

# Equal Pay Day & the Gender Pay Gap in Austria

— Prepared by Sara Crockett, IWA Graz —

## What is the Gender Pay Gap?

The **Gender Pay Gap** (unadjusted) indicates the difference as a percentage between men's and women's average hourly earnings (before taxes). A 'corrected' (adjusted) pay gap considers factors like age, education, occupation, and experience. Under Austria's Equal Treatment Act, being paid a different amount for the equivalent work is considered discrimination.

## What is Equal Pay Day?

Equal Pay Day marks how many more days into the year women must 'work for free' compared to men, due to this pay gap. In Austria in 2025, this day falls on **2 November**—meaning that women do about **60 days** of unpaid work on average. The date varies by region based on differences in local pay rates and scales.

## Current Indicators and Trends

Austria's unadjusted gender pay gap is around **18.3%** (2023), which is one of the highest in the EU. The EU average is **12.7%**. Regional differences remain strong—Vienna's gap is currently around 11% (= 40 unpaid days) while Vorarlberg's is around 22.7% (= 83 unpaid days).

## Why Does the Pay Gap Persist?

1. Occupational segregation – Women dominate lower-paid sectors.
2. Part-time work & career interruptions – Many women work part-time or pause their careers to provide care (for example, for children or relatives).
3. Education and seniority differences – Fewer women are in senior roles or technical fields.
4. Wage negotiation and employer practices – Less transparency and possible bias exist.
5. Structural and unexplained factors – Institutional inequalities or discrimination exist.

## What Can You Can Do? / Where Can You Get Support?

Under the **Equal Treatment Act**, receiving unequal pay for performing the same work is illegal. Contact the **Austrian Ombud for Equal Treatment** for advice or to file a complaint. Large employers must report pay gaps.

As an employee, you can:

- Ask how pay rates and scales are determined in your workplace.
- Document your performance and compare this with that of your peers.
- Seek legal advice if you feel you are being discriminated against.
- Join Equal Pay Day awareness campaigns.

Source: AMS — Gender Pay Gap & Equal Pay Day pages, 2025,  
<https://www.ams.at/arbeitsuchende/frauen/gender-pay-gap>

# Helpful Resources to Address the Gender Pay Gap

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## Information is power!

Learn about **Austria's Equal Treatment Act**, which prohibits discrimination in employment and education based on gender, ethnicity, religion or belief, age, or sexual orientation. This Act also established the Equal Treatment Commission and other bodies like the Ombud for Equal Treatment to enforce these rights. In German, this is called the *Gleichbehandlungsgesetz*.

You can learn more about this Act on the website of the Chamber of Labor (Arbeiterkammer, website in German):

<https://www.arbeiterkammer.at/beratung/arbeitsrecht/Gleichbehandlung/Gleichbehandlungsgesetz.html>

## Learn more about the Austrian Ombud for Equal Treatment

The **Austrian Ombud for Equal Treatment** is a federal government agency that provides independent, free, and confidential legal advice and support to those who have experienced discrimination under the Equal Treatment Act. The Ombud advocates for a society free from discrimination, raises public awareness, documents cases, and provides recommendations for policy improvements. The agency has a central office in Vienna and four regional offices in **Graz**, Innsbruck, Klagenfurt, and Linz.

Link to information about the Ombud for Equal Treatment offices in Austria from the federal government: [https://www.oesterreich.gv.at/en/themen/gesetze\\_und\\_recht/frauenfoerderung-und-gleichbehandlung/gleichbehandlung/4/3/Seite.1860572](https://www.oesterreich.gv.at/en/themen/gesetze_und_recht/frauenfoerderung-und-gleichbehandlung/gleichbehandlung/4/3/Seite.1860572)

Link to the Graz office of the Ombud for Equal Treatment:

<https://www.gleichbehandlungsanwaltschaft.gv.at/english.html>

which is located at:

Südtiroler Platz 16

8020 Graz

Telefon: [+43 316 720 590](tel:+43316720590)

E-Mail: [office.stmk@gaw.gv.at](mailto:office.stmk@gaw.gv.at)

How to contact them:

<https://www.gleichbehandlungsanwaltschaft.gv.at/ueber-die-website/kontakt.html>

## Learn more about your rights to Equal Treatment in Austria

[https://www.oesterreich.gv.at/en/themen/gesetze\\_und\\_recht/frauenfoerderung-und-gleichbehandlung/gleichbehandlung](https://www.oesterreich.gv.at/en/themen/gesetze_und_recht/frauenfoerderung-und-gleichbehandlung/gleichbehandlung)

## Learn more about women's rights and gender equality in the European Union

<https://www.bmfwf.gv.at/en/women-and-equality/women-s-rights-and-gender-equality-in-the-eu.html>