

Annex 1, Table 1: Reporting table for the assessment of CSRs and key macro-structural reforms

Table 1. Description of the measures taken and information on their qualitative impact											
			Information on planned and already enacted measures								Foreseen impacts
CSR number (1)	CSR sub-categories (2)	Number and short title of the measure (3)	Description of main measures of direct relevance to address the CSRs					Europe 2020 targets	Challenges/ Risks	Budgetary implications	Qualitative elements
			Main policy objectives and relevance for CSR (4)	Description of the measure (5)	Legal/ Administrative instruments (6)	Timetable on progress achieved in the last 12 months (7)	Timetable on upcoming steps (8)	Estimated contribution to Europe 2020 targets (9)	Specific challenges/ risks in implementing the measures (10)	Overall and yearly change in government revenue and expenditure (reported in mln. national currency) Contribution of EU funds (source and amounts) (11)	Qualitative description of foreseen impacts and their timing (12)
CSR 1 Public finances	a) Avoid deviating from the MTO in 2015 and 2016	Measure 1 Budget execution reports	Ensuring adherence to budgetary plans	Budgetary control through monthly reports of government revenues and expenditure	Public report: <a href="https://service.bmf.gv.at/budget/akthh/2015/start.htm">https://service.bmf.gv.at/budget/akthh/2015/start.htm</a>	Overachievement of MTO in 2015	Monthly statement of revenues/expenditure		None	See Stability Programme update	Transparency of fiscal accounts; external budgetary surveillance during the fiscal year, in addition to the annual ex post accounting conducted by the Federal Court of Audit.
		Measure 2 Budget 2016	Maintaining fiscal discipline	Expenditure ceilings for 2016	Federal Finance Act 2016  Federal Law Gazette I No. 141/2015		Update in November 2016		Not significant	See Stability Programme update	
		Measure 3 Fiscal framework 2016 - 2019	Maintaining fiscal discipline	Annual Expenditure ceilings for 2016-2019	Fiscal framework Act 2016-2019  Federal Law Gazette I No. 63/2015;  Responding to new developments in the context of security, refugee aid and education/schooling system, the Fiscal		Update in April 2016		Not significant	See Stability Programme update	

					Frameworks 2015-2018 and 2016-2019 as well as the Federal Finance Act 2015 have been amended.  Federal Law Gazette I No. 140/2015						
b) Ensure the budget neutrality of the tax reform aimed at reducing the tax burden on labour	Measure 1 Tax reform – financing	Financing the tax reform	<ul style="list-style-type: none"> <li>➤ Fighting tax evasion and welfare fraud, including introduction of mandatory electronic cash registers (around 50% of financing)</li> <li>➤ Fiscal measures (about 27% of financing); i.e. real estate depreciation adjustment; increase in real estate transfer tax, real estate capital tax, increase in the top tax rate, increase in VAT rate)</li> <li>➤ Spending cuts in administration and grants/subsidies (about 1.1bn€)</li> <li>➤ Self-financing: consumption and inflation effects; increase in employment (about 850m€)</li> </ul>	Tax Reform Act 2015/16  Federal Law Gazette I No. 118/2015				Not significant	See Stability Programme update	Fair and growth-friendly burden sharing	

		Measure 2 Reducing non-wage labour costs	Reducing the tax burden on labour	Non-wage labour costs paid by employers will be gradually decreased by up to € 1 billion per year in total until 2018.	The contribution to the insolvency remuneration fund (IESG) is lowered by 0.1 percentage points as of 01/01/2016 (€ 91m per year)	The employer's contribution to the IEF (Insolvenz-Entgelt-Fonds) was lowered from 0.55% to 0.45% as of January 2015. <i>The contribution to the accident insurance has been reduced as well (0.1%points to 1.3%; July 2014).</i>	The contribution to the family burdens equalisation fund (FLAF) will be lowered by 0.4 pp as of 2017 (€ 520m per year) and additional 0.2 pp as of 2018 (€ 790m per year in total). Additional decrease by 0.1 pp in line with the "bonus malus system" as of 2018 (see information on bonus malus Table 3; up € 920m per year)				This is expected to create up to 14,000 jobs until 2018.
c) Correct the misalignment between the financing and spending responsibilities of the different levels of government	Measure 1 Reform of fiscal equalisation	Reform of fiscal equalisation aimed at increasing transparency and ownership	Ongoing negotiations; measures to increase tax autonomy of sub-national governments and transparency of intergovernmental fiscal relations rank high on the agenda.	Negotiations ongoing		Political decisions are planned early enough for the new law to take effect from 1.1.2017 (after parliamentary ratification).		minor		Increased potential to exploit efficiency gains in public service provision	
	Measure 2 Accounting standards	Aligning accounting rules of different layers of government	IPSAS-oriented public sector financial reporting standards at sub-federal levels. The regulation extends the 2013 federal budget law reform to all levels of government.	Regulation issued on October 19, 2015.  Federal Law Gazette II No. 313/2015		Rules have to be applied from 2019/2020 onwards		minor		Increase in the quality, consistency and transparency of public sector reporting.	
	Measure 3 Education reform – administration	Increasing ownership and efficiency	As part of the education reform, administration in the sector has been streamlined ("Bildungsdirektio	Agreement by council of ministers, November 17, 2015				Not significant		More efficiency in school administration.	

				nen") and schools have been granted more autonomy.							
d) Take measures to ensure the long-term sustainability of the pension system,	Measure 1 Part-time pension	Incentivising longer working careers	Introduction of partial retirement: At age of 62 employees may reduce their working time by 50%; they will receive 75% of the last wage	Amendment of Unemployment Insurance Act 1977 adopted by Parliament in July 2015)  Federal Law Gazette I No. 106/2015	Applicable since January 1, 2016				Not significant		
	Measure 2 Pension reform – next steps	Ensuring sustainability	Negotiations on further streamlining the Austrian pension system	Governmentsummit on February 29, 2016	A high level working group has been set up in 2015	Legal transformation of agreements reached			minor		
	Measure 3 Realization of the basic principle: prevention, rehabilitation and labour market integration before pension	An application for a disability pension is prior an application for rehabilitation measures. If reasonable and appropriate - medical rehabilitation or retraining measures are granted instead of limited invalidity pensions (for persons born 1964 and downwards).	The working capacity is assessed in a competence centre. Decisions are taken on whether medical rehabilitation or retraining measures are reasonable and appropriate.	SRÄG 2012 (BGBl. I Nr. 3/2013)	Continuous evaluation and improvement of processes in and the coordination between involved stakeholders.	In the field of rehabilitation, amongst others the case management, further improvements are necessary to reach the set targets. Persons concerned should be reached earlier and remain in gainful employment.	The effective retirement age for disability pensions increased from 2014 to 2015 from 54.7 years to 54.9 years. The effective retirement age in total (old age pension and disability pension) increased from 59.6 years (2014) to 60.2 years (2015).				
<b>CSR 2 Labour market; education; childcare and long-term care services</b>	a) Increasing the labour market participation of older workers and women	Measure 1 Implementation of a paid care-leave (since 2014)	Supporting caring family members; better compatibility of work and informal care;	Informal caring family members can arrange a care leave with their employer for up to 3 months. In case of an increased dependency, one more care leave up to 3 months is possible. Per each dependent family member, the relatives in care-leave have a title for financial	Reforms in labour law (norming the opportunity for arranging a care-leave), in the Federal Long-term Care Benefit Act (title on financial support) and in insurance law (free insurance during the care-leave)	Process of law making from 01/13 until 06/13, resolution in parliament on 04.07.2013, implementation , in effect since 01/2014	Annual evaluation	Informal care is mostly made by women (about 2/3). Many of them have to quit their job to take care of a dependent family member. With the paid care-leave, people furthermore don't have to quit their job to arrange a care situation for their		Expenses of about € 9,8 Mio. in 2015	

				support (so called Pflegekarenzgeld) for up to 12 months.				relatives and get financial support and free social insurance.			
		Measure 2 Impulse guidance "Impulsberatung"	Increasing the labour market participation of women	Professional advice for companies interested in gender mainstreaming, equal treatment as well as in education and training		Since July 2015	Continue in 2016				
		Measure 3 Women in crafts and engineering" ("FIT")	Programme to increasingly qualify women in handicraft and technology, i.e. non-traditional professions, and thereby sustainably improve their income and labour market opportunities; reduction of gender segmentation in the labour market	The programme offers certified qualification in technical professions – training in apprenticeships, technical vocational schools and colleges or universities of applied science, preparatory and supporting measures, basic technical qualification, counselling and supervision during the training	Legal Basis: Labour Market Service Act, 1994	On-going; Successful programme (also for migrants).	Extended until 2020	Contribution to employment target, poverty / social inclusion target			
		Measure 4 Return to a working life with a future "Wiedereinstieg mit Zukunft"	A special program for women after parental leave	The Public Employment Service (AMS) supports women returning to work after a child-care phase with specialised information and counselling, courses and qualification measures	Legal Basis: Labour Market Service Act, 1994	Continuation; about 5.000 women p.a. participate in the specialized courses	On-going	Contribution to employment target, poverty / social inclusion target			

		Measure 5 Systematic skills "Kompetenz mit System"	Qualification and career perspective	A modular education program in combination with work experience leading to the final apprenticeship examination (PES Programme)		The program is constantly extended by new apprenticeship occupations (Nation-wide roll-out in 2012)	On-going	Contribution to employment target, poverty / social inclusion target			
		Measure 6 Vocational centres for women	Development of career perspectives for women, access to qualification for women	Vocational centres support women and girls in their choice of an occupation or profession, in developing career perspectives and facilitate the access to qualification		Nation-wide implemented in 2015	On-going	Contribution to employment target, poverty / social inclusion target			
		Measure 7 Employment initiative 50+	Promoting employability and increasing the employment rate of older workers	Raising awareness and use of support measures for older unemployed (e.g. wage subsidies and in- work benefits, temporary employment in social enterprises).		On-going; In 2015, 120 million € were available for the initiative.  In 2015 21.817 persons (9.250 women; 12.567 men) with an unemployment duration of more than 6 month were encouraged (preliminary data)	In 2016 up to 150 million € and in 2017 up to 175 million € from activating funds will be available additionally.	Contribution to employment target.			

		Measure 8 “fit2work” programme	Preservation of employability, reduction of sick leave and reduction of the yearly inflow into the disability pension scheme; increase of employment rate of older workers	Voluntary, free-of-charge information, counselling and support programme for persons and enterprises.	Regulated in Work and Health Act (AGG 2010)	2015: extension of the focus on ability to work and (re-)integration management, expansion of supply of f2w counselling for small companies (below 50 or below 15 employees) with ESF co-financing and expansion of people counselling to one-person businesses.	On-going developments of 2015	Contribution to employment target.			
		Measure 9 PES campaign “Einstellungssache 50+”	Promoting employability and increasing the employment rate of older workers	The campaign features testimonials of successful persons aged above 50 (who for this reason are often regarded as “hard to place” on the labour market), as well as facts & figures, success stories, and advantages of employing older workers.				Contribution to employment target.			
		Measure 10	The <b>National Action Plan for Gender Equality in the Labour Market</b> (NAP) aims at promoting women’s position and gender equality in the labour market. It aims at reducing structural inequalities between women and men and discrimination against women on	The NAP contains four strategic targets: 1. Diversify the educational path and the choice of training and career, gender sensitive career guidance. 2. Increase labour force participation and full-time employment of women.	National Action Plan	38 out of the 55 measures (69 %) have been fully implemented. Further 16 measures (29 %) are partially/currently being implemented. 1 measure (2%) remains to be implemented.	Continuation of the National Action Plan in line with the Austrian government programme 2013-18	Increase women’s labour market participation. Reduce poverty and social exclusion among women.			Reduction of gender-specific horizontal and vertical segregation on the labour market. Strengthening gender equality on the labour market.

			the labour market.	3. More women in executive positions. 4. Reduce the gender pay gap. The NAP pools relevant activities to ensure a coordinated approach.							
	Measure 11	The <b>online-information platform "Meine Technik"</b> (My technology) aims at increasing women's and girls' representation in technical and science-oriented sectors.	The platform should in-spire more women and girls to opt for careers in "atypical" professions and to reduce barriers they face in accessing these fields.	Austrian government programme 2013-18	The online platform was launched in April 2015 with around 250 projects.	Constant update of the platform with new initiatives and projects. By the end of January 2016 a total of 302 projects were available on the platform. 40.766 visits were recorded since the launch of the website in April 2015.	Increase women's labour market participation. Reduce poverty and social exclusion among women.		Government expenditure: 53.028,- EUR in 2015 for creating and servicing of the website	Reduction of gender-specific horizontal and vertical segregation on the labour market. Strengthening gender equality on the labour market.	
	Measure 12	The aim of the <b>"Father's month"</b> is to increase father's participation in child care as well as women's/mother's labour market participation.	Male civil servants are entitled to take up to four weeks unpaid leave during the period of maternity protection leave (Mutterschutz).	Civil Service Act 1979 and Public Employee Act	From the beginning of 2011 until 31. December 2015, 1.461 fathers took up this possibility, out of which in the year 2015 alone 382 fathers. Many Länder, collective agreements and enterprises followed introducing similar possibilities.	Permanent measure	Increase women's labour market participation. Reduce poverty and social exclusion among women				
	Measure 13	<b>"Women's quota in supervisory boards"</b> : Raising the share of women on supervisory boards	A quota system in order to raise the share of women on the supervisory boards of state-owned or partly state-owned companies to	Council of Minister's resolution 93/23	Annual Progress Report of March 2016: the first target of 25% has been reached, the average quota is 38%; in 47 companies women represent	The next progress report is due in March 2017.	Increase women's labour market participation.				



				25 per cent by 2013 and to 35 per cent by 2018.		25% of board members; in 28 out of them the female share reaches already 35% and more; in 9 of the 56 relevant companies the representation of women is still below the pre-determined level of 25%.					
	Measure 14	An <b>information brochure on pensions</b> aiming at informing women about the effects of part-time and parental leave on their pension entitlement; and raising women's awareness for this topic.	The brochure provides a comprehensive and understandable overview about the Austrian pension system and consequences of life/career decisions on pension entitlements. The brochure was co-edited by the BMBF and the BMASK in 2015.		The brochure was presented in December 2015 and is available online.	The brochure will be disseminated to counselling services for women and other multipliers Austrian wide in 2016.	Increase women's labour market participation. Reduce poverty and social exclusion among women.		Government expenditure: 5.080,- EUR in 2015 for author and printing costs, covered by BMBF (3.080,- EUR) and BMASK (2.000,- EUR)	The brochure will contribute to awareness and knowledge about pension entitlements among women in working age.	
	Measure 15	<b>Joint EU-REC-project</b> with the aim to increase father's participation in parental leave and contribute to equal sharing of unpaid care work. (Title: „Men and Reconciliation of Work and Family: Supporting the Path to Gender Equal Distribution of Parental Leave and Working Time")	The BMBF carries out a subproject and develops an online calculator for the household income for families to support their decision to share care responsibilities equally. Further activities include an awareness-raising campaign, research, and dissemination.		Project started in December 2015.	Publication of online calculator, first research results, public events, media campaign in 2016. Publication of a handbook, information material and the final report in 2017. End of the project in December 2017.	Increase women's labour market participation. Reduce poverty and social exclusion among women		Total costs for government 2015-2017 by National co-financing: 36.150,- EUR (BMBF staff costs) and 69.680,- EUR (BMASK).  Total revenue by EU-contribution: app. 360.600,- EUR.	The project aims to increase fathers' participation in (early) child-care. Thereby, female labour market participation will be promoted by supporting the earlier job re-entry of and less working-time reduction by mothers.	

	Measure 16	<b>EU-PROGRESS-project</b> to increase women's shares in decision making and senior management positions (Title: "Women are TOP! To the top by innovative corporate cultures").	Promote women and gender equality in top positions in Austrian companies; organization of exchanges among companies and stakeholders on best practices; development of a computer simulation game on board nominations.	Part of the National Action Plan for Gender Equality in the Labour Market	Launch of final webpage with best practices catalogue and online simulation game. Project ended in April 2015.	Ongoing dissemination of results and practices to continue in 2016 by BMBF and project partners.	Increase women's labour market participation.		Total project budget (2013-2015): EUR 269.486,95; 20% national co-financing by staff costs BMBF: EUR 53.796,18	Reduction of vertical gender-segregation on the labour market. Increase women's representation in decision-making position.
	Measure 17	<b>Obligation for companies</b> to draw up <b>income reports</b> creates income transparency, raises awareness of gender pay gaps and is a basic tool to initiate measures to reduce gender pay gaps on company level.	A graduated plan for the implementation of the obligation imposed on companies over a certain size to draw up staff income reports (reports on pay) every two years.	Amendment to the Austrian Equal Treatment Act 2011.	Joint evaluation on the implementation and impact of legal obligations "income reports" and "job vacancy advertisements" was carried out and published in September 2015.		Increase women's labour market participation. Reduce poverty and social exclusion among women		Government expenditure for the joint evaluation study: EUR 102.000,-	Raising awareness for and reduce pay discrimination by enhancing pay transparency. The reduction of the gender pay gap significantly contributes to women's economic independence over the life-cycle and thus helps reducing poverty and risks of poverty among women.
	Measure 18	<b>Obligation to indicate the minimum wage in job vacancy advertisements</b> to make pay transparent, improve applicants position in pay negotiations and reduce the gender pay gap.	Legal requirement for employers to state the collective minimum wage in job vacancy advertisements as well as to indicate readiness to overpay.	Amendment to the Austrian Equal Treatment Act 2011.	Joint evaluation on the implementation and impact of legal obligations "income reports" and "job vacancy advertisements" was carried out and published in September 2015.		Increase women's labour market participation. Reduce poverty and social exclusion among women		Government expenditure for the joint evaluation study: see above under "income reports"	Raising awareness for and reduce pay discrimination by enhancing pay transparency. The reduction of the gender pay gap significantly contributes to women's economic independence over the life-cycle and thus helps reducing poverty and risks of poverty among women.

	b) improving the provision for childcare and long-term care services	Measure 1	Expansion of child care places	Increase of quantity and quality of child care facilities according to the Family and Job Compatibility Indicator in order to meet the Barcelona targets;	Agreement according to Article 15a of the Federal Constitution concerning the expansion of childcare services;	In 2014 92% children in the age of 3-6 years and 23,8% of children in the age of 0-2 years were cared for in services. (Data without qualified childminders from childcare home statistics, Statistics Austria 2015)	Focus on improving childcare places for children up to the age of three, promoting qualified childminder offerings, and on taking first steps to a nation-wide quality framework in 2016.	Increase the participation of women/mothers in education and in (fulltime) employment	Availability of skilled kindergarten teachers	Extra expenditure of the federal government of 305 million € and additional 134 million € of the regional governments between 2014 and 2017	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.
		Measure 2	Financially sustainable model for the provision of long-term care services	Increase availability and sustainability of long-term care services  According to the recommendations of the reform working group financial resources should be used primarily for non-stationary services	Renewal of the long-term care fund from 2017 to 2021	Amendment of Care Fund Act passed in August, 2013; Austrian Government Programme 2013-2018	Targets referring to the Austrian Government Programme 2013-2018; Renewal of the long-term care fund is part of the “redistribution of income between Bund, Länder und Gemeinden” (Finanzausgleich 2017-2021)	Contribution to poverty target.	2/3 of the long-term care fund will be financed by the federal state and 1/3 by the federal provinces and the municipalities		
	c) Improving the educational achievement of disadvantaged young people	Measure 1	Improving equality of educational opportunities and compensation for socio-economic disadvantages	Compulsory pre-school education free of charge for all five-year-old children	Agreement according to Article 15a of the Federal Constitution concerning compulsory pre-school-education free of charge; four year-olds: Austrian Government Programme and the education reform commission.	In 2014 97,9% children in the age of five years were cared for in services. 28% of the children of five years with non-German language (Data from development of childcare home statistics, Statistics Austria)	Starting with the school year 2016/17 for parents whose 4 year old children are not attending day care counselling is compulsory. The parents will be informed about the positive effects of day care at social, linguistic and cognitive skills of preschool-children and will be encouraged enrolling their children in day care.				

		Measure 2	Improving equality of educational opportunities and compensation for socio-economic disadvantages	Educational Compass (Bildungskompass): monitoring of the development, skills and talents of children between 3,5 and 15 years within educational institutions (day-care and school)							
		<b>Measure 3 Improvement of elementary pedagogics, school entry-phase, strengthening primary schools, basic competences</b>	Improve the education of kindergarten teachers, transitions from kindergarten to primary school and strengthen basic competences.	The last kindergarten year and the first 2 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.	Decree on performance appraisal. School Teaching Act.  Improved curricula for kindergarten teachers	Work on the development of guidelines for school inspection since June 2013.  Ongoing work on curriculum development.  Conditions for a successful transition are identified and piloted in networks (comprised of kindergartens and schools) at 73 locations in all Austrian provinces.  The work in the networks is accompanied and supported by the Ministry of Education and Women's Affairs and the regional school boards.	Plan on development of Decree on performance appraisal.  Ongoing work on curriculum development.  Continuation of work on the networks and start of implementation of the results in all primary schools..  Preparation of the appropriate legal instruments.  Nationwide implementation of the new school entry-phase with clear education objectives and scientific evaluation is planned for 2016/17.	Enhanced educational outcomes, in particular of disadvantaged young people.			Improved basic competences and increased employability. Enhanced educational outcomes. Better transitions.
		<b>Measure 4 Improve reading and language</b>	Improve the language and reading outcomes of children, in particular those	Further development and evaluation of comprehensive models of	Amendment of the School Organisation Act (2012) in order to consolidate	Conditions for effective language support measures are piloted and evaluated in	Continuation of work on the networks and start of implementation	The measure helps to improve educational outcomes, reduce early	The currently increasing number of refugees requires a high flexibility in regards		Improved language and reading outcomes of children, in particular those with a migrant background and/or from a socially disadvantaged

		<p><b>competences, in particular support for pupils whose first language is not German</b></p>	<p>with a migrant background and/or from a socially disadvantaged background.</p>	<p>language support in 73 networks (schools, kindergarten in cooperation with university teacher training colleges and regional school boards) in all Austrian provinces.</p> <p>Language support courses for ex-matricular pupils whose first language is not German.</p> <p>First-language teaching (native language teaching).</p> <p>PUMA-Project, dealing with multilinguism in children's daily routine, targets the transition period between kindergarten and primary school and provides educational supportive material for kindergarten and primary school teachers</p> <p>Language-teaching in all subjects: Educational materials and in-service training for teachers are provided</p> <p>National train-the-</p>	<p>language support courses. Published in the public gazette Nr. 48/2014</p> <p>Decree on interpreting the language development of pupils in German (USB DaZ), October 2014</p>	<p>networks (each incl. kindergarten and teacher training college) in 73 school locations in all Austrian provinces.</p> <p>Special resources for education measures for asylum seekers (€ 15M for the extension of language courses) provided by the Federal Ministry of Finances in Jan. 2016</p> <p>Development and dissemination (via decree) of an instrument to enable teachers to interpret the language development of their pupils in German (USB DaZ = Unterrichtsbe-gleitende Sprach-standsbeobachtung Deutsch als Zweitsprache)</p> <p>Start of development of an instrument to enable all primary teachers to interpret the language development of their pupils in German (USB Plus, further development of USB DaZ)</p>	<p>of the results in all primary schools..</p> <p>Preparation of the appropriate legal instruments.</p> <p>Continuation of ESF projects in the new ESF 2014-2020</p> <p>Extension of the language courses for 'ex-matricular pupils' whose second language is German for 2016. This applies to general and vocational schools.</p> <p>Extension of the textbook-budget for DaZ in compulsory schools up to 2016/17.</p> <p>Set up of a new textbook-budget for youth asylum seeker pupils in a preparatory vocational class up to 2015/16.</p> <p>In-service training for teachers with USB DaZ</p> <p>Development of the DaZ+</p> <p>Creation of language sensitive teaching material for the</p>	<p>school leaving and enhance equal opportunities – especially for disadvantaged young people. It therefore contributes to the achievement of the EU 2020 education targets.</p>	<p>resources and personnel for language classes.</p>	<p>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 to further their integration into the class. Better transitions between kindergartens and the school-entry phase.</p>
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				trainer measures for teachers and teacher trainers regarding language competences on a yearly basis		For language-sensitive teaching, material is currently available for the age groups 6 to 14.  <a href="http://www.schule-mehrsprachig.at">www.schule-mehrsprachig.at</a> website for the support of teaching staff in multilingual classes.	2 <sup>nd</sup> secondary level (age group 14-19)				
		<b>Measure 5</b> <b>Expansion and development of all-day school places</b>	Improving equality of opportunities and compensating for socio-economic disadvantages.  Enhances opportunities for full-time employment of parents	Expansion of all-day care places at primary and secondary schools which should bring the number of all-day school places up to 200.000 (excluding the supervised places at care centres outside school) by 2018.	Agreement according to Article 15a of the Federal Constitution Act signed with the provinces  Legislative package to increase quality of all-day school places (adopted by the government in December 2014)	In school year 2015/16, approx. 147.000 students (approx. 22%) made use of the offers of school-based afternoon care, or attend a combined all-day school.  Continuation of information campaign "More school – more chances"  Implementation of legislative package to increase quality of all-day school places (adopted by the government in December 2014) as of school year 2015/16.	From 2014-2018, EUR 800 million will be invested. Overall, around 200.000 places are to be offered by 2018-19, representing a rate of approx. 30%.	The measure contributes to the achievement of the EU 2020 education target.		Additional expenditure of EUR 800 million on a federal level from 2014 until 2018.	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).
		<b>Measure 6</b> <b>New secondary school (Neue Mittelschule – NMS)</b>	The NMS is a joint school for 10- to 14-year-olds which aims to avoid early tracking at the age of 10 and is based on modern educational concepts and a performance-based	The pedagogical goal is a modern performance-oriented school which addresses the individual potential of students.	Amendment of the Schools Organisation Act (April 2012) and a general changeover.	2015-16 (start of the 8 <sup>th</sup> and last generation of NMS); 44 schools/99 classes. A total of 1,118 schools are being transformed into NMS (100 %).	2016 According to the results of the evaluation report, published in March 2015: Focus on securing full implementation	The measure is one of the central structural projects to improve educational outcomes, reduce early school leaving and enhance	Full implementation of the measure depends on the long-term commitment of all stakeholders involved.  Since academic		The current dropout rate will decrease: more pupils will successfully pass the secondary school level (NMS) and more pupils will be entitled to move on to middle or higher level schools.

			teaching and learning culture. The objective is to create a modern performance-oriented school with a new learning culture. The new culture of learning and teaching is achieved through individualisation and targeted support in cases of weaknesses and strengths as well as a strong emphasis on formative assessment	Inclusion is one of its key principles.		School principals and learning designers attend one national networking conference per year to further foster their role as change agents.  More autonomy has been granted to New Secondary Schools as to the use of additional resource for differentiation.	of the individual pedagogical aspects of the reform by strict qualitative and quantitative monitoring and reporting  The transformation process which will be completed on all levels in 2018/19.	equal opportunities - especially for disadvantaged young people. It therefore contributes to the achievement of the EU 2020 education target.	secondary schools (Gymnasium) continue to co-exist, the creaming effect they have on new secondary schools is still a fact to be reckoned with.		
		<b>Measure 7</b>  <b>Initiative for Adult Education: Free second-chance education for the provision of basic educational qualifications for adults</b>	Equal opportunities and increase in the education levels of educationally disadvantaged persons.	Free offers of courses for basic education and compulsory school education; general quality standards, competence-orientation, adult-appropriate and modern forms of implementation tailored to the target groups.	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 2015-2017, since 29 January 2015 (Federal Law Gazette I No. 30/2015).  Federal Act on the acquisition of the compulsory school certificate by young people and adults (Compulsory School Examination Act, since 1 September 2012) (Federal Law Gazette I No. 72/2012).	Implementation and continuation of measures within the framework of the Initiative for Adult Education since 1 January 2015.  Evaluation of the program for the first period 2012-2014 published in 2015.	Continuation of measures within the framework of the Initiative for Adult Education  Starting the evaluation of the program for the second period 2015 – 2017.	Increase of qualification levels, reduction of disadvantages.	Provision of necessary budgetary means, achievement of further target groups.	Within the framework of the Initiative for Adult Education, around EUR 75m are available for the period 2015-2017 (basic education: provinces 25%, Federal Government 25%, ESF funds 50%; completion of compulsory school education: provinces 50%, Federal Government 50%).	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.

		<p><b>Measure 8</b></p> <p><b>Combatting dropping-out, including youth and apprentice coaching</b></p>	<p>Provision of support and career orientation for students /apprentices at risk of dropping out. Youth coaching starts at compulsory school level (9<sup>th</sup> grade).</p>	<p>Youth coaching is a measure to keep young people in the education and training system as long as possible or alternatively reintegrate them into the system. Apprentice coaching tries to avoid young people dropping out of the dual system. It is a pilot project in four provinces in Austria (Vienna, Tyrol, Styria, Upper Austria)</p>	<p>“Youth Coaching” is a cooperative project between the Ministry of Social Affairs and the Ministry of Education has been completely implemented by institutions commissioned by the Federal Social Welfare Office (Sozialministeriumservice).</p>	<p>Further Reduction of the ESL Rate (2014: 7 %). Nationwide extension of “Production Schools” (funding and more information: BMASK)</p>	<p>Expected commencement of the new act “Compulsory education until 18” (Ausbildungspflicht)</p>	<p>Further reduction of the rate of early school leavers and dropouts in all educational/training sectors.</p>	<p>Funding of additional measures for young people at risk.</p>	<p>Youth Coaching: Funding from the Ministry of Social Affairs</p>	<p>Youth coaching is an external measure at school to deal with ESL; this support system will improve the counselling system with a strong focus on disadvantaged students, especially with migrant backgrounds.</p> <p>Youth coaches are social workers or psychologists who support students at risk in a three stage counselling process that is based upon the notion of case management. Youth coaching provides educational and career orientation as well as support for students with special needs. Furthermore the Ministry for Education tries to strengthen communication, cooperation and coordination between the different support systems in and for schools (psychologists, school social worker, pedagogues, youth coaches).</p> <p>The current dropout rate will decrease: more pupils will successfully pass the first year of a vocational school or college und and more pupils will be entitled to move on to the successful completion of a vocational programme.</p>
			<p>Provision of “Übergangsstufe” to avoid drop out of pupils in the first year (9<sup>th</sup> grade) of a vocational school or college because of a lack of basic competences.</p>	<p>Pupils can choose the curriculum of the “Übergangsstufe” as a kind of preparatory form to refresh and upgrade their basic competences which are necessary for the successful completion of the school entry phase in vocational schools and colleges.</p>	<p>This project has been implemented as a pilot programme at various schools in different provinces. The respective curriculum was designed before by an expert group.</p>	<p>During the last 12 months altogether 9 schools across Austria have launched the project Übergangsstufe.</p>	<p>It is planned that the project will continue as requested by the schools, if the competences of the in-coming students do not match the required standards.</p>	<p>Reducing the school drop-out rate as proposed by the Europe 2020 targets for education.</p>			



		<b>Measure 9</b>  <b>Educational and professional career guidance</b>	Provision of support and career orientation for students /apprentices at risk of early school leaving.	Anchoring of "career education" (BO) as a subject in lower secondary schools  Obligation of schools to create a site-specific implementation concept.  Training measures for teachers	Curriculum regulations of the new middle school (NMS) and secondary academic school (AHS)  Circular (RS) 17 from 2012  List of teacher competences relevant for BO included in the handbook for the formulation of curricula in teacher education	NMS: The new curriculum has reached the relevant 7th and 8 <sup>th</sup> grade in most schools: collecting practical experience with the explicitly designated hour as a separate teaching subject.  A draft definition of quality standards for the realisation of "ibobb" (information, advice and guidance for education and career) in schools was developed and discussed with main stakeholders.  New curricula for teacher education, including aspects of BO (career guidance).	2016: Reaching an agreement with school inspectors on the definition of quality standards for the realization of "ibobb" in schools.  Drafting new regulations for specific functions (co-ordination, counselling) of "ibobb" in schools  Further specification of the measures in the AHS (building on the existing curriculum directive).	Further reduction of the rate of early school-leavers through well-prepared education and career choices.			Pupils make well-prepared education and career choices. This will reduce the number of school changes and school drop-outs.
		<b>Measure 10</b>  <b>Reform of teacher education (PaedagogInne nbildung NEU)</b>	The policy goal is to implement an overall concept for initial training for all pedagogic professions (also for pre-school teaching, social education and other fields of teaching).	Implementation of a permeable new teacher training architecture which corresponds to the Bologna structure; cooperation between by universities and university colleges of teacher education.	Federal Framework Law on the introduction of the new teacher education (Bundesrahmengesetz zur Einführung einer neuen Ausbildung für Pädagoginnen und Pädagogen), Federal Law Gazette I No. 124/2013) - entered into force on 11 July 2013. Aligning of the Act	Amendment of the Federal Framework Law on the introduction of the new teacher education on 13 January 2015.  Co-operation agreements in one of four clusters between training institutions towards the implementation	Co-operation agreements between training institutions towards the implementation of the new teacher education. Monitoring of the respective developments through Quality Assurance Board.  Nationwide implementation of new teacher education for	This measure has systemic effects on the entire educational system in Austria and contributes towards the fulfilment of the EU 2020 education targets.	Securing a continuous readiness to cooperate nationwide across the concerned training institutions.		Nationwide reform of Austrian teacher training with a systemic impact on the entire education system.

					on the Organisation of University Colleges for Teacher Education 2005 (Hochschulgesetz, HG 2005) and the University Act 2002 (Universitätsgesetz, UG 2002)	of the new teacher education for secondary level and secondary level (vocational schools).	primary level, secondary level and secondary level (vocational schools).				
		<b>Measure 11</b> <b>Standardisation of the school-leaving and diploma examination (Matura).</b>	The creation of standardised basic competences and the same framework conditions for all students.  Ensuring the highest possible level of transparency and comparability of the examination requirements; objectivity, comparability and therefore fairness of the assessment procedures; long-term safeguarding of competences; reliable evidence of actually acquired knowledge and abilities; increased aptitude for higher education; European comparability of certificates.	The introduction of the standardised competence-orientated school leaving and diploma examination creates the same basic competences and the same basic conditions for all students, and therefore provides objectivity.  In this way, quality standards are set for all of the approx. 45,000 examination candidates.	Regulations on final examinations at academic secondary schools, vocational secondary schools and educational institutions  These provide for three independent sub-areas (the so-called three pillar model).	In the school year 2014/15, the New Matura examination was held for the first time at all secondary academic schools (AHS) in Austria.  95 BHS offered the New Matura as pilot projects. 7 schools thereof offered the complete package in accordance with the three-pillar model.	The New Matura examination will be held at all secondary vocational schools (BHS) in 2015/16.	This measure contributes towards the fulfilment of the EU 2020 headline targets for education, particularly via the aspired increase of students' ability to move on into third level education.			The primary objective of the development of standardised competence-orientated examination types is the long-term and sustainable increase of quality at general upper secondary schools and vocational schools and colleges in Austria.
		<b>Measure 12</b> <b>Polytechnic School PLUS (Pre-vocational school)</b>	Pre-vocational school (Polytechnische Schule, PTS) as a guidance and transitional school with optional and compulsory modules for catching up on	Development of competence-oriented curricula in the subject areas with individual priorities according to interest, inclination and	Beginning of the quality initiative with the school experiment "PTS 2020" in the school year 2013/14.	The nationwide school experiment was launched in September 2013.  In total, 13 pilot schools from all nine provinces	Next steps are the development and implementation of a competence-oriented curriculum with individual	Better options for the transition from school to the labour market and an individual preparation for further education or career; a positive	Restructuring and re-orientation of an existing school-type.	Due to the development stage, figures cannot yet be given; as a school experiment cost-neutral	Increased appreciation of the PTS through improved qualification measures and training and enhanced attractiveness of the school type with a particular focus on decisions on the professional and/or educational orientation of students at the end of general compulsory school.

			entitlements; Individual support and personality development through modular tuition.	abilities of students; development and implementation of individualization and modularization concept; implementation of a new learning culture based on the NMS and a new form of performance appraisal.		are currently involved in nationwide school experiment.	priorities, and the individualization and modularization in the area of general education.  The pilot measure will run until school year 2016/17.	effect on the reduction of youth unemployment and the number of early school leavers.			
		<b>Measure 13</b> <b>Improve access to electronic media for schools and pupils</b>	Improving quality of teaching and learning.  Contribution to improving educational outcomes and equality of opportunities.	Improvement of the framework conditions in the schools (E.g. shared services, internet connection, learning-management-systems).  Teacher training (competences for the pedagogical use of ICT).  e-learning initiatives in schools.  Integrate innovative learning scenarios and pedagogical concepts in class.  Digital education content (for effective educational use of technologies, e.g. digital textbooks).	Work programme of the Austrian Federal Government for the years 2013 to 2018.  Strategy and work programme "efit21 – digital education".	2015: Optimizing shared services for schools as frame conditions.  e-learning initiatives in schools, cross-school peer-learning project "mobile learning" using mobile devices for teaching and learning.  Preparation pilot eBooks as textbooks in secondary education (on a voluntary basis).  Training modules and eEducation-courses for teachers (VPH).	2016/17: Assistance for educational institutions on how to develop their framework conditions in terms of infrastructure.  Broadening innovative pedagogical concepts and elearning-initiatives in schools.  Using eBooks as textbooks in secondary level (on a voluntary basis).  Training modules and eEducation-courses for teachers (VPH).	Digital media and educational content support individual learning and contribute to the educational motivation and thus to improving educational outcomes.			Targeted use of digital media promotes networked learning and contributes to the development of quality; digital competences of pupils and teachers

		<b>Measure 14</b> <b>Improve and implement an inclusive school system</b>	The policy goal is to develop a detailed concept of inclusive regions for an optimal and needs-based support for all pupils and its nationwide implementation until 2020.	Inclusive regions: Include all schools, have supporting systems and disability access, provide an inclusive training programme for all teachers, offer needs-oriented support and include a scientific monitoring.	This measure is based on the national action plan disability (measure 125) and implements the UN convention on the rights of persons with disabilities in the Austrian educational system.  Decree on the development of inclusive regions for the three provinces Styria, Carinthia and Tyrol (September 2015)	Participatory dialogue with the minister of education and relevant stakeholders (Round table, April 2015).  Development of three inclusive regions in Styria, Carinthia and Tyrol.	Continuation of the participatory dialogue  Collecting experiences in inclusive regions  Presentation of the first evaluation report (approximately September 2016)  Development of inclusive regions in at least one or two more provinces (approximately June 2017)  Establishing the necessary legal framework. Adjustment of the decree on the development of inclusive regions for further provinces	The measure contributes to the implementation of inclusive education in Austria and to avoid the segregation of pupils who have special educational needs.			The aim is to address the education and development potential of all children and young people in all educational institutions by preventive diagnostics and individual support and to overcome a focus on deficits and assignment to special education classes.
		<b>Measure 15</b> <b>Implementation of National Qualification Framework (NQF)</b>	Increase the transparency and comparability of qualifications in Austria and Europe as well as the promotion of lifelong learning.	The eight levels of qualification of the NQF correspond to the eight levels of qualifications to the EQF. After assigning the qualifications are published in a register.	Law on the National qualifications framework	Law was adopted in March 2016	Further implementation steps below the legal level in the 1st and 2nd half of 2016.	Enhanced educational outcomes, in particular of disadvantaged young people, by promoting permeability within and between the formal and non-formal sectors of the qualifications system.			Increased transparency and comparability of qualifications in Austria and Europe; enhanced permeability within and between the formal and non-formal sectors of the qualifications system.
		<b>Measure 16</b> <b>Youth Coaching</b>	Youth Coaching offers comprehensive support from the end of compulsory school until the	The youth coaching service includes counselling, assistance and diagnostic	Guideline on "youth coaching" of 1 <sup>st</sup> of January 2012	Nation-wide implemented in 2015; Calls completed	On-going	Contribution to early school leaving target			

			aim of a sustainable integration in further education is reached.	support. Each young person has a primary contact who will remain the key youth coach until completion of the programme.							
		<b>Measure 17</b>  <b>Production schools</b>	The aim of production schools is stabilisation as well as the acquisition of social and practical skills („learning by doing“) and thereby reintegrate young NEET into the education system/apprenticeship system/labour market.	It provides support by „clearing“ of problems and basic education, social skills and sport modules. It makes fit for further education.		Calls completed	Nation-wide implementation in 2016	Contribution to early school leaving target			
<b>CSR 3 Services</b>	a) Remove disproportionate barriers for service providers	Measure 1	In the context of the mutual evaluation exercise, Austria finalises the review of its rules on access to professions and the performance of professional activities to assess whether they are proportionate and in the general interest. A national action plan acc. to Art. 59 of Dir. 2005/36/EC has been submitted to the Commission.								
	b) Remove impediments to setting up interdisciplinary companies	Measure 1	The removal of barriers for interdisciplinary companies is on the reform agenda of the government. Political debates are currently on going.								
<b>CSR 4 Financial</b>	a) Address	Measure 1 Systemic Risk	Increase banks' loss absorption	The Financial Market Stability	FMSB Recommendati	1.1.2016:	1.1.2017:				Increased loss absorption capacity of Austrian banks and

sector	the potential vulnerabilities of the financial sector in terms of foreign exposure and insufficient asset quality	Buffer	capacity	Board (FMSB) issued a recommendation to the Financial market Authority (FMA) to activate the systemic risk buffer in September 2015. The major ECB supervised banks will face the maximum requirement of 2 percent of RWA additional capital. These buffers are to be applied in addition to the applicable supervisory SREP ratio. Based on the FMSB recommendation of the FMA in December 2015 issued a Regulation, thus transposing the recommendation into a legally binding provision	on: <a href="http://www.fma.gv.at/en/publications/warnings-and-recommendations/recommendation-4.html">http://www.fma.gv.at/en/publications/warnings-and-recommendations/recommendation-4.html</a>  FMA regulation:  <a href="https://www.fma.gv.at/fileadmin/media_data/2_Rechtliche_Grundlagen/2_Gesetzliche_Grundlagen/Aufsichtsgesetze/KP-V_en_BGBI_II_435_2015.pdf">https://www.fma.gv.at/fileadmin/media_data/2_Rechtliche_Grundlagen/2_Gesetzliche_Grundlagen/Aufsichtsgesetze/KP-V_en_BGBI_II_435_2015.pdf</a>	Effective systemic risk buffer of 0.25-1% (CESEE: 0.25%)	Effective systemic risk buffer of 0.5-1% (CESEE: 0.5%)  1.1.2018:  Effective systemic risk buffer of 1% (CESEE: 1%)  1.1.2019:  Effective systemic risk buffer of 1-2% (CESEE: 2%)					thus enhanced financial market stability
	Measure 2 Restructuring of state-owned banks	Divestment of marketable assets and winding down of non-viable institutions, as required by Commission state aid decision	ÖVAG: The Romanian subsidiary was sold in April 2015. In July 2015, ÖVAG was transformed into a wind-down entity (immigon portfolioabbau ag).  Kommunalkredit: Closing of the partial sale of Kommunalkredit Austria AG (KA) to a British-Irish buyer consortium									Compliance with EU State Aid rules  Cleaning-up of bank balance sheets  Drawdown of public exposure to the financial sector

				(Sept. 2015). Hypo Alpe Adria International: The SEE network was sold to Advent/EBRD in July 2015.						
		Measure 3 General settlement between the Republic and Bavaria	Reduce legal uncertainties and eliminate potential impact on public finances from litigation cases	Final agreement between the Republic of Austria and the Free State of Bavaria, Bayerische Landesbank and HETA Asset Resolution AG in order to settle several outstanding disputes.	Amendment of the Restructuring and Winding-Up Act, the Financial Market Stabilization Act adopted by Parliament on October 15th, 2015; cf. BGBl I Nr. 127/2015)		Final agreement reached in November 2015. The payment of EUR 1.23 bn to the Free State of Bavaria by the Republic of Austria has been effected. The amount is repayable depending on the wind down proceeds from HETA to Bayerische Landesbank.		No further payments are stipulated.  The Free State of Bavaria is required to repay to the Republic of Austria the proceeds which Bayerische Landesbank will receive from the recovery of HETA assets in the course of the winding-up of HETA up to the maximum amount of 1.23 bn..	Reduction of legal uncertainties and limitation of legal costs.

### **Explanatory notes to Reporting Table 1**

- (1) Reference should be made to the number of the country-specific recommendation and its content (or a summary thereof).
- (2) To allow for clear linking of the measures to particular elements of each country-specific recommendation, the latter should be broken down into “subcategories”, where relevant.
- (3) This column should only contain “Measure 1”, “Measure 2” etc.
- (4) This column should include for each measure a description of 1-3 sentences about the main objectives in terms of economic, budgetary or labour market policy, and how the measure is relevant to address the country-specific recommendation. If these objectives relate to several measures, it is sufficient to provide references to the corresponding measure where the objective has been spelled out. If the measure addresses a recommendation under the macroeconomic imbalances procedure, it should also be mentioned.
- (5) This column will include for each measure a description of 2-3 sentences synthesizing key elements of the measure as well as its coverage. If a policy-programme addressing a country-specific recommendation contains a significant number of different measures, only those that are likely to have the most significant contribution to the achievement of the objective should be elaborated.
- (6) Whenever possible, this column should provide concrete references to laws and their official name and numbering. For non-legislative acts, the name of the administrative instrument should be reported (e.g. “Operational Programme Administrative Capacity”).
- (7) This column should provide a timetable on the progress achieved since the previous NRP. Each date should be accompanied by key words which explain what has been achieved by these dates. Even if a measure is already in the implementation phase, this column should be completed. Information such as “under implementation since XX.XX.XXXX” is not sufficient. Even if a measure has been fully implemented, relevant information on steps afterwards could be included (e.g. on evaluations of implementation).
- (8) This column should provide a timetable on the progress expected in the future. Each date should be accompanied by key words which explain what is concretely planned by that date. If there are no concrete dates for future steps, months or half years should be indicated when specific progress is planned. Even if a measure has been or will be implemented, relevant information on steps afterwards should be included (e.g. on evaluations of implementation). If possible, Member States could also provide information about the timing of the impact.
- (9) Where relevant, this column should refer to the expected contribution (impact) of the measure to reach the national Europa 2020 headline targets (i.e. in relation to employment rate, R&D investment, climate/energy goals, early school leaving and tertiary education attainment, poverty reduction).
- (10) This column should specify the main challenges / risks pertaining to the implementation of the measures.
- (11) This column should include the budgetary implications of the measure, both on the revenue and expenditure side. When EU funds are involved, the source and amounts should be indicated separately. In case of structural measures on public finance, the expected impact on the public debt should also be reported.
- (12) This column should include a brief qualitative description of the foreseen impacts of the measure and their expected timing.