

Annex 1, Table 3: Reporting on main reform plans for the next 12 months

Table 3: Overview of main reform commitments for the next 12 months			
Main (new or updated) commitments in the NRP for the next 12 months	Foreseen main measures and indication on whether they are CSR relevant	Timetable or other details on implementation	The estimated impacts of the measures (qualitative and/or quantitative)
Labour market			
	<p>For older workers (CSR relevant)</p> <ul style="list-style-type: none"> • Legal introduction of target values for longer employment of older workers as part of Bonus Malus system (from 1st January 2017) The national target values for employment rates for 55-59-year-old men are fixed at 73.6%, for 60-64-year-old at 33.1% and 55-59-year-old women at 60.1%. Publication of the employment rates (and deviations from the targets) by the Labour Minister by 31 October 2017 (deadline for determining the employment rates: 30 June 2017). • Bonus Malus system – legal introduction on 1st January 2017 (Malus) resp. on 1st January 2018 (Bonus) in case any target value (see above) has not been reached. Companies that employ a higher share of older workers than the sector's average of the preceding year will receive a bonus (a 0.1 pp reduction of FLAF contributions, i.e. non-wage labour costs) from 1st January 2018. For companies with more than 25 employees (excluding rehabilitation benefit recipients and apprentices) with a share lower than the average, the fee for terminating employment contracts of older workers (Auflösungsabgabe) will be doubled as of the succeeding year. • Project 2020 (planning phase) 		Raising employment rate 55+, enhanced reintegration of older unemployed persons into employment.

	<p>Starting in 2016, this new programme shall provide medium-/longer-term employment opportunities for long-term unemployed 50+ in cooperation with profit-oriented companies and in the non-profit sector.</p>		
	<p>For women (CSR relevant)</p> <ul style="list-style-type: none"> • Labour market policy target 2016: min. 50% of PES funds for women (e.g. career counselling, training leading to vocational qualification, gender sensitive career counselling for young women, special training program focused on non-traditional occupations and “future professions”). • All labour market programmes for women will be continued. • The focus 2016 is on the Employment Initiative 50+ for elderly (women) – wage subsidies and temporary employment in social enterprises (for more details see Table 2). • Further expanding child care facilities for children under 3 years. 		<p>Increase of participation rate and full-time employment of women; reduce poverty and risks of poverty among women.</p>
	<p><u>For persons with a migration background, esp. recognised refugees and persons with subsidiary protection status</u></p> <ul style="list-style-type: none"> • In general, the entire range of PES services is available to persons with a migration background. In 2016, up to 70 million € from activated funds are additionally available for this target group. • Better use of the potential of people with migration background – enhanced recognition of foreign qualifications: Recognition Act (draft law currently under 		<p>Improved labour market integration of migrants and recognised refugees.</p>

	<p>review) to enter into force by the end of 2016, incl. legal entitlement to assessment of formal qualifications, regulation of counselling offers and monitoring. Additionally: evaluation of the counselling offered by the contact points since 2013 (starting in spring 2016).</p> <p>Special measures for recognized refugees and persons with subsidiary protection status:</p> <ul style="list-style-type: none"> • Voluntary integration year: honorary occupation in non-profit organisations for 6-12 months plus integration offers and language training to foster integration opportunities. • “Competence check” for recognised refugees in Vienna (since September 2015) to be expanded to other Austrian regions • German language courses (mainly from level A2 upwards) • Job-oriented up-skilling measures and qualifications to increase the integration prospects. • Apprenticeship programme: Additional € 10 million of subsidies for company-based apprenticeships will be used for young people (entitled to asylum), who have difficulties due to a lack of basic and/or language skills, little support from their parents etc. The means will be used for supra-regional placement, to support apprenticeship beginners and the completion of apprenticeships by 19-24-year-olds. <p>Pilot project: nation-wide placement of young recognised refugees in regions and occupations with unfilled apprenticeships.</p> <p><u>For Youth (up to 18 years)</u></p>		
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	<ul style="list-style-type: none"> • “AusBildung bis 18” The legal basis for the implementation is under discussion and shall be adopted by the National Council in 2016. The aim is that every young person up to the age of 18 is doing a formation or education”– for more details see Table 2. 		Prevent and reduce Early School Leaving, raise the general level of education or formation among youths.
	<p><u>Pensions</u> <i>Additionally to the statutory pension statement (which was initially sent to all pension account owners in 2014) a respective pension information sheet will be send to persons, who can draw a pension in the near future.</i> This pension information sheet will illustrate the estimated amount of the pension payment at different assumed retirement ages. Financial implications of a longer working career will be communicated in a better way and work as an incentive to stay longer in the labour market.</p>		
Increase the participation rate and full-time employment of women; reduce poverty and risks of poverty among women.	Further expanding child care facilities for children under 3 years, promoting qualified child-minder offerings, childcare places in companies and installing a nationwide quality framework.		Increasing quantity and quality of child care facilities according to the Family and Job Compatibility Indicator by regions and the Barcelona targets; increase the participation of women/mothers in education and in (full-time) employment.
Renewal of the long-term care fund from 2017 to 2021.	<ul style="list-style-type: none"> • <u>Long-term care</u> The renewal of the fund will be included in a law amendment in 2016. Renewal of the long-term care fund is part of 		

	the “redistribution of income between Bund, Länder und Gemeinden” (financial compensation (Finanzausgleich) 2017-2021)).		
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. The Austrian Patent Office has recently started a process aiming at targeting specific stakeholders in the AT innovation landscape (e.g. research institutes, business incubators, enterprises in the technical and creative sector) in order to further improve their IPR awareness and their capacity to use IPRs.	Increase the quality of corporate research to level up the innovational strength.	
Promoting the next generation of highly qualified young researchers	In 2016 the 6th and final call for proposals of the Program Sparkling Science shall be launched: research institutions will once more be invited to design projects, that involve students under 18 years as junior colleagues in authentic research processes. Not CSR relevant	The call shall be launched in spring 2016, the resulting projects starting in 2017 and finishing 2019.	The estimated budget of the call will allow funding for around 40 projects, involving around 6.000 students from around 100 schools.
Promoting the application of modern crowd sourcing methods R&D	The Center for Citizen Science, which was founded in 2015, will launch the second call for proposals of the funding initiative “Top Citizen Science”. This initiative invites project leaders of ongoing research projects funded by the Program Sparkling Science or by the Austrian Science Fund to apply for additional funding, if they are interested in opening up to the public and generate additional results through citizen	The call shall be launched in autumn 2016, the resulting projects starting in 2017 and finishing 2019.	

	science methods. The quality of the applications will be evaluated by a peer review procedure, involving citizen science specialists from Europe and from the U.S.A. Not CSR relevant		
Development of an "Open Innovation Strategy" for Austria	Adoption of an "Open Innovation Strategy" by summer 2015; subsequently implementation of the measures listed in the strategy. Not CSR relevant	<ul style="list-style-type: none"> • Open consultation-process on the development of an "Open Innovation Strategy" for Austria (spring 2016) • Adoption of an "Open Innovation Strategy" for Austria (summer 2016) Implementation of the "Open Innovation Strategy" (summer/fall 2016)	<p>Involvement of wider public in innovation activities</p> <p>Increase the innovation potential of Austria by using Open Innovation</p>
Promotion of gender equality and gender mainstreaming in research	50% female quota in university boards; preparation of affirmative action plans as well as gender equality plans (work-life-balance) by the universities; reduction of the gender pay gap at universities; commissioning of a study related to cultural change in research and science landscape, awarding of a diversity award to HEI and RPO. Not CSR relevant		Gender equality in decision making positions as well as among young scientists; implementation of the recommendations of the study related to cultural change in research and science landscape; implementation of the diversity award.
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 finalised in 2016. Not CSR relevant		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. Key aspects of the strategy include the establishment of an information portal for IP at the Austrian Patent office, clear positioning of public support measures, and the launch of a broad program for awareness, education and professional training.
Promotion of Knowledge Transfer between universities, other research	Programme "Knowledge Transfer Centres and IPR Commercialisation" 2014-2018	2014-2018	Strengthening collaboration in R&D between academia and industry has

<p>organisations and the private sector</p>	<p>Knowledge Transfer between universities, other research organisations and the private sector shall be promoted within three virtual regional Knowledge Transfer Centres and within a virtual thematic Knowledge Transfer Centre in the field of life sciences. Not CSR relevant.</p> <p>The Austrian Patent Office has recently started a process aiming at targeting specific stakeholders in the AT innovation landscape (e.g. research institutes, business incubators, enterprises in the technical and creative sector) in order to further improve their IPR awareness and their capacity to use IPRs.</p>		<p>been a major point in Austria's STI policy for decades. The Austrian RTI strategy aims at improving and stimulating the level of collaboration between universities, public research organisations and the economic sector. For this purpose the Austrian RTI strategy promotes the establishment of knowledge transfer centres. The programme provides incentives for universities to collaborate with other universities and Public Research Organisations in the region and also the pooling of resources between universities at a regional level shall be promoted.</p>
<p>Implementation of the Austrian Broadband Strategy 2020 and "Promotion Masterplan" according to the EU Flagship Initiative "Digital Agenda"</p> <p>Alignment of the Austrian measures to the 2020-target = 100 Mbps for all e.g. through improved coordination of planning and implementation of development projects and promotion by subsidy payment.</p>	<p>a. Start and implementation of the broadband promotion-programme "Broadband Austria 2020" with 4 incentive measures, notified by the EC in 2015 (SA.41175):</p> <ol style="list-style-type: none"> 1. "BBA2020_Access" for the extension of coverage for high capacity networks (using EAFRD) 2. "BBA2020_Backhaul" for the upgrade of existing but insufficient performant backhaul connections 3. "BBA2020_Ducts" aims to encourage co-investment into communication infrastructure during communal civil engineering works 4. "Austrian Electronic Network" for the development of applications and their use – under the Regulation on de minimis aid. 	<ol style="list-style-type: none"> a. <ol style="list-style-type: none"> 1. Call 22.12.2015 to 29.04.2016 2. Call 22.12.2015 to 31.03.2016 3. Call at the End of march 2016 4. Call 02.11.2015 to 22.02.2016 b. Consulting sessions between BMVIT, Ministry for Economics and Ministry for Finance, headed by the Federal Chancellery c. April 2016 to the end of 2016 	<ol style="list-style-type: none"> a. <ol style="list-style-type: none"> 1. NGA-Coverage of at least 100 Mbps is available in 2020 to 98% of the population. 2. In 2020 70% of the existing points of presence will have been ungraded. 3. 10% to 25% of the 2100 municipalities will benefit from the measure. 4. Target group are small and medium-sized enterprises. <p>General Target: Increasing the level of supply and reducing the "digital divide" by encouraging broadband expansion</p>

	<p>b. Pooling of BMVIT-initiatives by participating in the national Competence Center for Internet Society (KIG).</p> <p>c. Designating a Contact Point for establishing a Broadband Competence Office as counterpart to EC, which informs and gives advice to citizens and companies, provides technical support to representatives of local and regional authorities on ways to invest effectively in broadband.</p>		(esp. NGA) in rural areas, where private operators do not invest.
Energy /resource efficiency / sustainable development			
	<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. 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>		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>In the Environment Council of Oct.2014 Austria, France and Germany jointly launched an European Action Week for Sustainable Development (ESDW), proposing that it be convened each year in the period of May 30-June 5.</p> <p>From 2016 onwards, the ESDW (which is, i.a., supported by Commission Vice-President</p>		ESDW will serve as the Europe-wide platform to activate and mobilize multi-stakeholder delivery on the SDGs.

	<p>Timmermanns) will join up in partnership with the European Green Week. A Conference that serves as closing event of the Green Week and at the same time is part of ESDW together with UNEP will be held on 3 June 2016 at the Vienna International Centre. The Conference is devoted to future generations and will have young people from all over Europe participating.</p>		
	<p>Launch of a new Energy and Climate Strategy 2030.</p>		<p>Fulfilment of the 2030 energy and climate goals.</p>
Education			
<p>Further expansion and development of all-day school places</p>	<ul style="list-style-type: none"> • EUR 800 million will be invested from 2014-18. • Overall, up to 200,000 places are to be offered by 2018/19, representing a rate of up to. 30%. • A legislative package to increase the quality is implemented as of school year 2015/16. 		<p>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).</p>
<p>Educational and professional career guidance</p>	<ul style="list-style-type: none"> • 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 • Reaching an agreement with school inspectors on the definition of quality standards for the realization of "ibobb" in schools. • Drafting new regulations for specific 		<p>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.</p>

	<p>functions (co-ordination, counselling) of “ibobb” in schools</p> <ul style="list-style-type: none"> • Further specification of the measures in the AHS (building on the existing curriculum directive). 		
Improving reading and language competences, in particular of pupils whose first language is not German	<ul style="list-style-type: none"> • Continuation of work on the 73 networks to develop and evaluate comprehensive models of language support; Start of implementation of the results in all primary schools.. • Extension of the language courses for ‘ex-matricular pupils’ whose second language is German for 2016. • Extension of the textbook-budget for DaZ textbooks in compulsory schools up to 2016/17. • Set up of a new textbook-budget for youth asylum seeker pupils in preparatory vocational classes up to 2015/16. • Extension of first-language teaching (native language teaching). • Language support to improve competences in German as language of instruction in VET. • In-service training for teachers with USB DaZ; Development of the DaZ+ • Creation of language sensitive teaching material for the 2nd secondary level (age group 14-19) 		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"> • 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. • Provision of language support courses if needed. Change of modus of performance 		Improved basic competences and increased employability. Enhanced educational outcomes. Better transitions.

	<p>assessment. Competence-oriented curricula. Focus on basic competences and cultural skills.</p> <p>Continuation of work on the networks; Nationwide implementation of the new school entry-phase with clear education objectives and scientific evaluation is planned for 2016/17.</p>		
Pilot regions with a single type of school for the 6-14-year-olds	The education reform commission of the Austrian government suggested setting up pilot regions for comprehensive schools for the 6-14 year-olds, aiming at removing early tracking. 15% of all schools may participate in these pilots.		
Combatting dropping-out, including youth and apprentice coaching	<ul style="list-style-type: none"> • Provision of support and career orientation for students/ apprentices at risk of dropping out. • 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 • Activities to strengthen communication, cooperation and coordination between different psycho-social support systems in and for schools • Further cooperation with the Ministry of Social Affairs to monitor the quality of youth coaching <p>Strengthening social work in schools to prevent school absenteeism</p>		Further reduction of the rate of early school leavers and dropouts
Implementation of compulsory education and training until the age of 18 ("Ausbildung bis 18")	<ul style="list-style-type: none"> • Further development of the commitments and measures regarding all-day school places, career guidance, reading and languages competences, school-entry phase and primary schools, reform of vocation education and training and 	The relevant law should enter into force by the end of 2016	Contribution to the achievement of the EU 2020 education target by reducing the number of early school-leavers

	<p>combatting dropping-out (cf. relevant commitments).</p>		
Integration of refugees in schools	<ul style="list-style-type: none"> • Workshops in schools to support social inclusion and understanding • Provision of information and support for parents to explain the Austrian school system, the rights and obligations of parents • Enlarge the school psychology service with additional multicultural staff and by the way broaden its competence to the field of social and social education work. 		
	<ul style="list-style-type: none"> • Implementation of tailor-made programmes for students of VET-schools and colleges without any or with low command of German language: • Provision of programmes focussing on the acquisition of German as a second language and the improvement of personal and social skills (e.g. acquisition of effective learning and studying techniques); • Implementation of student-centered and problem based learning; Focus on individual needs and experiences of students; • Development and/or application of comprehensible teaching materials in English; use of English as the language of instruction in some parts of general education; • Provision of practical courses in several vocational fields thus providing career orientation for students. • Beginning with September 2016, a new system of screening and educating refugees is planned 		<p>Students without any or with low command of German language are better prepared to enter vocational education and training resulting in a reduction of the rate of early school leavers and dropouts</p>

Further developing Austrian adult education system	<ul style="list-style-type: none"> Implementation of the 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. Starting the Evaluation for the period 2015 - 2017 		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
Reform of teacher education (PaedagogInnenbildung NEU)	<ul style="list-style-type: none"> Implementation of measures for universities and university colleges of teacher education Co-operation agreements between training institutions for the implementation of the new teacher education. Monitoring the respective developments through the Quality Assurance Board. Nationwide implementation of new teacher education for primary level, secondary level and secondary level (vocational schools). 		Nationwide reform of Austrian teacher training with a systemic impact on the entire education system.
Higher Education / Universities			
Raising the public budget for the basic funding of universities 2016-2018	Additional 315 million €, 2016-2018	Distributed among 22 universities with the signing of performance agreements in December 2015	Positive effects on the quality of teaching and learning as well as on the study conditions at universities.
Higher education area funds 2016-2018	750 million €, 2016-2018 (i.e. additional 300 million € or + 67% compared to 2013 – 2015)	A part of the funds allocation will be based on indicator-reporting throughout the period 2016-2018, another part is competitively allocated depending on the quality of projects	Positive effects on the quality of teaching and learning as well as on the study conditions at universities.
Implementation of the Austrian University Development Plan			
New model for financing universities – implementation of a capacity-oriented, student-based funding of universities	<ul style="list-style-type: none"> preparatory measures are deepened by the performance agreements 2016-2018 essential elements of the new funding model are already used in the allocation of Higher Education Area Structural Funds 		The measure has positive effects on the quality of teaching and learning and the study conditions at universities.

Improving the quality of teaching, learning and the study conditions at universities by amendments to the University Act	<ul style="list-style-type: none"> allowing access restrictions in fields of studies which are in especially high demand. In consequence of a positive evaluation 2015, these access restrictions were prolonged until 2021 (amendment to the University Act, November 2015) Improving the STEOP at universities in consequence of an evaluation 2015 (amendment to the University Act, November 2015) 		<p>Positive impact on the quality of teaching and learning and the study conditions.</p> <p>Impact on increasing the number of students who actively take examinations as well as the number of degrees awarded, on reducing the drop-out rate, on increasing the share of higher education graduates.</p>
Improving the quality of teaching learning and the study conditions at universities by further measures agreed on in performance agreements	<ul style="list-style-type: none"> increase of teaching staff, improvement of teacher-student-ratios, expansion of e-learning etc. 		Impact on reducing the drop-out rate in higher education, on increasing the quality of teaching and learning, on increasing the share of higher education graduates.
Improve the quality of study choice guidance in order to promote well-considered study decisions	Further increase the number of schools participating in the "18plus Berufs- und Studienchecker"		Contribution to reducing drop-out rate in higher education
Improve the social dimension of higher education	Developing a coherent strategy for the improvement of social dimension of higher education		
Qualitative and quantitative development of the Universities of Applied Sciences	320 new places will be financed in 2016-2017 200 new places in 2017-2018		Further increase in the overall number of study places. A total of 5,309 new study places should be achieved in 2018-2019. In consequence the number of HE graduates is also increasing (important contribution to achieving the EU 2020 target).
Development of a strategic process of further advancing the Social Sciences, Arts and Humanities	Not CSR relevant	Delivery of recommendations in June 2016	Strengthen research in the Social Sciences, Arts and Humanities. Optimise research conditions using instruments more efficiently.
Public Procurement			
Public Procurement Promoting Innovation (PPPI)	Ongoing implementation of the Austrian Action on Public Procurement Promoting Innovation (PPPI), particularly via the PPPI	Go live of the PPPI online platform (www.innovationspartnerschaft.at) by the end of 2016 (end of beta phase).	Through PPPI, industry is encouraged to deliver innovative goods and services, i.e. to invest in R&D. Furthermore the

	<p>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 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).</p>		<p>public sector is being modernized and thus able to provide advanced and (eco-)efficient goods and services to the Austrian citizens.</p>
Poverty and social inclusion			
	<p>In Austria an evaluation of the means-tested minimum income benefit (BMS) is ongoing, with a view to further developing the scheme. Substantial emphasis is placed on strengthening work incentives and work capacities of recipients, a stronger unification of the scheme as such, and an improvement of the data situation. The ongoing process should be finalized by a new agreement between the federal (Bund) and the regional level (Länder) by the end of 2016</p>		

Explanatory notes to Reporting Table 3:

Apart from measures relevant for the achievement of the national Europe 2020 target, only key reform commitments for the next 12 months should be included. The reporting table should cover in more detail measures not yet reported in Table 1 or 2 or cross-references to Table 1 or 2 otherwise. Information on impacts should be provided to the extent available.