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Women's gross hourly earnings were 18.4% below those of men in 2022

Gender differences in earnings, employment and unpaid work remain high

Vienna, 2024-03-05 – As Statistics Austria reports in the run-up to International Women's Day on 8 March, the pay gap between women and men has decreased in recent years, but at 18.4% in 2022 was significantly higher than the EU average of 12.7%. Only in Estonia the gender pay gap was larger than in Austria.

In an EU comparison, Austria is one of the countries with the highest gender pay gaps. The difference between the average gross hourly earnings of women and men in the private sector in Austria has declined from 22.9% in 2012 to 18.4% in 2022 according to the Eurostat definition. Austria thus remains well above the European average of 12.7% (see bar chart and table 1). Through the use of hourly earnings, differences in working hours are already taken into account. At 50.7%, the part-time rate for women was also the second highest in Austria in 2022 (EU-27: 29.1%). However, women performed more unpaid work than men. The differences in working life are also reflected in the pensions of women, which were 41.1% lower than those of men.

Large differences in the gender pay gap between the EU member states

Due to different country-specific factors, the EU **gender pay gap** indicator varies greatly between the EU member states. In Austria, for example, the high gender pay gap is accompanied by a high female employment rate of 70.0% (EU-27: 64.9%; time series see table 2). Italy, on the other hand, not only has a relatively low gender pay gap of 4.3%, but also the lowest employment rate for women at 51.1%. Compared to men, fewer low-skilled women are employed here, which means that the pay gap between women and men is smaller overall. However, the example of Sweden shows that even a high labour force participation rate of women (74.7%) does not necessarily lead to a high gender pay gap (11.1%).

Every second woman in Austria works part-time

The strong integration of women into the labour market in Austria is mainly based on part-time work. In 2022, the **part-time rate** for women was 50.7% (see table 3). This was the second-highest figure after the Netherlands at 64.1% and well above the EU average of 29.1%.

Mothers in particular face the challenge of reconciling work and family life. Part-time employment was the dominant form of gainful employment for women with children under the age of 15 years. In 2022, the part-time rate for women aged 25 to 49 with children under 15 years was 73.8% (see table 4). In contrast to women, the professional activity of men is often hardly affected by the birth of a child. The part-time rate for men with children under the age of 15 was only 7.9%, which was even lower than the part-time rate for men overall at 12.6%.

Women do more housework and childcare than men

Traditional gender roles are also reflected in the **division of paid and unpaid work**. In 2021/22, adult women and men under the age of 65 performed a total of 17 million hours of unpaid work on an average day. Women did almost two thirds (65.1%) of unpaid work such as housework, childcare, voluntary work or caring for relatives. Men, on the other hand, did just over a third (34.9%; see table 5).

Housework accounts for the largest share of unpaid work. Looking at women and men in couple households in which the woman’s level of employment was higher than that of the man, the woman did 50.6% of the housework. If the employment level of the woman and man was the same, then the woman did 64.0% of the housework. This proportion rose to an average of 69.3% if the woman had a lower level of employment than her partner.

A similar picture emerges for **childcare**. If the woman’s level of employment was higher than that of the man, then on average 56.4% of childcare time was accounted for by the woman. If the woman’s employment level was the same as the man’s, the woman took care of 63.8% of the childcare on average. If the woman’s working hours were less than those of her partner, the proportion of time spent on childcare rose to 69.4%.

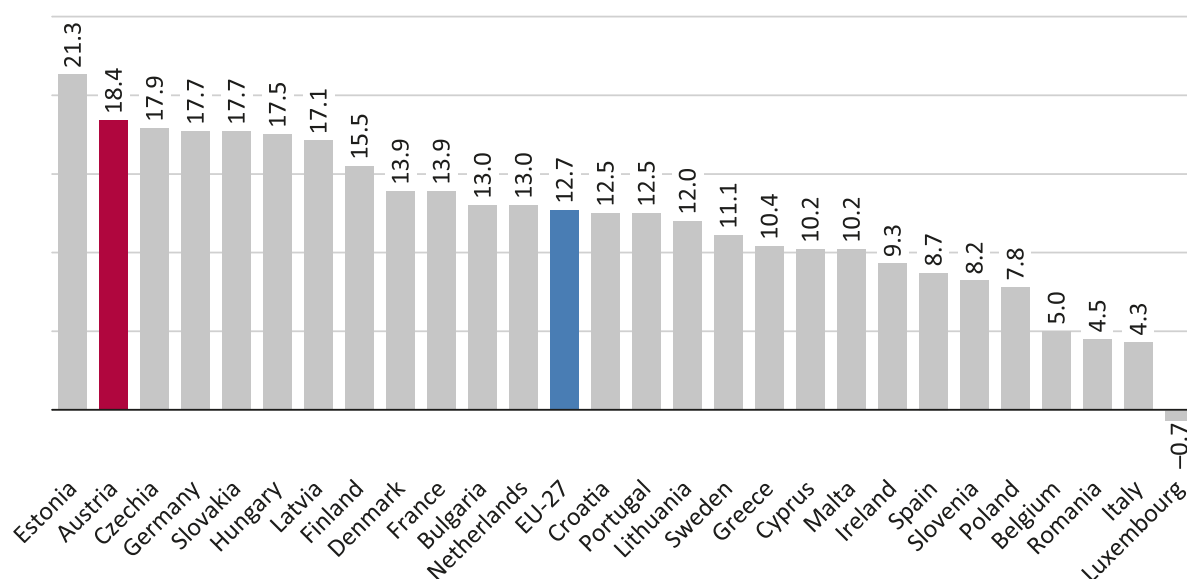
Differences in working life are also reflected in pensions

In total, the lower earned income of women – due to lower employment as well as lower hourly wages – leads to a gender-specific pension gap of 41.1%. According to data from the Federation of Austrian Social Insurance, the average monthly gross old-age pension for women in 2022 was 1 313 euros, compared to 2 229 euros for men.

According to the EU-SILC 2022 survey on income and living conditions, 26% of female pensioners living alone were at risk of poverty, but only 17% of male pensioners living alone. Single parents – almost exclusively women with children – have the highest risk of poverty of all household types at 32%.

For detailed results and further information on Gender statistics please refer to our [website](#).

Gender Pay Gap in EU Member States 2022 in %



S: Eurostat. – Gender pay gap (unadjusted). – Difference between the average gross hourly earnings of women and men in enterprises with ten or more employees in the private sector. – Values for Greece 2018. Czechia definition differs. – Graphic: STATISTICS AUSTRIA.

Table 1: Gender pay gap 2012–2022 in %

| Years | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|---------|------|------|------|------|------|------|------|------|------|------|------|
| EU-27 | 16.4 | 16.0 | 15.7 | 15.5 | 15.1 | 14.6 | 14.4 | 13.7 | 12.9 | 12.7 | 12.7 |
| Austria | 22.9 | 22.3 | 22.2 | 21.8 | 20.8 | 20.7 | 20.4 | 19.9 | 18.9 | 18.8 | 18.4 |

S: Eurostat. Gender pay gap (unadjusted). Difference between the average gross hourly earnings of women and men in enterprises with ten or more employees in the private sector.

Table 2: Employment rates (ILO) in %

| Years | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|---------|------|------|------|------|------|------|------|------|------|------|------|
| EU-27 | 63.2 | 63.1 | 63.8 | 64.6 | 65.6 | 66.7 | 67.7 | 68.4 | 67.5 | 68.3 | 69.8 |
| Men | 68.8 | 68.5 | 69.1 | 69.9 | 70.9 | 72.1 | 73.0 | 73.7 | 72.8 | 73.3 | 74.7 |
| Women | 57.6 | 57.7 | 58.5 | 59.3 | 60.3 | 61.3 | 62.3 | 63.0 | 62.2 | 63.3 | 64.9 |
| Austria | 71.4 | 71.4 | 71.1 | 71.1 | 71.5 | 72.2 | 73.0 | 73.6 | 72.4 | 72.4 | 74.0 |
| Men | 76.2 | 76.0 | 75.2 | 75.1 | 75.4 | 76.2 | 77.4 | 78.0 | 76.5 | 76.7 | 78.0 |
| Women | 66.7 | 66.9 | 66.9 | 67.1 | 67.7 | 68.2 | 68.6 | 69.2 | 68.3 | 68.1 | 70.0 |

S: Eurostat, Labour Force Survey (Microcensus). – International definition according to ILO concept.

Employment rate: Employed persons in relation to the resident population aged 15 to 64 years in private households (excluding military and civilian servants). – From 2021 survey changeover (break in time series).

Table 3: Part-time rates (ILO) in %

| Years | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|---------|------|------|------|------|------|------|------|------|------|------|------|
| EU-27 | 18.8 | 19.4 | 19.4 | 19.4 | 19.3 | 19.3 | 19.1 | 19.2 | 19.1 | 18.6 | 18.5 |
| Men | 8.8 | 9.2 | 9.4 | 9.5 | 9.5 | 9.5 | 9.4 | 9.5 | 9.5 | 9.3 | 9.4 |
| Women | 30.7 | 31.4 | 31.2 | 31.1 | 31.0 | 30.8 | 30.5 | 30.6 | 30.3 | 29.4 | 29.1 |
| Austria | 26.0 | 26.8 | 27.9 | 28.2 | 28.7 | 28.7 | 28.2 | 28.0 | 27.9 | 29.4 | 30.5 |
| Men | 9.2 | 10.3 | 10.9 | 11.2 | 11.8 | 11.9 | 11.2 | 10.7 | 10.7 | 11.6 | 12.6 |
| Women | 45.1 | 45.6 | 46.9 | 47.4 | 47.7 | 47.7 | 47.5 | 47.7 | 47.3 | 49.6 | 50.7 |

S: Eurostat, Labour Force Survey (Microcensus). – International definition according to ILO concept.

Part-time rate: Part-time employed (self-assignment) as a percentage of employed persons aged 15 years and over. – From 2021 survey changeover (break in time series).

Table 4: Active part-time rates (ILO) of persons between 25 and 49 years with children under 15 in %

| Years | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|-------|------|------|------|------|------|------|------|------|------|------|------|
| Men | 5.0 | 6.3 | 6.1 | 6.6 | 6.9 | 6.8 | 6.4 | 5.6 | 6.9 | 6.8 | 7.9 |
| Women | 70.9 | 70.5 | 74.3 | 74.5 | 75.1 | 73.4 | 73.0 | 74.3 | 72.8 | 72.8 | 73.8 |

S: STATISTICS AUSTRIA, Labour Force Survey (Microcensus). – International definition according to ILO concept.

Active part-time rate: without employed persons on parental leave. – From 2021 survey changeover (break in time series).

Table 5: Distribution of unpaid work 2021/22 in %

| Characteristic | Men | Women |
|--|-------------|-------------|
| Distribution of unpaid work between women and men in total¹ | 34.9 | 65.1 |
| Total | 35.2 | 64.8 |
| Distribution of housework in couple households by level of employment ² | | |
| The woman's employment level is higher than her partner's | 49.4 | 50.6 |
| The woman's level of employment is the same as her partner's | 36.0 | 64.0 |
| The woman's level of employment is lower than that of her partner | 30.7 | 69.3 |
| Total | 32.8 | 67.2 |
| Distribution of childcare in couple households by level of employment ³ | | |
| The woman's employment level is higher than her partner's | 43.6 | 56.4 |
| The woman's level of employment is the same as her partner's | 36.2 | 63.8 |
| The woman's level of employment is lower than that of her partner | 30.6 | 69.4 |

S: STATISTICS AUSTRIA, Time Use Survey 2021/22.

1) Adults under 65 years of age. – 2) The calculation of the share takes into account the main activities of couples with different sexes in households where only one couple lives with or without other people. – 3) The calculation of the share takes into account the main activities of couples with different sexes in households where only one couple with at least one child under the age of 18 lives.

Information on methodology, definitions:

Gender Pay Gap: Gender pay gap (in unadjusted form) according to Eurostat. – Difference between the average (arithmetic mean) gross hourly earnings of women and men in enterprises with ten or more employees in the private sector (excluding agriculture and forestry; public administration). – The data is collected directly from companies throughout the EU every four years according to harmonised standards. The values for the years between the surveys are estimated.

Statistics Austria analysed the influence of various factors based on the data for 2018. Starting from a gender pay gap of 20.4%, around one third (6.4 percentage points) could be explained, while a large part (14.0 percentage points) remained unexplained. The most important factors in the model include the economic sector (2.9 percentage points), full-/part-time (2.6 percentage points), the length of service in the enterprise (1.7 percentage points) and the occupation (1.6 percentage points). If, on the other hand, women and men were to be distinguished only on the basis of formal education, then women would have to earn more than men (-1.2 percentage points).

Employment rate: Employed persons (ILO concept) aged 15 to 64 in relation to the population of the same age according to the Labour Force Survey (Microcensus).

Part-time employment rate: Proportion of people working part-time in relation to all people in employment by self-assignment according to the Labour Force Survey (Microcensus).

Unpaid work: Umbrella term for the combined activities of care work in household and family (housework, childcare, assistance for an adult household member) and voluntary activities according to the 2021/22 Time Use Survey.

Pensions: Old-age pensions (without intergovernmental partial benefits) based on the data of the Federation of Austrian Social Insurances (Dachverband der Sozialversicherungsträger; 14 times per year).

At risk of poverty: Persons are considered at risk of poverty if their equivalised (= needs-weighted per capita) net household income is below 60% of the median of the country's equivalised net household income. In Austria, according to EU-SILC 2022, this corresponded to an amount of 1 392 euros for single people, plus 696 euros for each additional adult in the household and 418 euros for each child under 14 years (12 times a year).

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