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One in four job terminations leads to unemployment

Men are more affected than women

Vienna, 2025-11-13 – In 2024, approximately one quarter of all terminated employment relationships resulted in a subsequent registration for unemployment. Men were affected more frequently than women, and individuals aged over 30 were impacted to a greater extent than younger ones. This is shown by data from the register-based labour market careers, which is a complete survey of all labour market careers in Austria.

“The labour market status after the end of employment depends heavily on the sector, the duration of previous employment, gender and age. In 2024, on average, more than one in four job terminations resulted in unemployment. However, in sectors characterised by seasonal work, such as construction, agriculture, catering and accommodation, the proportion of those who are registered as unemployed after employment is significantly higher,” says Manuela Lenk, Direktor General Statistics at Statistics Austria.

Men more affected by unemployment than women after leaving employment

In 2024, 27.5% of all terminated employment relationships were followed by a period of unemployment (2023: 26.3%). A further 17.0% resumed employment in Austria, while for 11.4% no register information was available—likely due to relocation abroad. In addition to those mentioned above, further labour market statuses following the termination of dependent employment can be found in the table below.

A breakdown by gender and age reveals notable differences. Among women, 24.8% were unemployed following a job termination, compared to 29.6% among men. The gender gap can be largely explained by employment terminations in the construction sector. They were associated with a particularly high share of subsequent unemployment registrations (46.0%) and predominantly affected men.

It is also evident that the youngest age group (15 to 29 years) was significantly less likely to register with the public employment service (Arbeitsmarktservice – AMS) following the termination of employment compared to those aged 30 to 64. Among men of the youngest age group, 25.0% entered unemployment, and among young women 20.3%, whereas in the 30 to 64 age group, the figures were 33.1% for men and 28.1% for women. One key reason for this difference is that nearly one fifth (18.8%) of terminations among individuals under 30 were followed by a return to education, compared to only 0.4% among 30 to 64 year olds. For those aged 65 and above, the majority (65.1%) transitioned into retirement, while only 1.2% experienced an episode of unemployment.

After longer periods of employment, a return to employment is more likely

Depending on how long the period of employment lasted before the status change, different outcomes emerge regarding the subsequent labour market status. Specifically, longer periods of employment are more likely to be followed by another phase of employment than short episodes of work. Among those whose previous employment lasted up to three months, only about one in eight cases (12.2%) involved a direct return to employment in Austria; for episodes between three and six months, the share was 14.0%, and for episodes lasting six to twelve months, 16.8%. Employment spells of at least one year were most likely to be followed by another job: For durations of one to under two years, this occurred in one quarter of cases (25.0%), for two to under three years in 25.9%, and for three to under four years in 25.3%.

In contrast, short episodes of up to six months were associated with a high proportion of cases where no main residence in Austria was recorded after the end of employment (17.7%). One-third (33.5%) of these cases had previously worked in accommodation and food service activities, a sector characterised by seasonal work and high staff turnover.

Parental leave plays a more significant role for women than for men

Among women aged 15 to 29, 6.1% of cases in 2024 involved an interruption of employment due to maternity leave or parental leave. For men in the same age group, the parental leave share was 1.0%. In the age group of 30 to 49 years, 12.0% of women and 4.2% of men experienced a status change to take maternity or parental leave. In absolute terms, there were more than two and a half times as many cases among women as among men where an active employment ended in 2024 due to the start of parental leave.

Highest turnover rates in private households as well as in agriculture, forestry and fishing

In 2024, the turnover rate in the economic sector of households as employers was 85.7%, making it the highest among all economic sectors. Agriculture, forestry and fishing ranked second with 77.7%, followed by accommodation and food service activities with 63.1%. Terminated employment episodes in these sectors were particularly short and characterised by high rates of marginal employment. Stable employment relationships and low staff turnover, on the other hand, were observed in electricity, gas, steam and air conditioning supply (18.4%), financial and insurance activities (18.2%) and activities of extraterritorial organisations and bodies (18.0%).

Labour market status after termination of an employment in 2024 by sex

Labour market status	Total	Women	Men
Compulsory military service, voluntary military service, compulsory community service	**0.8%**	0.0%	1.3%
Employees (without marginal employment)	**17.0%**	18.4%	15.9%
Self-employed	**3.5%**	3.0%	3.8%
Marginally employed	**2.7%**	3.3%	2.2%
Maternity or parental leave (with formal job attachment)	**4.3%**	7.2%	2.2%
Other temporary absences (with formal job attachment)	**5.3%**	6.1%	4.8%
Unemployed	**27.5%**	24.8%	29.6%
Persons receiving a pension	**3.7%**	4.0%	3.4%
Students	**7.4%**	9.3%	5.9%
Other persons outside the labour force	**16.5%**	15.4%	17.3%
No main residence in Austria	**11.4%**	8.5%	13.6%

S: STATISTICS AUSTRIA, Register-based labour market careers. – Compiled on 13 November 2025.

Detailed results and further information on the register-based labour market careers are available on our website. The main findings on status changes can also be explored independently via a freely accessible STATcube database. For more in-depth analyses, two additional STATcube databases are available upon subscription to the paid “register-based labour market careers” package. If you are interested, please contact us at registerzaehlung@statistik.gv.at or arbeitsmarkt-bildung@statistik.gv.at.

Information on methodology. definitions:

The Register-based labour market careers are a complete enumeration of employment careers that adopt the concepts of the register-based labour market statistics as far as possible. For this purpose, non-overlapping and gap-free labour market careers are created for all individuals from a variety of register data—even for those who have never had a main residence in Austria. The sources are the base registers of the register-based census and the register-based labour market statistics.

The e-Government act makes the linkage of administrative data possible, with complete protection of data privacy. This is done with the help of the area-specific personal identifier official statistics (bPK-AS).

The **population** consists of all persons who appear at least once in the merged registers between 2010 and 2024. For the analysis, terminated employments (excluding marginal employment) in 2024 without status changes with the same employer were considered. Persons who ended several employment relationships in this year may therefore be counted multiple times.

The protection of personal data is a central concern of Statistics Austria. Therefore, in order to make individuals unidentifiable in the results, the "record swapping" procedure is used for a defined percentage of the data. In this process, so-called "risky records" are identified – these are data records with rare combinations of characteristics, which would therefore be easier to identify. Individual characteristics of these persons are then swapped with the characteristics of other persons. Attention is paid to ensure that the most important key figures are not distorted.

To protect company data, the local suppression method is also applied. For companies that are unique or very rare in terms of their characteristics, individual values (e.g., their economic activity according to the OENACE classification) are suppressed.

Labour market status: To determine the labour market status, the processed data (e.g., DV, AMS) are merged and made mutually non-overlapping. In order to build the labour market career, each person is assigned a unique labour market status for each day. Therefore, the hierarchy of the register-based labour market statistics is applied.

Employment: without marginal employment**.**

Other persons outside the labour force: self-insurance, basic services, co-insurance, only main residence.

No main residence/status in Austria: If a person does not appear in any of the registers used and also has no main residence registration in the Central Residence Register (ZMR), it is reasonable to assume that this person, if not deceased, lives abroad or has moved abroad. However, this cannot be verified through any data sources available to us.

Turnover rate: The calculation is based on the "Schlüter-Formula": Terminations of employments (incl. marginal employments) in the year 2024 (without re-employments at the same employer) in relation to all existing employments (incl. marginal employments) in the year 2024. In short: (Terminations 2024)/(Stock 01.01.2023 + Commencements 2024)*100.

Statistics Austria is the central organisation for official data and statistics on society, the economy, the state and the environment. As a national statistical institute, it is committed to the statutory principles of independence, impartiality and objectivity. Statistics Austria is headed by Manuela Lenk, Director General Statistics, and Franz Haslauer, Director General Finance.

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