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Minimum wages increased more sharply in 2025 than inflation in 2024

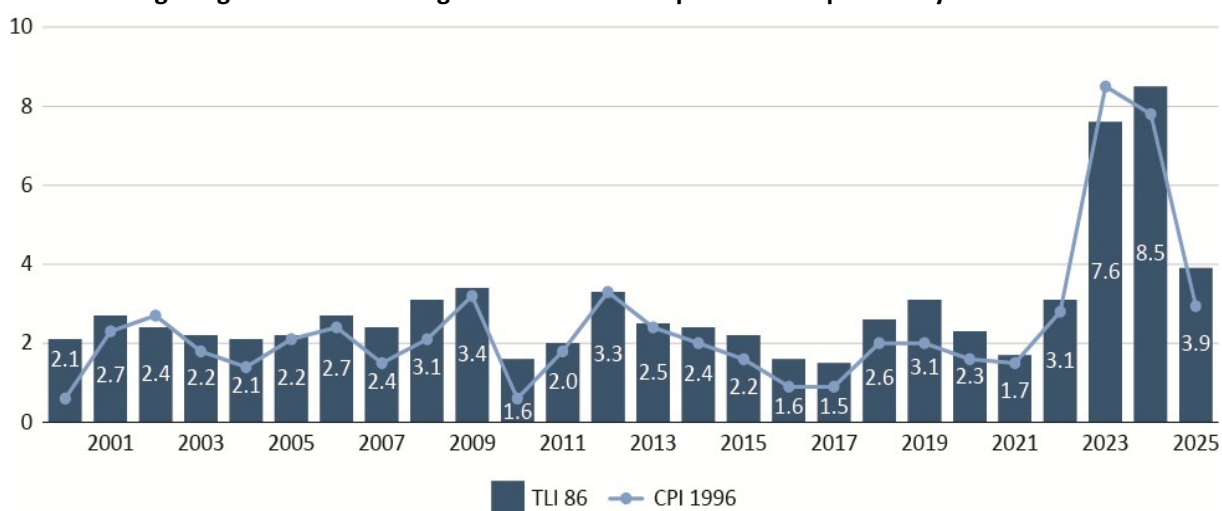
Gross minimum wages rose by an average of 3.9% in 2025

Vienna, 2026-01-15 – In 2025, the Index of Agreed Minimum Wages 16 (Tariflohnindex 16, relative to the base year 2016) reached an average value of 139.6 points in 2025, as Statistics Austria reports. This corresponded to an average increase in gross minimum wages of 3.9% compared to the previous year (2024: 134.4 index points).

“Since the turn of the millennium, minimum wages and salaries in Austria have, with few exceptions, increased annually at a rate higher than the previous year’s inflation. There was also a real wage gain in 2025. The gross minimum wages under collective agreements rose by 3.9% compared to the previous year, exceeding the inflation rate of 2.9% in 2024. Workers saw the highest wage increase in 2025, at 4.2%”, says Manuela Lenk, Director General Statistics at Statistics Austria.

An analysis of the annual growth rates since 2000 shows an average increase in gross minimum wages and salaries of 2.9% over the entire period in the Index of Agreed Minimum Wages 86 (TLI 86), which is used for longer time series (see figure) and refers to the base year 1986. Until 2022, the agreements were not very volatile and remained constant between the lowest growth rate of 1.5% in 2017 and the highest growth rate to date of 3.4% in 2009. In 2023 and 2024, however, the inflation crisis was also reflected in the development of the Index of Agreed Minimum Wages, with agreements averaging 7.6% and 8.5%. In 2025, we see the growth rate flattening significantly to 3.9%, thus adjusting to the significantly lower inflation rate of 2.9% in 2024.

Rate of change in gross minimum wages and salaries compared to the previous year from 2000 to 2025¹



S: STATISTICS AUSTRIA, Index of Agreed Minimum Wages 86 / Consumer price index (CPI) 1996. – The CPI value of the previous year is stated for each year. – 1) Preliminary figures.

The development of minimum wages is generally a reaction to economic conditions and inflation. As the level of collective wage agreements in Austria is traditionally roughly determined by a subsequent inflation adjustment and a surcharge for production increases, the figure also compares the inflation rate of the 1996

consumer price index (CPI) of the previous year with the TLI increase of the following year. This allows us to make a statement about the real development of minimum wages.

The highest real wage growth was in 2000, when the TLI grew 1.5 percentage points higher than the CPI in the previous year. Looking at recent years with very high inflation, it is clear that the high inflation could not be fully offset in 2023. Here, the TLI was 0.9 percentage points below the CPI, which meant a loss in real wages. In 2024, however, the TLI was again 0.7 percentage points above the CPI of the previous year and was largely able to compensate for the losses in 2023. Also in 2025, the average TLI increase is 1.0 percentage point above the inflation rate for 2024.

Highest wage growth among workers

An analysis of minimum wage development by professional status over the last 4 years shows that the minimum wages of members of the civil service and wage earners grew the most, at 25.8% each (see table 1). For members of the civil service, this was mainly due to the record year of 2024 (+9.4%). In 2025, the increase was lowest in this professional category (+3.6%) and highest among workers (+4.2%). Salaried employees were in the middle with an increase of 3.8%. They recorded the lowest growth at 24.3% in a 4-year comparison.

Table 1: Index of Agreed Minimum Wages (TLI 16) growth rates by professional status

Professional status	Annual averages Change on previous year in %				Rate of change 2021–2025 ¹ in %
	2022	2023	2024	2025 ¹	
TLI 16	3.0	7.6	8.5	3.9	25.0
Salaried employees	3.0	7.3	8.4	3.8	24.3
Wage earners	3.4	7.8	8.3	4.2	25.8
Members of the civil service	3.1	7.6	9.4	3.6	25.8

S: STATISTICS AUSTRIA, Index of Agreed Minimum Wages 16.

1) Preliminary figures.

Strongest growth in the mining and quarrying sector

In the last 4 years with a very high inflation rate, minimum wages at sector level have risen the most on average in mining and quarrying and accommodation and food service activities (both +27.1%; see table 2). The lowest rates of increase were in manufacturing and in human health and social work activities (both +23.9%).

Table 2: Index of Agreed Minimum Wages (TLI 16) growth rates by classification of economic activities

Selected ÖNACE 2008 ¹ sections		Rate of change 2021–2025 ² in %
B	Mining and Quarrying	27.1
I	Accommodation and Food Service Activities	27.1
N	Administrative and Support Service Activities	26.4
D	Electricity, Gas, Steam and Air Conditioning Supply	26.3
H	Transportation and Storage	25.9
L	Real Estate Activities	25.9
O	Public Administration and Defence; Compulsory Social Security	25.8
R	Arts, Entertainment and Recreation	25.7
K	Financial and Insurance Activities	25.4
M	Professional, Scientific and Technical Activities	25.4
F	Construction	25.4
E	Water Supply; Sewerage, Waste Management and Remediation Activities	25.2
P	Education	25.2
A	Agriculture, Forestry and Fishing	24.9
S	Other Service Activities	24.4

Selected ÖNACE 2008 ¹ sections		Rate of change 2021–2025 ² in %
J	Information and Communication	24.2
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	24.0
C	Manufacturing	23.9
Q	Human Health and Social Work Activities	23.9

S: STATISTICS AUSTRIA, Index of Agreed Minimum Wages 16.

1) ÖNACE: Austrian Classification of Economic Activities. – 2) Preliminary figures.

For detailed results and further information please refer to our [website](#). You can find the Index calculator [here](#).

The **Index of Agreed Minimum Wages 16** (TLI 2016; base 2016=100) is a current indicator for the development of minimum wages and salaries in Austria. For longer time series, the Index of Agreed Minimum Wages 86 (TLI 86; base 1986=100) is used. The Consumer Price Index (CPI) 1996 was used for comparison purposes. The index measures the changes in gross minimum wages and salaries, which are defined by collective agreements (CBA), company agreements equivalent to a CBA, minimum wage tariffs or by law and are therefore **relevant for approximately 95% of salaried employees** in Austria. The development of actual wages (= minimum wage + overpayment) cannot be observed by the TLI. The index values for the 2025 annual average are preliminary, final results will be published on 15 April 2026.

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 Manuela Lenk, Director General Statistics, and Franz Haslauer, Director General Finance.

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