

# Austria's Biennial Pay-Transparency Reports (Einkommensbericht, Equal Treatment Act §11a)

Gender Equality · Good practice · Austria

Quality score: 52/100

Evidence strength: Moderate

## Summary

Austria requires firms above a size threshold (now 150+ employees) to file a confidential gender pay report every two years; a peer-reviewed IZA study using this data found no reduction in the aggregate gender wage gap.

## Key dimensions

| Dimension                       | Score |
|---------------------------------|-------|
| Transferability / replicability | 2/3   |
| Impact on gender equality       | 0/1   |
| Effectiveness                   | 0/1   |
| Efficiency                      | 0/1   |
| Evaluated outcomes              | 1/1   |
| Sustainability                  | 1/1   |
| Achievement / evidence          | 0/1   |
| Gender-mainstreaming embedding  | 1/1   |
| Curator validation              | 1/1   |

Evaluated by C-NAPSE

## Data sources

[C-NAPSE web research](#) — accessed 2026-09-02

[Works councils under Austria's Equal Treatment Act \(Gleichbehandlungsgesetz\)](#) — accessed 2026-09-02

[IZA Discussion Paper 14206: The Austrian Pay Transparency Law and the Gender Wage Gap](#) — accessed 2026-09-02

[Trusaic: Austria's March 31, 2026 pay reporting deadline](#) — accessed 2026-09-02

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Cite this — Evidoria. *Austria's Biennial Pay-Transparency Reports (Einkommensbericht, Equal Treatment Act §11a)*. Persistent ID: 13c6d616-0acb-470b-b172-2ea81b7b93ed.