

Austria: Wage transparency in job advertisements

Presented by: NACW - Netzwerk österreichischer Frauen- und Mädchenberatungsstellen (AT)

Key words: Law, wage transparency, reduction of gender pay gap, private companies, Women's Ministry

Main target group: (female) job seekers

Part. 1: General description of the measure

Country and title of the measure	Austria: Wage transparency in job advertisement
Type of Measure: Please specify if it is a law, a policy, a program, a recommendation, a tool, etc	On March 1 st 2011, an amendment to the Law of Equal Treatment came into effect which is specifically aimed at reducing the gender pay gap: companies have to provide income lists and job ads must provide information about wages.
Who started the Measure: if possible, please give the name and/or function of the person or department.	The amendment was an initiative of the Women's Minister.
Who is implementing the Measure? If it is a company, please specify the size and sector.	All private companies who insert an advertisement in the newspaper are obligated to follow the law.
Partnership. Who are the partners and/or others actors involved? Which role do they have?	Private companies
Short Description of the measure. Please mention content, objectives, target groups, beneficiaries; time frame or duration and the activities carried out. Please mention the legal framework and if there are specific sanctions foreseen for non compliance with the measure	In Austria, since 2012, all job advertisements (in newspapers and on-line) from employers of the private sector must give information about the minimum collective wage and state if higher payment is possible.
Purposes. Which are the direct purposes of the Measure, if applicable, the indirect ones?	The overall aim of the measure is to reduce the gender pay gap. This should be reached by increasing transparency in the field of incomes.
Funds. Which are the funding sources for the	n.a.

Measure?	
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Part. 2: Qualifying aspects of the measure relative to OGP

<p>Effectiveness. Please describe which aspects relevant to problems about the Gender Pay Gap are considered and overcome by the Measure.</p>	<p>One the one hand, this instrument is tackling with a huge taboo in Austria where talking about wages is not common and, in some cases, even not allowed within the companies. This lack of transparency favours discrimination since it makes it easier to pay women lower incomes. On the other hand, women tend to claim lower salaries than men when applying to a job. The indication in the advertisement can be helpful to provide women with information about adequate salaries for a particular job.</p>
<p>How did the Measure manage to reduce Gender Pay Gap?</p>	<p>Experts agree that there is an impact, both on the labour market and within companies. However, this impact very much depends on how the salary is being described (minimum salary, overpayment, possible range of salary for this job). If only the minimum (collectively agreed) salary is indicated, this only permits insights into differences between sectors but not into the actual pay scheme of the company. In order to gain real income transparency it would be necessary to mention a realistic salary.</p>
<p>Does the Measure involve other stakeholders and different actors (e.g. Local Government)</p>	<p>As mentioned above, all private companies are involved in that they have to stick to the wage transparency law. Furthermore, the Ombud for Equal Treatment, the Chamber of Labour and the women's Ministry itself play a role in observing and monitoring the implementation.</p>
<p>Monitoring. Does the Measure provide internal assessment and monitoring of the results?</p>	<p>The measure has been evaluated by the Women's Ministry and the results were published in 2015. The evaluation showed that the implementation has been rather high so far (almost 90% of the private sector in 2014).</p> <p>Also the chamber of Labour has monitored the number of ads coping with the requirement: in 2014, there were 3.991 job advertisements in the four biggest daily newspapers, 86,9% offered information about the salary/wage.</p> <p>Warnings and fines are foreseen in case of non-compliance.</p>
<p>Has the Measure foreseen an analysis of the satisfaction of the women's needs?</p>	<p>Yes, as part of the evaluation, a focus group has been set up and 996 quantitative interviews were conducted.</p>
<p>Innovation. Has the Measure produced new working conditions, especially referring to female employees? (e.g. develop new policy and service, introduce new</p>	<p>n.a.</p>

ways of working as smart-working?)	
Reproducibility. Can the Measure easily be reproduced in other contexts?	The measure could be transferred to other contexts, e.g. to companies of the public sector. It could also be reproduced for different (atypical) work relations, e.g. for the so-called 'free service contract' (<i>Freier Dienstvertrag</i>)
Comment (own evaluation or experts' opinion). If possible, please specify what facilitates the success and where are the obstacles	<p>This instrument is aimed at increasing transparency in the field of incomes and thus tackling with a huge taboo in Austria. The compliance is rather high with almost 90% of the private companies giving indications of wage in job advertisements in 2014. However, experts criticize that it is still not clear enough what wage exactly employees can expect. The minimum wage is indicated but complemented with rather vague information like "additional payment possible according to qualification and experience". Part-time jobs are sometimes not exactly defined as to the number of hours. The target group, namely job-seeking persons, often do not notice the information on salaries in the advertisement. However, for those who do notice it, the information appears to be rather helpful in wage negotiations.</p> <p>The wage transparency is not extended to the so-called 'free service contract' (<i>freier Dienstvertrag</i>). Furthermore, the public sector is not included.</p>
Further Information	<p>On the website of the Ministry for Education and Women's Affairs: https://www.bmbf.gv.at/enfr/women/employment/index.html</p> <p>Evaluation of the income transparency law (in German) https://www.bmbf.gv.at/frauen/ewam/einkommenstransparenz.pdf?52z9o5</p>