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Online Appendix

When Gender Trumps Skills: Employment Trajectories of Austrian Parents After Their First Birth*

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A1 Sample details and characteristics

Our sample contains 5,130 individuals born between 1942 and 1997 who participated in PIAAC Cycle 1 in Austria, conducted between 2011 and 2012. PIAAC delivers standardised, representative, cross-sectional data on cognitive skills and an extensive array of socio-demographic variables for the population aged 16 to 65. Specifically designed to assess adults' key information-processing competencies relevant for career advancement, PIAAC assesses numeracy, literacy, and problem-solving skills (*OECD* 2019).

Each of the 5,130 observations are supplemented with additional information, stemming from the following administrative and register data sources:

- Daily non-overlapping labour market statuses (including details on parental leave duration and maternity leave) (Registerbasierte Erwerbsverläufe), 2010-2021;
- Annual wage and income data (Integrierte Statistik der Lohn- und Einkommenssteuer), 2009-2020;
- Birth records (Statistik der Standesfälle), 2015-2022;
- Additional socio-demographic variables at the individual, family, and household level, such as place of residence, date of birth, detailed educational records, or household composition (Abgestimmte Erwerbs-statistik), 2011-2020.

This dataset allows us to analyse the labour market trajectories of all PIAAC participants from 2010 to 2021. By examining labour market data on a daily basis, we track the status of each participant every single day during this period, broken

* This Online Appendix contains additional information regarding the article: https://www.comparativepopulationstudies.de/index.php/CPoS/article/view/734/449

down by age (in days). Although each participant is only followed for a maximum of twelve years (since daily labour market statuses are only available from 1 January 2010 to 31 December 2021), the diverse age range of our sample allows us to study labour market experiences across the entire adult life course, from 20 to 70 years of age. The resulting unbalanced sample contains daily observations ranging from a minimum of 500 to a maximum of 1,462 individuals per day. Summary statistics of the sample are presented in Table A1.

Our subsample of parents includes 234 mothers and 226 fathers who participated in PIAAC and experienced the birth of their first child between 2015 and 2022. This time restriction is due to the availability of birth registers, which can only be linked to the other data sources from 2015 onwards. Although this restriction reduces our sample size, it ensures a more uniform sample, as no major parental leave reforms were introduced after 2015 (*Kleven et al.* 2024). Our analysis focuses on the three years before and after childbirth, which results in a partially unbalanced panel, as complete labour market information for the 36 months after childbirth is only available for parents whose child was born before 2019. Nevertheless, labour market information is available for at least 114 mothers and 122 fathers per day, with the majority of days containing information for all parents in our sample. Summary statistics for the parent sample are also presented in Table A1.

A comparison with the total Austrian PIAAC sample shows that the parent sample is younger, more educated, and has slightly higher skill levels, reflecting both cohort and age effects (*Hanushek et al.* 2025; *Reiter* 2022). Importantly, the education distribution of both the total PIAAC sample and the parent sample corresponds well to the age-specific education distribution in the Austrian population, supporting the validity of our design. Mothers in the parent sample are on average 30.9 years old at first birth (weighted), which is close to the national figure of 29.7 years in 2019. The share of foreign-born people is somewhat lower among PIAAC parents (8-13 percent, weighted) than in the Austrian population as a whole (20.5 percent in 2022), consistent with the well-documented underrepresentation of individuals with lower socio-economic status in surveys (*Spitzer* 2020). While these differences are worth noting, all analyses rely on PIAAC survey weights, which mitigate concerns about representativeness. The weights account for the complex survey design, including stratification, clustering, and unequal probabilities of selection. In Austria, calibration strata for PIAAC Cycle 1 include province, urban/rural residence, age, gender, and citizenship (*OECD* 2019), ensuring that the weighted sample closely reflects the population distribution.

For details on how we summarised the daily labour market statuses from the register-based employment trajectories into the nine categories shown in our figures, see Table A2. This table shows which subcategories make up each category, and how the parent sample was distributed among them at selected time points around childbirth. Information on the underlying hierarchies to obtain non-overlapping statuses can be found in the documentation on register-based employment trajectories provided by *Statistics Austria* (2024).

Tab. A1: Summary statistics

	Total PIAAC Sample (N = 5,130)				Parents Sample (N = 460)			
	Men (N = 2,530)		Women (N = 2,600)		Fathers (N = 226)		Mothers (N = 234)	
Numeracy								
Below Level 1	62	(3%)	59	(2%)	3	(1%)	3	(1%)
Level 1	181	(7%)	278	(11%)	9	(4%)	15	(6%)
Level 2	695	(28%)	962	(38%)	57	(25%)	65	(28%)
Level 3	1,081	(44%)	999	(39%)	110	(49%)	112	(48%)
Level 4	433	(17%)	242	(10%)	46	(20%)	38	(16%)
Level 5	27	(1%)	6	(0%)	1	(0%)	0	(0%)
NA	51		54		0		1	
Literacy								
Below Level 1	47	(2%)	38	(1%)	1	(0%)	1	(0%)
Level 1	248	(10%)	299	(12%)	14	(6%)	15	(6%)
Level 2	898	(36%)	1,013	(40%)	70	(31%)	64	(27%)
Level 3	1,055	(43%)	1,025	(40%)	113	(50%)	124	(53%)
Level 4	227	(9%)	170	(7%)	27	(12%)	29	(12%)
Level 5	4	(0%)	1	(0%)	1	(0%)	0	(0%)
NA	51		54		0		1	
Education								
Compulsory school	288	(11%)	469	(18%)	20	(9%)	14	(6%)
Apprenticeship	995	(39%)	668	(26%)	80	(36%)	45	(19%)
Vocational middle school	326	(13%)	466	(18%)	25	(11%)	29	(12%)
Vocational high school	249	(10%)	231	(9%)	29	(13%)	39	(17%)
General high school	194	(8%)	262	(10%)	10	(4%)	19	(8%)
Post-secondary education	475	(19%)	501	(19%)	61	(27%)	87	(37%)
NA	3		3		1		1	

Tab. A1: Continuation

	Total PIAAC Sample (N = 5,130)				Parents Sample (N = 460)			
	Men (N = 2,530)		Women (N = 2,600)		Fathers (N = 226)		Mothers (N = 234)	
Place of residence								
Urban	1,279	(51%)	1.324	(51%)	123	(55%)	126	(54%)
Rural	1,244	(49%)	1,273	(49%)	101	(45%)	107	(46%)
NA	7		3		2		1	
Country of birth								
Austria	2,146	(85%)	2,202	(85%)	196	(87%)	214	(92%)
Outside Austria	381	(15%)	395	(15%)	29	(13%)	19	(8%)
NA	3		3		1		1	
Birth cohort								
Mean	1971	1970			1985		1988	
SD	13.9	14			7.1		4.7	
Median	1970	1970			1985		1988	
Range	1945-1997	1942-1995			1948-1995		1975-1995	
Age at first birth								
Mean					33.8		30.9	
SD					7		4.2	
Median					32.7		30.7	
Range					20.8-71.2		21.1-41.5	
Year of first birth								
Mean					2018		2019	
SD					2.3		2.3	
Median					2018		2019	
Range					2015-2022		2015-2022	

Notes: This table shows summary statistics for all PIAAC participants (total PIAAC sample) and PIAAC participants who had their first child between 2015 and 2022 (parents sample). Urban-rural categorisation follows the Statistics Austria urban rural typology.

Source: PIAAC and Statistics Austria – register-based labour market statistics (*Abgestimmte Erwerbsstatistik*) and birth register (*Statistik der Standesfälle*).

Tab. A2: Detailed breakdown of daily labour market status categories and their distribution at selected timepoints around birth, in percent

	Fathers			Mothers		
	-1Y	Birth	+1Y	-1Y	Birth	+1Y
Active employment (non-marginal)	*90.0*	*89.6*	*85.2*	*89.0*	*4.9*	*25.6*
Compulsory and voluntary military service	-	-	-	-	-	-
Compulsory community service	-	-	-	-	-	-
Employees (blue-collar workers)	29.2	29.5	33.3	5.9	-	-
Apprentices	-	-	-	0.3	-	-
Civil servants	3.2	3.3	3.7	1.4	1.9	2.4
Holders of a non-standard contract	-	-	-	-	-	-
Employees (white-collar workers)	46.7	43.6	36.1	-	-	11.8
Other employees	0.6	0.7	0.7	78.8	-	4.1
Self-employed in commerce, trade and industry	8.8	10.0	9.4	2.6	2.5	5.2
Self-employed in agriculture and forestry	1.5	2.5	2.0	-	0.5	2.1
Active employment (marginal)	*1.9*	*0.9*	*3.1*	*1.8*	*0.0*	*9.5*
Marginal employees (blue-collar workers)	0.9	0.9	1.7	0.6	-	0.6
Marginal employees (white-collar workers)	1.0	-	1.4	1.2	-	8.5
Other marginal employees	-	-	-	-	-	0.4
Maternity leave	*0.0*	*0.0*	*0.0*	*0.0*	*83.6*	*0.0*
Maternity leave (with formal job attachment)	-	-	-	-	83.6	-
Parental leave	*0.0*	*0.0*	*4.3*	*0.0*	*0.9*	*52.7*
Parental leave (with formal job attachment)			4.3		0.9	52.7

Tab. A2: Continuation

	Fathers			Mothers		
	-1Y	Birth	+1Y	-1Y	Birth	+1Y
Out of labour force	*2.3*	*2.8*	*2.2*	*4.2*	*10.6*	*10.7*
Maternity or parental leave (without formal job attachment or unknown)	-	-	0.8	-	9.7	8.2
Absence due to rehabilitation (without formal job attachment or unknown)	-	-	-	-	-	-
Military training of the Austrian Armed Forces (without formal job attachment or unknown)	-	-	-	-	-	-
Absence due to illness (without formal job attachment or unknown)	-	-	-	0.6	-	-
Family hospice leave (without formal job attachment or unknown)	-	-	-	-	-	-
Temporary absence – type unknown (without formal job attachment or unknown)	-	-	-	-	-	-
Other registration at the Public Employment Service	-	0.8	-	-	-	-
Other insurance periods	0.4	0.4		1.1	-	2.5
Co-insurance	-	-	0.9	0.7	0.4	-
Only main residence	1.3	1.6	0.5	1.8	0.5	-
No main residence	0.6	-	-	-	-	-
In education	*1.8*	*1.9*	*1.2*	*1.0*	*0.0*	*0.7*
Universities, Fachhochschulen (universities of applied sciences)	1.3	1.9	1.2	0.4	-	0.7
Intermediate and higher technical and vocational schools and academic secondary schools (upper level)	-	-	-	-	-	-
General compulsory schools	-	-	-	-	-	-
Other formal education	-	-	-	-	-	-
Educational leave (with formal job attachment)	0.5	-	-	0.6	-	-
Educational leave (without formal job attachment or unknown)	-	-	-	-	-	-
Unemployed	*2.7*	*3.9*	*3.0*	*4.0*	*0.0*	*0.8*
Registered unemployed	2.7	3.9	2.5	3.6	-	0.8
Apprenticeship-seekers	-	-	-	-	-	-
Persons in training	-	-	0.5	0.4	-	-
Job-seekers	-	-	-	-	-	-

Tab. A2: Continuation

	Fathers			Mothers		
	-1Y	Birth	+1Y	-1Y	Birth	+1Y
Pension recipient	*0.9*	*1.0*	*1.1*	*0.0*	*0.0*	*0.0*
Persons receiving an individual retirement pension (from own former activity)	0.9	1.0	1.1	-		
Persons receiving a Widow's/Widower's pension	-	-	-	-		
Persons receiving a pension (type unknown)	-	-	-	-		
Persons receiving an individual retirement pension (from own former activity)	-	-	-	-		
Other temporary leave	*0.4*	*0.0*	*0.0*	*0.0*	*0.0*	*0.0*
Absence due to rehabilitation (with formal job attachment)	0.4	-	-	-	-	-
Military training of the Austrian Armed Forces (with formal job attachment)	-	-	-	-	-	-
Absence due to illness (with formal job attachment)	-	-	-	-	-	-
Family hospice leave (with formal job attachment)	-	-	-	-	-	-
Temporary absence – type unknown (with formal job attachment)	-	-	-	-	-	-

Notes: This table shows a subsample of all PIAAC participants who had their first child between 2015 and 2022 (fathers N = 226; mothers N = 234); PIAAC weights are applied.

Source: Statistics Austria register-based labour market careers (*Registerbasierte Erwerbsverläufe*) and birth register (*Statistik der Standesfälle*).

A2 Additional analyses and robustness checks

Tab. A3: Part-time/full-time distribution around birth, by gender and skill level, in percent

	Year from birth						
	- 3	- 2	- 1	0	1	2	3
Fathers							
Full-time	76.8	73.2	75.8	75.7	70.7	69.0	63.8
Mostly full-time	2.5	4.7	3.4	4.6	3.0	4.9	7.6
Mostly part-time	4.4	1.7	2.7	2.7	4.1	1.4	0.0
Part-time	7.4	11.0	6.8	5.7	7.7	10.3	13.6
Unknown	8.8	9.4	11.4	11.4	14.6	14.5	14.9
Mothers							
Full-time	70.4	71.2	72.5	34.5	2.4	7.8	6.7
Mostly full-time	3.9	3.7	2.4	0.0	1.2	0.7	0.0
Mostly part-time	5.3	2.2	2.6	1.8	3.4	3.6	2.8
Part-time	16.0	16.5	15.8	36.3	39.4	54.1	64.0
Unknown	4.4	6.4	6.7	27.4	53.7	33.8	26.5
Lower-skilled fathers							
Full-time	80.3	70.6	72.5	72.2	61.9	69.6	58.6
Mostly full-time	6.0	11.0	5.9	9.7	6.7	11.8	20.6
Mostly part-time	2.7	4.1	4.1	3.8	8.3	0.0	0.0
Part-time	2.5	5.5	3.0	3.4	7.9	12.0	10.3
Unknown	8.5	8.8	14.6	10.9	15.2	6.6	10.5
Higher-skilled fathers							
Full-time	75.0	74.4	77.4	77.5	75.5	68.6	66.8
Mostly full-time	0.8	1.8	2.2	2.0	0.9	1.1	0.0
Mostly part-time	5.3	0.5	2.0	2.1	1.8	2.1	0.0
Part-time	9.8	13.5	8.6	6.9	7.6	9.3	15.6
Unknown	9.0	9.7	9.8	11.6	14.2	18.8	17.6
Lower-skilled mothers							
Full-time	77.9	74.9	69.2	28.5	0.0	6.7	3.0
Mostly full-time	5.5	5.3	2.9	0.0	0.0	0.0	0.0
Mostly part-time	5.5	3.7	3.4	2.4	7.1	5.1	6.6
Part-time	8.5	10.9	16.6	41.9	43.7	62.0	69.9
Unknown	2.6	5.2	8.0	27.3	49.3	26.2	20.5

Tab. A3: Continuation

	Year from birth						
	- 3	- 2	- 1	0	1	2	3
Higher-skilled mothers							
Full-time	66.1	69.2	74.8	38.6	4.1	8.8	9.5
Mostly full-time	2.9	2.7	2.2	0.0	2.0	1.2	0.0
Mostly part-time	5.2	1.3	2.1	1.5	0.8	1.4	0.0
Part-time	20.2	19.6	14.9	32.3	35.8	48.5	59.6
Unknown	5.6	7.2	6.0	27.6	57.2	40.1	30.9

Notes: This table shows a subsample of all PIAAC participants who had their first child between 2015 and 2022 and were employed in the respective year (higher-skilled fathers N = 141; higher-skilled mothers N = 153; lower-skilled fathers N = 85; lower-skilled mothers N = 80); skill level is defined based on PIAAC numeracy proficiency level: lower-skilled comprises proficiency levels 0, 1, and 2 (< 276 points); higher-skilled comprises proficiency levels 3, 4, and 5 (≥ 276 points); PIAAC weights are applied.

Source: PIAAC and Statistics Austria integrated wage and income tax statistics (*Integrierte Lohn- und Einkommensteuerstatistik)* and birth register (*Statistik der Standesfälle*).

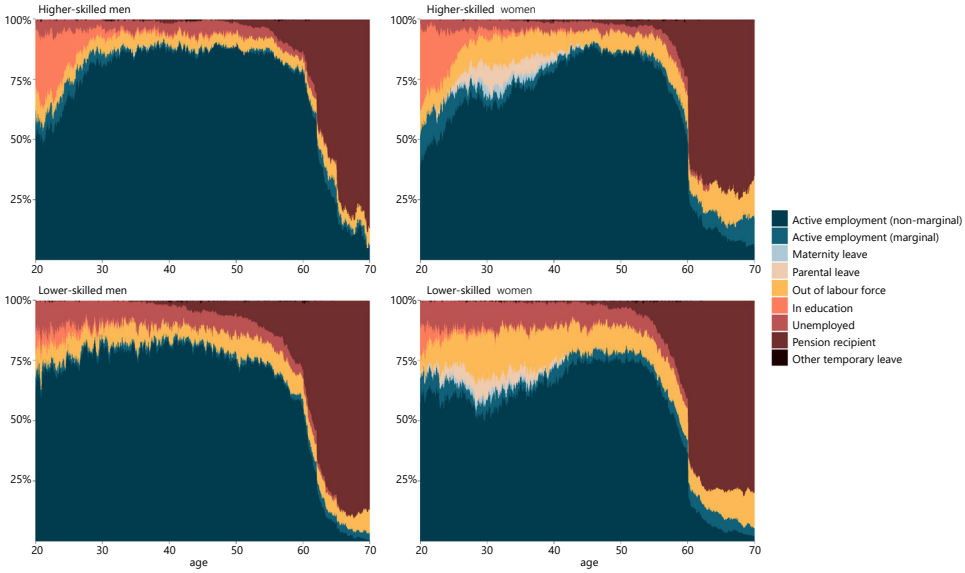
Tab. A4: Mean parental leave days by gender and socio-demographic characteristics

	Mean parental leave days during three years following first birth			
	Mean	(SE)	95% CI	p
Higher-skilled fathers (literacy)	13.5	(3.6)	[6.4, 20.7]	0.003
Lower-skilled fathers (literacy)	2.1	(1.3)	[-0.5. 4.7]	
Higher-skilled mothers (literacy)	444.9	(40.1)	[366.4, 523.5]	0.283
Lower-skilled mothers (literacy)	380.0	(45.3)	[291.1, 468.8]	
Higher-educated fathers	10.8	(3.2)	[4.6, 17.0]	0.512
Lower-educated fathers	7.8	(3.4)	[1.2, 14.4]	
Higher-educated mothers	393.0	(42.1)	[310.4, 475.5]	0.454
Lower-educated mothers	440.5	(47.5)	[347.4, 533.7]	
Fathers living in urban regions	55.2	(16.9)	[22.0, 88.4]	0.005
Fathers living in rural regions	7.3	(2.8)	[1.8, 12.8]	
Mothers living in urban regions	439.1	(49.0)	[343.1, 535.2]	0.417
Mothers living in rural regions	388.5	(38.6)	[312.9, 464.1]	
Fathers born in Austria	9.4	(2.7)	[4.1, 14.8]	0.396
Fathers born outside Austria	5.3	(4.0)	[-2.5, 13.1]	
Mothers born in Austria	429.9	(28.9)	[373.3, 486.5]	0.334
Mothers born outside Austria	309.6	(121.2)	[72.0, 547.2]	

Notes: This table shows a subsample of all PIAAC participants who had their first child between 2015 and 2018 (higher-skilled fathers N = 76; lower-skilled fathers N = 46; higher-skilled mothers N = 69; lower-skilled mothers N = 43; higher-educated fathers N = 48; lower-educated fathers N = 74; higher-educated mothers N = 63; lower-educated mothers N = 50; fathers living in urban regions N = 13; fathers living in rural regions N = 60; mothers living in urban regions N = 55; mothers living in rural regions N = 58; fathers born in Austria N = 107; fathers born outside Austria N = 15; mothers born in Austria N = 102; mothers born outside Austria N = 11); standard errors are shown in round brackets; 95% confidence intervals are shown in square brackets; p-values refer to tests of differences in mean parental-leave days between the respective subgroups, based on two-sided Z-tests using group-specific standard errors; parental leave also includes maternity leave; skill level is defined based on PIAAC literacy proficiency level: lower-skilled comprises proficiency levels 0, 1, and 2 (< 276 points); higher-skilled comprises proficiency levels 3, 4, and 5 (≥ 276 points); lower education comprises compulsory school, apprenticeship, and vocational middle school in 2020; higher education comprises vocational high school, general high school, and post-secondary education in 2020; urban-rural categorisation follows the Statistics Austria urban rural typology and is based on place of residence in 2020; PIAAC weights are applied.

Source: PIAAC and Statistics Austria register-based labour market careers (*Registerbasierte Erwerbsverläufe*) and birth register (*Statistik der Standesfälle*).

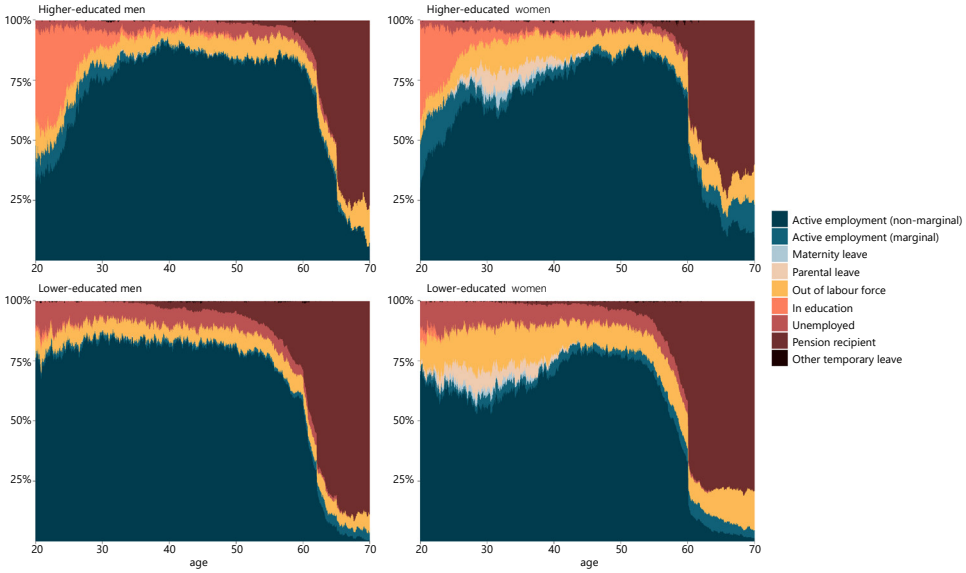
Fig. A1: Employment patterns over the life course by gender and literacy skill level



Notes: This graph shows a subsample of all PIAAC participants (higher-skilled men N = 1,286; higher-skilled women N = 1,196; lower-skilled men N = 1,191, lower-skilled women N = 1,351); skill level is defined based on PIAAC literacy proficiency level: lower-skilled comprises proficiency levels 0, 1, and 2 (< 276 points); higher-skilled comprises proficiency levels 3, 4, and 5 (≥ 276 points); PIAAC weights are applied.

Source: PIAAC and Statistics Austria register-based labour market careers (*Registerbasierte Erwerbsverläufe)*.

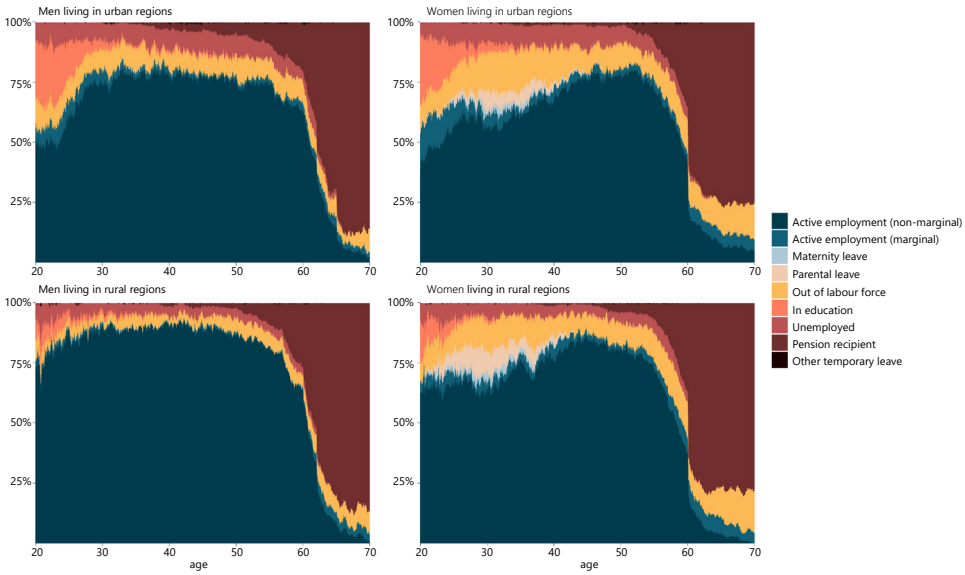
Fig. A2: Employment patterns over the life course by gender and educational attainment



Notes: This graph shows a subsample of all PIAAC participants (higher-educated men N = 920; higher-educated women N = 997; lower-educated men N = 1,607; lower-educated women N = 1,604); lower education comprises compulsory school, apprenticeship, and vocational middle school in 2020; higher education comprises vocational high school, general high school, and post-secondary education in 2020; PIAAC weights are applied.

Source: Statistics Austria – register-based labour market careers (*Registerbasierte Erwerbsverläufe)* and register-based labour market statistics (*Abgestimmte Erwerbsstatistik*).

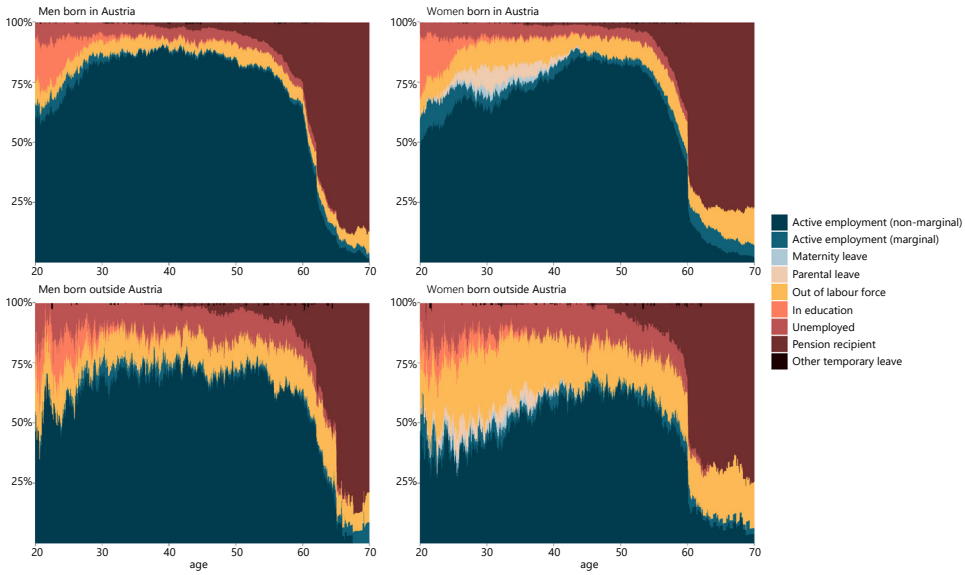
Fig. A3: Employment patterns over the life course by gender and place of residence



Notes: This graph shows a subsample of all PIAAC participants (men living in urban regions N = 1,281; women living in urban regions N = 1,324; men living in rural regions N = 1,243, women living in urban regions N = 1,274); urban-rural categorisation follows the Statistics Austria urban rural typology and is based on place of residence in 2020; PIAAC weights are applied.

Source: Statistics Austria register-based labour market careers (*Registerbasierte Erwerbsverläufe)* and register-based labour market statistics (*Abgestimmte Erwerbsstatistik*).

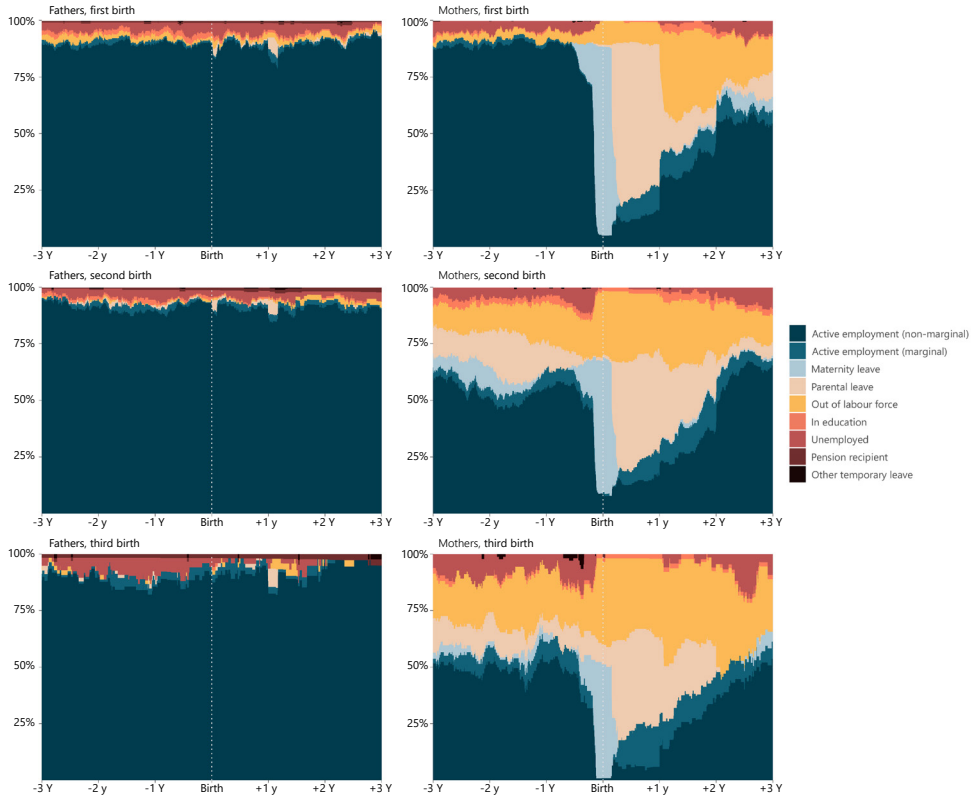
Fig. A4: Employment patterns over the life course by gender and country of birth



Notes: This graph shows a subsample of all PIAAC participants (men born in Austria N = 2,145; women born in Austria N = 2,203; men born outside Austria N = 379, women born outside Austria N = 395); PIAAC weights are applied.

Source: Statistics Austria register-based labour market careers (*Registerbasierte Erwerbsverläufe*) and register-based labour market statistics (*Abgestimmte Erwerbsstatistik*).

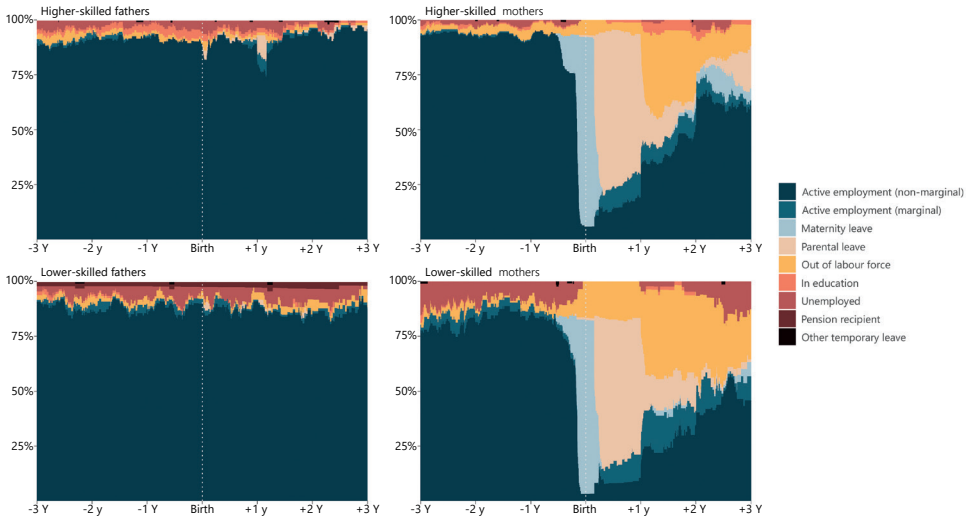
Fig. A5: Employment patterns around birth by gender and birth order



Notes: This graph shows a subsample of all PIAAC participants who had their first, second, or third child between 2015 and 2022 (fathers, first birth N = 226, mothers, first birth N = 234, fathers, second birth N = 181; mothers, second birth N = 144; fathers, third birth N = 60; mothers, third birth N = 67); PIAAC weights are applied.

Source: Statistics Austria – register-based labour market careers (*Registerbasierte Erwerbsverläufe*) and birth register (*Statistik der Standesfälle)*.

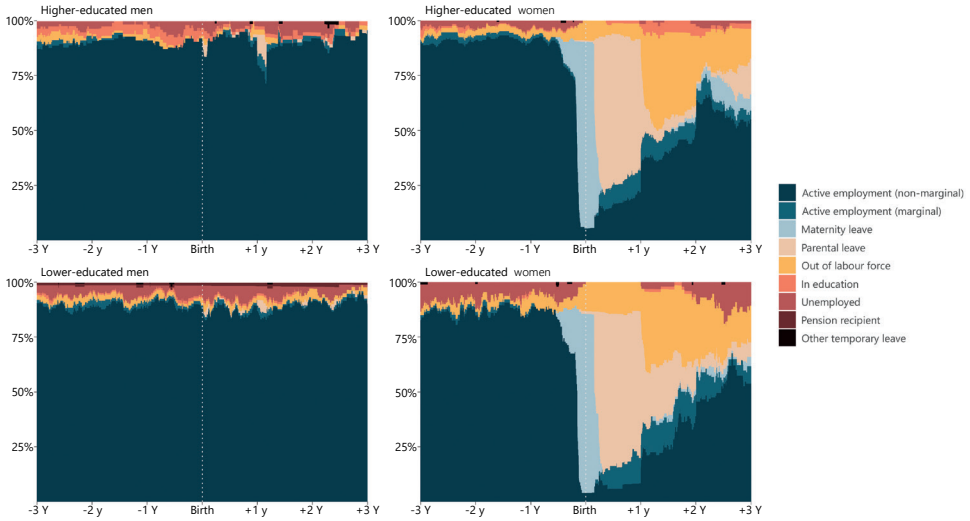
Fig. A6: Employment patterns around birth by gender and literacy skill level



Notes: This graph shows a subsample of all PIAAC participants who had their first child between 2015 and 2022 (higher-skilled fathers N = 141; higher-skilled mothers N = 153; lower-skilled fathers N = 85; lower-skilled mothers N = 80); skill level is defined based on PIAAC literacy proficiency level: lower-skilled comprises proficiency levels 0, 1, and 2 (< 276 points); higher-skilled comprises proficiency levels 3, 4, and 5 (≥ 276 points); PIAAC weights are applied.

Source: PIAAC and Statistics Austria register-based labour market careers (*Registerbasierte Erwerbsverläufe)* and birth register (*Statistik der Standesfälle*).

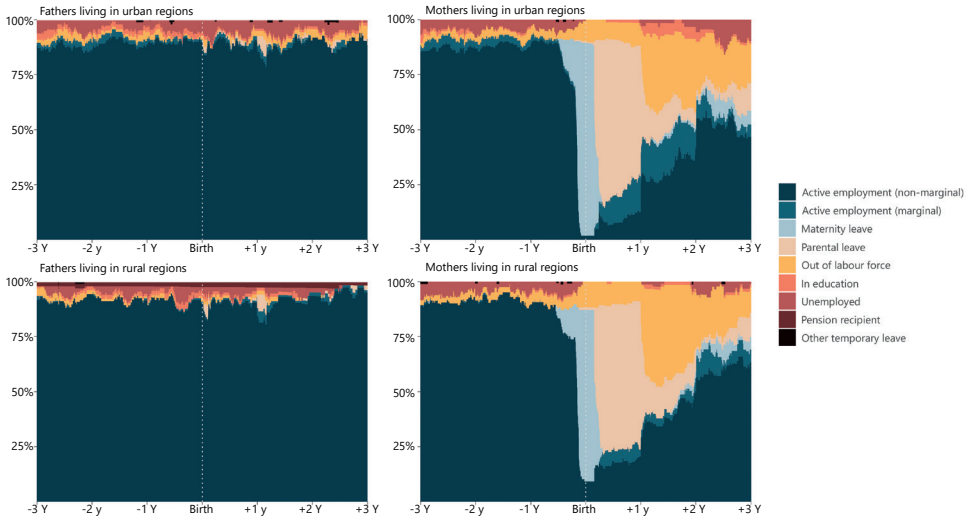
Fig. A7: Employment patterns around birth by gender and educational attainment



Notes: This graph shows a subsample of all PIAAC participants who had their first child between 2015 and 2022 (higher-educated fathers N = 96; higher-educated mothers N = 146; lower-educated fathers N = 130; lower-educated mothers N = 88); lower education comprises compulsory school, apprenticeship, and vocational middle school at the time of birth; higher education comprises vocational high school, general high school, and post-secondary education at the time of birth; PIAAC weights are applied.

Source: Statistics Austria register-based labour market careers (*Registerbasierte Erwerbsverläufe*), birth register (*Statistik der Standesfälle*), and register-based labour market statistics (*Abgestimmte Erwerbsstatistik*).

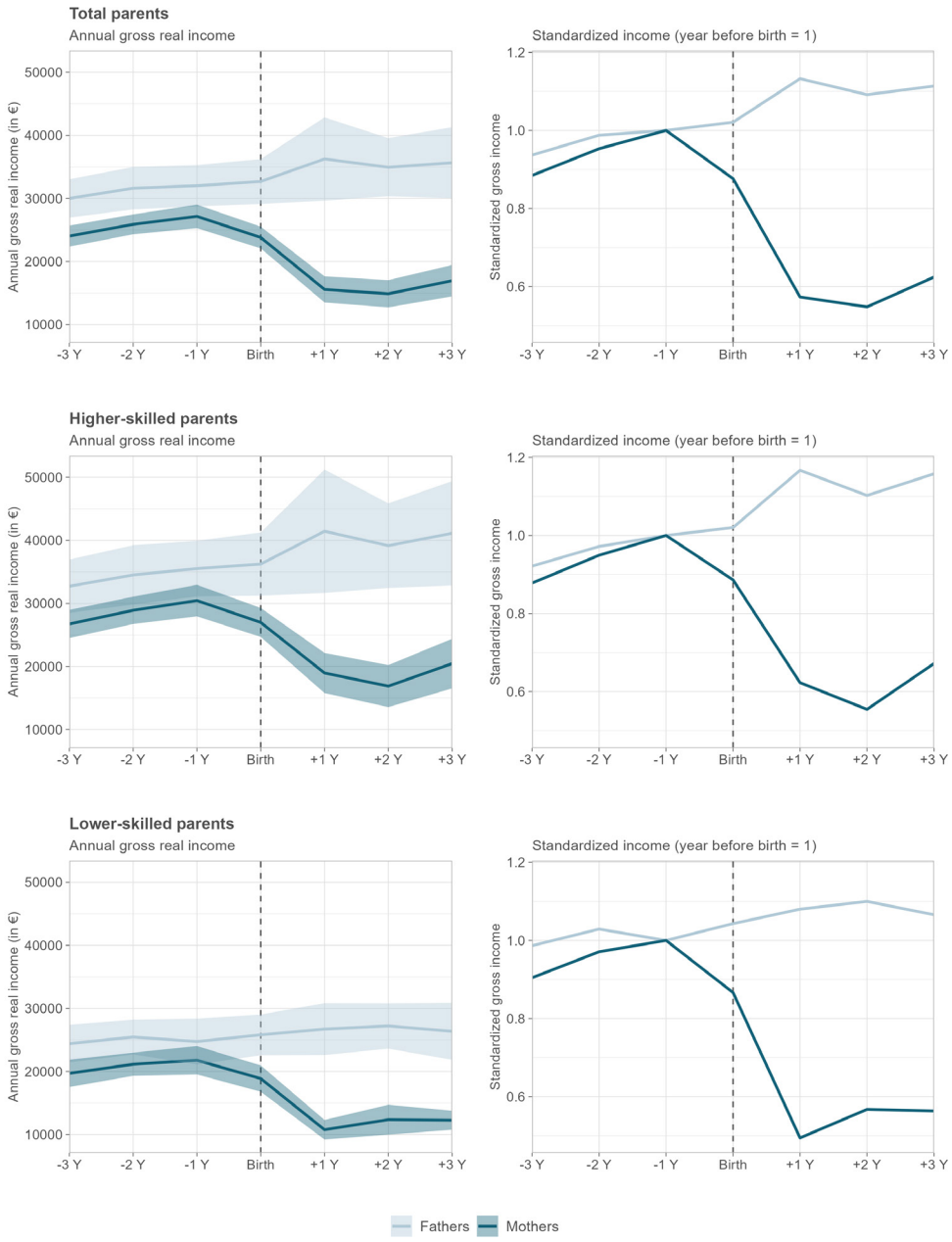
Fig. A8: Employment patterns around birth by place of residence



Notes: This graph shows a subsample of all PIAAC participants who had their first child between 2015 and 2022 (fathers living in urban regions N = 124; mothers living in urban regions N = 130; fathers living in rural regions N = 100; mothers living in rural regions N = 104); urban-rural categorisation follows the Statistics Austria urban rural typology and is based on place of residence at the time of birth; PIAAC weights are applied.

Source: Statistics Austria register-based labour market careers (*Registerbasierte Erwerbsverläufe*), birth register (*Statistik der Standesfälle*), and register-based labour market statistics (*Abgestimmte Erwerbsstatistik*).

Fig. A9: Income trajectories around birth by gender and numeracy skill level



Notes: This graph shows a subsample of all PIAAC participants who had their first child between 2015 and 2022 (fathers N = 217; mothers N = 227; higher-skilled fathers N = 150; higher-skilled mothers N = 147; lower-skilled fathers N = 67; lower-skilled mothers N = 79); skill level is defined based on PIAAC numeracy proficiency level: lower-skilled comprises proficiency

levels 0, 1, and 2 (< 276 points); higher-skilled comprises proficiency levels 3, 4, and 5 (≥ 276 points); income is adjusted for inflation (constant 2012 €); PIAAC weights are applied.

Source: PIAAC and Statistics Austria integrated wage and income tax statistics (*Integrierte Lohn- und Einkommensteuerstatistik)* and birth register (*Statistik der Standesfälle*).

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