

**Annex 1: Political representation of women and men: Federal Government, Parliament (National Council), Federal Council, Federal Provinces, Government of the Federal Province**

**Federal Government**

Gender	Absolute	Percentage
Men	12	67
<i>of whom ministers</i>	8	57
Women	6	33
<i>of whom ministers</i>	6	43
Total	18	100

**Parliament (National Council)**

Gender	SPÖ	%	ÖVP	%	Greens	%	FPÖ	%	BZÖ	%	Total	%
Women	20	35	13	25	10	50	6	18	3	14	52	28
Men	37	65	38	75	10	50	28	82	18	86	131	72
Total	57	100	51	100	20	100	34	100	21	100	183	100

*Last update: September 2012*

**Federal Council**

Gender	SPÖ	%	ÖVP	%	Greens	%	FPÖ	%	o.Z.*)	%	Total	%
Women	9	41	5	19	2	50	2	22	0	0	18	29
Men	13	59	21	81	2	50	7	78	1	100	44	71
Total	22	100	26	100	4	100	9	100	1	100	62	100

*\*) without affiliation Last update: July 2013*

**Government of the Federal Province of Burgenland**

gender	absolute	percentage
Women	2	29
Men	5	71
Total	7	100

**Parliament of the Federal Province of Burgenland**

gender	SPÖ	%	ÖVP	%	Greens	%	FPÖ	%	LBL*)	%	Total	%
Women	5	26	1	8	0	0	1	50	0	0	7	19
Men	14	74	12	92	1	100	1	50	1	100	29	81
Total	19	100	13	100	1	100	2	100	1	100	36	100

*\*) Province of Burgenland Last update: September 2012*

**Government of the Federal Province of Carinthia**

gender	absolute	percentage
Women	2	29
Men	5	71
Total	7	100

**Parliament of the Federal Province of Carinthia**

gender	SPÖ	%	ÖVP	%	Greens	%	FPK	%	Stronach	%	BZÖ	%	Total	%
Women	2	14	1	20	3	60	0	0	1	25	1	50	8	22
Men	12	86	4	80	2	40	6	100	3	75	1	50	28	78
Total	14	100	5	100	5	100	6	100	4	100	2	100	36	100

*Last update: July 2013*

**Government of the Federal Province of Lower Austria**

Gender	Absolute	Percentage
Women	4	44
Men	5	56
Total	9	100

**Parliament of the Federal Province of Lower Austria**

gender	SPÖ	%	ÖVP	%	Greens	%	FPÖ	%	FRANK	%	Total	%
Women	5	38	3	10	3	75	1	25	1	20	13	23
Men	8	62	27	90	1	25	3	75	4	80	43	77
Total	13	100	30	100	4	100	4	100	5	100	56	100

*Last update: July 2013*

**Government of the Federal  
Province of Upper Austria**

gender	absolute	percentage
Women	1	11
Men	8	89
Total	9	100

**Government of the Federal  
Province of Salzburg**

gender	absolute	percentage
Women	2	29
Men	5	71
Total	7	100

**Government of the Federal  
Province of Styria**

gender	absolute	percentage
Women	3	33
Men	6	67
Total	9	100

**Government of the Federal  
Province of Tyrol**

gender	absolute	percentage
Women	4	50
Men	4	50
Total	8	100

**Government of the Federal  
Province of Vorarlberg**

gender	absolute	percentage
Women	2	29
Men	5	71
Total	7	100

**Government of the Federal  
Province of Vienna**

gender	absolute	percentage
Women	6	46
Men	7	54
Total	13	100

**Parliament of the Federal Province of Upper Austria**

gender	SPÖ	%	ÖVP	%	Greens	%	FPÖ	%	Total	%
Women	7	50	11	39	3	60	3	33	24	43
Men	7	50	17	61	2	40	6	67	32	57
Total	14	100	28	100	5	100	9	100	56	100

*Last update: September 2012*

**Parliament of the Federal Province of Salzburg**

gender	SPÖ	%	ÖVP	%	Greens	%	FPÖ	%	Stronach	%	Total	%
Women	4	44	5	45	3	43	1	17	1	33	14	39
Men	5	56	6	55	4	57	5	83	2	67	22	61
Total	9	100	11	100	7	100	6	100	3	100	36	100

*Last update: July 2013*

**Parliament of the Federal Province of Styria**

gender	SPÖ	%	ÖVP	%	KPÖ	%	FPÖ	%	Greens	%	Total	%
Women	7	30	7	32	1	50	0	0	2	67	17	30
Men	16	70	15	68	1	50	6	100	1	33	39	70
Total	23	100	22	100	2	100	6	100	3	100	56	100

*Last update: September 2012*

**Parliament of the Federal Province of Tyrol**

gender	SPÖ	%	ÖVP	%	Greens	%	FPÖ	%	FRITZ	%	TIROL	%	Total	%
Women	2	40	4	25	2	40	1	25	1	50	2	50	12	33
Men	3	60	12	75	3	60	3	75	1	50	2	50	24	67
Total	5	100	16	100	5	100	4	100	2	100	4	100	36	100

*Last update: July 2013*

**Parliament of the Federal Province of Vorarlberg**

gender	SPÖ	%	ÖVP	%	Greens	%	F*)	%	Total	%
Women	2	67	7	35	2	50	2	22	13	36
Men	1	33	13	65	2	50	7	78	23	64
Total	3	100	20	100	4	100	9	100	36	100

*\*) the Freedom Party*

*Last update: September 2012*

**Parliament of the Federal Province of Vienna**

gender	SPÖ	%	ÖVP	%	Greens	%	FPÖ	%	o.Z.*)	%	Total	%
Women	21	43	5	42	4	36	4	15	0	0	34	34
Men	28	57	7	58	7	64	23	85	1	100	66	66
Total	49	100	12	100	11	100	27	100	1	100	100	100

*\*) without affiliation*

*Last update: September 2012*

Source: Internet: [www.austria.gv.at](http://www.austria.gv.at), as well as website of the Federal Provinces

**Annex 1A: Table: Women in the highest salary brackets (in the individual ministries)**

	Highest salary brackets of all occupational groups	Proportion of women TARGET 2015 (31/12) in %	Proportion of women TARGET 2013 (31/12) in %	Proportion of women ACTUAL VALUE 31/12/2012 in %
<b>Office of the Federal President</b>	A1/7-9 and similar	16.7%	16.7%	20.0%
	A1/4-6 and similar	25.0%	25.0%	37.5%
	A2/5-8 and similar	57.1%	57.1%	57.1%
	A3/5-8 and similar	0.0%	0.0%	0.0%
<b>Parliamentary Administration</b>	A1/7-9 and similar	50.0%	40.0%	42.1%
	A1/4-6 and similar	45.0%	45.0%	47.2%
	A2/5-8 and similar	50.0%	50.0%	56.0%
	A3/5-8 and similar	50.0%	50.0%	50.0%
<b>Constitutional Court</b>	A1/7-9 and similar	75.0%	100.0%	60.0%
	A1/4-6 and similar	70.0%	70.0%	47.4%
	A2/5-8 and similar	70.0%	0.0%	100.0%
	A3/5-8 and similar	70.0%	100.0%	83.3%
<b>Administrative Court</b>	A1/7-9 and similar	25.0%	25.0%	16.4%
	A1/4-6 and similar	50.0%	50.0%	40.0%
	A2/5-8 and similar	50.0%	50.0%	50.0%
	A3/5-8 and similar	50.0%	50.0%	71.4%
<b>Ombudsman Board</b>	A1/7-9 and similar	40.0%	40.0%	28.6%
	A1/4-6 and similar	55.0%	55.0%	67.9%

	similar			
	A2/5-8 and similar	70.0%	75.0%	71.4%
	A3/5-8 and similar	70.0%	80.0%	60.0%
<b>Court of Auditors</b>	A1/7-9 and similar	30.0%	40.0%	22.2%
	A1/4-6 and similar	38.0%	35.0%	33.0%
	A2/5-8 and similar	42.0%	40.0%	44.8%
	A3/5-8 and similar	72.7%	72.7%	72.7%
<b>Federal Chancellery</b>	A1/7-9 and similar	35.9%	30.0%	37.5%
	A1/4-6 and similar	45.5%	45.1%	48.2%
	A2/5-8 and similar	57.0%	58.1%	57.3%
	A3/5-8 and similar	70.5%	70.5%	73.3%
<b>Ministry of the Interior</b>	A1/7-9 and similar	8.0%	8.0%	7.4%
	A1/4-6 and similar	24.5%	22.5%	24.3%
	A2/5-8 and similar	25.0%	22.7%	26.9%
	A3/5-8 and similar	4.5%	4.5%	5.7%
<b>Ministry for European and International Affairs</b>	A1/7-9 and similar	17.0%	17.0%	17.6%
	A1/4-6 and similar	35.0%	34.0%	32.1%
	A2/5-8 and similar	42.0%	42.0%	38.1%
	A3/5-8 and similar	55.0%	35.0%	53.3%
<b>Ministry of Justice</b>	A1/7-9 and similar	40.0%	40.0%	26.8%
	A1/4-6 and similar	40.0%	40.0%	39.6%
	A2/5-8 and similar	40.0%	40.0%	38.5%
	A3/5-8 and similar	45.1%	45.1%	40.2%

<b>Ministry of Defence and Sport</b>	A1/7-9 and similar	0.0%	0.0%	0.0%
	A1/4-6 and similar	5.5%	4.5%	6.4%
	A2/5-8 and similar	9.5%	9.3%	10.3%
	A3/5-8 and similar	9.6%	9.1%	9.2%
<b>Ministry of Finance</b>	A1/7-9 and similar	27.4%	27.4%	25.0%
	A1/4-6 and similar	38.0%	38.0%	37.8%
	A2/5-8 and similar	29.0%	27.2%	28.2%
	A3/5-8 and similar	51.5%	51.5%	56.7%
<b>Ministry of Labour, Social Affairs and Consumer Protection</b>	A1/7-9 and similar	43.0%	41.2%	27.8%
	A1/4-6 and similar	43.4%	40.0%	40.0%
	A2/5-8 and similar	52.5%	52.0%	50.0%
	A3/5-8 and similar	73.9%	67.7%	71.4%
<b>Ministry of Health</b>	A1/7-9 and similar	40.0%	40.0%	33.3%
	A1/4-6 and similar	50.0%	50.0%	51.7%
	A2/5-8 and similar	65.0%	62.7%	67.8%
	A3/5-8 and similar	70.0%	70.0%	62.5%
<b>Ministry of Education, Arts and Culture</b>	A1/7-9 and similar	40.0%	15.8%	34.3%
	A1/4-6 and similar	40.0%	29.0%	36.9%
	A2/5-8 and similar	51.2%	51.2%	54.9%
	A3/5-8 and similar	81.3%	81.3%	80.7%
<b>Ministry of Science and Research</b>	A1/7-9 and similar	40.0%	40.0%	33.3%
	A1/4-6 and similar	43.5%	42.3%	39.8%

	A2/5-8 and similar	61.7%	61.8%	61.8%
	A3/5-8 and similar	64.7%	66.7%	81.0%
<b>Ministry of Economy, Family and Youth</b>	A1/7-9 and similar	40.0%	40.0%	31.3%
	A1/4-6 and similar	40.0%	40.0%	39.2%
	A2/5-8 and similar	40.0%	40.0%	28.8%
	A3/5-8 and similar	40.0%	40.0%	23.5%
<b>Ministry of Transport, Innovation and Technology</b>	A1/7-9 and similar	40.0%	40.0%	41.7%
	A1/4-6 and similar	40.0%	40.0%	32.2%
	A2/5-8 and similar	44.0%	44.0%	43.8%
	A3/5-8 and similar	40.0%	40.0%	56.1%
<b>Ministry of Agriculture, Forestry, Environment and Water Management</b>	A1/7-9 and similar	25.0%	23.0%	26.3%
	A1/4-6 and similar	45.0%	43.0%	42.4%
	A2/5-8 and similar	55.0%	53.3%	56.7%
	A3/5-8 and similar	62.0%	60.6%	65.7%

- A1/7-9 and similar:** e.g. directors-general, directors, heads of large subordinate bodies
- A1/4-6 and similar:** e.g. heads of unit, deputy heads of unit, heads of department, heads of relatively large subordinate bodies
- A2/5-8 and similar:** e.g. heads of department, heads of medium-sized and small subordinate bodies, desk officers in relatively high-grade posts
- A3/5-8 and similar:** e.g. desk officers in relatively high-grade posts
- Occupational groups taken into account:** all occupational groups at federal level (administrative service, teachers, policemen, military, judges and public prosecutors, nurses, school inspectors)

## Annex 2

### Gross annual income of full-time, full-year employees

	Quartiles/ average	Women	Men	Difference (%)
<b>2011</b> (€)	1st quartile (25%)	23,486	29,982	21.7
	Median (50%)	31,598	38,776	18.5
	3rd quartile (75%)	43,802	54,411	19.5
	Average	36,256	47,413	23.5
<b>2010</b> (€)	1st quartile (25%)	22,672	29,393	22.9
	Median (50%)	30,775	38,056	19.1
	3rd quartile (75%)	42,736	53,449	20.0
	Average	35,268	46,494	24.1
<b>2009</b> (€)	1st quartile (25%)	22,353	29,057	23.1
	Median (50%)	30,227	37,510	19.4
	3rd quartile (75%)	41,988	52,936	20.7
	Average	34,619	46,002	24.7
<b>2008</b> (€)	1st quartile (25%)	21,692	28,649	24.3
	Median (50%)	29,183	36,893	20.9
	3rd quartile (75%)	40,295	51,535	21.8
	Average	33,328	45,111	26.1
<b>2007</b> (€)	1st quartile (25%)	20,669	27,720	25.4
	Median (50%)	27,979	35,674	21.6
	3rd quartile (75%)	38,490	49,707	22.6
	Average	31,724	43,563	27.2
<b>2006</b> (€)	1st quartile (25%)	20,327	27,183	25.2
	Median (50%)	27,276	34,879	21.8
	3rd quartile (75%)	37,304	48,503	23.1
	Average	30,891	42,445	27.2
<b>2005</b> (€)	1st quartile (25%)	19,751	26,456	25.3
	Median (50%)	26,343	33,770	22.0
	3rd quartile (75%)	35,891	46,816	23.3
	Average	29,831	41,069	27.4

Source: Statistics Austria, Wage Tax Data – Evaluation of Social Statistics (excluding apprentices). Figures 2005-2009 made available by Statistics Austria (15 Feb. 2011); figures 2010, 2011 made available by Statistics Austria (1 Feb. 2013); based on the definitions used since the General Report on Income of the Court of Auditors 2006. Compare also Court of Auditors' Report 2012, table 21, p.47.

**Annex 3: Income disadvantage of women based on selected sections of ÖNACE 2008 in 2011**

ÖNACE 2008 Sections	All employees			Full-year, full-time employment		
	Median gross annual income		Women's median as a % of men's median	Median gross annual income		Women's median as a % of men's median
	Women	Men		Women	Men	
<b>Mining and quarrying</b>	22,467	35,889	63	39,853	42,209	94
<b>Manufacturing</b>	21,823	36,287	60	28,419	39,648	72
<b>Energy supply</b>	31,824	54,947	58	43,972	58,956	75
<b>Water supply; sewerage and remediation activities</b>	17,597	29,742	59	29,451	32,828	90
<b>Construction</b>	17,051	27,772	61	30,095	33,763	89
<b>Wholesale and retail trade; maintenance repair of motor vehicles and motorcycles</b>	16,633	28,553	58	26,205	34,214	77
<b>Transportation and storage</b>	20,836	30,833	68	31,237	34,932	89
<b>Accommodation and food service activities</b>	8,583	11,308	76	20,049	22,990	87
<b>Information and communication</b>	26,988	45,469	59	41,101	53,372	77
<b>Financial and insurance activities</b>	31,150	55,816	56	42,583	61,350	69
<b>Real estate activities</b>	18,120	29,762	61	29,677	43,528	68
<b>Professional, scientific and technical activities</b>	20,140	35,146	57	33,180	48,424	69
<b>Administrative and support service activities</b>	12,403	17,756	70	24,170	29,254	83
<b>Public administration and defence; public social security</b>	30,531	42,219	72	40,311	44,994	90
<b>Education</b>	17,000	21,823	78	33,962	48,940	69
<b>Human health and social work activities</b>	19,264	26,584	72	31,009	36,881	84
<b>Art, entertainment and recreation</b>	11,000	19,896	55	28,509	36,364	78
<b>Other service activities</b>	15,689	28,713	55	23,712	38,459	62



<b>Total</b>	<b>18,549</b>	<b>30,690</b>	<b>60</b>	<b>31,598</b>	<b>38,776</b>	<b>81</b>
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*Source:* Statistics Austria, 2012. Wage tax data and data of the Federation of Austrian Social Insurance Institutions. From: General Income Report of the Court of Auditors 2012, p. 81; excluding apprentices.

## Annex 4

### Average gross annual income of employees by federal province in 2011

		Average (€)	Difference (%)	Median (€)	Difference (%)
<b>Burgenland</b>	Women	22,305	-39.1	19,293	-40.1
	Men	36,652		32,231	
<b>Carinthia</b>	Women	21,118	-39.2	17,946	-41.2
	Men	34,747		30,538	
<b>Lower Austria</b>	Women	23,552	-39.8	20,230	-39.0
	Men	39,095		33,186	
<b>Upper Austria</b>	Women	20,804	-44.8	18,221	-45.4
	Men	37,671		33,343	
<b>Salzburg</b>	Women	20,512	-40.9	17,695	-41.9
	Men	34,685		30,431	
<b>Styria</b>	Women	20,815	-40.2	17,774	-43.0
	Men	34,822		31,179	
<b>Tyrol</b>	Women	18,894	-43.3	16,237	-46.2
	Men	33,302		30,204	
<b>Vorarlberg</b>	Women	19,452	-48.2	16,596	-51.9
	Men	37,547		34,476	
<b>Vienna</b>	Women	25,780	-26.6	21,439	-21.6
	Men	35,130		27,342	
<b>Austria</b>	<b>Women</b>	<b>22,157</b>	<b>-38.8</b>	<b>18,783</b>	<b>-40.1</b>
	<b>Men</b>	<b>36,218</b>		<b>31,356</b>	

Note: Excluding apprentices. Difference: percentage difference between women's and men's income. The data have been allocated based on the place of residence, not on the place of work of a person.

Source: Statistics Austria, 2012. Wage tax data and data of the Federation of Austrian Social Insurance Institutions. From: General Income Report of the Court of Auditors 2012, p. 282. Calculations by Statistics Austria.

### Average net annual income of employees by federal province in 2011

		Average (€)	Difference (%)	Median (€)	Difference (%)
<b>Burgenland</b>	Women	16,399	-35.0	15,460	-33.0
	Men	25,225		23,072	
<b>Carinthia</b>	Women	15,469	-34.9	14,562	-33.4
	Men	23,773		21,857	
<b>Lower Austria</b>	Women	17,066	-35.4	15,996	-32.1
	Men	26,415		23,567	
<b>Upper Austria</b>	Women	15,349	-39.9	14,789	-37.3
	Men	25,530		23,580	
<b>Salzburg</b>	Women	15,042	-36.0	14,374	-33.9
	Men	23,517		21,754	
<b>Styria</b>	Women	15,324	-35.6	14,518	-34.8
	Men	23,805		22,282	
<b>Tyrol</b>	Women	14,003	-38.2	13,269	-38.5
	Men	22,676		21,576	
<b>Vorarlberg</b>	Women	14,329	-43.1	13,606	-43.6
	Men	25,195		24,103	
<b>Vienna</b>	Women	18,175	-23.0	16,562	-17.1
	Men	23,595		19,979	
<b>Austria</b>	<b>Women</b>	<b>16,101</b>	<b>-34.4</b>	<b>15,082</b>	<b>-32.6</b>
	<b>Men</b>	<b>24,545</b>		<b>22,386</b>	

Note: Excluding apprentices. Difference: percentage difference between women's and men's income. The data have been allocated based on the place of residence, not on the place of work of a person.

Source: Statistics Austria, 2012. Wage tax data and data of the Federation of Austrian Social Insurance Institutions. From: General Income Report of the Court of Auditors 2012, p. 282. Calculations by Statistics Austria.