

Career Transition Series

PIVOTING OUTSIDE THE UN SYSTEM

WELCOME TO

Career move to Vienna: Tips for Staff and Partners



UNOV
UNODC

Human Resources
Management Service

*People
Matter!*



UNITED NATIONS
GENEVA



UNITED NATIONS



UNHCR
The UN Refugee Agency



**World Health
Organization**

Agenda

- **Vienna City & Support Services**
- **International Vienna and Overview of the Local Labour Market**
- **Administrative Framework & Processes**
- **Practical Guidance to Integration**
- **Q & A**

Zoom - Housekeeping rules



You are muted by default. The chat function is disabled.



If you have any questions, please submit them through Zoom Q&A button.



The session will be recorded. The recording and presentation will be available on: [Career Transition Series webpage.](#)

Susanne Strohm

**Vienna Business Agency, International Business,
Team Lead Expat Relations**

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Let's talk business.

vienna
business
agency

Let's talk Vienna.

ViennaBusiness

23 June 2026

Vienna Business Agency & Services for Expats / international talents

- Welcome to Vienna – some facts & figures about the city
- Introduction to Vienna Business Agency
- Services for international professionals in Vienna
- Job search

What most people see



... our rich cultural heritage



The Vienna you should also know



Strategic Hub



International Hub



Talent & Startup Hub



Vienna facts & figures

- 5th largest city of the EU and one of the fastest growing European cities (~2 Mio inhabitants 2025)
- In the very heart of Europe - every capital reached by air in 3h
- **Cosmopolitan** city: 37% of Vienna's inhabitants have citizenship other than Austrian
- Home for people from **178** different nationalities
- One of the **best organized** cities globally

Top Quality of Life

- Affordable living compared to other European capitals (e.g. rent cap, public transport, kindergarden)
- Excellent municipal infrastructure, water & power supply
- >1.100 km public transport:
2.6 Mio passengers per day
- >1.700 km bicycle lanes
- 63 km water front – free of charge access + outdoor swimming pools
- 850 public parks & gardens
(50% of city surface)



Vienna – a hidden economic champion

- Vienna's GRP per capita almost double of EU average
- Very distinct „areas of strength“
- ~122.000 companies
- ~10.000 newly founded companies every year
- 3rd highest R&D expenditures in European Union

Strategic Hub in Europe

- Located in the very heart of Europe: every capital reached by air in 3 hours
- Vienna Airport: > 210 direct flight connections
- From Central Vienna to the airport in 16 min Vienna Central Station: 1.100 trains p.d., 145.000 passengers p.d.



International City

- > 200 international corporate headquarters
- UN-headquarter + ~40 other international organisations
- > 4.000 conventions & congresses per year
- Extensive and lively expats and diplomats community
- 14 international schools
- #3 global English proficiency index



City of ideas & talent

- Biggest university city in German speaking countries on a par with Berlin
~ **200.000** students
- **30%** international students
- **26** public and private universities and universities of applied sciences
- Low tuition fees
- ~ 57.000 researchers in Vienna Region
- R&D Hotspot and Startup Hub



Fun Facts about Vienna

- Leading producer of eggplants (61%) and cucumbers (75%) in Austria
(© Statistics Austria, Economic Chamber)
- Vienna grows more organic food than any other Austrian province
- Agricultural livestock in Vienna: 67 cattles, 99 pigs, 160 goats + 263 sheep (© City of Vienna, Statistics Austria)
- World's oldest Zoo – Schönbrunner Zoo founded in 1752
- World's oldest Fire Brigade founded 1686
- Alles Walzer! >450 annual dancing balls



Vienna Business Agency

Vienna's official Economic Development & Investment Promotion Agency:

We support the business location Vienna with



Fundings

Up to 53€ m. / year



Real Estate

From development to
renting



Consulting

Multilingual and free of
charge

International Business – 2 Teams

EXPAT RELATIONS

Expatriation Center

Relocation, living and working in Vienna

Target groups:

- Skilled international workers, researchers & family members, repatriates
- Companies, universities, employing international talents
- Employees of international organizations & embassies

Business Immigration Office

Residence & work permits for foreigners

Target groups:

- Skilled international workers, researchers from third countries & family members
- Companies, universities, employing international talents

COMPANY SETTLEMENT

International promotion of the business location Vienna & support of international company relocation

Target groups:

- International companies, that want to relocate their HQs to Vienna or establish a branch in Vienna

Our Support for Expats



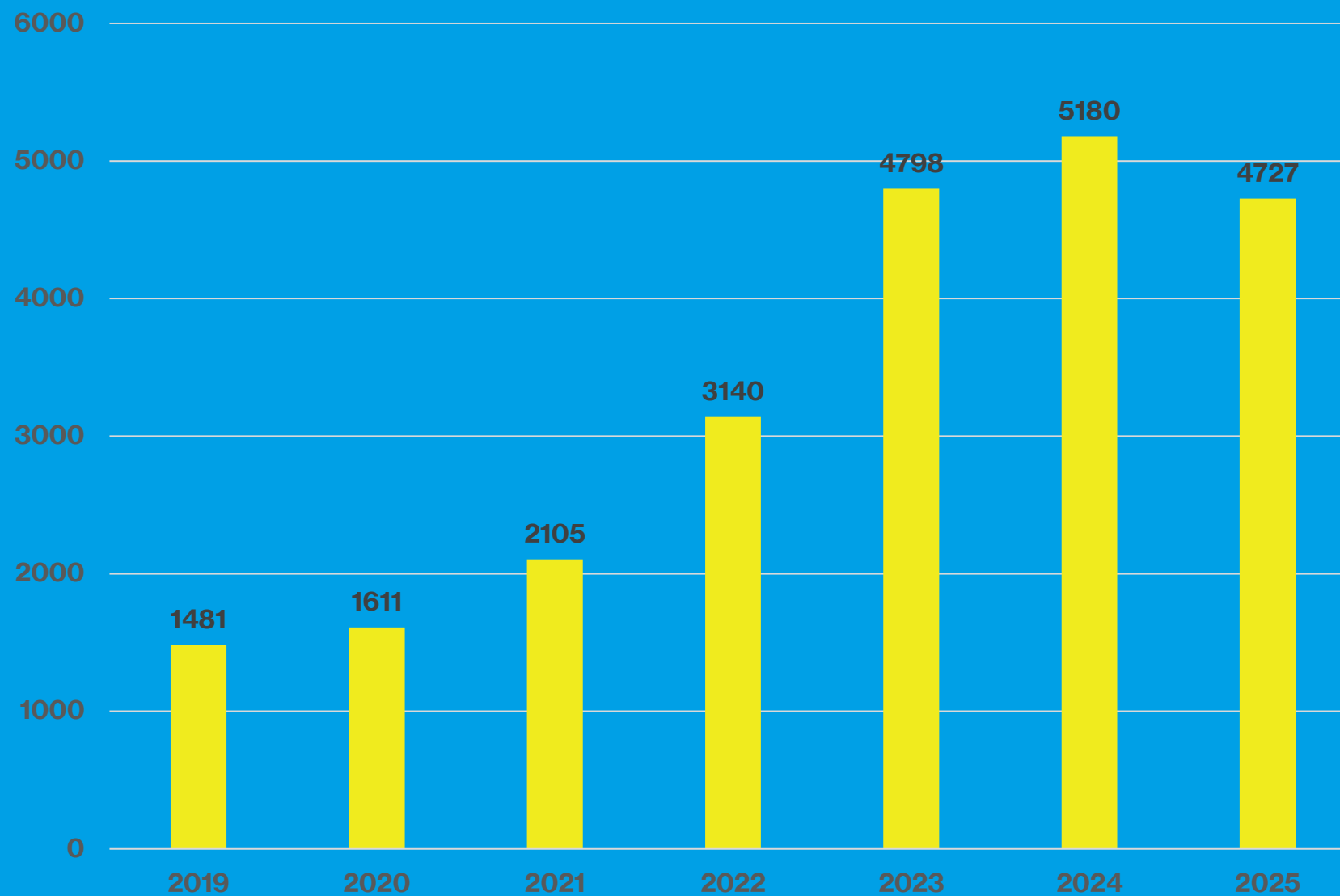
- Advice on all aspects of living and working in Vienna → **Expatriate Center** (since 2010)
- Advice on foreign residence- & employment law → **Business Immigration Office** (since 2021)
 - personal and individual
 - free of charge, independent, confidential
 - in different languages

Expatriate Center

- **Advice** on all aspects of living and working in Vienna
- **Support** in relocation and administrative matters, contacts to institutions of the city
- **Recommendations** for English speaking service providers e.g. lawyers, tax-advisors
- **Family matters:** Information on registration procedures in kindergartens or schools, suggestions for leisure activities
- **Socializing & Networking:** Expatriate Club
- **Expatriate Guide:** [Vienna Expatriate Guide](#)

Schmerlingplatz 3, 1010 Wien

Consultations – Expat Relations



Team Expat Relations

Business Immigration Consultants



Friedrich
Bruckner



Cornelia
Länger



Katalin
Sereny



Ariane
Olschak



Franziska
Perl

Business Immigration Office

Zelinkagasse 9
1. Stock/Raum 1.21
1010 Wien
Tel: 25200 - 644

businessimmigration@viennabusinessagency.at

Expat Center Consultants



Susanne
Strohm
Team Lead



Sidonia
Mussner



Lara von Benedek de
Andrade
Student Employee

Expat Center

Schmerlingplatz 3
1010 Wien
Tel. 25200 - 600

expatcenter@viennabusinessagency.at

Vienna Service Office vs. Expat Center

-> Vienna Service Office - City of Vienna

- Vienna Service Office is located directly at the VIC, run by City of Vienna
- VSO is the 1st point of contact (general information, questions of daily life, etc.)
- Expat Center does NOT specifically target staff of international organizations, but ALL expats & international professionals
- Expat Center is connected to the local economy -> access to services of the Vienna Business Agency, recommendations for commercial partners, advice for start-ups ...

Information & links

- [Vienna.Business -Vienna expat life: Living, costs, and connections](#) 
- [Vienna Expat Guide – Vienna Business Agency](#)
- [Wirtschaftsagentur - Funding, Consultations, Events in Vienna](#)
- [Vienna Service Office - City of Vienna](#)
- [International Schools in Vienna - City of Vienna](#)
- [Vienna in Figures 2025](#)

Job search

- Life Sciences
- Digital Technologies
- Smart & Urban Technologies
- Smart Production
- Creative Industries

Technology Reports by VBA -> overview of markets, companies, major stakeholders:

[Technologiereports, White Papers für Unternehmen in Wien - Wirtschaftsagentur](#)



Source: Vienna Life Science Report 2024/25 | Data: 2023 and 2020



750
ORGANISATIONS
+3,7%



49K
EMPLOYEES
+8,0%



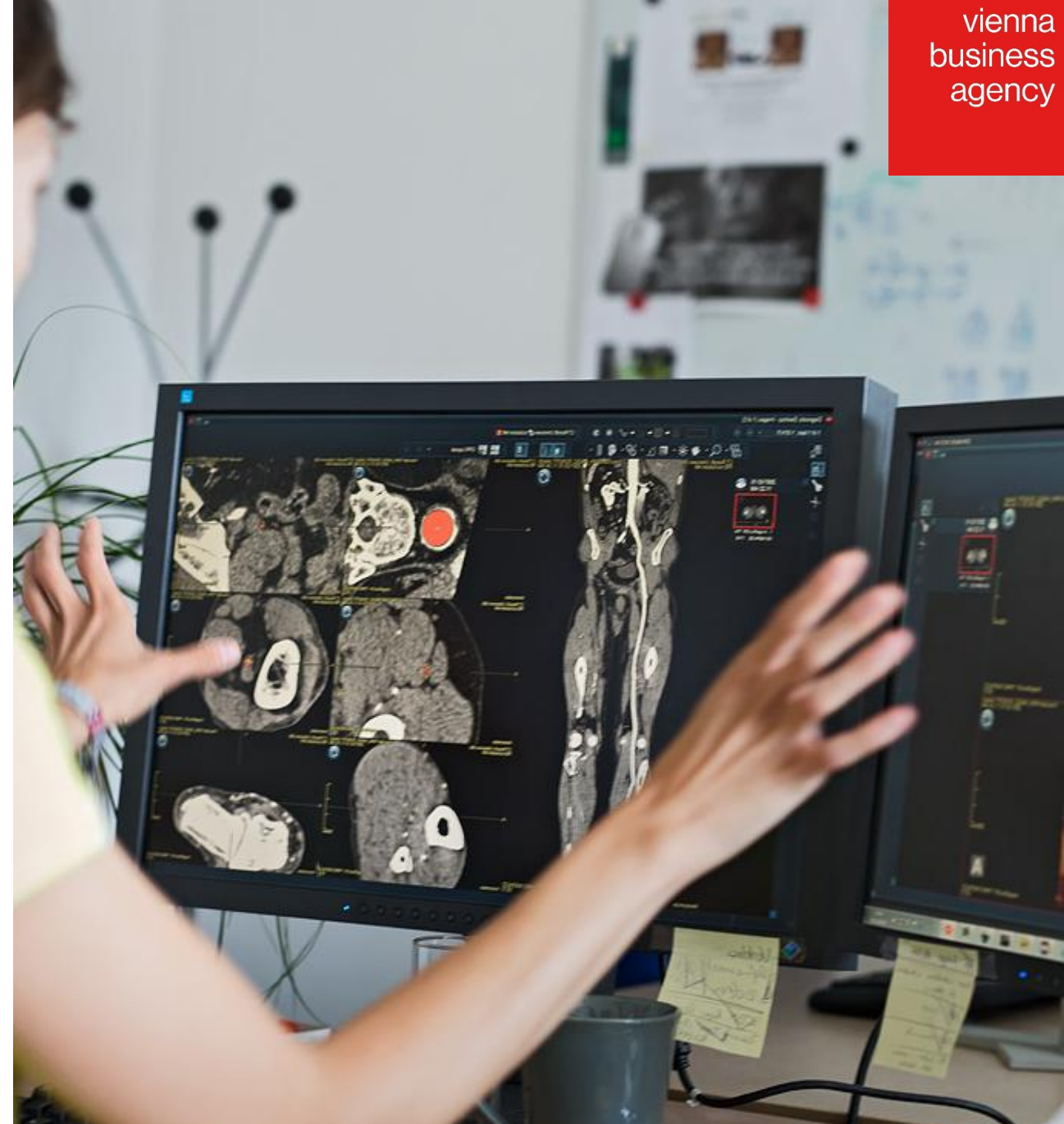
22,7
BN EURO
IN REVENUE
+22%



8,8K
PUBLICATIONS WITH
PEER REVIEW
+2,8%

Vienna – the Digital City

- Among the largest IT metropolis in Europe (topped only by LON & MUC)
- ICT sector is one of the frontrunners of the Viennese economy
- ~ **10.300** ICT companies employ about 70.700 people
- 7% of Viennese employees in ICT sector
- ICT revenue 4 x higher than in the tourism industry (annual turnover 25 bn €)
- Fastest growing export sector in Austria



Smart Production & Urban Technologies

- **9.200** companies and 90.000 employees in the field of **sustainable technologies**
- **8.500** manufacturing companies with 135.000 employees
- **Focus Areas:** sustainable construction, circular economy, renewable energy, additive manufacturing, urban mobility and city logistics, assistive technologies

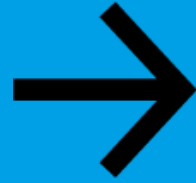
Vienna's creative industries



Appr. 30.000

CI companies = ~20 % of all
Viennese companies

37% of all Austrian CI
companies are based in
Vienna



Appr. 80.000

employees = ~42 % of all CI
employment in Austria



EUR 12,0 billion annual
turnover

~55% of all turnover in
Austrian CI

R&D & Innovation Hot Spot

- R&D Quota Vienna: 3,60% (EU: 2,22%)
- R&D Investment: € 2.9 bn
- 14% R&D tax incentive
- > 46 000 R&D jobs
- 2.200 research institutions:
 - e.g.
 - Institute of Molecular Pathology (IMP)
 - Institute of Molecular Biotechnology (IMBA)
 - Center for Molecular Medicine (CeMM)



Job search

[TalentHub](#)

A platform run by the Austrian Business Agency, upload your CV, establish a profile and connect with potential employers.

[EURES \(European Employment Service\)](#)

A European-wide job platform run by the joint European labour market initiative. Plus useful [guide on living and working in Austria](#).

[Euraxess Austria](#)

An EU initiative for researchers

[AST](#)

AST is an advisory office of the City of Vienna specialized in providing job-market information for foreigners, also on a cost-free basis. [Folder ASTWien Perspektive.pdf](#)

A platform for English speaking jobs : [English-speaking jobs in Vienna](#)

General job search:

<https://mynejo.com/de-at> - AI-based job search engine

www.monster.at

<https://www.alleskralle.com/jobs/at>

<https://www.stepstone.at/de>

<https://www.karriere.at>

<http://www.experteer.at/>

<https://jobs.derstandard.at/>

<https://job.kurier.at/>

<https://www.diepresse.com/karriere>

<http://www.willhaben.at/jobs/>

<https://www.unijobs.at/>

Special sites for jobs in the field of Biotech / Life Sciences

<https://www.biotechjobs.at/>

<https://www.viennabiocenter.org/career/open-positions/>

<https://life-science.eu/>

<https://jobboerse.life-science.eu/>

<https://www.oegmbt.at/services/jobboerse>

<https://www.uniport.at/inserate>

www.jobvector.de

Executive Search & Recruitment Agencies

<https://www.isg.com/en/>

<https://bewerben.iventia.eu/en/offene-jobs/>

<http://www.pendlpiswanger.at/en/career/job-offers>

www.muellbacher.at/

www.kienbaum.com

www.lehnerexecutive.com/

<http://www.dis-ag.com/>

www.pers-con.at

<http://www.pavelka-denk.at/?lang=en>

www.amropjenewein.at/en

www.servithink-hr.at www.in-spectrum.com/executive-search/job-offers

Thank you!

vienna
business
agency



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Let's talk Vienna.

The information provided is for general information only. Although it was created with greatest possible care, it can and should not replace detailed legal advice that may be required in individual cases and does not represent a conclusive assessment of the individual situation. No liability is assumed for the correctness, validity and completeness of the information provided.

Wanda Muellner-Plenteda

**HR Partner Talent Development Team, HRMS,
UNOV/UNODC**

**Focal point for Orientation for Newcomers,
Career counsellor & Coach, Training facilitator**

- Focalpoint for Career support and transitions
- Promotes equal access to learning opportunities
- Supports continuous professional development across the organization



David Mathieu

HR Partner, Staff Entitlements Unit, HRMS, UNOV/UNODC

- Administer contracts, benefits and entitlements of staff in UNOV, UNODC, UNICRI and other Vienna-based UN Secretariat entities



Iryna Zhugan

HR Assistant, Staffing, Diversity, and Outreach Section, HRMS, UNOV/UNODC

- Talent management, staffing and outreach
- Recruitment, assessment and candidate selection
- Onboarding and staff support services
- Visa support, legitimation cards and relocation assistance



Melitta Heitzinger

HUMAN RESOURCES ASSISTANT, UNOV/UNODC, OASU/SST

- Focal point for social security matters (UNJSPF, Health Insurance and UN Group Life Insurance)
- Administration of Vienna health insurance plans for staff and retirees
- Determination of ASHI entitlement



About the UN Building VIC

Vienna is one of the four **headquarters** of the United Nations, along with New York, Geneva and Nairobi. [The Vienna International Centre](#) (VIC), commonly known in Austria as "**UNO City**", was opened in 1979.

The VIC hosts approximately **20 international organisations** and units of the UN system, along with several smaller liaison offices.

Around **5,000 employees** from more than **150 countries** work for the organizations based in Vienna.



[The United Nations in Vienna](#)

Jobs at International Organizations (+40) in Vienna

Top Job Platforms

- <https://jobs.unicsc.org/> UN jobs worldwide
- <https://untalent.org/jobs/in-anything/contract-all/vienna>

Major Organizations Hiring in Vienna

- UNODC/UNOV (UNOOSA, UNIS, UNSCEAR): <https://careers.un.org>
- IAEA Careers: <https://www.iaea.org/about/employment>
- UNIDO Jobs: <https://careers.unido.org>
- OSCE Recruitment: <https://jobs.osce.org>
- ICMPD Vacancies: <https://www.icmpd.org/work-with-us> (icmpd.org in Bing)
- CTBTO Jobs: <https://jobs.ctbto.org>
- OPEC Fund Careers: <https://www.opecfund.org/careers>

Key Characteristics of Vienna's Labour Market

Stable & Highly Regulated

- Strong worker protections and predictable labour laws
- Collective bargaining agreements define wages and conditions

High Demand for Skilled Talent

- **Technology:** High demand for software developers, systems analysts, and IT specialists across startups and established companies
- **Finance & Business:** Strong demand for accountants, financial analysts, consultants, and other business professionals
- **Multilingual Talent:** Increasing need for professionals with strong language and intercultural communication skills
- **International Opportunities:** Vienna continues to attract qualified international professionals across a range of sectors

What Expats Should Know to Succeed

Workplace Integration

- Understand hierarchy and decision-making processes
- Direct but polite communication style
- Reliability and teamwork highly valued

Compensation & Benefits

- 14 salary payments common (holiday + Christmas bonus)
- Strong social insurance system (health, pension, unemployment)

Success Factors for Career Growth

Language & Skills

- German proficiency significantly improves opportunities
- English widely used in international and tech environments

Professional Development

- Recognition of qualifications may be required in regulated fields
- Continuous learning valued, especially in technical sectors

Networking & Integration

- Join professional associations and expat communities
- Build local networks to access hidden job markets
- Cultural awareness supports smoother collaboration

Visa Support, Legitimation Card

Visa D for Entry into Austria

Who Needs a Visa D?

- Not all individuals require a Visa D to enter Austria.
- Staff members should verify the entry requirements applicable to their nationality.

UNOV Support

- Confirm visa requirements with the Austrian Ministry of Foreign Affairs (MFA).
- Submit Note Verbale (NV) requests for Visa D support for: **Staff members & eligible dependents**

Frequently Asked Questions

- How should visa applications be completed **for accompanying adult dependent children?**

Visa Support, Legitimation Card

Legitimation Card (Residency Permit for Austria)

Application Process

Complete the MFA application form: <https://www.bmeia.gv.at/en/embassies-consulates/protocol/>

Required Documents

- Completed application form
- Copy of passport
- Copy of Visa D (if applicable)
- Passport-size photo (available at the VIC Pass Office)

Processing Time

- Processing time depends on MFA capacity.
- Average processing time: approximately **3–4 weeks** from the date of application.

Frequently Asked Questions

When a SM (Staff Member) travels ahead of their family and the family arrives much later in the following year, does this have any implications regarding legitimation card?



IMPORTANT NOTE: Staff applying for a legitimation card, including renewal, are required to hold a national passport that is valid for **at least six (6) months at the time of application. The same requirement applies for family members living in the same household.** If a passport has a SHORTER validity than the period of a requested Legitimation Card, the Legitimation Card validity will be adjusted by the MFA in accordance with the validity of the passport.

Unaccompanied Shipment of Personal Effects

Customs Regulations

- All goods entering Austria from outside the EU are subject to customs regulations, regardless of value.

Import Tax Exemption for UN Staff

- UN staff members assigned to Vienna may apply for import tax exemption for household goods and personal effects (subject to applicable exclusions).

Required Documents for Apply for Import Tax Exemption

- ZBefr IE form
- Air Waybill (AWB)/Bill of Lading - the moving company can provide it)
- Packing list
- Copy of Legitimation Card - which you can only obtain when taking up duties in Vienna. No other document substituting the Legitimation Card is accepted (will take several weeks).

** Documents should be submitted to the **UNOV Vienna Travel Team** in due course.*

 **IMPORTANT NOTE:** These documents will be sent to Ministry of Foreign Affairs for their review and approval, a process that can take up to 3 weeks. Please coordinate with your logistics/shipping company the transportation / delivery schedule to avoid long storage times. The information regarding Customs clearance obligation and review times are posted on the CSP page: [Customs & tax declarations \(sharepoint.com\)](#)

Entitlements for Staff Members & Dependents

Spouse and partner recognition:

- The personal status of staff members for the purpose of entitlements under the Staff Rules and Staff Regulations of the United Nations will be determined by reference to the law of the competent authority under which the personal status has been established.
- Eligible spouses/partners may receive entitlements and benefits, including travel, dependency benefits, and health insurance coverage.

Access to housing market:

- UN staff members in Vienna may acquire and own real estate in Austria under the same conditions as Austrian citizens.

Driving licence:

- EU/EEA licences are recognized and do not require conversion.
- Staff members holder of a Legitimation Card can use a foreign driving licence however the licence (if non-EU/EEA) needs to be accompanied by a certified translation or an international driving licence.
- Holders of non-EEA licences must generally convert their licence within 6 months (usually requires at least a practical test)
- More info [here](#).

Commissary:



- Access to tax- and duty-free consumer goods under the IAEA Headquarters Agreement.
- Available to Commissary cardholders and eligible family members.
- One family pass may be issued for a spouse or a dependent child (18–26 years old, unmarried, unemployed, and living in the same household).



Practical Guidance

Health and Medical Info

Vienna Health Insurance Options and TDIP

- 1) OEGK: Oesterreichische Gesundheitskasse 
- 2) Allianz FMIP (Full Medical Insurance Plan) 
- 3) OEGK plus Allianz SMIP (Supplementary Medical Insurance Plan)
- 4) TDIP: Temporary Disability Insurance Plan

Health Insurance Comparism

	Allianz (no annual campaign)	OEGK (s/m only! no annual campaign)
Language	English (and several others)	German
Geographical Coverage	Worldwide	Austria, as of second year Europe
Cost	% of medical net salary (category s/m only 3.4132%) no ceiling	3.87% of your PR rate, ceiling is applied
Provider	free choice, preferred providers have direct billing	free choice, only "Kassenarzt" accepts e-card
Financial Coverage	as per benefits plan (in general with 80 %)	"Kassenarzt" free of charge, nominal fee for medication
Unconditional Enrolment	within 30 days of qualifying event	within 3 months as of appointment date and within 3 months after completing 3 years of continuous service in Vienna
Conditional Enrolment	upon approval of a Late Application	n/a
Termination by s/m	possible every 1st of the month following request. Adequate coverage must be proven for s/m	within 3 months after completing 3 years of continuous service in Vienna
Upon Separation	termination with last day of the month, 2 additional unsubsidized months can be prepaid	termination with COB
Enrolment Dependants	enrolled through the organisation within 30 days of qualifying event	must be enrolled privately by s/m provided certain requirements are met
Cost for Dependants	% of medical net salary (category II s/m plus one 5.1198% or category III s/m plus family 6.8258%)	for children under 18 years coinsurance is free, there might be an additional charge for a spouse (not deducted from payroll)
Termination for Dependants	possible every 1st of the month following request to our office.	privately arranged between s/m and OEGK

Health and Medical Info

On-Site Services

Medical Service (F Building, 7th Floor)

- Hours: 08:30–17:30 (Thu until 15:00) / 08:00–16:00 (Summer)
- In VIC emergency care available throughout regular office hours, **dial 99** from an internal telephone

Pharmacy (F Building, 7th Floor)

- Mon–Fri, 10:00–17:00
- Prescription & over-the-counter medications
- Internal Ext. 21599

Nursing Room (C0E01, Rotunda)

- Open 24/7
- Private nursing booths
- Microwave & refrigerator
- Accessible to all caregivers

Health Insurance & Support

OEGK

- Useful Resources: [Gesundheit – Krankheit ; Gesundheitsleistungen](#)

Allianz (FMIP & SMIP)

- Useful Resources: [Microsoft Word - 3e00255e-9a0f-41b7-a8fe-0fe5c3df133f in for PDF printing.docx; UNIDO-BG-HQ-Medical-Cover-EN.pdf](#)

Doctor Search

- [Arztsuche | Online-Terminbuchung | Bewertungen bei DocFinder.at](#)
- [Arzt im Bundesland Wien : Arztsuche24.at](#)

SST on iSeek:

[Social Security Team \(SST\) | Social Security Team \(SST\)](#)

Education - International Schools in Vienna

Vienna International School (VIS)

- Leading international school located near the UN in Vienna
- Established to serve children of UN staff, diplomats, and expatriates
- Approximately **1,400** students from over **100** nationalities; highly multicultural environment
- Language of instruction: English, with strong mother tongue support
- Offers full International Baccalaureate (IB) programme (ages 3–18)
- Strong links with UN and international organisations; widely chosen by UN families

Website: <https://www.vis.ac.at/>

More International Schools in Vienna

- **American International School Vienna (AIS)**
<http://www.ais.at/>
- **Danube International School Vienna (DISV)**
<https://www.danubeinternationalschool.at/>
- **AMADEUS International School Vienna**
<https://amadeus-vienna.com/>
- **International Christian School of Vienna (ICSV)**
<http://www.icsv.at/>
- [French Lycée Français de Vienne – Accueil](#)
- [Japanese International school: https://www.japaneseschool-wien.at/](https://www.japaneseschool-wien.at/)
- Full list of all international schools: <https://www.international-schools-database.com/in/vienna>

English-Taught Study Options in Vienna

- **Webster Vienna Private University** — U.S.-accredited, all programs in English
- **MODUL University Vienna** — English-taught programs in business, tourism, sustainability, data science
- **Sigmund Freud University (SFU)** — Psychology & psychotherapy programs, several taught in English

Austrian Universities with English-Taught Degrees:

- **University of Vienna** — Many master's programs in English (humanities, sciences, social sciences)
- **Vienna University of Economics and Business (WU Wien)** — Several English bachelor's & master's programs in business/economics
- **FH Campus Wien** — Selected applied sciences programs in English (varies by department)

Intensive German courses for Spouses

The International Kultur Institute (IKI)

- **Duration:** 4-week intensive course blocks
- **Schedule:** Monday–Friday, 09:00–12:00
- **Lessons:** 80 lessons (45 minutes each)
- **Levels:** A1-C2, based on the Common European Framework of Reference for Languages (CEFR)
- **Course fee:** €499 per course block
- **Materials fee:** €25 (books, copies, certificates, confirmations)
- **Website:** <https://ikivienna.at/en/german-courses/intensive-german-courses>

Housing and Accommodation

Temporary Housing in Vienna for UN Professionals & Families

- **Donaustadt (22nd)** — Closest to VIC, modern housing, green area
- **Leopoldstadt (2nd)** — Central, green, family-friendly, close to UN
- **Landstraße (3rd)** — Embassies, quiet, easy commute
- **Döbling (19th)** — Safe, upscale, ideal for families
- **Brigittenau (20th)** — **Momento Apartments**, short-term option with special rate for UN staff

Where to live in Vienna:

<https://carlyhulls.com/blog/where-to-live-vienna>

Housing and Accommodation

Where Expats Find Long-term leases in Vienna

- **Willhaben** — Austria's largest housing marketplace; huge selection, updated daily
- **Immobilien net**: Large platform, <https://www.immobilien.net/>
- **ImmobilienScout24** — Professional listings, good filters, reliable for long-term leases
- **Immowelt** — Many agency-listed apartments, mid- to high-end
- **Der Standard Immobilien** — Quality listings, often in central districts

Public Transport in Vienna

- **Efficient, reliable, and easy to use** – among the best public transport systems in Europe
- **Extensive network:** metro (U-Bahn), trams, buses, and S-Bahn (suburban trains)
- **Excellent coverage:** 5 metro lines, ~30 tram lines, 130+ bus routes
- **Frequent service:** every 2–5 minutes; night services available, 24h metro on weekends
- **Integrated ticketing:** one ticket valid across all transport modes ; annual tickets for adults and youth
- **Car not needed:** fast, convenient access across the entire city

- More info: <https://www.wien.info/en/travel-info/transport>
- [Transport map](#)

Banking Services at the VIC

Bank Austria:

- Located in C-I where you can open a **local bank** account in **EUR** (to pay for rent, utilities, etc.), loan requests, mortgages, investments

Which documents are needed to open a local bank account?

- Original national passport
- Letter of appointment from UN

UNFCU:

- Branch located in C-I, where you can deal with **USD** accounts, loans, mortgages and investments, but no cash transactions.

Part of salary can be transferred to UNFCU through payroll.

Contact: viennaoffice@unfcu.com.

LGBTIQ+ Inclusion and Legal Framework in Vienna, Austria

Vienna provides a relatively safe, inclusive, and rights-affirming environment for LGBTIQ+ personnel, spouses and families:

- **Legal Recognition:** Same-sex **marriage (since 2019)** and **registered partnerships (since 2010)** are fully recognized for residency, spousal benefits, and administrative procedures.
- **Human Rights Framework:** Austria has passed **anti-discrimination protections** in employment, housing, healthcare, and public services even though implementation of legislation is sometimes lacking and criticized by local CSOs.
- **Social Environment:** Generally high levels of **public acceptance** and visible support for LGBTIQ+ individuals in daily life, however reports of incidents of discrimination including violence in particular against trans and gender non-conforming individuals and queer persons of colour exist.
- **Institutional Support:** Vienna hosts multiple **LGBTIQ+ organizations** offering legal guidance, community support, and integration resources for international families.
- **Quality of Life:** LGBTIQ+ spouses and family members can expect relatively **safe living conditions** and equal access to services.
- [UN-GLOBE at the United Nations](#)

Q & A



Upcoming Sessions

CTS – Career move to Valencia

Date TBC

CTT - Pre-recorded video interviews

Thursday, 25 June, 08:30-09:30 EDT/14:30–15:30 CEST

Evaluation Form

Let us know your thoughts
about the session!

👉 Click [here](#) or scan the QR code.



Career Transition Series

PIVOTING OUTSIDE THE UN SYSTEM

Thanks for your participation!



UNITED NATIONS
GENEVA



UNITED NATIONS



UNHCR
The UN Refugee Agency



World Health
Organization