



## **European network of legal experts in gender equality and non-discrimination**

### **NEWS REPORT**

<b>Country:</b>	Austria
<b>Title:</b>	New provisions recognizing parental leave periods for seniority related pay increases in two important collective agreements
<b>Date:</b>	12 January 2018
<b>Expert:</b>	Martina Thomasberger
<b><u>Context</u></b>	
<b>Issue at stake:</b>	Gender equality, collective agreements
<b>Ground of discrimination:</b>	Sex
<b>Sources:</b>	Miscellaneous
<b>Field:</b>	Employment; equal pay
<b>Applicable law:</b>	Austrian Labour Constitutional Act (Arbeitsverfassungsgesetz, ArbVG)

### **Content**

There have been amendments in two important collective work agreements concerning parental leave periods in determining pay increases based on seniority. In Austria 98% of workers work under contracts covered by a collective agreement. Under Austrian labour law, collective agreements must contain pay schemes which stipulate minimum wages according to individual qualification and years of working experience. For employment contracts which fall under a collective agreement, annual wage increases depend on the outcome of social partner negotiations. Many collective agreements contain provisions that guarantee regular payment increases depending on seniority. By law, periods of unpaid parental leave do not have to be considered in full when payment increases based on seniority are considered. This results in a permanent pay disadvantage for women which contributes considerably to sectoral gender wage gaps.

The social partners have acknowledged this as a concern and several collective agreements have been amended requiring longer periods of parental leave to be considered for pay advances related to seniority.

Recently the social partners of collective agreements for the trade and commerce sector and for the metal-working industry, have amended the pay schemes which now contain new provisions requiring employers to recognise parental leave periods of up to 22 months for all pay increases related to seniority.

### **Internet link source:**

[https://www.arbeiterkammer.at/interessenvertretung/familie/Kollektivvertraege\\_bringen\\_Vorteile\\_fuer\\_Familien.html](https://www.arbeiterkammer.at/interessenvertretung/familie/Kollektivvertraege_bringen_Vorteile_fuer_Familien.html)