.
- ➔ **Unemployment insurance:** benefits granted during unemployment (these are for instance, unemployment benefit payments, social welfare)

Additional security benefits include:

- ➔ **Means tested minimum benefit** ((Bedarfsorientierte Mindestsicherung) replaces social welfare) as complementary benefit of the social security and/or as a benefit which may be granted when no pension insurance, unemployment benefits are being received;
- ➔ **Filial leave benefit** is paid either in the case of a family hospice leave, or during filial leave respectively part-time filial leave over the agreed period as an income replacement.

<http://www.sozialversicherung.at>

(Austrian social security institution (Österreichische Sozialversicherungsanstalt))

<http://www.sozialministerium.at/>

(means tested minimum benefits (bedarfsorientierte Mindestsicherung))

<https://www.help.gv.at/> (filial leave (Pflegekarenz) and part-time filial leave (Pflegeteilzeit))

<http://www.sozialministerium.at/> (brochure: Overview on filial leave, part-time filial leave, family hospice leave and part-time family hospice leave (Broschüre: Überblick zu Pflegekarenz, Pflegeteilzeit, Familienhospizkarenz und Familienhospizteilzeit))

<http://www.help.gv.at/> (insurance options – contribution-free health co-insurance (Versicherungsmöglichkeiten – Beitragsfreie Mitversicherung in der Krankenversicherung))
<http://www.sozialministerium.at/>
 (information related to care benefits (Information zum Pflegegeld))
<http://www.ams.at/> (unemployment benefit (Arbeitslosengeld) etc.)
<https://www.help.gv.at/> (measures applicable and benefits payable as a result of workplace accidents (Maßnahmen und Leistungen bei einem Arbeitsunfall))

Useful addresses:

Federal Ministry of Finance (Bundesministerium für Finanzen, BMF)

Johannesgasse 5
 A-1010 Vienna
 Tel: +43 1 514 33-0

Citizens service of the Ministry of Finance

Tel: +43 810 001 228
 Monday to Friday: 8 am to 5 pm
 Internet: <https://www.bmf.gv.at/>

Federal Ministry of Labour, Social Affairs and Consumer Protection

(Bundesministerium für Arbeit, Soziales und Konsumentenschutz – BMASK)

Stubenring 1
 A-1010 Vienna
 Tel: +43 1 711 00-0
 Social hotline: 0800/20 16 11
 Monday to Friday: 8 am to 4 pm
 Internet: <http://www.sozialministerium.at/>

8.1 Health Insurance

There are many **health insurance institutions** (health insurance/social security institutions (Krankenkassen/Sozialversicherungsanstalten)) in Austria; all health insurance institutions are under the umbrella of the Main Association of Austrian Social Security Institutions (Hauptverband der Österreichischen Sozialversicherungsträger): Your competent insurance institution is determined by both the place of residence and occupation. A **free choice** of insurance institution **is not** allowed; the competent insurance company will be assigned to you.

Health insurance (Krankenversicherung) **covers** amongst others free treatment by medical doctors with appropriate contracts with the insurance institutions and hospitals as well as sickness benefits. The prerequisite for treatment at hospitals, outpatients clinics and medical practices is presentation of an “**e-card**” (an electronic health insurance card) where all personal data (name, insurance number etc.) of the insured person are stored. For referral to specialists a referral note is additionally required since currently the e-card does not store any medical data. Your e-card will be sent to you and your family members within fourteen days by your health insurance company following the registration with your competent health insurance institution. The back of the e-card corresponds to the **European social security card**. The e-card ensures free-of-charge medical treatment in the European Union states.

Health insurance coverage is applicable when you

- ➔ are employed or self-employed
 (**Please note:** minimum income employees receive health insurance upon application)
- ➔ receive an unemployment benefit/welfare benefit or
- ➔ receive a pension benefit
- ➔ or receive a weekly maternity allowance, or childcare allowance
- ➔ or receive a filial leave benefit

You may co-insure your **family members** (your spouse, partner as household running person, relatives who take on care responsibilities, registered partners, and children/grandchildren/foster children/stepchildren) provided they are resident in Austria. Minors up to 18 years of age are co-insured. Minors (children/foster children etc.) attending schools, vocational training or universities can be co-insured free-of-charge up to 27 years of age subject to satisfaction of certain prerequisites. Spouses/partners with children can be co-insured free of charge.

The co-insurance for childless spouses/partners entails an additional contribution rate of 3.4% of the contribution assessment basis of the income of the insured spouse. Exceptions also apply hereto. The employer must be correspondingly informed of planned co-insurance of family members.

<http://www.sozialversicherung.at/>

(Online guide on co-insuring relatives (Online-Ratgeber Mitversicherung von Angehörigen))

<http://esv-sva.sozvers.at/> (eligibility prerequisites for relatives of self-employed/freelancers

(Anspruchsberechtigung für Angehörige von Selbständigen))

Other health insurance **benefits** include amongst others: dental treatment, rehabilitation, home nursing, recuperation assistance, health protection benefits, and medical check-ups under the mother-child pass system.

Drug prescriptions are delivered at pharmacies for € 5.55 (effective 2015) per prescription (so-called “**prescription fee**” (**Rezeptgebühr**)). Patient’s annual medication costs are limited to a maximum of two percent of their net income. When the medication costs exceed this amount then the patient is automatically exempt from prescription fees. Persons with low income can apply for exemption from prescription fees.

Employed persons are registered by their employers with their competent health insurance institution (health insurance/social security institution); self-employed persons (new self-employed/freelancers, self-employed/free-lancers with a business license (Gewerbeschein)) have to personally contact their competent health insurance company (Social Security Institution of Trade and Industry (Sozialversicherungsanstalt der Gewerblichen Wirtschaft)).

<http://www.sozialversicherung.at/> (health insurance (Krankenversicherung))

<http://www.sozialversicherung.at/> (Who is covered by insurance? (Wer ist wo versichert?))

<http://www.help.gv.at/> (benefits from the legally prescribed health insurance (Leistungen der gesetzlichen Krankenversicherung))

<http://www.arbeiterkammer.at/>

(exemption from prescription fees (Befreiung von der Rezeptgebühr))

<http://www.arbeiterkammer.at/> (prescription fee capping (Rezeptgebühren-Deckelung))

Useful addresses:

<http://www.sozialversicherung.at/>

(you can find the addresses of health insurance institutions and other social security institutions under SV-Träger (social security institutions))

8.2 Accident Insurance

Accident insurance covers **benefits** payable as a result of workplace accidents, occupational illnesses and the accidental death of an employee.

These benefits include amongst others prevention, accident treatment costs, rehabilitation, reimbursements, and surviving dependants' benefits (such as surviving dependants' pensions).

<http://www.auva.at> (social accident insurance (Soziale Unfallversicherung))

<http://www.sozialversicherung.at/> (accident insurance (Unfallversicherung))

<https://www.help.gv.at/> (accident insurance (Unfallversicherung))

Useful addresses:

Austrian Accident Insurance Institution – main office (Allgemeine Unfallversicherungsanstalt – AUVA – Hauptstelle) Adalbert Stifter Str. 65 A-1200 Vienna Tel: +43 5 9393-0 Internet: http://www.auva.at	Main Association of Austrian Social Security Institutions (Hauptverband der Österreichischen Sozialversicherungsträger) Kundmanngasse 21 A-1031 Vienna Tel: +43 1 711 32-0 Internet: http://www.sozialversicherung.at
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8.3 Pensions Insurance

In Austria females currently reach pensionable age at 60 and men at 65.

The following applies to EU/EEA citizens and Swiss citizens:

Pursuant to Austrian law you are entitled to pension benefits if you have been self-employed or employed for over one year and have paid pension insurance contributions. Insurance periods below one year will be added to the pension insurance periods obtained in your home country.

<http://www.sozialversicherung.at> (pension insurance (Pensionsversicherung))

<http://www.arbeiterkammer.at/> (pension (Pension))

<http://www.pensionsversicherung.at/> (information in several languages)

<http://www.help.gv.at/> (pension (Pension))

<https://www.help.gv.at/> (disability pension/occupational disability pension/rehabilitation (Invaliditätspension/Berufsunfähigkeitspension/Rehabilitation))

<https://www.help.gv.at/> (new pension account (neues Pensionskonto))

<https://www.help.gv.at/> (pension amount for long-term insurance regulations “blue collar special retirement scheme” (Pensionshöhe bei der Langzeitversichertenregelung «Hacklerregelung»))

Address:

Pension Insurance Institution (Pensionsversicherungsanstalt)
Friedrich-Hillegeist-Straße 1
1021 Vienna
Tel: +43 50303
Internet: <http://www.pensionsversicherung.at>

8.4 Unemployment Insurance

8.4.1 Financial Benefits

The Public Employment Service Austria (Arbeitsmarktservice, AMS) is responsible for unemployment insurance benefits in Austria (such as unemployment benefits or social welfare benefits).

<http://www.ams.at/> (services of the Public Employment Service Austria for job seekers)

<http://www.ams.at/> (unemployment insurance)

8.4.2 Receiving Unemployment Benefits from EU/EEA States and Switzerland while Seeking Employment in Austria

If you want to receive your unemployment benefits originating from the EU/EEA zone or Switzerland when seeking employment in Austria, you have to contact your competent public employment service office in your country of origin, apply with them for your unemployment benefits as well as fill in the form U2 (“portable document” U2) and have it confirmed. This form includes the deadline for registering with the regional office in Austria and maximum duration of the foreign benefits receipt in Austria.

After registering with the competent regional Public Employment Service Austria office, the foreign public employment service will be immediately informed of your registration as a job seeker in Austria. This results in the foreign public employment service releasing payment of your benefits. This is possible for a period of three months – if however your reference period ends earlier (“maximum rate”) then up to this point. The precise duration of this “benefit export” is always determined at the employment service of your home country.

If you have not found employment in Austria within the period stipulated on the form, you remain entitled to your benefits only if you immediately return to your country of origin in good time. It is essential to observe all the information you have been provided on this topic in your country of origin.

<http://www.ams.at/> (unemployment benefits within the EEA and Switzerland (Arbeitslosenversicherung im EWR Raum und in der Schweiz))

<http://www.ams.at/> (unemployment insurance)

8.4.3 Aggregating Insurance Periods from Employment in the EU/EEA States and Switzerland for Claiming Unemployment Benefits in Austria

When verifying your Austrian unemployment benefit eligibility, insurance periods in the EU/EEA states or Switzerland will also be considered if you had been employed in Austria with mandatory unemployment insurance for at least one day directly before submitting the application (the so-called “one-day rule”). In order to be able to have the foreign insurance periods recognised in Austria it is necessary to have either the portable document U1 filled in and confirmed by the competent public employment service office in your country of origin. In many cases you can apply for this form electronically; being able to provide these two forms when submitting an application in Austria may accelerate the assessment of the entitlement.

In the case of cross-border commuters the foreign insurance periods are considered immediately – the aforesaid “one-day rule” does not apply to this group.

In order to receive unemployment benefits in Austria, you have to satisfy the prerequisites applicable to eligibility for unemployment benefits in Austria.

Please refer to the AMS website for details regarding prerequisites to be satisfied in order to become eligible for unemployment insurance benefits in Austria (section “Financial Benefits”).

Periods of self-employment covered by unemployment insurance are also taken in consideration when calculating the unemployment benefits in Austria.

<http://www.ams.at/> (unemployment benefits within the EEA and Switzerland (Arbeitslosenversicherung im EWR Raum und in der Schweiz))

<http://www.ams.at/> (unemployment insurance)

8.5 Means Tested Minimum Benefits

The **means tested minimum benefits** (Bedarfsorientierte Mindestsicherung, BMS) are foreseen for people having no reasonable funds to pay for their living or of their family members. The **amount** of the means tested minimum benefits is uniformly regulated throughout Austria and amounts to 827.82 Euros for single households in 2015.

The **means tested minimum benefits** are not a social security benefit but a reformed social welfare of the federal provinces. The affected unemployed should in particular benefit from the introduction of a uniform minimum benefit, the broad removal of recourse, introduction of an asset exemption amount and advantageous procedural law. Persons receiving means tested minimum benefits and able to work will be correspondingly noted at the Public Employment Service Austria as seeking employment.

EU respectively EEA citizens are only unrestrictedly entitled to means tested minimum benefits if they are in Austria as employees or have lived here for over five years.

Citizens of third countries are only eligible to receiving means tested minimum benefits when they have been legally residing in Austria for over five years.

The competent **district administrative authority** (district administrative authority (Bezirkshauptmannschaft), municipal authority (Magistrat); social council offices in Vienna (Sozialzentrum)) decides whether the means tested minimum benefits will be granted. This authority also accepts the applications and makes the corresponding payments.

Additionally, **the Public Employment Service Austria provides basic information on means tested minimum benefits**. Depending on the agreement with the federal provinces, the Public Employment Service Austria also provides initial applications for means tested minimum benefits and accepts these.

You can call us at the social line of the Federal Ministry of Labour and Consumer Protection (Bundesministerium für Arbeit, Soziales und Konsumentenschutz, BMASK) at **0800/20 16 11** (Monday–Friday from 8 am to 4 pm).

<http://www.help.gv.at/>

(minimum benefits (Mindestsichernde Leistungen), counselling and advice)

<http://www.sozialministerium.at/>

(means tested minimum benefits (bedarfsorientierte Mindestsicherung))

<http://www.ams.at/> (means tested minimum benefits (Bedarfsorientierte Mindestsicherung))

<http://www.ams.at/> (basic information on means tested minimum benefits (Basisinfo zur bedarfsorientierten Mindestsicherung))

<http://3i-expert.bmsg.ext.apa.at/> (online guide on means tested minimum benefits (Online-Ratgeber bedarfsorientierte Mindestsicherung))

9. LIVING WITH CHILDREN

9.1 Maternity Protection

9.1.1 White and Blue Collar Employees, Apprentices and Minimum Income Employees

As a rule, pregnant working mothers **are entitled to maternity leave** which starts eight weeks prior to delivery and lasts eight to sixteen weeks after delivery. During this period an absolute ban on employment applies.

Furthermore, for female employees who are **not self-employed** their contractual employment remains upheld during their compulsory maternity protection period.

Upon confirmation of pregnancy, you should immediately inform your employer. From this point on you **are protected against dismissal and termination**.

During the compulsory maternity protection period and during parental leave, **termination** respectively dismissal is only possible **in exceptional cases** (i.e. closure of a firm) and under court approval.

Salaried and waged female employees generally receive a **maternity weekly allowance (Wochengeld)** during the compulsory maternity protection period under certain circumstances. The amount of the **weekly maternity allowance** is calculated on the basis of the average daily net income of the employee during the full three calendar months directly preceding the start of compulsory maternity protection period plus all special benefits. Also female receiving further education subsidies, childcare allowance, unemployment benefits or welfare benefits are eligible to weekly allowance (Wochengeld).

Self-insured minimum income employees are also entitled to a weekly allowance. In this case, the weekly allowance amounts to 8.80 Euros per day (2015).

Details regarding the amount of the maternity weekly allowance can be obtained from the respective competent health insurance institution.

Competent authority:

The health insurance institution (Krankenkasse)

<http://www.help.gv.at/> (delivery of a baby (Geburt))

<http://www.arbeiterkammer.at/> (maternity weekly allowance (Wochengeld))

9.1.2 Independent Female Contractors and Female Contract Assignees

They are not protected by the Maternity Protection Act (Mutterschutzgesetz).

Independent female contractors do however receive weekly maternity allowance related to their income.

Details regarding the amount of the maternity weekly allowance can be obtained from the respective competent health insurance institution.

Competent authority:

The health insurance institution (Krankenkasse)

<https://www.help.gv.at/> (before delivery of a baby (Vor der Geburt))

<https://www.help.gv.at/> (maternity weekly allowance)

<http://www.arbeiterkammer.at/> (maternity weekly allowance (Wochengeld))

<http://www.arbeiterkammer.at/> (brochure: Persons working on short term contracts as independent contractors (Freie Dienstnehmer/freie Dienstnehmerinnen))

9.1.3 Self-Employed Females

An **entrepreneurial aid** (Betriebshilfe) is foreseen for self-employed women running a **business**, i.e. replacement labour is provided for the business. Under certain circumstances they are also entitled to **weekly maternity allowance**. The weekly maternity allowance is primarily applicable to self-employed females with no business license (new self-employed/free-lancers).

Such weekly allowance will only be granted respectively such entrepreneurial aid will only be provided when the compulsory insurance with the competent health insurance fund remains in force. The weekly maternity allowance in this case amounts to € 52.07 per day (2015).

Competent authority:

Social Security Institution for Trade and Industry
(Sozialversicherungsanstalt der Gewerblichen Wirtschaft)

<http://esv-sva.sozvers.at/>

(entrepreneurial aid (Betriebshilfe) and maternity weekly allowance (Wochengeld))

<https://www.usp.gv.at> (maternity protection benefits for businesswomen)

(Mutterschaftsleistungen für Unternehmerinnen)

9.1.4 Mother-Child Pass

At the beginning of pregnancy, you should receive a Mother-Child Pass (Mutter-Kind-Pass), to be used for recording medical check-ups of the mother and unborn child and subsequently for recording vaccinations and check-ups during infancy and early childhood stages. You can obtain your mother-child pass from your gynaecologist, your general practitioner, your district public health office (Bezirksgesundheitsamt), the specialized outpatient services of your district health insurance fund, the outpatient services of hospitals with maternity clinical departments or from pregnancy consultation offices.

The mother-child pass check-ups are a prerequisite for the receipt of the full childcare allowance (Kinderbetreuungsgeld).

Also uninsured persons with no insurance eligibility as a relative can have free examinations covered by the mother-child pass.

<http://www.help.gv.at/> (before delivery of a baby (Vor der Geburt))

<http://www.bmg.gv.at/> (mother-child pass (Mutter-Kind-Pass))

<http://www.bmg.gv.at/> (brochure: We're getting a baby (Broschüre: Unser Baby kommt))

9.2 Parental Leave Allowance, Childcare Allowance and Parental Leave Time

Parental/Maternity leave (Elternkarenz/Karenz) is deemed **entitlement to release from performance obligations under employment contract (Dienstfreistellung)** pursuant to the Labour Law following birth of a child and after the expiry of the maternity protection period. The maximum duration of the maternity protection pursuant to labour law providing protection against dismissal and termination is up to the day before the second birthday of the child. If you intend to take out a longer maternity leave you absolutely need a written corresponding agreement with your employer.

During the parental/maternity leave you receive no remuneration; hence the **childcare allowance (Kinderbetreuungsgeld, KBG)** can be received during this time provided that all prerequisites have been satisfied. Every child, including foster and adopted children, is eligible to receiving childcare allowance.

Only one of the parents is entitled to parental leave or both of them in turns. Independent contractors are not entitled to parental/maternity leave.

The **childcare allowance amount** depends on the duration of the paternal/maternity leave. You can select one of the multiple models when applying for this allowance (selectable from four flat-rate models and one income-linked model). In the case of the very first **application, you can modify the selected variant within fourteen (14) days** from the date of initial application submission.

The **flat-rate childcare allowance** is paid when the following **prerequisites** have been satisfied:

- ➔ common household with the child
- ➔ at least one of the parents living in the same household with the child is entitled to receive family allowance (Familienbeihilfe)
- ➔ their life is centred in Austria
- ➔ legal residence in Austria
 - EU/EEA and Swiss citizens who can document their right of establishment (registration certificate (Anmeldebescheinigung))
 - third country citizens with appropriate residence permits pursuant to sections 8 and 9 of the Establishment and Residence Act (Niederlassungs- und Aufenthaltsgesetz, NAG)
- ➔ performance of the mother-child pass examinations – five during the pregnancy, five after giving birth

In addition to the flat-rate childcare allowance you can earn up to Euro 16,200 respectively up to 60 percent of your last income achieved in the calendar year prior to birth delivery in which no childcare allowance (Kinderbetreuungsgeld) was received.

Additional prerequisites including preceding employment are deemed applicable to the **income-linked model**.

The top limit of additional income in the case of the income-linked model is 6,400 Euros over the period during which you enjoy the benefits.

Informing the employer of the paternity/maternity leave periods

If the mother is the first to take the maternity leave then they are to inform their employer not later than on the last day of the maternity protection period (eight respectively twelve, respectively maximum of sixteen week after delivery) on whether they are taking out the maternity leave and if so for how long.

If the father is the first to take the parental leave, they are to inform their employer not later than eight weeks after the delivery of the beginning and duration of the parental leave.

If the father takes out the paternity leave at a later point after mother's parental leave, then they are to report their paternity leave to the employer not earlier than four months before the start of the desired paternity leave period in order to be protected against termination and dismissal.

Please note:

Childcare allowance is granted only for the youngest child. If another child is born when receiving such allowance, the eligibility to this allowance for the older child ends with the birth of the younger one. Childcare allowance will then be paid for the new-born. The second birth is to be immediately reported to the competent health insurance institution (you are obliged to make this notification). Special regulations apply to multiple births.

Competent authority:

Health insurance institution (in Vienna: childcare allowance customer centre (Kundencenter für Kinderbetreuungsgeld))

<http://www.arbeiterkammer.at/> (parental/maternal leave (Eltern – Karenz))

<http://www.help.gv.at/> (childcare allowance (Kinderbetreuungsgeld))

<http://media.arbeiterkammer.at/> (brochure: parental leave (Elternkarenz))

<http://www.arbeiterkammer.at/> (brochure: children allowance (Kinderbetreuungsgeld))

<http://www.arbeiterkammer.at/>

(income in addition to the children allowance (Zuverdienst zum Kinderbetreuungsgeld))

<http://www.bmfj.gv.at/> (online comparative children allowance calculator (Kinderbetreuungsgeld Vergleichsrechner online))

<https://www.sozialversicherung.at/> (childcare allowance; online additional income calculator (Kinderbetreuungsgeld – Zuverdienstrechner online))

Childcare allowance aid

Single parents and families with no or low-income can apply for **an aid to the childcare allowance (Beihilfe zum Kinderbetreuungsgeld)**.

<https://www.help.gv.at/> (an aid to flat-rate childcare allowance (Beihilfe zum pauschalen Kinderbetreuungsgeld) – application))

<http://www.bmfj.gv.at/> (an aid to flat-rate childcare allowance (Beihilfe zum pauschalen Kinderbetreuungsgeld))

<http://www.arbeiterkammer.at/>

(an aid to children allowance (Beihilfe zum Kinderbetreuungsgeld))

Recipients of childcare allowance and their children automatically **enjoy the benefits of health insurance**.

During respectively after receipt of the flat-rate childcare allowance, **unemployment benefits and social welfare** may be applied for.

<http://www.bmfj.gv.at/> (children allowance (Kinderbetreuungsgeld) and unemployment benefits (Arbeitslosenversicherung))

Eligibility prerequisites for EU/EUA citizens and Swiss citizens

The EEA directive 883/2004 applies to **EU/EEA citizens and Swiss citizens**. The member state where the parent is employed (employment state principle) is the overriding state responsible for payment of any family benefits. In the country of residence, an equalization payment may be granted if family benefits are lower than in the country of employment.

You can provide evidence of your legal residence in Austria for yourself and your child through the presentation of the registration certificate (Anmeldebescheinigung) or the official photographic identification for EEA citizens (Lichtbildausweis für EWR-Bürger/Bürgerinnen).

Special regulations apply to cross-border commuters.

<http://www.bmfj.gv.at/> (children allowance – cross-border issues (Kinderbetreuungsgeld – grenzüberschreitende Sachverhalte))

<http://www.bmfj.gv.at/> (eligibility prerequisites (Anspruchsvoraussetzungen))

Parental right to part-time work

Parental right to part-time work (Elternteilzeit) is a legally regulated entitlement to reduction of the present total working time and/or change of the current working hours. The entitlement to parental part-time work remains in force no longer than up to the seventh birthday of the child, upon satisfaction of certain prerequisites.

This is however only possible if:

- ➔ the company has more than 20 employees
- ➔ and the employment at the point of parental part-time work has lasted for a minimum of three years without any interruptions (including maternity protection and leave)
- ➔ the parent applying for part-time employment lives in the same household with the child

The terms (commencement, duration, extent and conditions) are to be agreed with your employer.

If there is no entitlement to the parental part-time work this can still be agreed with employers up to the fourth birthday of the child.

<http://www.arbeiterkammer.at/> (parental part-time work (Elternteilzeit))

<http://www.sozialministerium.at/> (parental part-time work (Elternteilzeit))

9.3 Family Allowance

The EEA directive 883/2004 applies to **EU/EEA citizens and Swiss citizens**. The member state where the parent is employed (employment state principle) is the overriding state responsible for payment of any family benefits. In the case whereby both parents are employed in two different countries, the country of residence principle applies, family allowance is thus granted in the country where the child permanently resides.

Children with main residence in Austria are principally also entitled to family allowance benefits. Family allowance benefits must be applied for at the competent authorities.

Competent authority:

Fiscal office competent for your place of residence

For:

- ➔ minors up to 18 years of age
- ➔ minors of age 18 if they are in training (apprenticeship, school, college/university, university of applied sciences)
- ➔ minors in the time between high-school/A-levels graduation (Matura) and military service, civilian national service or vocational placement if their vocational training will be started respectively continued at the earliest possible point after completion of the service/placement.

Families with severely disabled children may also receive the family allowance for a longer period.

Since March 1, 2011 children who have come of age but not reached their 24th birthday are eligible to family allowance for the period between the completion of school training and earliest possible start of other professional training; under certain circumstances, family allowance can be received up to the age of 25.

Students have to satisfy additional prerequisites.

Any income (e.g. apprentice remuneration) children may receive before their 18th birthday is disregarded. If the earnings of older children exceed a specific annual limit, the family allowance is normally forfeited.

The **family allowance amount** depends on the age of the child. Child-related special **tax allowances** and **supplements** are granted as of the second or further child, or one or more disabled children. You can use the **Family Allowance Calculator (Familienbeihilfe-Rechner)** to determine your family allowance total.

In a joint household, the parent who is the primary caregiver is entitled to receive the family allowance. Under exceptional circumstances family allowance can also be paid directly to children.

Family allowances are paid every month.

<https://www.help.gv.at/> (family allowance (Familienbeihilfe))

<http://www.bmfj.gv.at/> (family allowance (Familienbeihilfe))

<http://www.bmfj.gv.at/> (entitlement of EU/EEA and Swiss citizens (Anspruch für Bürger aus dem EU/EWR-Raum und der Schweiz))

<http://www.help.gv.at/> (multiple children supplement (Mehrkindzuschlag))

<https://www.help.gv.at/> (family allowance for students (Familienbeihilfe für Studierende))

<http://www.arbeiterkammer.at/> (family allowance (Familienbeihilfe) and family allowance calculator (Familienbeihilfe-Rechner))

<http://www.bmfj.gv.at/> (family services (Familienservice))

10. EDUCATION

10.1 Education and Training – Overview

Very young and pre-school children are taken care of in **crèches (Kinderkrippe)** (for babies and very young children up to three years of age) as well as nursery schools and (public and private) **kindergartens** and **pre-schools (Kindergarten, Vorschule)**. The demand for crèches and kindergartens is often greater than the available places.

There is a growing trend for very young children to be cared for in very small groups by “day-care parents” (Tageseltern) – especially in small cities and agricultural regions.

Education is compulsory for all children permanently living in Austria from the age of six. **Schooling is compulsory** for nine years in Austria (from six to fifteen years of age); attendance of public schools is free of charge.

After children have successfully completed their first four years of **compulsory primary school** (Volksschule/Grundschule), they may either attend the **lower level of a main general secondary school** (Hauptschule) – also called **cooperative secondary school** (kooperative Mittelschule), a new **secondary school** (neue Mittelschule), or the lower level of a **secondary academic school** (Unterstufe der Allgemeinbildenden höheren Schule).

For their ninth year of schooling, children may attend a pre-vocational course (Polytechnische Schule), a vocational intermediate school (weiterführende berufsbildende Schule) as well as the upper level of a secondary academic school or at the upper level of a secondary grammar school (Oberstufengymnasium). The **pre-vocational technical school (polytechnische Schule)** uses vocational placements and professional theory training to prepare for apprenticeships or vocational schools.

There are also special schools (special needs education/including training) for children with mental and/or physical disabilities or special educational needs which cover the first eight to nine years of schooling. Alternatively, a vocation preparatory year can be taken in the ninth school year; possibly followed by integrative vocational training.

Following completion of their ninth year of schooling, young people have the option of professional training in the form of an **apprenticeship** (vocational school and apprenticeship – dual training system), of entering the workforce or of continuing their education at a secondary school.

<http://www.bildungssystem.at/>

(The Austrian education system – please refer to the illustration at the end of the section)

Intermediate-level secondary technical respectively **vocational schools**, health sector and nursing schools entitle students to exercise an occupation according to the type of school attended. Graduates of these schools may take diploma and school leaving examinations through extension courses.

Graduation from an academic secondary school or intermediate-level secondary technical respectively vocational school and passing the corresponding school-leaving examination entitles students to enrol in educational colleges, universities of applied sciences, academies, colleges, universities etc.

However, young people and adults who have not passed the school leaving examination entitling to enrolment at universities may still be admitted to higher educational institutions through the secondary educational path (**the academic qualification tests** (Studienberechtigungsprüfung), **the matriculation exam for professionals** (Berufsreifeprüfung), **Matura examination for vocational trainees** (Berufsmatura), or **Matura examinations for external candidates** (Externistenmatura)).

Special fostering is offered for pupils/students with a first language other than German.

<https://www.oead.at/> (the Austrian education system (Das österreichische Bildungssystem))

<http://www.bildungssystem.at> (graphics: the Austrian education system (Grafik: Das österreichische Bildungssystem))

<http://www.help.gv.at/> (schools – comprehensive information on the Austrian school system (Schule – ausführliche Informationen über das österreichische Schulsystem))

<https://www.bmbf.gv.at/> (education in Austria (Bildungswesen in Österreich))

<https://www.bmbf.gv.at/> (school directories (Schulverzeichnisse))

<https://www.bmbf.gv.at/> (school guides (Schulführer))

<https://www.bmbf.gv.at/> (school service points (Schulservicestellen))

<https://www.help.gv.at/> (pupils/students with other mother tongue than German (Schüler mit anderen Erstsprachen als Deutsch))

<http://www.herold.at/> (schools with foreign curriculum (Schulen mit ausländischem Lehrplan))

<http://www.erwachsenenbildung.at/> (academic qualifications test (Studienberechtigungsprüfung), matriculation exam for professionals (Berufsreifeprüfung), matura examination for external candidates (Externistenreifeprüfung))

<http://wissenschaft.bmwf.gv.at/> (Federal Ministry of Science and Research – Universities etc. (Bundesministerium für Wissenschaft, Forschung und Wirtschaft – Universitäten etc.))

<http://wissenschaft.bmwf.gv.at/bmwf/studium/studieren-in-oesterreich/>

(studying in Austria (Studieren in Österreich))

<http://www.help.gv.at/> (tuition fees (Studiengebühren))

Federal ministries

<https://www.bmbf.gv.at/> (Federal Ministry of Education & Women – schools (Bundesministerium für Bildung und Frauen – Schule))

<http://wissenschaft.bmwf.gv.at/> (science and research (Wissenschaft und Forschung))

10.2 Initial Vocational Training – Apprenticeships

Vocational training is provided in Austria either through an **apprenticeship (Lehre)** or **school-based education** (in intermediate or higher-level secondary technical and vocational schools and colleges which offer practice-oriented instruction).

In Austria, training is offered in approximately 200 occupations. Young people who take up an apprenticeship receive on-the-job training in a company and also attend a vocational school on a part-time basis (**dual training system**). An apprenticeship lasts between two to four years depending on the apprenticeship trade and ends with the successful completion of a final apprenticeship examination (Lehrabschlussprüfung).

An **apprenticeship contract (Lehrvertrag)** must be signed at the beginning of the apprenticeship and is to be concluded in writing between the young person (the apprentice) and the authorized trainer and specifies training conditions including the duration of the apprenticeship. In the case of minors, the apprentice's legal guardian is also required to sign the contract.

For the apprentices the **Vocational Training Act** (Berufsausbildungsgesetz) and respective **collective agreement** (Kollektivvertrag) is valid. Apprentices are subject to special provisions (unfair dismissal protection, working hours, special youth protection provisions etc.).

Throughout Austria, apprenticeship programs are based on standard **job profiles**.

Apprentices are not paid a salary but receive an **apprenticeship remuneration (Lehrlingsentschädigung)** normally paid on a monthly basis. The amount of remuneration to be paid to the apprentice is based on collective labour agreements as well as company agreements. Apprentices are entitled to paid holiday amounting to thirty respectively twenty five working days per annum.

If you are looking for an apprenticeship, it is recommended that you contact the nearest branch of the Public Employment Service Austria.

<http://www.arbeiterkammer.at/> (apprenticeship (Lehre))

<http://www.bmwf.w.gv.at/>

(list of apprenticeship programs, from A to Z (Liste der Lehrberufe von A–Z))

<http://www.bmwf.w.gv.at/>

(apprenticeship and vocational training (Lehrlings- und Berufsausbildung))

<http://www.arbeiterkammer.at> (Austrian Chamber of Labour, (AK, Arbeiterkammer Österreich))

<http://www.oegb.at>

(Austrian Trade Union Federation (ÖGB, Österreichischer Gewerkschaftsbund))

<http://www.ams.at> (Public Employment Service Austria (AMS, Arbeitsmarktservice Österreich))

<http://portal.wko.at/> (Federal Chamber of Commerce (Bundeswirtschaftskammer))

10.3 Further Education

Ongoing training is one of the major prerequisites for a successful career. Amongst the largest training and further education institutions in Austria are the Careers Promotion Institute (BFI, Berufsförderungsinstitut), Trade & Industry Promotion Institute (WIFI, Wirtschaftsförderungsinstitut) and adult educational centres (Volkshochschule).

Careers information centres (BIZ, BIWI) offer both a comprehensive overview of career and schools education and training opportunities in Austria and individual consultation on specific educational and training issues.

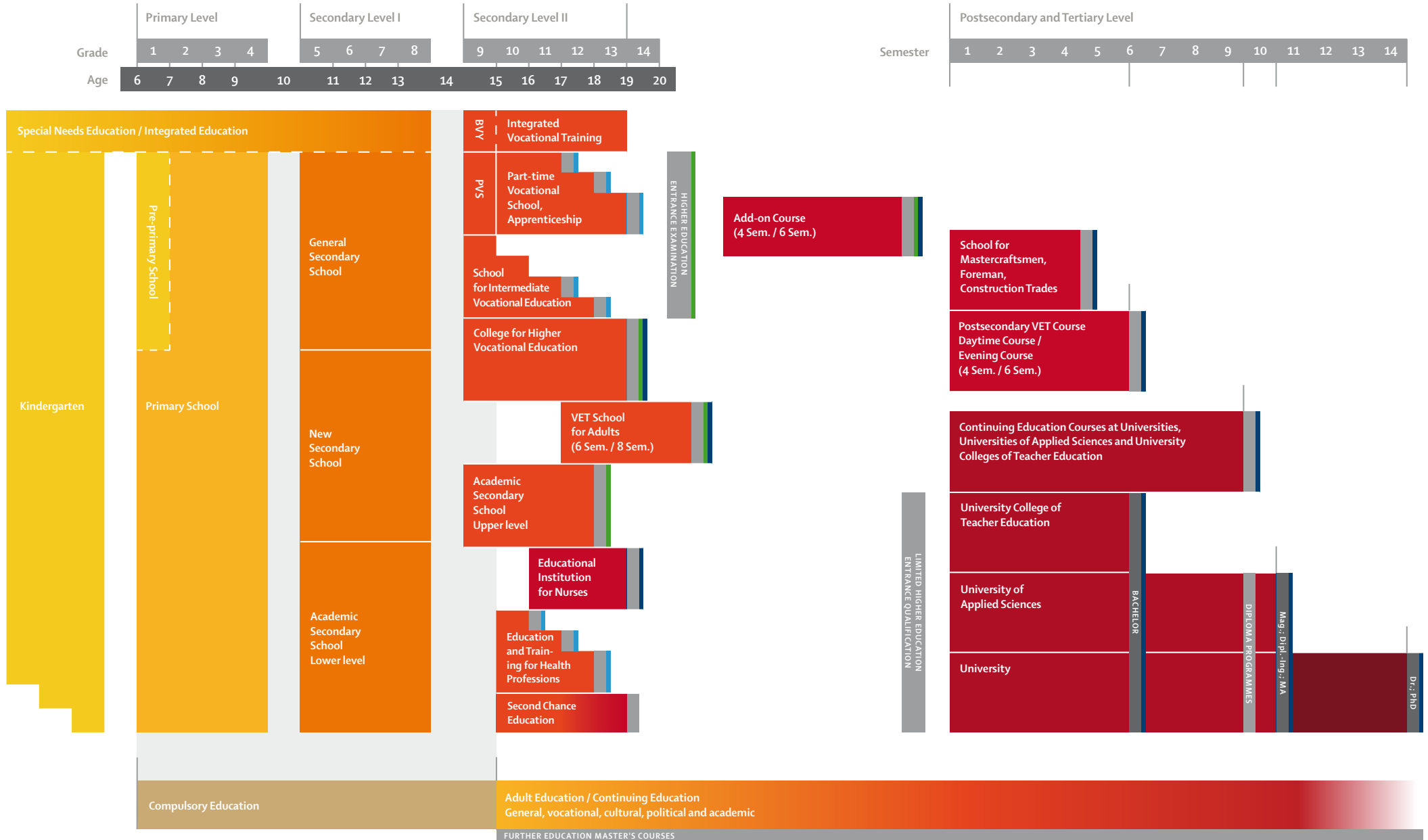
Language courses are offered by all large training institutions (WIFI, BFI, adult educational centres) and language institutes.

Offered by:

Institutions	Internet address
BFI (Careers Promotion Institute)	http://www.bfi.at
WIFI (Trade & Industry Promotion Institute)	http://www.wifi.at
Burgenland adult educational centres (Volkshochschulen Burgenland)	http://www.vhs-burgenland.at
Carinthia adult educational centres (Volkshochschulen Kärnten)	http://www.vhsktn.at/
Association of Adult Education Centres of Lower Austria (Verband Niederösterreichischer Volkshochschulen)	http://www.vhs-noe.at
Association of Adult Education Centres of Upper Austria (Verband Oberösterreichischer Volkshochschulen)	http://www.vhs-verband-ooe.at

Styria adult educational centres (Volkshochschulen Steiermark)	http://www.vhsstmk.at/
Salzburg adult education centres (Volkshochschulen Salzburg)	http://www.volkshochschule.at
Tyrol adult education centres (Volkshochschulen Tirol)	http://www.vhs-tirol.at
Vorarlberg adult educational centres (Volkshochschulen Vorarlberg)	http://www.vhs-vorarlberg.at/
Vienna adult educational centre (Wiener Volkshochschulen)	http://www.vhs.at
Career information centres (BIZ, Berufsinfozentren)	http://www.ams.at/
Career information centre of Vienna Trade and Industry (BIWI, Berufsinfozentrum der Wiener Wirtschaft)	https://www.wko.at/
Language schools/language training at the following training institutes	http://www.ikivienna.at/ http://www.berlitz.at/ http://www.actilingua.com/ http://www.vhs.at http://www.wifi.at http://www.bfi.at

The Austrian Education System



11. CHECKLIST FOR RELOCATING TO AUSTRIA

Before entering Austria

Details on the labour market and employment opportunities in the target region:

<http://www.ams.at> (Public Employment Service Austria (AMS. Arbeitsmarktservice Österreich))
<http://eures.europa.eu> (EURES website)

The following documents are required:

- ➔ Your **passport** or your **personal ID** – minors must also have their own passport
- ➔ Other **personal documents** (e.g. birth certificate, marriage certificate)
- ➔ **E-forms/portable documents** (uniform European forms for recognition and confirmation of social and employment relevant data) for you and your family
- ➔ **Claiming unemployment benefits** originating from your home country: the form U2 issued by the employment service of your home country and the confirmation of your employment periods in the home country (form U1)
- ➔ **Insurance:** your e-card or a comparable form (E 111) or any other insurance protection
- ➔ **Motor vehicle documents:** driving license, vehicle registration, other documents or papers required for registration(e.g. EU vehicle operating license)
- ➔ Original copies and German translations of **certificates, diplomas, work certificates, character references/work testimonials**
- ➔ **Curriculum vitae** and **application** in German, CV in English, Europass
- ➔ Your children's **certificates and school attendance confirmations** translated into English/ German to help your children be placed in the appropriate school grade as quickly as possible.

Further issues:

- ➔ Organise **accommodation** (apartment etc.) or book hotel or other accommodation;
- ➔ **Sufficient funds** are required to cover any unexpected expenses (rent, living costs etc.) for the first month
- ➔ Provide for **health and accident insurance** in Austria
- ➔ **Inform authorities** of your country of origin (residence registration office, school etc.) **of you moving to Austria**
- ➔ Obtain an **EU household pet passport** before moving your pets

Upon arrival in Austria

- ➔ **when you have an employment contract:**
 - immediately **contact your employer**
 - when starting work request a **confirmation of registration with the appropriate social security institution**
- ➔ **when seeking employment:**
 - **register** at your **regional Public Employment Service Austria (AMS, Arbeitsmarktservice Österreich) office** within the specified period if for instance you continue claiming your original unemployment benefits when seeking a job.

The following provisions generally apply:

- ➔ Within **three (3) days** of moving into your new accommodation/house, register with the responsible **residence registration authorities** (Meldebehörde)
- ➔ Register with the competent **social security institution** (Sozialversicherungsanstalt) (this especially applies to minimum income employees, “new self-employed persons”, contractors, and their family members): receipt of the social security number and e-card

- Open a **bank account**
- Re-register your **motor vehicle**
- Register with the responsible department of the municipality office or the city municipal authorities regarding **dog tax**
- Register with the competent **fiscal office** (taxes, family allowance)
- Register for **gas and electricity** as well as your **telephone, television and radio**
- **Register at school** (contact the school)
- **Submit registration certificate** (Anmeldebescheinigung) at the administrative authority (district administration authorities (Bezirkshauptmannschaft) or municipal authorities (Magistrat))

12. EUROPEAN EMPLOYMENT SERVICE (EURES) ADVISERS IN AUSTRIA

<p>Public Employment Service Austria (AMS) of Burgenland Krisztian Rusko Permayerstraße 10 A-7000 Eisenstadt Tel. +43 2682 692-138 Email: krisztian.rusko@ams.at Languages: English, Hungarian, French Border region: Pannonia Region: Burgenland</p>	<p>Public Employment Service Austria (AMS) of Salzburg Marc Daveloose Brucker Bundesstraße 22 A-5700 Zell am See Tel. +43 6542 73187-6131 Email: marc.daveloose@ams.at Languages: Dutch, English, French Region: Salzburg</p>
<p>Public Employment Service Austria (AMS) of Carinthia Karl Lenzhofer Rudolfsbahngürtel 42 A-9020 Klagenfurt Tel. +43 463 3831-9123 Email: karl.lenzhofer@ams.at Languages: English, Italian Region: Carinthia</p>	<p>Gerhard Bogensperger Friedhofstraße 6 A-5580 Tamsweg Tel. +43 6474 8484-5030 Email: eures.salzburg@ams.at Language: English Region: Salzburg</p>
<p>Public Employment Service Austria (AMS) of Lower Austria Ayse Bürgmann Service Line Nibelungenplatz 1 A-3430 Tulln Tel. +43 2272 62236 Email: eures.niederoesterreich@ams.at Languages: English, Turkish Region: Lower Austria</p> <p>Martina Kaschütz Hohenstaufengasse 2 A-1013 Vienna Tel. +43 1 531 36-605 Email: eures.niederoesterreich@ams.at Language: English Region: Lower Austria</p> <p>Martina Vodrazka Hohenstaufengasse 2 A-1013 Vienna Tel. +43 1 531 36-210 Email: eures.niederoesterreich@ams.at Language: English Region: Lower Austria</p>	<p>Public Employment Service Austria (AMS) of Styria Andrea Macher Neutorgasse 46 A-8011 Graz Tel. +43 316 7082-380 Email: andrea.macher@ams.at Language: English Region: Styria</p> <p>Hermann Gössinger Babenbergerstraße 33 A-8021 Graz Tel. +43 316 7081-107 Email: hermann.goessinger@ams.at Language: English Region: Styria</p>

<p>Public Employment Service Austria (AMS) of Upper Austria Petra Rosenstingl Europaplatz 9 A-4021 Linz Tel. +43 732 6963-20836 Email: eures.oberoesterreich@ams.at Language: English Region: Upper Austria</p>	<p>Public Employment Service Austria (AMS) of Tyrol Otto Hosp Schöpfstraße 5 A-6020 Innsbruck Tel. +43 512 5903-202 Email: otto.hosp@ams.at Language: English Region: Tyrol Border region: TransTirolia</p>
<p>Public Employment Service Austria (AMS) of Vorarlberg Dietmar Müller Bahnhofstraße 1B A-6700 Bludenz Tel. +43 5552 62371-81605 Email: dietmar.mueller@ams.at Language: English Region: Vorarlberg Border region: Bodensee labour market</p>	<p>Public Employment Service Austria (AMS) of Vienna Ida Maria Gasparotto Ungargasse 37 A-1030 Vienna Tel. +43 1 87871-0 Email: eures.wien@ams.at Languages: Italian, French, English Region: Vienna</p>

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As of January 1, 2015