Gender

The structural gap in Austria's AI workforce

50 yrs

to parity at current pace

A cliff, not a slope. The pipeline enters near-balanced and collapses upward — at +0.30 pp / yr, parity is 50 years away.

26.0 %	19.0 %	+0.30 pp	39.9 %
Female share of Core AI	Female share in Build tier	Annual improvement rate	Female share in AI Governance

EXECUTIVE SUMMARY

Austria's AI gender gap is structural, not salary-driven. Women represent 26.0 % of Core AI roles versus 41.4 % in non-AI employment — a 15.4 percentage-point participation gap that dwarfs the 7.1 % AI gender pay gap. The challenge deepens at the technical frontier: the Build tier (ML engineers, AI researchers, computer-vision specialists) is just 19.0 % female, and female representation drops from 31 % at entry to 14 % at C-suite (vs 24 % in non-AI). At the current improvement rate of +0.30 percentage points per year, closing the gap would take roughly 50 years. This chapter maps the gender landscape across tiers, seniority levels, subcategories, and regions to identify where targeted intervention could accelerate progress.

POLICY IMPLICATIONS

Target Build-tier female participation with dedicated programs. ML/AI fellowships, sponsored PhD positions, and return-to-work programs for women with STEM backgrounds. The Build tier at 19.0 % female is where each additional woman has the highest marginal impact on Austria's frontier AI capability.

Set explicit interim targets and track progress annually. 30 % Core AI female by 2030 as a measurable milestone. At +0.30 pp / year organic improvement, the gap takes roughly 50 years to close — acceleration requires deliberate policy, not hope.

Leverage AI Governance as a gateway pathway. At 39.9 % female, AI Governance is the most gender-balanced AI subcategory. Build structured upskilling bridges from governance and compliance into technical AI roles to convert existing diversity into deeper technical representation.

Address the mid-career retention cliff. Female share drops from 31 % at entry to 14 % at C-suite. The 3–8 year window is where the pipeline narrows most. Mentorship, visible promotion timelines, and flexible work arrangements during this window yield the highest retention ROI.

EXHIBIT 2.1

Gender Split — AI vs Non-AI Workforce

The gender gap in AI is not a gradual slope — it is a cliff. While non-AI employment in Austria sits at 41.4 % female, Core AI drops to 26.0 %. The gap widens as the definition narrows: Full AI (which includes Adjacent roles) reaches 28.6 %, but Core AI — the roles where AI is the primary job function — is materially worse. This is not a pipeline problem that will self-correct; it reflects structural barriers in education, recruitment, and workplace culture that require deliberate intervention.

Source: Revelio Labs via WRDS

KEY FINDINGS

- Non-AI employment is 41.4 % female; Core AI drops to 26.0 % — a 15.4 pp participation gap that is 2× larger than the 7.1 % gender pay gap, making participation the binding constraint.
- The gap is persistent across all AI definitions: Non-AI 41.4 %, Full AI 28.6 %, Core AI 26.0 % — every AI cohort sits well below the Non-AI baseline, pointing to pipeline barriers in STEM education and technical recruitment.
- Austria's 26.0 % Core AI female share is comparable to EU averages but well below top performers like Finland (31 %) and Portugal (29 %), indicating that improvement is achievable with the right interventions.

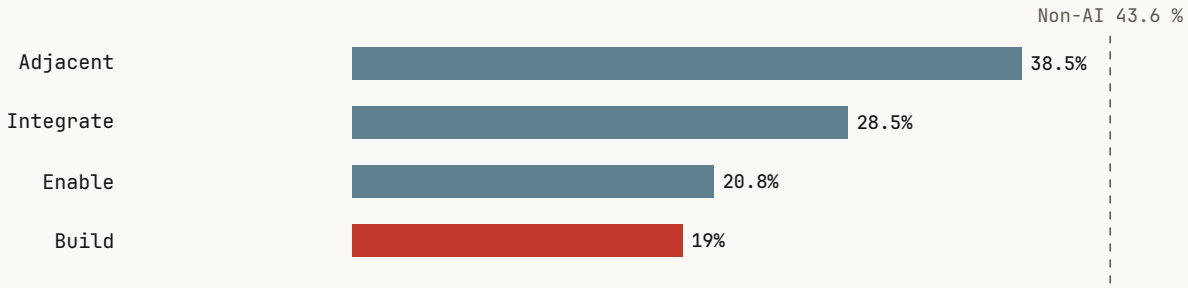
IMPLICATION

Treat gender participation as a workforce-capacity issue, not just an equity goal. At 26.0 % female, Austria is drawing from barely half of its talent pool for AI roles — closing the gap is a growth strategy as much as an inclusion imperative.

EXHIBIT 2.2

Gender by Tier — The Depth Gradient

The gender gap deepens as technical depth increases. Adjacent roles (BI analysts, domain analytics) reach 38.5 % female, but the Build tier — the frontier where AI systems are actually designed and trained — drops to 19.0 %. This gradient reveals where the most impactful interventions would land: increasing female representation in Build by even five percentage points would require only about 65 additional women but would meaningfully shift Austria's frontier capability.



Source: Revelio Labs via WRDS

KEY FINDINGS

- Build tier is 19.0 % female — the lowest of any tier and less than half the non-AI benchmark of 41.4 %. ML engineering and AI research remain overwhelmingly male, reflecting deep pipeline constraints in computational STEM fields.
- Integrate tier (28.5 %) and Enable tier (20.8 %) span the middle, with Enable closer to Build than to Integrate — the infrastructure layer is more male-dominated than the application layer, suggesting that women cluster in the AI-business interface rather than in the platform stack.
- Adjacent roles reach 38.5 % female — the highest among AI categories and within 3 pp of the non-AI benchmark. Even so, the Adjacent layer still trails parity, indicating that the gap extends beyond technical depth alone.

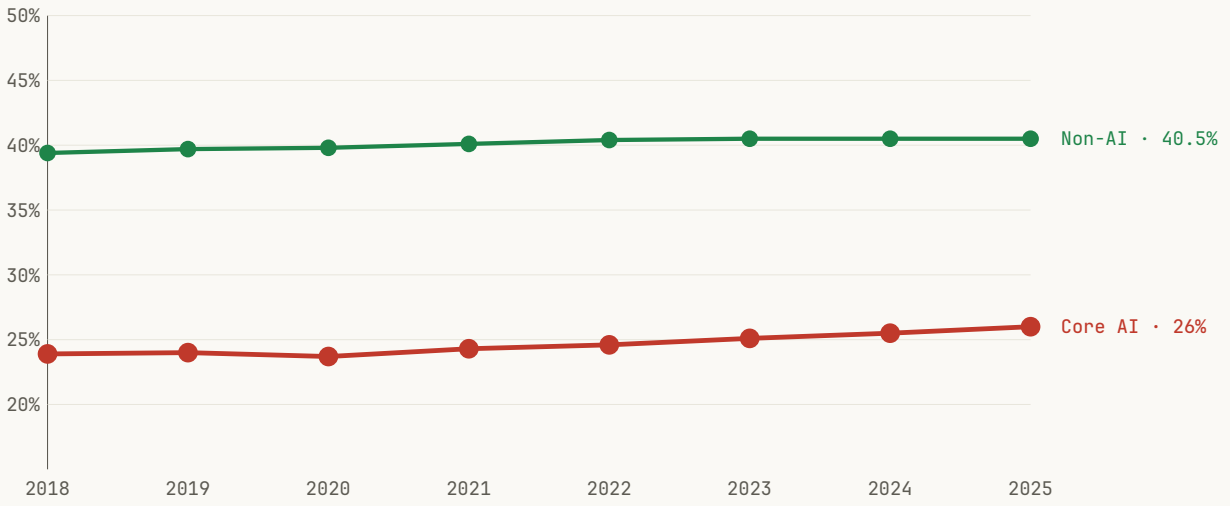
IMPLICATION

Target Build-tier female participation with dedicated ML/AI fellowships, sponsored research positions, and return-to-work programs for women with STEM backgrounds. The frontier is where the gap is widest and each additional woman has the highest marginal impact.

EXHIBIT 2.3

Female Share Over Time — Progress at Glacial Pace

The trend line is moving in the right direction — but at a pace that should alarm policymakers. Year-stamped Core AI female share has improved from 23.9 % (2018) to 26.0 % (2025), an annual gain of roughly +0.30 percentage points. At this rate, parity with non-AI would not arrive within an ordinary policy planning horizon. The non-AI workforce, by contrast, has been stable at 39–41 % female — the AI gap is not closing because AI is improving, it is closing because AI started so far behind.



Source: Revelio Labs via WRDS · year-stamped Core AI vs Non-AI · Lifetime Core AI = 26.0 %

KEY FINDINGS

- Year-stamped Core AI female share rose from 23.9 % (2018) to 26.0 % (2025) — a +2.1 pp gain over 7 years, or about +0.30 pp / yr.
- Non-AI female share has remained stable at 39–41 % throughout the period, meaning the gap is narrowing slowly but from an extremely wide starting position.
- At the current +0.30 pp / yr improvement rate, achieving gender parity with non-AI (~41.0 %) would take roughly 50 years — well beyond any reasonable policy planning horizon without acceleration.

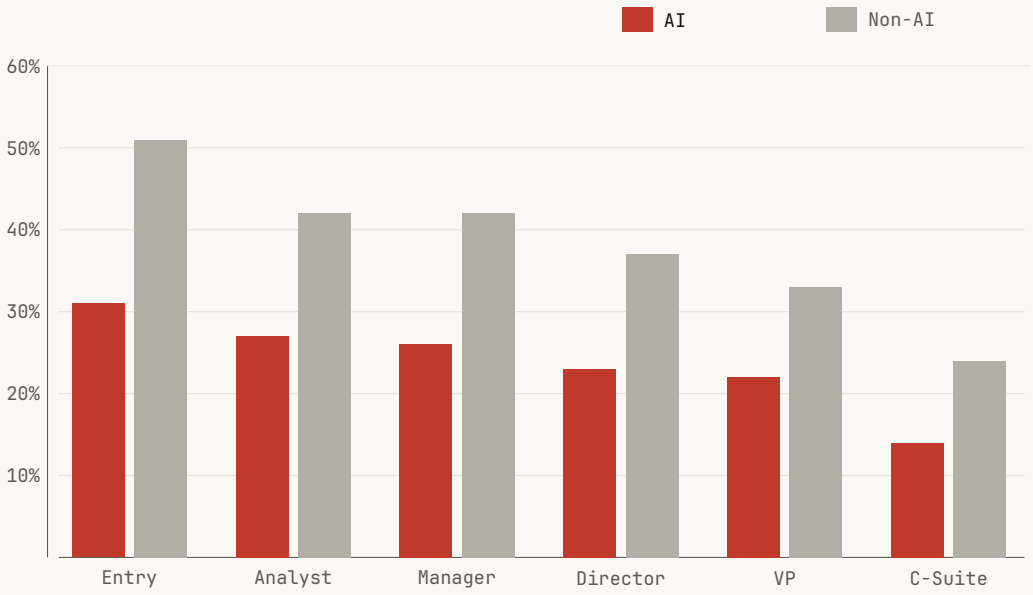
IMPLICATION

Set an explicit interim target — 30 % Core AI female by 2030 — and track progress annually. The current organic trend is too slow for policy relevance; deliberate acceleration through education reform, hiring incentives, and cultural change is needed.

EXHIBIT 2.4

Gender by Seniority — The Leaky Pipeline

Austria's AI gender gap is not uniform across career stages — it is a funnel that narrows at every step. At entry level, female representation is 31 %; by C-suite, it falls to 14 %. The non-AI workforce shows the same shape at a higher level throughout, suggesting AI-specific factors compound the general corporate narrowing of women at senior levels.



Source: Revelio Labs via WRDS · Lifetime AI vs Non-AI · 6 levels (Entry → C-suite)

KEY FINDINGS

- Entry-level AI roles are 31 % female — the starting point is imperfect but workable. The pipeline enters with a meaningful cohort of women; the question is whether the system retains them as they advance.
- By Director level, female share drops to 23 %; by VP, to 22 %. The steepest narrowing happens between Analyst (27 %) and the upper levels — a critical 3–8 year retention window.
- C-suite AI representation is 14 % female compared to 24 % in non-AI C-suites. AI leadership is less gender-diverse than non-AI leadership at every rung, indicating AI-specific barriers beyond general corporate challenges.

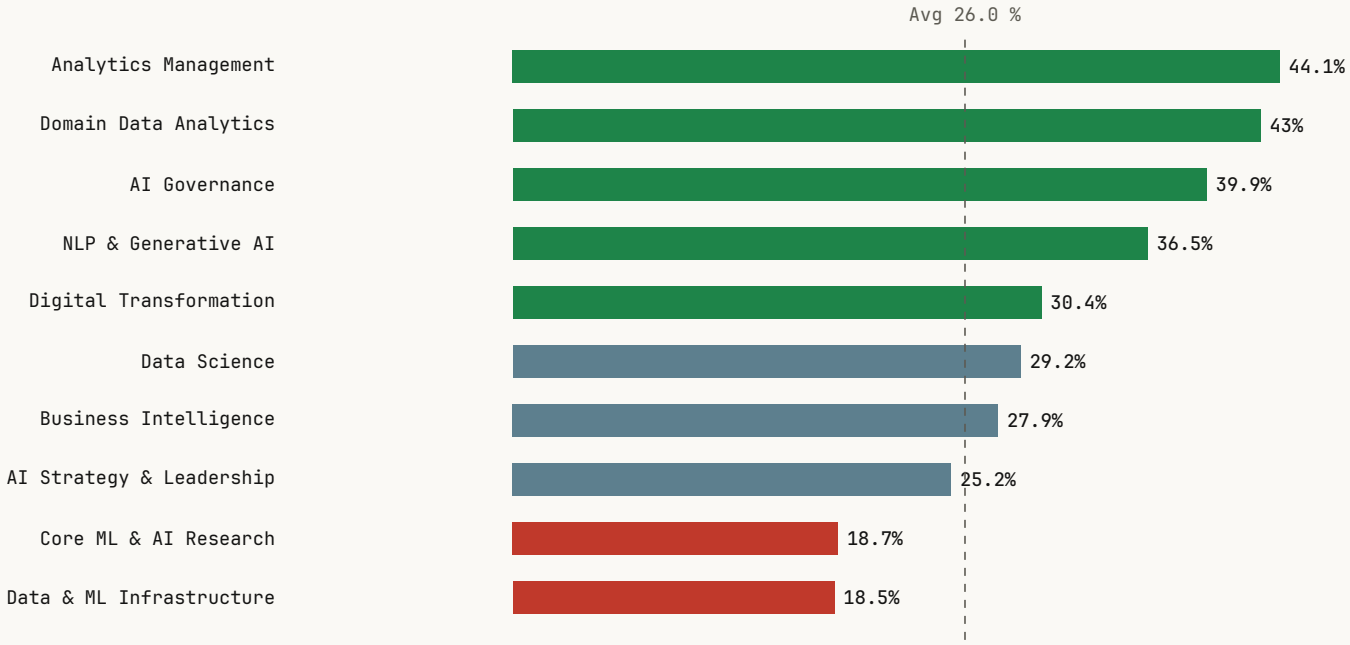
IMPLICATION

Invest in mid-career retention and promotion pathways for women in AI. The biggest drop happens between years 3–8 of a career — mentorship programs, visible promotion timelines, and flexible work arrangements during this window would have the highest retention return on investment.

EXHIBIT 2.5

Gender by Subcategory — Pockets of Progress

Not all AI subcategories are equally male-dominated, and the variation provides a roadmap for targeted intervention. Analytics Management (44.1 %), Domain Data Analytics (43.0 %), and AI Governance (39.9 %) cluster near parity — far above any other AI subcategory. At the other extreme, Core ML & AI Research and Data & ML Infrastructure sit below 20 % female.



Source: Revelio Labs via WRDS · Lifetime · 10 subcategories

KEY FINDINGS

- Analytics Management (44.1 %), Domain Data Analytics (43.0 %), and AI Governance (39.9 %) form the most gender-balanced cluster — natural gateways for women entering AI from analytics, compliance, and policy roles.
- Data Science (29.1 %) and Business Intelligence (27.9 %) outperform the Core AI average — roles combining analytical skills with business interface attract more balanced talent pools.
- Core ML & AI Research (18.3 %) and Data & ML Infrastructure (18.4 %) are the least gender-balanced — frontier and platform roles where computational STEM pipelines are most constrained.

IMPLICATION

Use AI Governance as a deliberate gateway pathway: women in compliance and policy-adjacent roles can transition into deeper technical AI positions through structured upskilling.

EXHIBIT 2.6

Gender by Geography — Regional Patterns

Geographic patterns in AI gender representation reflect local industry composition and institutional factors. Vienna, as the dominant AI hub, sits close to the national average. Regions with stronger industrial and manufacturing AI profiles (Upper Austria, Styria) show somewhat lower female shares, driven by sector-specific workforce dynamics.

Source: Revelio Labs via WRDS · Lifetime · 9 Bundesländer

KEY FINDINGS

- Salzburg (30 %) shows the highest female AI share, with Vienna, Vorarlberg, and Burgenland close behind at 29 % — reflecting stronger representation in Adjacent and analytics roles.
- Vienna's female AI share (29 %) sits just above the national average, reflecting its concentration of service-sector and public-sector AI roles. Lower Austria, Tyrol, and Carinthia cluster tightly at 28 % — regional variation outside the industrial belt is minimal.
- Styria (25 %) and Upper Austria (24 %) record the lowest female AI shares — both regions are dominated by industrial and manufacturing AI applications, where female pipeline representation is structurally lower.

IMPLICATION

Regional AI gender strategies should be embedded in broader cluster development. Styria's automotive AI cluster and Upper Austria's industrial AI hub each need sector-specific approaches to female recruitment, not one-size-fits-all national programs.

Method, sources, taxonomy.

Gender analysis uses Revelio Labs's machine-predicted gender classifications, which achieve approximately 95 % accuracy at the aggregate level. Individual-level predictions carry inherent uncertainty, but the patterns reported here are robust to reasonable error margins. The analysis covers all AI workers in the austria_located segment (2018–2025) and benchmarks against non-AI employment observed in the same firm universe.

PARAMETERS

Gender classification	Revelio Labs machine-predicted (~95 % accuracy)
Primary segment	austria_located
AI categories compared	Core AI · Full AI · Broad AI · Non-AI
Seniority levels	1–6 (Entry → C-suite); Revelio scale 7 (Partner/Board) excluded
Subcategories analysed	15 AI subcategories (top 10 shown)
Time period	2018–2025 (2025 preliminary)
Geographic breakdown	Vienna vs Rest of Austria (9 Bundesländer)