

Country Guide > Austria

Cost of Living

Indicative value for a working adult in a city: Vienna

Publicly available data (Numbeo, etc..), verified by Marco's in-country staff

Living Requirement	Indicative Amount (EUR)
McDonalds Set Meal	10
Monthly Train and Bus Tickets	50
3 Bedrooms Rental (City Center)	2,050
3 Bedrooms Rental (Outskirt)	1,439

Current Inflation Rate: 3.3%

Wage

Minimum Wages:

Depends on the type of industry and collective agreement -minimum 1,700 EUR per month

Median Salary

Estimated based on general positions such as HR, Accounting, Admin roles, in tier one cities.

Job Level	Monthly Salary (EUR)
Entry-Level (Fresh Graduate)	2,000
Mid-Level (5 Years)	3,200
Experienced & Managerial Level (10 Years)	6,000
Specialized & Senior-Level (15 Years)	8,000

Annual Salary Growth: 3%

Statutory Contribution

Both the employer's contribution and the employee's contribution must be transferred to the health insurance provider, no later than 15th of the following month

Type	Employer Rates	Employee Rates	Notes
Health Insurance	3.78%	3.87%	All Staff Contribution base capped at 6,450 EUR per month
Accident Insurance	1.10%	-	All Staff Contribution base capped at 6,450 EUR per month
Pension and Disability Insurance	12.55%	10.25%	All Staff Contribution base capped at 6,450 EUR per month
Unemployment Insurance	2.95% Contribution monthly base capping	2.95%	All Staff

	to 2,074.00 EUR - 0% 2,074.01 – 2,262.00 EUR: 1% 2,262.01 – 2,451.00 EUR: 2% Over 2,451.00 EUR: 2.95%		Contribution base capped at 6,450 EUR per month
Wage Protection in Bankruptcy Proceedings (IESG)	0.35%	-	All staff
Chamber of Labour Levy (AK)	-	0.5%	All staff
Housing Subsidy Contribution	0.5%	0.5%	All Staff Contribution base capped at 6,450 EUR per month
Bad weather compensation	0.7%	0.7%	Staff in the construction industry who have bad weather regulations
Family Burdens Equalisation Levy (FLAF)	3.7%	-	All Staff
Severance Guarantee Fund	1.53%	-	All Staff
Municipal Payroll Tax	3%	-	All Staff
Chamber of Commerce Tax	0.31% - 0.40%	-	All Staff
Public Transport	2 EUR per week	-	All Staff in the city of Vienna

Other Benefit

Other common employment benefits in Austria include:

- 13th and 14th salary:
 - 13th (Christmas Bonus) salary paid in November or December
 - 14th (Vacation Bonus) salary paid in June or July (required by collective agreements)
- Public transport tickets: Around 50 EUR per month
- Meal vouchers: Up to 8 EUR per day
- Additional annual leave days

Income Tax

Residents

Taxable Income	Tax Rate
0 - 13,308	0%
13,308 - 21,617	20%
21,617 - 35,836	30%
35,836 - 69,166	40%
69,166 - 103,072	48%
103,072 - 1 million	50%

over 1 million	55%
----------------	-----

Non-Residents

- Depends on the double taxation agreement between countries. Typically, only income originating in Austria is taxed - Tax rate from 20% to 55%
- A tax resident is an individual who meets one of following criteria:
 - Residence in Austria for at least 183 days in a calendar year
 - Have their centre of life interests in Austria

Working Hours**Statutory**

40 hours

8 hours a day, 5 days a week

Typical practice

38.5 hours (in collective agreements)

Monday- Friday

Overtime

Maximum 60 hours per week

- Minimum pay - 150% of basic salary

Employment Contract**Fixed-Term**

Used for seasonal, posting foreign workers on assignments or specific or specialised project work

Contract Format	Payroll Currency	Probation	Contract Period
No obligation to have written contract, but at least need to have a written summary including employment relations (salary, working time and applicable collective agreement). The master copy should be in German, further copies can be in English. It can be signed electronically, with a qualified signature.	EUR	1 month	-

Termination

- In Austria the termination process adheres to the following rules:

	Voluntary Resignation	Involuntary Termination	Economic Layoff
Notice Period - Probation	No notice period	No notice period	No notice period
Notice Period - Regular	1 month notice – can be extended to 6 months	1-2 years' service: 6 weeks 3 year's service: 2 months 5 year's service: 3 months 15 years' service: 4 months 25 years' service: – 5 months	1-2 years' service: 6 weeks 3 year's service: 2 months 5 year's service: 3 months 15 years' service: 4 months 25 years' service: – 5 months
Severance Pay	-	Employers deposit 1.53% gross salary to a dedicated severance account	Employers deposit 1.53% gross salary to a dedicated severance account

Permanent

Contract Format	Payroll Currency	Probation	Contract Period
No obligation to have written contract, but at least need to have a written summary including employment relations (salary, working time and applicable collective agreement). The master copy should be in German, further copies can be in English. It can be signed electronically, with a qualified signature.	PLN	1 month	-

Termination

- In Austria the termination process adheres to the following rules:

	Voluntary Resignation	Involuntary Termination	Economic Layoff
Notice Period - Probation	No notice period	No notice period	No notice period
Notice Period - Regular	- 1 month notice – can be extended to 6 months	1-2 years' service: 6 weeks 3 year's service: 2 months 5 year's service: 3 months 15 years' service: 4 months 25 years' service: – 5 months	1-2 years' service: 6 weeks 3 year's service: 2 months 5 year's service: 3 months 15 years' service: 4 months 25 years' service: – 5 months
Severance Pay	-	Employers deposit 1.53% gross salary to a dedicated severance account	Employers deposit 1.53% gross salary to a dedicated severance account

2025 Public Holiday

Date	Name
01 Jan	New Year's Day
06 Jan	Epiphany
18 Apr	Good Friday
21 Apr	Easter Monday
01 May	Labor Day
29 May	Ascension Day
09 Jun	Whit Monday
15 Aug	Assumption of Mary
26 Oct	National Day
01 Nov	All Saint's Day
08 Dec	Immaculate Conception
24 Dec - 26 Dec	Christmas Day
31 Dec	New Year's Eve

Leave

Leave Type	Entitlement	Notes
Annual Leave	<ul style="list-style-type: none"> - 25 working days - staff working 5 day weeks - 30 working days - staff working 6 day weeks 	All staff after 6 months' service In the first six months of the first year of employment, the leave entitlement is calculated in proportion to the time worked.
Sick Leave	Up to 52 weeks	All staff with 6 months social security contributions in the past 12 months 100% salary paid by employer for the first 6-12 weeks, dependd on the lenght of service 50% salary paid by employer for the next 4 weeks After this period paid by insurance company.
Maternity Leave	16 weeks 8 weeks before birth, 8 weeks after	Expectant mothers 100% paid by insurance company.
Paternity Leave	1 month	All expectant fathers after the birth of the child Paid by insurance company.
Parental Leave	Minimum 2 months	Staff with children up to child's 2nd birthday Paid by insurance company.

Learn about global employment solutions.

Please scan the QR code

