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Factsheet for case **AT-2020-12/545**

Special care time

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Country	Austria, applies nationwide
Time period	Temporary, started on 16 March 2020
Type	Legislation or other statutory regulation
Category	Change of work arrangements to ensure business continuity – Support for working parents (financial or in kind)
Case created	13 April 2020 (updated 15 April 2020)

Background Information

Due to the partial closure of school and kindergartens (with emergency service for those children who cannot be otherwise cared for, i.e. whose parents cannot work in home office), a special care time of up to three weeks for working parents with children up to the age of 14 and children with disabilities (no age limit) was established.

In a later step, this was extended to workers with care needs for older people and can now be taken day wise. The employer's consent is needed.

Content of measure

The employer's consent to the special care time is needed. The costs for the leave are shared between the state (which pays one third) and the employer (two thirds). Eligibility ends with a monthly wage of EUR 5,370.00 (upper threshold).

The special care period is available for all those employees whose work is not necessary for the maintenance of the business and who do not have other childcare opportunities (schools and kindergartens remain open only for children of those parents whose work is necessary for the maintenance of the business).

The special care time is not to be offset against regular holiday entitlements or claims for time off or flexitime credits. It is regarded as a "normal" period of employment, and therefore counts towards employees' entitlements dependent on length of service.

The legal base is an adaptation of the Employment Law Amendment Act (AVRAG, §18b/1).

Use of measure

unknown as of now

Actors, target groups and funding

Actors	Target groups	Funding
National government Company / Companies	employees parents All companies	Companies National funds

Social partners

Role of social partners	Agreed (outcome)
Form of involvement	Direct consultation

The federal government and the top level social partner organisations negotiated and agreed on a crisis management fund which incorporates several measures, including e.g. the short-time work scheme or credit guarantees for businesses.

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 15 March 2020: FAQ: Special care time (www.bmafi.gv.at)
- 12 April 2020: Special care time now also per day (orf.at)