

## National Report Austria

### Collective agreement metal industry Austria

1. Increase of the collectively agreed minimum wages from 1.11.2024 in the basic level by 3.8%. The amount of advancement values remains unchanged.
2. The actual monthly wages of employees employed in the companies, with the exception of industrial apprentices, will be increased by 4.8% from 1.11.2024.
3. Competition and job security clauses for companies with a high proportion of personnel costs can, under certain conditions, reduce the actual monthly wages by only 75% to 4.05% or by 90% to 3.3%.

Increase in the collectively agreed allowances, with the exception of the shift allowance for the third shift and the night work allowance, by 3.8% and the expense allowances by an average of 3.8% from 1.11.2024 (Appendix 1). The in-house allowances, if they are mentioned by name in the collective agreement, will be increased by 3.8% from 1.11.2024. The collectively agreed night work allowance and the shift allowance for the third shift are increased as follows:

- From 1.11.2024 to € 3,262
- From 1.11.2025 to € 3,508
- From 1.11.2026 to € 3,754
- From 1.11.2027 to € 4,000

5. Increase in apprentice income from 1.11.2024 as follows: 01.11.2024  
1st year of apprenticeship € 1,050.00  
2nd year of apprenticeship € 1,270.00  
3rd year of apprenticeship € 1,625.00  
4th year of apprenticeship € 2,110.0

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### Economic situation of the metalworking industry (MTI) 2024

#### Production and orders

- **Production:** MTI's sold production in 2024 was **EUR 45.238 million**, a decrease of **-6.2%** compared to the previous year.
- **New orders:** There was an increase in incoming orders of **6.1 %** compared to the previous year of 43,412. In 2021 and 2022, however, incoming orders were significantly higher in some cases. 45,530 in 2021 and 47,387 in 2022.

## Employment and Personnel

- **Own staff:** The number of employees decreased slightly in 2024 to **137,581** (-1.3% compared with 2023).
- **Employees:** Slight increase of **+0.8%** to **65,476** people.
- **Workers:** Decline of **-3.5%** to around **66,000**, indicating flexibility and job cuts in production.

## Sales and exports

- **Total revenue:** EUR 45.820 billion in 2024.
- **Export ratio:** High export orientation with **76.2%** foreign turnover, of which around **EUR 34.93 billion** is exported.
- The most important export countries: Germany, the USA, France, Great Britain and China.

## Assessment of the situation

MTI faces several challenges in 2024:

- **Decline in demand and production** are weakening the earnings situation.
- Despite the high export ratio, international competitiveness is burdened by high labour costs and volatile energy prices.
- The reduction in the number of employees points to structural adjustments in the companies.
- The slight increase in white-collar workers combined with a decline in workers could indicate increasing automation and relocation of activities.

## Inflation development in Austria (2022-2025)

Year	Inflation rate (HICP)	Remark
2022	8,6 %	Peak due to energy crisis, supply bottlenecks, war in Ukraine
2023	7.7% (annual value) 2.9% (December)	Significant decline at the end of the year; Easing energy prices
2024	~2.9%	Return towards ECB target, subdued consumer demand
2025	Forecast: ~2.4 %	Further normalization expected (OeNB, Statistics Austria)

- Restructuring plans within the automotive sector
- AI management in the workplace
- Remote work and the right to disconnect in collective bargaining
- The twin transition and the world of work: social partner's initiatives

There is currently neither a restructuring plan for the automotive sector nor national measures for AI in the workplace.

Teleworking and the right not to work remotely is not an issue in collective bargaining.