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Country Fact Sheet Austria

## Some Facts about the Gender Pay Gap in Austria

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“Gender Pay Gap: New Solutions for an Old Problem. Developing Transnational Strategies Together with Trade Unions and Gender Equality Units to Tackle the Gender Pay Gap“

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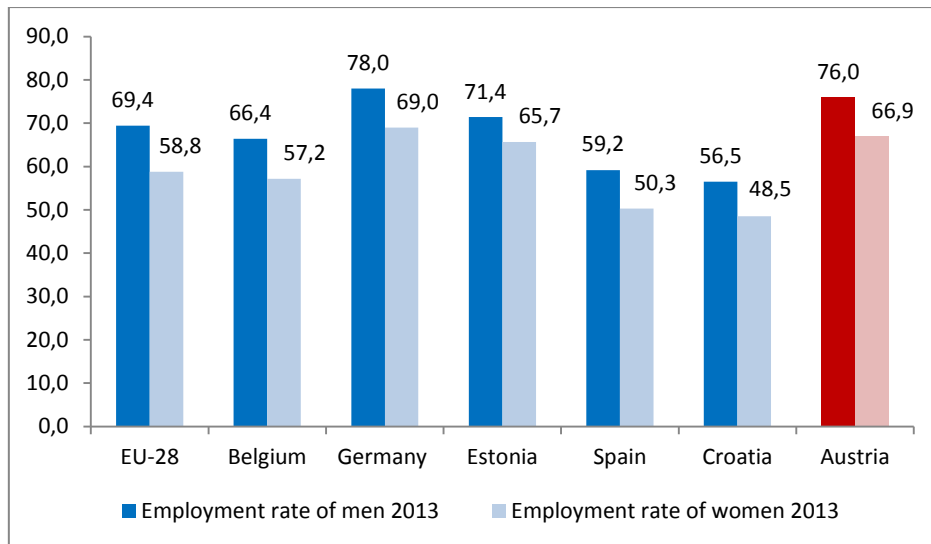


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## GPG in Austria: Brief Data Overview

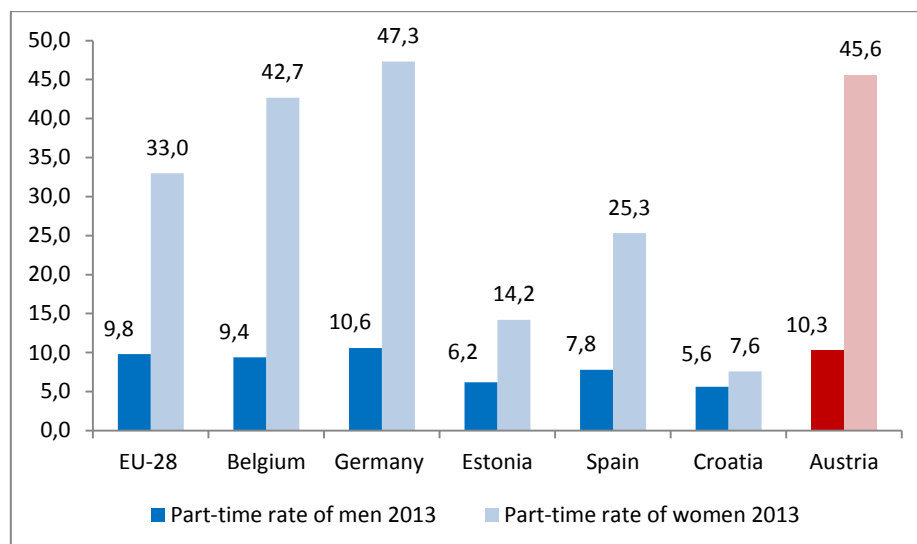
In Austria the **women's employment rate** is comparatively high (66.9%), markedly above EU-average (see figure 1). This relatively high women's participation in the labour market is to a large degree based on **part-time work**, which was 45.6% in 2013 – also far above EU-average (see figure 2).

**Figure 1: Women's and men's employment rate 2013**



Source: Eurostat, LFS (online data code: lfsi\_emp\_a)

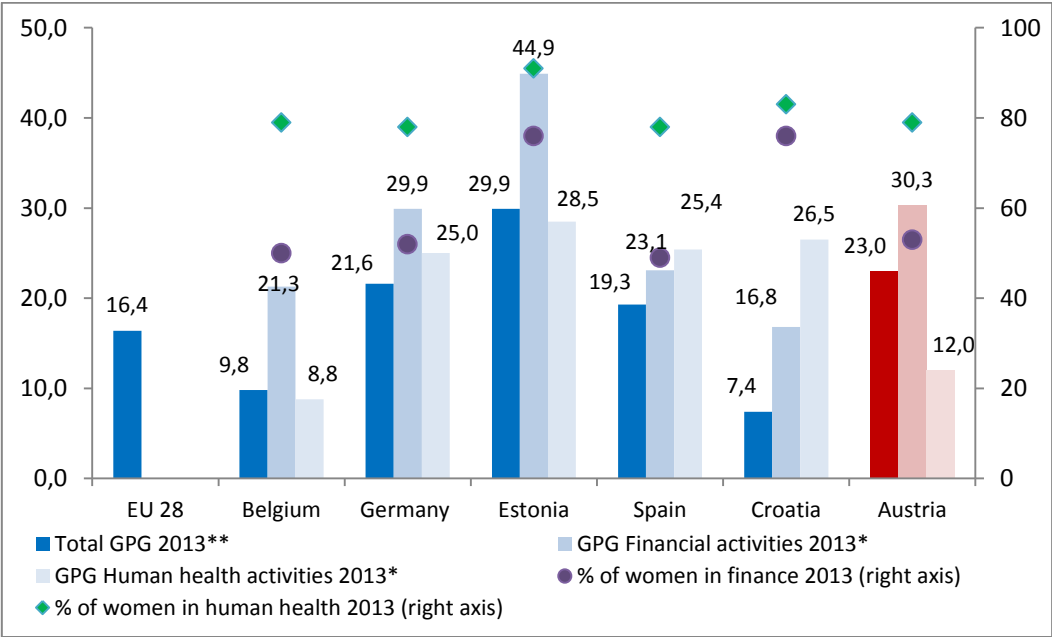
**Figure 2: Women's and men's part-time rate 2013**



Source: Eurostat, LFS (online data code: lfsi\_emp\_a)

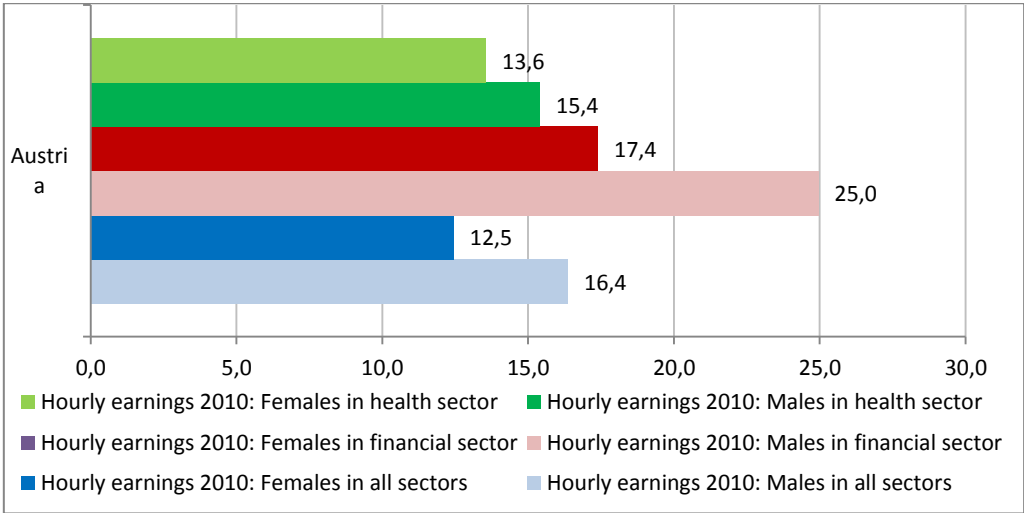
With the **very pronounced gender pay gap of 23%** in 2013, Austria had the second highest GPG within the EU-28. Looking at the gaps in different sectors, the picture becomes more diverse: While the GPG was extremely high in the financial sector (2013: 30.3%) it was lower in the health sector (2013: 12%). Concerning women’s employment’s percentage, the financial sector is quite balanced at around 50%, while the health sector is predominately female at 80% (see figure 3). The **income level** is above the Austrian average in the financial sector (especially for men) and average in the health sector (see figure 4).

**Figure 3: Total GPG\*\*, the GPG in the financial and health sectors and women’s share in these sectors 2013**



Source: Eurostat, LFS (online data code: earn\_gr\_gpgr2 and lfsa\_egam2); \*\* total GPG except public administration, defence, compulsory social security; NACE Rev. 2 (structure of earnings survey methodology); 2015; \* latest year available for Austria: 2010

**Figure 4: Mean hourly earnings by sex in Austria 2010**



Source: Eurostat, LFS, Structure of earnings survey (online data code: earn\_ses10\_13), hourly earnings include industry, construction and services (except public administration, defence, compulsory social security)

## Facts and Findings about the GPG in Austria

### Wage-setting mechanisms in Austria

Collective agreements set by social partners are still very important in Austria, including around 90 – 95% of private-sector employees.

### Important characteristics of the GPG in Austria

- The gender pay gap is very pronounced in Austria – partially explained by the marked horizontal segregation and the huge income differences between sectors.
- Intransparency in wage setting and secrecy about wages exacerbate initiatives to close the gender pay gap in Austria.
- Although trade unions have some awareness about the GPG in Austria, co-operation with gender equality units and joint efforts to reduce the GPG are not high on agendas.

### Specific initiatives to reduce the GPG in Austria

The reduction of the GPG has been on the political agenda for quite a long time. These are the main current initiatives to reduce the GPG in Austria:

- The **equal pay reports** are the most important tool in creating awareness of the gender pay gap with the goal of enabling income transparency and setting measures to reduce the gender pay gap. The equal pay reports are compulsory for companies with more than 150 employees. The equal pay reports are currently subject of an evaluation.
- Since 2011 the Ombud for Equal Treatment, in cooperation with trade unions, holds **equal pay seminars** for members of the works council.
- In Austria two different **Equal Pay Days** take place. The first takes place in spring and is mainly promoted by “BPW Austria – Business and Professional Women” (an international women’s network) and is also supported by the Minister for Women (see <http://www.equalpayday.at>). The second takes place in October and marks the day men have already earned what women will have earned at the end of the same year. This day is mainly promoted by the Minister for Women, political parties, trade unions, and chambers.
- Both the **wage calculator** (<http://www.gehaltsrechner.gv.at>) initiated by the Minister for Women and Civil Service (in 2010) and **mandatory minimum wage declaration in job postings** (since 2012) are meant to make salary differences more transparent.

## GPG in the Financial and Insurance Sector in Austria

### Important characteristics of the financial and insurance sector in relation to its GPG

- On the one hand the gender pay gap in the financial and insurance sector is even more pronounced than the overall GPG in Austria, on the other hand, the income levels for women and men alike are among the highest in Austria.
- Bonus and commission schemes, appraisal-based payment schemes and individual bargaining elements are of great importance in this sector, all elements in which women are evidently especially disadvantaged.

- The vertical segregation is also very pronounced, leading to the conclusion that women are poorly represented within higher-qualified and paid positions. Even when they hold higher-qualified positions they earn far less than their male colleagues.

### **Initiatives (or lack of those) in the financial and insurance sector to reduce the GPG**

- Although the responsible trade union (GPA-djp services) has some awareness about the GPG in Austria and gender equality is one of the aims within the collective bargaining process, the respective initiatives are quite limited:
  - One focus is to count parental leave periods as working periods, which will also have an impact on the equal pay.
  - Another focus is to support shop stewards to better use the equal pay reports as transparency and argumentation instrument for negotiations on company level.
- Further initiatives concerning the gender pay gap are not well-known. A widespread assumption is that important reasons for the gender pay gap, e.g. flexible (appraisal based) payment, regional differences as well as income differences between hierarchies, are impossible to influence with collective agreement bargaining processes. Additionally, the huge structural changes in this sector and the pressure on employees are seen as main challenges for trade unions and therefore less priority is given to gender equality issues.

## **GPG in the Human Health Sector in Austria**

### **Important characteristics of the human health sector in relation to its GPG**

- The GPG in the human health sector is low in comparison to other sectors with women earning 80.4% (gross hourly earnings), 68.7% (gross monthly earnings) and 66% (gross annual earnings) of male average income.
- Both male and female employees working in the human health activities and social work sector earn approximately the average income of all sectors.
- The gender pay gap can be mainly explained by occupational segregation (e.g. medical specialists are mainly male) and a vertical segregation with fewer women in leading positions.

### **Initiatives (or lack of those) in the human health sector to reduce the GPG**

- The initiatives in the human health sector are mainly concentrated in low income groups:
  - One responsible trade union (GPA-djp services) has implemented a campaign over pay and conditions for the 160,000 workers in the private health and social care sector. The union's goal is a sector minimum wage of €1,500 and better working conditions (working time, breaks and workplace conditions) for the predominately female workforce.
  - The GPA-djp services union has negotiated collective agreements for the employees of doctors. In eight out of nine states the employees of doctors now have a minimum wage of €1,300.
- With the new working time law for hospitals (enforced on 1st January 2015) not only the working time of medical doctors is reduced but also that of nurses and medical-technician assistants. In some states medical doctors and nurses are demanding compensation for the loss of payment due to the reduction of working time.