

1. Detailed information on measures adopted by Austria to ensure that persons with disabilities have equal opportunities for productive and gainful employment in the open labour market.
3. Information on the affirmative action programmes, incentives and other measures, if any, that Austria has developed to promote employment opportunities for persons with disabilities in the public and private sectors.
Has Austria adopted any measure to increase employment opportunities for persons with disabilities belonging to particularly vulnerable groups (for example young persons with disabilities, women with disabilities, persons with intellectual/psycho-social disabilities, etc.)?

The generally high labour law standards in Austria ensure appropriate working conditions for people with disabilities in employment. All of the offers included in labour market policy (also the promotion of self-employed work) are open to people with disabilities. These offers are supplemented by targeted measures for special groups of people with disabilities (e.g. training offers in sign language).

The declared aims of the Austrian policies towards people with disabilities are the integration and also, following a paradigm change in recent years, the inclusion of people with disabilities in all spheres of life. Gainful employment in the first labour market for people with disabilities is considered a top priority in terms of disability policy in Austria. The Federal Ministry of Labour, Social Affairs and Consumer Protection (hereinafter referred to as "BMASK") and the Federal Social Office (hereinafter referred to as "BSB") have a whole range of measures for the occupational integration of people with disabilities financed through the European Social Fund, National Funding and out of the Compensatory Tax Fund (hereinafter referred to as "ATF"). Into the latter are channeled all the collected Compensatory Taxes which have been paid by employers for not hiring a person with disabilities for every 25 of their employees as regulated in § 1 of the Federal Disability Employment Act (hereinafter referred to as "BEinstG").

The most important measures for the occupational integration of people with disabilities are:

- individual funding (e.g. wage support and workplace adaptation),
- project support (e.g. projects to help people obtain qualifications and employment projects) and
- accompanying help (e.g. personal assistance and "clearing").

The BMASK draws up a Nationwide Labour Market Policy Programme for the Disabled every two years. Its implementation along standard procedures is monitored and controlled by the BSB. The cornerstone of this programme is the system of accompanying assistance. Examples of accompanying assistance are work assistance and vocational training assistance, personal assistance and technical equipment in the workplace (see also answer to question nr. 6), job coaching and youth coaching (based on the former "clearing").

In addition eight integrative enterprises in Austria provide around 1600 jobs for people with disabilities in 25 branches throughout Austria for more than 30 years now. They are a tried and tested instrument of vocational integration, pay appropriate wages based on collective agreements and comprehensive social insurance coverage. These integrative enterprises cover the major part of their expenses from their revenues generated on the free market. But at the same time, they are funded to a large extent out of the ATF.

If companies employ people with disabilities, they can receive integration subsidies, wage subsidies, job safeguarding subsidies, grants for wage/ training costs or subsidies to adapt facilities to make them barrier-free. Besides the Federal Public Procurement Act comprises the possibility to take social policy issues such as the employment of people with disabilities explicitly into account in the tendering process.

Within the framework of the government's employment campaign, particular measures are offered for especially disadvantaged groups (e.g. young people with mental disabilities). In youth coaching (the former "clearing"-programme) the emphasis is placed upon the target group of young people with disabilities and/or with socially disadvantaged background, who lacking appropriate assistance may end up in the group of NEET-Teenagers (Not in Employment, Education and Training). The idea of this modular programme is to create in the transition period between school and work a strengths-weaknesses-analysis, on the basis of which an individual development plan with specific vocational perspectives is drawn up. According to the results of youth coaching, training to obtain qualifications, work assistance or vocational training assistance can follow. In addition, personal assistance or job coaching are available for young people with particularly severe functional restrictions or learning disabilities. In total, youth coaching can last about one year. It ends with a clearing report and recommendations for the future of the participants and can be repeated if needed.

Taking into consideration that vocational training at the beginning might be particularly challenging for young people with disabilities and special educational needs, integrated vocational training was created in 2003, which provides for the extension of the duration of training by one or two years and/or makes it possible to obtain a partial qualification in a trade. Integrated vocational training is accompanied by vocational training assistance. This ensures a programme which is flexible and suited to the needs and situation of the respective person.

Protection against discrimination and harassment at work is an important part of antidiscrimination legislation for people with disabilities and, for reasons related to the nature of the Austrian legal system, regulated in the BEinstG. The essential point is that nobody may be directly or indirectly discriminated in employment because of a disability. This protection stretches from job applications to ending a job, and covers pay rates, initial and further training, re-training and careers issues. The assertion of claims in court has to be preceded by obligatory conciliation proceedings at the BSB. For more information see also the answers to the questions nr. 2 and 7 below.

2. Detailed information on the measures adopted by Austria to modify or abolish existing laws, regulations, customs and practices that constitute discrimination against persons with disabilities in the field of employment, as well as to eliminate discrimination on the basis of disability by private employers and enterprises.
7. Information on measures Austria has to protect the rights of persons with disabilities, on an equal basis with others, to just and favourable conditions of work, including equal opportunities and equal remuneration for work of equal value, safe and healthy working conditions, including protection from harassment, and the redress of grievances.

The disability concept, which was jointly drawn up with the umbrella association of the Austrian disability organisations (hereinafter referred to as “ÖAR”) and has already been adopted by the federal government in 1992, starts out from the principle of mainstreaming. Disability policy should thus be seen as a task of the whole of society and should be taken into consideration in all fields.

In Article 7 of the Constitution, Austria committed itself to guaranteeing the equal treatment of disabled and non-disabled persons in all fields of everyday life (1997 amendment to the Constitution). In 1998, a working group therefore examined the entire system of federal laws to find discrimination against people with disabilities. The results were presented to the Austrian Parliament and formed the basis for a federal law passed in 1999 which eliminated discriminatory provisions in nine different laws. One of the main focuses of this collective amendment was to make it easier, particularly for people who are blind or whose vision is severely impaired, and for physically disabled people, to participate in legal proceedings and to exercise their rights. A further act containing various amendments to facilitate access to a range of occupations for people with disabilities was adopted in 2005: the Disability Equality Package.

The latter contained for the first time provisions on compensation claims for violations of the ban on discrimination. Primarily as a result of arbitration proceedings, the equality of people with disabilities and accessibility became publicly debated issues - arbitration thus not only serves to resolve conflicts, but also to create awareness.

On 1st of January 2006, the Disability Equality Package came into effect. The ban on disability-related discrimination, which is regulated by the package, was a milestone in Austrian disability policy. The package particularly contains:

- The Federal Disability Equality Act stipulating the ban on discrimination in everyday life)
- A comprehensive amendment of the BEinstG establishing the ban on discrimination in employment) – for more information see also the answer to questions nr. 1 and 3, last paragraph.
- An amendment to the Federal Disability Act (hereinafter referred to as “BBG”) regarding the Federal Disability Ombudsman.

For reasons of competences, the protection against discrimination which is regulated in the package only covers the areas of responsibility of the federal government. The “Länder” (the

Austrian Federal States) have enshrined protection against discrimination in employment in their area of responsibility, and numerous Länder have additionally adopted anti-discrimination laws, such as Carinthia, Upper Austria, Lower Austria, Tyrol, Vorarlberg and Vienna.

The Federal Disability Equality Act contains a ban on discrimination against people with disabilities in many areas of everyday life, with the exception of employment. It thus covers:

- The federal administration (administration involving government affairs and the private sector)
- Access to goods and services in as far as they are available to the public (this essentially corresponds to consumer protection).

The group of persons protected by the law against disability-related discrimination was intentionally broadly defined; the formal establishment of a specific degree of disability is not required. Family members and third parties involved in complaints or proceedings are also protected by the law.

The ban on discrimination covers direct discrimination, indirect discrimination (e.g. via barriers), harassment and instructions given by others to discriminate. When determining whether a disadvantage due to barriers constitutes discrimination, it should be examined whether the cost and/or effort required to eliminate the barriers would represent a disproportionate burden. If it is possible to take advantage of support from public funds for the corresponding measures should be considered when assessing reasonability. If the barriers cannot be eliminated with reasonable cost and/or effort, at least a substantial improvement of the situation should be strived for which comes as close as possible to equal treatment.

The core element of protection against discrimination is the possibility to get a compensation of the material or immaterial damage suffered. The assertion of claims in court has to be preceded, however, by obligatory conciliation proceedings at the BSB. Taking legal action without an attempt at conciliation is inadmissible. The deadlines for the assertion of claims due to discrimination are extended by the duration of the conciliation process. The purpose of conciliation is to promote an out-of-court settlement. This is intended to avoid long and possibly expensive court cases. The option of free mediation by independent mediators is available within the framework of this conciliation procedure.

An easing of the burden of proof (rules on evidence which have a similar effect to a reversal of the burden of proof) applies to court cases. In the case of important and lasting harm to the general interests of the group of persons protected by this law, the ÖAR can initiate a class action on the basis of a recommendation by the Federal Disability Advisory Board.

In the Federal Disability Equality Act there is also a provision which requires the federal government in particular to avoid discrimination in its sphere of responsibility and to take suitable and specific measures to enable people with disabilities to gain access to its services and offers. After consultations with the ÖAR, the federal government has established a plan to reduce construction-related barriers to accessibility in the buildings it uses, and to implement the plan in

stages (Multi-stage for Federal Buildings). The province of Vienna has also committed itself to drawing up a multi-stage plan.

In the last few years, the overall agreements between the Austrian Medical Chamber and the health insurance funds in some Länder (Burgenland, Carinthia, Vorarlberg and Vienna) have led to improvements in the barrier-free access to doctor's practices.

In addition, public transport operators had to draw up multi-stage plans (Multi-stage Plans for Transport). With regard to construction-related barriers and barriers in the context of public transport, there are transitional regulations for the gradual extension of the areas in which the law applies. All of these transitional regulations will expire on 1st of January 2016.

From 1st of July 2012 the Austrian Ombudsman Board (hereinafter referred to as "AOB") exerts its new mandate that also includes the protection and promotion of human rights. The new AOB tasks will be to implement the Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment as well as certain provisions of the UN Convention on the Rights of Persons with Disabilities (hereinafter referred to as "CRPD"). Human rights monitoring carried out by the AOB and its Commissions is employed preventively to ensure compliance and implementation of these two international obligations. The new mandate includes all institutions and facilities where people with and without disabilities are in danger of being particularly helpless against abuse, inhuman treatment and measures that deprive them of liberty. From now on the AOB with its experts from different disciplines monitors and controls a total of about 4,000 public and private organisations and facilities. These include, for example, correctional institutions, barracks, police stations, psychiatric facilities, homes for the elderly, long-term care facilities and facilities for persons with disabilities. It collects information and evaluates all facts in the light of the requirements of international conventions. The decisions of the AOB are then based on these protocols which contain suggestions with the aim to prevent human rights violations.

4. Information on measures Austria has introduced to enable persons with disabilities to access general technical and vocational guidance programmes, placement services and vocational and continuing training.
Please also indicate the steps taken to promote vocational and professional rehabilitation, job retention and return-to-work programmes for persons with disabilities.

Following the principle of mainstreaming mentioned before and the striving for inclusion it goes without saying that all services provided by the State and its institutions are in principal accessible for everybody in general. Moreover there are supplemental offers or programmes with a focus on the special needs of people with disabilities, like the ones run by the Austrian Public Employment Service.

In addition, the BEinstG requires employers to take measures which are suitable and required in specific cases in order to provide people with disabilities with access to employment, to allow them

to practise a trade or profession, to obtain promotion and to participate in initial and further training, except in cases where these measures would place an unreasonable strain on the employer.

In terms of job retention, "fit2work" must be mentioned, an initiative of the Austrian Federal Government aiming to maintain and improve the employability and the ability to work of citizens, and to avoid their premature withdrawal from the labour market due to sickness or work related diseases. This programme offers free and confidential counselling to workers who may face problems at their work place due to health problems or have trouble finding a job due to their condition. The target group of this initiative are workers who:

- are often on sick leave and have therefore problems in their jobs,
- live with a physical or mental impairment,
- fear losing their job for health reasons or
- have lost their job due to health reasons.

Within "fit2work" they are according to their individual needs provided with services, like:

- Evaluation of the current job and health situation
- Individual coaching
- Occupational health diagnosis and health advice
- Development of employment prospects
- Education and training advice
- Information about grants and support costs
- Help on contact with the competent institutions

For information see also www.fit2work.at.

5. Detailed information on the measures Austria has adopted to promote opportunities for self-employment, entrepreneurship, the development of cooperatives and starting one's own business.

The BSB offers people with disabilities subsidies to perpetuate already existing self-employment through sole proprietorship. Registered disabled people or persons with a degree of disability equal to or more than 50% can obtain such a subsidy if

- their sole proprietorship is not bound for accounting according to § 189 of the Austrian Commercial Code
- and confronted with additional costs related to disabilities burdening the business.
- they run an agricultural enterprise (with their spouse) employing only family members according to §§ 2 et seqq. of the Farmers' Health Insurance Act.

The subsidy is paid monthly and adds up to the amount of the Compensatory Tax stipulated in § 9 Part 2 of the BEinstG and can be doubled under certain circumstances. For more information (only in German) see also http://basb.gv.at/basb/Finanzielle_Unterstuetzung/Foerderungen_fuer_UnternehmerInnen.

6. Information on the measures adopted by Austria to ensure that reasonable accommodation is provided to persons with disabilities in order to facilitate access to or continuance of employment.

On the basis of §10a of the BEinstG, technical assistance (such as electronic reading devices, Braille displays for PCs, PCs with speech output etc.), as well as work assistance may be requested, with the aim to ensure the integration of people with disabilities at the workplace, as an important prerequisite for a fulfilling, self-determined life and to facilitate a widely independent work process.

The BMASK has created a database for the above mentioned technical aids: www.hilfsmittelinfo.gv.at. This is meant to be a comprehensive reference work on technical aids for people with disabilities and persons requiring care as well as their family members. Advisory and service centres which provide information about products available on the Austrian market and about their uses and possible funding have been established at the provincial offices of the BSB. Medical or technical aids are primarily funded by the social insurance institutions.

The comprehensive network of work assistance providers can be contacted through the BSB. Work assistance offers consulting and support that is individually tailored to the needs of the client and businesses free of charge. Job prospects are explained, alternatives indicated and constructive solutions developed for surviving in times of crisis.

Work assistance can also contribute to long-term professional (re-)integration, health rehabilitation and securing an individual's livelihood. Companies receive support with the search and selection of suitable employees from the target group, information on legal and financial conditions, as well as advice on tailoring the job to the individual. Furthermore work assistance plays a negotiating role within the company and sensitises everyone in the business who is involved with the topic of disability/ illness.

8. Detailed information on the poverty reduction measures, social security and income-maintenance schemes that Austria has developed to provide adequate income support to persons with disabilities who, owing to disability or disability-related factors, have lost or received a reduction in their income from employment (including self-employment) or have been denied employment opportunities.

In the federal government's programme for the 24th legislation period from 2008 to 2013, strengthening social cohesion and combating poverty were formulated as core objectives. One of the measures to help realizing this objective is the introduction of a means-tested minimum income. This instrument serves to support people in emergency situations who cannot cover their living costs by their own means – regardless of whether they are disabled or not. A working group has been set up to identify ways to improve social insurance coverage.

For decades now, the relevant laws behind social compensation have provided for monthly cash benefits, which cover both the additional costs related to disabilities (e.g. basic pensions for invalidity, widows and orphans, additional allowances for nursing care, the blind and for very severe disabilities, and allowances for special diets) as well as a subsistence allowance in the form of a minimum income (means-tested pension benefits such as additional pensions and supplementary amounts).

In cases of one-off expenses related to disabilities (e.g. building alterations related to disabilities like stair lifts and the like) beneficiaries may solicit a single allowance out of the aid fund for people with disabilities to avert financial distress as a consequence of their disabilities (§§ 22 et. seq. of the BBG).

Likewise important is the long-term care allowance, which serves to ensure the care and assistance needed by people with disabilities and to improve their opportunities to lead an independent, needs-orientated life and is accompanied by other innovative models and concepts in the care sector.

In the field of help for the disabled, it is furthermore important to mention the responsibility of the Länder which offer a range of services and support measures aimed at ensuring that people with disabilities have appropriate living conditions, as well as the disability policy measures taken by towns, cities and local authorities.

9. Information on efforts that Austria has undertaken to ensure that persons with disabilities are able to exercise their labour and trade union rights on an equal basis with others.

In addition to the generally high labour law standards in Austria, the law established, through § 22a of the BEinstG, the institution of disabled persons' representatives, similar to the employees' representatives.

10. Information on the measures adopted by Austria to closely consult with and actively involve persons with disabilities and their representative organisations in the development, implementation and monitoring of legislation and policies to promote and protect access to employment opportunities for persons with disabilities.

Within the scope of the legislative procedure the ÖAR is involved in the legislative assessment procedure. Furthermore, the ÖAR is also represented in important committees in the BMASK:

- in the Federal Disability Advisory Board, which has an advisory function in all fundamental issues related to disability policy (§§ 8-9 of the BBG),
- in the Working Group on Long-term Care, which issues recommendations and proposals on the further development of long-term care (Federal Law Gazette Nr. 866/1993), and

- in the Advisory Board of the ATF (§§ 10-10a of the BEinstG), which deals with questions of occupational rehabilitation.

In addition, the ÖAR is represented in the advisory councils established at the individual social insurance institutions, where it represents the interests of long-term care allowance recipients and recipients of work accident pensions.

Likewise, the ÖAR plays an important role in the Independent Monitoring Committee, which has been established in compliance with the Article 33 of the CRPD (§ 13 of the BBG).

The members of the committee are appointed by the Minister of Labour, Social Affairs and Consumer Protection on the basis of proposals by the ÖAR. The members of the committee are:

- Four representatives of organisations of people with disabilities (and one stand-in for each member)
- A representative of an NGO from the field of human rights (and one stand-in)
- A representative of an NGO from the field of development cooperation (and one stand-in)
- A representative of academia (and one stand-in)
- Only with an advisory vote: one representative of the BMASK and one from the respective other ministry or body of the federal administration affected in individual cases.

The civil society is also involved in the monitoring process via the fact that the committee has committed itself according to its rules of procedure to meet in public periodically.

At regional level, the Länder take the following measures:

- In Carinthia, adherence to the CRPD is monitored by the Equal Opportunities Advisory Council established in accordance with the Carinthian Equal Opportunities Act. Its members are solely people with disabilities.
- In Upper Austria, the Planning Advisory Council established in accordance with the Upper Austrian Equal Opportunities Act currently has the task of implementing the CRPD. In addition, the establishment of a separate monitoring committee is planned. Salzburg has stated that the feasibility of a joint point of contact for all the Länder is being examined.
- Tyrol has nominated an antidiscrimination representative and established a contact person for people with disabilities in the office of the Provincial Ombudsman.
- In Vorarlberg, the existing independent antidiscrimination bodies (Provincial Ombudsman and Patients' Ombudsman) serve as points of contact for monitoring the implementation of the CRPD.
- In Vienna, an amendment to the Viennese Anti-Discrimination Act has laid down that the body which is responsible for combating discrimination is now also entrusted with the promotion and monitoring of the implementation of the CRPD.

As part of the implementation of the CRPD the Austrian government adopted in July 2012 a National Action Plan for People with Disabilities. It contains the guidelines of the Austrian disability

policy from 2012 to 2020 comprised in over 270 actions to be taken and has been elaborated in a complex dialogue among all stakeholders, i.e. also civil society organisations.

11. Recent statistical data on the number of persons with disabilities employed in the public sector, disaggregated on the basis of age, sex and type of disability.

Within the given timeframe for the present information it was not possible to gather all the recent statistical data disaggregated on the basis of age, sex and type of disability.

The figures below refer to the total number of persons with disabilities employed in the public sector disaggregated by agencies and the number of people with a severe degree of disability of 70% and more within all ministries the highest authorities.

Besides the first table gives an overview over the performance of all Federal Ministries in terms of their legal obligation stipulated in § 1 of the BEinstG to employ one disabled person per 25 other employees.

- Governmental agencies

Performance according to § 1 of the BEinstG	31st of December 2011	
	in absolute numbers	in percentage
Federal Chancellery and Federal Ministry for Women and Civil Service	46	102,2%
Federal Ministry of the Interior	-469	-36,2%
Federal Ministry for European and International Affairs	2	4,0%
Federal Ministry of Justice	-34	-7,2%
Federal Ministry of Defence and Sports	229	25,6%
Federal Ministry of Finance	817	173,1%
Federal Ministry of Labour, Social Affairs and Consumer Protection	504	553,8%
Federal Ministry of Health	46	209,1%
Federal Ministry for Education, Arts and Culture	-1435	-66,3%
Federal Ministry of Science and Research	-74	-27,9%
Federal Minister of Economy, Family and Youth	74	71,8%
Federal Ministry for Transport, Innovation and Technology	16	40,0%
Federal Minister for Agriculture, Forestry, Environment and Water Management	24	18,9%

Number of people with disabilities employed at the federal level Source: Managementinformationssystem des Bundes (MIS)	
Agency	31st of December 2011
Highest authorities*	35
Federal Chancellery and Federal Ministry for Women and Civil Service	70
Federal Ministry of the Interior	619
Federal Ministry for European and International Affairs	34
Federal Ministry of Justice	332
Federal Ministry of Defence and Sports	851
Federal Ministry of Finance	954
Federal Ministry of Labour, Social Affairs and Consumer Protection	435
Federal Ministry of Health	47
Federal Ministry for Education, Arts and Culture	547
Federal Ministry of Science and Research	123
Federal Minister of Economy, Family and Youth	130
Federal Ministry for Transport, Innovation and Technology	35
Federal Minister for Agriculture, Forestry, Environment and Water Management	124
Total	4.336

* Office of the Federal President, Austrian Ombudsman Board, Court of Audit, Parliament, Constitutional Court of Austria, High Administrative Court

Number of people with disabilities employed at the federal level with a higher degree of disability than 70% Source: Managementinformationssystem des Bundes (MIS)	
Agency	31st of December 2011
Highest authorities*	12
Federal Chancellery and Federal Ministry for Women and Civil Service	32
Federal Ministry of the Interior	115
Federal Ministry for European and International Affairs	18
Federal Ministry of Justice	113
Federal Ministry of Defence and Sports	247
Federal Ministry of Finance	288
Federal Ministry of Labour, Social Affairs and Consumer Protection	153
Federal Ministry of Health	22
Federal Ministry for Education, Arts and Culture	209
Federal Ministry of Science and Research	37
Federal Minister of Economy, Family and Youth	39
Federal Ministry for Transport, Innovation and Technology	8
Federal Minister for Agriculture, Forestry, Environment and Water Management	44
Total	1.337

- **Federal Provinces (“Länder”)**

Land	Last available information
Vienna	3.346
Lower Austria	1.951
Burgenland	292
Styria	2.276
Carinthia	986
Upper Austria	1.790
Salzburg	467
Tyrol	377
Vorarlberg	212
Total	11.697

- **Health Insurance Organisations**

Regional Health Insurance Organisation	Last available information
For Vienna	140
For Lower Austria	36
For Burgenland	17
For Styria	111
For Carinthia	57
For Upper Austria	159
For Salzburg	34
For Tyrol	42
For Vorarlberg	13
Total	609

Company-Internal Health Insurance Scheme	Last available information
For Vienna Public Transport Employees	3

- **Austrian Social Insurance Organisations**

Austrian Social Insurance Organisations	Last available information
Main Association of Austrian Social Security Organisations	16
General Accident Insurance Organisation	276
Pensions Insurance Organisation	312
Statutory Insurance Institute For Farmers	123
Statutory Insurance Institute For Public Sector Workers / Civil Servants	64
Statutory Insurance Institute For Railway And Mine Workers	36
Statutory Insurance Organisation For Commercial Businesses	36
Total	863

- **Other Funds**

Fund	Last available information
Construction Workers' Annual Leave and Severance Pay Fund	7
General salary fund of Austrian pharmacists	1
Total	8

- **Other Health Insurances**

Health Insurance Institution	Last available information
Health Insurance Institution for Civil Servants of the City of Vienna	34
Health Insurance Institution for Teachers in Upper Austria	
Health Insurance of the Federal Province of Vorarlberg	
Total	34

- **Interest Groups**

Interest Group	Last available information
Austrian Trade Union Federation	75
Austrian Federal Economic Chamber	27
Economic Chamber of Vienna	12
Economic Chamber of Lower Austria	21
Economic Chamber of Burgenland	2
Economic Chamber of Styria	8
Economic Chamber of Carinthia	10
Economic Chamber of Upper Austria	24
Economic Chamber of Salzburg	4
Economic Chamber of Tyrol	4
Economic Chamber of Vorarlberg	3
Austrian Federal Chamber of Labour	43
Chamber of Labour of Vienna	27
Chamber of Labour of Burgenland	3
Chamber of Labour of Styria	27
Chamber of Labour of Carinthia	8
Chamber of Labour of Upper Austria	34
Chamber of Labour of Salzburg	10
Chamber of Labour of Tyrol	16
Chamber of Labour of Vorarlberg	2
Austrian Medical Chamber	0
Austrian Chamber of Pharmacists	2
Austrian Chamber of Agriculture	2
Chamber of Certified Public Accountants	4
Total	368

- **Other enterprises**

Enterprise	Last available information
Austrian Broadcasting (ORF)	129
Österreichische Post AG	1.176
ÖBB Infrastruktur AG - (former ÖBB Infrastruktur Bau AG)	327
ÖBB IKT GmbH (former ÖBB Dienstleistungs-GmbH s.u.)	27
ÖBB Infrastruktur Betriebs AG	
ÖBB Produktion GmbH -(former ÖBB Traktion GmbH)	65
ÖBB Personenverkehr AG	60
ÖBB Postbus GmbH	101
Telekom Austria Personalmanagement GmbH	266
Total	2.151

12. Is Austria involved in international cooperation programmes related to the promotion of work and employment opportunities for persons with disabilities? Please describe the ways the programmes are inclusive of and accessible to persons with disabilities.

For the completion of the answer to this question the latter should be forwarded to the Federal Ministry for European and International Affairs.

As far as the BMASK is concerned, an important part of the work of its Attachés for Labour, Social Affairs and Consumer Protection (in Croatia, Macedonia, Serbia, Bosnia and Herzegovina, Bulgaria, Romania and Moldova) has to be mentioned: namely the numerous seminars, workshops and visits on the topic of disability organized by these Attachés and financed by the BMASK. They build the basis of the transfer of Austrian expertise in questions of the inclusion of people with disabilities to the named countries in Eastern and South Eastern Europe involving experts from the BSB, the AMS, the Länder, the social partners and various NGOs.

Representatives of the BMASK take part on expert groups of the European Union (Disability High Level Group) as well as on expert groups of the Council of Europe (Cohésion Sociale- Rights of People with Disabilities). Meetings and conferences of the European Union and the Council of Europe as well as of the United Nations are regularly attended by Austrian representatives.