

## National Report Austria

### ROUNDTABLE ON NATIONAL DEVELOPMENTS - By IER experts

#### 1. Developments in Collective Bargaining

Due to the difficult economic situation in the metal industry, a two-year collective bargaining agreement below the inflation rate was reached.

The collective bargaining negotiations in the metal industry were carried out under challenging conditions. Inflation in Austria is above the eurozone average, the economic situation remains tense.

##### Conclusion 2025 (effective from November 1, 2025):

- **Actual wages and salaries** (Ist-Lohn bzw. -Gehalt) will increase by **1.41 %**.
- **Wages and salaries under the collective agreement** (kollektivvertragliche Mindestlöhne und -gehälter) will increase by **2 %**; advancement values (Vorrückungswerte) remain unchanged.

From November 2025 to June 2026, employees will receive either two additional two-day leaves or two € 500 one-time payments to support purchasing power. The exact arrangement will be decided jointly at the company level.

##### Conclusion 2026 (effective from November 1, 2026):

- **Actual wages and salaries** (Ist-Lohn bzw. -Gehalt) will increase by **1.9 %**.
- **Wages and salaries under the collective agreement** (kollektivvertragliche Mindestlöhne und -gehälter) will increase by **2.1 %**; advancement values (Vorrückungswerte) remain unchanged.
- **Apprentices' pay** will increase by **2.1 %**.

For the agreement taking effect on November 1, 2026, wage and salary adjustments were, for the first time, successfully separated from inflation, with an actual increase of less than 2 % already agreed upon.

#### 2. Restructuring trends in MET industries with a particular focus on automotive sector

There is currently no restructuring plan for the automotive sector.

3. Collective bargaining as a tool to improve gender pay gap
4. Emerging practices in collective bargaining (adapting to structural drivers)

In Austria, collective bargaining is an important tool for reducing the gender pay gap. It creates clear wage structures and helps prevent unequal pay. However, collective agreements alone cannot eliminate all causes of pay inequality.

Many of the factors behind the gender pay gap, such as unpaid care work, occupational segregation, and unequal career opportunities, lie beyond the scope of collective bargaining.

Therefore, additional measures are needed, including better childcare services, policies that promote a more equal sharing of care responsibilities, leadership parity, and broader labour market and equality policies.

In short, collective bargaining can reduce pay differences, but addressing the structural causes of the gender pay gap requires wider political action.