

## 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	The estimated impacts of the measures (qualitative and/or quantitative)
	<p><b><u>For older workers</u></b>  <b>Bonus/Malus for older workers</b></p> <ul style="list-style-type: none"> <li>• <b>Minimum employment share of older workers for companies from 25 employees:</b> a minimum quota for older workers will be defined for each company from 25 employees.</li> <li>• <b>New charge for each company from 25 employees for age-appropriate workplaces:</b> A new charge for the promotion of age-appropriate workplaces for companies with more than 25 employees that do not employ an appropriate share of older workers will enter into force. It will revenue-neutrally substitute the current charge for termination of employment. Half of the revenue will be spent as a bonus for the employment of older workers and the other half for workplace health promotion (implementation in 2017).</li> <li>• <b>The promotion of the integration of older workers (50+ years, unemployed for more than 6 months) in the labour market</b> will be improved by using means for passive labour market policy for activating LMP, namely for the promotion by the PES via e.g. integration subsidies – prolongation of the programme “Come back plus”(“<i>Reife Leistung</i>”), extension of the subsidised/intermediate labour market.</li> <li>• <b>IP NEW and “fit2work”:</b> evaluation and a targeted further development of the PES support instruments is planned for 2014;</li> </ul> <p><b><u>For women</u></b></p> <ul style="list-style-type: none"> <li>• <b>50% of the PES-subsidies for women</b> (e.g. further development of career counseling and services that lead</li> </ul>	<p>Enhanced reintegration of older unemployed persons in employment.</p> <p>Increase and stabilization of employment of older workers.</p> <p>Increase of employment rate of older workers, rise in effective retirement age.</p>

	<p>to a vocational qualification, enhancement of training in non-traditional occupations and "professions of the future").</p> <ul style="list-style-type: none"> <li>• <b>Improving the guidance of female returners</b> to the Labour Market already during parental leave.</li> </ul>	<p>Increase of participation rate and full-time employment.</p>
<p>Increase of participation rate and full-time employment of women and reduction of the gender pay gap</p>	<p>Continuation of the National Action Plan for Gender Equality in the Labour Market:</p> <ul style="list-style-type: none"> <li>– by focusing on awareness raising concerning advantages and disadvantages of fulltime and part-time employment</li> <li>– by establishing an information-platform concerning measures promoting women and girls in atypical careers</li> <li>– analysis of collective agreements concerning discrimination in cooperation with the social partners</li> <li>– further extension of child care facilities for children under 3 years, promoting qualified childminder offerings, childcare places in companies and installing a nationwide quality framework</li> </ul>	<p><u>Qualitative:</u></p> <ul style="list-style-type: none"> <li>– increase incentives to work full time as well as longer hours in part-time jobs. Harmonise the number of hours worked by women and men</li> <li>– increase women's labour market opportunities</li> <li>– increase income transparency, improve incomes for women</li> <li>– increase the educational and employment participation of women/mothers</li> </ul> <p><u>Quantitative:</u></p> <ul style="list-style-type: none"> <li>– number of additional child care places according to VIF (family and job compatibility indicator and to the Barcelona target</li> </ul>
	<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, nation-wide integration program for new immigrants (example "<i>Start Wien</i>");</li> <li>• Better use of the potential of people with a migration background - recognition of foreign qualifications, a special <b>Recognition Act</b> is planned.</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. tax deductibility of tuition fees after graduation);</li> <li>• <b>Improved transitions to legal (seasonal-) employment</b> for asylum seekers.</li> </ul>	<p>Improved labour market situation of migrants.</p>

	<ul style="list-style-type: none"> <li>• <b>Non-wage labour costs reduction</b> by decreasing the accident insurance contribution by 0.1 percentage points, planned in 2014;</li> <li>• <b>Reduction of insolvency contingency fund contribution</b> by 0.1 percentage points, will be embodied in law as of 2015;</li> </ul>	Reduction of the effective tax and labour costs of low-income earners.
Further expansion and development of all-day school places	Overall, around 200,000 places are to be offered by 2018-19, representing a rate of approx.. 30%.	Improving equality of opportunities and compensating for socio-economic disadvantages. All-day school types also have a positive effect on pupils with migrant backgrounds, on the atmosphere in the school and on social interaction. All-day school types are 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 develop Austrian adult education system	Extend the current agreement pursuant to Article 15a of the Austrian Federal Constitution (B-VG) relating to catching up on educational qualifications (basic education and compulsory school-leaving qualification); improve the provision of information and advice about education in the area of adult education.	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.
Educational and professional career guidance	Optimal 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	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.
Improve reading and language competences, in particular support for pupils whose first language is not German	Models of comprehensive language support are implemented in all provinces in co-operation of the regional education board, university teacher training colleges, schools and kindergartens.	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 transitions between

		kindergartens and the school-entry phase.
Improvement of school entry-phase, strengthening primary schools, basic competences	The last kindergarten year and the first to years of primary school shall be understood as a joint school-entry-phase. In the whole elementary stage, teaching across age groups shall be possible. Provision of language support courses if needed. Change modus of performance assessment. Competence-oriented curricula. Focus on basis competences and cultural skills.	Improved basic competences and increased employability. Enhanced educational outcomes. Better transitions.
Reform of teacher education	implement an overall concept for initial training for all pedagogic professions Co-operation agreements between training institutions towards the implementation of the new teacher education. Monitoring of the respective developments through independent Quality Assurance Board.	Nationwide reform of Austrian teacher training with a systemic impact on the entire education system.
Raising the global contribution to the universities:	CSR 5b: Further improve strategic planning in higher education and enhance measures to reduce drop-outs.	
Offensive funds:		
Higher education area structural funds		
Implementation of capacity based university funding based on enrolment	Preparatory measures for the introduction of the new university funding are implemented with performance agreement 2013-2015. The first stage involves improving the conditions for higher education studies, which is supported by allowing access restrictions in five fields of study which are in especially high demand and by creating 95 additional professorships in those fields.	
Austrian Higher Education Plan = the mapping process for the Austrian Higher Education System (Hochschulplan)	Will be further developed and continuously implemented	
Improvement of conditions for studies in higher education/future capacity arrangements	Incentive for raising of private funds in order to broaden the financial base of higher education institutions	Funding from the higher education area structural funds.
Increase in number of testing active studies, as well as increasing in the number of graduates.	Allocation of funds depends on the "number of testing active studies"	Funding from the higher education area structural funds.
	Allocation of funds for the "number of graduates of bachelor, master and diploma studies with a weighting according to	Funding from the higher education area structural funds.

	subject groups”	
Improvement of the research-based and overall studying situation	Allocation of additional funds for the universities to improve the situation at the universities in the so-called “mass-subjects” and the strengthen of the important MINT (mathematics, informatics, natural sciences and technology)	Funding from offensive funds.
Guidance for educational and career choices (Studienchecker) and “Trying out studying” (“Studieren probieren”): opportunity to attend university lectures	Further increase in the number of schools participating in the “Studienchecker”	
Promoting the next generation of highly qualified young reserchers	Extension of the programme Sparkling Science and consolidation of the “Young Science Center for Co-operation of Research and Schools”	
Promotion of Knowledge Transfer between universities, other research organizations and the private sector	Programme “Knowledge Transfer Centres and IPR Commercialisation” 2014-2018 Knowledge Transfer between universities, other research organizations 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.	Strenghtening collaboration in R&D between academia and industry has 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 organization and the economic sector. For this purpose the Austrian RTI strategy promotes the establishment of knowledge transfer centers. The programme provides incentives for universities to collaborate with other universities and Public Research Organizations in the region and also the pooling of resources between universities at a regional level shall be promoted.
<b>Strengthen innovative entrepreneurship:</b> increase the number of innovative companies and start-ups through financial measures and advisory services (e.g. Venture Capital, Mentoring/Coaching); intensify the promotion of key enabling technologies		
<b>Provide comprehensive support for the entire innovation chain:</b> increase cooperation between research and industry (e.g. Competence Center Program (COMET), Austrian Cooperative Research		

(ACR) etc.)		
<b>Promote Austria as a location for excellent research and innovation:</b> enhance the mobility of researchers; increase global commercialization of advanced technologies from Austria; establish Offices of Science and Technology and RTI Attachés in countries of high priority		
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.
	Biotechnology - LISA (Life Science Austria)	4-6 new Start ups in Life Sciences p.a.
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.
Strengthening of cooperation between Science and Economy	Promotion of the Christian Doppler Research Association	10-12 new Christian Doppler-Laboratories p.a. and 3 new Josef Ressel Centres p.a.
Adequate and flexible provision of <b>child care facilities</b>		more child care facilities for children under 3 year to reach the Barcelona quota of 33%
Improvement of the reconciliation of <b>family and work</b>		reduced number of children in the children's groups
		more and better qualified pedagogues for the children's groups
Innovative public procurement	Implementation of the principal guide ("Leitkonzept") for public procurement stimulating innovation (IÖB) through e.g. pilot-projects, community building events, training. (not CSR relevant)	Through innovation friendly public procurement firms get stimulated to invest in R&D. R&D intensive firms grow faster on average than non R&D intensive firms.
Establishment of endowed professorships at universities in cooperation with industry	The RTD-Initiative "Production of the Future" has launched 3 endowed professorships in the area of manufacturing and materials research. The goal of the endowed professorship is to strengthen research competences, human resources and the cooperation between science and industry. (not CSR relevant)	increase the number of publications, diploma students and research projects in the fields of the endowed professorships
<b>Main commitments under the National Job Plan</b>	<b>Foreseen main measures and indication on whether they are CSR relevant</b>	<b>The estimated impacts of the measures (qualitative and/or quantitative)</b>