

The Wage Calculator

Equal Pay for Work of Equal Value

www.gehaltsrechner.gv.at



The wage calculator at a glance

What is the wage calculator?

The wage calculator is an **online tool** to calculate average wages and salaries in a specific profession, sector or region.

What is calculated?

Based on inputs to your position, professional experience, age, education, region, sector and size of the company the calculator determines the average salary for this position.

Also, the average wage difference between men and women is calculated.

The calculation is based on data of the wages and salaries that are actually paid in Austria.

Who can use the wage calculator?

The wage calculator is a tool for persons working in Austria who want to check whether their **salaries are fair**, or who want to estimate which **salary they can expect**

... when re-entering a profession

... upon promotion

... or when changing jobs.

Thus, the online wage calculator contributes to a strengthened **income transparency**.

How does the wage calculator work?

Three steps are necessary until the result:

Step 1: Choose type of employment

In the first step you choose whether you are calculating for

- Blue-collar workers
- White-collar workers
- Permanent civil servants
- Contractual staff in public service.

Step 2: Personal information

To calculate the wage range as exact as possible you provide information regarding

- your age,
- your place of work, and
- your highest completed education.

Step 3: Sector and Profession

Here, you choose the following additional parameters for your calculation:

- economic sector,
- job profile,
- duration of employment,
- number of employees and
- weekly working time.

Understanding your results

Step 4: Result

As result the estimated gross monthly salary will be calculated in Euro based on your inputs.

In addition, the range of the expected salary is provided.

The average income difference between women and men is also calculated for the provided parameters.

Lohn / Gehalt

2.260 €

Bruttomonatseinkommen, Medianwert, Referenzjahr 2015; ohne Sonderzahlungen wie Urlaubs- und Weihnachtsgeld; geschätzt für 38,5 h / Woche

Einkommensnachteil von Frauen gegenüber Männern **10 %**

Frauen beziehen, berechnet für die eingegebenen Daten, durchschnittlich um 10 % weniger als Männer

2.260 € Brutto

2.219 € brutto

2.301 € brutto

Für die gewählte Berechnungsgrundlage liegt der Erwartungswert für das Bruttoeinkommen mit 95%iger Sicherheit zwischen 2.219 € und 2.301 €

Daten, Methodik und Berechnungsmodell: Statistik Austria

You can change all inputs again after the result has been calculated to **adapt the calculation**.

A **comparing calculation** is also possible, e.g. to compare different professions directly.

You can **save your calculation** as a PDF or **send it via e-mail**.

Where can I find further information?

Information on apprenticeship compensation

... for all apprenticeship professions and separated by apprenticeship years are available online at

www.gehaltsrechner.gv.at/lehrlinge/

Information on salary information in job advertisements

... and on further measures for income transparency are found online at

www.bmgf.gv.at > Frauen und Gleichstellung > Gleichstellung am Arbeitsmarkt > Einkommen

www.gehaltsrechner.gv.at/magazin

Information on the calculation model

... are available online at

www.gehaltsrechner.gv.at/methodik

Information in English

For any further information in English, do not hesitate to contact iv6@frauenministerium.gv.at.

Background

Initiated by the **Federal Ministry for Women** the salary and wage calculator was developed in cooperation with experts from **Statistics Austria** and implemented by **Wienfluss** and 3s.

The calculator was published in 2011 and has been used by approximately 1,000 persons daily.

To calculate the salaries as exact as possible the calculator is updated regularly using administrative data on the salaries and wages actually paid in Austria.

Imprint

Owner, Publisher and Producer

Federal Ministry of Health and Women's Affairs,
Minoritenplatz 3, 1010 Wien

Responsible editor BMGF, IV/6

Layout BMGF

Print Copying department, BMGF

Edition Vienna, 2017

Web

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