

Austria: Transparency policies

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Adopted several strategies to close the GPG:

- Direct lobbying the governments for better legislation on gender equality
- Campaigning for minimum wages.
- Gender mainstreaming included as a policy priority in the Austrian union's work plan adopted by the Joint National Committee in 2008.
- This led unions to cooperate with national Equality Bodies and NGOs in concluding a national agreement with the government.

Österreichische Gewerkschaftbund (ÖGB)

- Range of support, information and training for bargaining teams and works council members
- Negotiating guidelines, checklists and a manual on income data.
- Created an online platform with information, materials to promote awareness about wage transparency.
- Checklist on how to analyse an income report and a manual for income reporting.
- Guidelines on gender mainstreaming in collective bargaining (private sector).

The GPA (journalists' TU) has committed to examine all relevant collective agreements to identify gender-related discriminatory provisions with the aim to address them in collective bargaining

(Pillinger, 2014)

Commission recommendation on strengthening the principle of equal pay between men and women through transparency (C(2014)1405)

invites every Member State ought to introduce at least one instrument out of a set of four to ensure transparency of pay:

1. Employees' **rights to request information** on gender pay levels for the same work or work of equal value.
2. Employers' duty to report on average gender pay levels by category of employee or position (**'Company pay reports'**).
3. Employers' duty to conduct an audit on pay and pay differentials on grounds of gender (**'Pay audits'**).
4. Measures to ensure that equal pay, including pay audits, is **discussed at the appropriate bargaining levels** (European Commission, 2014).

Austria is the only country out of the Eastern states that is implementing the EU Transparency Recommendation, at least **partially**.

- Imposing a duty on the employers to report on average gender pay levels since 2014
- The two-year duty applies to private companies with at least 150 employees
- **Income reports** to show gender-segregated mean or median pay in full-time equivalents per job category and qualification level indicated in the collective agreement
- The number of male and female employees per job category.

The Rechnungshof (Court of Auditors) compiles and issues biennial reports on national income and pay developments, including the gender pay gap. The reports primarily gather national statistics. No gender-specific audit or analysis of pay differentials is conducted (Veldam, A. 2017)

Lobbing for approval and enforcing the implementation
Regular information about the rights of the employees

ÖGB on income reports (2019):

- Have to be anonym
 - Shared with the work councils; if no council than make available for the employees
 - Additional requirements - the reports should be mandatory for all companies with 100 and more employees;
 - Extended also to all employers - including states and municipalities;
 - Impose sanctions if the report not provided
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- **„Viele Frauen wissen gar nicht, dass ihre Kollegen für gleichwertige Arbeit mehr verdienen“**
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- Obligated to maintain **confidential** about the content of the income report
 - This does not prevent advice or legal information from the Chamber of Labour or trade union
 - Possibility to initiate of a procedure for enforcing claims under the Equal Treatment Act.

Guidelines and types to compile an income report

1. Are women and men equally classified?

Check for qualification and working years

Are **previous years of service** equally recognised?

Do the classifications also correspond to the differences in those actually carried out activities?

Do men and women have **equal access to in-company further training** for higher ratings can also be decisive?

2. Earn women and men in the same classification the same amount?

All the components of pay must be granted on a non-discrimination basis

Overpayments in basic wages and all-in contracts: are made on the basis of transparent and alike criteria for women and men?

Allowances and supplements: are based on the actual activities and requirements?

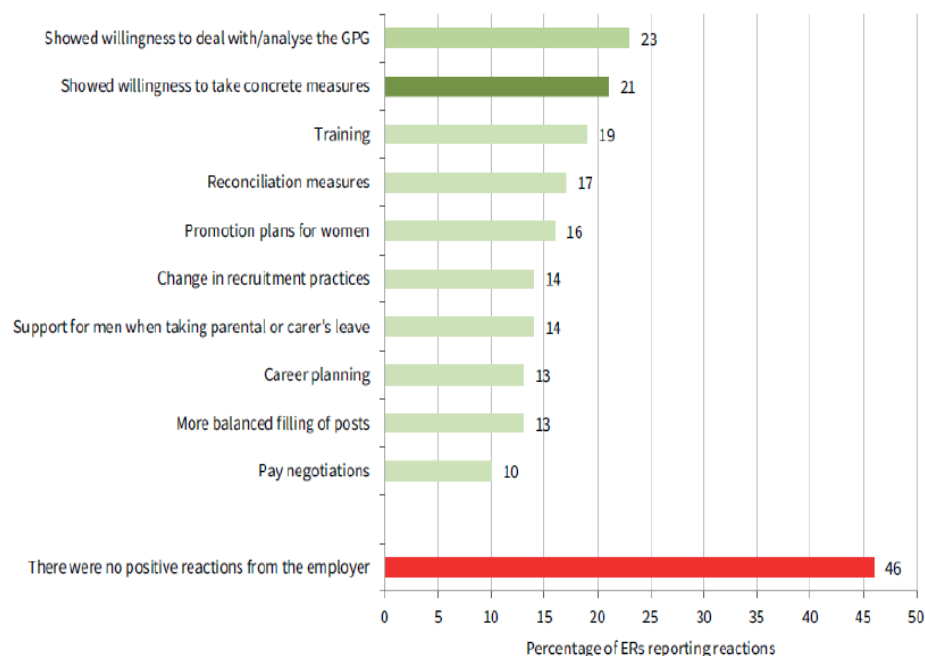
Overtime and surplus labour: are they paid for all employees?

Do women and men actually have different preferences to work overtime or surplus time?

Evaluation survey

- Company reports found women to be disproportionately working in lower pay categories (31% resp.)
 - Reports showed that women earned less than men in the same pay category (35%)
 - Reports showed a disadvantage for men (2%)
- Regarding the overall pay gap within the company:
- below 5% (27% resp.),
 - between 5 and 9% (16% resp.),
 - 10-19% (23% resp.);
- an answer on the overall gap not provided (no legal obligation to contain this information (28% resp.).
- In terms of workforce characteristics, study found that the gender balance within a company was not significant in determining whether a company complied with the law

Reaction from the Austrian Employers following compilation of the pay report, as reported by employee representatives



Source: AK and ÖGB, 2014.

Limits:

- Applies only to „long-term“ employees (for employed in the company during most month of the year)
- All pay components must be included but do not have to be **separated**
- **Confidential** within the company – not publicly available
- Not clear if the employee representative can share it within the workplace
- Family business less developed payment structures
- Most of the companies **stuck to the minimum requirements** – trade unions may ask for additional information

„The pay reports are a good instrument for asking questions. But they are not so good in providing answers – Austrian employee representative“

(AK and ÖGB, 2014)

Only on the halfway – to adopt a policy does not mean yet to use it for the purpose it was adopted

The design and implementation of pay transparency instruments depend crucially on social partners at national level

Employers tend to be more cautious than trade unions and governments, aiming to protect their members from ‘administrative burdens’

When designing pay transparency instruments, governments in collaboration with social partners have to find the optimal balance

Eurofound 2018, Pay transparency in Europe: First experiences with gender pay reports and audits in four Member States

**THANK YOU FOR YOUR
ATTENTION!**

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