

Austria's Mandatory Minimum-Salary Disclosure in Job Ads (Equal Treatment Act, 2011)

Gender Equality · Good practice · Austria

Quality score: 63/100

Evidence strength: Moderate

Summary

Since 2011 Austrian employers must state the minimum pay offered in job advertisements. Studies find a small narrowing of the gender wage gap, concentrated in urgent vacancies, and no effect on gender sorting across occupations or firms.

Key dimensions

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

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-10-07

[Austrian Federal Ministry / Social Partners \(Equal Treatment Act, GIBG\)](#) — accessed 2026-10-07

[Bamieh & Ziegler, Economic Policy \(University of Vienna record\)](#) — accessed 2026-10-07

[Mandatory wage posting, bargaining and the gender wage gap \(seminar, Univ. of Bozen-Bolzano\)](#) — accessed 2026-10-07

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