

the taxes on consumption are on international level and direct taxes are considerably lower.

Possibilities of reducing the fiscal burden on the factor of labour may be found e.g. in the sector of the „Kommunalabgabe“ (municipal tax), „Familienlastenausgleich“ (system of financing transfers to families) and Wohnbauförderungsbeitrag (fiscal charges for subsidizing the construction of housing). These charges could be replaced by other forms of taxation, but comprehensive changes of the tax and fiscal burden on the factor of labour require an all-European solution.

2. Recommendations

2.1. Skills

2.1.1. Skills as a Locational Factor

For highly developed industrial countries, the skills of the employees represent a decisive competitive element. The Austrian educational system must therefore react swiftly and flexibly to economic and technical changes. In its „Jobs Study“ the OECD points out that poor flexibility of the educational system can contribute to increasing unemployment.

Education and vocational training are of great importance for the attractiveness as an industrial location and for the prospects in the labour market. An increase in the level of ability does not only strengthen the employment opportunities of the individual but also increases the competitiveness of the economy as a whole as well as the flexibility in the labour market.

2.1.2. Further Vocational Training

This study concentrates on further vocational training which increases its importance in a rapidly changing working world. Further vocational training starts after the initial education and should be possible any time as lifelong learning and vocational training. It should be interlinked with work in various stages, taking into account the access of groups not yet incorporated into further vocational training and making participation feasible for companies.

The numerous forms of further vocational training include vocational training for adults, in-company training, upgrading qualification training for employees e.g. master qualifications in trade on a supervisory level, as well as training for unemployed.

In general, Austria has quite a good starting position, because at least in urban centers it provides a well-developed system of vocational training. In certain fields, however, the development of a demand-oriented vocational training system taking into account regional requirements is inadequate.

In cooperation with the regional authorities, the facilities offering vocational training must see that further training is offered universally and can ac-