

Press release: 13 555-048/25

Gender pay gap was 18.3% in 2023

Austria therefore has the second-highest pay gap in the EU and is well above the EU average of 12.0%

Vienna, 2025-03-05 – In 2023, women's gross hourly earnings were 18.3% lower than those of men. This means that the gender pay gap in Austria has narrowed by 4 percentage points since 2013. In an EU comparison, however, Austria remains still significantly above the European average of 12.0%. According to Statistics Austria, one third of this wage disparity can be attributed to factors such as economic sector or occupation.

In Austria, the gender pay gap has narrowed from 22.3% in 2013 to 18.3% in 2023. However, Austria is still one of the countries with the highest pay gap between women and men. The EU average in 2023 was 12.0%; only Latvia had a larger gender pay gap at 19.0%. According to analyses by Statistics Austria, around one third of the gender pay gap in Austria can be explained. For example, women work more often in lower-paid sectors and occupations or are employed for shorter periods than men. Differences in working hours are already taken into account by the use of hourly earnings. However, part-time work is also paid less per hour on average, which affects women more than men. If it were purely based on the level of education, then women would have to earn more than men.

One third of the gender pay gap can be explained

The gender pay gap describes the difference between the average gross hourly earnings of women and men in the private sector. It therefore also reflects structural differences between women and men in the labour market. Statistics Austria analysed the data from 2022 in more detail. On average, women earned 18.7% less than men in 2022. If characteristics such as economic sector, occupation, education, age, length of service in the enterprise or the extent of employment are taken into account, the gender pay gap is 12.3%.

Overall, 6.4 percentage points, or around a third (34.3%) of the gender pay gap, could be explained by the factors included in the model. One of the most important factors is the economic sector (3.3 percentage points). The extent of employment also has a significant influence (2.7 percentage points), as part-time is also paid less per hour. The factor occupation has become less important, but still explains 1.7 percentage points of the gender pay gap. Differences in the length of service in the enterprise (1.3 percentage points) are also relevant, with women working in the same company for an average of around seven years and men for eight years in 2022. On the other hand, considering purely formal education, then women would already have to earn more than men (1.2 percentage points). However, the majority of 65.7% remains unexplained even when all nine factors are taken into account.

Women's earnings increase less than men's from their early 30s onwards

The complex interplay of different factors is also shown by a look at the distribution of earnings according to the age of women and men. While the influence of age in the model is largely represented by the length of service in the enterprise, the difference in earnings between women and men increases in real terms with age. The gender pay gap climbs from 13.0% for 20-year-olds to 16.1% for 35-year-olds and 21.2% for 50-year-olds. Especially from their early 30s, average gross hourly earnings of women hardly increase at all, while those of men continue to rise with age. At the same time, the proportion of women working part-time rose significantly from their early 30s, although this turn is influenced by the assumption of caring responsibilities.

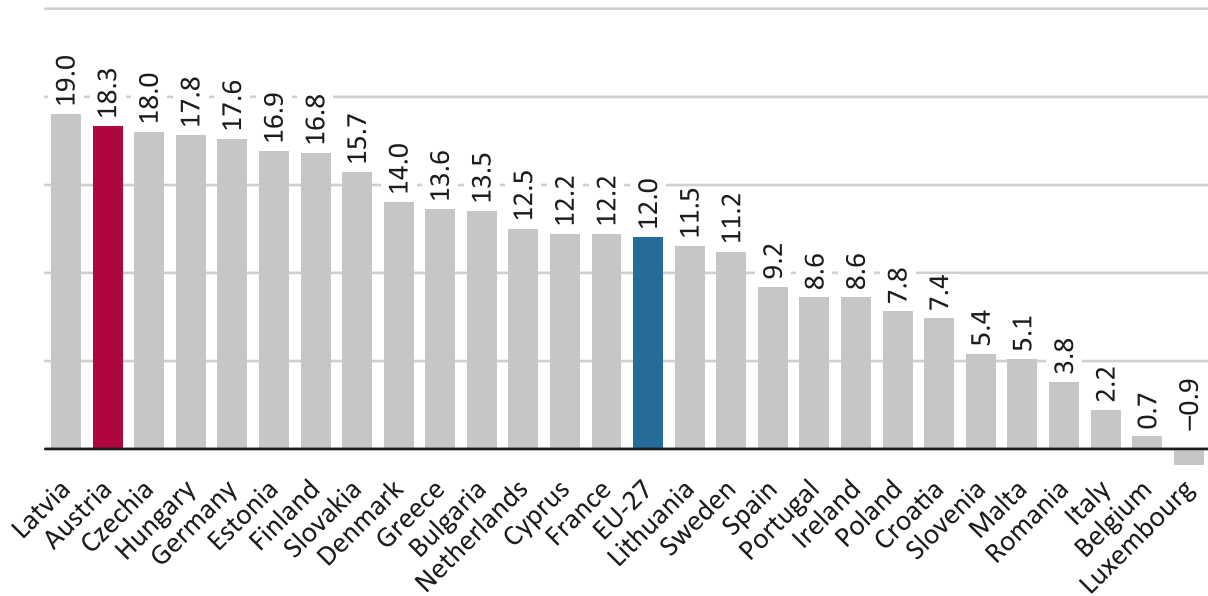
Part-time work dominates particularly among women with children under the age of 15

The data on part-time employment shows that especially for women with children under the age of 15 part-time work is the dominant form of employment, in order to reconcile work and family life. In 2023, the active part-time rate (excluding parental leave) of 25- to 49-year-old women with children under the age of 15 was 74.0% (women overall: 50.6%). In contrast, the part-time rate for men with children under the age of 15 was not only significantly lower than that of women at 7.7%. It was also lower than that of men overall (13.4%).

Differences in working life are also reflected in pensions

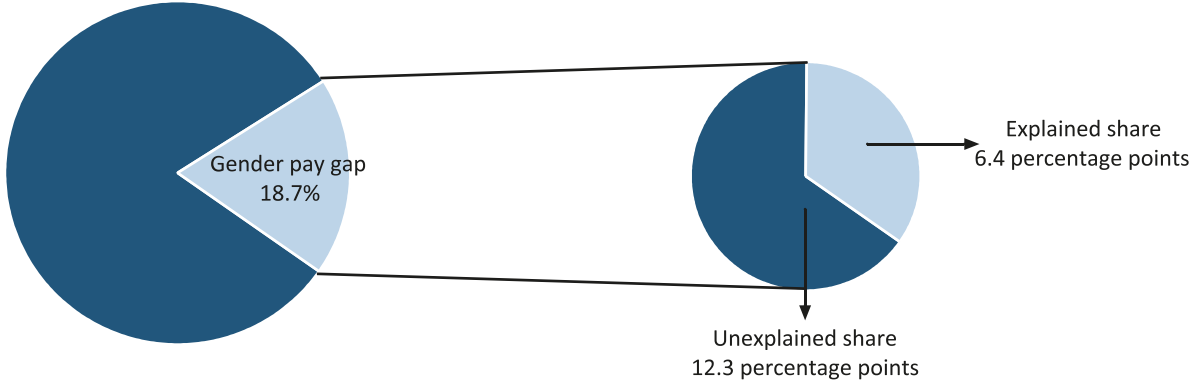
Overall, the differences in working life and the lower earnings of women lead to a gender pension gap of 40.7%. According to data from the Federation of Social Insurances, the average old-age pension for women in 2023 was 1 409 euros gross per month, compared to 2 374 euros for men. According to the EU-SILC 2023 survey on Income and Living conditions, 28% of female pensioners living alone were at risk of poverty, but only 17% of male pensioners living alone. Single-parent households – almost exclusively women with children – have the highest poverty risk of all household types at 41%.

Graph 1: Gender pay gap in EU Member States 2023 – in %



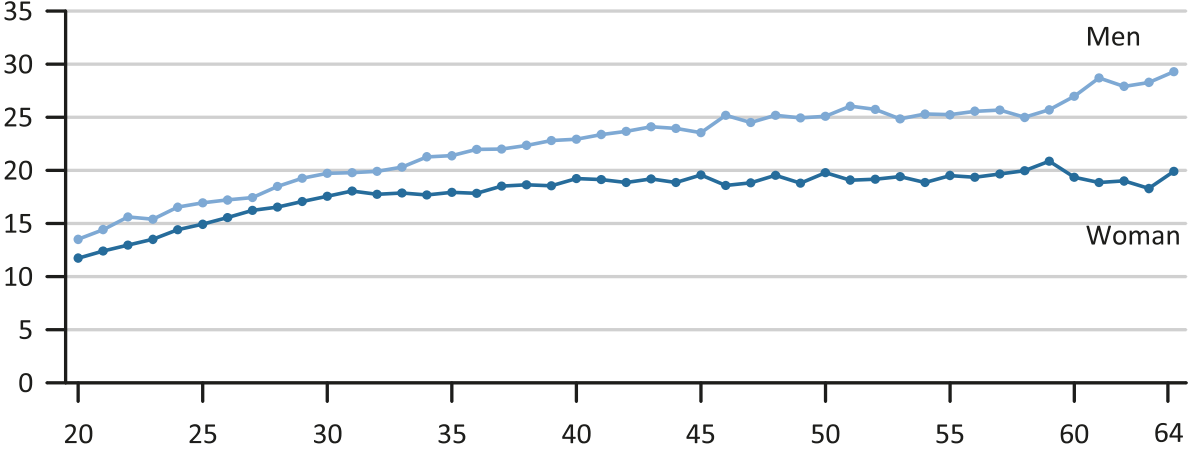
S: Eurostat. – Gender pay gap (unadjusted). Provisional data. Slovenia: break in series. Czechia: definition differs. – Graphic: STATISTICS AUSTRIA.

Graph 2: Explained and unexplained share of the gender pay gap 2022



S: STATISTICS AUSTRIA, Structure of Earnings Survey 2022.

Graph 3: Gross hourly earnings by age and sex 2022 – in Euro



S: STATISTICS AUSTRIA, Structure of Earnings Survey 2022.

Table 1: Gender pay gap 2013–2023 – in %

Years	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
EU-27	16.0	15.7	15.5	15.1	14.6	14.4	13.7	12.7	12.3	12.2	12.0
Austria	22.3	22.2	21.8	20.8	20.7	20.4	20.0	19.2	19.1	18.7	18.3

S: Eurostat. Gender pay gap (unadjusted). 2023: provisional data.

Table 2: Decomposition of the gender pay gap

Factors	Percentage points	Share in %
Gender pay gap 2022	18.7	100.0
Unexplained share	12.3	65.7
Explained share	6.4	34.3
Economic sector (ÖNACE 2008)	3.3	17.5
Occupation (ÖISCO-08)	1.7	8.9
Highest level of education	-1.2	-6.5
Age / squared	-0.1	-0.6
Length of service in enterprise / squared + interaction effect	1.3	7.1
Full-time or part-time employment	2.7	14.2
Type of employment contract	-1.0	-5.5
Size of enterprise	-0.1	-0.8
Region	0.0	0.2

S: STATISTICS AUSTRIA, Structure of Earnings Survey 2022.

Table 3: Part time rates (ILO) – in %

Years	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Total	26.8	27.9	28.2	28.7	28.7	28.2	28.0	27.9	29.4	30.5	30.9
Men	10.3	10.9	11.2	11.8	11.9	11.2	10.7	10.7	11.6	12.6	13.4
Women	45.6	46.9	47.4	47.7	47.7	47.5	47.7	47.3	49.6	50.7	50.6

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	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Men	6.3	6.1	6.6	6.9	6.8	6.4	5.6	6.9	6.8	7.9	7.7
Women	70.5	74.3	74.5	75.1	73.4	73.0	74.3	72.8	72.8	73.8	74.0

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).

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

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. In Austria, information on more than 200 000 employees was collected from 11 000 companies in 2022. These are representative of 2.9 million employees. The values for the years between the surveys are estimated.

Methodology: The analyses of the gender pay gap are based on an Oaxaca-Blinder decomposition. In this method, the wage differential is broken down into an explained and an unexplained component. As the choice of reference group (women or men) generally leads to very different results, the male and female wage structure and the effects of these characteristics on wages are included in the same proportion in the decomposition of the wage difference in the model (according to Reimers).

The analysis thus provides important information on causal relationships and the relevance of individual factors in relation to the gender pay gap. Inequalities on the labour market are deliberately excluded in this form of calculation. In real terms, the differences and therefore the pay gap remain.

Analysing the gender pay gap according to certain influencing factors can help to identify the causes of the high pay gap. In the model, gender-specific inequalities with regard to the factors mentioned are deliberately eliminated. In reality, however, the differences and therefore the pay gap remain.

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).

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 2023, this corresponded to an amount of 1,572 euros for single people, plus 786 euros for each additional adult in the household and 472 euros for each child under 14 years (twelve times a year).

Statistics Austria is the central organisation for official data and statistics on society, the economy, the state and the environment. As a national statistical institute, it is committed to the statutory principles of independence, impartiality and objectivity. Statistics Austria is headed by Tobias Thomas, Director General Statistics, and Franz Haslauer, Director General Finance.

Further enquiries:

For information on results and methodology, please contact:

Tamara Geisberger, phone: +43 1 711 28-7818 | e-mail: tamara.geisberger@statistik.gv.at

For interview requests, please contact the press office: presse@statistik.gv.at

Media owner, producer and publisher:

STATISTICS AUSTRIA | Federal Institution under Public Law | Guglgasse 13 | 1110 Vienna | www.statistik.at

Press: phone: +43 1 711 28-7777 | e-mail: presse@statistik.gv.at

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