

Annotated Bibliography on Gender, Work & Family in Austria

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April 13, 2009

Adam, Georg. 2006. "High Incidence of Part-Time Work Among Women." Vienna, Austria: University of Vienna, Retrieved 02/14, 2009.
(<http://www.eurofound.europa.eu/eiro/2006/10/articles/at0610049i.htm>).

Adam's article examines the differences in part-time work among men and women in Austria. He finds that a significantly larger proportion of females than males work part-time. Additionally, the majority of these part-time workers are employed in the retail and wholesale trade and health and social services sectors. These sectors typically offer very low paying positions to females interested in part-time work. Adam also points out that there has been a significant increase in the number of part-time jobs available over the last decade. High levels of part-time jobs, according to Adam, means a larger group of unskilled workers and a perpetuation of the gender pay gap. Adam also notes that this increase in part-time work can be attributed to the lack of availability of care services for children less than three years of age. Because of this, many women must stay home and upon reentering the workforce, are forced to take lower paid part-time positions. Unlike many companies that have been creating mass amounts of part-time jobs, trade unions are pushing for public child care which would allow for women to work full time and maintain their status within the workforce. Adam believes this is necessary in order to eliminate or reduce the gender pay gap.

Auer, Manfred. 2002. "The Relationship Between Paid Work and Parenthood-A Comparison of Structures, Concepts and Developments in the UK and Austria." *Community, Work & Family* 5(2):203-218.

This article deals with parental employment in a comparison between the United Kingdom and Austria. Overall, parental employment in both of these countries has risen through the years. The employment rate of mothers in Austria from the mid-1980's to 1997 rose 71%. The employment rate of fathers has not changed in either country. The UK and Austria are opposites with regards to family policy. Austria emphasizes the family and offers strong financial support to families. Austria has different policy distinctions for public employers and private employers under the Austrian Labour Law. Over the years, Austrian working time regulations have become more flexible and many can now be changed by collective agreements. In the UK, the marketplace is the basis for most social policy. The normal consensus in Austria is that mothers with children below school age should stay at home and care for their children, giving up employment if necessary. Austrians see family policy as an important part of politics. The UK has the longest average working week of any country in the EU. Compared to the UK, Austrian working hours are much more moderate. The UK has much more

widespread part-time employment than Austria. Austria has much more of a balance between part-time and full-time employed mothers.

“Austria.” 2009. Encyclopedia Britannica Online. Retrieved April 20, 2009. (<http://www.britannica.com/EBchecked/topic/44183/Austria>).

This source provides up to date information on Austrian land, people, government, economy, cultural life, and history. It also provides external links and additional related articles for further research purposes.

Austria: Data, Figures, Facts. 2008. Vienna, Austria: Statistics Austria.

General Statistics on Austria

“Austria Family and Social Policy.” 2009. Marriage and Family Encyclopedia. (<http://family.jrank.org>).

An encyclopedia of current facts about Austria's family-related social policies. Names the key question in Work-Family research of “how women are able to combine parenthood with participation in the labor market?”. This entry is just a small sample of information pertaining to Austria's policies, but one of the most current online databases. This entry also introduces a term unheard of by those who have little knowledge of Austria, Kinderbetreuungsgeld, which is a childcare allowance entitled to Austrian parents to cover the cost of childcare assistance for up to the child's third birthday. This entry was an excellent resource in seeking out unknown terms and where to start in Sociological research on Austria.

Buchmann, Marlis and Maria Charles. 1995. "Organizational and Institutional Factors in the Process of Gender Stratification: Comparing Social Arrangements in Six European Countries." *International Journal of Sociology* 25(2):66-95.

Buchmann and Charles' article provides a comparison of the occupational activities of women in six Western European countries. These countries include: Austria, France, Germany, Great Britain, Sweden and Switzerland. Buchmann et al. examine macro variables that affect these countries' work-family policies such as social structures, organizational arrangements and institutional linkages. Organizational arrangements are defined as children's school schedules, child care operation hours, and store hours. The compatibility of these different organizational arrangements is discussed throughout the article in terms of the success of policies as a result of the arrangement's compatibility. Institutional linkages, such as how well formal education prepares individuals for the work place, especially in the case of women, are also examined as a determinant for the success of policies. Furthermore the results of poor institutional linkages are discussed in terms of occupational sex segregation. Through the discussion of these different macro variables, a comprehensive summary of the work-family

policies and situations of each of the six Western European countries as well as an informative comparison between them is provided.

Cooney, Rosemary S. 1975. "Female Professional Work Opportunities: A Cross-National Study." *Demography* 12(1):107-120.

This study seeks to find out if with the increase of women in the workforce, has equality between men and women increased as well. A cross-national study used to show external validity, analyzes not only Austria, but Canada, New Zealand, and a little closer to home, the United States. The study is meant to examine "highly esteemed occupations" which are earned mostly on the basis of experience and education level as opposed to blue collared jobs which are earned on the basis of physical ability and may be considered gendered. The study points out that the world wars, which caused men to leave their families to fight in battle, sparked opportunities for women to begin working in non traditional roles and follow the dual earner-dual carer model.

Country Watch, Inc. 2009. "Status of Women in Austria." Retrieved February 16, 2009. (http://www.countrywatch.com/cw_topic.aspx?type=text&vcountry=10&topic=CLSWO).

Country Watch, Inc. provides country specific data from a social, economic, and political perspective. It provides both summaries of pertinent current issues facing the country at hand, as well as reliable statistical data regarding populations and other quantitative information. In relation to Austria and work-family issues, the "Status of Women in Austria" index provides relevant indicators such as the Gender Empowerment Measure (GEM) and the Gender Development Index (GDI). It also provides statistical data on female level of employment, marriage age, employment rates, fertility rates, and female contributions as family workers. Country Watch also provides valuable information on the cultural demography and etiquette of Austria.

Directorate for Employment, Labour and Social Affairs. 2009. "OECD Family Database." Retrieved February 16, 2009. (www.oecd.org/els/social/family/database).

The Organization for Economic Co-Operation and Development published this statistical database to summarize the key outcomes of their research on work-family issues in Austria examined in the second volume of the book *Babies and Bosses*. Statistical data within this publication includes rates of fertility, female employment, sole parent employment, participation in childcare for children under three-years-old, child poverty, and the gender pay gap. This format proves to be more useful than its summary form in *Babies and Bosses: Volume 2* for quick analysis.

"Europa: Gateway to the European Union." 2009. European Communities.
(http://europa.eu/index_en.htm).

General information and links about Austria.

European Foundation for the Improvement of Living and Working Conditions. 2006.
"Employment developments in childcare services for school-age children:
Austria." Dublin, Ireland: European Foundation for the Improvement of Living
and Working Conditions.

This study aims to support the debate on the modernization of childcare systems in the EU by providing country specific data on current work-family issues, programs, and policies. The study examines the policy background and development of care systems in Austria as a result of societal pressures and problems. It also discusses childcare provisions, both institutional and private, as well as the salaries, education and availability of childcare workers in these different arenas of care. The study also looks at three case studies of what the researchers believe to be ideal examples of current work-family situations in Austria, such as: mobile mothers, childcare as a family business, and afternoon care facilities. After the evaluation of these positive concepts, the researchers examine the gaps in provisions and their suggestions for creating sustainable childcare solutions. This study provides a comprehensive overview of both the positive and negative aspects of Austrian work-family policies with specific attention to individual types of care and care takers.

Evans, John. 2000. "Firms' contribution to the reconciliation between work and family life." Conference on Families, Labour Markets, and the Well-Being of Children, University of British Columbia.
(<http://puck.sourceoecd.org/v1=3081766/cl=11/nw=1/rpsv/cgi-bin/wppdf?file=5lgsjhvj7rlr.pdf>).

Written for a conference devoted to family policies, this paper discusses how little employers (or firms) do to help working mothers and their families. Employers see families as "unwelcomed appendages" that take up employees' time that could be devoted to their job duties. Benefits that are in effect are gendered biased against men and can create reversed gender discrimination. The article focuses on such key topics as "What employers will most likely offer family friendly arrangements and what employees will take advantage of them?", "What may make these arrangements more accessible and common across all employers?", and "How these arrangements support the common theme of work?" The paper gives an analysis of countries in the European Union (EU) with family friendly arrangements in the workplace. A list is provided of arrangements available to workers such as workplace nurseries, changes in work hours, and career breaks to care for children, or parental leave.

Fodor, Eva. 2003. *Working difference: women's working lives in Hungary and Austria, 1945-1995*. Durham N.C.: Duke University Press.

This book was written by the author as a historical and comparative study of women's involvement in the workforce of Hungary and Austria. The author makes an excellent effort to give adequate background information of the social policies and gender issues beginning in 1945. It is interesting to see the different statistical data obtained throughout the years on the different positions that were held by both men and women and how things varied from one time frame to another. Another interesting topic in the book that the author discussed was that women one had limited access to education and the labor market, which did not allow for many laws and social policies dedicated to assist them. It was not until the first State Secretary of Women's Affairs, Johanna Dohnal, when new labor market policies were implemented in Austria that helped women become more recognized in the workforce.

Gauthier, Anne H. 2002. "Family Policies in Industrialized Countries: Is There Convergence?" *Population (English Edition, 2002-)* 57(3):447-474.

Article discusses how much family policies have changed over the years. For example, family policies were implemented after World War II to cater to the male earner model, while most likely after the Women's movement in the 1970s, the dual earner-dual carer model was more recognized and policies were created to make sure women were receiving equal treatment and support working parents, single parents, and low-income families. Such policies as maternity leave, childcare leave, nurseries, and leave/flex time are all used to aid women in the work force who follow this model.

Geist, Claudia. 2005. "The Welfare State and the Home: Regime Differences in the Domestic Division of Labour." *European Sociological Review* 21(1):23-41.

Geist's article focuses on gendered segregation of household labor. He analyses data from the Family and Gender Roles II module of the 1994 International Social Survey Program. His article references several historical scholarly theories pertaining to segregated household tasks: (1) it is a rational process because women have more time availability to commit to household tasks than do men, (2) women have fewer resources, such as financial access, than men outside the home, and (3) there is an underlying gender ideology which contends that women perform household tasks. Following this historical referencing, Geist then classifies welfare states into liberal, conservative-corporate, and social-democratic regimes based on two criteria: the affordance of social welfare to mothers and the nature of this welfare (i.e. these welfare systems provide social mobility). Austria is deemed a conservative-corporate regime. This means that Austria offers more state provisions for income than liberal regimes, yet the goal of the services is to maintain class and status differences.

Haas, Barbara. 2005. "The Work-Care Balance: Is It Possible to Identify Typologies for Cross-National Comparisons?" *Current Sociology* 53(3):487-508.

Barbara Haas' article provides our group with a new means of rendering descriptive data about Austria, both within the country itself and in comparison with other European nations. Haas' overall goal is not simply to provide assumptions on how to equalize the divisions of labor. More importantly, she deals with the creation of a typological tool for analyzing the current division of labor trends. She does this by first critiquing the structuralist and culturalist approaches. Structuralism, according to her, does not go beyond mere descriptions of women's socioeconomic conditions. Culturalism is also flawed in that it does not take into account contradictions between practical life and predominant cultural norms. Haas believes labor inconsistencies can only be recognized within a country—and compared between countries—when one analyzes countries via three dimensions: practices (the empirical outcomes of social and care policies), culture (the actions and collective beliefs of a society), and public policies (the governmental structures which guide everyday life).

Haas, Linda. 2003. "Parental Leave and Gender Equality: Lessons from the European Union." *The Review of Policy Research* 20(1):89-114.

In order to fully comprehend the nature of Austria's gender-employment policies, it is necessary to analyze any external forces which possibly influence their national policy. This fact makes the publication by Haas relevant to our group. Haas makes an attempt to describe the impact of European Union (EU) policy on parents' access to leave in the EU's individual nations (called "The Community"). EU declarations state that the Community should promote equity between men and women. Yet, one-third of the EU's female population work part-time, and average female wages are eighty-six percent of the average male wages. Haas contends that two types of government are needed for gender equity within the workplace and household: policy regarding government mandated paid parental leave and policy regarding quality governmental guaranteed daycare centers. Her study focuses on a historical analysis of EU policies which shaped those of Community members. Her results indicated that despite EU directives, leave policies are poorly developed in most member states. Furthermore, she states that there is little sign that EU policy will dramatically reform parental leave.

Haller, Max and Franz Hoellinger. 1994. "Female Employment and the Change of Gender Roles: The Conflictual Relationship between Participation and Attitudes in International Comparison." *International Sociology* 9(1):87-112.

During the composition of this bibliography, a full-textual version of Haller's document was unavailable. Hence, this description of his work is based off the author's own abstract rather than that of a second or third party. According to Haller, this document is a comparative analysis of female labor force participation and gender role attitudes between citizens of eight countries. Haller uses two

principal hypotheses to guide this comparison: the technological-functional hypothesis (an increase in female labor participation starts as a “concomitant of industrialization” followed by an assignment of gender role attitudes) and the cultural-institutional hypothesis (extra-familial work of women is related to general societal values). Haller concludes that employment rates of the women in these eight countries are determined by both the changing and actual financial conditions of women and families. Gender role attitudes, however, are altered by both structural changes and socio-cultural factors. I decided to keep this reference in hopes that the actual full-text version can be located. I do believe that Haller’s research and results can prove beneficial for our group’s analysis of Austria.

Hammer, Elisabeth and August Osterle. 2003. "Welfare State Policy and Informal Long-Term Care Giving in Austria: Old Gender Divisions and New Stratification Processes Among Women." *Journal of Social Policy* 32(1):37-53.

This article deals with the idea that long-term care is provided by females who do not participate in the labor market. There is a great gender division when it comes to long term childcare in Austria. 1993 saw the introduction of a program to provide financial assistance to help pay for care-related expenses. At the same time, Austria made a law stating that it is the responsibility of the individual provinces to provide residents with some type of social protection for informal carers. Austria is primarily a male-breadwinner oriented state. Informal care and familial organization rests on the female. The construction of the welfare state in Austria fosters gender inequality and class stratification. The Federal Long-Term Care Allowance Act has been a step forward for care-assistance policy in Austria. Labor force participation is a core requirement for Austrian social rights.

Heineck, Guido. 2004. “Religion, Attitudes towards Working Mothers and Wives’ Full-time Employment.” *Austrian Institute for Family Studies*. 3-26.

This article discusses the Austrian religious way of life and how religious opinions affect the way working mothers are viewed in Austria. Austria, a predominately Catholic country, had citizens who were still in the mind frame of the male traditional role. Those who were devout Catholic and attended church services on a regular basis tended to be more conservative in their opinions of the female earner, while those who were more liberal in their opinions tended to not attend church services as regularly. These devout Catholic women typically would be in the female carer-male earner model and most likely would not devote themselves to full time work. Those women who were not as religious and more liberal were found to be more likely to assume the role of the dual earner-dual carer model with no complaints or problems. This study was extremely helpful in studying the lifestyles of the women in Austria and is an excellent source for evaluating what policies need to be implemented.

Honig, Barbara and Margareta Kreimer. 2005. "Constellations and Mechanisms of Gender Pay Discrimination in Austria." *Journal of Social Policy* 30(1):44-66.

Honig and Kreimer's article discusses the gender pay gap in Austria, one of the highest in the European Union today. The researchers examined this issue by observing female workers in the food industry, secondary schools, and the academic engineering field. They use three theoretical frameworks to examine their findings, including: relationality, the social construction of gender and gendered subcultures. Relationality is the idea that the unequal distribution of income, labor and power to men is being regulated so that women remain dependents. Each of these three seems to have complex interconnections that have allowed for the creation of the gender gap in Austria today. In order to resolve these issues, Honig et. al. suggest that labor market policies should be implemented within the framework of an equal opportunity strategy, which has proved to successfully reduce or eliminate pay gaps in other countries.

Horl, Josef. 1996. "Family Sociology in Austria: Trends in the 1980s." *Marriage and Family Review* 23(1-2):433-456.

This article provides background information about family research in Austria. It discusses the different approaches taken over the years in family sociology in Austria. It gives the reader a look at the underlying ideas about the way Austrians look at family. Horl discusses different types of social systems that could come about. He discusses socio-demographic changes over the years in Austria, noting several statistics about the population (including population growth, fertility rates, mortality rates, reproduction rates, female work-force participation rates and so forth). In another section, Horl specifically discusses women and their relation to the workforce. Despite the title of the article, the author gives data up into the 1990's. Another notable section is a discussion of "implications for family policy," where the author more directly touches on Austrian social policy.

"International Social Survey Programme." 2008., Retrieved 02/24, 2009. (<http://www.issp.org>).

The International Social Survey Programme (ISSP) is one of the most commonly cited tools by sociologists. This is a cross-national collaborative survey which spans a wide range of topics, including Role of Government, Social Networks, Family and Changing Gender Roles, Work Orientations, and National Identity. It also affords respondents the opportunity to indicate hard facts about themselves and self-reports about their thoughts or feelings towards things. The information contained in the ISSP proves highly valuable for our research team. Not only is this information up-to-date and accurate, but also the fact that it permits self-reporting grants us the opportunity to better compose qualitative analyses from the results.

Jones, Rachel K. and April Brayfield. 1997. "Life's Greatest Joy?: European Attitudes toward the Centrality of Children." *Social Forces* 75(4):1239-1269.

This composition by Jones and Brayfield measures the attitudes towards the centrality of children held by citizens of various nations. Using 1988 International Social Science Survey (ISSS) data, the two authors engaged in a cross-cultural view of six European countries. One argument of the document claims that pronatalism—positive rearing of children—operates on several levels: psychologically (i.e. personal aspirations), ideologically (i.e. cultural obligations), and politically (i.e. population policy). Yet, these levels are not concrete. Rather, the authors state that the underlying principles “are largely intangible and informal.” Seven hypotheses pertaining to general beliefs of centrality of children in relation to women, men, and employment structures are provided. Then, a comparative description from the sample size of 7,507 respondents was deduced. Amongst the findings, it was concluded that Austria ranked second to only Italy in being the most child-centered nation of the study. It was also concluded that differences in centrality of children were not structurally-induced; instead, cultural differences across the studied nations were determined as the result for these inconsistencies.

Knijn, Trudie and Wim van Oorschot. 2008. “The Need for and the Societal Legitimacy of Social Investments in Children and Their Families: Critical Reflections on the Dutch Case.” *Journal of Family Issues* 29(11): 1520-1542.

The article discusses the legitimacy of having social policies implemented to avoid child poverty. Social investments that are to benefit children are found to be a central issue in social policy debates in the European Union. Even though officials believe that women in the workforce are crucial to eliminating child poverty, it requires women to balance work, care and education, which can be complicated without federal assistance. An interesting fact taken from this article is that there are three countries (Austria, Luxembourg, and Finland) which offer very well childcare packages to citizens and that Spain, Portugal, Greece and the Netherlands offer a substantially low amount of public assistance. These facts can be taken into account when doing research on the generosity of the Austrian government in regards to childcare assistance.

Kreimer, Margareta. 2004. "Labour Market Segregation and the Gender-Based Division of Labour." *The European Journal of Women's Studies* 11(2):223-246.

Kreimer’s document focuses on the ways in which the labor markets in Austria can be viewed as means of producing sex segregation. She contends that Austria has undergone no significant change in the structure of female employment—even though the number of women in the workplace has increased. Sex segregation is influenced by gender discrimination; this requires equal opportunity initiatives to be combined with a policy to reduce sex segregation. Kreimer proposes strategies to reduce segregation via a historical analysis of segregation. She also references the types of societies that exist under societies that reduce their functional and gender hierarchies. The “perpetuation scenario,” as it is called, operates under the highest levels of segregation and racial

hierarchies. This scenario is characterized by modernized variants of the breadwinner system. A second scenario, "combination scenario," holds that society takes responsibility for both paid and unpaid work. This scenario advocates a reduction of the two hierarchies.

Krieger, Hubert. 2004. "Family life in Europe: Results of recent surveys on Quality of Life in Europe." Irish Presidency Conference 'Families, Change and Social Policy in Europe'

A report prepared for a conference on Families, Change and Social Policy in Europe, surveys were conducted on 28 European countries on their family and social policies. The questions not only focused on childcare and leave policies, but on elderly care as well.

Leitner, Andrea and Angela Wroblewski. 2006. "Welfare States and Work-Life Balance: Can Good Practices Be Transferred from the Nordic Countries to Conservative Welfare States?" *European Societies* 8(2):295-317.

This article discusses the question of whether it is possible to bring successful work-family policies from Nordic countries to conservative welfare states such as Austria. The two Nordic countries looked at were Denmark and Finland, and the two conservative welfare states used were Germany and Austria. In most cases, policies cannot be directly transferred from one country to another without any adjustments. The socio-political arrangement between home life and work life plays a large role in whether mothers are able to be employed and whether the work-life balance is able to be achieved. Another major factor in achieving the work-life balance is how the unpaid work within the home is divided up. In the Nordic countries, parents are able to leave their jobs as soon as their child is born for a period up to one year. They receive income benefits during this time as well. Childcare options in these countries are also quite good. Despite these steps forward by the Nordic countries in the workplace, women still shoulder the greater amount of responsibility for the unpaid work in the home. In Austria and Germany, women and men both participate in somewhat equal amounts in the workforce, however, after the birth of a child, women typically drop out of the workforce. The childcare system is lacking in a large degree in these two countries. Policies brought from Nordic countries to conservative welfare states to improve the work-life balance must be adapted to fit the culture.

Mandel, Hadas and Moshe Semyonov. 2005. "Family Policies, Wage Structures, and Gender Gaps: Sources of Earnings Inequality in 20 Countries." *American Sociological Review* 70(6):949-967.

A cross-national study done to show the effects of social policies created in the workplace and how they are related to the economic attainment of women. The study finds that even though these policies enable women to become more active in the workforce, these policies create a bias and inequality between the genders.

Long absences from paid work to engage in unpaid work lowers women's labor market experience and reduces their earning capacity. Even though they are granted the right to take maternity leave in most countries, it is often unpaid, which creates a strain on the family. Discrimination is also created because male bosses may not choose to hire a woman for fear that she will not be as committed as a male to her role in the workforce. This study is also helpful in comparing all the countries with the focal country of Austria by seeing how women cope with discrimination in each country.

Morgan, Kimberly J. and Kathrin Zippel. 2003. "Paid to Care: The Origins and Effects of Care Leave Policies in Western Europe." *Social Politics* 10(1):49-85.

This article examined paid care leave policies in Austria, Finland, France, Germany, and Norway. All four countries have implemented similar paid care policies while having different structures and politics. The article focuses mainly on women and the effects that the different policies have on their life in and out of the workplace. In Austria, either parent that cares for a child for the first two years of his/her life is entitled to "child-rearing allowance" whether or not they are employed. In Austria and Germany, policies are based on the male breadwinner and female caregiver schema. Most Austrian policies have been derived from center-right or right-wing parties. German and Austrian policies tend to reflect the belief that female care for children is preferable. The article states that individual state economics have had a great effect on paid care policies in the countries studied. The popular attitude in Germany and Austria is that women should not be employed and should spend their time in the household. In all of the countries studied, care leave policies have reduced the amount of mothers participating in paid work. One interesting fact is that in Austria, Germany, and France only two percent of the recipients of paid childcare leave are men. Also, in Austria, nine percent of previously employed women who had children were unemployed afterwards.

National Experts of the European Observatory on the Social Situation, Demography and Family. 2004. "Families in EU-15 Policies, challenges and opportunities."

Focuses on the fifteen countries of the European Union. This report devotes a section solely to each country and their demographic situation, cohabitation/living arrangements, and informs the reader that women in Austria find it difficult to combine work and family. Austrian statistics show that the number of couples getting married has drastically decreased and the number of single parents and extra-marital children has increased (although teen pregnancy is not a factor). The reports makes note that there is gender inequality in Austria mostly because men are encouraged to take advantage of their parental leave, but do not do so as to remain in the male earner role. Women find it extremely complicated to be the dual earner-carer due to the lack of part time employment and afterschool care. It can also be noted that the report mentions the need for elderly care in Austria's aging society, a topic not covered in depth by other sources. Those who take a

leave from work to care for terminally ill people or severely ill children are protected by leave policies implemented in Austria.

Organisation for Economic Cooperation and Development. 2003. *Babies and bosses: reconciling work and family life: v. 2, Austria, Ireland and Japan*. Organisation for Economic Co-operation and Development/Organisation de Coopération et de Développement Economiques.

Babies and Bosses examines work and family policies in Austria, Ireland, and Japan. The selection of these three very different countries occurred because they share the common problem of declining birth rates and labor supply, as well as an overall decrease in economic growth. Specifically, the authors look at workplace practices, childcare policies, and tax/benefit policies and how these affect the behavior of parents when reconciling work-family issues. Through studying these policies, the authors conclude that the problems with employment and birth rates are primarily due to the policies in place. Additionally, the authors offer ideas for policy reform that provide alternatives to the traditional male breadwinner model.

Prioux, France. 1993. "The Ups and Downs of Marriage in Austria." *Population: An English Selection* 5:153-182.

This article discusses the issue of marriage in Austria, which related to work and family. As notated before by the National Experts of the European Observatory on the Social Situation, Demography and Family, the number of marriages in Austria has steadily decreased. The Austrian government created a fiscal policy which gave persons marrying a financial incentive, which appealed to those who were single or divorced. This sparked an increase in marriages in 1971. The article also gives statistical data on the average age of women getting married (with was between 20-24 years of age). Statistical information is also available about those children who were born to single parents, married couples, and extramarital relationships. These statistics and the information in the article are particularly useful in determining what policies are needed in order to make sure the children are properly cared for if and when parents enter the workforce.

Rille-Pfeiffer, Christiane. 2008. "Austria." *International Review of Leave Policies and Related Research 2008*. Employment Relations Research Series. No. 100. London, England.

This research paper provides important statistical data on a variety of subjects including fertility rates, female economic activity, and employment rates in relation to parenthood and number of children in a home. The article also offers a summary of Austrian family policies, such as maternal and paternal leave policies, childcare leave policies, career breaks, adoption leave and pay policies, as well as current changes to these policies after 2005. In addition to this summary, the article also notes the utilization of these policies by gender.

Rosenmayr, Leopold. 1962. "The Austrian Woman." *International Social Science Journal* 14(1):157-165.

Although perhaps outdated, Rosenmayr's account of the "Austrian woman" provides important insight into the historical causes of unemployment rates, the gender pay gap, as well as the pay gap between the rich and poor, and the development of traditional gender roles in Austria. Rosenmayr notes that it is the patriarchal mentality created by the traditional bourgeoisie family model and the strong authoritarianism of the Catholic Church that drove the gender inequality in Austrian society as recently as the 1960s. Although Rosenmayr notes that the autonomous women's movement and the women's movement associated with the Socialist Democratic Party weakened the paternalistic structure of society at the time, labor force participation and gender equality remained astonishingly low. Additionally, the male dominance of political parties and the paternalistic character of institutional arrangements like "social partnerships" are examined in relation to their historical relevance to the gendered structure of Austrian society. Rosenmayr's findings, although outdated, are important in their historical content and explanation for current societal structures that perpetuate gender inequality and affect the development of family policy today.

"Statistics Austria: The Information Manager." 2008., Retrieved 02/13, 2009.
(http://www.stat.at/web_en/statistics/index.html).

Statistics Austria is an online database featuring up-to-date quantitative data on Austria. This data is arranged into numerous divisions, including the following: Population, Labour Market, Health, Education/Culture, Social Statistics, and Dwellings/Buildings. When one clicks on a link to the above categories (i.e. Population), a new webpage opens and defines that category's title. A description of the importance and relevance of the data for sociological studies is also provided. When one clicks on a sub-link under a major category (i.e. Births), a new webpage provides qualitative data pertaining to the subject, and the webpage affords the opportunity to view tables and charts detailing quantitative findings. The user-friendliness of this site's design, complimented by the detailed and comprehensible breakdown of data, renders this information valuable to the Austria team by serving both as a means of acquiring census-like data on Austria and a tool to compare the results of sociological studies found in journals and books which pertain to gender-relations in Austria. Statistics Austria provides gender statistics related to demographic structures, education, employment, and income. It also provides information on the Family Burden Equalisation Fund (FLAF), which is the most important instrument for supporting Austrian families. The FLAF offers family allowances and childcare benefits as well as counseling, free travel for school children and benefits for families in distress. Statistics Austria also provides data on the male/female division of benefits in terms of childcare and other family policies.

Strell, Monika and Simon Duncan. 2001. "Lone Motherhood, Ideal Type Care Regimes and the Case of Austria." *Journal of European Social Policy* 11(2):149-164.

Strell and Duncan focus on lone mothers as a measure of gendered policies within Austria. The article discusses two different types of carer models. The first is where the carer receives an allowance while not participating in the workforce (Caregiver Social Wage), and the other is where the carer holds a part-time job to generate some low level income (Parent/Worker). The authors admit that not much research has been done to classify Austria's welfare state regime location, but that it closely resembles Germany. In Austria, labor markets and relations are highly regulated. The family is seen as the core of society, and Austrian family policy is some of the most developed in Europe. The dominant ideology is that of the male breadwinner and the female homemaker. Austria has a high rate of lone mothers. Lone mothers do not fit within either of the two types of carer models. "For Austria in 1997, 85% of lone mothers with children aged less than 15 years old were in employment." This rate is higher than the rate of married women who are employed. Despite these high rates of employment for lone mothers, Austria has high rates of poverty among working lone mothers. Lone mothers have a high reliance on social housing, which is not equally available throughout the country. Parental leave for lone mothers is especially stressful since they do not have anyone to share the care-time with or a second income to supplement the small government subsidiaries.

Stier, Haya, Noah Lewin-Epstein and Michael Braun. 2001. "Welfare Regimes, Family-Supportive Policies, and Women's Employment along the Life-Course." *The American Journal of Sociology* 106(6):1731-1760.

Article discusses how women's public employment is closely related to their private work in the home. It discusses how many younger women are learning to balance work and home by taking a short time off after having children, or going part time in order to raise their children. These brief separations from the workforce tend to create gender wage gap and occupational sex segregation amongst males and females. 12 Industrialized countries are outlined (including Austria, our focal country), and shows the patterns of women in the workforce in each country and the eventual outcome. The article also points out that female labor market participation varies across the three welfare regimes and that there was a high rate of female labor force participation in social-democratic countries, a somewhat lower rate of economic activity for women in liberal countries where the market controls labor demands, and a low rate of participation in conservative countries, in which women are "marginal to the economy."

Trnka, Sylvia. 1999. "Family issues between gender and generations." *European Observatory on Family Matters at the Austrian Institute for Family Studies*. 12-94.

This report is a generational discussion of the social policies created to address the specific needs of women in the workforce. The issue of equal opportunity for women is only addressed when closely related to employment. Equality is not addressed in regards to equality in general or the division of work in the family or other family matters, which further empathizes the unequal balance between the private life, or unpaid work, and the public life, paid work. Eventually, social policies were implemented to give women the right to equal treatment. Protective legislation for working mothers (1992), parental leave (1996), reversal of the burden of proof (1997) and part-time work (1997), which even though shows some successes, they still are deficient in some ways. The report also discusses the so called “emancipation”, in which women try to be on the same level as a male by making herself more fit for the job market.

Turel, Annalisa. 2008. "First in the Euroregion in quality of life in the workplace.", Retrieved 02/12, 2009. (<http://www.euregiomagazine.eu/2008/10/21/first-in-the-euroregion-in-quality-of-life-in-the-workplace/>).

Turel compares three female populations in Austria, Slovenia and Northeast Italy. Specifically, she examines these populations in terms of economics and employment. Of the three, Slovenia is found to have the best working conditions and quality of life. Turel attributes this to Slovenia’s socialist past and the existence of a clause in their Constitution that calls for women to work the same amount as men. Additionally, Slovenia supports their women by providing nursery schools and other forms of childcare. Overall, these factors support the fact that there is a greater sensitivity to women’s issues in Slovenia. On the other hand, Italian and Austrian laws work to keep women out of the workforce. One example of this is in the lack of nursery schools for small children. Additionally, inflexible parental leave policies and inadequate salaries contribute to the poor economic and employment conditions of the women in these two countries.

Unger, Brigitte and Karin Heitzmann. 2003. "The Adjustment Path of the Austrian Welfare State: Back to Bismarck?" *Journal of European Social Policy* 13(4):371-387.

This article deals with the welfare reform that took place from the 1970’s onward in Austria and policy responses that affected the labor market. A large shift was made in 1990 in European countries to a single market. The creation of the European Monetary Union took exchange rate policy control away from the individual states. In the 1970’s Austria did not participate in foreign trade nearly as much as the Netherlands or Belgium, but did so more than France, Germany, and Italy. Austria had a great deal of publicly employed industries. Women’s labor force participation was quite low in the 1970’s. Compared to other conservative welfare states, however, Austrian women’s labor force participation was relatively high. “Labor market policy...was predominantly passive.” Two oil crises hit Austria in the 1970’s, causing major economic issues. The budget deficit

increased in the 1980's and unemployment remained low. Despite these issues, the government was still against nationalized industries. In 1987, a privatization program was enacted. The 1990's marked Austria's joining with the European Union (1995). This required Austria to enact a strict budget consolidation policy. Along with this budget consolidation policy came reduced family assistance, transfer payment restrictions, and caused stricter restrictions on unemployment and retirement benefits. The main form of social protection in Austria is social insurance. Most of the labor protection comes from the highly regulated labor market which shows bias towards the male worker. Recent policies have strengthened the notion of women as domestic workers.