

Table 3: Reporting on main reform plans for the next 12 months

| Table 3: Overview of main reform commitments for the next 12 months |   |  |
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| Main (new or updated) commitments in the NRP for the next 12 months | Foreseen main measures and indication on whether they are CSR relevant  | The estimated impacts of the measures (qualitative and/or quantitative)  |
| Tax reform 2015/16  | <b>Implementation of agreed measures</b>  | Decrease of personal income tax rate. The total tax relief amounts to 5 billion Euro.  |
| Labour market   | <p><b>For older workers</b></p> <ul style="list-style-type: none"> <li>• <b>Bonus Malus system</b><br/>This is to include on the one hand, a “hiring bonus” for companies employing older workers, and on the other hand, a new charge for the promotion of age-friendly work places if a certain sector-specific employment share of older workers 55+ is not met (by companies with more than 25 employees) by 2016. Social Partners started discussions in 2014; a concept should be worked out by summer 2015. Sector-specific employment shares of older workers are already included in the semi-annual pension and employment monitoring reports.</li> <li>• <b>Evaluation</b> of LMP measures for health-impaired persons</li> </ul> <p><b>For women</b></p> <ul style="list-style-type: none"> <li>• <b>50% of the PES-subsidies for women</b> (e.g. further development of career counselling and services that lead to a vocational qualification, enhancement of training in non-traditional occupations and “professions of the future”).</li> <li>• <b>Improving the guidance of female returners</b> to the</li> </ul> | <p>Enhanced reintegration of older unemployed persons in employment.</p> <p>Increase of participation rate and full-time employment.</p> |

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|  | <p>Labour Market already during parental leave.</p> <p><b><u>For persons with a migration background</u></b></p> <ul style="list-style-type: none"> <li>• <b>Improving the career entry</b> of youth with a migration background (in connection with apprenticeship) and a <b>focus of LMP</b> on increasing the participation rate of young people with a migration background;</li> <li>• <b>Sustainable Integration</b> - welcoming culture, nationwide integration program for new immigrants (example “<i>Start Wien</i>”);</li> <li>• Better use of the potential of people with a migration background – enhanced recognition of foreign qualifications, a special <b>Recognition Act</b> is planned (preparations started in Integration Ministry).</li> <li>• <b>Funding for traineeships especially for young migrants</b></li> <li>• <b>Increasing the motivation for highly qualified university graduates</b> to stay in Austria (e.g. increase the current six-month job search time); Reform talks on the RWR card system have started.</li> <li>• <b>Improved transitions to legal (seasonal-) employment</b> for asylum seekers.</li> </ul> <p><b><u>For Youth (up to 18 years)</u></b></p> <ul style="list-style-type: none"> <li>• <b>“AusBildung bis 18”</b><br/>The focus of the latest developments of the Austrian Youth Guarantee is, due to the high relevance of</li> </ul> | <p>Improved labour market situation of migrants.</p> <p>Prevent and reduce Early School Leaving, raise the general level of education or formation among youths.</p> |
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|  | <p>early school leaving as risk factor, to advance the introduction of a formation and education up to the age of 18 (“AusBildung bis 18”), to close gaps, to establish adequate offers for all young people (esp. low-threshold offers) as well as to advance existing offers. The introduction of “AusBildung bis 18” is currently under discussion and its aim will be that every young person up to the age of 18 is doing a formation or education.</p>                           |  |
| Pensions   | <p><b>Introduction of a part-pension-model:</b><br/>                 For older workers who reduce working hours, it should be possible to draw a part pension under certain conditions. The legal framework for the part time pension model should be cost neutral and is currently for consideration in the legislative procedure.<br/>                 The part-time-model should work as another incentive for people to stay longer in the labour market.</p>                      | <p>The part-time-model should work as another incentive for people to stay longer in the labour market.</p>  |
| Gender   |  |  |
| <p>Increase of participation rate and full-time employment of women;<br/>                 reduction of the gender pay gap.</p> | <ul style="list-style-type: none"> <li>• Further expanding of child care facilities for children under 3 years, promoting qualified child-minder offerings, childcare places in companies;</li> <li>• Launching an online information-platform concerning measures promoting women and girls in atypical careers;</li> <li>• Publication of an information brochure on “Women and Pensions”;</li> <li>• Evaluating existing instruments in the area of income transparency.</li> </ul> | <p><u>Qualitative:</u></p> <ul style="list-style-type: none"> <li>• Increase incentives for women to work full time as well as longer hours in part-time jobs;</li> <li>• Increase women’s labour market opportunities;</li> <li>• Harmonise the number of hours worked by women and men;</li> <li>• Increase income transparency and improve women’s income;</li> <li>• Increase the educational and</li> </ul> |

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|   |  | <p>employment participation of women/mothers.</p> <p><u>Quantitative:</u></p> <ul style="list-style-type: none"> <li>• Increase in the number of additional child care places according to VIF (family and job compatibility indicator and to the Barcelona target).</li> </ul> |
| R&D   |  |   |
| R&D concerning the "Great Social Challenges" energy, environment, health  | e.g. Energy and environmental Technologies, Services Innovations   | Enhance quality of life as well as economic and job growth to increase wealth.  |
| Excellent R&D, basic and applied research and innovation  | e.g. Competence Centers for Excellent Technologies (COMET), Research Studios Austria (RSA), Services Innovations, Programme Research Capacity in Industry  | Increase the quality of corporate research to level up the innovational strength.   |
| <b>Promote international (beyond Europe) RTI cooperation:</b> establish a new program within the Austrian Research Promotion Agency (FFG), specifically targeted at providing funding opportunities for international RTI cooperations of Austrian companies with partners from countries "beyond Europe" |  |   |
| Public Procurement Promoting Innovation (PPPI)  | <p>Ongoing implementation of the Austrian Action on Public Procurement Promoting Innovation (PPPI), particularly via the PPPI Service Center that has been established within the Federal Procurement Agency (BBG).</p> <p>The PPPI Service Center will conduct a variety of measures, e.g. instalment of a PPPI online platform for</p> | Through PPPI, industry is encouraged to deliver innovative goods and services, i.e. to invest in R&D. Furthermore, the public sector is being modernized and thus able to provide advanced and (eco-)efficient goods and services to the Austrian citizens.                     |

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|   | both demand-side and supply-side; community building events; initiation and implementation of pilot projects via PPPI challenges; trainings for public procurers etc. (not CSR relevant).  |   |
| Development of a national strategy on intellectual property (IP strategy) | According to the government programme 2013-2018 the Council of Ministers decided to develop a national IP strategy involving the relevant stakeholders. The strategy lead-managed by the Ministry of Science, Research and Economy and the Ministry for Transport, Innovation and Technology should be finalized at the end of 2015.   | The main goal of the strategy is the increase of the innovative capacity of the innovation system and the deployment of the potential in the field of IP.   |
| Education   |  |   |
| Further expansion and development of all-day school places                | <ul style="list-style-type: none"> <li>• EUR 160m per year will be invested from 2014-18.</li> <li>• Overall, around 200,000 places are to be offered by 2018/19, representing a rate of approx. 30%.</li> <li>• A legislative package to increase the quality is planned to be implemented as of school year 2015/16.</li> </ul>  | Improving equal opportunities and compensating for socio-economic disadvantages. All-day schooling has a positive effect on pupils with migrant backgrounds, on the atmosphere in schools and on social interaction. All-day schooling is also of great importance (and proven effectivity) with regard to social and labour market policy issues (e.g. the compatibility of work and family life, women's employment). |
| Further developing Austrian adult education system                        | <ul style="list-style-type: none"> <li>• Agreement according to Section 15a of the Constitution between the Federal Government and the provinces in order to continue the Initiative for Adult Education from 2015-17.</li> <li>• Spring 2015: Call for Proposals within the European Social Fund (ESF), based on the Operational Programme Employment Austria 2014-20.</li> </ul> | Reduction of the number of persons without basic education, increase in the number of persons with basic educational qualifications, increase in the permeability of the education system.  |

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| Educational and professional career guidance   | <ul style="list-style-type: none"> <li>Promotion and support of students in their educational and career choices along individual interests and talents. Professional career and education guidance as a compulsory exercise throughout secondary school level I</li> </ul>   | Contribution to the achievement of the EU 2020 education target by reducing the number of changes between schools and of early school-leavers through well-prepared education and career choices.  |
| Improving reading and language competences, in particular of pupils whose first language is not German | <ul style="list-style-type: none"> <li>Further development and evaluation of comprehensive models of language support in 80 networks (schools, kindergarten in cooperation with university teacher training colleges and regional school boards) in all Austrian provinces.</li> <li>Extension of the two-year language courses for 'ex-matricular pupils' whose second language is German.</li> <li>Extension of first-language teaching (native language teaching).</li> <li>Language support to improve competences in German as language of instruction in VET (ESF projects).</li> </ul> | Improved language and reading outcomes of children, in particular those with a migrant background and/or from a socially disadvantaged background. Pupils will acquire language skills they need to follow lessons and towards improved academic performance. This will also make it possible for them to participate actively in lessons and improve their integration into the class. Better transition between kindergarten and the school-entry phase. |
| Improvement of school entry-phase, strengthening primary schools, basic competences                    | <ul style="list-style-type: none"> <li>The last kindergarten year and the first 2 years of primary school shall be understood as a joint school-entry-phase. In the entire elementary stage, teaching across age groups shall be possible.</li> <li>Provision of language support courses if needed.</li> <li>Change of modus of performance assessment.</li> <li>Competence-oriented curricula. Focus on basic competences and cultural skills.</li> </ul>   | Improved basic competences and increased employability. Enhanced educational outcomes. Better transitions.   |
| Reform of teacher education  | <ul style="list-style-type: none"> <li>Implementation of an overall concept for initial training for all pedagogic professions</li> <li>Co-operation agreements between training institutions for the implementation of the new</li> </ul>  | Nationwide reform of Austrian teacher training with a systemic impact on the entire education system.  |

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|   | <p>teacher education.</p> <ul style="list-style-type: none"> <li>Monitoring the respective developments through the Quality Assurance Board.</li> </ul>   |   |
| <p>Combatting dropping-out, including youth and apprentice coaching</p>   | <ul style="list-style-type: none"> <li>Provision of support and career orientation for students/ apprentices at risk of dropping out.</li> <li>Cooperation with BMASK to support the follow-up measure "Fit for Training" (New Title since 2015: "Production Schools") which was funded by BMASK and started in 7 provinces in January 2014</li> <li>Provision of "Übergangsstufe" (as a preparatory form) to avoid drop out of pupils in the first year (9th grade) of a vocational school or college</li> </ul> | <p>Further reduction of the rate of early school leavers and dropouts.</p>  |
| <p>Increasing the basis contribution to the universities budget 2013-2015</p>   | <p>300 Mio. Euro 2013-2015<br/>Additional 315 Mio. Euros 2016-2018</p>  | <p>Increasing the quality of teaching in Austrian Universities as well as increasing of funding of Austrian Universities.</p> |
| <p>Higher education area funds 2013-2015</p>  | <p>450 Mio. Euros 2013-2015<br/>750 Mio. Euros 2016-2018</p>  | <p>Increasing the quality of teaching in Austrian Universities as well as increasing of funding of Austrian Universities.</p> |
| <p>Austria Higher Education Plan = the mapping process for the Austrian Higher Education System ("Hochschulplan")</p> | <ul style="list-style-type: none"> <li>Implementation of Amendment of Student Support Act</li> <li>Presentation of recommendation and website of the working group for strengthening the quality in Higher Education in March 2015</li> <li>Monitoring the implementation of the developed recommendation</li> </ul> <p>Contribution to CSR 3, "further improve strategic planning in higher education".</p>  | <p>Assure a high level of teaching and research by reinforcement of cooperation and coordination</p>                          |
| <p>Austrian University Development Plan</p>   | <p>A draft will be available at the beginning of 2015.<br/>Contribution to CSR 3 "further improve strategic planning in higher education and reducing drop-out</p>  |   |

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| New university financing – implementation of capacity-based university funding based on enrolment   | <p>New university financing – implementation of capacity-based university funding based on enrolment</p> <ul style="list-style-type: none"> <li>• Preparatory measures are implemented with performance agreements 2013-2015</li> <li>• Further qualitative improvements in performance agreements 2016-2018</li> </ul> <p>Contribution to CSR 3 “reducing drop-out rate in higher education”</p> | Impact on the universities funding and on the quality of teaching.  |
| Improvement of conditions for studies in higher education   | <p>Incentives for raising of private funds in order to broaden the financial base of higher education institutions.</p> <p>Contribution to CSR 3 “reducing drop-out rate in higher education”</p>   | Improvement of the teaching and overall study situation; Funding from “Higher education area structural funds”. |
| Increase in number of testing active studies, as well as increasing in the number of graduates  | <p>Allocation of funds depends on “number of testing active studies”</p> <p>Contribution to CSR 3 “reducing drop-out rate in higher education”</p>  | Increase the number of higher education graduates; Funding from “Higher education area structural funds”        |
| Additional funds for the universities to improve the situation in the so-called “overcrowded-subjects” and to strengthen of the important MINT subjects | <p>Contribution to CSR 3 “reducing drop-out rate in higher education”</p>   | Funding from “Higher education area structural funds”   |
| University introduction and orientations phase  | <p>Contribution to CSR 3 “reducing drop-out rate in higher education”</p>   |   |
| Increase the quality of study choice guidance and promotion of well-considered choice.  | <p>Further increase in the number of schools participating in the “18plus Berufs- und Studienchecker”</p> <p>Contribution to CSR 3 “reducing drop-out rate in higher education”</p>   |   |
| Flagship Initiative on Resource   | The initiative RESET2020, which is currently rolled out,  | RESET is oriented until the year 2020; it   |



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| <p>Efficiency</p> | <p>aims integrate and promote the ecological, economic and technological resource efficiency objectives of the Ministry of Environment.<br/>                 RESET2020 will focus on 4 main fields of action: technology and services, sustainable production, sustainable consumption and raw material management to account for a sustainable and cascading utilization of material resources, in a circular economy approach.<br/>                 Under RESET2020 ongoing and future projects of the ministry will be clustered, focussed and visualised in an implementation program.<br/>                 It addresses various economic target groups, the R &amp; D community, policy and decision makers, and society as a whole.</p> | <p>defines overarching national goals to increase the efficiency in the utilisation of national material resources.<br/>                 It identifies important fields of actions and visualises the approaches and deliverables of the Ministry of Environment for a continuous increase in the resource-efficiency in Austria.<br/>                 It strengthens cooperation across stakeholder groups in a networking approach, stimulating sustainable utilisation of material resources within the field of consumption and production and the development of innovative SCP technologies.</p> |
|                   | <p>Austria's „SUSTAINABILITY ACTION DAYS“, is an annual country-wide Initiative to promote and visualize the manifold multi-stakeholder engagement and their scope of action for sustainability in Austria. Its aim is to increase awareness for sustainable development and foster networking in the SD community.<br/>                 Jointly organized and managed by the “Sustainability Coordinators” of the 9 Austrian federal provinces and the Austrian Federal Ministry of Agriculture, Forestry, Environment and Water Management the Initiative commonly contributes to the goals and Initiatives of the EU2020 Strategy.</p>   | <p>It strengthens the visibility of bottom –up approaches within all mayor stakeholder groups to contribute to sustainable development across the 3 dimensions, addressing a total of 23 thematic fields of actions</p>  |
|                   | <p>Adjustment of taxes with environmental impact</p>  | <p>Reduction of tax bonus for company cars in favour of more environmentally friendly cars</p>   |