

www.pwc.at

Tax*i*nformation Austria – 2020

People and Organisation

Income tax, social security and
immigration in brief

January 2020

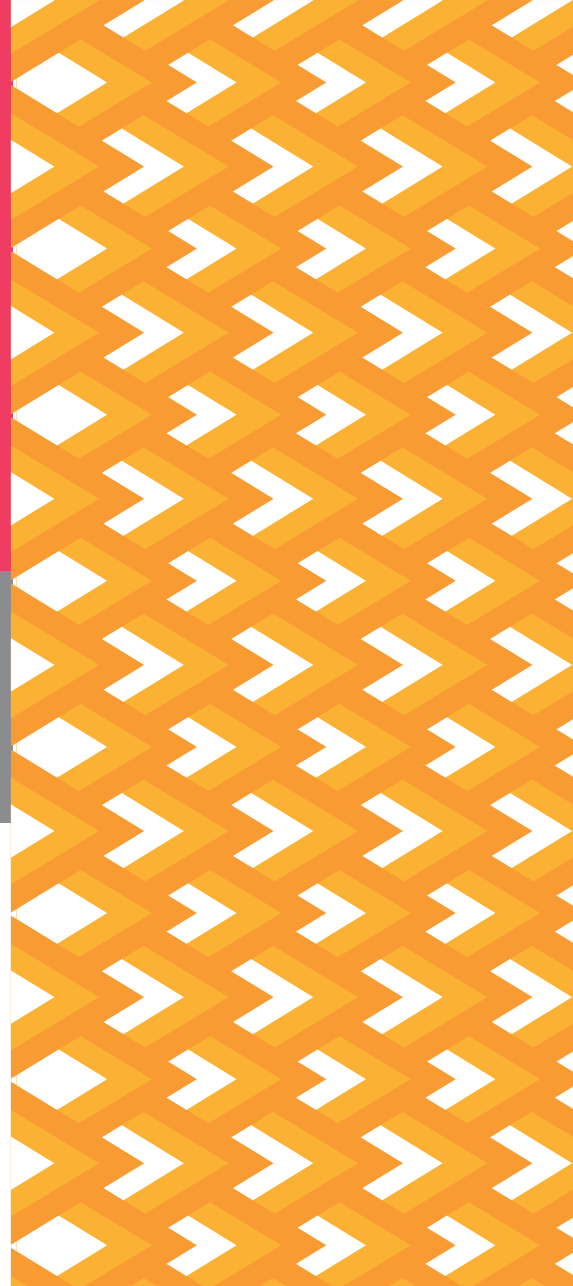


Table of contents

1	Registration and Immigration	5
2	Income tax rate and deductible expenses	6
3	Social security, employer expenses and family allowance	8
4	Double taxation treaties	10
5	International social security agreements	15
6	What we can do for you and your PwC contacts	17



2020 at a glance

¹ Filing due date for income tax return 2018
(filing by an Austrian tax adviser)

² Paper filing for income tax return 2019
(if not filed by an Austrian tax adviser)

³ Electronic filing for income tax return 2020
(if not filed by an Austrian tax adviser)

January	February	March	April	May	June
1 WED	1 SAT	1 SUN	1 WED	1 FRI	1 MON
2 THU	2 SUN	2 MON	2 THU	2 SAT	2 TUE
3 FRI	3 MON	3 TUE	3 FRI	3 SUN	3 WED
4 SAT	4 TUE	4 WED	4 SAT	4 MON	4 THU
5 SUN	5 WED	5 THU	5 SUN	5 TUE	5 FRI
6 MON	6 THU	6 FRI	6 MON	6 WED	6 SAT
7 TUE	7 FRI	7 SAT	7 TUE	7 THU	7 SUN
8 WED	8 SAT	8 SUN	8 WED	8 FRI	8 MON
9 THU	9 SUN	9 MON	9 THU	9 SAT	9 TUE
10 FRI	10 MON	10 TUE	10 FRI	10 SUN	10 WED
11 SAT	11 TUE	11 WED	11 SAT	11 MON	11 THU
12 SUN	12 WED	12 THU	12 SUN	12 TUE	12 FRI
13 MON	13 THU	13 FRI	13 MON	13 WED	13 SAT
14 TUE	14 FRI	14 SAT	14 TUE	14 THU	14 SUN
15 WED	15 SAT	15 SUN	15 WED	15 FRI	15 MON
16 THU	16 SUN	16 MON	16 THU	16 SAT	16 TUE
17 FRI	17 MON	17 TUE	17 FRI	17 SUN	17 WED
18 SAT	18 TUE	18 WED	18 SAT	18 MON	18 THU
19 SUN	19 WED	19 THU	19 SUN	19 TUE	19 FRI
20 MON	20 THU	20 FRI	20 MON	20 WED	20 SAT
21 TUE	21 FRI	21 SAT	21 TUE	21 THU	21 SUN
22 WED	22 SAT	22 SUN	22 WED	22 FRI	22 MON
23 THU	23 SUN	23 MON	23 THU	23 SAT	23 TUE
24 FRI	24 MON	24 TUE	24 FRI	24 SUN	24 WED
25 SAT	25 TUE	25 WED	25 SAT	25 MON	25 THU
26 SUN	26 WED	26 THU	26 SUN	26 TUE	26 FRI
27 MON	27 THU	27 FRI	27 MON	27 WED	27 SAT
28 TUE	28 FRI	28 SAT	28 TUE	28 THU	28 SUN
29 WED	29 SAT	29 SUN	29 WED	29 FRI	29 MON
30 THU		30 MON	30 THU ²	30 SAT	30 TUE ³
31 FRI		31 TUE ¹		31 SUN	



2020 at a glance

⁴ as of this date **Assessment of interest** for outstanding tax payments 2019 (1.38% p.a.)

⁵ **Filing due date for 'Arbeitnehmerveranlagung' 2015** (employment income only)

July	August	September	October	November	December
1 WED	1 SAT	1 TUE	1 THU ⁴	1 SUN	1 TUE
2 THU	2 SUN	2 WED	2 FRI	2 MON	2 WED
3 FRI	3 MON	3 THU	3 SAT	3 TUE	3 THU
4 SAT	4 TUE	4 FRI	4 SUN	4 WED	4 FRI
5 SUN	5 WED	5 SAT	5 MON	5 THU	5 SAT
6 MON	6 THU	6 SUN	6 TUE	6 FRI	6 SUN
7 TUE	7 FRI	7 MON	7 WED	7 SAT	7 MON
8 WED	8 SAT	8 TUE	8 THU	8 SUN	8 TUE
9 THU	9 SUN	9 WED	9 FRI	9 MON	9 WED
10 FRI	10 MON	10 THU	10 SAT	10 TUE	10 THU
11 SAT	11 TUE	11 FRI	11 SUN	11 WED	11 FRI
12 SUN	12 WED	12 SAT	12 MON	12 THU	12 SAT
13 MON	13 THU	13 SUN	13 TUE	13 FRI	13 SUN
14 TUE	14 FRI	14 MON	14 WED	14 SAT	14 MON
15 WED	15 SAT	15 TUE	15 THU	15 SUN	15 TUE
16 THU	16 SUN	16 WED	16 FRI	16 MON	16 WED
17 FRI	17 MON	17 THU	17 SAT	17 TUE	17 THU
18 SAT	18 TUE	18 FRI	18 SUN	18 WED	18 FRI
19 SUN	19 WED	19 SAT	19 MON	19 THU	19 SAT
20 MON	20 THU	20 SUN	20 TUE	20 FRI	20 SUN
21 TUE	21 FRI	21 MON	21 WED	21 SAT	21 MON
22 WED	22 SAT	22 TUE	22 THU	22 SUN	22 TUE
23 THU	23 SUN	23 WED	23 FRI	23 MON	23 WED
24 FRI	24 MON	24 THU	24 SAT	24 TUE	24 THU
25 SAT	25 TUE	25 FRI	25 SUN	25 WED	25 FRI
26 SUN	26 WED	26 SAT	26 MON	26 THU	26 SAT
27 MON	27 THU	27 SUN	27 TUE	27 FRI	27 SUN
28 TUE	28 FRI	28 MON	28 WED	28 SAT	28 MON
29 WED	29 SAT	29 TUE	29 THU	29 SUN	29 TUE
30 THU	30 SO	30 WED	30 FRI	30 MON	30 WED
31 FRI	31 MO		31 SAT		31 THU ⁵



Registration and Immigration

Residence registration

Persons moving to Austria and establishing a residence in Austria must register at the registration office (municipal office) within three days of arrival. Upon leaving Austria, the person will have to de-register the residential address. The de-registration process needs to be completed within three days before or three days after moving.

Registration certificate

EU/EEA citizens and Swiss nationals need a registration certificate (Anmeldebescheinigung) if they stay in Austria for more than three months. An application for the certificate must be made within a four-month period starting from the applicant's arrival in Austria.

Work and residence permit

Third country nationals (Non-EU/EEA/Swiss nationals) who want to pursue professional activities in Austria require a permit related to the labour market law and a permit related to the residency. Prior to the individual's arrival the employer/the employee has to apply for the required permits at the local immigration authority or the Austrian Consulate abroad.

Depending on the type of contract (local Austrian employment contract [A] or assignment contract [B]), the envisaged work activities, the educational

background, qualification and work experience of the employee and the duration of the stay in Austria, different immigration routes apply.

- A) In case of a local Austrian employment contract a combined work and residence permit, namely the so-called Red-White-Red Card or the Blue Card EU may be applied for.
- B) If employees are transferred from an undertaking established outside the territory of an EEA Member State or Switzerland to an entity belonging to the undertaking ('Intra-Corporate Transfer' ['ICT']) which is established in Austria, the combined work and residence permit for 'ICT' can be applicable.

Only upon issuance of the (combined) work and residence permit a third-country national is legally permitted to pursue professional activities in Austria.

To 'new EU citizens' (from Croatia) special regulations apply. These citizens do not require a residence permit, but still need to obtain a work permit. This is still valid until 30 June 2020, as Austria will continue to apply the transitional arrangement up to the maximum duration.



Income tax rate

The **tax assessment base** equals the sum of income minus income-related expenses, special expenses, extraordinary burdens and tax free amounts.

Income in EUR	Tax rate
Until 11,000	0%
Above 11,000 up to 18,000	25%
Above 18,000 up to 31,000	35%
Above 31,000 up to 60,000	42%
Above 60,000 up to 90,000	48%
Above 90,000	50%*

On other remuneration, particularly one-time payments (eg. 13th and 14th salary) up to one sixth of the yearly recurring payments (Jahressechstel) the following rates apply:

Other remuneration	Tax rate
For the first EUR 620	0%
For the next EUR 24,380	6%
For the next EUR 25,000	27%
For the next EUR 33,333	35.75%
Above EUR 83,333	50%*

2

Deductible costs

- Employee contributions to a mandatory insurance (also abroad)
- Commuter allowance
- Union contributions and other contributions paid to professional associations and interest groups
- Working equipment (telephone, internet connection and computer costs: 60% deductible for professional use)
- Specialised literature
- Non-refunded travel expenses
- Training expenses
- Language courses
- Moving expenses
- Costs incurred through maintenance of two households
- Lump sum for income-related expenses in any case EUR 132 p.a.
- Tax consultancy fees
- Church tax
- Donations
- etc.

Tax free and deductible amounts

<i>Tax free and deductible amounts</i>	<i>Amount</i>
Transportation tax credit	EUR 400 p.a.
Sole earner/single-parent tax credit with one child*	EUR 494 p.a.
With two children	EUR 669 p.a.
For each additional child	EUR 220 p.a.
Family bonus plus**	max EUR 1,500 p.a.
External professional education per child	EUR 110 p.m.

* For children, who live in other EU countries, the sole earner/single-parent tax credit is subject to indexation based on the price level of the country concerned.

** Instead of the child-tax free amount and tax deductible child care expenses, the family bonus plus is applicable starting with January 1st, 2019. The tax credit can be deducted during the payroll in 2019 or when filing the annual income tax return 2019.

Social security and employer expenses

Mandatory insurance contributions – employees			
Type of insurance	Social security cap	Employer	Employee
Health	EUR 5,370 p.m.	3.78%	3.87%
Accident	EUR 5,370 p.m.	1.20%	0.00%
Pension	EUR 5,370 p.m.	12.55%	10.25%
Unemployment	EUR 5,370 p.m.	3.00%	3.00%
Other	EUR 5,370 p.m.	0.70%	1.00%
Recurring payments		21.23%	18.12%
Maximum p.m.		EUR 1,140.05	EUR 973.04
Maximum p.a.		EUR 13,680.60	EUR 11,676.53
Special payments		20.73%	17.12%
Maximum p.a.	EUR 10,740 p.a.	EUR 2,226.40	EUR 1,838.69
Total Maximum p.a.		EUR 15,907.00	EUR 13,515.22
Additional labour costs – employer			
Employer contribution to family assistance fund (3.9%)			
Surcharge to employer contribution to family assistance fund (0.34% - 0.42%)			
Employee provision fund (1.53%)			
Municipal tax (3%)			
Metro tax – only for Vienna (EUR 2 per employee and week)			



Family allowance

Family allowance per month and child*

Age of child	With 1 child	With 2 children	With 3 children	With 4 children	With 5 children	With 6 children	With 7 or more children
Below 3	EUR 172.40	EUR 179.50	EUR 189.80	EUR 198.90	EUR 204.40	EUR 208.10	EUR 224.40
3 – 9	EUR 180.30	EUR 187.40	EUR 197.70	EUR 206.80	EUR 212.30	EUR 216.00	EUR 232.30
10 – 18	EUR 199.90	EUR 207.00	EUR 217.30	EUR 226.40	EUR 231.90	EUR 235.60	EUR 251.90
19 + **	EUR 223.50	EUR 230.60	EUR 240.90	EUR 250.00	EUR 255.50	EUR 259.20	EUR 275.50

An additional amount of EUR 155.90 per month will be paid for children with severe disabilities.

For children, who live in other EU countries, the family allowance is subject to indexation based on price level of the country concerned.

*) Together with the family allowance, a child benefit of EUR 58.40 per month and child is paid out, which is already included in the figures above. For children between 6 and 15, an additional amount of EUR 100 per year and child is paid in September.

**) Under certain circumstances, it is possible to receive family allowance until the 25th birthday.

Country	183 day basis	Permanent establishment construction / assembly	Method to avoid double taxation ¹ tax residency in Austria / abroad	
Albania	12-month period	9 months in calendar year	Exemption	Credit
Algeria	Tax year (corresponds to calendar year)	6 months	Exemption	Credit
Argentina ²				
Armenia	Tax year (corresponds to calendar year)	9 months	Exemption	Credit
Australia	Tax year (1 July - 30 June)	12 months	Exemption	Credit
Azerbaijan	12-month period	12 months	Exemption	Credit
Bahrain	12-month period	12 months	Credit	Credit
Barbados	12-month period	6 months	Credit	Credit
Belarus	12-month period	12 months	Exemption	Credit
Belgium	Calendar year	12 months	Exemption	Exemption
Belize	Calendar year	12 months	Credit	Exemption
Bosnia & Herzegovina	Tax year (corresponds to calendar year)	12 months	Exemption	Credit
Brazil	Tax year (corresponds to calendar year)	6 months	Exemption	Credit
Bulgaria	12-month period	6 months	Exemption	Exemption
Canada	Calendar year	12 months	Credit	Credit
Chile	12-month period	6 months	Exemption	Credit
China	Calendar year	6 months	Exemption	Credit

¹ Referring to employment income

² New DTT was signed on 06 Dec, 2019 (not published yet)

Country	183 day basis	Permanent establishment construction / assembly	Method to avoid double taxation ¹ tax residency in Austria / abroad	
Croatia	Calendar year	12 months	Exemption	Credit
Cuba	Tax year (corresponds to calendar year)	12 months	Exemption	Credit
Cyprus	Tax year (corresponds to calendar year)	24 months	Exemption	Exemption
Czech Republic	12-month period	12 months	Exemption	Credit
Denmark	Tax year (corresponds to calendar year)	12 months	Exemption	Credit
Egypt	Calendar year	6 months	Exemption	Exemption
Estonia	12-month period	9 months	Exemption	Credit
Finland	12-month period	12 months	Credit	Credit
France	12-month period	12 months	Exemption	Credit
Georgia	Tax year (corresponds to calendar year)	6 months	Exemption	Credit
Germany	Calendar year	12 months	Exemption	Exemption
Great Britain ²	12-month period ³	12 months	Credit	Credit
Greece	12-month period	9 months	Exemption	Credit
Hong Kong	12-month period	6 months	Exemption	Credit
Hungary	Tax year (corresponds to calendar year)	24 months	Exemption	Exemption
Iceland	12-month period	12 months	Exemption	Credit
India	12-month period	6 months	Exemption	Credit
Indonesia	12-month period	6 months	Exemption	Credit
Iran	12-month period	12 months	Exemption	Credit
Ireland	Tax year (corresponds to calendar year)	12 months	Credit	Credit

¹ Referring to employment income

² New DTT: First time application in 2020

³ According to the new DTT

Country	183 day basis	Permanent establishment construction / assembly	Method to avoid double taxation ¹ tax residency in Austria / abroad	
Israel	12-month period	12 months	Exemption	Credit
Italy	Tax year (corresponds to calendar year)	12 months	Credit	Credit
Japan	12-month period	12 months	Exemption	Credit
Kazakhstan	12-month period	12 months	Exemption	Credit
Korea (South)	Tax year (corresponds to calendar year)	12 months	Exemption	Credit
Kosovo	Tax year (corresponds to calendar year)	12 months	Credit	Credit
Kuwait	Tax year (corresponds to calendar year)	9 months	Exemption	Credit
Kyrgyzstan	12-month period	12 months	Exemption	Credit
Latvia	12-month period	9 months	Exemption	Credit
Libya	Not yet in force			
Liechtenstein	Tax year (corresponds to calendar year)	12 months	Credit	Exemption
Lithuania	12-month period	9 months	Exemption	Credit
Luxembourg	Calendar year	12 months	Exemption	Exemption
Macedonia	Tax year (corresponds to calendar year)	12 months	Exemption	Credit
Malaysia	Calendar year	6 months	Exemption	Credit
Malta	Calendar year	12 months	Exemption	Exemption
Mexico	12-month period	6 months	Exemption	Credit
Moldavia	12-month period	12 months	Exemption	Credit
Mongolia	Calendar year	12 months	Exemption	Credit
Montenegro	Tax year (corresponds to calendar year)	12 months	Exemption	Credit

¹ Referring to employment income

Country	183 day basis	Permanent establishment construction / assembly	Method to avoid double taxation ¹ tax residency in Austria / abroad	
Morocco	12-month period	6 months	Exemption	Credit
New Zealand	12-month period	12 months	Exemption	Credit
Norway	12-month period	12 months	Exemption	Credit
Nepal	12-month period	6 months	Exemption	Credit
Netherlands	Calendar year	12 months	Exemption	Credit
New Zealand	12-month period	12 months	Exemption	Credit
Norway	12-month period	12 months	Exemption	Credit
Pakistan	Tax year (1 July - 30 June)	6 months	Exemption	Credit
Philippines	Tax year (corresponds to calendar year)	const. 6 m., assem. 3 m.	Exemption	Credit
Poland	Tax year (corresponds to calendar year)	12 months	Exemption	Exemption
Portugal	Tax year (corresponds to calendar year)	12 months	Exemption	Exemption
Qatar	12-month period	6 m. in 12 m.-period	Credit	Credit
Romania	12-month period	12 months	Exemption	Credit
Russia	12-month period	12 months	Exemption	Credit
San Marino	Tax year (corresponds to calendar year)	12 months	Exemption	Exemption
Saudi Arabia	Tax year (corresponds to calendar year)	6 months	Exemption	Exemption
Serbia	12-month period	12 months	Exemption	Credit
Singapore	12-month period	12 months	Exemption	Credit
Slovakia (DTT CSSR)	Calendar year	12 months	Exemption	Exemption
Slovenia	Calendar year	12 months	Exemption	Credit

¹ Referring to employment income

Country	183 day basis	Permanent establishment construction / assembly	Method to avoid double taxation ¹ tax residency in Austria / abroad	
South Africa	Calendar year	12 months	Exemption	Credit
Spain	Tax year (corresponds to calendar year)	12 months	Exemption	Credit
Sweden	Calendar year	12 months	Credit	Credit
Switzerland	Tax year (corresponds to calendar year)	12 months	Credit	Exemption
Switzerland	Tax year (corresponds to calendar year)	12 months	Credit	Exemption
Syria	Not yet in force			
Taiwan	12-month period	6 months	Exemption	Credit
Tajikistan	12-month period	12 months	Exemption	Credit
Thailand	Tax year (corresponds to calendar year)	6 m. in 12 m.-period	Exemption	Credit
Tunisia	Tax year (corresponds to calendar year)	6 months ²	Exemption	Credit
Turkey	12-month period	6 months	Exemption	Credit
Turkmenistan	12-month period	12 months	Credit	Credit
UAE	Tax year (corresponds to calendar year)	12 months	Exemption	Credit
Ukraine	12-month period	12 months	Exemption	Credit
USA	12-month period	12 months	Credit	Credit
Uzbekistan	12-month period	12 months	Exemption	Exemption
Venezuela	12-month period	9 months	Exemption	Credit
Vietnam	Tax year (corresponds to calendar year)	6 months	Exemption	Credit

¹ Referring to employment income

² Assembly under certain conditions 3 months



International social security agreements

Countries to which EU-regulation 883/2004 applies

- Belgium
- Bulgaria
- Croatia
- Cyprus
- Czech Republic
- Denmark
- Estonia
- Finland
- France
- Germany
- Great Britain*
- Greece
- Hungary
- Ireland
- Iceland
- Italy
- Latvia
- Liechtenstein
- Lithuania
- Luxembourg
- Malta
- Netherlands
- Norway
- Poland
- Portugal
- Romania
- Slovakia
- Slovenia
- Spain
- Sweden
- Switzerland

* Changes in legislation due to brexit should be monitored.

Social security agreements with countries to which EU-regulation 883/2004 does not apply

Country	Citizenship ¹	Health insurance	Pension insurance	Accident insurance	Unemployment insurance ²	Family assistance	Duration of assignment in months
Albania	Unlimited	•	•	•			24
Australia	Unlimited		•				60
Bosnia-H.	Unlimited	•	•	•	•		24
Canada	Unlimited		•				60
Chile	Unlimited		•				60
India	Unlimited		•				60
Israel	Unlimited	•	•	•		•	60
Korea	Unlimited		•				60
Kosovo ³	Unlimited	•	•	•	•		24
Macedonia	Unlimited	•	•	•	•		24
Moldavia	Unlimited		•				24
Montenegro	Unlimited	•	•	•	•		24
Philippines	Unlimited		•	•			60
Quebec	Unlimited		•				60
Serbia	Unlimited	•	•	•	•		24
Tunisia	Limited	•	•	•			24
Turkey	Unlimited	•	•	•			24
Uruguay	Unlimited		•				24
USA	Unlimited		•				60

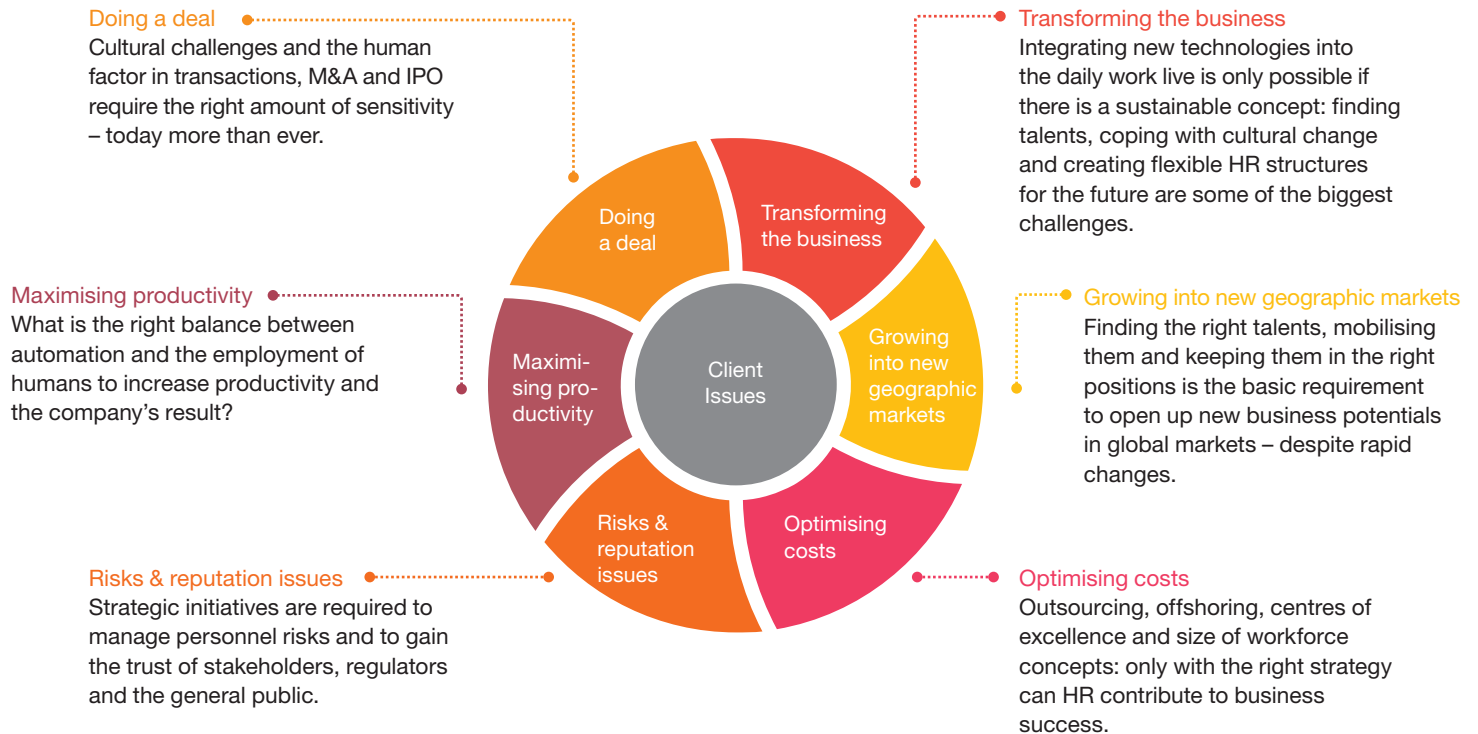
¹ Citizenship: As a rule, the treaty is applicable to all insured persons from both contracting states irrespective of their citizenship if their legal residence is within the contracting state (exception: Tunisia).

² Generally only material regulations concerning the calculation of insurance times

³ Agreement partially suspended

Future trends and innovations are changing the field of human resources

Are you also facing serious challenges?





Your PwC contacts

Do you have any questions?

We will be happy to assist you:



Olivia Stiedl
Partner, Leader P&O
+43 1 501 88-3427
olivia.stiedl@pwc.com

PwC Vienna
People and Organisation
Donau-City-Straße 7
1220 Vienna
Austria

Global Mobility

Julian Hagelkrueys
P&O
+43 732 611750-57
julian.hagelkrueys@pwc.com

Payroll

Stefan Perklin
P&O
+43 1 501 88-3580
stefan.perklin@pwc.com

Payroll

Cindy Plank
P&O
+43 1 501 88-3526
cindy.plank@at.pwc.com

HR Technology & HR Transformation

Cornelius Christ
Advisory
+43 1 501 88-3520
cornelius.christ@pwc.com

Tax Consulting

Evelyn Kappel
P&O
+43 1 501 88-3555
evelyn.kappel@pwc.com

Labor Law & Immigration

Ursula Roberts
PwC Legal*
+43 1 501 88-4420
ursula.roberts@pwc.com

The above information is intended to provide general guidance only. It should not be used as a substitute for professional advice or as the basis for decisions or actions without prior consultation with your advisors. While every care has been taken in the preparation of the publication, no liability is accepted for any statement, opinion, error or omission.

PwC refers to the PwC network and/or one or more of its member firms, each of which is a separate legal entity. Please see www.pwc.com/structure for further details.

* In Austria, PwC Legal is registered by oehner & partner rechtsanwaelte gmbh, an independent Austrian law firm in cooperation with PricewaterhouseCoopers Legal Aktiengesellschaft Rechtsanwalts-gesellschaft, Friedrich-Ebert-Anlage 35-37, 60327 Frankfurt am Main, District Court Frankfurt am Main HRB 74165.

oehner & partner rechtsanwaelte gmbh does not render non-legal services, such services may be procured through member firms of the PwC network.