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ARBEIT, SOZIALES UND
KONSUMENTENSCHUTZ

Staff Income Reports in the Austrian Equal Treatment Act

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Overview

- **Background**
- **Measures:**
 - pay informations in job advertisements
 - information on individual income data (for the Ombud for Equal Treatment and the Equal Treatment Commission)
 - staff income reports



Background

- **Principle of equal treatment for women and men in relation to pay since 1979**
- **High gender pay gap**
- **Only few legal procedures concerning discrimination in relation to pay**
- **Remuneration as a taboo issue**



Job advertisements

- **Information about the minimum pay**
- **Aim: improving the negotiating position of job candidates**
- **1.1.2012: administrative penalty**



Information on individual income data

- **Ombud for Equal Treatment /Equal Treatment Commission**
- **In cases of presumed pay discrimination**
- **Individualised income data from the social security provider**
- **Anonymised information for the complainant**



Staff income report (1)

- **Statutory**
- **Based on the collective agreement applicable**
- **Contents:**
 - number of women and men in the various occupation groups
 - average or median pay of women and men in these occupation groups



Staff income report (2)

- **companies > 1000 employees:** 2011, covering 2010
- **companies 501 – 1000 empl.:** 2012, covering 2011
- **companies 251 – 500 empl.:** 2013, covering 2012
- **companies 151 – 250 empl.:** 2014, covering 2013



Staff income report (3)

- **purpose: source of information for the company and the works council**
- **recipients:**
 - works council
 - (each employee)
- **confidentiality**

