

## **Abstract**

This examination covers the issues of gender inequalities in the Austrian labor market. Initiated by the latest statistics in this field, which drastically confirm a still existing gender gap, this thesis aims to reveal possible social injustices in Austrian companies. After having condensed the existing academic literature on this topic, a qualitative research has been deducted. In form of a semi-structured interview, 8 female Austrian leaders were asked to share their experiences and observations on this topic. It turned out that a gender gap is still existent in Austria. Wage inequalities, as well as a glass ceiling are not common phenomena in the Austrian labor market, but can still be found in some companies. Nevertheless, the right steps in order to overcome this form of discrimination have been set by many businesses. Concepts like the flexible part-time model support women in creating a balance between family and their job. However, not all initiatives are preferred by all interviewed female leaders, for example the governmentally forced mandatory gender quota is controversially discussed between the interviewees.