



GENDER MONITORING XII

Employees: Year 2024; Students: Academic Year 23/24

Results and developments at a glance

This summary provides an overview of the gender ratio of employees and students at TU Wien.

Details on sources, background information, a glossary, and in-depth queries are available in the [interactive report](#).

1. Overview

- Women account for 26.4% of **academic staff**¹ (previous year: 26.1%), while 19.7% of **professors**¹ are women (previous year: 19.5%).
- Women account for 51.6% of **general staff**¹ (previous year: 51.8%).
- The proportion of women in **regular/full-time studies**² is around 30% (previous year: 30.9%).

2. Employees

Remarkable developments in the proportion of women compared to the previous year in selected groups of employees, **globally funded, full-time equivalents**:

- Senior Scientist: 26.6% (previous year: 24%)
- Post Doc: 23.1% (previous year: 20.4%)
- Prae Doc: 35% (previous year: 33.8%)
- Project Assistant, Post Doc: 17.5% (previous year: 21.2%)
- Project Assistant, Prae Doc: 23% (previous year: 26.4)
- Senior Lecturer: 31,2% (previous year: 24.6%)
- Contract staff in academic services: 25% (previous year: 22%)

■ Remuneration

The evaluation of salaries within the Gender Monitoring encompasses all personnel employed at TU Wien, excluding the rectorate team. The analysis is based on all costs incurred by TU Wien, excluding employer contributions. Subsequently, the total costs are broken down into individual components: base salary, teaching activities, secondary activities, and other salary elements (including overtime, allowances, and irregular payments).

¹ Full-Time Equivalent (FTE)

² The figures refer to studies (not individual students). Students enrolled in multiple programs are counted multiple times (bachelor's, master's, diploma, and doctoral programs combined).

Average amounts paid to each respective personnel group, scaled to full-time equivalents, are considered. The data show the average total earnings of a man or a woman in the specified personnel group based on a 100% full-time position.

"Income disparities are evident among the older employment categories, namely 'civil servants' (Beamte) and 'contract employees' (Vertragsbedienstete). It should be noted, however, that the salary analyses in the Gender Monitoring observe data protection regulations. If fewer than six individuals of one or both genders are represented in a given personnel group, that group is not displayed."

Income disparities within the employment category of 'employees under collective agreement' (Angestellte nach Kollektivvertrag) are evident among professors. Here, men earn on average 8.2% more than women. This difference is mainly attributable to secondary activities and other salary components. A detailed remuneration analysis can be found under 'Beschäftigte' – 'Entlohnung'.

■ Appointment procedure (§98 UG) according to the Intellectual Capital Report:

In 2024 women accounted for approximately 30% of the members of appointment committees, while the proportion among reviewers was below 10%. In the initial stages of the appointment process, the average proportion of women increases: 15.6% among applicants, 16.5% at the hearing stage, and 21.4% in the appointment proposal. However, in the final step of the appointment, this proportion dropped to 0% in the year under review

3. Students

In regular studies, the proportion of women is highest in the Faculty of Architecture and Planning (over 50%), followed by Technical Chemistry (39%), and lowest in the Faculty of Mechanical and Industrial Engineering as well as the Faculty of Electrical Engineering and Information Technology (both at 15%).

In terms of degrees awarded, the proportion of women in master's programs rose from 32.3% to 35%, while in bachelor's programs it fell from 33.4% to 29.9% and in doctoral programs from 29% to 22%.

4. Career stages: Development from the start of studies to a professorship

The career stages show the progression from the start of studies to professorship – this evaluation is available for the entire university as well as for each individual faculty. The most important developments in the career stages are summarized below.

• TU Wien

- The proportion of women among active students at the start of their studies is 32%.
- There has been a positive development in master's degrees compared to the previous year, with women accounting for 35% of graduates.
- The proportion of women graduating with a bachelor's degree (2024: 29.7%; 2023: 33.4%) or a doctoral degree (2024: 22.4%; 2023: 29%) has fallen.
- The proportion of women in fixed-term tenure-track positions decreased slightly, falling to 36.4%. Meanwhile, the proportion of women in permanent tenure-track positions increased slightly, rising to 23.7%.
- The proportion of female professors has remained almost unchanged at 19.5%.

- **Faculty of Architecture and Planning**
 - At the beginning of studies, the proportion of women among active students is just under 60%.
 - The proportion of women among graduates has slightly declined at both the bachelor's and master's levels, while at the doctoral level it has decreased to 46.2%.
 - The gender distribution among third-party funded staff remains largely balanced, with 47.6% male and 52.4% female employees.
 - The proportion of women in fixed-term tenure-track positions has slightly declined but remains at 72.3%, while the share in permanent tenure-track positions remains unchanged at 33.3%
 - The proportion of female professors has slightly declined to 40.3%

- **Faculty of Civil and Environmental Engineering**
 - Women account for 34% of active bachelor's students at the start of their studies.
 - At the completion of studies, the proportion of women decreased from 36.2% to 32.2% at the bachelor's level and from 43.8% to 23.1% at the doctoral level, while it increased from 21.7% to 27.9% at the master's level.
 - The proportion of women in fixed-term tenure-track positions is 53.2%, while in permanent tenure-track positions it is only 2.5%.
 - The proportion of female professors has increased to 16.3%.

- **Faculty of Electrical Engineering and Information Technology**
 - At the beginning of the career stages, the proportion of women is 13.2%, varying throughout the progression with a maximum of 27.4% in fixed-term tenure-track positions and a minimum of 8.2% among professors.
 - The share of women in permanent tenure-track positions stands at 15.4%, remaining almost unchanged compared to the previous year.

- **Faculty of Informatics**
 - The proportion of women among examination-active students at the start of their studies is 18.8%.
 - The Faculty of Informatics is the only faculty that exhibits an increasing proportion of women along the academic career path. The percentage of women rises in a wave-like pattern from 18.8% at the beginning of studies to around 40% at the tenure-track positions — with 32.4% at the doctoral graduation level, 37% in fixed-term tenure-track positions, and 36.1% in permanent tenure-track positions.
 - The proportion of female professors is 24.9%.

- **Faculty of Mechanical and Industrial Engineering**
 - At the beginning of the academic career path the proportion of women is approximately 15% at first-year students, and it ranges throughout the further progression from a minimum of 4.9% in fixed-term tenure-track positions to a maximum of 22,1% for doctoral degrees.
 - The proportion of female professors is 13.6%.

- **Faculty of Mathematics and Geoinformation**
 - The proportion of women from study entry to master's degree completion remains consistently at or slightly below 40%.
 - At the completion of doctoral studies, the proportion of women decreased from 41.7% to 11.1%
 - An upward trend in the proportion of women compared to the previous year can be observed in fixed-term tenure-track positions (36.6%) and in professorships (15.2%).

- **Faculty of Physics**

- From the beginning of studies up to research assistants, the proportion of women remains around 25%, with the exception of doctoral degree completions (13.1% in 2024; 31.3% in 2023).
 - The proportion of women in fixed-term tenure-track positions has increased to 43.2% compared to the previous year, while in permanent tenure-track positions it stands at 12.1%.
 - At the final career stage depicted, that of professors, the proportion of women has declined to 14.8%.
- **Faculty of Technical Chemistry**
 - From the beginning of studies to the completion of a master's degree, the proportion of women remains around 40%, while at the doctoral graduation level it declined from 38.5% to 29.3%.
 - Further along the career stages, the proportion rises again compared to the previous year, reaching up to 48.8% among assistants and 40.4% in permanent tenure-track positions.
 - The proportion of female professors remains nearly identical to the previous year at 17.2%