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Employees earned an average of 17.49 euros gross per hour in 2022

14.1% of employees were low-wage earners, proportion almost unchanged since 2006

Vienna, 2024-09-11 – According to Statistics Austria, the median gross hourly earnings of employees in the private sector amounted to 17.49 euros in 2022. The highest earnings were recorded for employees in electricity, gas, steam and air conditioning supply at 27.12 euros, the lowest in accommodation and food services at 11.16 euros. Women earned less than men in all economic sectors and were more likely to work for low wages of less than two thirds of the median wage or 11.66 euros. Overall, the low-wage share in 2022 was 14.1%, with 20.6% of women and 9.4% of men working for low wages.

“In Austria, there are considerable differences in earnings by sector and occupation. Education has a clearly positive influence on earning potential. Employees with a university degree received almost twice as much gross per hour as employees with compulsory schooling only – education pays off,” says Tobias Thomas, Director General Statistics of Statistics Austria.

Major differences by sector and occupation

By economic sector, the highest (median) earnings were recorded in electricity, gas, steam and air conditioning supply (27.12 euros), information and communication (24.63 euros) and financial and insurance activities (24.42 euros; see table 1). The lowest gross hourly earnings in 2022 were found in accommodation and food service activities at 11.16 euros (excluding tips). In the largest economic sector, manufacturing, the gross hourly earnings in 2022 were 19.77 euros. In wholesale and retail trade, the second largest sector, earnings amounted to 15.30 euros.

By occupational groups, the earnings of managers were, as expected, the highest at 34.64 euros (see table 1). This was followed by employees in academic professions at 24.39 euros and technicians and associate professionals at 20.82 euros. Craft and related trades workers earned at 17.93 euros slightly more than office clerks at 17.21 euros. The lowest earnings were those of service and sales workers at 13.16 euros and employees in elementary occupations at 12.30 euros gross per hour.

Women earned less than men and were more frequently employed on low wages

Women’s gross hourly earnings were lower than those of men in all sectors and occupational groups surveyed. Overall, the (median) gross hourly earnings of women in 2022 were at 15.73 euros and therefore 15.8% lower than those of men at 18.69 euros. The difference has narrowed in recent years; in 2006, the pay gap between women and men was 22.7% (see table 2).

There has been little change in the proportion of low-wage earners. Both in 2006 and 2022, the share of low-wage earners was 14.1% (see table 3). Low-wage employees are those who earn less than two thirds of the median wage. In terms of gross hourly earnings, the threshold in 2022 was 11.66 euros. Women are more likely to work for low wages than men. In 2022, 20.6% of women and 9.4% of men were low-wage earners.

Positive influence of higher education on earnings levels

The level of education generally has a positive influence on wages and salaries. Employees whose highest completed level of education was compulsory schooling earned 13.15 euros gross per hour in 2022. Employees with an apprenticeship certificate earned 17.08 euros and employees graduated from a college for higher vocational education 20.42 euros. Employees with university degree earned 24.17 euros per hour which is 1.8 times higher than the earnings of employees with compulsory schooling only (see table 1).

Men achieved the highest earnings in Vorarlberg; women in Vienna

In terms of federal provinces, earnings were highest in Vorarlberg at 19.48 euros and lowest in Burgenland at 15.40 euros (see table 1). Women earned the most in Vienna at 16.89 euros gross per hour. Men achieved the highest earnings in Vorarlberg at 21.40 euros. The (median) gross hourly earnings of women (16.60 euros) in Vorarlberg were 22.4% lower than those of men, which makes Vorarlberg the state with the highest pay gap between women and men. In Vienna, the gender pay gap was the lowest at 11.3% in terms of (median) gross hourly earnings.

Detailed results and further information on the Structure of Earnings Survey can be found on our [website](#).

Table 1: Gross hourly earnings (median) 2022 – in Euro

Category	Women and men	Women	Men
Total	17.49	15.73	18.69
Economic activity (ÖNACE 2008)			
Mining and quarrying	18.98	18.54	19.08
Manufacturing	19.77	16.94	20.66
Electricity, gas, steam and air conditioning supply	27.12	24.10	28.19
Water supply; sewerage, waste management and remediation activities	15.82	15.03	16.03
Construction	18.26	17.20	18.42
Wholesale and retail trade; repair of motor vehicles and motorcycles	15.30	14.10	17.24
Transportation and storage	15.90	15.06	16.15
Accommodation and food service activities	11.16	10.91	11.50
Information and communication	24.63	21.34	26.42
Financial and insurance activities	24.42	22.07	27.79
Real estate activities	18.70	17.61	20.12
Professional, scientific and technical activities	21.33	19.08	24.11
Administrative and support service activities	13.78	11.73	15.01
Education	18.13	17.28	21.06
Human health and social work activities	18.08	17.98	18.58
Arts, entertainment and recreation	14.91	14.06	15.71
Other service activities	16.70	15.51	18.97
Occupational groups (Ö-ISCO-08)			
Managers	34.64	28.02	37.30
Professionals	24.39	21.89	26.74
Technicians and associate professionals	20.82	19.15	22.28
Clerical support workers	17.21	16.87	17.89
Service and sales workers	13.16	13.12	13.42
Craft and related trades workers	17.93	14.66	18.08
Plant and machine operators, and assemblers	15.94	14.10	16.31
Elementary occupations	12.30	11.11	13.57
Highest completed level of education			
Compulsory school	13.15	11.69	14.42

Category	Women and men	Women	Men
Apprenticeship	17.08	14.58	18.24
School for intermediate vocational education (BMS) or master craftsman	18.75	16.99	20.87
Academic secondary school (AHS)	15.46	14.60	16.56
College for higher vocational education (BHS)	20.42	17.92	23.66
Post-secondary course	20.22	19.36	23.52
University, university of applied science (Fachhochschule)	24.17	21.58	27.32
Federal provinces			
Burgenland	15.40	14.14	16.34
Lower Austria	16.74	15.12	17.70
Vienna	17.89	16.89	19.04
Carinthia	16.93	15.35	17.94
Styria	17.23	14.97	18.63
Upper Austria	18.03	15.66	19.34
Salzburg	17.68	15.86	18.84
Tyrol	17.24	15.51	18.66
Vorarlberg	19.48	16.60	21.40

S: STATISTICS AUSTRIA, Structure of Earnings Survey 2022. – Apprentices not included. – Gross hourly earnings (excluding overtime).

Table 2: Gross hourly earnings by sex 2006–2022 (median) – in Euro

Sex	2006	2010	2014	2018	2022
Total	11.48	12.79	13.87	15.09	17.49
Women	9.71	11.04	12.23	13.43	15.73
Men	12.57	13.99	15.09	16.26	18.69
Difference in %	22.7	21.1	19.0	17.4	15.8

S: STATISTICS AUSTRIA, Structure of Earnings Survey 2022. – Apprentices not included. – Gross hourly earnings (excluding overtime).

Table 3: Share of low-wage earners – in percent

Sex	2006	2010	2014	2018	2022
Total	14.1	15.1	14.8	14.7	14.1
Women	24.2	24.2	22.4	21.7	20.6
Men	7.4	8.7	9.3	9.7	9.4

S: STATISTICS AUSTRIA, Structure of Earnings Survey 2022. – Apprentices not included. – Low-wage threshold: 2/3 of the median wage.

Information on methodology, definitions:

The **Structure of Earnings Survey** is conducted every four years among companies with ten or more employees in the private sector (sections B–N and P–S of the ÖNACE 2008 economic classification).

The data refer to **gross hourly earnings** (excluding overtime) measured at the median. The median is the value below or above which the earnings of half of the employees lie.

The **low-wage threshold** in 2022 was 11.66 euros gross per hour (excluding overtime). The calculation of the low-wage threshold is based on the internationally standard definition of two thirds of the median wage. With a 40-hour week, this corresponds to gross monthly earnings of around 2 018 euros (14 times a year).

The Structure of Earnings Survey 2022 represents a total of around 2.8 million employees (apprentices not included). Information on more than 200 000 employees was collected from around 11 000 companies as part of a sample survey. Sections A Agriculture, forestry and fishing and O Public administration, defence;

compulsory social security were not included. Local units in section O are therefore not included; this applies in particular to the areas of education, human health and social work activities as well as arts, entertainment and recreation or electricity.

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