

# Austria's AMS Job-Matching Algorithm (AMAS, 2018–2020) — A Cautionary Case of Gender Bias by Design

Gender Equality · Good practice · Austria

Quality score: 18/100

Evidence strength: Cautionary / limited

## Summary

Austria's public employment service built a €240,000 statistical scoring tool (AMAS) that docked points for being female and for 'care obligations' (applied only to women), sorting jobseekers into support tiers. Austria's data-protection authority banned it in 2020 as unlawful pr

## Key dimensions

| Dimension                       | Score |
|---------------------------------|-------|
| Transferability / replicability | 2/3   |
| Impact on gender equality       | 0/1   |
| Effectiveness                   | 0/1   |
| Efficiency                      | 0/1   |
| Evaluated outcomes              | 1/1   |
| Sustainability                  | 0/1   |
| Achievement / evidence          | 0/1   |
| Gender-mainstreaming embedding  | 0/1   |
| Curator validation              | 0/1   |

Evaluated by C-NAPSE

## Data sources

[C-NAPSE web research](#) — accessed 2026-07-11

[Arbeitsmarktservice \(AMS\) — Austrian Public Employment Service](#) — accessed 2026-07-11

[AlgorithmWatch: Austria's employment agency rolls out discriminatory algorithm](#) — accessed 2026-07-11

[Frontiers in Big Data: Algorithmic Profiling of Job Seekers in Austria](#) — accessed 2026-07-11

[Vienna.at: Court sides with AMS on algorithm — project remains terminated](#) — accessed 2026-07-11

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