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EUROPEAN SOCIAL CHARTER GOVERNMENTAL COMMITTEE

REPORT CONCERNING CONCLUSIONS XX-1(2012) OF THE EUROPEAN SOCIAL CHARTER

**(Austria, Croatia, Czech Republic, Denmark, Germany, Greece, Iceland,
Latvia, Luxembourg, Netherlands (Aruba, Antilles), Poland, Spain,
“The former Yugoslav Republic of Macedonia” and United Kingdom)**

*Detailed report of the Governmental Committee
established by Article 27, paragraph 3, of the European Social Charter¹*

Written information submitted by States on Conclusions of non-conformity for the first time is the responsibility of the States concerned and was not examined by the Governmental Committee. This information remains either in English or French, as provided by the States.

¹ The detailed report and the abridged report are available on www.coe.int/socialcharter.

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I. Introduction

1. This report is submitted by the Governmental Committee of the European Social Charter and the European Code of Social Security (hereafter “The Governmental Committee”) made up of delegates of each of the forty-three states bound by the European Social Charter or the European Social Charter (revised)². Representatives of the European Trade Union Confederation (ETUC) attended the meetings of the Governmental Committee in a consultative capacity. Representatives of both the International Organisation of Employers (IOE) and the Confederation of European Business (BUSINESSEUROPE) were also invited to attend the meeting in a consultative capacity. IOE attended the meeting held from 30 September 2013 to 4 October 2013.

2. Since a decision of the Ministers’ Deputies in December 1998, other signatory states were also invited to attend the meetings of the Governmental Committee (Liechtenstein, Monaco, San Marino and Switzerland).

3. The supervision of the application of the European Social Charter is based on an examination of the national reports submitted at regular intervals by the States Parties. According to Article 23 of the Charter, the Party “shall communicate copies of its reports [...] to such of its national organisations as are members of the international organisations of employers and trade unions”. Reports are made public on www.coe.int/socialcharter.

4. Responsibility for the examination of state compliance with the Charter lies with the European Committee of Social Rights (Article 25 of the Charter), whose decisions are set out in a volume of “Conclusions”. On the basis of these conclusions and its oral examination during the meetings of the follow-up given by the States, the Governmental Committee (Article 27 of the Charter) draws up a report to the Committee of Ministers which may “make to each Contracting Party any necessary recommendations” (Article 29 of the Charter).

5. In accordance with Article 21 of the Charter, the national reports to be submitted in application of the European Social Charter concerned Austria, Croatia, Czech Republic, Denmark, Germany, Greece, Iceland, Latvia, Luxembourg, Netherlands in respect of Aruba and the Antilles, Poland, Spain, “the former Yugoslav Republic of Macedonia” and the United Kingdom. Reports were due by 31 October 2011.

6. Conclusions XX-1 (2012) of the European Committee of Social Rights were adopted in December 2012 (Austria, Croatia, Czech Republic, Denmark, Germany, Greece, Iceland, Latvia, Luxembourg, Netherlands in respect of Aruba and the Antilles, Poland, Spain, “the former Yugoslav Republic of Macedonia” and the United Kingdom).

7. The Governmental Committee held two meetings in 2013 (27-31 May 2013, 30 September-4 October 2013). In accordance with its Rules of Procedure, the Governmental Committee at its autumn meeting re-elected Mme Jacqueline MARECHAL (France) as its Chair. It also elected a new Bureau, which is now composed of Ms Elena VOKACH-BOLDYREVA (Russian Federation, 1st Vice-Chair), Ms Joanna MACIEJEWSKA (Poland, 2nd Vice-Chair) Ms Lis WITSØ-LUND (Denmark) and Ms Kristina VYSNIAUSKAITE-

² List of the States Parties on 1 December 2013: Albania, Andorra, Armenia, Austria, Azerbaijan, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Republic of Moldova, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovak Republic, Slovenia, Spain, Sweden, “the former Yugoslav Republic of Macedonia”, Turkey, Ukraine and United Kingdom.

RADINSKIENE (Lithuania). The Chair and the Bureau were elected for a two year period starting on 1 January 2014.

8. Following a decision of the Committee of Ministers taken at its 1151st meeting on 19 September 2012, the Governmental Committee continued its discussion on the proposals to reflect upon ways of streamlining and improving the reporting system of the European Social Charter and finalised it (see Appendix II). The main features of the possible new system include: keeping the current four groups of Articles when reporting each year; national reports to focus on European Committee of Social Rights' Conclusions of non-conformity; requested additional information to be submitted within two years and simplification of the national reporting mechanism for State Parties bound by the collective complaints procedure.

9. The Governmental Committee was satisfied to note that since the last supervisor cycle the Revised European Social Charter was ratified by Latvia on 28 March 2013.

II. Examination of Conclusions XX-1 (2012) of the European Committee of Social Rights

10. The abridged report for the Committee of Ministers only contains summaries of discussions concerning national situations in the eventuality that the Governmental Committee proposes that the Committee of Ministers adopt a recommendation or renew a recommendation. No such proposals were made in the current supervisor cycle. The detailed report is available on www.coe.int/socialcharter.

11. The Governmental Committee applied the rules of procedure adopted at its 125th meeting (26 – 30 March 2012). In applying these measures and according to the modalities decided by the Bureau in December 2012, it dealt with Conclusions of non-conformity in the following manner:

Conclusions of non-conformity for the first time: States concerned are invited to provide written information on the measures that have been taken or have been planned to bring the situation into conformity. This information appears *in extenso* in the reports of the meetings of the Governmental Committee. However, because of the gravity of some situations, the Governmental Committee decided at its 127th meeting in May 2013 that it should proceed to an oral examination of some of these situations (see Appendix III to the present report for a list of these Conclusions).

Renewed Conclusions of non-conformity: These situations were debated in the Governmental Committee with a view to taking decisions regarding the follow-up (see Appendix III to the present report for a list of these Conclusions);

The Governmental Committee also took note of Conclusions deferred for lack of information or because of questions asked for the first time, and invited the States concerned to supply the relevant information in its next report (see Appendix IV to the present report for a list of these Conclusions).

12. The Governmental Committee examined the situations not in conformity with the European Social Charter listed in Appendix III to the present report. The detailed report which may be consulted at www.coe.int/socialcharter contains more extensive information regarding the cases of non-conformity.

13. During its examination, the Governmental Committee took note of important positive developments in several States Parties. It also asked governments to take into consideration any previous Recommendations adopted by the Committee of Ministers.

14. The Governmental Committee urged governments to continue their efforts with a view to ensuring compliance with the European Social Charter.

15. The Governmental Committee proposed to the Committee of Ministers to adopt the following Resolution:

Resolution on the implementation of the European Social Charter during the period 2007-2010 (Conclusions XX-1 (2012), provisions related to the thematic group “Employment, training and equal opportunities”)

*(Adopted by the Committee of Ministers on
at the meeting of the Ministers' Deputies)*

The Committee of Ministers,³

Referring to the European Social Charter, in particular to the provisions of Part IV thereof;

Having regard to Article 29 of the Charter;

Considering the reports on the European Social Charter submitted by the Governments of

Austria, Croatia, Czech Republic, Denmark, Germany, Greece, Iceland, Latvia, Luxembourg, Netherlands in respect of Aruba and the Antilles, Poland, Spain, “the former Yugoslav Republic of Macedonia” and the United Kingdom;

Considering Conclusions XX-1 (2012) of the European Committee of Social Rights appointed under Article 25 of the Charter;

Following the proposal made by the Governmental Committee established under Article 27 of the Charter,

Recommends that governments take account, in an appropriate manner, of all the various observations made in the Conclusions XX-1 (2012) of the European Committee of Social Rights and in the report of the Governmental Committee.

³ At the 492nd meeting of Ministers' Deputies in April 1993, the Deputies "agreed unanimously to the introduction of the rule whereby only representatives of those states which have ratified the Charter vote in the Committee of Ministers when the latter acts as a control organ of the application of the Charter". The states having ratified the European Social Charter or the European Social Charter (revised) are (1 December 2012):

Albania, Andorra, Armenia, Austria, Azerbaijan, Belgium, Bosnia-Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Republic of Moldova, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovak Republic, Slovenia, Spain, Sweden, “the former Yugoslav Republic of Macedonia”, Turkey, Ukraine and United Kingdom.

EXAMINATION ARTICLE BY ARTICLE⁴

Conclusions 2012 –European Social Charter (ESC)

Article 1 – THE RIGHT TO WORK

Article 1§1 – Policy of full employment

ESC 1§1 CROATIA

The Committee concludes that the situation in Croatia is not in conformity with Article 1§1 of the Charter on the ground that employment policy efforts have been inadequate in combatting unemployment and promoting job creation.

16. The representative of Croatia stated that the economic situation in Croatia had seriously deteriorated in the past several years. In 2009, real GDP declined by 6.9%, and in 2010 by additional 1.4%. As a result of much lower labour demand due to two economic recessions, employment significantly decreased and unemployment increased.

17. In order to reduce labour costs and thus stimulate overall labour demand, the Croatian Government has reduced employers' contributions. In May 2012, the rate of employer's contribution for health insurance was reduced by 2 percentage points, from 15% to 13%.

18. The Employment Incentives Act came into force in May 2012. The Act aims at promoting the hiring of young persons with no work experience and the long term unemployed, and it aims to stimulate workplace training for the former. According to the Act, after hiring an unemployed person with no work experience or a person who is long-term (more than two years) unemployed, the employer is exempted from paying contributions for up to two years. Workplace training for persons with no work experience can last up to 12 months for persons with tertiary education, and up to 24 months for persons with secondary education in trade/craft and other special occupations. During the training, the trainee receives an allowance from the Croatian Employment Service, amounting to HRK 1.600 a month. The quality of training is ensured by the contract between the participant, the employer and the Croatian Employment Service that has to be concluded according to the implementation guidelines.

19. The Act on Amendments to the Employment Incentives Act, implementation of which started in November 2012, liberalized other conditions for participation in employment training. Unemployed persons can participate if they have less than one year of work experience within occupations for which they were educated, regardless of the total work experience. The amendments also prolonged the potential duration of workplace training for persons educated in trade/craft and other special occupations to 36 months.

20. The new Implementation Guidelines, adopted in January 2013, further liberalized the conditions for participation in subsidised employment and public works. The qualification period of unemployment for participation in subsidized employment, for example, was reduced from 12 to 6 months. In addition, the Guidelines provided higher support for the shortening of the workweek, job-sharing and self-employment. The Guidelines also liberalized the eligibility conditions for employers in the tourism sector, and introduced a new subsidy for the prolonging of seasonal employment and an incentive to re-employ seasonal workers. The changes are expected to enhance transition from unemployment to employ-

⁴ State Parties in English alphabetic order.

ment, and to save and prolong existing employment. The redesigned measures were promoted by a public campaign and a leaflet which concisely explains the redesigned and expanded measures was printed and disseminated.

21. Evaluations of the of active labour market policy programmes (ALMPs) run by Croatian Employment Service have been carried out and showed that within the observed period, spending on and coverage of ALMPs had increased, although Croatia still lags considerably in this respect after most EU countries.

22. The GC took note of the information provided by the representative of Croatia on the new legislation and measures taken in order to stimulate employment. It urged them to continue their efforts and decided to await the next assessment of the ECSR.

ESC 1§1 GREECE

The Committee concludes that the situation in Greece is not in conformity with Article 1§1 of the Charter on the ground that it has not been established that employment policy efforts have been adequate in combatting unemployment and promoting job creation.

23. The representative of Greece provided the following information in writing:

In the context of addressing the adverse effects of financial crisis which has been affecting Greece since 2009, the implementation of specialized interventions by the Ministry of Labour, Social Security and Welfare has been accelerated. These interventions are co-financed by the European Social Fund (ESF) with the aim of enhancing employment, reducing unemployment and increasing productivity. The major areas of intervention concerning employment support include the following:

- ✓ Strengthening Active Employment Policies,
- ✓ Implementing Actions in order to retain jobs in specialized productive sectors of the economy,
- ✓ Supporting vulnerable population groups at risk of poverty by enhancing their integration into a society of equal opportunities,
- ✓ Implementing actions in order to reduce unemployment rate among young people and women,
- ✓ Utilizing new and dynamic sectors of the economy such as social economy and green jobs,
- ✓ Modernizing and adapting labour law with a view to combating undeclared work,
- ✓ Upgrading Public Employment Services (PES).

For the implementation of the above mentioned interventions, the available resources of the European Social Fund and mainly the budget of the **Operational Program “Development of Human Resources 2007-2013”** (EPANAD) of the Ministry of Labour, Social Security and Welfare are utilized. This is a key operational program focusing on the development of human capital and the creation of the appropriate framework for social protection concerning groups of citizens who are most affected by the crisis.

OPERATIONAL PROGRAM	CO-FINANCED PUBLIC EXPENDITURE ON OPERATIONAL PROGRAMS	CO-FINANCED PUBLIC EXPENDITURE ON INCLUDED PROJECTS	CO-FINANCED PUBLIC EXPENDITURE ON LEGAL COMMITMENTS	CO-FINANCED PUBLIC EXPENDITURE ON EXPENSES	ABSORPTION RATE
HUMAN RESOURCES DEVELOPMENT	2.740.769.274	3.299.896.08 2	2.399.599.698	1.304.448.74 8	47,59%

It has to be noted that the **total revised budget of EPANAD amounts to 2.740.769.274€**, while **its financial progress till today is presented below:**

For the reference period from 1.01.2011 to date, the interventions, programs and actions implemented through the EPANAD, per social policy field, aiming to increase employment (especially for the young) and combat poverty (programs for vulnerable groups, social economy, community service, fight against child poverty), are the following:

1. Active employment policies

The following programs related to the enhancement of employment for young persons, women, long-term unemployed and other groups affected by the crisis are implemented through the OAED and financed by the EPANAD.

OAED actions co-financed by the EPANAD throughout the country:

ACTION TITLE	BUDGET	BENEFICIARIES
Subsidy program for enterprises to recruit unemployed persons aged 31-44	32.900.000	6.500
Subsidy program for New Entrepreneurs aged 33-64	42.500.000	3.500
Program for New Entrepreneurs aged 22-32 (Youth entrepreneurship) – Cycle A'	59.000.000	3.000
Program for New Entrepreneurs aged 22-32 (Youth entrepreneurship) – Cycle B'	56.500.000	3.000
Subsidy program for New Entrepreneurs aged 22-64 – Cycle A'	87.130.000	4.500
Subsidy program for New Entrepreneurs aged 22-64 – Cycle B'	52.800.000	2.200
Subsidy program for Young Scientists (doctors, lawyers, engineers, etc.)	126.000.000	6.000
Special two year support program for employers, subsidizing total social insurance contributions for the recruitment of 25.000 unemployed	170.940.000	25.000
Subsidy program for the acquisition of work experience for 10.000 young unemployed newly entrants into the labour market, aged 16 to 24 who are employed by private enterprises and private sector employers in general, by subsidizing social insurance contributions, with the possibility of continuing the subsidy for twelve additional months on condition that the work experience contract will be converted to an employment contract.	26.970.000	10.000
Subsidy program for enterprises hiring unemployed grad-	75.000.000	5.000

ACTION TITLE	BUDGET	BENEFICIARIES
uates of higher education institutions, universities and institutes of technology, aged up to 35		
Subsidy program for enterprises of first and second degree local self government (municipalities and regions) for the recruitment of 5.000 unemployed aged 55-64	75.000.000	5.000
TOTAL	804.740.000	73.700

2. Continuing Vocational Training–Actions implemented throughout the country:

ACTION TITLE	BUDGET	NUMBER OF BENEFICIARIES
Training of unemployed persons at certified Vocational Training Centers followed by compulsory employment in positions related to construction / technical projects .	89.600.000	7.000
Programs offering Greek language tutorials at certified Vocational Training Centers for unemployed immigrants, returnees, refugees and other unemployed persons, members of vulnerable social groups	32.000.000	8.400
Training of unemployed persons at certified Vocational Training Centers followed by compulsory employment in positions related to sustainable environmental management (green jobs)	94.600.000	7.500
Training of unemployed persons at certified Vocational Training Centers followed by compulsory employment in positions related to tourism	45.400.000	3.600
Training subsidization through training vouchers, and Accreditation of Unemployed in Basic ITC Skills , that will be conducted at certified Vocational Training Centers (OAED)	44.000.000	36.664
Provision of ITC e-learning services to unemployed persons	15.599.999	10.000
Training of unemployed in specialized ITC skills	14.400.000	4.000
Actions for vulnerable social groups offered by vocational training centres as well as accredited specialized centers for the social and vocational integration of persons with disabilities and rehabilitated drug addicts or persons under rehabilitation	80.000.000	8.214
Training subsidization through training vouchers for unemployed persons in productive sector B of the economy followed by mandatory employment – Technical Chamber of Greece (TEE)	32.000.000	5.000
Training subsidization through training vouchers for unemployed journalists, conducted by accredited Vocational Training Centers – Union of Athens Daily Newspapers	5.100.000	1.400
TOTAL	452.699.999	119.778

3. Supporting measures for the Promotion of Gender Equality in Employment

Within the framework of the Operational Program «Human Resources Development», the action “Reconciliation of family and work life” is implemented. Its **main objective is to increase employment and retain women in jobs under equal conditions enabling them to fulfil their demanding and conflicting roles.**

Working women with increased family responsibilities who wish professional advancement as well as maintenance of their employability are the **direct beneficiaries of this action.** This objective is achieved by supporting women through the provision of care services to infants, toddlers, children and adolescents as well as to persons with disabilities.

The implementation of the said action started in July 2008 through annual rounds of calls that correspond to one school year of 11 months’ duration. From 2010 till today, two annual rounds of calls have been made (2010-2011, 2011-2012) while the third round is underway with a budget of 121.000.000€ allocated to the new call and 25.000.000€ available from last year’s call.

Rounds of calls	Budget
2010-2011	102.160.000
2011-2012	200.000.000
2012-2013	146.000.000
TOTAL	448.160.000

In total, approximately **165.000 women** have benefited from EPANAD actions on the “Reconciliation of family and work life”.

4. Structural Adaptation of Businesses

The program for the **structural adaptation of businesses** has been running for a year throughout the country **focusing on workers at risk** employed in businesses facing major problems due to the reduction in their economic activity. More specifically:

a) “**Structural Adaptation of Workers and Businesses in the economic crisis**”, employing 1-49 and 20-49 persons, and the drawing up of sectoral agreements for enterprises employing 1-49 persons. This program of a total budget of **€ 200 million** is implemented by the **National Institute of Labour and Human Resources**, so that they might be able to respond to new conditions created by the economic crisis. **3.324** workers have already benefited through one of the three calls announced.

b) “**Structural Adaptation of Workers and Businesses in the economic crisis**” implemented by the **OAED** with a budget of **€110 million**. This program is aimed at implementing “Integrated structural adaptation plans for businesses and workers” with a view to supporting enterprises that employ over 50 workers, so that they might be able to respond to new conditions created by the economic crisis and integrate new technologies in the production process. In particular, the actions are related to counseling services along with training/retraining actions for the personnel. **13.100** Structural Adaptation Plans for businesses have been approved and it is expected that **40.000 persons** in total will benefit from this program. Till today approximately **20.090 persons** have already benefited.

5. Full integration of all human resources in a society of equal opportunities

- Ongoing operation of **Daycare Centers for the Elderly** (KIFI) aiming to the implementation of actions in order to support older persons in need of assistance on the basis of an individualized approach. Till today there are **4.000 persons** benefiting indirectly from the operation of KIFI .
- It is planned to implement actions for the prevention and **tackling of social exclusion** of vulnerable groups. **1.500 persons** have benefited from continuing training programs of **€13 million** which have been implemented with a view to supporting unemployed persons who are members of vulnerable social groups.
- It is planned to implement actions aimed at the strengthening of **Social Economy** through the creation and operation of social businesses.
- It is planned to implement actions aimed at the strengthening of **Social Cooperatives of Limited Liability** (KISPE).

6. Actions for the unemployed at local level

The **Community Service** program of a total **budget of 188 million euros** is implemented and provides for a nationwide gradual **placement of 55.000 unemployed in jobs**. The program provides for cooperation between non profit organizations as employment bodies (such as Associations, Trade Unions and Professional Associations, Partnerships under Civil Law) and the partner entities (such as the Local Self Government Agencies of A' and B Degree, their public entities, and all types of public bodies corporate and public entities under private law that operate in order to implement actions aimed at the public interest). The beneficiaries are placed in jobs by the partner entities that have concluded memoranda of cooperation with the employment bodies.

Moreover, the **Local Employment Support Programs** with a budget of **80 million euros are underway**. They are aimed at the **preparation and placement of 30.000 unemployed persons** in new jobs, encouraging development partnerships between private enterprises and local entities for this purpose. These programs will be implemented following a Memorandum of Cooperation to be signed between the Ministry of Labour and the respective Region. The Local Employment Support Programs aim at creating jobs at local and regional level as well as intervening in the local labour market depending on the particular characteristics of each local labour market.

Furthermore, **Local actions for the social inclusion of vulnerable groups, with a budget of 60 million euros** are implemented. The action aims at activating the local entities with a view to ensuring job creation for unemployed persons of vulnerable social groups, following the identification of specialized local needs and in order to highlight the growth potential in the areas of intervention. Till today **132 Local Action Plans** for the social inclusion of vulnerable groups have been approved and it is expected that **12.000 unemployed of vulnerable social groups** will benefit from such actions.

7. Furthermore, taking into account the rise in unemployment for young persons aged 15-35 in Greece, the Departments of the Ministry of Labour, Social Security and Welfare developed a coherent operational **“Action Plan of targeted interventions to strengthen youth employment and entrepreneurship under the NSRF operational program”** which will be immediately implemented and have an immediate effect.

This Action Plan meets the need for coordinated actions and national initiatives to address the major issue of low youth employment rates, ensuring the contribution of community resources through the NSRF co-financed Operational Programs 2007 – 2013 and the activation of institutional bodies involved in the planning and implementation of the relevant actions.

The main objective of the Action Plan is the promotion of specific policies and measures for boosting youth employment and entrepreneurship **in Greece for two age categories, 15-24 and 25-35** placing emphasis on the following thematic priority axes:

1. Creating jobs for young people according to their qualifications.
2. Strengthening of vocational education and training and of apprenticeship systems placing emphasis on the combination of training and work experience and further investment in job placement and internships during and after education.
3. Establishing school-to-work programs in order to support the acquisition of first work experience (combined with guidance, counseling, training and employment) adjusted to the special profile and needs of young unemployed persons.
4. Enhancing counseling and vocational guidance placing emphasis on young unemployed persons. Enhancing career counselling and guidance in schools as well as counseling on entrepreneurship in tertiary education.
5. Enhancing youth entrepreneurship, focusing on innovative products, services and other sectors.
6. Investing on measures aimed at reducing dropout.

Within the framework of the Action Plan, actions with a budget of **600 million euros and 350.000 beneficiaries** are going to be implemented through the Operational Programs of the Ministries of Education and Religious Affairs, Culture and Sports, Development, Competitiveness, Infrastructure, Transport and Networks and Labour, Social Security and Welfare.

More specifically, within the framework of the Action Plan, the EPANAD finances the following interventions:

Training voucher for unemployed young persons aged up to 29 entering the labour market Beneficiaries: 35.000 Budget: 127.000.000 €

This program aims at achieving a structured entrance of young unemployed new entrants to the labour market that will lead to their placement in jobs with businesses of the private sector. The program includes an integrated set of interventions through vouchers for:

- Training up to 80 hours (horizontal and specialized skills) combined with guidance and counseling;
- Internship / Work experience for 5 months, equivalent to 500 hours of training.
- Subsidization of businesses that will convert internships into positions under employment contracts by covering employer contributions for one year.

Young unemployed persons aged up to 29, graduates of Universities/ Institutes of Technology (TEI) as well as young unemployed persons aged 18-29, graduates of compulsory, secondary and post-secondary schools and institutions are eligible to participate. Private sector enterprises active in all sectors of the economy can participate in the program.

Provisions and duration of subsidization:

a) *For young persons:*

- **Educational allowance** amounting to: a) **2.700€** (including statutory deductions) for University/TEI graduates, 400€ of which correspond to theory and 2.300€ to practical training, b) **2.400€** (including statutory deductions) for graduates of compulsory, secondary and post-secondary schools and institutions, 400€ of which is for theory and 2.000€ for practical training.
- **Medical and pharmaceutical care**, during the training program.

b) *For the enterprises:*

One year coverage of employer contributions for those enterprises that will convert internships into positions under employment contracts.

Course of Implementation

The ESF Actions Implementation Authority of the General Secretariat for the Management of Community and Other Resources of the Ministry of Labour, Social Security and Welfare is the beneficiary of the project. The OAED, acting as co beneficiary, is responsible for the identification of the unemployed persons' particulars who are registered as unemployed with the OAED and are the potential beneficiaries of the action.

B. Action Plans on Social Structures for the Immediate Tackling of Poverty (Direct Beneficiaries: 14.000, Indirect Beneficiaries: 274, Budget: 9.316.000€)

Description of Actions and their Objectives

Implementation of Action Plans related to the creation of new and/or the continued operation of existing «**Social Structures for the Immediate Tackling of Poverty**», that will provide services to the beneficiaries and will function under certain specifications. The Actions aim at creating jobs for young unemployed persons aged up to 30, through their placement in new and/or the continued operation of existing Social Structures.

Non-profit bodies and in particular Associations, Foundations, Civil Law Partnerships, Trade Unions, Professional Associations and Public Bodies under Private Law not falling under the registry of General Government bodies can be the beneficiaries of the above mentioned actions.

Terms and conditions

The Social Structures will operate in Municipalities with a population of over 60.000 inhabitants, according to the 2011 Census (with a 10% deviation). More specifically for the Regions of Attica and Thessaloniki proposals can be submitted for neighboring municipalities the population of which is over 60.000 inhabitants cumulatively (with a 10% deviation), since the largest concentration of population affected by poverty and its consequences is observed in these municipalities.

Implementation progress for the A' concerning the creation of Structures for the Immediate Tackling of Poverty

Social Structures for the Immediate Tackling of Poverty A' Cycle

37 projects concerning the operation of Social Structures for the Immediate Tackling of Poverty come under the Thematic Priority Axis 4 of the EPANAD, with a total budget of **29.994.700,00€**. Within the framework of these projects **206 Social Structures** in total are gradually put into operation in Municipalities throughout the country with population over 72.000 and 885 **young** persons aged up to 30 are gradually recruited for their operation. It is estimated that the number of direct beneficiaries of the said Social Structures (homeless, people in poverty or at risk of poverty) will amount to approximately 54.000 persons.

To date, Certificates concerning the start of operation of **27** of the above mentioned projects have already been submitted, within the framework of which a total of **154 Social Structures** operate and **649 young persons aged up to 30** have already been recruited.

C. «Pilot Program NEARCHOS in order to enhance the employment of unemployed young seafarers aged 18-29» (Beneficiaries: 1.000, Budget: 5.923.150 €)

The program «NEARCHOS» aims at improving the qualifications of young unemployed seafarers and supporting and facilitating their access to the labour market. It is targeted on 200 graduates and officers of Merchant Marine Academies, Electricians and Pursers as well as 800 other specialties and includes 100 hours of theory and 5 months practical training on board a vessel.

Both theory and practical training is subsidized. The educational allowance for graduates and officers of Merchant Marine Academies, Electricians and Pursers amounts to a total of **5.500€** and for seafarers of other specialties to a total of **4.500€**, including statutory deductions.

Unemployed young seafarers (born from 1.1.1983 up to and including 31.12.1995) registered as unemployed with the Employment Agency for Seafarers or Port Authorities, who are not subsidized under specific conditions specified in the relevant call are entitled to participate in this program.

Priority will be given to unemployed young seafarers members of vulnerable social groups, for example, those who have been registered as unemployed with the Employment Agency for Seafarers or Port Authorities for over one year, those who come from families with more than four children or single parent families or families with children with disability degree over 67%, as well as those who come from families with a deceased parent who was seafarer and died due to a marine accident.

D. «Training voucher for unemployed young persons aged up to 29, entering the tourism labour market» (Beneficiaries: 10.000, Budget: 39.000.000 €)

The program aims at providing young persons with skills and improving their employment prospects in the tourism sector, the most dynamic sector of the Greek economy. It is targeted on young persons aged up to 29, 2.000 out of whom will be graduates of universities and institutes of technology (TEI) and 8.000 will be high school and lyceum graduates.

The total educational allowance (theory and practical training) for each trainee, graduate of a university or TEI amounts to 2.700 euros (including statutory deductions). For graduates of compulsory, secondary and post-secondary schools and institutions the total educational allowance (theory and practical training) for each trainee amounts to 2.400 euros.

The practical training will take place in all types of tourism businesses (hotels, tourist accommodations, complex tourism development corporations, enterprises of conference/exhibition tourism, catering businesses, travel agencies, airline and shipping companies). The Association of Greek Tourism Enterprises and the Hellenic Management Association are the project's beneficiaries.

Actions of the Manpower Employment Organization (OAED) from 2011 to date

From early 2010 till today more than **838.000** persons, either employees, self-employed or trainees, have participated in 52 different programs for job retention, employment promotion and vocational training of the OAED of a total budget of 3,4 billion euros. **It is estimated that through these actions a halt in the growth of unemployment by at least 4% - 5% has been achieved.**

Furthermore, the measures implemented by the OAED concerning the **social protection** of the unemployed and of employees – unemployment benefits, programs for those who are close to retirement, health care coverage for long-term unemployed, family and maternity benefits – are targeted on approximately 1.200.000 persons, while it is estimated that these actions will cost almost 2 billion euros.

To date the OAED has activated and implemented 52 different actions of active policies on employment and vocational training of a budget of 3,4 billion euros, while it is estimated that the number of beneficiaries will be close to 1.100.000 on their completion.

Till today the programs implemented have given the following results:

- **Retention of almost 310.000 jobs, through a large relevant program,**
- **Placement of almost 81.000 unemployed persons in jobs or in small scale new business opportunities,** through 27 different programs,
- **Retention of almost 11.000 jobs as well as the expansion of seasonal employment in tourism by 54.000 jobs, through 6 programs,**
- **Expansion of seasonal employment in tourism for 2011 through a program in which 26.283 employees have participated to date.**
- **Vocational training of 341.316 employees through 14 relevant LAEK and structural adaptation programs.**
- **Attendance of 14.031 students in 51 Apprenticeship Schools, 31 Vocational Training Institutes (IEK) and the Model Industrial Unit of Lakkia through 3 educational programs of Young Persons' Initial Vocational Education.**

Absorption of NSRF Resources

With regard to the absorption of community resources (NSRF), out of a total of 834 million euros allocated to the OAED by the EPANAD, calls for employment programs for the unemployed of 772,94 million euros have been launched (activation of allocation by 92,68%), for which legal commitments of 534,75 million euros have been undertaken and expenditures of almost 338,65 million euros have been made (63,33% on legal commitments, 43,81% on calls, 40,61% on allocated amounts).

A. Programs for Employment and Entrepreneurship

1. **Labour Market "Reintegration Voucher", converting the unemployment benefit into financial aid for the employment and vocational training of 10.000 unemployed beneficiaries. The program aims at converting the unemployment benefit into an «employment benefit», i.e. subsidizing private enterprises so that they might employ unem-**

ployed persons for the entire period during which they are entitled to receive the unemployment benefit, and then subsidizing the 90% of their total monthly social insurance contributions (employers' and workers') on gross wages up to the amount of 751,39 €.

The program is targeted on private enterprises and employers of the private sector in general. In order for a business to qualify for the program, it should not have reduced its personnel due to contract termination during the semester prior to its application for participation in the program.

The program has two phases. The duration of the first phase is equal to the remaining time period from the recruitment date of the former subsidized unemployed person (beneficiary of the «labour market reintegration voucher») till the end of the subsidization period and the subsidization amount is equal to the unemployment benefit the unemployed person receives or is entitled to.

The duration of the second phase is equal to the remaining time period till the completion of 24 months of actual employment or the completion of 30 months for training. The subsidization amount is equal to 90% of the total monthly social insurance contributions (employers' and workers') or 100% of them, in case of training, for all main insurance sections of the IKA-ETAM, the supplementary insurance with the ETEAM as well as any supplementary insurance with any fund other than the ETEAM, and it is calculated on gross earnings and up to the amount of 751,39 €.

The duration of subsidization is 24 months for actual employment and 30 months for training. At the end of subsidization period the enterprises are obliged to retain their staff for twelve additional months without subsidization.

To date 636 applications have been submitted and 940 unemployed persons have participated in the program.

2. Subsidization program for enterprises of the local self-government agencies of A' and B' degree (Municipalities & Regions) aiming at the employment of 5.000 unemployed persons aged 55-64. Enterprises of the local self-government of A' and B' degree are the program beneficiaries with the aim of recruiting unemployed persons aged 55-64 and long-term unemployed aged 55-64.

The subsidization for each day of full-time employment amounts to 25€ and its duration is set at twenty four months. At the end of subsidization period the enterprises of the local self-government agencies are obliged to retain their staff for three additional months without subsidization. To date 1.436 applications have been submitted and 931 unemployed persons have participated in the program.

3. Local Integrated Program for 680 unemployed persons from nine enterprises located at the Prefecture of Thessaloniki. This program has been implemented since 11-1-2012.

4. Program for the retention of 10.000 jobs in continuously operating tourism enterprises by subsidizing part of employer contributions.

5. Modified subsidization program for 160.000 full-time jobs through the subsidization of employer contributions with a view to retaining at least 320.000 jobs in enterprises and with employers of the private sector in general.

6. Program for the expansion of tourism period with a view to reinstating and recruiting 70.000 persons in seasonal and continuously operating tourism enterprises for 2011.

7. Subsidization program for the retention of 600 jobs during the winter tourist season (November 2010 – February 2011).

8. Subsidization program for hotel enterprises with a view to retaining employees in work during the winter tourist season for the year 2012.

9. Local Integrated Employment Program for 900 unemployed and 350 workers at the Prefecture of Kastoria. The program concerns actions for employment, self employment, acquisition of work experience, retention of jobs and training.

10. Training programs for the structural adaptation of enterprises with over 50 workers, focusing on workers at risk who are employed in businesses facing major problems due to the reduction in their economic activity.

11. *Vocational training program for workers in enterprises (Special Fund for Employment and Vocational Training -L.A.E.K. 0,45%) for the year 2011.*

The program's objective is the retention of jobs and the adaptability of enterprises through their workers' training. The enterprises can train their human resources by using the LAEK Fund. Workers entitled to training must be insured with the IKA and deductions should be made for at least one insurance section of the OAED. The program repeats every year. For 2013 the submission of applications has already started and the cost is expected to reach 55.000.000 euros. In 2012 there were 93.687 beneficiaries when the program was completed. The maximum number of beneficiaries for 2013 will be 100.000.

12. *Vocational training program for employees in small enterprises (1-25 workers) for the years 2011 – 2012.*

This program aims at expanding training opportunities for employees in small enterprises and retaining their jobs. The program was carried out by enterprise/employer associations.

The bodies representing employers can train the employees of enterprises that are their members. The employees are entitled to training on condition that they are insured with the IKA and deductions are made at least for one insurance section of the OAED.

The program has been launched and the bodies representing the employers have submitted proposals. These proposals are expected to be evaluated and the implementation of training programs will follow, the estimated budget being 25.000.000 euros and the maximum number of beneficiaries 43.000.

It has to be noted that regarding the *Special Four Year Program for the promotion of employment through the subsidization of social insurance contributions for the recruitment of 40.000 unemployed persons*, the application submission process has been completed and the number of beneficiaries is 15.906 persons.

13. Special Four Year Program for the promotion of employment through the subsidization of social insurance contributions for the recruitment of 40.000 unemployed persons focusing on young persons aged up to 30 and on special groups of unemployed persons.

14. *Special Two Year Program for the promotion of employment through the subsidization of social insurance contributions for the recruitment of 25.000 unemployed persons focusing on young persons aged up to 30 and on special groups of unemployed persons. This program is targeted on private enterprises employing up to 50 persons.*

The subsidization amount for full or part time employment equals to 80%, for the first year, and 60%, for the second year, of the total monthly social insurance contributions (employers and workers), for all main insurance sections of the IKA-ETAM, the supplementary insurance with the ETEAM as well as any supplementary insurance with any fund other than the ETEAM, it is calculated on gross earnings and it amounts up to 751,39 €.

The subsidization amount, for both years, equals to 80% of the monthly insurance contributions (employers and workers) as detailed above, in case an enterprise hires an unemployed person who belongs to the following special groups of the unemployed: a) those who are close to retirement and need to pay insurance contributions corresponding to 1500 days or up to 5 years before reaching the age limit in order to be entitled to the minimum old age pension of the IKA-ETAM, b) long term unemployed women aged over 45, c) unemployed women over 50, d) those who have large families and families with three children e) single parents and f) young persons aged up to 30.

The duration of the subsidization is 24 months. At the end of the subsidization period the enterprises are obliged to retain their staff for twelve additional months without subsidization. To date 42.140 applications have been submitted and 33.181 unemployed persons have participated in the program.

15. *Subsidization program for the acquisition of work experience for 5.000 unemployed newly entrants into the labour market, aged 16- 24, employed in private enterprises and with employers of the private sector in general, with a view to facilitating their integration into the labour market. The program is targeted on private enterprises and employers of the private sector in general. In order for a business to qualify for the program, it should not have reduced its personnel due to a contract termination during the semester prior to its application for participation in the program.*

The program has two phases. The duration of subsidization for the first phase is up to 12 months. For the first phase, the subsidization amount equals to the amount of social insurance contributions (employers and workers) paid to the IKA-ETAM for pension, sickness in kind and occupational hazards and it is calculated on gross earnings corresponding to the 80% of the basic minimum salary (511,00 €) or on gross monthly earnings corresponding to the 80% of the minimum wage (22,83 €). At the end of the first phase the enterprises, on condition that they will convert the work experience acquisition contract into an employment contract, can be subsidized for twelve additional months, following the submission of an application, and are obliged to employ the young person for six additional months without subsidization.

For the second phase, the subsidization amount equals to 70% of the total monthly social insurance contributions (employers and workers) for all main insurance sections of the IKA-ETAM, the supplementary insurance with the ETEAM as well as any supplementary insurance with any fund other than the ETEAM, it is calculated on gross earnings and amounts up to 751,39 €.

To date 1.925 applications have been submitted and 962 unemployed persons have participated in the program.

16. Subsidization program for private enterprises to recruit 2.500 unemployed persons who are close to retirement (L.A.E.K.) for the year 2008

17. *Special Program of Integrated Intervention* for 600 former employees of six enterprises and 200 former employees of another enterprise. All private enterprises and employers of the private sector in general who will employ 800 unemployed persons, former employees of the above mentioned enterprises are the beneficiaries of this program. For a business to qualify for the program, it should not have reduced its personnel due to a contract termination during the semester prior to its application for participation in the program.

The subsidization amount for each day of full-time employment is 36€ and its duration is 36 months. At the end of subsidization period the enterprises are obliged to retain the staff for twelve additional months without subsidization. To date 342 applications have been submitted and 162 unemployed persons have participated in the program.

Moreover, 50 unemployed persons, former employees of the above mentioned enterprises, can participate in the action for the promotion of entrepreneurship – self employment. The duration of the subsidization is six months and the amount for every new self-employed professional who participates in the program is 30.000,00€. To date 5 applications have been submitted and 5 self-employed professionals have been subsidized.

18. Implementation of a training program for 35 unemployed persons, former employees of businesses that closed down

19. *Special three year support program for employers through the subsidization of the total amount of insurance contributions, with a view to recruiting 2.300 unemployed persons with disabilities, recovered from substance addiction, prisoners after release, juvenile delinquents or young persons in social risk and Subsidization Program for 50 jobs requiring ergonomic adjustment to the workplace for Persons with Disabilities*

A) *Special three year support program for employers through the subsidization of the total amount of contributions, with a view to recruiting 2.300 unemployed persons with disabilities, recovered from substance addiction, prisoners after release, juvenile delinquents or young persons in social risk.* The program is targeted on private enterprises, cooperatives, their professional associations and unions, trade unions, non profit civil companies, social cooperatives, joint ventures and employers of the private sector in general, with priority to small enterprises that were employing up to 50 persons on the expression of interest date for participation in the program. In order for a business to qualify for the program, it should not have reduced its personnel due to a contract termination during the semester prior to its application for participation in the program.

The duration of the subsidization is 36 months. At the end of subsidization period the enterprises are obliged to retain the staff for twelve additional months without subsidization. The subsidization amount for full or part time employment, for all three years from the recruitment date, equals to 100% of the total monthly social insurance contributions (employers and workers), for all main insurance sections of the IKA-ETAM, the supplementary insurance with the ETEAM as well as any supplementary insurance with any fund other than the ETEAM, it is calculated on gross earnings and amounts up to 751,39 €.

To date 1.305 applications have been submitted and 386 unemployed persons have participated in the program.

B) *Subsidization Program for 50 jobs requiring ergonomic adjustment to the workplace for Persons with Disabilities.* Enterprises that already participate or will participate in the «Special three year support program for employers through the subsidization of the total amount of contributions, with a view to recruiting 2.300 unemployed persons with disabilities, recovered from substance addiction, prisoners after release, juvenile delinquents or young persons in social risk» and will employ persons of the above group are the beneficiaries.

With regard to the subsidization amount, if deemed necessary, the OAED contributes 90% to the expenditure required for each one of the ergonomic adjustments to the workplace (customized assistive technical installations, adjustment to the workplace, special equipment, purchase of software for persons with disabilities) and up to the amount of 2.500,00 euros for each one of them.

20. *Subsidization Program for 800 Unemployed New Freelance Professionals with Disabilities, Recovered from substance addiction and Prisoners after release and Subsidization Program for 50 jobs requiring Ergonomic Adjustment to the Workplace for Persons with Disabilities*

A) Subsidization Program for 800 Unemployed New Freelance Professionals with Disabilities, Recovered from substance addiction and Prisoners after release. The program is targeted on unemployed persons of Special Social Groups (Disabled, Released Prisoners and Persons Recovered from substance addiction). The duration of the subsidization is 36 months and the amount is 28.000 euros. To date 541 applications have been submitted and 484 unemployed persons have participated in the program.

B) Subsidization Program for 50 jobs requiring Ergonomic Adjustment to the Workplace for Persons with Disabilities: New Freelance Professionals – Persons with Disabilities – that will participate in the “subsidization program for 800 Unemployed New Freelance Professionals with Disabilities, Recovered from substance addiction and Released Prisoners” are the beneficiaries.

As regards the subsidization amount, if deemed necessary, the OAED contributes 90% to the expenditure required for each one of the ergonomic adjustments to the workplace (customized assistive technical installations, adjustment to the workplace, special equipment, purchase of software for persons with disabilities) and up to the amount of 2.500,00 euros for each one of them.

21. Social insurance contributions subsidization program at local level for the placement of special groups of unemployed persons at jobs created through community service programs with a view to immediately tackling unemployment and promoting them in employment through their participation in targeted community service actions.

22. *Enterprise subsidization program for the placement of unemployed persons close to retirement*

The program is targeted on private enterprises for the placement of 2500 unemployed persons close to retirement who do not meet the requirements for a pension by a main insurance body since they need to pay insurance contributions that correspond to up to 1500 days or five years until they reach the age limit to be entitled to pension and their last insurance body is the IKA. In order for a business to qualify for the program, it should not have reduced its personnel due to a contract termination during the semester prior to its application for participation in the program.

The duration of the subsidization is from one month up to a maximum of 60 months while the amount of subsidization for each day of full time employment is 22€ for the first year, 24€ for the second, 26€ for the third, 28€ for the fourth and 30€ for the fifth year. To date 33.181 unemployed persons have benefited from this program.

With regard to the promotion of **entrepreneurship**, since the beginning of 2010 the OAED has launched the following actions which are being implemented and have now closed for application:

1. Subsidization program for 6.000 new freelance professionals–New Scientists aged up to 34, entitled «Program for New Freelance Professionals– New Scientists for 2009». Especially for mothers with under-aged children, the age limit to be entitled to participate in the program is extended to 42years old.
2. Subsidization program for 4.000 new freelance professionals, women aged 22-64 ετών entitled «Unemployed Women Entrepreneurship aged 22-64».
3. Subsidization program for 2.500 new freelance professionals, aged 22-64, providing that half of the participants should be young persons aged 22-32.

B. SYSTEMIC INTERVENTIONS

Since the beginning of 2010 changes and structural reforms that contribute both to the improvement of services offered to citizens as well as to the operation and effectiveness of the Organization itself are underway, the most important of which are the following:

(i) Since the beginning of June 2011 the information system of the OAED has been interconnected with the corresponding information system of the IKA. Through this development, on the one hand, a number of bureaucratic procedures (such as the presentation of certificates, etc) have been eliminated at both organizations and, on the other, the control and prevention of fraudulent practices is facilitated through automatic cross checks. Similarly, the electronic interconnection with other public sector authorities, such as the Ministry of Interior regarding the residence permits of foreigners shall be initiated till the end of April.

(ii) The Organisation is promoting the electronic interconnection of its central information system with the Local Self Government Agencies that so wish through the «Electronic Correspondent», focusing on insular and other remote areas of the country, so that citizens stop suffering additional burdens due to unnecessary movements. Moreover, if the Local Self-Government Agencies respond satisfactorily to this initiative, additional citizen service points will be created for a number of procedures relating to the organization.

(iii) Today a number of procedures can be completed through the internet, such as the submission of an application, control and payment of family allowances. Moreover, the issuance of an unemployment certification online is underway.

(iv) At local OAED services there is no “cashier point”, all disbursements and payments are made online only through bank accounts.

General legal framework for the employment of women

1. National employment policy and general legal framework

The General Secretariat for Gender Equality implements targeted policies to promote and support women's employment by fostering entrepreneurship and improving their skills. In this framework, it plans and finances actions through the development and financing tool NSRF 2007-2013.

On this respect, the most recent reforms are:

- **Law 4097/2012 "Implementation of the principle of equal treatment between men and women in self employment-Harmonization of legislation with Directive 2010/41/EU."**

This law ensures the equal treatment of men and women who are self-employed. More specifically "any direct or indirect discrimination based on sex in the public or private sector,

concerning especially family status, and as regards the establishment, installation or expansion of a business or the launching or extension of any other forms of self employment”, is prohibited. Moreover, the law establishes the provision of an allowance to self-employed women, which allows them to temporarily suspend their employment because of pregnancy or maternity, for a period of at least 14 weeks.

• **L.4075/2012 "IKA-ETAM Insurance issues, Insurance Agencies, adjusting legislation to the Directive 2010/18/EU and other provisions."**

Directive 2010/18/EU on the implementation of the revised Framework Agreement on parental leave concluded by the European Social Partners, is incorporated into national law. It is now defined in detail that "all working parents, natural or foster, employed in the private or public sector, Public Entities, Local Government Authorities and the wider public sector, by any employment relationship or form of employment, including part-time contracts and fixed-term contracts or business relationships through temporary employment and salaried office, regardless of the nature of the services provided, are entitled to unpaid parental leave". The minimum duration of the license are also modified, of at least four months, until the child reaches the age of 6 years.

Programs of Action

A. Specialized policies to promote women employment

1. "Upgrading the professional status of workers, self-employed women and women with precarious jobs."

The G.S.S.E. suggested to promote women employment by financing of the OP Human Resources Development. The project is addressed to bodies or associations or partnerships, of the public or private non-profit sector, such as sectoral bodies, chambers, educational institutions, non-governmental organizations which have as their purpose the implementation of actions of counseling, training, education and training workers and self-employed.

The target group is 2,500 women, especially those employed in precarious jobs (eg fixed-term contracts, job rotation, part-time, etc.) in order to improve their employment status, as well as self-employed women in order to enhance their career prospects and stay in the labor market by taking entrepreneurial initiative. For its implementation the Ministry of Labour has assigned to G.S.G.E. the necessary resources, of 9.780.000€ total budget.

2. "Supporting women and youth employment through enhancing entrepreneurship."

The G.S.G.E. suggested to include in the OP "National Contingency Reserve 2007-2013", the above-mentioned action in order to enhance women's employment. The intervention focuses on addressing the immediate effects of the crisis on women and on short-term measures to mitigate the effects of the crisis at the sectoral and local level. Its purpose is to promote multi-employment, to reverse the effects of unemployment, to create the conditions for reversing the adverse demographic trends in Greece, to exploit competitive advantages and capabilities of the affected female workforce.

The sub-actions include:

- start-ups by women who are unemployed, threatened by unemployment, self-employed with income below the income poverty line
- support of the existing businesses, in all sectors of the economy, with some few exceptions.

The budget for each business plan ranges from 10.000 € to 20.000 €. A new job post can be funded with 12.000 extra euros, provided that it will be maintained for at least 12 months. Eligible costs of the action are the operating costs and the costs of setting a business plan, the insurance contributions of the entrepreneur, equipment lease etc. The duration of the implementation of business plans is up to 18 months. The Action provides for extra points to certain vulnerable groups and vulnerable social groups.

With this action 1,500 new businesses are to be subsidized and 3,000 new jobs to be create. Beneficiaries of the action are women at the age of 18-64, who are unemployed or threatened by unemployment. Budget: 40.000.000 €.

3. Training Social Work Inspectors.

The action is financed by the OP Administrative Reform 2007-2013, is designed and funded by the G.S.G.E. and is implemented by the National Centre for Public Administration and Local Government. The inspectors are trained on matters of equal opportunities and equal treatment of men and women, and especially on: a) inspections, b) reconciliation process, c) information, d) collaboration with competent services, and e) continuing education and training of labor inspectors.

Training objectives are:

- the awareness of Social Inspectors on gender equality
- The acquisition of specialized knowledge.
- The acquisition of skills in handling issues related to gender equality at work.

All actions will begin from September 2013 to 31.12.2015. The project budget is 285.330,00 €.

4. The OP Administrative Reform 2007-2013, is also funding the G.S.G.E. project "Actions to promote and support women in senior trade levels of the Social Partners. The project's budget is 3.000.000 €, and its aim is to empower women in trade bodies and employers' organizations through a) the establishment of structures for equality in tertiary organizations, b) the transnational cooperation, c) training and organizing awareness workshops.

Statistical Data

The Greek economy remains in recession for the sixth consecutive year while the economic activity has fallen by nearly 20% since the beginning of the financial crisis up to 2012.

Table: Main economic indicators

%	001	002	003	004	005	006	007	008	009	010	011	012
GDP*	4,2	3,4	5,9	4,4	2,3	5,5	3,5	0,2	3,1	4,9	7,1	6,4

Source: EL.STAT

Employment – Unemployment

The decline in economic activity during the last 5 years has a negative impact on main labour market indicators in Greece. Low employment rates and high unemployment rates (especially for young people) are key features of the Greek labour market.

After a rise in unemployment rate by nearly 17 percentage points during 2008-2012, the unemployment rate had an upward trend and was set at **27,4%** in the first quarter of 2013.

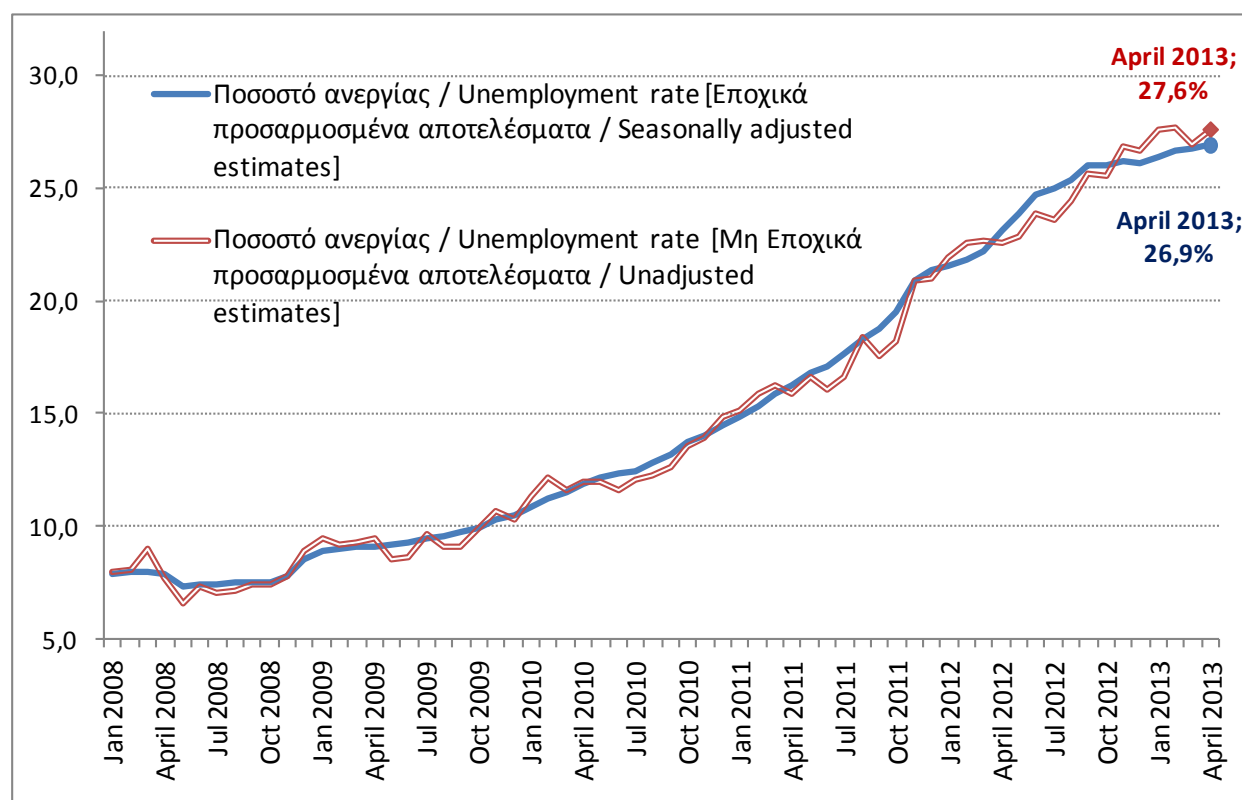
Unemployment rate [******Average annual unemployment rate (ages 15+)]

%	001	002	003	004	005	006	007	008	009	010	011	012
employment rate**	0,8	0,3	9,7	0,5	9,9	8,9	8,3	7,6	9,5	2,5	7,7	4,2

Source: EL.STAT.

Moreover, according to the monthly figures of the Hellenic Statistical Authority (ELSTAT), the unemployment rate in Greece in **April 2013** reached **26,9%** [seasonally adjusted results]⁵ against 23,1% in April 2012 and 26,8% in March 2013

Unemployment rate (ages 15-74)



Labour Force Survey Data of ELSTAT – April 2013

	April 2013	April 2012
Persons Employed - total number	3.636.042	3.795.997
Unemployed – total number	1.337.621	1.142.875
conomically inactive persons - total	3.337.051	3.360.822
Unemployment rate (15+)- total	26,9%	23,1%
Male	24,2%	20,5%
Female	30,5%	26,7%
Unemployment rate (aged 15-24)	57,5%	51,5%
Unemployment rate (aged 25-34)	36%	30,4%

Source: ELSTAT

⁵ or 27,6% [seasonally unadjusted results]

B1. Employment

The Table below indicates that the average annual **number of persons employed** (aged 15-64) **declined by nearly 311 thousand people in 2012** compared to 2011 (employment reduction by 7,8%), after a decline in employment by 6,7% in 2011 compared to 2010.

It has to be noted that over the period **2008-2012**, the number of persons employed dropped by almost 17% (or 769 thousand people) amid deep recession but it was not accompanied by an equivalent reduction of the labour force, for which an increase of almost 1% was recorded during the same period. It seems that, despite the reduced employment opportunities, individuals remain in the labour market in an effort to improve family income.

Table: Employment (ages 15-64), in thousands, by sex—annual data and rates of change

	Σύνολο Total	Άνδρες Men	Γυναίκες Women		Σύνολο Total	Άνδρες Men	Γυναίκες Women
2012	3.705,2	2.198,5	1.506,7		-7,8%	-8,0%	-7,3%
2011	4.016,6	2.390,4	1.626,2		-6,7%	-7,0%	-6,4%
2010	4.306,5	2.569,6	1.736,9		-2,6%	-3,3%	-1,6%
2009	4.423,2	2.657,7	1.765,5		-1,1%	-2,0%	0,3%
2008	4.473,7	2.712,7	1.761,0		1,1%	0,5%	2,1%
2007	4.423,5	2.698,1	1.725,4		1,3%	1,3%	1,4%
2006	4.365,3	2.663,0	1.702,4		1,8%	1,0%	3,1%
2005	4.286,7	2.635,8	1.650,9		0,8%	0,5%	1,3%
2004	4.251,0	2.621,5	1.629,4		1,4%	0,9%	2,1%
2003	4.194,0	2.598,4	1.595,7		2,2%	1,6%	3,3%
2002	4.101,9	2.557,8	1.544,2		2,2%	1,5%	3,5%
2001	4.011,8	2.519,2	1.492,6				

According to the last report of the European Commission, employment is expected to fall further in 2013, but from 2014 positive rates of change are expected.

The Table below indicates **how the rate of decline in employment slowed during the last quarter of 2012 [and the first quarter of 2013]**. In fact, the total number of persons employed fell by 6,2% in the first quarter of 2013 (compared to the first quarter of 2012) against a decline of 8,1% in the third quarter of 2012 (compared to the third quarter of 2011).

Table: Employment (ages 15-64), in thousands, by sex

15-64	Σύνολο Total	Άνδρες Men	Γυναίκες Women		Σύνολο Total	Άνδρες Men	Γυναίκες Women
2013Q1	3.543,9	2.104,0	1.439,9		-6,2%	-6,2%	-6,1%
2012Q4	3.627,0	2.147,7	1.479,4		-6,2%	-6,3%	-5,9%
2012Q3	3.682,9	2.188,6	1.494,3		-8,1%	-8,4%	-7,7%
2012Q2	3.734,7	2.215,0	1.519,7		-8,5%	-8,9%	-7,8%
2012Q1	3.776,2	2.242,8	1.533,4		-8,2%	-8,4%	-8,0%
2011Q4	3.865,4	2.293,2	1.572,2		-8,3%	-8,7%	-7,8%
2011Q3	4.007,7	2.388,7	1.619,0		-7,2%	-7,2%	-7,2%
2011Q2	4.080,0	2.432,5	1.647,4		-6,1%	-6,1%	-6,3%
2011Q1	4.113,3	2.447,3	1.666,0		-5,3%	-5,9%	-4,3%
2010Q4	4.217,2	2.512,9	1.704,3		-3,9%	-4,6%	-3,0%
2010Q3	4.320,5	2.575,0	1.745,5		-3,0%	-3,8%	-1,9%
2010Q2	4.346,9	2.589,4	1.757,5		-2,2%	-3,0%	-1,0%
2010Q1	4.341,6	2.601,1	1.740,5		-1,3%	-1,8%	-0,6%
2009Q4	4.390,5	2.634,0	1.756,6		-1,8%	-2,5%	-0,6%
2009Q3	4.455,9	2.677,1	1.778,8		-1,0%	-1,8%	0,1%
2009Q2	4.445,5	2.670,0	1.775,5		-1,2%	-2,1%	0,3%
2009Q1	4.400,9	2.649,8	1.751,1		-0,5%	-1,7%	1,2%
2008Q4	4.469,5	2.702,6	1.766,9				
2008Q3	4.503,1	2.726,8	1.776,3				
2008Q2	4.497,6	2.726,6	1.771,0				
2008Q1	4.424,5	2.694,8	1.729,6				

1. The tables below present **employment by economic activity** as well as the change in the number of persons employed during the period 2008-2012. There is a significant decline in the number of persons employed in construction, manufacturing and trade.

Employment by economic activity-in thousands TOTAL

<i>15-64 age group</i>	2012	2011	2010	2009	2008	2012/2008
Total - All NACE activities	3.705,2	4.016,6	4.306,5	4.423,2	4.473,7	-17,2%
Agriculture, forestry and fishing	466,0	472,6	511,8	497,8	478,0	-2,5%
Mining and quarrying	11,2	11,5	13,6	14,5	17,3	-35,3%
Manufacturing	357,7	412,2	465,6	509,0	533,1	-32,9%
Electricity, gas, steam and air conditioning supply	26,5	24,7	26,2	28,6	34,7	-23,6%
Water supply; sewerage, waste management and remediation activities	22,0	26,5	32,7	30,2	30,4	-27,6%
Construction	204,4	247,3	318,6	365,6	392,6	-47,9%
Wholesale and retail trade; repair of motor vehicles and motorcycles	663,3	745,8	783,6	801,4	816,3	-18,7%
Transportation and storage	182,1	197,9	207,5	213,3	210,1	-13,3%
Accommodation and food service activities	269,3	289,1	299,6	308,4	309,1	-12,9%
Information and communication	72,9	75,0	85,2	83,9	74,6	-2,3%
Financial and insurance activities	112,3	114,2	114,7	111,9	117,8	-4,7%
Real estate activities	5,8	5,5	6,1	8,4	8,8	-34,1%
Professional, scientific and technical activities	218,0	212,5	212,6	225,6	228,2	-4,5%
Administrative and support service activities	67,8	76,1	73,3	72,6	75,2	-9,8%
Public administration and defence; compulsory social security	333,5	358,0	369,6	373,8	375,9	-11,3%
Education	293,9	305,8	320,0	323,7	318,5	-7,7%
Human health and social work activities	224,4	236,2	241,5	228,9	230,2	-2,5%
Arts, entertainment and recreation	41,1	47,2	47,8	52,1	57,1	-28,0%
Other service activities	75,5	83,9	85,8	84,4	89,8	-15,9%
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	55,8	72,6	89,1	87,4	74,2	-24,8%
Activities of extraterritorial organisations and bodies	1,9	2,2	1,6	1,6	1,6	18,8%

Table: Persons employed (men) by economic activity [in thousands]

<i>Males, 15-64 years old</i>	2012	2011	2010	2009	2008	2012/2008
Total - All NACE activities	2.198,5	2.390,4	2.569,6	2.657,7	2.712,7	-19,0%
Agriculture, forestry and fishing	276,1	275,7	300,1	294,5	278,8	-1,0%
Mining and quarrying	9,7	10,6	12,9	13,5	15,3	-36,6%
Manufacturing	268,9	311,6	350,6	378,8	391,3	-31,3%
Electricity, gas, steam and air conditioning supply	19,1	17,3	20,0	22,7	26,4	-27,7%
Water supply; sewerage, waste management and remediation activities	17,6	21,7	27,9	25,1	24,6	-28,5%
Construction	193,4	237,2	307,7	353,6	383,6	-49,6%
Wholesale and retail trade; repair of motor vehicles and motorcycles	387,1	432,4	453,9	458,7	466,7	-17,1%
Transportation and storage	151,1	168,5	177,6	181,9	179,4	-15,8%
Accommodation and food service activities	149,4	157,8	159,7	163,3	167,1	-10,6%
Information and communication	44,1	46,0	56,5	56,3	48,8	-9,6%
Financial and insurance activities	56,1	59,0	57,8	55,6	57,8	-2,9%
Real estate activities	2,7	2,5	2,9	5,1	5,4	-50,0%
Professional, scientific and technical activities	120,2	119,5	115,1	119,7	124,6	-3,5%
Administrative and support service activities	34,7	40,1	36,2	36,3	39,4	-11,9%
Public administration and defence; compulsory social security	221,8	233,3	230,6	231,7	235,0	-5,6%
Education	104,4	106,8	110,2	116,1	115,2	-9,4%
Human health and social work activities	80,0	83,3	77,9	73,2	77,3	3,5%
Arts, entertainment and recreation	26,7	26,5	27,1	31,9	35,2	-24,1%
Other service activities	31,0	35,0	39,2	35,7	37,0	-16,2%
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	3,3	4,5	4,5	3,2	2,7	22,2%

Table: Persons employed (women) by economic activity

<i>Female, 15-64 years old</i>	2012	2011	2010	2009	2008	2012/2008
Total - All NACE activities	1.506,7	1.626,2	1.736,9	1.765,5	1.761,0	-14,4%
Agriculture, forestry and fishing	189,8	196,9	211,7	203,4	199,2	-4,7%
Mining and quarrying	1,5				2,0	-25,0%
Manufacturing	88,8	100,6	115,0	130,2	141,8	-37,4%
Electricity, gas, steam and air conditioning supply	7,4	7,4	6,2	5,9	8,3	-10,8%
Water supply; sewerage, waste management and remediation activities	4,3	4,7	4,8	5,2	5,8	-25,9%
Construction	11,0	10,1	10,9	12,0	9,0	22,2%
Wholesale and retail trade; repair of motor vehicles and motorcycles	276,2	313,4	329,7	342,7	349,6	-21,0%
Transportation and storage	31,0	29,4	29,8	31,4	30,7	1,0%
Accommodation and food service activities	119,9	131,2	139,9	145,1	142,1	-15,6%
Information and communication	28,8	29,0	28,7	27,6	25,8	11,6%
Financial and insurance activities	56,2	55,1	56,9	56,3	60,1	-6,5%
Real estate activities	3,1	2,9	3,2	3,3	3,4	-8,8%
Professional, scientific and technical activities	97,8	93,0	97,5	105,9	103,5	-5,5%
Administrative and support service activities	33,1	36,1	37,1	36,3	35,9	-7,8%
Public administration and defence; compulsory social security	111,7	124,7	139,0	142,1	140,9	-20,7%
Education	189,5	199,0	209,8	207,7	203,4	-6,8%
Human health and social work activities	144,4	152,9	163,6	155,8	153,0	-5,6%
Arts, entertainment and recreation	14,4	20,7	20,7	20,2	21,9	-34,2%
Other service activities	44,5	48,8	46,6	48,7	52,8	-15,7%
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	52,5	68,1	84,6	84,2	71,4	-26,5%

Breakdown of employment by occupational status

In the recent years there has been a reduction in the percentage of employees from 64,6% in 2008 to 62,4% in the first quarter of 2013. The percentage of employees, which is 62,4%, is still lower than the EU average, where it represents the 80% of the total number of persons employed.

Persons employed (in thousands) of 15 years old and over by occupational status

Occupational status	1st quarter 2010	2nd quarter 2010	3rd quarter 2010	4th quarter 2010	1st quarter 2011	2nd quarter 2011	3rd quarter 2011	4th quarter 2011	1st quarter 2012	2nd quarter 2012	3rd quarter 2012	4th quarter 2012	1st quarter 2013
Total	4425,6	4.427,0	4.402,9	4.299,0	4194,4	4.156,3	4.079,3	3.932,8	3837,9	3.793,1	3.739,0	3.681,9	3595,9
Employers	363,2	354,9	345,9	337,2	334,9	325,1	313,0	299,5	284,3	275,3	261,0	256,2	249,6
Own account workers	991,9	975,3	977,5	973,2	967,7	953,0	939,4	944,9	935,7	931,9	931,2	921,4	927,1
Salaried employees	2812,1	2.853,9	2.829,7	2.747,2	2660,1	2.645,9	2.611,3	2.479,5	2425,4	2.398,8	2.361,2	2.323,4	2245,3
Unpaid family workers	258,4	242,9	249,8	241,4	231,6	232,3	215,6	209,0	192,6	187,1	185,7	180,9	174,0

Part-time employment

According to data from the ELSTAT, the **percentage of part-time employment** in Greece reached **8,6%** in the first quarter of 2013 from 7,2% in the corresponding quarter of 2012. **65,0% out of this subgroup of workers made this choice because they could not find full-time employment**, 7,2% for personal or family reasons, 4,3% because they have to look after children or dependent adults and 17,3% due to other reasons.

In general, the percentage of part-time employment in Greece is low compared to the EU-28 average (~20%), yet there has been a rise during the recent years [from 5,4% in the third quarter of 2008 to 8,6% in the first quarter of 2013 – ages 15 +]

Percentages of Full Time - Part Time Employment [Persons employed of 15 years and over with distinction of full time - part time employment]

Full-time/Part-time job	1st quarter 2008	2nd quarter 2008	3rd quarter 2008	4th quarter 2008	1st quarter 2009	2nd quarter 2009	3rd quarter 2009	4th quarter 2009
a) Full time	94,2	94,5	94,6	94,3	93,9	94,0	94,2	93,8
b) Part time	5,8	5,5	5,4	5,7	6,1	6,0	5,8	6,2
Full-time/Part-time job	1st quarter 2010	2nd quarter 2010	3rd quarter 2010	4th quarter 2010	1st quarter 2011	2nd quarter 2011	3rd quarter 2011	4th quarter 2011
a) Full time	93,6	93,6	93,6	93,5	93,2	93,6	93,2	92,9
b) Part time	6,4	6,4	6,4	6,5	6,8	6,4	6,8	7,1
Full-time/Part-time job	1st quarter 2012	2nd quarter 2012	3rd quarter 2012	4th quarter 2012	1st quarter 2013			
a) Full time	92,8	92,7	92,1	91,5	91,4			
b) Part time	7,2	7,3	7,9	8,5	8,6			

B1.1. Employment Rate

Employment rates by sex and age

From 15 to 24 years	2012	2011	2010	2009	2008	2007	2006
Total	13,1	16,3	20,4	22,9	23,5	24,0	24,2
Males	16,1	19,6	24,5	27,7	28,5	29,2	29,7
Females	10,0	12,9	16,2	18,1	18,5	18,7	18,7
From 15 to 64 years	2012	2011	2010	2009	2008	2007	2006
Total	51,3	55,6	59,6	61,2	61,9	61,4	61,0
Males	60,6	65,9	70,9	73,5	75,0	74,9	74,6
Females	41,9	45,1	48,1	48,9	48,7	47,9	47,4
15 years or over	2012	2011	2010	2009	2008	2007	2006
Total	40,1	43,8	47,2	48,7	49,4	49,0	48,6
Males	48,9	53,5	57,8	60,1	61,6	61,5	61,2
Females	31,8	34,5	37,0	37,7	37,7	37,1	36,7

The above employment rates in Greece are lower than the corresponding average EU-27 employment rates.

Figures of the first quarter of 2013 – Employment rate (%)

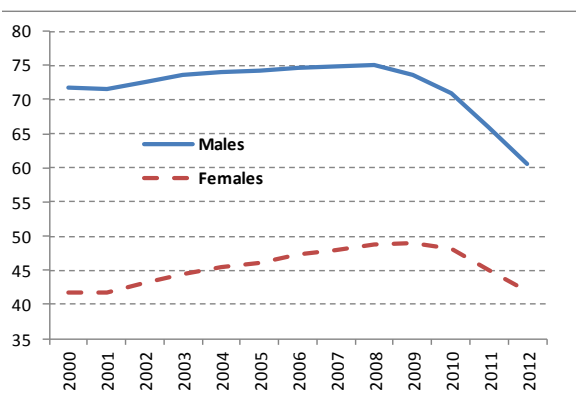
From 15 to 24 years	2013Q1	From 15 to 64 years	2013Q1	15 years or over	2013Q1
Total	11.5	Total	49.1	Total	38.3
Males	14.3	Males	58.0	Males	46.6
Females	8.7	Females	40.1	Females	30.3

The and tables below indicate the following:

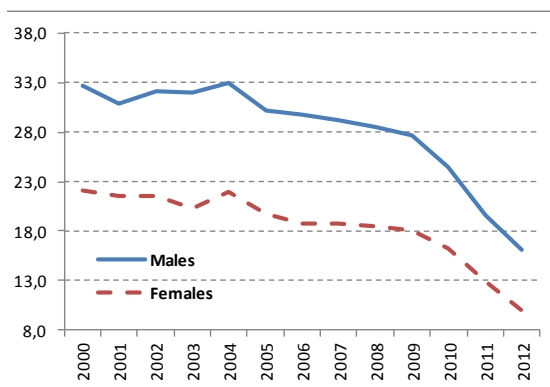
- The position of women in the labour market is less favourable than that of men – lower employment rates among women.
- The impact of the prolonged recession on the employment rate of men and women is negative.
- The employment rate gap between men and women is narrowing during the recent years, due to the greater decline in male employment rates in main age groups, since recession had an impact on male dominated cyclical sectors of the economy such as manufacturing and construction.

Charts: Employment rate

Ποσοστό απασχόλησης ανά φύλο (ηλικίες 15-64 ετών)



Ποσοστό απασχόλησης ανά φύλο (ηλικίες 15-24 ετών)



B2. Unemployment rate

According to the breakdown of figures by age groups, the highest unemployment rate is observed among **young persons** aged 15-24, i.e. **55,3%** in 2012 [48,4% for men, 63,2% for women], compared to 44,4% in 2011 and 22,1% in 2008.

Unemployment rates by sex, age (%)

From 15 to 24 years	2012	2011	2010	2009	2008	2007	2006
Total	55,3	44,4	32,9	25,8	22,1	22,9	25,2
Males	48,4	38,5	26,7	19,4	17,0	15,7	17,7
Females	63,2	51,5	40,6	33,9	28,9	32,1	34,7
From 15 to 64 years	2012	2011	2010	2009	2008	2007	2006
Total	24,5	17,9	12,7	9,6	7,8	8,4	9,0
Males	21,6	15,2	10,1	7,0	5,1	5,3	5,7
Females	28,3	21,6	16,4	13,3	11,5	12,9	13,8
From 15 to 74 years	2012	2011	2010	2009	2008	2007	2006
Total	24,3	17,7	12,6	9,5	7,7	8,3	8,9
Males	21,4	15,0	9,9	6,9	5,1	5,2	5,6
Females	28,1	21,4	16,2	13,2	11,4	12,8	13,6

Unemployment rates by sex and age – First quarter of 2013

From 15 to 24 years	2013Q1
Total	60.0
Males	54.9
Females	66.3

From 15 to 64 years	2013Q1
Total	27.6
Males	24.9
Females	31.2

From 15 to 74 years	2013Q1
Total	27.4
Males	24.7
Females	31.0

Long-term unemployment

The long-term unemployed represent a significant proportion (over 50%) of the total number of the unemployed in 2012.

Long-term unemployment as a percentage of total unemployment, by sex and age

From 15 to 24 years	2012	2011	2010	2009	2008	2007	2006
Total	49,0	42,4	35,6	31,0	36,0	41,6	48,0
Males	47,4	38,8	34,1	26,6	32,1	32,8	42,6
Females	50,4	45,7	36,9	34,2	39,1	47,1	51,6
From 15 to 64 years	2012	2011	2010	2009	2008	2007	2006
Total	59,3	49,6	45,0	40,8	47,5	49,9	54,3
Males	56,6	45,0	38,8	34,3	40,4	41,6	46,3
Females	62,0	54,0	50,3	45,6	52,0	54,8	59,0
From 15 to 74 years	2012	2011	2010	2009	2008	2007	2006
Total	59,3	49,6	45,0	40,8	47,5	50,0	54,3
Males	56,6	45,0	38,8	34,4	40,6	41,8	46,5
Females	62,0	54,0	50,3	45,6	52,0	54,8	59,0

Long-term unemployment as a percentage of total unemployment, by sex and age

From 15 to 24 years	2013Q1		From 15 to 64 years	2013Q1		From 15 to 74 years	2013Q1
Total	50.8		Total	63.9		Total	64.0
Males	52.1		Males	62.6		Males	62.7
Females	49.5		Females	65.4		Females	65.4

Activity rates

The participation rates of young people are low compared to the EU-28 average, which is partly attributable to the fact that they do not combine studies with work.

Activity rates by sex and age (%)

From 15 to 24 years	2012	2011	2010	2009	2008	2007	2006
Total	29,2	29,2	30,3	30,9	30,2	31,1	32,4
Males	31,2	31,8	33,4	34,4	34,3	34,7	36,1
Females	27,2	26,6	27,2	27,4	26,1	27,6	28,7
From 15 to 64 years	2012	2011	2010	2009	2008	2007	2006
Total	67,9	67,7	68,2	67,8	67,1	67,0	67,0
Males	77,4	77,7	78,9	79,0	79,1	79,1	79,1
Females	58,4	57,5	57,6	56,5	55,1	54,9	55,0
15 years or over	2012	2011	2010	2009	2008	2007	2006
Total	53,0	53,2	53,9	53,7	53,5	53,4	53,4
Males	62,2	62,9	64,2	64,5	64,9	64,8	64,8
Females	44,2	43,9	44,1	43,4	42,6	42,5	42,5

Table: Activity rates (total) by age

Activity rates	2013Q1
From 15 to 19 years	7.3
From 20 to 24 years	51.2
From 15 to 24 years	28.7
From 25 to 29 years	85.8
From 15 to 64 years	67.8
From 15 to 74 years	59.5
15 years or over	52.7

Chart: Activity rates by age group (Greece and EU-27)

Activity rates by sex and age							
Males		2013Q1		Females		2013Q1	
From 15 to 19 years	8.8	From 15 to 19 years	5.8	From 20 to 24 years	46.9	From 15 to 24 years	25.7
From 20 to 24 years	55.4	From 25 to 29 years	81.7	From 15 to 64 years	58.2	From 15 to 74 years	50.4
From 15 to 24 years	31.6	From 15 to 64 years	77.3	From 15 to 74 years	50.4	15 years or over	43.9
From 25 to 29 years	89.6	From 15 to 74 years	68.7				
From 15 to 64 years	77.3	15 years or over	61.9				

Data from the “ERGANI” Information System

According to data from the Ministry of Labour, Social Security and Welfare on the flows of salaried employment, **in June 2013, an increase in salaried employment in the private sector has been recorded, since there is a positive balance of recruitments / dismissals by 14.341 new jobs.** More specifically, according to the flows of salaried employment, recruitment notifications reached **105.000** while withdrawals reached **90.659**. Out of these **90.659** withdrawals, **23.407** were due to voluntary redundancies and **67.252** were due to dismissal or contract expiry. The positive balance in **June 2013** is increased by **40,9%** compared to that of **June 2012 (4.161** more new jobs) and this is mainly based on the fact that the number of new recruitment notifications is higher than those in **June 2011 by 5.101**.

The positive performance for the month of June 2013 is also reflected in the figures for the first semester of the year, since recruitment notifications over the period **January – June 2013** reached cumulatively **473.852** jobs, presenting an annual increase of **17,1%**, while withdrawals reached **383.318** jobs, **260.818** out of which were due to dismissal or contract expiry and **122.500** were due to voluntary redundancies. Thus, **the balance of salaried employment flows during the first semester of 2013 was positive and was set at 90.534 new jobs [see. table below].** This performance is, as in the previous month, a particularly encouraging one, since it not only is a considerably higher balance than the respective balance of the first semester of 2012 which stood at 19.309 jobs, but also it is by far the highest performance during the first semester of all years after 2008, reaching the levels of 2006.

The table shows the balance of salaried employment flows during the first semester of each year for the period 2006 – 2013, based on relevant OAED data for the period before the implementation of the «ERGANI» information system.

(new employment posts)	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>
Flows balance January-June	90.475	91.884	111.676	38.466	61.005	29.947	19.309	90.534

Data from the Labour Inspectorate (SEPE)

According to the SEPE, during the first semester of 2013 a **51,95% increase in full-time employment contracts, 24,09% increase in part-time employment contracts and a 3,05% decline in contracts for employment in rotation is observed.**

The percentage of full-time employment contracts corresponds to **62,11%** of the total number of new employment contracts while the remaining **37,89%** corresponds to part-time employment (**31,57%**) and employment in rotation (**6,32%**). During the corresponding period of 2012, the percentage of full-time employment contracts corresponded to **56,12%** of the total number of new employment contracts while the remaining **43,88%** to part-time employment (**34,93%**) and to employment in rotation (**8,95%**).

Finally, the number of **full-time employment contracts concluded during the previous years that were converted into other types of contracts in the first semester of 2013**, compared to the corresponding period in 2012, is **reduced by 41,61%** as far as part-time employment is concerned and by **35,04%** as far as employment in rotation is concerned, following an agreement between employers and workers. A small increase is observed in the number of full-time employment contracts converted into employment in rotation by a unilateral decision of the employer (**6,75%**).

During the first semester of 2013, **30.108** full-time employment contracts were converted into flexible types of employment contracts. Their number is **31,76% lower** compared to the **first semester of 2012**, when **44.122** full-time employment contracts were converted into flexible types of employment contracts.

In conclusion, **the figures for the first semester of 2013 show a change in the labour market**, since employers made new recruitments and **chose full-time employment (51,95% increase) compared to flexible forms of employment**, while the **reduction in the number of contract conversions from full-time to part-time and employment in rotation (31,76% reduction)**, compared to the corresponding period during the last year, is encouraging.

Table: Comparative Table of New Employment Contracts & Converted Employment Contracts for the First Semester of 2013 – 2012

YEAR	Number of enterprises	New recruitments – Kind of contact			Total number of new recruitments	Conversion of full time employment to			Total number of converted contracts
		Full	Part-time	In rotation		Part time	Rotation Agreed between employer-employee	Rotation based on employer's decision	
semester 2013	148,087	268,262	136,352	27,303	431,917	14,452	7,810	7,846	30,108
semester 2012	147,008	176,549	109,885	28,161	314,595	24,750	12,022	7,350	44,122
Difference a semester 2013-2012	1,079	91,713	26,467	-858	117,322	-10,298	-4,212	496	-14,014
Difference 1 st semester 2013-2012%	0.73	51.95	24.09	-3.05	37.29	-41.61	-35.04	6.75	-31.76

Data from the OAED

Registered with the OAED - March 2013

- The total number of the unemployed who are seeking work in **March 2013** reached **870.150 persons**. 367.551 (42,24%) out of them are registered with the OAED for a period which is equal to or greater than 12 months and 502.599 (57,76%) out of them are registered with the OAED for less than 12 months.

- The total number of the remaining persons (not seeking work) in March 2013 is 201.120 persons, and 47.278 (23,51%) out of them are registered with the OAED for a period which is equal to or greater than 12 months and 153.842 (76,49%) out of them for a period which is less than 12 months.
- The total number of **subsidized unemployed persons** (this is the number of beneficiaries who received the benefit in the corresponding month) is **245.174 individuals**, 165.033 (67,31%) out of whom are common or other types of beneficiaries and 80.141 (32,69%) are beneficiaries who had seasonal jobs in the tourism sector.

	<i>Unemployed (job seekers)</i>	<i>Non job seekers[1]</i>
<i>Registered >= 12 months [2]</i>	367,551	47,278
<i>Registered < 12 months</i>	502,599	153,842
<i>Total</i>	870,150	201,120

[1] Registered with the OAED who have stated that they are not seeking work.

[2] Registered with the OAED with an active unemployment card for an uninterrupted period which is greater than or equal to 12 months.

Reply to additional questions of the ECSR

1. Active employment policies: number of beneficiaries and labour market absorption

With regard to the development of active employment policies and according to the available OAED data, from the beginning of 2010 till today almost **1.291.567** persons, either employees or self-employed persons or trainees, have participated in **seventy four different job retention, employment promotion and vocational training programs of the OAED with a total budget of 3,873 billion euros.**

It is estimated that due to these actions **a halt to the increase in unemployment rate at least by 5% - 7%⁶ has been achieved.**

More specifically, the results so far⁷ of the programs implemented are the following:

- Retention of 339.260 insecure jobs through 3 programs with 96,6% total absorption rate.
- Placement of 194.177 unemployed persons in jobs or in new small scale entrepreneurship opportunities through 33 different programs. Till today the applications for participation have reached 79,3% while the placements of the unemployed have reached 59%.
- Retention of 11.669 jobs as well as expansion of seasonal employment in tourism by 79.473 jobs, **during 2010-2013, through 8 programs in total, with an absorption rate ranging from 45% to 63,7% (average 54%).**

⁶ This (qualitative) estimate is based on the following facts: (a) From 2009-today recession (decline in real GDP) has exceeded 23 percentage points cumulatively, while statistical unemployment has increased by 14 percentage points (from 9,5% in 2009 to 24% today), b) At average European level 1 percentage point of decline in GDP results in an average increase in unemployment by 1 to 2 percentage points, (c) This means that, ceteris paribus, the depth and duration of economic downturn in our country would have resulted till today in at least 32% statistical unemployment of the workforce.

⁷ The OAED available data concern March 2013.

- Vocational training of 625.209 workers **through 21 relevant L.A.E.K and structural adjustment programs with a with a total absorption rate of 95,9%. More specifically, within the framework of Structural Adjustment Plans for businesses employing more than 50 persons, the training-retraining of 48.542 workers with insecure jobs in 579 enterprises is conducted, while the absorption rate is 66,7%.**

2. Effectiveness of employment policies as regards the integration of the program participants into the labour market

With regard to the evaluation of programs, the Special Coordination and Monitoring Service for Actions under the European Social Fund (EISEKT) commissioned a consultancy firm to prepare a study on the comparative evaluation of active employment policy programs of the OAED targeted on young persons. The programs evaluated were the following:

1. Subsidization program for 10.000 unemployed aged 16 - 24, newly entrants into the labour market with a view to acquiring work experience
2. Special two year program for the promotion of employment through the subsidization of social insurance contributions for the recruitment of 25.000 unemployed persons
3. Special four year program for the promotion of employment through the subsidization of social insurance contributions for the recruitment of 40.000 unemployed persons

Along with the above evaluated programs, a comparative evaluation of the following relevant employment programs has been conducted:

1. Subsidization program for enterprises hiring unemployed graduates of higher education institutions, universities and institutes of technology, aged up to 35.
2. Subsidization program for enterprises and employers in general employing and training 10.000 beneficiaries through the «Labour Market Reintegration Voucher»

Regarding the three OAED programs, the main points on which the evaluation conclusions are focusing, either when compared with each other or with other relevant programs, refer to the programs' design, the way they are implemented, the complementarity and synergy between them as well as the degree of effectiveness and efficiency during their implementation.

It has been found out that during the economic crisis and recession, there have been some difficulties in the operation of programs concerning the promotion of unemployed persons into employment, mainly due to the decrease in production and business activities, the closure of small or micro enterprises and the reduction in the number of jobs in medium and small enterprises.

1. Main characteristics of the unemployed who are beneficiaries of the programs under evaluation

As regards to the characteristics of the unemployed beneficiaries, it has been found that within the framework of the two or four year program, young persons aged up to 30 who are recruited outnumber those who are of older age. More specifically, their percentage reaches 67% for the two year program and 61% for the four year program. This is mostly, if not exclusively, due to the increased subsidization for the recruitment of young persons aged up to 30. It seems that businesses prefer young persons aged 25–30, especially when this characteristic of the unemployed beneficiaries is associated with a higher subsidization⁸.

⁸ Yet, it has to be noted that, both for special categories of unemployed as well as for older workers special care has been taken through programs and legislative interventions.

Moreover, in subsidized programs for promotion to employment women beneficiaries outnumber men. Out of the total of persons recruited, 59% are women against 41% who are men. Moreover, the longer the duration of the subsidized program, with smaller subsidization amount and greater commitments on non reduction of the total number of personnel, the smaller the percentage of recruited women under each program. More specifically, the increased participation rate for women varies among the three programs, the highest participation rate being recorded in the «Work experience acquisition program for newly entrants into the labour market, aged 16-24» and especially during its first (A) stage of implementation where the female participation rate reached 73% to the total of unemployed beneficiaries, while during the second (B) stage the corresponding rate reached 65%.

With regard to other evaluated programs, the corresponding female participation rate to the total of unemployed beneficiaries is lower and yet higher than the corresponding male participation rate. More specifically, for the «Special two year program for the promotion in employment through the subsidization of social insurance contributions with a view to recruiting 25.000 unemployed», the female participation rate reaches 58%, against 42% for men, while for the «Special four year program for the promotion in employment through the subsidization of social insurance contributions with a view to recruiting 40.000 unemployed», the female participation rate is 56%, against 44% for men.

With slight variations among the three programs, lyceum graduates outnumber all other graduates of all education levels with a participation rate of 50%, while the participation rate of graduates of universities/institutes of technology is significant (28%). The participation of graduates of technical/vocational education is remarkable (14%), that of graduates of nine-year basic education is low (6%), while that of holders of postgraduate degrees is minimal. In general it seems that the educational level of unemployed beneficiaries is associated with the duration of the subsidized programs and with the amount of the subsidy, i.e. the beneficiaries of programs with longer duration and smaller subsidization amount are unemployed persons of lower educational level.

During the recruitment process of unemployed persons by enterprises, under both programs targeted on all age groups of the unemployed, it has been found that a large proportion of the enterprises choose to recruit unemployed persons aged 16-30, taking advantage of the increased subsidization rate offered for the recruitment of young persons. The findings of the quantitative field research present that enterprises show greater preference for young persons aged 16-30 as far as the Two Year Program is concerned, i.e 67% of the hired persons belong to this age group, while for the Four Year Program, this percentage reaches 61%. The participation rates of young people aged 16-24 are much smaller than those of people aged 25-30 as far as both programs are concerned, i.e. 17% for young persons aged 16-24 and 50% for persons aged 25-30 with regard to the Two Year Program, while for the Four Year Program, the participation rate of young persons aged 16-24 is 14% and of young persons aged 25-30 is 47%.

2. Main characteristics of beneficiary undertakings of the programs under evaluation

For all three programs, as far as the size of beneficiary undertakings, in relation to the employed personnel is concerned, more than 90% are micro enterprises (0–9 persons), and in particular (more than 80%) these are enterprises of 0–4 persons. Given the fact that at a significant degree, the size of the enterprises is associated to their legal form, 85% of beneficiary undertakings are sole proprietorships (partnerships and limited partnerships), with an overwhelming number of sole proprietorships (61%). As to their type of activity, it has been found that a large number of enterprises fall within the services sector (45%) and the trade sector (43%) while manufacturing (industry / crafts) has very little presence (11%). Regarding the regional breakdown of beneficiary undertakings, it has been found that in general it

is similar to the level of concentration of the total number of businesses throughout the country within the two Regions of Attica and Central Macedonia (53% of approved applications and 57% of approved jobs).

The programs' feedback as far as their implementation per Region is concerned, is similar to the concentrations of undertakings per Region, in particular the «special employment promotion programs» (two and four years). Furthermore, the type of activity of businesses concentrated per Region, their size as well as their dynamics or their resistance to the financial crisis and recession, in the sense of their ability or not to retain jobs, before, during and after subsidization constitute important parameters for the regional breakdown of beneficiary enterprises.

3. Synergy and complementarity of evaluated programs

Despite the complementarity of all three programs in order to meet the needs of enterprises and young unemployed persons, they operated in competition with each other because, on the one hand, they were announced almost simultaneously (within 2010) and, on the other, they were targeted on similar groups of undertakings. Moreover, the fact that two of these programs (special two year and special four year program) were targeted on the same group of unemployed persons increased the competitiveness between them.

Regarding the effectiveness of all three programs in relation to their objectives, differences depending on their targeting and duration have been found. Until their completion, the achievement of goals seems to be possible only for the special two year program, which presents a high rate of achievement of its initial objective, i.e. 128,3% based on approvals (November 2012). With regard to the four year program, it is estimated that the achievement of the initial objective is not possible also taking into account pre approvals, given the fact that the program is no longer active. The response of undertakings to the four year program was less satisfactory (55,6%), compared to their strong response to the four year program. This seems to be due to the program's long duration with decreasing subsidization as well as to the multi-annual commitments on retention of the total number of jobs.

Moreover it has to be noted that for both the two year as well as the four year program for the promotion of employment and the recruitment of unemployed persons, through the subsidization of social insurance contributions, the age breakdown of the hired persons shows that the incentive of increased subsidization worked in favour of young persons. More specifically, in both programs the jobs/recruitment of young persons under 30 ετών reach 35.000, i.e. 54% of the overall target of 65.000 jobs covered, while the number of young unemployed recruited under both programs is 64,5% of the total number of unemployed beneficiaries of these programs.

On the contrary, for the «Work experience acquisition program for unemployed persons aged 16 - 24» a failure to achieve the quantitative targets (28,3%) has been noted. This is due to the following: a) the age group of unemployed people the program is targeted on, since enterprises hardly invest in this group when they are searching for permanent staff and b) the main participation incentive of enterprises in order to meet their needs in labour force at reduced cost, since the two year program it seems to meet this need in a more stable way because the social insurance contributions of jobs for young persons aged 16-30 are subsidized by 80% for a period of 2 full years, while the work experience acquisition program provides for two distinct implementation stages where the total subsidization rate is smaller.

Moreover, the research data prove that, to a great extent, the low participation rate of enterprises in this program is due to the fact that the information campaign regarding the said

program failed to adequately present the opportunities offered to the participating undertakings.

As far as the effectiveness of the programs is concerned with regard to jobs created, it has to be noted that the special two year program presents the biggest number of approved jobs and a comparatively higher average employment per undertaking, followed by the special four year program. The subsidization program for unemployed persons aged 16-24, newly entrants into the labour market for the acquisition of work experience seems to have the smallest impact on jobs created. This program not only has a poor performance with regard to the approved jobs against its initial target but it also shows low average employment per undertaking. It is estimated that the percentage of net new jobs to the total of subsidized jobs ranges between 46%-54%, while the effectiveness of programs with regard to the sustainability of jobs is relatively high and ranges from 47% to 62%.

The subsidy program for enterprises hiring unemployed graduates of higher education institutions, universities and institutes of technology, was targeted on the group of young unemployed persons since it concerned the recruitment of 5.000 young unemployed persons aged up to 35. The main characteristic of the said program was the exact definition of age and educational level of the target group, where the age group of 25-30 prevails. This age group is the most preferred group for recruitment by enterprises according to the findings of field research conducted on evaluated programs.

Furthermore, the relevant subsidization program for enterprises and employers in general for the placement and training of 10.000 beneficiaries through the «Labour market reintegration voucher», was designed with a view to combining training and employment for the unemployed beneficiaries, in accordance with the business and operational requirements / needs of the enterprise. Yet, the commitments on the retention of jobs even after the end of subsidization have made this program unattractive for enterprises and as a result their participation is low participation and it also shows very low level of implementation.

4. Total employment created and sustainability of jobs

According to the findings of the research almost all the enterprises (almost 98%), the participation of which in the three programs was approved, hired an unemployed person. On average it is estimated that every participating company employs approximately 1,6 individuals. The correctness of the finding is also confirmed by the fact that out of the 34.609 approved enterprises, 55.733 jobs have been approved. Thus, based on the assumption that these approved jobs will become jobs, it results that the average employment per enterprise is 1,6 persons.

Based on the above findings and assumptions it is estimated that the special two year program is the one that creates the biggest number of jobs, it presents the highest number of approved jobs as well as a comparatively high average employment per enterprise (1,6 persons). The special four year program follows with 22.246 approved jobs and average employment 1,7 persons, while the subsidization program for the acquisition of work experience for unemployed newly entrants into the labour market, aged 16- 24, seems to have the smallest impact on jobs created. This latter not only has a poor performance with regard to the approved jobs against its initial target but it also shows low average employment per undertaking.

In order to determine the real impact of these programs on employment it is important to answer the question as to what extent the programs under evaluation can contribute to a steady course of integration at work for young beneficiaries. In general, for all three programs, the proportion of jobs to the total of subsidized jobs that will continue to exist even after the completion of the programs is estimated to range between 47%-62%. As with the estimated net effects, the estimates regarding the sustainability of jobs are particularly pre-

carious since they are based on the assumption that the approved posts will become jobs in the enterprises. In any event, the percentages of job sustainability are relatively high, even though, depending on each program, particularities have been found that allow the drawing of more reliable conclusions.

In particular, it is estimated that for the «Subsidization program of unemployed newly entrants into the labour market, aged 16- 24 for the acquisition of work experience», that comparatively shows a lower percentage of sustainability despite the fact that all the beneficiaries are young persons aged 16-24, it cannot result in the required steady course of integration at work for young beneficiaries. In contrast, it is estimated that the special two year program and the corresponding four year program for the promotion of employment through the subsidization of social insurance contributions for the recruitment of unemployed persons» can lead to a steady course of integration at work for young beneficiaries, since almost 64% of enterprises declare that they will keep all or some of the program beneficiaries. It cannot be estimated how many of these jobs will apply to young persons aged up to 30 but taking into account the high employment rate of young persons in businesses one can estimate that a large number of these jobs will apply to young persons.

However, irrespective of the level of job sustainability for all three programs, according to the findings of the research and the relevant estimates, the implementation of all three programs contributes to the maintenance of the participants' relationship with the labour market, even if the active employment policies do not lead to the creation of stable jobs, but are limited to recycling employment opportunities.

Finally, regarding the procedures to monitor the effects of employment policies it has to be noted that there is no specified system to monitor and establish whether the employment status of the programs' beneficiaries has been maintained or changed. This can be done through the possible re-registration of the beneficiaries with the OAED enabling, thus, given the gradual upgrading of the Organisation's information systems in the recent years, the establishment of whether the employment status of the unemployed persons hired under the evaluated programs has been maintained or changed. Another way is to conduct regular field surveys on representative samples of beneficiaries of each Program.

ESC 1§1 LATVIA

The Committee concludes that the situation in Latvia is not in conformity with Article 1§1 of the Charter on the ground that it has not been established that employment policy efforts have been adequate in combatting unemployment and promoting job creation.

24. The representative of Latvia provided the following information in writing:

1. Changes in employment rates.

After EU accession in 2004, the Latvian economy experienced rapid economic growth, driven partly by expansionary macroeconomic policies. Average growth stayed above 10% over 2004-2007 and was almost entirely driven by a domestic demand boom.

The overheating pressures led to the development of large macroeconomic imbalances. The rapid growth of public expenditures—increasing by 90% in real terms between 2003 and 2008—resulted in a widening of the cyclically-adjusted fiscal deficit to 6.2% of GDP in 2008. At the same time, vibrant domestic demand brought consumer price inflation up to 18% in the first half of 2008, while competitiveness deteriorated rapidly. As a result, the external current account deficit widened from 9% in mid-2004 to almost 25% of GDP in mid-2007. The fixed exchange rate peg with the Euro facilitated foreign borrowing by the financial sector. By the end of 2007, this had driven external debts to 128% of GDP. The inflow of capital fuelled rapid credit expansion and a real estate bubble.

This combination of credit and housing bubbles made the Latvian economy very vulnerable to the global financial crisis in late 2008. As a result, Latvia approached the International Monetary Fund (IMF) and the European Commission (EC) for emergency financial support in November 2008. The financial turmoil resulted in a collapse of the real economy in late 2008 - GDP fell by 4.2% in 2008 and 18.0% in 2009.

Sharp economic downturn led to significant changes in employment rates. According to CSB⁹ data, in 2008-2010 the employment rate fell by 12 p.p. (63.3% at Q1 2008 to 51.7% at Q1 2010, 15-74 years). At the same time, the number of employed persons decreased by 19% or 222 thousand people (from 1138 to 916 thd.). The unemployment rate has tripled – from 6.5% to 20.5%, the number of unemployed increased by 300% in two-year time from 80 thousand in Q1 2008 to 235.8 thousand in 2010.

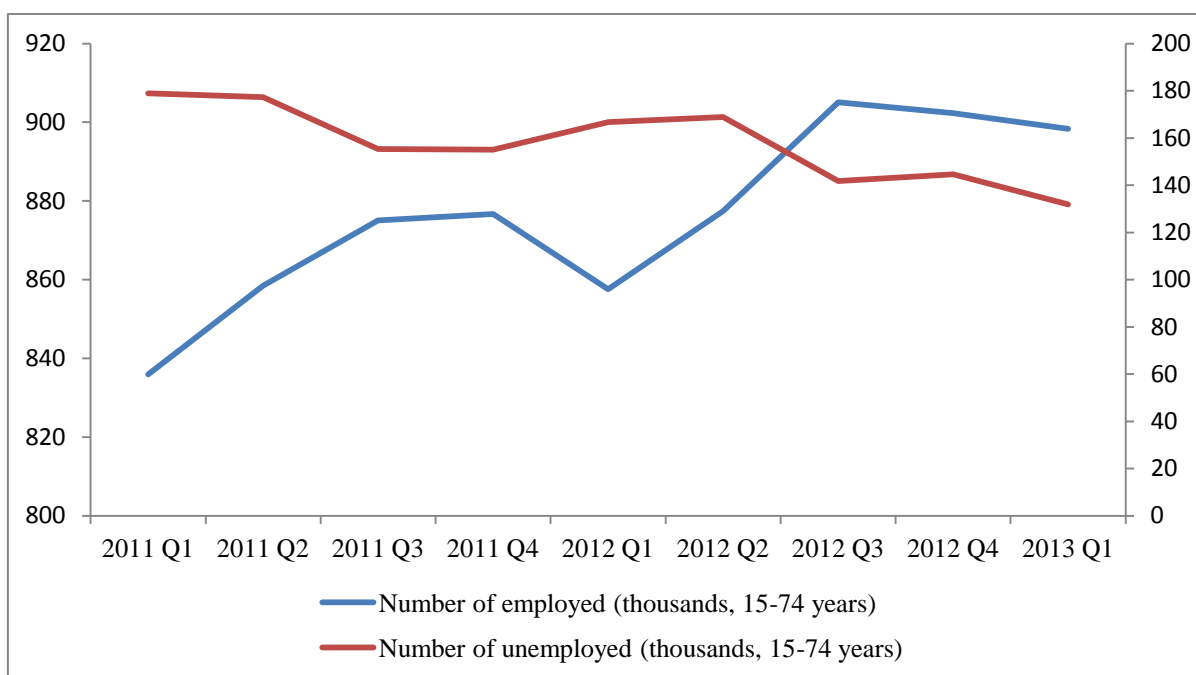
The increase in the number of unemployed was as following (CSB data):

Time periods	Increase in the number of unemployed	The number of unemployed in the age group 15-74 years
2008 July-September	11 thousand	87.3 thousand
2008 October-December	31 thousand	118.7 thousand
2009 January-March	50 thousand	168.8 thousand
2009 April-June	31 thousand	199.7 thousand
2009 July-September	15 thousand	214.9 thousand
2009 October-December	15 thousand	229.4 thousand
2010 January-March	6.4 thousand	235.8 thousand

The labour market began to recover at the 2nd quarter 2010. Although, the current economic growth is more depending on increase in productivity, but not so much on employment growth:

⁹ Central Statistical Bureau of Latvia, <http://www.csb.gov.lv/dati/statistikas-datubazes-28270.html>

Changes in the number of employed and unemployed in Latvia, 2011-2013:



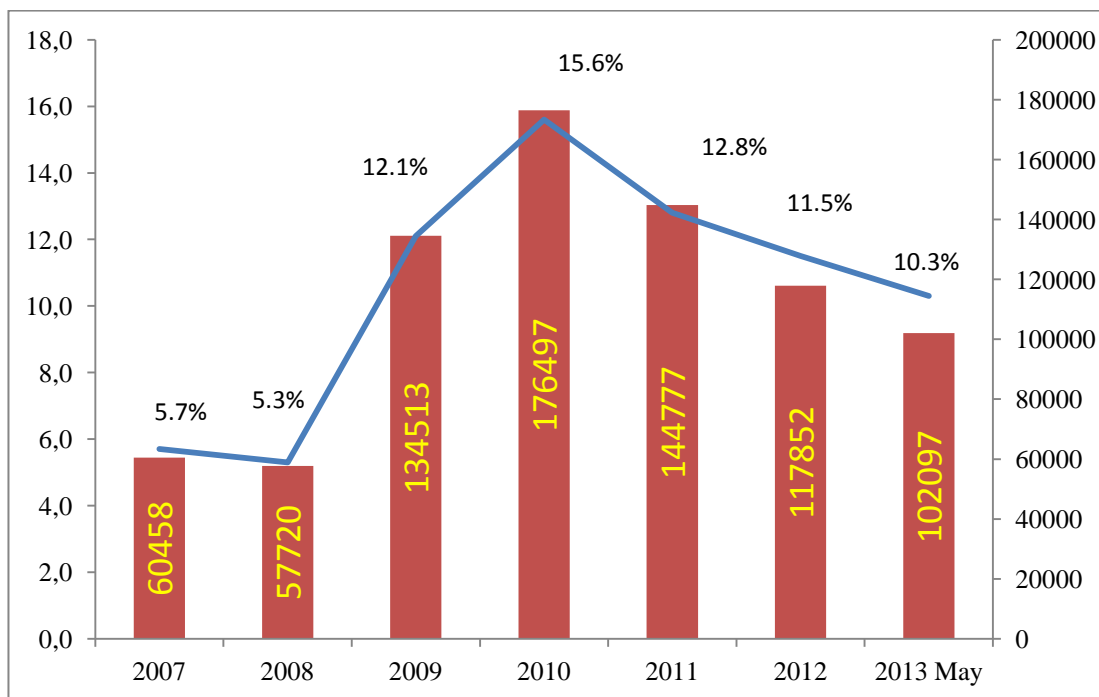
As the graph shows, in 2011-2013, the average quarterly growth in the number of employed did not exceed 1%. At the same time the number of unemployed decrease on average only by 3%.

2. Registered unemployment rates.

In order to be able to receive unemployment benefit, as well as support in seeking employment (participate in different active labour market policy measures), a person must receive a status of unemployed person at the State Employment Agency (SEA).

The number of registered unemployed started to increase in June 2008. If in May 2008 there were registered 52 thousand people (registered unemployment rate - 4.8%), than by the end of the year already 76 thousand (46% increase). In 2009 the situation worsened – the monthly increase in the number of registered unemployed estimated 8 thousand persons- 90 thousand unemployed at the beginning of 2009 and 179 thousand at the end of 2010 (200%).

Changes in the registered unemployment rate (%) and number of registered unemployed in 2007-2013:

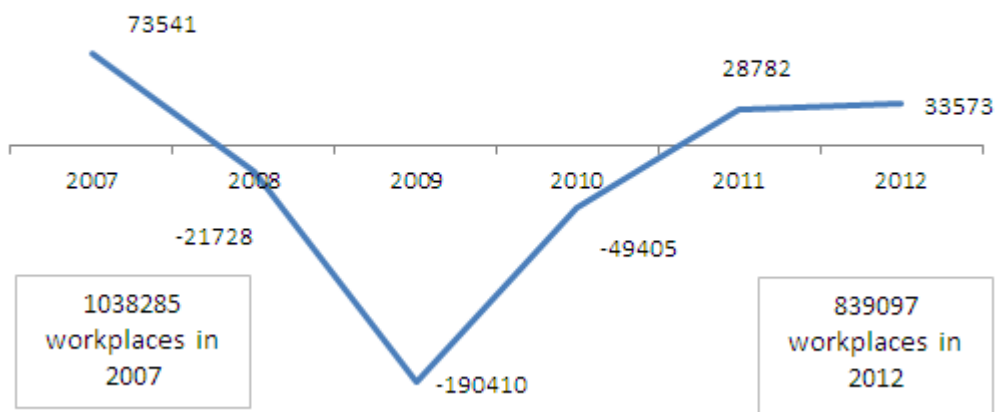


An unemployment rate since the mid of 2010 is on a decreasing trend, although is decreasing slowly.

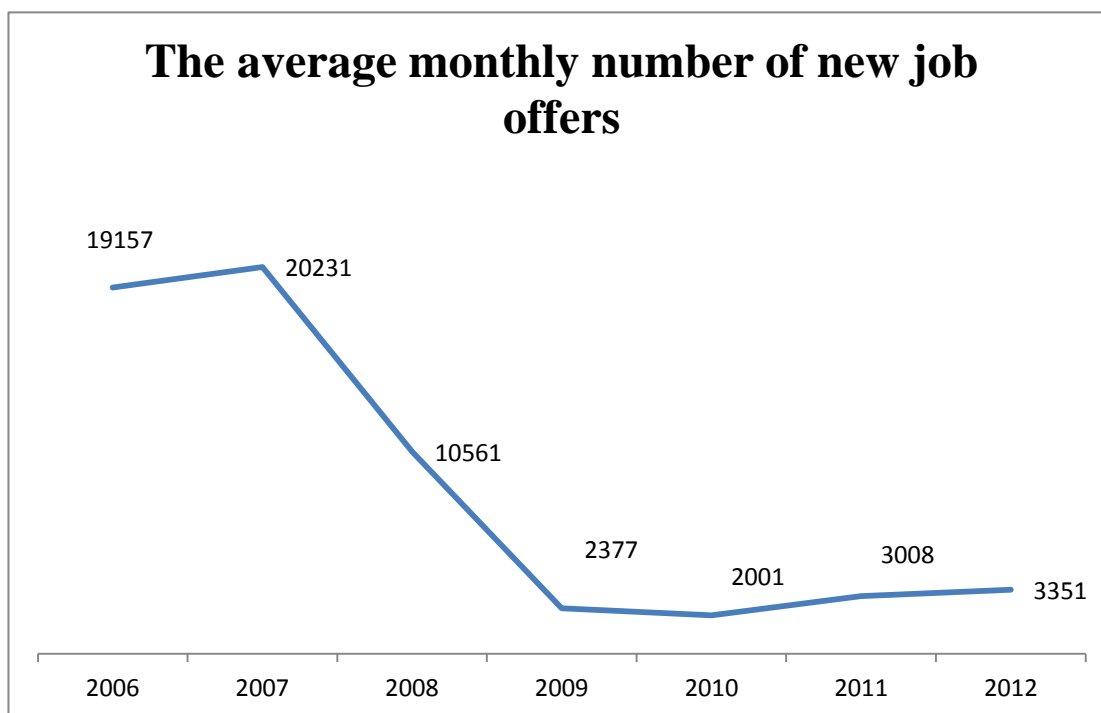
3. Number of available workplaces.

According to CSB data, the average yearly number of occupied workplaces in crisis years reduced significantly:

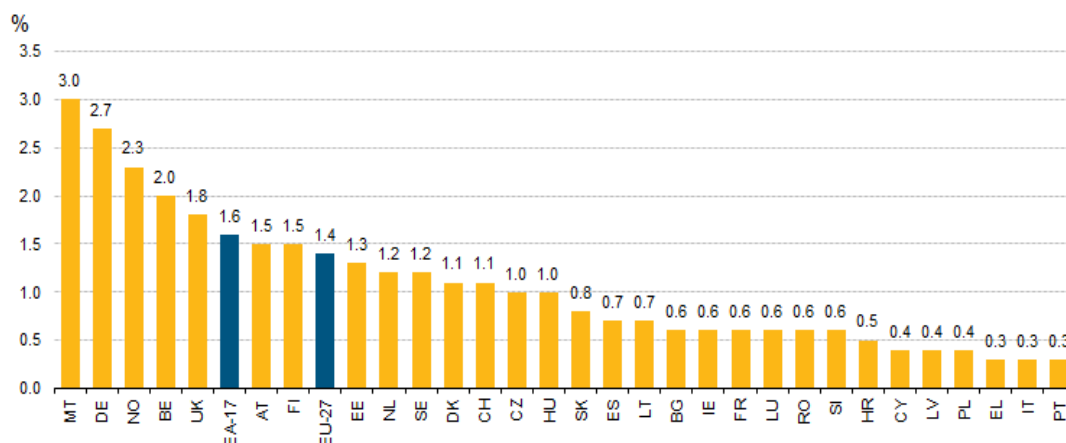
Changes in the number of occupied workplaces



At the same time, the average monthly number of new job offers reduced more than 10 times, remaining at the lowest borders also in 2011 and 2012, when economy already started to recover.



According to Eurostat publications, the job vacancy rate in Latvia all past years remains one of the lowest in EU – therefore a decrease in unemployment rates in past years was very moderate due to lack of new vacant jobs:



*DK, IT: Only sections B to N covered. FR, EL: Section O not included.
FR, IT, MT: Only business units with 10 or more employees covered.
EL, PL: 2012Q3 figures.*

4. Measures taken by the Latvian government to combat the consequences of the economic and financial crisis.

The Latvian government responded to the crisis with a reform program supported by the EC, international financial institutions, and bilateral donors. As the Government decided to maintain the fixed exchange rate peg with the Euro, a strong internal adjustment was needed to ensure long-term external stability. This adjustment was done through cuts in both public and private sector nominal wages and a substantial fiscal consolidation. The stabilization program required large external financing from international financial institutions, with a package of EUR 7.5 billion. The stabilization program aimed to contain the growing public debt, while also enabling Latvia to meet the Maastricht criteria in future years.¹⁰

Public spending was cut by 14% of GDP during 2009-2010 as compared to projected fiscal outcomes prior to the program. This allowed the fiscal deficit to fall from 9.8% of GDP in 2009 to 8.2% of GDP in 2010. The greater cuts were made in education and health— from 2008 to 2010 the health budget was cut by 25% and the education budget was cut by 48%. At the same time, social insurance spending continued to rise sharply (by 17%) in 2009 driven by increases in pensions.

The social consequences of the economic contraction in Latvia were deep and most severe among the poorest households, making specific interventions targeted to the most vulnerable necessary. According to Household Budget Survey data, the percentage of people below the needy line increased from 13.9% in 2008 to 22.5% in 2009 and 24% in 2010 due to the GDP and employment contraction.¹¹

Unemployment almost tripled during the crisis, rising sharply from 7% on average over 2007-2008 to 20.1% in the last quarter of 2009. Moreover, the lower-skilled segment of labor suffered disproportionately from the deterioration in labor market conditions. The hardest hit groups were workers with a basic education or less who experienced a 40% employment reduction between the beginning of 2007 and early 2010. Employment also fell sharply among workers with upper secondary education.

To mitigate the effects of the crisis on the most vulnerable, while supporting measures to improve efficiency in the social sectors, the Government put in place an Emergency Social Safety Net Strategy (ESSNS) in September 2009. This strategy was supported by international donors supporting Latvia's crisis response, including the World Bank through the Special Development Policy Loan (SDPL) series. The World Bank financed the social safety net and social sector reforms through a program of two SDPL operations, amounting to a total of EUR 200 million.

The following actions were taken in order to stabilize the social situation in Latvia:

- the duration of the unemployment insurance was extended to 9 months;
- the Workplaces with stipend emergency public works programme (WWS) was launched in 2009 to support those unemployed, who continuously cannot return to the labour market (due to a significant reduction in the number of available workplaces);
 - the state co-financing for social assistance benefits was introduced;
 - new active labour market policy measures were started: training programmes for employed with reduced working hours, measures for young unemployed and other measures for vulnerable groups of unemployed.

¹⁰ According to the Maastricht criteria, the fiscal deficit should be not more than 3 percent of GDP.

¹¹ A household is defined as "needy" if its per capita income (before WWS stipend) is less than 90 LVL per month. Latvia has no official poverty line but the LVL 90 per capita per month is known as the "needy" line.

5. Workplaces with stipend emergency public works programme (WWS)

WWS was a short-term crisis measure, which started in September 2009 and ended in December 2011. The aim of the activation measure was to retain the long-term unemployed on a secondary labour market, in order to help them maintain their professional skills and lower the risk of inactivity and social exclusion. The measure comprised lower-qualified community jobs (no specific qualifications required to participate) in municipalities (tasks had no commercial aims – like cleaning, improvement and maintenance of public infrastructure (parks and other public areas), small infrastructure building (like trails, benches in national parks), clean-up of polluted areas (rivers, lakes, forests), work in parks and forests, municipal social services (like assisting the elderly) – including in NGO's (and in cooperation with NGO's), municipal institutions (excluding municipal and state enterprises) and a number of state institutions (border guards, social care centres and nature protection (national parks and similar)).

The workplaces had to be newly created in order not to replace those currently doing the job. A person had an opportunity to participate in the measure for a maximum period of 6 months (minimum period - 2 weeks) per year.

The target group was registered unemployed not receiving an unemployment benefit. The allowance paid to the beneficiaries was 100 LVL (EUR 142) per month (80% of the net minimum monthly wage).

Other additional costs like accidents at work insurance, transport, small equipment (purchase and/or rent), wage supplements for supervisors and those organizing the workplaces in municipalities were covered (a fixed maximum amount for an established workplace was set) by the programme.

In the second half of 2011, in order to ensure a gradual transition to long-term measures and lower the financial attractiveness of the measure, the allowance was reduced to 80 LVL (114 EUR), thus motivating unemployed to search for a job and return to the labour market or to decide to take part in other active labour market policy measures.

The total budget of the programme comprised 54,3 million LVL. For the whole period of implementation, 123 thousand unemployed have participated in the measure and 82 thousand temporary workplaces were created in municipalities.

Over the course of about two years, in WWS programme participated around 70% of all applicants since 2009.

An evaluation study of the measure was performed from September 2010 till May 2011 (conducted by the World Bank). The main task of the study was to evaluate efficiency of the measure and to provide proposals for further implementation of public works programmes. Three thousand households with nine thousand individuals were surveyed.

The study revealed that the amount of stipend paid during participation in the measure was appropriate to Latvian conditions. The measure has enhanced the socialization of participants, as well as their integration into society and labour market. The measure has also left a positive impact on the activation of participants, long-term unemployed in particular, as regards their interest in benefiting from other SEA services, and in finding work. The stipend provided a vital income for the budgets of the surveyed households. 67% of the surveyed households found the measure to be an essential support during the crisis. Besides, the measure helped to unburden municipality budgets and positively influenced the overall economic situation.

The study revealed that 17,1% of all the participants were able to find a job in a 6 months period after finishing participation in the programme. 21,6% were able to find a job in 6 months period after finishing participation or leaving the programme early.

An evaluation carried out by the World Bank showed, that the WWS programme was successful at targeting poor and vulnerable people, and leakage to non-poor households was small. The WWS programme was successful at protecting households from adopting hard coping strategies, especially with regards to nutrition, health and asset retention.

6. Statistics on the scope of the active labour market policy measures in 2008-2012, activation rates, new measures in response to crisis.

As Eurostat data shows, the budget for active labour market policy (ALMP) measures in 2009, comparing to 2008 tripled (data given in million EUR)¹²:

LMP_TYPE/TIME	2003	2004	2005	2006	2007	2008	2009	2010	2011
Labour market services	3.76	5.49	7.99	11.22	13.47	12.40	8.16	7.30	7.19
Training	2.75	4.20	14.70	18.31	10.06	6.53	27.50	44.39	28.79
Job rotation and job sharing	:	:	:	:	:	:	:	:	:
Employment incentives	1.22	2.03	2.87	8.81	8.34	5.92	6.45	9.38	11.62
Supported employment and rehabilitation	:	:	:	0.00	0.08	0.09	:	:	:
Direct job creation	4.43	2.74	3.24	2.15	2.68	4.23	16.24	37.75	26.00
Start-up incentives	:	:	0.23	0.50	1.71	1.26	0.28	0.62	0.57
Out-of-work income maintenance and support	36.84	42.12	40.64	46.52	60.52	79.93	190.31	124.49	64.36
Early retirement	:	:	:	:	:	:	:	:	:
Total LMP (categories 1-9)	49.00	56.58	69.67	87.53	96.86	110.36	248.93	223.93	138.55
Total LMP measures (categories 2-7)	8.40	8.97	21.04	29.79	22.87	18.03	50.46	92.14	66.99
Total LMP measures and supports (categories 2-9)	45.24	51.09	61.68	76.31	83.39	97.96	240.77	216.63	131.35
Total LMP supports (categories 8-9)	36.84	42.12	40.64	46.52	60.52	79.93	190.31	124.49	64.36

In 2010 the ALMP measures budget reached the maximum value – 92.14 million EUR, decreasing in 2011 (66.99 million EUR) and 2012 (48.31 million EUR).

¹² **LMP services** cover all services and activities of the Public Employment Services (PES) together with any other publicly funded services for jobseekers. **LMP measures** cover interventions that provide temporary support for groups that are disadvantaged in the labour market and which aim at activating the unemployed, helping people move from involuntary inactivity into employment, or maintaining the jobs of persons threatened by unemployment. **Categories:** 1.Labour market services, 2. Training, 3. Job rotation and job sharing, 4. Employment incentives, 5. Supported employment and rehabilitation, 6. Direct job creation, 7. Start-up incentives. **LMP supports** cover financial assistance that aims to compensate individuals for loss of wage or salary and support them during job-search (i.e. mostly unemployment benefits) or which facilitates early retirement. **Categories:** 8. Out-of-work income maintenance and support, 9. Early retirement

The same trends were observed in LMP expenditures as % from the national GDP (Eurostat):

GEO/TIME	2003	2004	2005	2006	2007	2008	2009	2010	2011
European Union (27 countries)	:	:	2.012	1.830	1.607	1.623	2.180	:	:
Estonia	0.264	0.234	0.187	0.152	0.149	0.278	1.618	1.102	0.730
Ireland	:	1.579	1.503	1.513	1.609	2.101	3.452	3.895	:
Latvia	0.493	0.507	0.539	0.548	0.461	0.482	1.344	1.246	0.691
Lithuania	0.349	0.304	0.337	0.386	0.413	0.392	0.910	0.789	0.561
Hungary	:	0.679	0.688	0.643	0.633	0.652	1.149	1.336	:
Poland	:	:	1.282	1.164	1.013	0.905	0.961	1.036	:
Romania	0.672	0.626	0.540	0.419	0.341	0.267	0.452	0.604	0.284
Slovenia	:	:	0.683	0.651	0.497	0.445	0.965	1.187	1.245
Slovakia	:	0.502	0.604	0.655	0.587	0.694	0.926	0.939	:

The table shows, that in 2009 expenditures increased three times comparing to 2008. It should be noted, that the cost of different ALMP measures in Latvia is lower than in many other EU member states and is linked to such parameters as the minimum monthly wage (200 LVL in 2012) and average net wage (343 LVL in 2012). For example, the average cost of vocational training programmes in Latvia is 790 LVL, the cost of subsidized employment measures – 1155 LVL. It should be noted, that Latvian indicator on LMP expenditures does not differ a lot from other Baltic States and is slightly higher than in Lithuania and Estonia.

Several new ALMP measures were started in 2009-2012 to tackle the consequences of crisis and rising number of unemployed, especially long-term:

- *Training vouchers for employed with reduced working hours* (implemented since the end of 2009 and till the first half of 2010) - was aimed at providing support for those employed who were forced to work reduced hours during the crisis and thereby losing a part of their regular income. Within this measure, training vouchers were introduced in Latvia for the first time. It was a measure for improving skills and raising the competitiveness of employed working reduced hours and by this – lowering their risk of becoming unemployed. A person participating in the measure had an opportunity to acquire a self-chosen training course – limited by his/her professional activities in the company and the sector of the company, using a training voucher with a maximum amount of 500 LVL (EUR 711,44) for programmes with maximum duration of 6 months and for specific programmes 300 LVL (EUR 426,86) – with maximum duration of 3 months. Participants were also eligible for a monthly training allowance of 70 LVL (EUR 100). The majority of participants were working in wholesale and retail trade industry, manufacturing, construction, entertainment and recreation sector. The main training was organized in the following programmes: accounting, information operator, English language, computer studies, project management, commercial sciences, labour protection and safety at work, sales manager, florist and cook.

- *Complex inclusion measures* were firstly introduced in 2007 and were expanded significantly during the economic downturn in 2010. The decision was taken to transform the measures, by targeting the resources to young unemployed, mostly hit during the crisis.

In the whole, complex inclusion measures are aimed at specific target groups - long-term unemployed, unemployed with special needs, unemployed after child-care leave and young unemployed. The measures provide an opportunity for refreshing, acquiring and retaining skills necessary for finding work and include work experience activities for young unemployed. In 2010 the measures were expanded and included the scheme "Work practices for young unemployed" (was replaced by *Workplace for a young unemployed* in 2011). Within the scheme, young unemployed may participate in six to twelve months-long work practice, receiving monthly mobility allowance 120 LVL (171 EUR) in 2010 and 70 LVL (100 EUR) starting with 2011. If the level of knowledge gained does not meet job requirements, a young person may also participate in a training programme, allowing him to gain theoretical skills.

- *National project "Training and working practice for assistants of SEA inspectors"* (launched in 2010). With the reduction of financing available to public institutions at the end of 2008 and in 2009, as well as with rapidly growing number of registered unemployed, the SEA workload increased significantly – in September 2009 there were 306 unemployed per one SEA employee (in 2006 – 82, in 2007 – 62, in 2008 – 92) and more than 700 persons per one inspector registering unemployed.

In 2010 a new two-year project "Training and working practice for assistants of SEA inspectors" was launched. The measure was aimed at 144 young unemployed (72 in 2010 and 72 in 2011) who had higher education in social sciences and a short work experience. Within the measure, young unemployed were participating in 5-day theoretical training and then were having an 11 months internship at the SEA. The main duty of the trainees was to assist the SEA employees and provide matching services – bringing together unemployed with prospective employers, searching for vacancies, consulting both unemployed and employers and similar. Participants were also receiving a monthly training allowance of 150 LVL (213EUR) during the participation period.

- *Public works programme* was launched in 2012 upon the expiry of the WWS measure. The aim of the measure is activation of disadvantaged unemployed by maintaining and developing their work related skills, simultaneously establishing a better linkage of labour market measures with social assistance services in order to avoid shrinkage of the economic potential (i.e. avoiding that people rely on subsistence farming and/or social assistance). The measure targets exclusively the long term unemployed who have been registered with the SEA as unemployed for longer than 6 months. Besides, in order to be eligible for participation in the activity, the unemployed shall not receive unemployment benefits or old-age pensions. The period of participation in the activity by the long-term unemployed does not exceed 4 months per year. Participants can have 2 days per month off to actively search for a job under the guidance of the SEA or individually having an obligation to inform the SEA on results of the job-search. The 2 days can also be used for participation in the SEA competitiveness measures, individual counselling, group sessions on job search methods and basic skills needed on the labour market.

- *Support for youth volunteer work* (started in 2011) - the aim is to support activities of young unemployed aged 18-24 years for the public weal, promoting opportunities and developing a volunteer work in Latvia, taking into account youth potential and current situation in the labour market. Participants work in associations and foundations (up to 6 months) receiving monthly allowance of 40 LVL (57 EUR) and 60 LVL (85 EUR) for young unemployed with special needs. This measure is a part of the complex inclusion measures.

- *Workplace for a young unemployed* (started in 2011) – the aim of the measure is to promote a long-term integration into the labour market of vulnerable groups of young unemployed aged 18-24 years (being in unemployment for more than 6 months, unemployed after childcare leave or young unemployed with special needs etc.). Young unemployed have a possibility to gain a working experience for up to 9 months, entering into employment agreement with an employer. Within the measure an employer will receive

monthly wage subsidy for an employment of young unemployed: 100 LVL (142 EUR) for the first 6 months, 50 LVL (71 EUR) for the next 3 months. The greater subsidy is determined for young unemployed with special needs (150 LVL (213 EUR) and 100 LVL (142 EUR)). Additional expenses also are covered for supervisors' involvement, working place adaptation for persons with special needs, involvement of different experts, such as assistants, silent language experts etc. This measure is a part of the complex inclusion measures.

- *Measures supporting regional mobility of employees* - as the lack of qualified employees in enterprises is explained also by a weak regional mobility of employees, the Ministry of Welfare in 2013 re-launched the mobility measures for employees. Measures supporting regional mobility were first introduced in 2008 and provided financial support to cover expenses of commuting or rent of accommodations during probation period of an employee. However, the implementation of this measure was terminated in 2009 due to significant deterioration of the economic situation. Within a measure, an unemployed, who signed a contract with employer (the workplace must be situated in 20 km or more from the living place) may receive a compensation for transportation and living costs for 4 months from the start of working (maximum sum of a grant – 280 LVL). In 2013 approximately 350 unemployed will participate in a pilot project – the support will aim primarily regions with the highest unemployment rates. Before taking a decision on further continuation of support to regional mobility measure, scope and design of the intervention, the results and impact will be assessed in the 4th quarter of 2013.

- *Rehabilitation for long term unemployed with addiction problems* (in-patient or out-patient treatment, Minnesota 12 steps programme) is being implemented since the end of 2012.

7. Differences in activation rates provided by Eurostat and national experts.

Differences in activation rates are related with different approaches in calculation methods. National experts provided information on activation rates in 2009 and 2010, including only registered unemployed as a reference group (Eurostat takes in count registered unemployed + persons seeking employment (Labour force survey data on job-seekers) + labour reserve, therefore the reference group is much wider). National data included any kind of support provided to registered unemployed (also career counselling, information on vacancies, informative activities on available job offers etc.), but Eurostat indicator include only financially intensive active labour market policy measures (training, subsidized employment, start-up activities etc., excluding 1 sub-category “Labour market services”).

It should be also noticed, that in 2009 and 2010 the number of unemployed was increasing very fast – the reduced amount of job offers did not allow to return to the labour market to a major part of unemployed, the long-term unemployment was increasing, the number of persons who lost hope to find a job and became inactive was at the highest points – therefore activation rates remained low in crisis years.

*The impact of labour market policy measures and the efficiency of the SEA services are assessed on a regular basis using the ESF support. The efficiency of active labour market policy measures was also assessed within the World Bank's study Latvia: Who is Unemployed, Inactive or Needy? (WB study).*¹³

¹³ <http://www.worldbank.org/en/news/feature/2013/05/17/latvia-who-is-unemployed-inactive-or-needy>

In 2013, the economic potential of population at preretirement age is planned to be assessed, renewed short-term forecasts regarding the most demanded skills and professions in labour market is planned to be prepared and a short-term forecasting model (skills barometer) is expected to be developed.

ESC 1§1 “THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA”

The Committee concludes that the situation in "the former Yugoslav Republic of Macedonia" is not in conformity with Article 1§1 of the 1961 Charter on the ground that it has not been established that employment policy efforts have been adequate in combatting unemployment and promoting job creation.

25. The representative of “The Former Yugoslav Republic of Macedonia” stated that the Government was aware of the problems of and challenges faced by the labour market; there was high unemployment, high youth unemployment and high long term employment. The Government believes that active labour market policies on their own are not sufficient to substantially improve the situation on the labour market if not accompanied by efforts to stimulate job creation and employment. The Government therefore has adopted and implemented measures to stimulate employment creation. Numerous measures have been introduced in order to increase investment in the country, such as improvements of the legal framework, introduction of the one-stop-shop system for business registration, creation of an attractive tax package (flat tax rate of 10% for corporate and personal income), establishment of industrial development zones with additional incentives and benefits for the investors, improvements and investments in the infrastructure (communication and transport) etc.

26. As regards active labour market measures the representative stated that there have been improvements in recent years. In 2006 the 1st National Employment Strategy was adopted and annually up-dated. In addition there have been put into place annual operational employment plans-programmes and measures. “The Former Yugoslav Republic of Macedonia” seeks to bring its employment policies closer to the EU policies and practices. In October 2012, an Action Plan for Youth Employment was adopted to cover 2012-2015.

27. The representative further explained that many persons had registered as unemployed with the employment offices in order to obtain health insurance because health insurance was linked to the status of being unemployed although the person was not actively seeking work. This gave rise to a strange situation whereby the number of unemployed as compiled by the employment offices was far higher than the number in the Labour Force Survey compiled by the statistical office. However legislation amending the situation was adopted and health insurance is no longer linked to being registered as unemployed.

28. In addition the labour market statistics showed recently positive trends. The unemployment rate has decreased from 37.3 % in 2005 to 30.6% end of 2012. The number of persons participating in active employment measures has risen (5910 in 2010 to 15700 in 2012).

29. In response to a question from Turkey the representative of “The Former Yugoslav Republic of Macedonia” confirmed that expenditure on active labour measures had increased as well (0.11% of GDP in 2010 to 0.13% of GDP in 2012).

30. The GC took note of the information provided and of the measures adopted, including the National Action Plan for Youth Employment. It decided to await the next assessment of the ECSR.

ESC 1§1 THE NETHERLANDS IN RESPECT OF ARUBA

The Committee concludes that the situation in the Netherlands in respect of Aruba is not in conformity with Article 1§1 of the Charter on the ground that it has not been established that employment policy efforts have been adequate in combatting unemployment and promoting job creation.

31. Either no information was provided or the information provided was not relevant and in the absence of a representative from the Netherlands Aruba the situation could not be discussed.

Article 1§2 – Freely undertaken work (non-discrimination, prohibition of forced labour, other aspects)

ESC 1§2 AUSTRIA

The Committee concludes that the situation in Austria is not in conformity with Article 1§2 of the 1961 Charter on the ground that during the reference period legislation required employers to make foreign workers redundant first when reducing manpower or to avoid having to reduce the working hours of all employees.

32. The representative from Austria confirmed that the legislation had been repealed.

33. The GC congratulated Austria on the repealing the impugned legislation and bringing the situation into conformity with the Charter.

ESC 1§2 CROATIA

The Committee concludes that the situation in Croatia is not in conformity with Article 1§2 of the Charter on the ground that the list of jobs which are barred to foreign nationals is too broad.

34. The representative from Croatia stated that the legislation the Act on the legal profession had been amended, now other nationals, in particular nationals from EU member states, could access the legal profession in Croatia.

35. The representative from France asked whether access was permitted only for nationals of EU/EAA member states or whether access was also permitted for other nationals.

36. The representative from Croatia states that she was not entirely sure but that she believed that access was granted to nationals other than EU/EAA nationals.

37. The GC took note of the information provided, requested the Croatian authorities to provide all relevant information in their next report and decided to await the next assessment of the ECSR.

38. Concerning the mentioned occupations up to date, the Act on Legal Profession was amended. By the Act on Amendments to the Act on Legal Profession, adopted by the Croatian Parliament at its session on 26 September 2008 in the Act on the Legal Profession (Official Gazette 9/94), after Article 5, Article 5a was added which regulates the conditions in case when an attorney from another state who acquired the right to engage in the legal profession in his home state – a Member State of the European Union, may be engaged in the Republic of Croatia.

39. Furthermore, Article 32 of the Act on Amendments to the Act on the Legal Profession (Official Gazette No. 117 of 13 October 2008) added Title III A and Articles 36a, 36b, 36c, 36d, 36e, 36.f., 36.g., 36h that regulates practice of the legal profession by foreign attorneys in the Republic of Croatia and those provisions shall enter into force on the day of Croatia's accession to the European Union.

ESC 1§2 GERMANY

The Committee concludes that the situation in Germany is not in conformity with Article 1§2 of the Charter on the ground that access for non-EU/EEA nationals to professions such as doctors and pharmacists is restricted.

40. The representative from Germany informed the Committee that following the Law to improve the assessment and recognition of vocational qualifications obtained abroad, the Federal Medical Practitioners' Act and the Federal Pharmacies' Operation Regulation were amended with effect from 1 April 2012. In this context, the provisions in question in section 3 of the Federal Medical Practitioners' Act and in section 4 of the Federal Pharmacies' Operation Regulation were repealed. The licence to practice as a physician or as a pharmacist is awarded according to applicable law and regardless of the applicant's nationality.

41. The GC congratulated Germany on this reform.

ESC1§2 GREECE

The Committee concludes that the situation in Greece is not in conformity with Article 1§2 of the 1961 Charter on the grounds that:

- *restrictions on access of nationals of non-European Union States Parties to posts in the public service are excessive;*
- *during the reference period the length of the alternative service to armed military service was excessive.*

First ground of non-conformity

42. The representative from Greece stated that under the Greek Constitution only Greek citizens can be employed in the public administration however it does authorize the legislator to make exceptions by way of special laws. Laws have been enacted in order to permit EU citizens to be employed in the public service.

43. However other nationals (non EU) may be employed as musicians in Greek classical orchestras, as medical staff and in certain teaching posts. Further foreigners (non EU) citizens may be employed in the public administration by virtue of a private law contract of a definite term to carry out specific programmes or projects or where there is a contract for the completion of a specific project.

44. The representative from Greece further stated that the particular situation of Greece currently justified the fact that there had been no change. She highlighted the restructuring of the public sector and consequent reduction in posts (150,000 by 2015) and the drastic limitations on recruitment. The Chair stated that Greece had not provided any new information, it was a clear case of discrimination.

45. The ETUC recalled that on the previous occasion the Committee voted on a warning which was not carried but now there was no new information and no intention to change.

46. The representative of Greece confirmed that there had been no change to the legal situation but that the Committee needed to bear in mind the particular situation of Greece and changes to the public sector.

47. The representative of Cyprus supported by the representative of Italy pointed out that the ban was not absolute and further highlighted the special circumstances of Greece.

48. The GC took note of the information provided and decided to await the next assessment of the ECSR.

Second ground of non-conformity

49. The representative from Greece confirmed that the situation had been amended.

50. The GC congratulated Greece on bringing the situation into conformity with the Charter.

ESC 1§2 LATVIA

The Committee concludes that the situation in Latvia is not in conformity with Article 1§2 of the Charter on the ground that the restrictions on access to employment for non EU citizens go beyond those permitted by the Charter.

51. The representative from Latvia stated that Article 3 of the Advocacy Law defines the role of advocates. Article 4 provide the following persons may work as advocates in Latvia: sworn advocates, assistants of sworn advocates, EU citizens who have obtained legal qualifications in a member state of the EU and foreign advocates according to international agreements on legal assistance binding on Latvia.

52. The representative from Latvia further stated that under Article 83 of the Civil Procedure Law any person who has reached the age of majority and with legal capacity may be an authorized representative in civil procedures. A similar possibility exists in administrative procedures. She stated in addition that Article 130-131 of the Advocacy Law permits advocates from EU member states, who have a sufficient knowledge of the law and language and who have been recognized by the Sworn Advocates Council the same right to practice professional activities.

53. The French Representative asked whether access was granted to non EU nationals

54. The representative from the United Kingdom asked whether Latvia had international agreements with states parties to the European Social Charter.

55. The representatives from Estonia along with other delegates asked whether this was new information.

56. The Latvian representative stated that Latvia had international agreements with other states than European Union member states. She did not know whether this information had been included in the previous report. Further clarifications could be provided in the next report.

57. The representative from Turkey asked whether there was any intention to change the situation as it appears clear that this is a case of discrimination on grounds of nationality.

58. The delegate from Lithuania stated that the next report should answer the question whether for example a Russian national resident with the appropriate legal qualifications and speaking the language can enter the profession of sworn advocates.

59. The GC requested the Latvian Government to provide clear and precise information on the issue and meanwhile decided to await the next assessment of the ECSR.

ESC 1§2 LUXEMBOURG

The Committee concludes that the situation in Luxembourg is not in conformity with Article 1§2 of the 1961 Charter on the ground that the restrictions on access to employment in the public service for non-nationals are excessive.

60. The representative from Luxembourg confirmed that the posts of “*fonctionnaires*” in the civil service were restricted to nationals. He highlighted that the public service in Luxembourg was extremely small, and staff had to undertake many different types of tasks therefore it was difficult to determine what post exercised public authority as in reality everyone did everything. Further there is a regulation allowing the hiring of non-nationals in case of need. In addition he added that non-nationals may be employed as “*ouvriers*”.

61. The French representative sought confirmation as to whether non-nationals could be employed in the public service not as “*fonctionnaires*” but as “*contruactuels*”.

62. The representative from Luxembourg stated that “*ouvriers*” could be non-nationals. He stated at this stage the Government had no intention to amend the situation.

63. Certain representatives suggested sending a strong message to Luxembourg (France, Belgium Turkey). However other representatives (Lithuania Romania, Estonia) stated that Luxembourg was a small country and the situation needed further clarification.

64. The GC asked Luxembourg to bring the situation into conformity with the Charter and decided to await the next assessment of the ECSR.

ESC 1§2 THE NETHERLANDS IN RESPECT OF ARUBA

The Committee concludes that the situation in the Netherlands in respect of Aruba is not in conformity with Article 1§2 of the Charter on the grounds that:

- *the protection against discrimination in employment is inadequate;*
- *it has not been established that there is adequate protection against forced labour in respect of civil servants.*

65. Either no information was provided or the information provided was not relevant and in the absence of a representative from the Netherlands Aruba the situation could not be discussed.

ESC1§2 SPAIN

The Committee concludes that the situation in Spain is not in conformity with Article 1§2 of the 1961 Charter on the ground that the restrictions on access to employment in the public service for non-nationals are excessive.

66. The representative of Spain stated that Spanish law grants access to the public service to nationals of the members states of the European Union under the same conditions as Spanish citizens, except to those which directly or indirectly imply a participation in the exercise of public power or have as their purpose the safeguard of the interests of the State or of the Public Administrations.

67. Royal Decree 543/2001 of 18 May, on access to public employment of the General State Administration and its Public Organizations for other States' nationals to whom the right to free movement of workers is applied, includes in its Annex the jobs which are excluded from the general rule on access, since they imply the direct or indirect participation in the exercise of the public power and in the functions whose aim is to safeguard the interests of the State or of the other Public Administrations.

68. The representative of Spain pointed out that the EU Commission never questions a member states designation of a post excising public authority; it is left entirely to the discretion of the state itself.

69. Regarding the question on who decides in each State which posts imply the direct or indirect participation in the exercise of public power, in Spain, each Ministerial Department (or Ministry of an Autonomous Community, if appropriate), proposes those it considers that take part in this exercise, in relation with the competences it manages.

70. The representative from the ETUC asked whether non EU citizens had access to jobs in the public service which were not on the list of those reserved to Spanish nationals.

71. The representative from Spain stated that jobs in the public service not on the list were only open in principle to those individuals who were entitled to freedom of movement.

72. The representative from the ETUC then pointed out that there were 2 problems with the situation; the long list of jobs reserved for Spanish nationals and the fact that only EU nationals could access other jobs.

73. The GC decided to take note of the information provided and await the next assessment of the ECSR.

ESC 1§2 “THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA”

The Committee concludes that the situation in "the former Yugoslav Republic of Macedonia" is not in conformity with Article 1§2 of the 1961 Charter on the ground that nationals of other States Parties do not have access to civil service jobs.

74. The representative of “the Former Yugoslav Republic of Macedonia” provided an overview of the relevant legislation in the area. He stated that in view of protecting the domestic labour market priorities could be given to domestic workers. The employment of foreigners is governed by the law on the Employment and Work of Foreigners. Exceptions to the prohibition on foreign nationals being employed in the public sector were made in the education and health care sector.

75. The representative of "the Former Yugoslav Republic of Macedonia" further stated that in view of the trends in increased work force mobility his authorities are willing to consider the access of foreign citizens to vacancies in the public and civil sector on the basis of reciprocity and on the basis of a bilateral agreement with the respective countries.

76. The French representative asked whether any progress had been made on signing bilateral agreements and whether the information just provided was contained in the national report.

77. The representative from "the Former Yugoslav Republic of Macedonia" stated that he was not aware of any existing bilateral agreement dealing with access to posts in the public sector. He further wishes to highlight that the eventual accession of "the Former Yugoslav Republic of Macedonia" to the EU will require domestic legislation to be harmonized with EU legislation. He stated that some of the information provided was new.

78. The GC took note of the information provided. It notes that there have been certain positive developments and decided to await the next assessment of the ECSR.

Article 1§3 – Free placement services

ESC 1§3 CZECH REPUBLIC

The Committee concludes that the situation in the Czech Republic is not in conformity with Article 1§3 of the 1961 Charter on the ground that it has not been established that employment services operate in an efficient manner.

79. The representative of the Czech Republic provided the following information in writing:

Effective way of operating the employment services

The previous report under the relevant thematic group, i.e. The Fifth Report on the Application of the European Social Charter, set out the overall system of operation of public employment services for the relevant reference period.

As concerns the provision of job mediation services, there were also reasons explained of a decline in the number of job-seekers who used facilitation through the Labour Office and who, to a greater extent, started to use:

- Internet services and began to seek their jobs completely by themselves;
- Private recruitment agencies.

By contrast, this allowed paying more attention to those who needed greater individual assistance in the professional counselling and job mediation.

In its Ninth Report on the Application of the European Social Charter, the Czech Republic stated that the system of operation of public employment services in this country did not change. The period reviewed in the Ninth Report was affected by the economic and financial crisis. The number of vacancies declined, the unemployment rate rose, as did the number of job-seekers registered by the Labour Office.

Some of the newly dismissed employees registered with the Labour Office had higher skills than the existing job-seekers, and could actively seek jobs in the labour market individually.

As a result, the number of jobs arranged for registered job-seekers through public employment services declined because the Labour Office records only job-seekers placed to a job

by means of a recommendation letter as the job-seekers were directly assisted by its services. However, if a job-seeker himself/herself chooses a job offer from the database of vacancies published at Labour Office and is hired for a job, the job-seeker is not obliged, when deregistering as the unemployed, to notify the Labour Office that he/she has used one of the services provided by public employment services – i.e. the publication of vacancies. Labour Office does not create new jobs directly and the effectiveness of the employment mediation by employment services in that period was primarily influenced by the reduced supply of vacancies created by employers.

In the last two years, in order to improve the effectiveness of the PES, the structure of the PES was reshaped (single legal entity – the Labour Office of the Czech Republic – with 14 regional branches and 450 contact places across the country, instead of 72 district Labour Offices, was established in 2011) and some of the activities carried out parallel by all Offices until that were centralised, which led to an increase of the staff necessary to implement active labour market policy.

Annex – country fiche of January's review of the Active Employment Policy of the Czech Republic in the EU Employment Committee.

The new ICT infrastructure has been introduced with the aim of mainly interconnection between individual IT systems of the Ministry, higher comfort for users working with the IT systems both at the Ministry and in Labour Office.

Starting in second half of 2013, a new project “**Vacancies**” is to be implemented. The project is focused on setting appropriate conditions for monitoring and registration of vacancies. The measures should help the Labour Office adapt to the new conditions of cooperation with employers, following the legislative change (deletion of Article 35 of the Employment Act) when employers are no more obliged to report vacancies to the Labour Office.

Labour Office and its regional branches and contact places had not been sufficiently prepared for this situation (becoming in this respect equal to job agencies) in terms of staff and training. The Labour Office has therefore been continuously improving its working methods and put in place new processes of targeted cooperation to improve its attractiveness for companies.

The key current labour market problem is the excess of labour supply over labour demand. The Labour Office registered (on 30 June 2013) 540473 job-seekers and only 44032 vacancies. The Government has been therefore discussing in cooperation with the social partners measures to stimulate economic development, entrepreneurship and employment. One of the measures is the programme of energy (heat) savings, i.e. thermal insulation of residential houses, which will contribute to higher employment in construction throughout the territory (budget approx. CZK. 1.4 bill.). The Labour Office implements projects like „**Get trained for stability**“, focused on employers, traineeships and work practice for youth.

The 2013 budget for active employment policy allows replacing community work fully by **public works programmes**, another important ALMP tool. A new part-time public work programme has been introduced. Another 2013 innovation is a bonus subsidy for employment support if the job created by an employer is taken by a young job-seeker (under 30).

Within individualized services, the Labour Office fully supports **optional retraining**, where the job-seeker him/herself chooses the type of occupation and the provider of retraining, and the Labour Office can pay the costs of the retraining to the provider in case it improves the employability of the job-seeker. This new tool proved to be well accepted and used by many job applicants.

Ministry of Labour and Social Affairs established the **Fund for Continuous Education** as its agency implementing several projects from the Operational Programme Human Resources and Employment (OP HRE, it is and operational project to implement the European Social Fund - ESF) focused on new approaches in working with the job-seekers. The regional branches of the Labour Office implement ESF projects targeted at specific groups within their region, reflecting the labour market situation. Those projects are designed and implemented in cooperation with the social partners and other labour market actors (municipalities, NGOs).

The budget for ALMP in 2013 is around CZK 7.7 bill.: approx. CZK 800 mill. for investment incentives, approx. CZK 3.7 bill. for ALMP implemented through regional branches of the Labour Office (of which 1.6 bill. CZK form national budget and CZK 2.1 bill. from the ESF) and approx. CZK 3.1 bill. for other OP HRE projects (RIPs, NIPs etc.). In 2012, the ALMP budget was around CZK 6.6 bill., so the budget has increased by some 17 %.

	2007	2008	2009	2010	2011	2012
Total staff number in labour office, persons	8308	8017	8310	8161	7182	8897
Average monthly wage of labour office staff, CZK	22069	22608	23576	22659	21713	22464
Number of front-line case workers, persons	2516	2415	2590	2584	2487	2458
Ratio of registered job-seekers to front-line case workers in counselling and placement services	141	146	208	217	204	222
Total outflow from labour office registry, thousands	652.6	580.9	637.1	728.8	710.8	552.5
Placed without PES (outflow from labour office registry into employment), thousands	314.4	277.7	330.7	406.4	400.7	305.1
Placed by the PES (outflow from labour office registry into employment with labour office assistance), thousands	97,3	84.7	71.2	75.9	58.8	28.6
Number of job-seekers who were deregistered for refusing employment, public work service or failing to comply with requirements, thousands	97.2	91.1	85.5	91.0	85.4	76.5
Number of job-seekers who left labour office registry for other reasons, thousands	143.3	127.4	149.6	155.4	165.9	142.2

Note:

The data in first three lines are taken from wage registers of the Labour Office (regional branches and Directorate General). They represent a total recalculated number of employees as of 31 December or re-calculated number of front line employees dealing with job mediation and counselling (according to CZ-ISCO codes, earlier KZAM). Those numbers are regularly delivered to the Labour Market Policy Database of EUROSTAT. The average salaries of employees are taken from state final accounts, based on the total expenditure on salaries and total average recalculated number of employees.

There are **two projects** (one already under implementation, one under preparation) aiming at increasing the capacity and improving skills of the Labour Office staff:

a) **Methodology of individual and comprehensive counselling to client of the Labour Office.** Main aim of the project is to improve quality and extent of counselling and other activities (job mediation, labour market, ESF projects) of employment section of the Labour Office. Within the project, a counselling methodology will be developed, representing standards for work with clients and other activities in the employment section of the Labour Office. The employees (advisers) of the Labour Office will provide individual and comprehensive counselling according to this methodology. The methodology will be developed and launched into practice by the Methodological Centre, established for the purpose of the project. The methodology will serve not only to the experts (advisers), but also to other employees in direct contact with job-seekers and other clients of the Labour Office. When designing the methodology, the Methodological Centre will overview the current state of guidance and counselling support of the Labour Office (both as a whole and for individual workplaces), will carry out its detailed analysis and will recommend suitable procedures and guides for practical use. The project duration: January 2013 – June 2015.

b) System of efficient human resources management of the Labour Office

Main aim of the project is to develop system of efficient human resources management and improve the current system of training of PES staff. The project will support systematic approach to human resources management in the Labour Office. The project will focus on optimising personnel processes and on creation of a system of human resources management, which would ensure elimination of out-dated or unfitting personnel activities. Apart from personnel processes, other selected key processes will be optimised, performance criteria will be set.

Furthermore, the project will address review and update of type positions, in particular a description of type positions for the agenda of non-insurance social benefits will be developed; so far, there is no specific competence model or skills requirements defined for staff dealing with this agenda.

The main outcomes of the project will be:

- Streamlining of personnel processes;
- Setting up measurement of staff performance, linked to the streamlining of key processes;
- Improvement of managerial skills of managers and their higher efficiency;
- Innovation of the evaluation system;
- Reduction of excessive wage and administrative costs;
- Increasing staff motivation and labour productivity;
- Enhanced professional skills of the staff of the Labour Office.

The duration of the project: 2013-2015.

MLSA annually defines goals and focus of the active employment policy for the Labour Office by an internal regulation. For 2013, Instruction No. 2/2013 was issued. According to this Instruction, the Labour Office will, in 2013, preferentially support those job-seekers, for whom it is not possible to mediate job another way, in particular:

- Job-seekers unemployed longer than 5 consecutive months;
- Job-seekers requiring special attention due to their health status, age (graduates without practice, young people under 25 and older workers above 55) or childcare, or job-seekers with justified expectation of their long-term unemployment;

- Job-seekers requiring special attention because of another feature limiting their access to open labour market; e.g. social exclusion because of long-term unemployment is considered as another serious factor.

The instruction further defines implementation of ALMP tools and obliges the Labour Office to take into account their interlinkage and combination:

- To use ALMPs (e.g. combination of counselling, retraining and supported employment) as a motivation and activation tool for job-seekers at risk of losing working habits and motivation;
- To promote and actively seek cooperation with all actors on the labour market (employers, public authorities, school and continuous training institutions, NGOs etc.) with the aim to implement comprehensive employment programmes and to actively influence the labour market;
- To focus cooperation with the social partners and labour market institutions on co-ordination between employment, social and family policy;
- To intensify guidance for pupils and students and their parents in career choices, directing them to occupations demanded (or expected to be demanded) on the labour market;
- To offer young job-seekers (under 25) a suitable job, further education, an apprenticeship or a traineeship before 4 months of unemployment, taken into account individual needs;
- To promote access of women to employment, especially through job-search assistance and removing specific barriers to their labour market participation; to promote reconciliation between work and family life.

The budget of the Labour Office is not broken down for individual groups, but for regions. However, the regional branches follow the abovementioned instruction. For individual target groups, there are projects at national or regional level financed by OP HRE. MLSA submits requested data in reference period:

Figures in thousands	2007	2008	2009	2010
Number of unemployed people registered at the PES (monthly average)	392.8	324.6	465.6	528.7
Number of vacancies notified to the PES (monthly average)	122.0	141.8	48.6	33.1
Total outflow from labour office registry in persons	652.6	580.9	637.1	728.8
Number of people placed without PES (outflow from labour office registry into employment)	314.4	277.7	330.7	406.4
Number of people placed by the PES (outflow from labour office registry into employment with labour office assistance)	97.3	84.7	71.2	75.9
Placements made by the PES as a percentage of total placements	23.6 %	23.4%	17.7%	15.7%

Enclosure: EMCO Thematic review on Active Labour Market Policy in the Czech Republic from January 2013

ESC 1§3 THE NETHERLANDS IN RESPECT OF ARUBA

The Committee concludes that the situation in the Netherlands in respect of Aruba is not in conformity with Article 1§3 of the Charter on the ground that it has not been established that free placement services operate in an efficient manner.

80. Either no information was provided or the information provided was not relevant and in the absence of a representative from the Netherlands Aruba the situation could not be discussed.

ESC 1§3 SPAIN

The Committee concludes that the situation in Spain is not in conformity with Article 1§3 of the 1961 Charter on the ground that it has not been established that free placement services operate in an efficient manner.

81. The representative of Spain provided the following information in writing:

The CEDS considers that the efficiency of the public employment services in Spain has not been proven and requests, in the first place, that indicators of the results are submitted. Below we attach indicators of changes in labour during the period 2008 to 2010.

- Outstanding employment demands by sex, class and registered contracts by sex and duration.
- New employment demands by sex and age.
- New employment demands, registered offers and outstanding offers by sector and division of activity.
- New employment demands, registered offers and outstanding offers by occupation
- Outstanding employment demands by sex and age
- Outstanding employment demands, total registered unemployment and demands not included in registered unemployment, by sector and division of activity and by occupation
- Outstanding employment demands not included in registered unemployment, by sex and age
- Registered contracts by sex and age.
- New employment demands, registered offers and outstanding offers by autonomous community and province..
- Registered contracts by autonomous community and province.
- Registered contracts by kind, by autonomous community and province.

The information to prepare the statistics offered in this chapter comes from the data bases of the National Public Employment Service (SEPE), together with those from the corresponding public employment services, updated in real time by the management units of the SEPE, the Social Marine Institute and the Autonomous Communities with devolved competences in active employment policies. As for the data on contracts, besides the information of the corporative data base fed by the Public Employment Services where contracts registered and their extensions are formalized, the information given by the enterprises that register their contracts through the Internet. is used. For more detailed information on this matter, see the web page, www.sepe.es.

The employment offers are the jobs offered by the employers and registered in the Public Employment Offices for these to manage their coverage with the best suited job-seekers.

The employment demands are the applications for jobs registered in the Public Employment Offices made by the workers in working age who wish to work as employees and ask

for the mediation of the Public Employment Services. They include those of the workers who have no employment, both of those who have not worked previously and look for a job for the first time, and those of the workers who had a job before, and those of occupied workers who look for a job to replace or to complement the one they already have.

INDICATORS OF THE REGISTERED MOVEMENTS IN THE LABOUR MARKET 2008-2010

Outstanding employment demands, by sex and class and registered contracts, by sex and duration.

	ABSOLUTE VALUES		VARIATIONS WITH RESPECT TO PREVIOUS YEAR					
	In thousands		Absolute In thousands			Relative In percentages		
	2009	2010	2008	2009	2010	2008	2009	2010
OUTSTANDING EMPLOYMENT DEMANDS								
(Yearly average)								
Both sexes	4.983,1	5.499,8	569,9	1.395,2	516,7	18,9	38,9	10,4
Registered unemployment	3.644,0	4.060,8	500,9	1.104,1	416,7	24,6	43,5	11,4
Not included in registered unemployment	1.339,1	1.439,1	69,0	291,1	100,0	7,0	27,8	7,5
Males	2.455,8	2.703,4	401,7	876,4	247,6	34,1	55,5	10,1
Registered unemployment	1.832,9	2.030,5	355,1	685,9	197,6	44,8	59,8	10,8
Not included in registered unemployment	622,9	673,0	46,6	190,5	50,1	12,1	44,0	8,0
Females	2.527,3	2.796,4	168,2	518,7	269,1	9,1	25,8	10,6
Registered unemployment	1.811,1	2.030,3	145,8	418,2	219,1	11,7	30,0	12,1
Not included in registered unemployment	716,2	766,1	22,4	100,6	50,0	3,8	16,3	7,0
REGISTRERED CONTRACTS (Accumulated)								
Both sexes	14.021,8	14.417,2	-2.020,9	-2.579,4	395,3	-10,9	-15,5	2,8
Contracts for an undetermined period of time	1.312,4	1.228,2	-317,8	-590,2	-84,2	-14,3	-31,0	-6,4
Temporary contracts	12.709,4	13.188,9	-1.703,1	-1.989,2	479,5	-10,4	-13,5	3,8
Males	7.435,3	7.812,7	-1.271,8	-1.349,2	377,5	-12,6	-15,4	5,1
Contracts for an undetermined period of time	696,1	666,5	-181,5	-311,3	-29,6	-15,3	-30,9	-4,2
Temporary contracts	6.739,2	7.146,2	-1.090,3	-1.037,9	407,0	-12,3	-13,3	6,0
Females	6.586,6	6.604,4	-749,1	-1.230,2	17,8	-8,7	-15,7	0,3
Contracts for an undetermined period of time	616,4	561,7	-136,3	-278,9	-54,6	-13,2	-31,2	-8,9
Temporary contracts	5.970,2	6.042,7	-612,8	-951,3	72,5	-8,1	-13,7	1,2

New employment demands, by sex and age

	ABSOLUTE VALUES		VARIATIONS WITH RESPECT TO PREVIOUS YEAR					
	In thousands		Absolute In thousands			Relative In percentages		
	2009	2010	2008	2009	2010	2008	2009	2010
BOTH SEXES	8.982,7	8.442,9	1.372,5	791,7	-539,8	20,1	9,7	-6,0
Less than 20 years	458,6	416,5	40,9	-10,9	-42,1	9,5	-2,3	-9,2
From 20 to 24 years	1.192,9	1.125,8	162,5	97,8	-67,1	17,4	8,9	-5,6
From 25 to 29 years	1.455,5	1.344,0	197,9	103,2	-111,5	17,1	7,6	-7,7
From 30 to 34 years	1.447,3	1.352,9	243,4	152,5	-94,4	23,2	11,8	-6,5
From 35 to 39 years	1.253,8	1.185,7	206,0	132,3	-68,1	22,5	11,8	-5,4
From 40 to 44 years	1.096,9	1.037,0	186,9	105,3	-59,9	23,2	10,6	-5,5
From 45 to 49 years	882,0	840,5	140,7	91,2	-41,5	21,7	11,5	-4,7
From 50 to 54 years	620,5	599,4	105,9	73,5	-21,0	24,0	13,4	-3,4
From 55 to 59 years	371,1	351,0	55,4	34,7	-20,0	19,7	10,3	-5,4
From 60 years and over	204,2	190,0	32,9	12,0	-14,2	20,6	6,3	-6,9
MALES	4.756,3	4.387,1	1.037,3	554,8	-369,2	32,8	13,2	-7,8
Less than 20 years	271,0	243,5	36,5	-3,1	-27,5	15,4	-1,1	-10,1
From 20 to 24 years	642,3	594,2	130,3	63,9	-48,2	29,1	11,0	-7,5
From 25 to 29 years	769,0	695,6	160,2	74,4	-73,5	30,0	10,7	-9,6
From 30 to 34 years	778,0	717,4	186,3	110,3	-60,6	38,7	16,5	-7,8
From 35 to 39 years	657,9	613,6	155,6	96,1	-44,3	38,3	17,1	-6,7
From 40 to 44 years	555,4	517,9	134,1	76,1	-37,5	38,8	15,9	-6,8
From 45 to 49 years	439,1	411,7	98,4	60,7	-27,3	35,2	16,0	-6,2
From 50 to 54 years	316,3	298,2	70,4	45,2	-18,2	35,1	16,7	-5,7
From 55 to 59 years	207,9	189,8	41,6	24,3	-18,1	29,3	13,2	-8,7
From 60 years and over	119,4	105,2	23,8	7,0	-14,1	26,9	6,2	-11,8

FEMALES	4.226,4	4.055,8	335,2	236,9	-170,6	9,2	5,9	-4,0
Less than 20 years	187,6	172,9	4,4	-7,8	-14,6	2,3	-4,0	-7,8
From 20 to 24 years	550,6	531,6	32,2	33,9	-19,0	6,6	6,6	-3,4
From 25 to 29 years	686,5	648,4	37,7	28,9	-38,1	6,1	4,4	-5,5
From 30 to 34 years	669,3	635,5	57,1	42,2	-33,8	10,0	6,7	-5,0
From 35 to 39 years	595,9	572,2	50,3	36,2	-23,8	9,9	6,5	-4,0
From 40 to 44 years	541,5	519,1	52,9	29,2	-22,4	11,5	5,7	-4,1
From 45 to 49 years	442,9	428,7	42,3	30,5	-14,2	11,4	7,4	-3,2
From 50 to 54 years	304,1	301,3	35,5	28,3	-2,8	14,8	10,3	-0,9
From 55 to 59 years	163,2	161,2	13,7	10,5	-2,0	9,9	6,8	-1,2
From 60 years and over	84,8	84,8	9,1	5,1	0,0	12,8	6,4	-0,1

New employment demands, registered offers and outstanding offers, by sector and activity division

	Year 2010					
	In thousands					
	NEW DEMANDS		REGISTERED OFFERS		OUTSTANDING OFFERS (1)	OF-
	Absolute value	%	Absolute value	%	Absolute value	%
TOTAL	8.442,9	100,0	606,2	100,0	281,1	100,0
SECTORS						
Agricultural	925,1	11,0	27,9	4,6	12,7	4,5
Industry	762,6	9,0	23,5	3,9	16,6	5,9
Building	1.258,5	14,9	140,7	23,2	61,9	22,0
Services	4.777,4	56,6	411,7	67,9	187,8	66,8
Previous employment demands / No data on activity of the offer	719,3	8,5	2,4	0,4	2,1	0,8
DIVISIONS						
01 Agriculture, cattle raising, hunting and related services	864,9	10,2	24,6	4,1	10,7	3,8
02 Forestry, forest exploitation	39,8	0,5	3,0	0,5	1,8	0,6
03 Fishing and aquiculture	20,4	0,2	0,2	0,0	0,2	0,1
05 Extraction of anthracite, coal and lignite	2,9	0,0	0,0	0,0	0,0	0,0
06 Extraction of crude oil and natural gaz	0,3	0,0	0,0	0,0	0,0	0,0
07 Extraction of metallic minerals	0,8	0,0	0,1	0,0	0,1	0,0
08 Other extractive industries	7,8	0,1	0,1	0,0	0,2	0,1
09 Activities to support extractive activities	0,5	0,0	0,0	0,0	0,0	0,0
10 Food industry	145,8	1,7	2,5	0,4	1,6	0,6
11 Beverage manufacture	14,3	0,2	0,2	0,0	0,2	0,1
12 Tobacco industry	1,5	0,0	0,0	0,0	0,0	0,0
13 Textile industry	24,0	0,3	0,4	0,1	0,3	0,1
14 Garment industry	26,4	0,3	0,5	0,1	0,7	0,3
15 Leather and footwear industry	30,9	0,4	0,3	0,0	0,2	0,1
16 Wood and cork industry, except furniture, baskets and esparto goods	32,1	0,4	0,6	0,1	0,6	0,2
17 Paper industry	8,6	0,1	0,2	0,0	0,1	0,0
18 Graphic arts and copy of recorded supports	23,5	0,3	0,6	0,1	0,8	0,3
19 Coke and oil refining industry	0,6	0,0	0,0	0,0	0,0	0,0
20 Chemical industry	19,3	0,2	2,1	0,3	0,3	0,1

21	Manufacture of pharmaceutical products	4,1	0,0	0,1	0,0	0,1	0,0
22	Manufacture of rubber and plastic products	22,8	0,3	0,5	0,1	0,3	0,1
23	Manufacture of other non metallic mineral products	43,4	0,5	0,9	0,2	0,9	0,3
24	Metallurgy, manufacture of iron, steel and ferro-alloy products	37,9	0,4	0,5	0,1	0,2	0,1
25	Manufacture of metallic products, except machinery and fittings	90,9	1,1	3,0	0,5	2,2	0,8
26	Manufacture of computer, electronic and optical products	7,9	0,1	0,2	0,0	0,1	0,0
27	Manufacture of electrical material and fittings	16,8	0,2	0,4	0,1	0,2	0,1
28	Manufacture of n.c.o.p. machinery and fittings	30,9	0,4	1,3	0,2	0,8	0,3
29	Manufacture of motor vehicles, trailers and semi-trailers	30,4	0,4	0,7	0,1	2,5	0,9
30	Manufacture of other transportation materials	13,2	0,2	0,3	0,0	0,3	0,1
31	Manufacture of furniture	31,8	0,4	0,6	0,1	0,5	0,2
32	Other manufacturing industries	17,6	0,2	0,3	0,0	0,1	0,0
33	Repair and installation of machinery and fittings	18,4	0,2	1,2	0,2	0,9	0,3
35	Electricity, gas, steam and air conditioning supply	5,4	0,1	0,3	0,0	0,1	0,1
36	Collecting, treatment and distribution of water	7,0	0,1	0,7	0,1	0,2	0,1
37	Collecting and treatment of sewage	1,5	0,0	0,1	0,0	0,1	0,0
38	Collecting, treatment and removal of waste, revaluation	42,8	0,5	4,7	0,8	2,1	0,7
39	Decontamination activities and other waste management activities	0,6	0,0	0,0	0,0	0,0	0,0
41	Construction of buildings	610,6	7,2	75,6	12,5	31,0	11,0
42	Civil engineering	82,4	1,0	15,8	2,6	6,0	2,1
43	Specialized building activities	565,5	6,7	49,2	8,1	24,9	8,9
45	Sale and repair of motor vehicles and motorcycles	70,4	0,8	3,2	0,5	2,1	0,8
46	Wholesale and intermediary selling , except motor vehicles and motor-cycles	261,5	3,1	9,0	1,5	6,6	2,4
47	Detail selling, except motor vehicles and motorcycles	568,6	6,7	23,5	3,9	9,4	3,3
49	Carriage overland and by piping	143,8	1,7	2,4	0,4	1,8	0,7
50	Transportation by sea and by inner navigable ways	11,4	0,1	0,1	0,0	0,1	0,0
51	Air transport	8,9	0,1	0,1	0,0	0,1	0,0
52	Storage and annex-to-transport activities	46,9	0,6	1,6	0,3	1,1	0,4
53	Postal and mailing activities	42,8	0,5	0,2	0,0	0,1	0,0
55	Accommodation services	231,6	2,7	3,3	0,5	0,9	0,3
56	Meals and drinks services	604,2	7,2	12,1	2,0	12,9	4,6
58	Editing	14,0	0,2	0,4	0,1	0,2	0,1
59	Cinema, video, television programmes, sound recording and musical editing activities	28,3	0,3	0,2	0,0	0,2	0,1
60	Programming and sending radio and television activities	5,5	0,1	0,1	0,0	0,0	0,0
61	Telecommunications	17,5	0,2	0,7	0,1	0,6	0,2
62	Programming, consulting and other activities related to computing	27,3	0,3	1,6	0,3	1,0	0,4
63	Information services	9,3	0,1	0,4	0,1	0,2	0,1
64	Financial services, except insurances and pension funds	16,2	0,2	0,6	0,1	0,3	0,1

65	Insurances, reinsurances and pension funds, except statutory Social Security	5,8	0,1	1,9	0,3	1,7	0,6
66	Auxiliary activities for financial services and insurances	11,1	0,1	0,7	0,1	0,6	0,2
68	Property activities	28,6	0,3	0,9	0,2	0,7	0,2
69	Legal and accounting activities	37,6	0,4	3,4	0,6	1,4	0,5
70	Activities of headquarters; consulting activities on business management	19,3	0,2	0,8	0,1	0,4	0,1
71	Technical services of architecture and engineering; technical tests and analyses	47,5	0,6	3,6	0,6	1,5	0,5
72	Research and development	13,5	0,2	0,7	0,1	0,2	0,1
73	Advertising and market research	65,2	0,8	2,4	0,4	1,0	0,4
74	Other professional, scientific and technical activities	216,4	2,6	1,0	0,2	0,4	0,1
75	Veterinary activities	3,5	0,0	0,1	0,0	0,0	0,0
77	Renting activities	84,4	1,0	3,1	0,5	1,3	0,5
78	Activities related to employment	439,3	5,2	3,5	0,6	6,8	2,4
79	Activities of travel agencies, tour operators, booking services and related activities	19,4	0,2	0,6	0,1	0,3	0,1
80	Security and investigation activities	41,3	0,5	1,0	0,2	0,5	0,2
81	Services to buildings and gardening	296,1	3,5	9,0	1,5	3,6	1,3
82	Administrative offices activities and other business assistance activities	105,1	1,2	3,2	0,5	1,5	0,5
84	Public Administration and defence, statutory Social Security	387,7	4,6	241,2	39,8	92,7	33,0
85	Education	206,6	2,4	27,4	4,5	13,8	4,9
86	Health care activities	133,3	1,6	4,7	0,8	2,5	0,9
87	Care in residential establishments	94,4	1,1	6,6	1,1	1,7	0,6
88	Social services activities, without accommodation	79,0	0,9	9,9	1,6	2,9	1,0
90	Creative and artistic activities, shows	31,8	0,4	1,1	0,2	0,4	0,1
91	Activities in libraries, archives, museums, and other cultural activities	7,8	0,1	1,3	0,2	0,2	0,1
92	Gambling and betting activities	11,1	0,1	0,2	0,0	0,0	0,0
93	Sport, recreational and entertaining activities	83,8	1,0	6,5	1,1	3,1	1,1
94	Associative activities	54,1	0,6	9,7	1,6	6,3	2,2
95	Repair of computers, personal items and home appliances	11,0	0,1	0,4	0,1	0,3	0,1
96	Other personal services	109,0	1,3	6,4	1,1	3,3	1,2
97	Activities of the families as employers of home workers	24,3	0,3	0,5	0,1	0,9	0,3
98	Activities of the families as producers of goods and services for their own use	0,5	0,0	0,0	0,0	0,0	0,0
99	Activities of organizations and extra-territorial organs	0,8	0,0	0,0	0,0	0,0	0,0
	Demands without previous employment/ No data on the activity of the offer	719,3	8,5	2,4	0,4	2,1	0,8

(1) Data at 31 December 2010.

New employment demands, registered offers and outstanding offers, by occupation

	In thou- sands								
	NEW DEMANDS			REGISTERED OFFERS			OUTSTANDING OFFERS (1)		
	2008	2009	2010	2008	2009	2010	2008	2009	2010
TOTAL	8.191,0	8.982,7	8.442,9	659,4	594,9	606,2	296,8	263,4	281,1
Business and Public Administrations management	45,0	54,7	50,0	1,6	1,4	1,6	0,9	0,8	0,9
Technicians and lecturers, scientists and intellectuals	473,1	522,8	530,6	42,5	38,2	35,3	19,8	16,9	16,0
Technicians and assistant professionals	547,2	634,5	607,4	54,4	48,9	47,9	29,0	27,8	28,3
Office machines operators	489,7	525,2	486,1	25,8	20,3	19,7	10,7	9,5	8,4
Other employees of administrative nature	278,1	299,2	282,4	18,9	12,7	11,7	7,7	6,0	5,4
Restoring services workers	432,6	497,2	494,0	27,2	16,1	15,9	16,5	13,9	14,7
Workers of professional protection and security services	417,7	449,5	448,4	45,7	35,8	34,8	25,0	21,1	22,4
Shop assistants and assimilated workers	678,4	720,7	701,4	24,1	13,6	17,0	7,6	5,4	4,6
Qualified workers in agricultural activities	538,2	542,0	510,5	113,2	110,1	126,4	41,8	37,3	40,2
Qualified workers in other agricultural and fishing activities	33,5	35,1	34,2	3,8	3,5	5,0	2,8	2,3	3,0
Qualified building workers, except machine operators	905,2	1.002,3	895,7	73,2	79,0	84,0	35,0	32,2	38,0
Qualified industry workers, metal extraction, building, machinery	258,3	311,9	284,0	19,8	13,0	12,9	10,0	8,4	8,4
Qualified industry workers, graphic arts, textile, tailoring, food, arts	156,7	169,7	150,5	6,7	4,6	4,4	3,8	3,1	3,3
Installation of machinery, assembling, drivers	522,0	603,9	522,0	27,0	12,6	12,1	14,6	11,8	11,4
Home workers and other workers in cleaning the inside of buildings	654,4	706,2	682,2	28,4	20,2	18,4	12,3	9,8	8,6
Unskilled agricultural and fishing workers	234,2	273,9	281,7	24,9	28,4	26,9	12,1	11,1	12,5
Unskilled building workers	427,6	456,7	416,5	74,6	103,6	101,3	30,2	33,4	42,6
Unskilled mining and manufacturing industries workers	765,6	823,4	728,8	21,5	18,0	17,3	6,8	5,3	5,8
Unskilled transportation workers and unloading workers	198,9	215,6	205,3	8,6	2,9	2,6	3,1	2,3	2,2
Other workers	134,7	138,5	131,4	17,4	12,0	11,0	7,2	4,9	4,5

(1) Data at 31 December

Outstanding employment demands, by sex and age

	Yearly average							
	ABSOLUTE VALUES		VARIATIONS WITH RESPECT TO PREVIOUS YEAR					
	In thousands		Absolute In thousands			Relative In percentages		
	2009	2010	2008	2009	2010	2008	2009	2010
BOTH SEXES	4.983,1	5.499,8	569,9	1.395,2	516,7	18,9	38,9	10,4
Less than 20 years	158,3	152,8	21,1	33,9	-5,4	20,4	27,2	-3,4
From 20 to 24 years	451,6	471,8	61,4	140,9	20,2	24,6	45,3	4,5
From 25 to 29 years	627,7	659,1	71,3	187,6	31,4	19,3	42,6	5,0
From 30 to 34 years	716,9	780,5	85,7	227,2	63,7	21,2	46,4	8,9
From 35 to 39 years	671,5	753,7	77,6	208,5	82,2	20,1	45,0	12,2
From 40 to 44 years	609,1	689,6	72,7	182,1	80,5	20,5	42,6	13,2
From 45 to 49 years	541,7	623,8	62,2	157,7	82,2	19,3	41,1	15,2
From 50 to 54 years	469,5	546,2	54,3	126,5	76,7	18,8	36,9	16,3
From 55 to 59 years	418,1	472,9	30,0	79,8	54,8	9,7	23,6	13,1
From 60 years and over	318,8	349,4	33,7	50,9	30,6	14,4	19,0	9,6
MALES	2.455,8	2.703,4	401,7	876,4	247,6	34,1	55,5	10,1
Less than 20 years	93,4	89,2	16,8	22,7	-4,3	31,0	32,1	-4,6
From 20 to 24 years	246,1	251,3	47,9	88,0	5,1	43,5	55,7	2,1
From 25 to 29 years	322,6	334,1	56,4	118,1	11,5	38,1	57,8	3,6
From 30 to 34 years	354,3	385,0	64,4	143,8	30,8	44,0	68,3	8,7
From 35 to 39 years	319,5	360,6	56,0	130,7	41,1	42,2	69,3	12,9
From 40 to 44 years	287,0	328,0	50,4	114,7	41,0	41,3	66,6	14,3
From 45 to 49 years	249,8	291,8	42,8	97,4	42,0	39,0	63,9	16,8
From 50 to 54 years	215,1	253,9	33,5	77,9	38,9	32,3	56,8	18,1
From 55 to 59 years	203,3	230,6	16,7	51,4	27,3	12,3	33,9	13,4
From 60 years and over	164,5	178,8	16,9	31,6	14,3	14,6	23,7	8,7

FEMALES	2.527,3	2.796,4	168,2	518,7	269,1	9,1	25,8	10,6
Less than 20 years	64,8	63,7	4,4	11,1	-1,2	8,8	20,7	-1,8
From 20 to 24 years	205,4	220,5	13,5	52,8	15,1	9,7	34,6	7,3
From 25 to 29 years	305,0	324,9	14,8	69,5	19,9	6,7	29,5	6,5
From 30 to 34 years	362,6	395,5	21,3	83,4	32,9	8,3	29,9	9,1
From 35 to 39 years	352,0	393,1	21,5	77,8	41,1	8,5	28,4	11,7
From 40 to 44 years	322,1	361,6	22,3	67,3	39,5	9,6	26,4	12,3
From 45 to 49 years	291,8	332,0	19,4	60,4	40,2	9,2	26,1	13,8
From 50 to 54 years	254,5	292,2	20,8	48,6	37,8	11,3	23,6	14,8
From 55 to 59 years	214,8	242,3	13,3	28,4	27,5	7,7	15,2	12,8
From 60 years and over	154,3	170,6	16,8	19,4	16,3	14,2	14,4	10,6

Outstanding employment demands, total, registered unemployment and demands not included in registered unemployment, by sector and activity division

Year 2010

Yearly average

	OUTSTANDING DEMANDS					
	Total		Registered unem- ployment		Demands not includ- ed in registered un- employment	
	Absolute value	%	Absolute value	%	Absolute value	%
TOTAL	5.499,8	100,0	4.060,8	100,0	1.439,1	100,0
SECTORS						
Agricultural	390,2	7,1	122,0	3,0	268,1	18,6
Industry	707,8	12,9	500,4	12,3	207,4	14,4
Building	889,5	16,2	754,9	18,6	134,6	9,4
Services	3.067,2	55,8	2.347,7	57,8	719,5	50,0
Without previous employment	445,1	8,1	335,6	8,3	109,5	7,6
DIVISIONS						
01 Agriculture, cattle raising, hunting and related services	362,8	6,6	107,1	2,6	255,7	17,8
02 Forestry, forest exploitation	18,0	0,3	9,9	0,2	8,1	0,6
03 Fishing and aquiculture	9,4	0,2	5,1	0,1	4,3	0,3
05 Extraction of anthracite, coal and lignite	14,5	0,3	2,3	0,1	12,3	0,9
06 Extraction of crude oil and natural gas	0,7	0,0	0,3	0,0	0,4	0,0
07 Extraction of metallic minerals	1,9	0,0	0,5	0,0	1,4	0,1
08 Other extractive industries	6,9	0,1	4,8	0,1	2,1	0,1
09 Activities to support extractive activities	0,5	0,0	0,3	0,0	0,1	0,0
10 Food industry	99,0	1,8	73,5	1,8	25,5	1,8
11 Beverage manufacture	8,5	0,2	6,8	0,2	1,7	0,1
12 Tobacco industry	2,3	0,0	1,2	0,0	1,1	0,1
13 Textile industry	42,8	0,8	32,5	0,8	10,3	0,7
14 Garment industry	34,9	0,6	28,2	0,7	6,7	0,5

15	Leather and footwear industry	32,6	0,6	25,0	0,6	7,6	0,5
16	Wood and cork industry, except furniture, baskets and esparto goods	28,8	0,5	21,2	0,5	7,6	0,5
17	Paper industry	9,1	0,2	6,3	0,2	2,8	0,2
18	Graphic arts and copy of recorded supports	24,1	0,4	18,7	0,5	5,3	0,4
19	Coke and oil refining industries	0,4	0,0	0,3	0,0	0,1	0,0
20	Chemical industry	21,6	0,4	15,3	0,4	6,3	0,4
21	Manufacture of pharmaceuticals	2,7	0,0	2,3	0,1	0,5	0,0
22	Manufacture of rubber and plastic products	22,4	0,4	16,2	0,4	6,1	0,4
23	Manufacture of other mineral non metallic products	41,2	0,7	30,9	0,8	10,3	0,7
24	Metallurgy, manufacture of iron, steel and ferro-alloy products	40,6	0,7	22,2	0,5	18,3	1,3
25	Manufacture of metallic products, except machinery and fittings	75,3	1,4	56,6	1,4	18,7	1,3
26	Manufacture of computer, electronic and optical products	9,8	0,2	6,1	0,2	3,7	0,3
27	Manufacture of electrical material and fittings	18,2	0,3	11,9	0,3	6,3	0,4
28	Manufacture of n.c.o.p. machinery and fittings	28,2	0,5	18,8	0,5	9,4	0,7
29	Manufacture of motor vehicles, trailers and semi-trailers	32,3	0,6	16,2	0,4	16,1	1,1
30	Manufacture of other transportation materials	10,4	0,2	7,0	0,2	3,4	0,2
31	Manufacture of furniture	32,9	0,6	25,7	0,6	7,2	0,5
32	Other manufacturing industries	13,1	0,2	9,2	0,2	3,8	0,3
33	Repair and installation of machinery and fittings	12,0	0,2	9,4	0,2	2,6	0,2
35	Electricity, gaz, steam and air conditioning supply	5,8	0,1	3,0	0,1	2,8	0,2
36	Collecting, treatment and distribution of water	5,0	0,1	3,8	0,1	1,2	0,1
37	Collecting and treatment of sewage	1,1	0,0	0,9	0,0	0,2	0,0
38	Collecting, treatment and removal of waste, revaluation	27,9	0,5	22,6	0,6	5,3	0,4
39	Decontamination and other waste management activities	0,3	0,0	0,3	0,0	0,1	0,0
41	Construction of buildings	422,5	7,7	359,6	8,9	62,9	4,4
42	Civil engineering	55,1	1,0	45,7	1,1	9,4	0,7
43	Specialized building activities	411,9	7,5	349,7	8,6	62,3	4,3
45	Sale and repair of motor vehicles and motorcycles	57,5	1,0	46,7	1,2	10,8	0,8
46	Wholesale and intermediary selling, except motor vehicles and motorcycles	192,1	3,5	148,5	3,7	43,6	3,0
47	Detail selling, except motor vehicles and motorcycles	407,8	7,4	338,2	8,3	69,5	4,8
49	Overland carriage and carriage by piping	88,5	1,6	69,8	1,7	18,7	1,3
50	Transportation by sea and by inner navigable ways	7,0	0,1	5,0	0,1	2,0	0,1
51	Air transport	6,7	0,1	4,4	0,1	2,3	0,2
52	Storage annex-to-transport activities	31,5	0,6	23,4	0,6	8,1	0,6

53	Postal and mailing activities	16,9	0,3	12,6	0,3	4,3	0,3
55	Accommodation services	109,5	2,0	73,5	1,8	35,9	2,5
56	Meals and drinks services	361,6	6,6	275,5	6,8	86,1	6,0
58	Editing	10,1	0,2	8,2	0,2	1,8	0,1
59	Cinema, video, television programmes, sound recording and music editing activities	12,1	0,2	9,7	0,2	2,3	0,2
60	Programming and sending radio and television activities	3,0	0,1	2,4	0,1	0,6	0,0
61	Telecommunications	21,1	0,4	11,0	0,3	10,0	0,7
62	Programming, consulting and other activities related to computing	19,8	0,4	16,0	0,4	3,8	0,3
63	Information services	4,7	0,1	3,6	0,1	1,1	0,1
64	Financial services, except insurances and pension funds	10,9	0,2	8,8	0,2	2,0	0,1
65	Insurances, reinsurances and pension funds, except statutory Social Security	5,6	0,1	4,5	0,1	1,1	0,1
66	Auxiliary activities for financial services and insurances	9,5	0,2	7,7	0,2	1,7	0,1
68	Property-related activities	30,7	0,6	26,0	0,6	4,7	0,3
69	Legal and accounting activities	30,9	0,6	24,6	0,6	6,2	0,4
70	Activities of business headquarters, consulting on business management	12,6	0,2	9,9	0,2	2,7	0,2
71	Technical services of architecture and engineering, technical tests and analyses	33,9	0,6	27,8	0,7	6,1	0,4
72	Research and development	8,6	0,2	6,8	0,2	1,8	0,1
73	Advertising and market research	35,6	0,6	28,7	0,7	6,9	0,5
74	Other professional, scientific and technical activities	202,7	3,7	150,0	3,7	52,7	3,7
75	Veterinary activities	2,3	0,0	1,6	0,0	0,7	0,1
77	Renting activities	56,3	1,0	45,0	1,1	11,2	0,8
78	Activities related to employment	210,3	3,8	170,5	4,2	39,8	2,8
79	Activities of travel agencies, tour operators, booking services and related activities	11,4	0,2	9,0	0,2	2,5	0,2
80	Security and investigation activities	24,5	0,4	19,7	0,5	4,9	0,3
81	Services to buildings and gardening	196,1	3,6	148,2	3,6	47,9	3,3
82	Office administrative activities and other business assistance activities	57,1	1,0	44,7	1,1	12,4	0,9
84	Public Administration and defence, statutory Social Security	289,9	5,3	209,5	5,2	80,3	5,6
85	Education	114,1	2,1	78,1	1,9	36,0	2,5
86	Health care activities	72,7	1,3	51,6	1,3	21,0	1,5
87	Care in residencial establishments	49,6	0,9	36,9	0,9	12,6	0,9
88	Social services activities without accommodation	43,6	0,8	30,2	0,7	13,4	0,9
90	Creative and artistic activities, shows	11,9	0,2	9,3	0,2	2,7	0,2

91	Activities in libraries, archives, museums and other cultural activities	4,2	0,1	3,2	0,1	1,0	0,1
92	Gambling and betting activities	7,5	0,1	6,2	0,2	1,3	0,1
93	Sportive, recreational and entertainment activities	46,8	0,9	33,6	0,8	13,2	0,9
94	Associative activities	34,2	0,6	25,1	0,6	9,1	0,6
95	Repair of computers, personal items and home appliances	8,4	0,2	6,7	0,2	1,6	0,1
96	Other personal services	76,5	1,4	60,6	1,5	15,8	1,1
97	Activities of the families as employers of home workers	18,3	0,3	13,5	0,3	4,8	0,3
98	Activities of the families as producers of goods and services for their own use	0,3	0,0	0,2	0,0	0,1	0,0
99	Activities or organizations and extra-territorial organs	0,5	0,0	0,4	0,0	0,1	0,0
	Without previous employment	445,1	8,1	335,6	8,3	109,5	7,6

Outstanding employment demands, by sex and age
Yearly average

	ABSOLUTE VALUES		VARIATIONS WITH RESPECT TO PREVIOUS YEAR					
	In thousands		Absolute In thousands			Relative In percentages		
	2009	2010	2008	2009	2010	2008	2009	2010
TOTAL	4.983,1	5.499,8	569,9	1.395,2	516,7	18,9	38,9	10,4
Business and Public Administrations management	43,8	48,3	3,5	12,6	4,6	12,6	40,4	10,5
Technicians and lecturers, scientists and intellectuals	274,9	313,3	8,4	63,0	38,5	4,1	29,7	14,0
Technicians and assistant professionals	358,0	401,8	33,2	111,5	43,8	15,6	45,2	12,2
Office machines operators	353,1	387,7	25,0	89,1	34,5	10,5	33,7	9,8
Other employees of administrative nature	179,8	197,8	16,2	43,9	18,0	13,5	32,3	10,0
Restoring services workers	223,5	256,7	26,3	66,2	33,2	20,1	42,1	14,9
Workers of professional protection an security services	243,0	273,4	16,0	49,3	30,4	9,0	25,5	12,5
Shop assistants and assimilated workers	408,5	456,2	34,9	96,5	47,6	12,6	30,9	11,7
Qualified workers in agricultural activities	226,9	234,5	7,0	21,9	7,6	3,5	10,7	3,3
Qualified workers in other agricultural and fishing activities	18,1	20,1	1,7	3,4	2,0	13,2	22,8	11,2
Qualified building workers, except machine operators	519,4	574,9	128,6	211,6	55,6	71,8	68,7	10,7
Qualified industry workers, metal extraction, building, machinery	174,8	189,4	26,4	66,7	14,6	32,3	61,7	8,4
Qualified industry workers, Graphics arts, textile, tailoring, food, arts	120,0	126,8	8,6	26,9	6,8	10,2	28,9	5,7
Installation of machinery, assembling, drivers	378,3	397,7	51,8	139,0	19,4	27,6	58,1	5,1
Home workers and other workers in Cleaning the inside of building	477,0	543,1	38,0	97,6	66,1	11,1	25,7	13,9
Unskilled agricultural an fishing workers	114,6	132,9	14,7	27,0	18,3	20,2	30,8	16,0
Unskilled building workers	228,6	253,0	52,7	78,5	24,4	54,1	52,3	10,7
Unskilled mining and manufacturing industries workers	433,8	461,9	47,8	132,4	28,1	18,8	43,9	6,5
Unskilled transportation workers and unloading workers	105,2	117,3	18,0	36,8	12,1	35,7	53,9	11,5
Other workers	101,9	113,0	11,1	21,2	11,1	16,0	26,3	10,9

MALES	2.455,8	2.703,4	401,7	876,4	247,6	34,1	55,5	10,1
Business and Public Administrations management	32,7	35,8	2,4	9,4	3,1	11,5	40,5	9,6
Technicians and lecturers, scientists and intellectuals	101,1	116,6	6,2	30,9	15,5	9,7	44,0	15,4
Technicians and assistant professionals	191,4	214,3	20,1	69,3	22,9	19,7	56,7	12,0
Office machines operators	73,0	79,7	5,5	21,9	6,7	12,0	42,8	9,2
Other employees of administrative nature	44,9	49,2	4,5	12,5	4,3	16,0	38,4	9,6
Restoring services workers	103,1	117,3	13,9	33,2	14,1	24,8	47,4	13,7
Workers of professional protection an security services	31,6	36,9	3,4	9,0	5,3	17,5	39,8	16,8
Shop assistants and assimilated workers	58,7	67,1	7,2	18,8	8,3	22,1	46,9	14,2
Qualified workers in agricultural activities	101,3	106,7	8,0	16,9	5,4	10,5	20,1	5,3
Qualified workers in other agricultural and fishing activities	14,9	16,7	1,5	3,0	1,8	14,9	25,3	12,4
Qualified building workers, except machine operators	510,3	565,2	127,3	208,9	54,9	73,1	69,3	10,8
Qualified industry workers, metal extraction, building, machinery	171,0	185,5	26,0	65,6	14,5	32,8	62,2	8,5
Qualified industry workers, Graphics arts, textile, tailoring, food, arts	53,2	57,7	6,6	18,3	4,5	23,5	52,5	8,5
Installation of machinery, assembling, drivers	278,4	294,6	46,2	118,4	16,2	40,6	74,0	5,8
Home workers and other workers in Cleaning the inside of building	33,6	38,9	5,2	11,0	5,3	29,7	48,5	15,8
Unskilled agricultural an fishing workers	59,2	70,8	10,0	18,5	11,5	32,6	45,3	19,5
Unskilled building workers	216,2	239,3	51,0	76,0	23,1	57,2	54,2	10,7
Unskilled mining and manufacturing industries workers	232,2	244,6	33,5	88,5	12,4	30,4	61,5	5,4
Unskilled transportation workers and unloading workers	84,8	94,7	15,4	31,5	9,9	40,7	59,1	11,7
Other workers	64,2	71,8	7,7	15,1	7,6	18,5	30,8	11,8
FEMALES	2.527,3	2.796,4	168,2	518,7	269,1	9,1	25,8	10,6
Business and Public Administrations management	11,0	12,5	1,1	3,2	1,5	16,0	40,0	13,1
Technicians and lecturers, scientists and intellectuals	173,7	196,7	2,1	32,1	22,9	1,5	22,7	13,2
Technicians and assistant professionals	166,6	187,5	13,2	42,2	20,9	11,8	33,9	12,6
Office machines operators	280,1	307,9	19,6	67,2	27,8	10,1	31,5	9,9
Other employees of administrative nature	134,9	148,6	11,7	31,4	13,7	12,8	30,4	10,1
Restoring services workers	120,3	139,4	12,4	33,1	19,1	16,6	37,9	15,8
Workers of professional protection an security services	211,5	236,5	12,6	40,3	25,1	7,9	23,6	11,9
Shop assistants and assimilated workers	349,8	389,1	27,7	77,7	39,3	11,3	28,6	11,2
Qualified workers in agricultural activities	125,6	127,7	-1,0	5,0	2,2	-0,8	4,1	1,7
Qualified workers in other agricultural and fishing activities	3,2	3,4	0,2	0,4	0,2	6,6	12,3	5,5
Qualified building workers, except machine operators	9,1	9,8	1,3	2,7	0,6	26,3	41,2	7,0
Qualified industry workers, metal extraction, building, machinery	3,8	3,9	0,3	1,1	0,1	13,7	41,9	3,7
Qualified industry workers, Graphics arts, textile, tailoring, food, arts	66,8	69,1	2,0	8,6	2,3	3,5	14,8	3,4

Installation of machinery, assembling, drivers	99,8	103,0	5,6	20,6	3,2	7,6	26,1	3,2
Home workers and other workers in Cleaning the inside of building	443,4	504,2	32,8	86,6	60,8	10,1	24,3	13,7
Unskilled agricultural an fishing workers	55,4	62,1	4,7	8,5	6,8	11,1	18,2	12,2
Unskilled building workers	12,4	13,8	1,7	2,5	1,3	20,1	25,4	10,7
Unskilled mining and manufacturing industries workers	201,6	217,3	14,2	44,0	15,7	9,9	27,9	7,8
Unskilled transportation workers and unloading workers	20,4	22,6	2,6	5,4	2,2	20,8	35,5	10,7
Other workers	37,7	41,2	3,4	6,1	3,5	12,2	19,4	9,4

Outstanding employment demands not included in registered unemployment, by sex and age

Yearly average

	ABSOLUTE VALUES		VARIATIONS WITH RESPECT TO PREVIOUS YEARS					
	In thousand		Absolute In thousands			Relative In percentage		
	2009	2010	2008	2009	2010	2008	2009	2010
BOTH SEXES	1.339,1	1.439,1	69,0	291,1	100,0	7,0	27,8	7,5
Less than 20 years	49,7	46,0	8,3	10,3	-3,7	26,7	26,0	-7,5
From 20 to 24 years	119,2	126,2	8,1	28,2	7,0	9,8	30,9	5,9
From 25 to 29 years	136,0	140,5	-0,3	26,6	4,4	-0,3	24,3	3,3
From 30 to 34 years	167,3	176,9	5,1	42,7	9,7	4,2	34,3	5,8
From 35 to 39 years	166,7	180,0	5,4	42,0	13,3	4,6	33,6	8,0
From 40 to 44 years	164,5	178,4	7,9	38,5	13,9	6,7	30,6	8,5
From 45 to 49 years	152,8	169,7	10,2	36,1	16,9	9,5	30,9	11,1
From 50 to 54 years	136,1	154,9	10,9	32,6	18,7	11,7	31,5	13,8
From 55 to 59 years	130,4	140,5	3,0	18,1	10,1	2,7	16,1	7,8
From 60 years and over	116,4	126,1	10,4	16,0	9,7	11,5	16,0	8,3

MALES	622,9	673,0	46,6	190,5	50,1	12,1	44,0	8,0
Less than 20 years	27,8	26,3	5,1	6,6	-1,6	31,6	31,4	-5,6
From 20 to 24 years	56,7	61,0	5,6	17,5	4,3	16,8	44,5	7,6
From 25 to 29 years	63,4	65,8	2,5	18,8	2,3	6,0	42,1	3,7
From 30 to 34 years	78,5	83,9	5,4	29,1	5,4	12,3	58,8	6,9
From 35 to 39 years	75,0	82,4	5,1	29,0	7,4	12,4	63,1	9,8
From 40 to 44 years	70,2	77,7	5,4	26,0	7,5	14,0	58,8	10,7
From 45 to 49 years	65,4	73,3	6,3	22,5	7,9	17,1	52,4	12,1
From 50 to 54 years	61,1	69,5	5,6	19,8	8,4	15,6	47,7	13,7
From 55 to 59 years	66,5	70,0	0,8	11,5	3,5	1,4	20,9	5,3
From 60 years and over	58,2	63,1	4,8	9,7	4,9	10,9	20,0	8,3
FEMALES	716,2	766,1	22,4	100,6	50,0	3,8	16,3	7,0
Less than 20 years	21,9	19,7	3,2	3,6	-2,2	21,4	19,8	-9,9
From 20 to 24 years	62,5	65,2	2,5	10,7	2,7	5,1	20,6	4,2
From 25 to 29 years	72,6	74,7	-2,8	7,8	2,1	-4,2	12,0	2,9
From 30 to 34 years	88,7	93,0	-0,3	13,6	4,3	-0,4	18,1	4,8
From 35 to 39 years	91,7	97,6	0,4	13,0	5,9	0,5	16,4	6,4
From 40 to 44 years	94,3	100,7	2,5	12,5	6,4	3,1	15,3	6,8
From 45 to 49 years	87,4	96,4	3,9	13,6	9,0	5,6	18,4	10,3
From 50 to 54 years	75,0	85,3	5,3	12,8	10,4	9,3	20,6	13,8
From 55 to 59 years	63,9	70,5	2,2	6,6	6,6	4,0	11,5	10,4
From 60 years and over	58,2	63,0	5,6	6,3	4,8	12,1	12,2	8,3

Registered contracts, by sex and age

	ABSOLUTE VALUES		VARIATION WITH RESPECT TO PREVIOUS YEAR					
			Absolute			Relative In percent- age		
	2009	2010	2008	2009	2010	2008	2009	2010
BOTH SEXES	14.021.837	14.417.150	2.020.871	2.579.400	395.313	10,9	15,5	2,8
Less than 20 years	670.910	602.160	-311.621	-384.532	-68.750	22,8	36,4	-10,2
From 20 to 24 years	2.484.772	2.502.108	-561.414	-638.611	17.336	15,2	20,4	0,7
From 25 to 29 years	2.661.605	2.701.296	-506.808	-558.577	39.691	13,6	17,3	1,5
From 30 to 34 years	2.327.079	2.436.406	-255.227	-347.554	109.327	-8,7	13,0	4,7
From 35 to 39 years	1.850.414	1.953.121	-170.680	-247.732	102.707	-7,5	11,8	5,6
From 40 to 44 years	1.536.634	1.605.615	-100.269	-188.796	68.981	-5,5	10,9	4,5
From 45 to 49 years	1.176.454	1.235.306	-73.300	-111.964	58.852	-5,4	-8,7	5,0
From 50 to 54 years	738.972	793.956	-20.156	-47.878	54.984	-2,5	-6,1	7,4
From 55 to 59 years	365.243	384.234	-22.754	-35.769	18.991	-5,4	-8,9	5,2
From 60 years and over	209.754	202.948	1.358	-17.987	-6.806	0,6	-7,9	-3,2

MALES	7.435.275	7.812.739	1.271.759	1.349.162	377.464	12,6	15,4	5,1
Less than 20 years	370.135	332.316	-198.733	-218.204	-37.819	25,2	37,1	-10,2
From 20 to 24 years	1.241.340	1.277.881	-333.216	-328.182	36.541	17,5	20,9	2,9
From 25 to 29 years	1.411.394	1.452.696	-302.874	-300.598	41.302	15,0	17,6	2,9
From 30 to 34 years	1.304.578	1.395.479	-161.166	-186.318	90.901	-9,8	12,5	7,0
From 35 to 39 years	1.010.775	1.096.738	-107.536	-125.406	85.963	-8,6	11,0	8,5
From 40 to 44 years	784.394	848.497	-66.707	-85.727	64.103	-7,1	-9,9	8,2
From 45 to 49 years	586.774	633.846	-53.210	-46.835	47.072	-7,7	-7,4	8,0
From 50 to 54 years	380.753	419.532	-25.742	-25.156	38.779	-6,0	-6,2	10,2
From 55 to 59 years	210.525	225.746	-21.177	-18.859	15.221	-8,5	-8,2	7,2
From 60 years and over	134.607	130.008	-1.398	-13.877	-4.599	-0,9	-9,3	-3,4
FEMALES	6.586.562	6.604.411	-749.112	1.230.238	17.849	-8,7	15,7	0,3
Less than 20 years	300.775	269.844	-112.888	-166.328	-30.931	19,5	35,6	-10,3
From 20 to 24 years	1.243.432	1.224.227	-228.198	-310.429	-19.205	12,8	20,0	-1,5
From 25 to 29 years	1.250.211	1.248.600	-203.934	-257.979	-1.611	11,9	17,1	-0,1
From 30 to 34 years	1.022.501	1.040.927	-94.061	-161.236	18.426	-7,4	13,6	1,8
From 35 to 39 years	839.639	856.383	-63.144	-122.326	16.744	-6,2	12,7	2,0
From 40 to 44 years	752.240	757.118	-33.562	-103.069	4.878	-3,8	12,1	0,6
From 45 to 49 years	589.680	601.460	-20.090	-65.129	11.780	-3,0	-9,9	2,0
From 50 to 54 years	358.219	374.424	5.586	-22.722	16.205	1,5	-6,0	4,5
From 55 to 59 years	154.718	158.488	-1.577	-16.910	3.770	-0,9	-9,9	2,4
From 60 years and over	75.147	72.940	2.756	-4.110	-2.207	3,6	-5,2	-2,9

New employment demands, registered offers and outstanding offers, by autonomous community and province

	In thou- sands					
	NEW DEMANDS		REGISTERED OFFERS		OUTSTANDING OFFERS (1)	
	2009	2010	2009	2010	2009	2010
TOTAL	8.982,7	8.442,9	594,9	606,2	263,4	281,1
ANDALUSÍA	2.357,7	2.338,2	195,9	202,1	80,2	85,1
Almería	162,2	166,3	13,2	19,8	4,1	11,5
Cádiz	351,5	343,4	22,9	25,3	8,1	9,2
Córdoba	270,3	268,7	24,5	23,9	7,2	7,1
Granada	238,8	239,5	25,8	31,3	17,1	20,3
Huelva	186,1	190,1	16,6	16,4	8,9	8,3
Jaén	224,3	222,3	29,3	25,3	8,5	3,2
Málaga	342,5	339,4	26,3	20,7	5,2	3,8
Sevilla	582,1	568,4	37,2	39,3	21,0	21,7
ARAGÓN	229,8	205,4	14,5	13,4	1,7	1,7
Huesca	37,5	35,3	2,9	2,7	0,3	0,3
Teruel	23,4	21,0	2,2	1,9	0,2	0,3
Zaragoza	168,9	149,1	9,4	8,8	1,3	1,2
ASTURIAS (PRINCIPALITY OF)	162,9	143,9	11,4	11,1	1,0	1,0
BALEARS (ILLES)	231,1	211,2	7,9	5,9	1,8	0,7
CANARY ISLANDS	414,4	369,4	20,4	29,8	4,6	8,4
Palmas (Las)	224,2	196,5	10,3	14,5	2,6	5,0
S.C.Tenerife	190,2	172,9	10,1	15,3	2,0	3,4
CANTABRIA	98,7	90,5	4,6	4,5	0,5	0,5
CASTILLA-LA MANCHA	390,4	353,8	41,9	38,2	4,0	3,5
Albacete	82,4	77,1	9,2	8,1	0,8	0,8

Ciudad Real	105,3	91,7	13,0	11,9	0,9	0,7
Cuenca	33,8	29,7	4,4	4,2	0,6	0,5
Guadalajara	44,5	38,4	3,6	3,9	0,4	0,4
Toledo	124,4	116,8	11,7	10,1	1,1	1,1
CASTILLA Y LEÓN	424,7	412,6	40,6	23,7	28,4	30,3
Ávila	29,6	29,7	3,0	2,2	2,3	2,4
Burgos	65,7	61,6	6,1	3,1	3,3	3,2
León	81,0	80,5	6,1	4,9	7,1	8,4
Palencia	29,7	28,0	2,1	1,7	0,4	0,4
Salamanca	61,8	58,5	7,7	3,7	0,8	0,5
Segovia	23,3	23,2	2,7	2,1	8,3	9,1
Soria	15,6	15,0	1,9	1,4	1,7	1,6
Valladolid	88,3	86,7	8,7	3,0	3,9	4,1
Zamora	29,7	29,4	2,4	1,6	0,8	0,6
CATALONIA	1.215,7	1.141,3	52,1	78,3	25,2	36,6
Barcelona	864,4	799,6	30,0	42,7	14,3	19,9
Girona	127,5	121,3	4,9	6,7	2,3	3,5
Lleida	70,6	71,5	9,3	18,4	4,6	7,1
Tarragona	153,2	148,9	8,0	10,5	4,0	6,1
COMUNITAT VALENCIANA	998,5	941,6	43,5	35,5	26,2	24,9
Alicante	341,9	319,9	10,9	9,9	7,9	7,8
Castellón	126,9	119,1	7,5	5,4	4,3	4,1
Valencia	529,7	502,6	25,0	20,2	14,0	13,0
EXTREMADURA	342,0	314,4	61,4	61,1	8,3	8,4
Badajoz	226,4	203,6	34,6	33,0	2,5	2,9
Cáceres	115,5	110,8	26,8	28,2	5,8	5,4
GALICIA	443,6	411,1	34,7	28,6	72,6	69,7
Coruña (A)	173,4	163,6	13,7	10,9	33,8	32,1
Lugo	47,5	44,0	5,7	3,7	9,3	8,4
Ourense	44,4	41,6	5,5	4,4	8,1	7,9
Pontevedra	178,2	161,8	9,7	9,6	21,3	21,4
MADRID (COMMUNITY OF)	897,9	798,1	37,7	46,8	5,2	6,8
MURCIA (REGION OF)	272,3	245,3	8,2	8,6	1,1	1,1
NAVARRA (C. FORAL DE)	117,6	99,1	5,6	4,8	0,5	0,8

BASQUE COUNTRY	302,1	289,8	8,3	7,3	0,9	0,8
Álava	50,3	49,9	1,4	2,7	0,1	0,1
Guipúzcoa	86,2	83,7	2,7	0,8	0,2	0,1
Vizcaya	165,5	156,1	4,2	3,9	0,5	0,6
RIOJA (LA)	56,0	51,1	2,3	2,3	0,3	0,2
Ceuta	13,9	12,4	2,4	2,3	0,2	0,2
Melilla	13,4	13,8	1,6	1,7	0,6	0,3
Abroad (2)	-	-	0,2	0,2	0,1	0,1

(1) Data at 31 December

(2) For work centres outside the national territory

REGISTERED CHANGES IN THE LA- BOUR MARKET						MLR-29.		
						Registered contracts, by auton- omous		
						community and province.		
	ABSOLUTE VALUES		VARIATIONS WITH RESPECT TO PREVIOUS YEAR					
			Absolute			Relative		
			In percentage					
	2009	2010	2008	2009	2010	2008	2009	2010
TOTAL	14.021.837	14.417.150	-2.020.871	-2.579.400	395.313	-10,9	-15,5	2,8
ANDALUSIA	3.476.632	3.564.666	-359.475	-353.098	88.034	-8,6	-9,2	2,5
Almería	234.649	227.327	-39.513	-27.307	-7.322	-13,1	-10,4	-3,1
Cádiz	425.276	421.685	-55.811	-63.260	-3.591	-10,3	-12,9	-0,8
Córdoba	414.841	436.908	-17.838	-24.786	22.067	-3,9	-5,6	5,3
Granada	352.298	352.946	-23.148	-34.037	648	-5,7	-8,8	0,2
Huelva	302.153	302.452	-3.055	-21.517	299	-0,9	-6,6	0,1
Jaén	434.610	499.410	-10.648	16.629	64.800	-2,5	4,0	14,9
Málaga	517.882	526.532	-97.023	-74.623	8.650	-14,1	-12,6	1,7
Sevilla	794.923	797.406	-112.439	-124.197	2.483	-10,9	-13,5	0,3
ARAGÓN	372.008	387.765	-32.620	-94.075	15.757	-6,5	-20,2	4,2
Huesca	61.487	62.325	-8.082	-5.992	838	-10,7	-8,9	1,4
Teruel	30.073	32.124	-2.286	-4.777	2.051	-6,2	-13,7	6,8
Zaragoza	280.448	293.316	-22.252	-83.306	12.868	-5,8	-22,9	4,6
ASTURIAS (PRINCIPALITY OF)	253.690	270.887	-24.868	-41.387	17.197	-7,8	-14,0	6,8
BALEARS (ILLES)	306.939	306.898	-58.706	-74.493	-41	-13,3	-19,5	0,0

CANARY ISLANDS	538.989	549.482	-135.927	-110.493	10.493	-17,3	-17,0	1,9
Palmas (Las)	283.974	294.765	-77.535	-60.313	10.791	-18,4	-17,5	3,8
S.C.Tenerife	255.015	254.717	-58.392	-50.180	-298	-16,1	-16,4	-0,1
CANTABRIA	152.775	154.453	-23.090	-26.893	1.678	-11,4	-15,0	1,1
CASTILLA-LA MANCHA	582.440	595.497	-37.103	-63.567	13.057	-5,4	-9,8	2,2
Albacete	122.178	125.953	3.890	-14.485	3.775	2,9	-10,6	3,1
Ciudad Real	155.902	159.843	1.877	-3.812	3.941	1,2	-2,4	2,5
Cuenca	60.424	64.385	2.756	-3.297	3.961	4,5	-5,2	6,6
Guadalajara	79.395	82.160	-21.693	-19.745	2.765	-18,0	-19,9	3,5
Toledo	164.541	163.156	-23.933	-22.228	-1.385	-11,4	-11,9	-0,8
CASTILLA Y LEÓN	645.082	651.781	-72.706	-89.293	6.699	-9,0	-12,2	1,0
Ávila	36.239	36.703	-6.376	-6.463	464	-13,0	-15,1	1,3
Burgos	100.447	108.802	-12.136	-16.197	8.355	-9,4	-13,9	8,3
León	100.542	102.269	-14.077	-15.299	1.727	-10,8	-13,2	1,7
Palencia	46.827	48.194	-142	-4.954	1.367	-0,3	-9,6	2,9
Salamanca	86.990	81.735	-17.161	-5.108	-5.255	-15,7	-5,5	-6,0
Segovia	43.366	46.360	-3.541	-4.731	2.994	-6,9	-9,8	6,9
Soria	24.266	24.410	-1.896	-5.187	144	-6,0	-17,6	0,6
Valladolid	160.607	159.443	-13.395	-29.546	-1.164	-6,6	-15,5	-0,7
Zamora	45.798	43.865	-3.982	-1.808	-1.933	-7,7	-3,8	-4,2
CATALONIA	2.077.080	2.174.425	-339.013	-444.812	97.345	-11,8	-17,6	4,7
Barcelona	1.558.909	1.636.110	-239.032	-348.648	77.201	-11,1	-18,3	5,0
Girona	182.518	188.797	-34.535	-36.196	6.279	-13,6	-16,5	3,4
Lleida	125.771	129.756	-16.167	-17.299	3.985	-10,2	-12,1	3,2
Tarragona	209.882	219.762	-49.279	-42.669	9.880	-16,3	-16,9	4,7
COMUNITAT VALEN- CIANA	1.253.164	1.306.174	-321.718	-341.016	53.010	-16,8	-21,4	4,2
Alicante	394.765	402.869	-95.444	-91.848	8.104	-16,4	-18,9	2,1
Castellón	143.595	153.371	-39.985	-46.273	9.776	-17,4	-24,4	6,8
Valencia	714.804	749.934	-186.289	-202.895	35.130	-16,9	-22,1	4,9

EXTREMADURA	445.556	442.912	-11.055	-4.406	-2.644	-2,4	-1,0	-0,6
Badajoz	316.290	314.356	-3.366	1.427	-1.934	-1,1	0,5	-0,6
Cáceres	129.266	128.556	-7.689	-5.833	-710	-5,4	-4,3	-0,5
GALICIA	683.131	680.624	-70.462	-111.039	-2.507	-8,1	-14,0	-0,4
Coruña (A)	290.351	289.341	-30.280	-52.807	-1.010	-8,1	-15,4	-0,3
Lugo	66.622	63.355	-3.552	-8.126	-3.267	-4,5	-10,9	-4,9
Ourense	57.367	56.803	-5.677	-5.253	-564	-8,3	-8,4	-1,0
Pontevedra	268.791	271.125	-30.953	-44.853	2.334	-9,0	-14,3	0,9
MADRID (COMMUNITY OF)	1.660.387	1.714.722	-384.521	-506.856	54.335	-15,1	-23,4	3,3
MURCIA (REGION OF)	561.243	542.525	-82.165	-116.911	-18.718	-10,8	-17,2	-3,3
NAVARRA (C. FORAL DE)	200.724	214.609	-13.702	-38.097	13.885	-5,4	-16,0	6,9
BASQUE COUNTRY	673.925	709.979	-46.343	-148.938	36.054	-5,3	-18,1	5,3
Álava	111.990	121.240	-6.071	-27.039	9.250	-4,2	-19,4	8,3
Guipúzcoa	198.965	207.827	-5.019	-43.458	8.862	-2,0	-17,9	4,5
Vizcaya	362.970	380.912	-35.253	-78.441	17.942	-7,4	-17,8	4,9
RIOJA (LA)	94.739	102.564	-10.439	-15.389	7.825	-8,7	-14,0	8,3
Ceuta	18.783	20.503	2.126	433	1.720	13,1	2,4	9,2
Melilla	15.463	17.019	-1.369	-386	1.556	-8,0	-2,4	10,1
Abroad (1)	9.087	9.665	2.285	1.316	578	41,7	16,9	6,4
(1) Contracts whose work centre is outside the national territory								

Registered contracts, by modality, by autonomous community and province

Year 2010

	TOTAL	INDEFINITE DURATION						
		Total	Ordinary indefinido			Promotion of indefinite hiring		
			Total	Initial con- tracts	Conversions of temporary contracts	Total	Initial con- tracts	Conversions of temporary contracts
TOTAL	14.417.150	1.228.214	956.348	581.697	374.651	271.866	157.079	114.787
ANDALUSIA	3.564.666	144.957	110.502	59.750	50.752	34.455	18.135	16.320
Almería	227.327	12.464	9.813	5.125	4.688	2.651	1.485	1.166
Cádiz	421.685	19.392	14.735	7.265	7.470	4.657	2.215	2.442
Córdoba	436.908	11.216	8.300	4.477	3.823	2.916	1.489	1.427
Granada	352.946	13.928	10.108	5.720	4.388	3.820	2.002	1.818
Huelva	302.452	7.669	6.181	3.357	2.824	1.488	870	618
Jaén	499.410	9.220	7.094	4.286	2.808	2.126	1.142	984
Málaga	526.532	33.797	26.498	14.209	12.289	7.299	4.258	3.041
Sevilla	797.406	37.271	27.773	15.311	12.462	9.498	4.674	4.824
ARAGÓN	387.765	33.974	25.107	13.361	11.746	8.867	4.324	4.543
Huesca	62.325	5.755	4.075	2.355	1.720	1.680	830	850
Teruel	32.124	2.987	2.310	1.252	1.058	677	341	336
Zaragoza	293.316	25.232	18.722	9.754	8.968	6.510	3.153	3.357
ASTURIAS (PRINCIPALITY OF)	270.887	22.394	15.664	8.626	7.038	6.730	3.852	2.878
BALEARS (ILLES)	306.898	34.591	27.758	18.016	9.742	6.833	4.083	2.750
CANARY ISLANDS	549.482	55.204	44.589	24.771	19.818	10.615	5.442	5.173
Palmas (Las)	294.765	30.012	24.095	13.909	10.186	5.917	3.120	2.797
S.C.Tenerife	254.717	25.192	20.494	10.862	9.632	4.698	2.322	2.376

CANTABRIA	154.453	12.051	8.955	4.639	4.316	3.096	1.542	1.554
CASTILLA-LA MANCHA	595.497	41.423	32.170	17.522	14.648	9.253	5.184	4.069
Albacete	125.953	8.450	6.571	3.368	3.203	1.879	1.070	809
Ciudad Real	159.843	8.848	6.754	3.677	3.077	2.094	1.067	1.027
Cuenca	64.385	4.822	3.776	2.245	1.531	1.046	738	308
Guadalajara	82.160	5.677	4.380	2.389	1.991	1.297	596	701
Toledo	163.156	13.626	10.689	5.843	4.846	2.937	1.713	1.224
CASTILLA Y LEÓN	651.781	58.847	42.881	25.127	17.754	15.966	9.469	6.497
Ávila	36.703	2.837	2.146	1.295	851	691	466	225
Burgos	108.802	9.844	7.132	4.028	3.104	2.712	1.455	1.257
León	102.269	10.882	7.731	4.167	3.564	3.151	1.872	1.279
Palencia	48.194	3.331	2.292	1.218	1.074	1.039	655	384
Salamanca	81.735	7.913	5.612	3.630	1.982	2.301	1.517	784
Segovia	46.360	5.362	4.461	3.288	1.173	901	558	343
Soria	24.410	2.180	1.482	867	615	698	432	266
Valladolid	159.443	12.666	9.177	5.000	4.177	3.489	1.945	1.544
Zamora	43.865	3.832	2.848	1.634	1.214	984	569	415
CATALONIA	2.174.425	259.712	210.424	134.706	75.718	49.288	28.867	20.421
Barcelona	1.636.110	196.993	159.939	103.205	56.734	37.054	21.952	15.102
Girona	188.797	26.420	21.028	13.890	7.138	5.392	3.240	2.152
Lleida	129.756	12.834	10.258	5.651	4.607	2.576	1.284	1.292
Tarragona	219.762	23.465	19.199	11.960	7.239	4.266	2.391	1.875
COMUNITAT VALENCIANA	1.306.174	117.748	91.153	53.993	37.160	26.595	16.281	10.314
Alicante	402.869	40.779	31.695	18.968	12.727	9.084	5.774	3.310
Castellón	153.371	14.423	11.267	6.894	4.373	3.156	1.975	1.181
Valencia	749.934	62.546	48.191	28.131	20.060	14.355	8.532	5.823
EXTREMADURA	442.912	18.019	12.954	7.568	5.386	5.065	3.612	1.453
Badajoz	314.356	11.248	8.037	4.804	3.233	3.211	2.279	932
Cáceres	128.556	6.771	4.917	2.764	2.153	1.854	1.333	521
GALICIA	680.624	60.012	42.780	23.092	19.688	17.232	9.368	7.864
Coruña (A)	289.341	25.194	18.143	9.433	8.710	7.051	3.582	3.469
Lugo	63.355	8.450	6.354	3.708	2.646	2.096	1.281	815
Ourense	56.803	5.673	3.871	2.110	1.761	1.802	1.163	639
Pontevedra	271.125	20.695	14.412	7.841	6.571	6.283	3.342	2.941

MADRID (COMMUNITY OF)	1.714.722	251.906	201.332	135.725	65.607	50.574	32.056	18.518
MURCIA (REGION OF)	542.525	42.064	34.720	22.487	12.233	7.344	3.821	3.523
NAVARRA (C. FORAL DE)	214.609	15.450	11.094	6.772	4.322	4.356	2.466	1.890
BASQUE COUNTRY	709.979	48.964	35.764	20.527	15.237	13.200	7.175	6.025
Álava	121.240	8.236	5.934	3.001	2.933	2.302	1.117	1.185
Guipúzcoa	207.827	15.318	11.441	6.338	5.103	3.877	2.106	1.771
Vizcaya	380.912	25.410	18.389	11.188	7.201	7.021	3.952	3.069
RIOJA (LA)	102.564	7.622	5.695	3.265	2.430	1.927	1.193	734
Ceuta	20.503	1.667	1.475	937	538	192	85	107
Melilla	17.019	1.329	1.075	630	445	254	113	141
Extranjero (1)	9.665	280	256	183	73	24	11	13

(1) Contracts whose work centre is outside the national territory.

Concerning the second comment of the Committee about the convenience that Spain finds **the most efficient means to adapt the vacancies to the employment demand**, it should be pointed out that the **Active Employment Policies** are an essential instrument to shape a more efficient running of the labour markets.

The labour reform has introduced several measures that set the bases for a transformation of the Active Employment Policies with the aim to increase their efficiency and effectiveness. In order to achieve this goal, the implementation of the new model initiated with the labour reform is going to require a progressive review of the Active Employment Policies, which in turn requires a continuous assessment of the applied measures and a new orientation of them according to the results of the said assessment. This will allow that the Public Employment Services have at any time a series of effective measures of active employment policies to promote the employability of the unemployed workers and in this way help to have a better integrated and balanced labour market.

The final objectives should be those indicated by the European recommendations derived from the Strategy Europe 2020 and from the guidelines for the Employment Policies adopted by decision of the Council of the EU of 21 October 2010, i. e., active policies with a preventive approach to favour new opportunities for the unemployed to join the labour market, improving their employability and increasing their pro-activity, in such a way that their time in unemployment is reduced.

This approach of the active employment policies is aimed at following the orientations reflected in the Recommendations of the European Council of 12 July 2011, particularly in what concerns the adoption of new measures to improve the training of the workers and new reforms to reduce the segmentation of the labour market and improve the opportunities of employment for the youth.

Obviously, the actions and measures of active employment policies that shall be implemented by the Public Employment Services and that are included in the Annual Employment Policy Plan shall be permanently re-examined and assessed in order to meet the previous objectives. The measures programmed for a progressive review of the Active Employment Policies in Spain can be structured around five big lines of action:

- a. New orientation of the employment promotion programme
- b. Reorientation of the training for employment programmes
- c. New instruments for the professional guiding and the mediation in the labour market.
- d. Rationalizing the economic incentives to hiring
- e. Coordination and assessment by the Public Employment Services.

Finally, and in what concerns the **results of the regional public employment services**, the proposals of the Autonomous Communities and of the National Public Employment Service, as well as the Assessment of the Annual Active Employment Policies Plan 2012 should be commented.

Concerning the proposals of the Autonomous Communities and of the National Public Employment Service, it is convenient to explain that the Autonomous Communities and the National Public Employment Service have proposed that 522 actions and measures for each objective are included in the Annual Employment Policy Plan 2012, which in some cases are the same as the national programmes and in other cases are actions and measures that reformulate those programmes. Also new actions and measures, not linked to the mentioned programmes, are included. Likewise, all these measures fit in the ten fields of active employment policies provided for by the Act 56/2003 on Employment, which are developed in the Spanish Employment Strategy.

The set of actions and measures proposed by the Autonomous Communities and the National Public Employment Service, and to be implemented by them, will be periodically assessed, as it has been previously indicated, so that the Public Employment Services have at any time available information that allows them to know the degree of fulfilment of the set objectives and to assess the implemented actions.

The objectives and the measures of employment policy that both Autonomous Communities and the National Public Employment Service shall develop, in their respective competence fields and in the framework of this Annual Employment Policy Plan for 2012, are described in detail in the annex attached to this Plan, and, in a summarised way, they are grouped for each one of the priority objectives in the following way:

OBJECTIVE 1: Measures to reduce the present youth unemployment rate

92 measures to improve the employability of unemployed young workers and to give incentives to their hiring are included. They are of the following types:

- Actions aimed at the Professional Guiding, like insertion routes for young workers.
- Training actions addressed to young unemployed, non labour practices in enterprises and development of practices for young unemployed.
- Incentives to hiring for an undetermined period of time.
- Employment-training programmes, like workshop-schools and the like.
- Measures to favour self-employment among the youth.
- Integrated programmes including several measures aimed at the insertion of the youth.

OBJECTIVE 2: Measures to improve the employability of the other groups affected by employment.

204 measures are included with the objective to develop actions that improve the employability conditions of unemployed people other than young ones, who are already taken care for in the objective. These measures are of the following types:

- Actions aimed at the Professional Guiding, like insertion routes for unemployed, as well as actions of guiding for employment and self-employment.
- Offer of training actions for unemployed, non labour practices in enterprises and development of practices for unemployed workers. Likewise, actions to accredit professional competences acquired through experience are included.
- New qualification plan to care for unemployed workers coming from sectors hit by the crisis.
- Incentives to hiring for an undetermined period of time and to the transformation of temporary contracts into indefinite ones.
- Collaboration programmes for temporary hiring of unemployed workers with Public Administrations, non profit-making institutions and local corporations.
- Employment-training programmes, like employment workshops and the like.

- Programmes to promote equal opportunities, with incentives to favour the reconciliation of the working and the family life of the workers.
- Programmes to favour the self-employment of the unemployed, including training in cooperatives and labour societies, as well as social economy entities.

OBJECTIVE 3: Measures to support entrepreneurs and their stay in the labour market.

119 measures are included with the purpose to establish actions that help to create enterprises, especially those derived from self-employment and social economy. Their types are as follows:

- Actions of Professional Guiding for self-employment.
- Programmes of training in advising of new entrepreneurs.
- Incentives to hiring for an undetermined period of time in SME and in cooperatives and labour societies.
- Programmes to promote equal opportunities with incentives to favour the reconciliation of the working and family life of self-employees.
- Different measures (financial, direct investments, incorporations in ICT, support to representative entities of the social economy...)
- Actions to promote the territorial economic activity, like hiring Employment and Local Development Agents and giving support to the Local Employment initiatives.

OBJECTIVE 4: Stressing the public-private collaboration

31 measures are included their aim is to develop actions that favour the participation of private entities in the implementation of measures of active policy and in mediation. These measures are of the following types:

- Actions of Professional Guiding for employment and self-employment and implementation of insertion routes.
- Collaboration agreements with the Placement Agencies for insertion in the labour market.
- Participation of the collaborating entities in the management of the employment offers for unemployed workers.
- Development of Integrated Employment Projects for unemployed workers.

OBJECTIVE 5: Measures for specific groups

109 measures are included. Their objective is to develop actions that improve the employability conditions and give incentives to hiring people with especial difficulties to accede to the labour market, especially people with disabilities.

These measures are of the following types:

- Actions aimed at the Professional Guiding, like insertion routes, as well as guiding actions for employment and self-employment.
- Training actions on offer for unemployed and occupied workers, none labour practices in enterprises and development of practices for the unemployed. Likewise, actions are included to accredit the professional competences acquired through experience.
- Specific plans to care for the unemployed.
- Incentives to hiring for an undetermined period of time and to the transformations of temporary contracts into indefinite ones.
- Incentives to creation and maintenance of employment for people with disabilities in Special Employment Centres.
- Incentives to the creation and maintenance of employment for people in situations of social exclusion, including the promotion of employment in insertion enterprises and enterprises of the third sector.
- Promotion of programmes for women who are victims of gender violence.
- Training and insertion programmes for immigrants.
- Measures to favour the self-employment for people with disabilities, including training in cooperatives and labour societies, as well as entities of social economy.
- Integrated Project for groups with difficulties for insertion.

OBJECTIVE 6: Fight against fraud

8 measures are included with the purpose to develop actions that prevent the undue receipt of benefits and favour the right implementation of the active employment policies. They are of the following types.

- Campaign to raise awareness about the costs of training.
- Programme to fight undeclared work.
- Plans to inspect and control fraud in active policies.
- Follow-up of the personal employment agreements of people in receipt of benefits.

The measures proposed by the technical group set up for this purpose in the framework of the Work Technical Commission of Directors-General of the Public Employment Services have to be added to those proposed by the Autonomous Communities.

The main actions proposed to achieve the objective of fighting fraud and reach a better linkage between active and passive policies are:

- To follow-up the commitment with activity of all the people in receipt of the Active Insertion Income (RAI).

- To care by means of labour mediation actions and management of active employment actions at least for a number of beneficiaries proportional to their participation in the total number of unemployed in their territory.
- Follow-up of the procedures which are a result of the communications of the Public Employment Services to the National Employment Service of the failures to fulfil the commitment to activity of the people in receipt of benefits.

Likewise, the group has proposed the following lines of work to deepen and to improve the relation between benefits and active employment policies:

- To articulate the procedure for the commitment to activity foreseen by the Act on Employment to be formalized before the Autonomous Public Services. Now this commitment is made in the application for benefits and therefore before the National Public Employment Service.
- To ensure that the situation of job-seeker of the people applying for the Active Insertion Income meets the requirements of the law to the beneficiaries of benefits.
- To ensure the situation of job-seeker of the people applying for Active Insertion Income during the previous registration period of twelve months.
- Progressively reorienting the actions of the Public Employment Services towards actions focused on proving and following-up the availability of the commitment to activity of the beneficiaries of benefits.
- The Public Employment Services of the Autonomous Communities must communicate to the National Public Employment Service the failures to comply with this requirement for the late to initiate the corresponding sanctioning procedure.

In addition to the measures proposed for the six priority objectives, also the actions linked to the modernization of the Public Employment Services and to the training of the occupied persons are included.

Modernization

10 measures are included with the aim to develop actions to modernize the Public Employment Services, in relation to:

- Plans to modernize the employment offices.
- Promotion of the new ICT for the employment.

Training of occupied workers

17 measures to develop actions that improve the employability conditions and the maintenance of the jobs of occupied persons are included. They are as follows:

- Training plans addressed in the first place to occupied workers.
- Actions of Professional Guiding for occupied workers.

As for the assessment of the annual plan of active employment policies 2012, it is convenient to clarify that one of the failures in the management of the active employment policies in the last years has been the absence of an assessment culture of these policies. In order to improve their effectiveness

and efficiency, it is necessary to submit them to an assessment that allows to intensify the efforts and the resources on the measures with the highest impact on the employability of the workers.

In this sense, the choice of indicators is determinant to be able to measure the effectiveness of the measures for the fulfilment of the priority objectives, both individually considered and grouped by objectives or by territories. For this purpose, the Autonomous Communities must provide the National Public Employment Service with all the information on the implementation of the actions and measures included in the Plan for the assessment of them.

The Information System of the Public Employment Services, as an instrument to coordinate the National Employment System, will be the support through which the participation in those actions and measures will be identified and followed-up. The National Public Employment System and the Public Employment Systems of the Autonomous Communities will make the technical decisions that are necessary to adapt their information systems to the needs raised by these identification and follow-up systems.

The assessment of this Annual Plan has to be enriched with pertinent information sources and data from the other administrations and organizations, especially of the General Fund of the Social Security.

The results of the assessment will support the decision making on the opportunity of maintaining and reviewing them, as well as on the criteria to distribute the funds in the successive years.

It should be pointed out that the Annual Plan of Employment Policy for 2012 shows several peculiar features for its assessment and for the selection of the indicators.

- Due to the budget adjustment, a high percentage of measures to be applied this year will be later yearly periods of actions already started or committed in previous years.
- The launching of the new actions will take place in many cases by mid-2012, and the terms for their implementation, natural effectiveness period and later measurement of results will extend beyond the natural year.
- The great diversity of the proposed measures forces to use different levels of indicators, taking care for their grouping and for the objective sought.
- Given strategic indicators, which by their own nature are the most useful to measure the compliance with the objectives of the Plan, may be linked to several different measures or to external factors, such as the economic context.

As a result of all this, it has been thought that the most effective line of action for the present Plan is the following:

- To use this first Annual Plan of Employment Policy for 2012 a series of indicators that can be easily obtained associated mainly to context objectives. Preferably indicators will be used that are being used in international organizations, such as the Employment Committee of the European Union, or the operative programmes of the European Social Fund.
- In parallel, a permanent technical group will be set up with the purpose to define and agree an assessment system of the Annual Plans for the Employment Policy, in a way that it can be initially implemented in the Plan for 2013 and be gradually upgraded in later years.

In this first Annual Plan for 2012, the following levels of indicators are going to be used:

- a) Of follow-up, both of management and of results or efficiency, linked to the specific measures implemented, which will be included in the Ministerial Order by which the funds for the management by the Autonomous Communities of the active employment policies financed at the cost of the General State Budgets are territorially distributed. For this purpose, the indicators proposed by the Autonomous Communities for each one of the measures will be taken into account.
- b) Context indicators, the ones foreseen in the present Annual Plan of Employment Policy for each one of the priority objectives and in each Autonomous Community, which do not have to be necessarily linked to specific measures.

Besides these groups of indicators, and in the Annual Assessment Plan of the whole Training for Employment 2012 sub-system, a specific assessment process will be included for the training linked to the Professional Certificates, which will include, among others, the management and control procedures implemented by the competent Administrations, as well as the quality of the given training.

Finally, it should be indicated that those measures of autonomic field that have shown their effectiveness as active employment policy will be considered in the future as good practices in order to extend them to other territorial fields or to include them for the State as a whole.

As for the request of the CEDS – European Committee of Social Rights – on the **activities of the Council for the promotion of equal treatment and non discrimination of the persons on grounds of their racial or ethnic origin** (the Council, from now on) during the period 2010-2012, we inform that the **Action Plan 2010-2012 of the Council** included the following axles for action:

- Assistance to victims of discrimination;
- Surveys and reports;
- Communication and awareness raising;
- Institutional relations and international presence.

The actions implemented in relation to each one of the axles are the following:

Assistance to victims

2010 saw the commencement of the process to set up a Network of offices to assist the victims of discrimination on grounds of racial or ethnic origin (from now on, the Network), the preparation of a Book of management of the Network and of a Protocol for action, together with the Working Group for the Assistance to Victims, and, finally, agreements of collaboration with 9 NGO that promote actions to fight discrimination were signed. The ONG are: Red Cross, Foundation CEPAIM, Foundation Gypsy Secretariat, Movement against Intolerance, Movement for Peace, Disarmament and Freedom, Network Acoge (Receive), General Workers' Union and Roma Union.

In the reference period, the Network gave assistance to a total of 735 cases of discrimination.

Likewise, 2011 saw the opening of a new line of work with collaboration between the Network of centres for the assistance to the victims of discrimination and organizations interested in knowing and applying the protocols of the Council. The organizations that applied for joining the programme were

the following: Amnesty International, Diasporas Association, Spanish-Ecuadorean Rumiñahui Association, Spanish Confederation of Fathers and Mothers of Pupils (CEAPA), Federation of Gypsy Women KAMIRA; NGO Rescate (Rescue), and SOS Racism.

On the other hand, multiple activities of training in equality and non discrimination on racial or ethnical grounds have been carried out within the axle of assistance to discrimination victims. They were aimed at the people who form the network and to other professionals who work for equal treatment and non discrimination.

Surveys and reports

The Council has carried out the following activities under this axle:

a) Panel-survey on discrimination on grounds of racial or ethnical origin: the perception of the potential victims. Carried out for the first time in 2010, with the results published in March 2011, the survey was carried out again in 2011, adding the improvements proposed by the Work Group for Surveys and Reports of the Council and published and presented in 2012.

The results of this survey may be seen in the webpage of the Council:

<http://www.igualdadynodiscriminacion.org/recursos/publicaciones.do>

b) Preparation of the *Annual Report on the situation of discrimination and the application of the principle of equal treatment on grounds or racial or ethnical origin in Spain.*

This annual report is prepared with the aim to describe the state and the evolution of the discrimination on grounds of racial or ethnical origin in our country, with a general view of the progress made along the year. The reports for the years 2010 and 2011 are available in the webpage of the Council.

c) Preparation of thematic reports, recommendations and proposals (all available in the webpage of the Council):

- Report on the Bill of Integral Act for Equal Treatment and against discrimination (February 2011).
- Recommendation “Guaranteeing equal treatment and fundamental rights to the gypsy/ Roma population of Eastern Europe in Spain” (May 2011).
- Proposal “Avoiding the use of discriminatory, racists or xenophobic speeches in election campaigns” (May 2011).
- Proposal to the political parties “Inclusion in the election programmes of public strategies and measures to guarantee equality and non discrimination of the persons” (September 2011).
- Report on the Strategic Citizenship and Integration Plan 2011-2014 (September 2011).
- Report of the Council on the national and integral Strategy against racism, racial discrimination, xenophobia and other connected forms of intolerance (October 2011).
- Thematic report against discrimination in the employment field, prepared basing on the results obtained in the “Survey on the perception of discrimination 2011” (2012).

- Thematic report on the discrimination on grounds of racial or ethnical origin in the field of employment (2012).

Communication and awareness raising

Webpage www.igualdadynodiscriminacion.org

Opened in October 2010, during 2011 and 2012 it has been tried to consolidate the webpage of the Council as a key communication channel for the sought groups, giving priority to the persons who work for equality and non discrimination and to the possible victims of discrimination.

Annual Conference of the Council

The first conference of the Council was held on 2 and 3 November, with 120 attendants from a great variety of institutions and organizations (public administrations, NGO, enterprises, trade unions, universities, etc.). A debate document was prepared for this conference, as well as a conclusions and key challenges document that can be seen in the section of publications of the Council's webpage: www.igualdadynodiscriminacion.org.

Actions of awareness raising, training and debate

In 2010, the Council adopted its corporative image (logotype) and the graphic line of the webpage. Also several communiqués on the launching of the Council and its activities were published. As a result, the Council was mentioned both in the written press and in digital press and media (NGO; blogs, etc.). On the other hand, the President of the Council, Mr. José Manuel Fresno, was interviewed on several occasions by different media (TV, radio and press): *Público*, *CNN+*, *RNE*, *El País*, *Informe Semanal*, etc.

In 2011 the Council took part in a series of training and debate activities through its President, Vice-president and Secretariat of the Council. Approximately 1,130 people took part in training activities where the Council played an outstanding role. The activities were organized by entities like the National Public Administrations Institute, the Summer School in El Escorial of the Complutense University of Madrid, Police Academy in Ávila, Foundation Luis Vives, Associations of Gipsy Women Kamira, etc.

The debate events with the participation of the Council called around 850 attendants, with the project “*todoimas: foro 2011 para la igualdad y la no discriminación (everythingandmore: forum 2011 for equality and non discrimination)*” deserving to be highlighted. The Council took part as a strategic partner. Also the conference “The protection of human rights by the Ombudsmen/women” were held. Also the project GESDI (management of diversity in the enterprise) was implemented and developed by the Spanish Observatory of Racism and Xenophobia (Oberaxe), where the Council was represented by its President.

Institutional relations

In Spain

From 2010 the Council is being keeping institutional relations with a great variety of institutions and public powers in all territorial fields, non governmental organizations, universities and research centres, as well as with the Ombudsman.

In the European and international field

From 2010, the Council has boosted and reinforced its presence in the European and international field, being member of the European Network of equal treatment organizations (Equinet) and taking part in many international meetings, summits on equality and for a, specially in the European field.

Likewise, it has been in contact with supra- and international organizations and institutions, like the European Commission, the Fundamental Rights Agency of the European Union (FRA), the Commissioner for Fundamental Rights of the Council of Europe, the Consultative Committee on the framework agreement for the protection of national minorities of the Council of Europe, the Mexican organization for the promotion of equality CONAPRED, UNICEF and the British Commission for Equality and Human Rights.

Article 1§4 – Vocational guidance, training and rehabilitation

ESC 1§4 CROATIA

The Committee concludes that the situation in Croatia is not in conformity with Article 1§4 of the Charter on the grounds that it has not been established that:

- *the right to vocational guidance is guaranteed;*
- *the right to specialised guidance and training for persons with disabilities is guaranteed.*

The representative of Croatia provided the following information in writing:

Vocational guidance is included in regulations of several laws, by-laws, ordinances and decisions, and in measures and activities of different national policies. Vocational guidance is defined within:

Laws:

- employment preparation (Act On Employment Mediation And Rights During Unemployment, OG 80/08, 94/09, 121/10, 25/12, 118/12, 12/13; Article 1 and 21)
- measures and activities of professional rehabilitation (Act On Professional Rehabilitation And Employment Of Persons With Disabilities, OG 143/02, 33/05, Article 6)
- prohibition of direct and indirect discrimination in the field of labour and labour conditions which includes selection criteria and employment requirements, promotion requirements, vocational guidance, vocational training, additional training and retraining, in accordance with special law (Labour Act, OG 149/09, 61/11, 82/12, Article 5)
- equal access to all types of vocational guidance, vocational training, professional improvement and retraining (Anti-Discrimination Act, OG 85/08, 112/12, Article 1 and 8)
- cooperation of educational institutions with employment services and other institutions with the aim of achieving timely information levels and career guidance of pupils (Act On Education In Primary And Secondary Schools, OG 87/08, 86/09, 92/10, 105/10, 90/11, 05/12, 16/12, 86/12, 126/12, Article 57)
- improvement of quality of life which includes areas of work, employment and career guidance (Psychology Practice Act, OG 47/03, Article 3 and 7)

By-laws/ordinances and decisions:

- standard procedure for issuing certificate of workers health ability (Ordinance on jobs workers can perform only after previous and regular certification of health ability, OG 70/10)
- estimation of existing impairments and indications and contraindications for job performance (Ordinance On The Composition And Operation Of Expert Bodies In The Procedure Of Achieving Social Welfare Rights And Other Rights According To Special Regulations, OG 64/02, 105/07, 145/11, Articles 1, 8, 13 and 16)
- procedure of issuing a professional opinion on vocational guidance (Ordinance On The Procedure To Determine The Psycho-Physiological State Of A Child Or Pupil, And The Composition Of Expert Committee, OG 55/11, Article 14)
- targeted career guidance that can include a psychological-medical examination of the unemployed person; group counseling allows the unemployed person to gain and
- develop skills for active job seeking and competences to manage their own career development (Ordinance On Active Job Seeking And Availability To Work, OG 39/09, Article 7 and 8)
- precedence enrolment of candidates with developmental disabilities, health difficulties, learning difficulties, behavioral issues and emotional issues and candidates from the Roma minority (Decision On Elements And Criteria For Candidate Selection For High-School Enrolment In 2013/2014, Articles 16, 17 and 19)

Measures and activities of different national policies:

- domain 2.3. Upbringing and education, measure 3. To provide lifelong learning for persons with disabilities with the aim to facilitate the transition between phases of education and education and employment and domain 2.7. Professional rehabilitation, employment and labour, measure 4. To provide access to professional orientation for persons with disabilities regardless of age, education and working status (National Strategy Of Equalization Of Possibilities For Persons With Disabilities From The Year 2007 Till The Year 2015, OG 63/07)
- professional informing and guidance, and career planning and development are included within goal 2. Introduce learning and training for entrepreneurship as key competencies into all forms, types and levels of formal and informal education and learning (national Strategy for Entrepreneurial Learning)
- further development and enhancement of lifelong professional guidance in vocational education, as an important tool of education and employment policy, also through strengthening capacities for providing services of professional orientation (Development Strategy Of The Vocational Education System In The Republic Of Croatia From The Year 2008 Till The Year 2013)
- vocational guidance and future paths are defined as optional and non-compulsory subject within chapter V.: Structure of National Framework Curriculum for Preschool Education, General Compulsory and Secondary School Education, and as inter-sectional topic within chapter VI: Inter-subject topics as well as expected pupils achievements within individual educational cycles in the first, second, third and fourth (vocational school and gymnasium) cycles within topic 5: People, society and economy and general subject structure of career guidance and lifelong learning as integrated in subjects (National Curriculum Framework).

Vocational guidance and right to specialized guidance and training for persons with disabilities is ensured within mentioned regulations and with necessary adaptations in guidance and training methods according to impairments and individual needs of persons with disabilities. In that concern Croatian Employment Service organizes vocational guidance and active job searching workshops with sign language for persons with hearing impairments, adapted workshops of the same kind for persons with intellectual disabilities. 30 persons with hearing impairments were included in ECDL training for web-specialist with implementation of sign language and individually assessed additional educational hours for some participants during 2012. The same training is planned for 52 persons with hearing impairments in 5 places in Croatia during 2013.

IPA project aimed to support the development of the capacities of Croatia's stake holders in the field of employment, vocational guidance and mobility and recruitment on European level

CES Services for clients: Improving Lifelong Career Guidance (LLCG) and ICT support
The project "CES Services for clients: Improving Lifelong Career Guidance (LLCG) and ICT support" is one of several projects which the Croatian Employment Service is currently implementing within Component IV of Instrument for Pre-Accession Assistance (IPA) "Human Resources.

The overall objective of the project is to support the development of the capacity of Croatia's public institutions and relevant non-government partners in the field of employment.

The purpose of the project among other is to support development of lifelong career guidance system, which services will be available to Croatian citizens, based on their needs in education and occupation selection, in accordance with EU employment policy and EU best practices.

Project consists of **5 components** and components **3, 4** are directly related to further development of existing system of vocational guidance in CES and in Croatia:

Component 3: Forming a National Forum, drafting legislation and improving services towards clients

Within the LLCG part of the project, the stakeholders were identified in aim to participate in the National Forum for Lifelong Career Guidance. The National Forum is an independent advisory body consisting of representatives of relevant institutions and organizations in the field of lifelong learning aiming to promote and improve lifelong career guidance. In the course of Component 3, current Croatian and European Union best practices were examined, as well as legislation related to lifelong career guidance provision.

Component 4: Development and implementation of model of lifelong career guidance services provision in 7 Croatian counties

Seven Lifelong Career Guidance Units (LLCG Units) were established as pilot projects in delivering of lifelong career guidance services on the regional level. Before establishing the Units, a review of best practices and best services of Lifelong Career Guidance Centers in the EU was conducted, as well as a study visit to one of the Centers in the EU. Within this activity, in cooperation with CES employees on national and regional level who have acted as a working group, a model for functioning of the LLCG Units in Croatia was developed together with the training programme and Manual of procedures for the employees of the Centers. This phase of the project also includes supporting CES advisers in dissemination of acquired knowledge and skills to other employees in the Centers and assisting in the provision of services to clients. At the end of project, Technical Assistance will conduct the evaluation of the LLCG Units' work.

EURES services to employers

The project „**EURES services to employers**“ is implemented by the Croatian Employment Service within IPA Component I, “Assistance in transition and institution building”. This twinning light project is a follow-up, continuing on the results of the project “Preparation of Croatian Employment Service for joining the EURES network” (more information available on <http://www.hzz.hr/default.aspx?id=7174>). The overall objective of this project is to promote mobility and recruitment on the European level, and its purpose to support the Croatian Employment Service (CES) in the development of quality EURES services for employers.

ESC1§4 THE NETHERLANDS IN RESPECT OF ARUBA

The Committee concludes that the situation in the Netherlands in respect of Aruba is not in conformity with Article 1§4 of the Charter on the ground that it has not been established that appropriate vocational guidance, training and rehabilitation is guaranteed.

82. Either no information was provided or the information provided was not relevant and in the absence of a representative from the Netherlands Aruba the situation could not be discussed.

RESC 1§4 POLAND

The Committee concludes that the situation in Poland is not in conformity with Article 1§4 of the Charter on the grounds that access to continuing training for nationals of other States Parties is subject to an excessive length of residence requirement.

83. The representative of Poland stated that amendments to the Act on Employment Promotion and Labour Market Institutions is currently underway. This is due to the need to transpose EU Directive 2011/98/EU of the European Parliament and of the Council of 13 December 2011. The new legislation will allow third country nationals lawfully in Poland for the purposes of employment to access training courses run by the employment services without requiring a period of residence.

84. The GC took note of the information provided and decided to await the next assessment by the ECSR.

ESC 1§4 “THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA”

The Committee concludes that the situation in "the former Yugoslav Republic of Macedonia" is not in conformity with Article 1§4 of the Charter on the ground that it has not been established that the right of persons with disabilities to mainstream education is effectively guaranteed.

85. See under Article 15§1.

ARTICLE 9 – THE RIGHT TO VOCATIONAL GUIDANCE

ESC 9 CROATIA

The Committee concludes that the situation in Croatia is not in conformity with Article 9 of the Charter on the ground that it has not been established that the right to vocational guidance is guaranteed equally to nationals of other States Parties.

86. The representative of Croatia provided the following information in writing:

87. Vocational guidance and equal right to nationals of other States Parties is ensured within mentioned regulations and applies equally to unemployed persons, job seekers, students, pupils and all citizens. Several projects were implemented in aim to prepare CES and other stake holders for joining the EURES network.

ARTICLE 10 – THE RIGHT TO VOCATIONAL TRAINING

Article 10§1 - Technical and vocational training; access to higher technical and university education

ESC 10§1 AUSTRIA

The Committee concludes that the situation in Austria is not in conformity with Article 10§1 of the 1961 Charter on the ground that nationals of States Parties who are not nationals of the European Economic Area and are lawfully resident or regularly working in Austria are granted access to university education only subject to the availability of places.

88. The representative of Austria informed the GC that in 2009 a major reform of the University Studies Act took place. The main objective of this reform was to assure the general financing of the universities. As regards the equal access to university education, she underlined that since the winter semester 2013/2014, a new intake system for all students, regardless of their nationality, will be implemented in some areas of study. In accordance with this system, all university applicants must meet the general and the study related conditions, required by law, such as the possession of a special university entrance qualification required for a particular programme selected, sufficient knowledge of German, and – where appropriate - the entrance examinations. The Ministry for Science and Research confirmed that this system guarantees equality of treatment with respect to access to university education to every applicant, including nationals of State Parties who are not nationals of the European Economic Area.

89. Furthermore, the representative of Austria informed that a quota system applies only in the field of medical studies: 75% of all seats in universities are reserved to holders of an Austrian school leaving exam, 20% go to EU citizens and 5% to third country nationals. This system has been put in place in 2006 in order to avoid shortage in doctors and to preserve high quality in the Austrian health care system.

90. She declared that more detailed information on these issues will be given in the next Austrian report on Article 10.

91. In reply to a question from the representative of Turkey, the representative of Austria confirmed that free access to university education is granted, with the exception of medical studies.

92. The GC noted these positive developments, invited the Government of Austria to include all the relevant information in its next report and decided to await the next assessment by the ECSR.

ESC 10§1 GREECE

The Committee concludes that the situation in Greece is not in conformity with Article 10§1 of the 1961 Charter on the ground that equal treatment of nationals of States Parties as to access to vocational training is not guaranteed because their access is subjected to the availability of places.

93. The representative of Greece provided the following information in writing:

In response to the negative conclusion of the European Committee of Social Rights (ECSR) regarding the implementation by our country of paragraph 1, article 10, European Social Charter “The Right to Vocational Training – Promotion of technical and vocational training and granting of facilities for access to higher technical and university education”, we wish to state the following: this negative conclusion was drawn on the basis of the number of places determined every year by the Ministry of Education for alien students / alien students of non-Greek ethnic origin who hold a foreign secondary education graduation certificate and wish to be admitted to tertiary educational institutions in our country, in accordance with special regulations governing this category of candidates.

As regards the aforementioned negative conclusion, which apparently implies discrimination and exclusion of aliens from access to tertiary education in our country, we consider it important, first of all, to remind that not only the special categories of candidates but also native students not included in those categories have to sit for exams for a certain number of places determined every year by the Ministry of Education for all higher technical educational institutions and universities.

Information about the number of entrants to higher education for the following academic year 2013-2014 is presented below. In particular, the members of large families, members of families having three children and those included in special categories according to social criteria, account for 20% of the total number of entrants. As regards the candidates that fall under the special category of aliens / aliens of non-Greek ethnic origin, the places corresponding to them are as follows:

2% Aliens / Aliens of non-Greek ethnic origin who are secondary education graduates from schools that follow a curriculum of a country that is not an EU member, for departments and faculties of Universities, University Ecclesiastical Academies (excluding the programs of clerical studies) and Technological Educational Institutes in the fields of Humanities, Law and Social Sciences.

1% Aliens / Aliens of non-Greek ethnic origin who are secondary education graduates from schools that follow a curriculum of a country that is not an EU member, for departments and faculties of Universities (excluding the programs of clerical studies at University Ecclesiastical Academies) and Technological Educational Institutes in the other scientific fields.

20% Aliens / Aliens of non-Greek ethnic origin who are secondary education graduates from schools that follow a curriculum of a country that is not an EU member, for programs of clerical studies at University Ecclesiastical Academies.

10% Graduates of senior high schools or equivalent schools of EU member states, who are of non-Greek ethnic origin, for departments and faculties of Universities, University Ecclesiastical Academies (excluding the programs of clerical studies at University Ecclesiastical Academies, School of Pedagogical and Technological Education), and Technological Educational Institutes in all scientific fields.

20% Graduates of senior high schools or equivalent schools of EU member states, who are of non-Greek ethnic origin, for the programs of clerical studies at University Ecclesiastical Academies.

3.5% Alien scholars / Alien scholars of non-Greek ethnic origin, for the faculties of University Schools of Theology and programs at University Ecclesiastical Academies.

1% Alien scholars / Alien scholars of non-Greek ethnic origin, for all the other departments of Universities, Technological Educational Institutes, School of Pedagogical and Technological Education, and Advanced Schools of Tourism Education.

Moreover, we would like to stress that alien students from EU member states or third country nationals are entitled, if they wish, to sit for the national entrance exams on exactly the same terms and conditions as those that apply to the native students regarding access to tertiary education in our country. More specifically, according to the legislation in force:

(1) Case (ii), subparagraph (a), paragraph 3, article 2, Law 2525/1997 (Government Gazette 188 Part A), as replaced by paragraph 2, article 1, Law 2909/2001 (Government Gazette 90 Part A), stipulates that “holders of a graduation certificate: (a) from a senior high school or a secondary school other than a unified senior high school ... may, following their participation in the national written exams of the third year of unified senior high school, obtain a certification, as provided for in paragraph 13, article 1, for their access to tertiary education, on the basis of their written performance in such exams. Paragraphs 1 and 2 of the same article apply accordingly to those falling under this case”.

(2) Paragraph 11, article 59, Law 3966/2011 (Government Gazette 118 Part A) stipulates that “case (b), paragraph 2, article 2, Law 2525/1997 (Government Gazette 188 Part A), as replaced by paragraph 2, article 1, Law 2909/2001 (Government Gazette 98 Part A), is replaced as follows: The selection of candidates for faculties and departments who have stated their preference, is made on the basis of the points resulting from the sum of the products of the general grade of access as per the certification, the access grades in two subjects of increased weighting multiplied by the corresponding weighting coefficients in descending order, until the available places for each faculty or department have been covered. For faculties or departments requiring examination in one or more special subjects or practical tests, the points resulting from the product of the grades in the special subjects or practical tests multiplied by the corresponding coefficient shall be added to the aforementioned total number of points”.

(3) Paragraph 1, article 5, Ministerial Decision no F253/28934/B6/30-3-2006 (Government Gazette 391 Part B) stipulates that “candidates eligible for submitting an application to be admitted to faculties and departments as per article 1 hereof, shall be holders of a secondary education graduation certificate from a day unified senior high school or day unified ecclesiastical senior high school or senior high school other than a unified senior high school, or Greek unified senior high school abroad or foreign high school operating in Greece or abroad, when the title they award entitles the holder thereof to be admitted to universities of the country whose curriculum is adopted by the specific school, and provided that they hold the certification as per paragraph 13, article 1, Law 2525/1997, as supplemented by paragraph 1, article 1, Law 2909/2001.

Hence, it can be concluded that Greek and alien candidates for admission to tertiary education in our country can sit for the national entrance exams on the same terms and conditions, while as regards aliens, they can also choose to be included in the special categories of candidates under favourable criteria governing such categories.

Article 10§4 – Full use of facilities available

ESC 10§4 AUSTRIA

The Committee concludes that the situation in Austria is not in conformity with Article 10§4 of the 1961 Charter on the ground that equal treatment of nationals of other States Parties not members of EU/EEA lawfully resident or regularly working in Austria is not guaranteed with regard to fees and to financial assistance for training.

94. The representative of Austria presented the current situation as regards tuition fees for higher education. She informed the GC that students with Austrian citizenship or those who are EU or EEA citizens are not required to pay tuition fees, if they do not exceed the statutory duration of studies per period of study by more than two semesters. Otherwise they have to pay tuition fees in an amount of 363 € per semester.

95. Students from third countries who have not themselves been living in Austria for at least 5 years or who do not have at least one parent being resident in Austria for at least 5 years have to pay tuition fees of an amount of 726 € per semester. They are exempted from tuition fees, if the last university attended in their country of origin has concluded a partnership agreement with the Austrian university that provides for mutual renunciation of tuition.

96. Regular students from a country which is among the least developed countries do not pay tuition fees. Those from developing countries can receive a refund of tuition in a given university.

97. Furthermore, the representative of Austria presented the legal situation as regards financial assistance to students. She informed the GC that the assistance measures can be divided into two sections: direct measures, namely payments that students receive directly (need based grants, refund of tuition fees, transport allowances, health insurance subsidies, grants for studying abroad etc.) and indirect measures, namely payments to parents or non-cash benefits (family allowances, tax privileges, students' housing assistance and food services).

98. The representative of Austria underlined that, as regards direct measures, the 5-year residence requirement for third country nationals is in compliance with the EU Law because Section 4 of the Student Support Act of 1992 stipulates that citizens of contracting parties to the EEA- or EU-Agreement as well as third country nationals enjoy the same legal position as Austrian citizens to the extent ensuing from these agreements. However, third-country nationals benefit from the indirect measures without any residence requirement.

99. The representative of Austria confirmed that – at present – there are no amendments under discussion in this respect.

100. The Chair pointed out that the situation remains unchanged since last evaluation which proves that there is no political will to amend the legislation.

101. In reply to the question by the Chair, the representative of Austria confirmed that she was not in possession of data on number of agreements between universities.

102. On the proposal of the representative of Turkey, supported by representatives of Italy and the Netherlands, and in accordance with its Rules of Procedure, the GC voted on a recommendation, which was not carried (by 0 votes in favour and 32 against). The GC then voted on adopting a warning, which was also not carried (by 8 votes in favour and 20 against).

103. The GC invited the Austrian Government to review the legislation regarding fees and financial assistance for training in order to bring the situation into conformity with the European Social Charter.

ESC 10§4 DENMARK

The Committee concludes that the situation in Denmark is not in conformity with Article 10§4 of the Charter on the ground that nationals of other States Parties to the Charter and the 1961 Charter not members of the EU do not enjoy equal treatment with regard to financial assistance for education and training.

104. The representative of Denmark confirmed the statement of the Danish delegations delivered on previous occasions that the situation was in full compliance with Article 10§4 of the European Social Charter.

105. She recalled that the ECSR criticised situation in Denmark for, in certain circumstances, requiring non-Danish nationals to have resided in Denmark for two years before they have the opportunity for receiving the Educational Grant and Loan Scheme (SU). Furthermore, she explained that the rules governing qualification for receiving Danish SU describes two circumstances in which there is a two years' residency requirement: this requirement is combined with either marriage to a Danish citizen or with having had employment involving at least 30 hours of work a week. However, seven other provisions allow non-Danish nationals to be qualified for receiving SU. In particular, most non-EU nationals who have obtained a permanent residence permit in Denmark – or reside lawfully in Denmark in order to obtain a permanent residence permit – are subject to the Act of Integration of Aliens and are thus eligible for SU on the same terms as Danish nationals. In addition, non-Danish nationals who entered Denmark with their parents before the age of 20 and have since then had permanent residence in Denmark also qualify for SU.

106. Furthermore, the representative of Denmark pointed out that the country provides a very high level in terms of educational support. Young people from other countries coming to Denmark receive an education. However, for economic reasons, it is not possible to ensure access to SU for everyone at risk of seeing degrade generally the support that is offered to students today. In this context, the Government decided to establish certain restrictions, one of which is to require applicants to have a certain degree of connection to Denmark.

107. Finally, the representative of Denmark invited the ECSR to reconsider its interpretation of Article 10§4 (b).

108. The GC took note of the information provided and invited the Danish Government to approach the ECSR to check whether all relevant factors were taken into account during the assessment of the situation.

ESC 10§4 SPAIN

The Committee concludes that the situation in Spain is not in conformity with Article 10§4 of the 1961 Charter on the ground that it has not been established that the right to equal treatment for nationals of other States Parties lawfully resident or regularly working in Spain is guaranteed with respect to financial assistance.

109. The representative of Spain provided the information which was lacking in the national report as regards financial assistance required by Article 10§4 of the Charter. In particular, she said that financial assistance for education and training is regulated by Royal Decree 1721/2007 of 21 December, establishing the regime for personalised grants and aids. She quoted Article 4.1 (d) of this Decree which requires a beneficiary “to be Spanish or national of a Member State of the European Union. In this last case, it will be required that either the student or his/her supporters are working in Spain. In the case of students of countries that are not members of the EU, the provisions on rights and freedoms of foreigners in Spain and their social integration will apply”. These provisions are mainly contained in the Organic Law 4/2000 of 11 January, of which Article 9 provides that all foreign nationals

aged under 18 years, regardless of their nationality, have the right to obtain a grant in Spain for professional training, and all those who are aged 18 or over and who live and work legally in Spain also have the right to obtain aid on the same conditions as Spanish citizens.

110. The GC took note of the information provided; it invited the Spanish Government to include all the relevant information in its next report and decided to await the next assessment by the ECSR.

ESC 10§4 UNITED KINGDOM

The Committee concludes that the situation in United Kingdom is not in conformity with Article 10§4 of the 1961 Charter on the ground that nationals of other States Parties not EU nationals, residing or working lawfully in the United Kingdom are not treated on an equal footing with the United Kingdom nationals with respect to fees and financial assistance for higher education.

111. The representative of the United Kingdom stated that this is an issue of some long standing and the position continues to be that funding for higher education and students is finite. It is therefore necessary to target limited resources.

112. To receive a student loan, tuition fee support and other supplementary grants, students must normally be able to satisfy three requirements relating to their residence and immigration status on the first day of the first academic year of their course. They must be settled in the UK, in other words ordinarily resident here without being subject under the immigration laws to any restriction on the period for which they may stay. They must be ordinarily resident in the UK and they must have been ordinarily resident throughout the three-year period preceding that date, other than wholly or mainly for the purpose of receiving full-time education.

113. This applies equally to UK nationals on return to the UK following a period of residence abroad.

In reply to the question by the representative of Lithuania, the representative of the United Kingdom again confirmed that the same rules apply to the UK nationals on return to the country after a period of residence abroad.

114. He added that he found the case-law of the ECSR confusing on this point, in that non-UK national students can be allowed to work part time, in which case they would be both lawfully present and 'regularly' working, but the reason for their presence would be solely for the purpose of their study, as far as the case-law is concerned.

115. On the proposal of the representative of Turkey, and in accordance with its Rules of Procedure, the GC voted on a recommendation, which was not carried (by 1 vote in favour and 30 against). The GC then voted on adopting a warning, which was not carried (by 8 votes in favour and 23 against).

116. The GC took note of the information provided and invited the UK Government to make efforts in order to bring the situation into conformity with the European Social Charter.

ARTICLE 15 – THE RIGHT OF PHYSICALLY OR MENTALLY DISABLED PERSONS TO VOCATIONAL TRAINING, REHABILITATION AND SOCIAL RESETTLEMENT

Article 15§1 - Vocational training for persons with disabilities

ESC 15§1 DENMARK

The Committee concludes that the situation in Denmark is not in conformity with Article 15§1 of the 1961 Charter on the ground that there is no legislation explicitly protecting people with disabilities from discrimination in education.

117. The representative of Denmark confirmed that Denmark fully shared the intention of Article 15§1 and was making a targeted effort to ensure that disabled persons did not experience any discrimination in the education system. Danish authorities considered that the situation was in compliance with the spirit of this provision.

118. She recalled that in 1994, Denmark acceded to the Salamanca Declaration, and in 2009 Denmark ratified the UN Convention on the Rights of Persons with Disabilities. Consequently, the State was committed to ensuring an inclusive education system at all levels, which means that persons with disabilities received the support needed in mainstream education settings. Considering that the challenges facing pupils with functional impairment are best addressed on the basis of the specific educational setting, Denmark has worked towards ensuring an inclusive education system through targeted measures in the regulation of the individual education programmes. Danish authorities considered that the advantages of establishing the rights of citizens with functional impairments and the obligation of the educational institutions to satisfy these rights in the general education legislation may further the objective to the same extent as introducing in national legislation an actual ban on discrimination.

119. Furthermore, the representative of Denmark presented the most recent key initiatives within the various education programmes. She underlined that Denmark has taken a great many initiatives to further the objective of preventing discrimination and ensuring disabled persons' rights and access to education. In particular:

- the Danish Parliament has passed legislation on inclusion in the Danish primary and lower secondary school, and this objective is supported actively through information and inspirational campaigns;
- disabled pupils' claims on support are incorporated in the education legislation at several levels;
- special upper secondary education has been established for young people with special needs;
- Government schemes for special education assistance have been established.

120. Finally, the representative of Denmark pointed out that the inclusion initiatives in the field of Danish primary and lower secondary school and the increase in the number of those who receive support from the special educational assistance schemes must be interpreted to the effect that schools and educational institutions take their task and responsibility very seriously and include disabled persons in the mainstream education system.

121. The Chair and the representative of Lithuania observed that the ECSR criticized the lack of anti-discriminatory legislation, not the practice.

122. In reply to the question by the representative of Estonia, the representative of the Denmark informed that her country had no problem with regard to the EU Directive 2000/78/EC on Employment Equality.

123. The representative of the United Kingdom pointed out that the purpose of Article 15§1 was to ensure that persons with disabilities have access to education, what has been done in Denmark.

124. In reply to a question by the representative of Turkey, the representative of Denmark clarified that there is a Council to which young persons with disabilities who feel discriminated can appeal. Any unjustified refusal of aid may be appealed.

125. The GC took note of developments, invited the Danish Government to adopt legislation explicitly protecting people with disabilities from discrimination in education and decided to await the next assessment by the ECSR.

ESC 15§1 ICELAND

The Committee concludes that the situation in Iceland is not in conformity with Article 15§1 of the 1961 Charter on the ground that there is no legislation explicitly prohibiting discrimination in education and training on the ground of disability.

126. The representative of Iceland pointed out that the main legislation in the educational field (Laws Nos. 90/2008, 91/2008 and 92/2008) guaranteed equal access for children with or without disabilities. The declared aim of this legislation was to ensure discrimination-free schools. Despite the lack of legislation specifically addressing the rights and needs of persons with disabilities, the Icelandic education system was based on the principle of “inclusive education – education for all”. This meant that children and young people had “equal opportunities” to enjoy inclusive education, but the specific needs of pupils or students were addressed on a case-by-case basis.

127. The representative of Iceland regretted that the content of Regulation No. 585/2010 concerning students with special educational needs had not been properly reflected in the report. The Regulation confirmed that students with special learning difficulties, including persons with disabilities, were entitled to special assistance in their studies in accordance with confirmed special needs. Students with disabilities should as far as possible continue their studies in mainstream classes, with appropriate support, ie either an individualised study programme or special support provided under the ordinary school curriculum.

128. In June 2012, the Icelandic Parliament had adopted an action plan on the implementation of disability policies, with reference to the UN Convention on the Rights of Persons with disabilities.

129. In reply to a question from the representative of Turkey, the representative of Iceland explained that the most recent legislation on schooling had been adopted in 2008, that regulations on pupils with disabilities had been adopted in 2010 and that draft legislation on adult vocational training was to be tabled in 2013.

130. The GC took note of the developments mentioned, invited the Icelandic Government to include all the necessary information, particularly on the 2013 draft legislation, in its next report, and decided to await the ECSR’s next assessment.

ESC 15§1 LUXEMBOURG

The Committee concludes that the situation in Luxembourg is not in conformity with Article 15§1 of the 1961 Charter on the grounds that it has not been established that people with disabilities are guaranteed an effective right to mainstream training.

131. The representative of Luxembourg explained that the Luxembourg authorities considered the situation in the country as being in conformity with Article 15§1 of the 1961 Charter. He pointed out that under current legislation everyone, whether disabled or not, had access to the training system. Pupils with disabilities could accede to specialised schooling on a recommendation from a specialist. Special arrangements were available for all pupils who required them. 556 children with disabilities were currently integrated in mainstream schools, with 595 children in specialised structures, out of a total of 46 000 pupils in Luxembourg.

132. The representative of Luxembourg observed that in connection with access to university studies for people with disabilities, the latter used to have to study abroad, like all other students, because 10 years previously there had been no universities in Luxembourg.

133. In reply to a comment from the Chairperson of the GC to the effect that the report might have provided the ECSR with insufficient information, the representative of Luxembourg reaffirmed that national legislation was in conformity with the requirements of the 1961 Charter and that practical efforts were being made to give persons who did not require special assistance access to mainstream schooling. It was difficult to provide statistics because persons with disabilities were not registered as such in the statistics. For instance, a child in a wheelchair attending a mainstream school was not recorded as having a disability.

134. In reply to a question from the representative of Norway, the representative of Luxembourg explained that appeals against decisions on the schooling of children with disabilities were possible in the administrative courts, under non-litigious administrative proceedings, e.g. where a child attending a specialised school wished to move to an mainstream school.

135. The representative of Turkey stressed the importance of the right of appeal, adding that, where discrimination was concerned, there should be a specific law governing judicial appeals.

136. The representatives of Romania and Lithuania observed that the report should set out all the information required to answer the questions put by the ECSR. They were seconded by the representative of the United Kingdom.

137. The GC took note of this information and invited the Luxembourg Government to supply all the necessary information for the ECSR's next assessment.

ESC 15§1 “THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA”

The Committee concludes that the situation in "the former Yugoslav Republic of Macedonia" is not in conformity with Article 15§1 of the 1961 Charter on the grounds that

- *the anti-discrimination legislation covering education for persons with disabilities is inadequate;*
- *it has not been established that the right of persons with disabilities to mainstream education and training is effectively guaranteed.*

First ground of non-conformity

138. The representative of “the Former Yugoslav Republic of Macedonia” informed that the Law on the Prevention and Protection against Discrimination was in force since January 2011. Article 8 of this law applies in particular to the situation of the discrimination of persons with disabilities. Several actions have been carried out following the adoption of this Law in order to ensure its proper implementation. In particular, the Commission for the protection against discrimination has been established. This Commission examines complaints submitted by physical persons and legal entities, gives recommendations and opinions on particular cases of discrimination, provide information on legal remedies, initiates procedures for committed violations, monitors the implementation of the above mentioned Law and promotes the education on the equality, human rights and non-discrimination.

139. In addition, the representative of “the Former Yugoslav Republic of Macedonia” informed that the Commission received 202 complaints since the beginning of its functioning, from which 19 complaints concerned the discrimination on the ground of physical or mental disability (1 complaint in the field of education).

140. The representative of Lithuania noted that in the opinion of the ECSR the Law on the Prevention and Protection against Discrimination was in conformity with the Charter; however it was adopted outside the reference period.

141. The representative of the ETUC stated that the ETUC will follow the implementation of the Law.

142. The GC welcomed the progress achieved and decided to await the next assessment by the ECSR.

Second ground of non-conformity

143. The representative of “the Former Yugoslav Republic of Macedonia” said that the Government ensured the education of children with disabilities in regular schools or – in the case of children with more severe impairments – in special classes in regular schools or in special schools. Following the process of building inclusive education, the number of students in elementary and secondary special schools is declining in favour of education in mainstream schools. In 2012/2013, 910 students with disabilities were in mainstream schools, 559 students – in elementary special schools (8 schools) and 288 students – in secondary special schools (4 schools). However, it should be noted that the statistics are not accurate due to such reasons as the ongoing process of identification and categorization of children with disabilities or poor coordination and co-operation between institutions. It is expected that the reform regarding the categorization of persons with disabilities ends by mid-2014.

144. Furthermore, the representative of “the Former Yugoslav Republic of Macedonia” informed that work has been undertaken to improve the accessibility of schools. In Skopje, 109 access ramps were

built and 17 elementary and secondary schools across the country were equipped with such ramps. Further 47 schools still need to be equipped. A programme (2010 – 2014) in order to improve the access of new technologies for students with disabilities was initiated by the Government with the support of USAID. Regarding school programs, curricula adapted to the teaching of students with disabilities were prepared and updated regularly by the Ministry of Education and Science.

145. Finally, the representative of “the Former Yugoslav Republic of Macedonia” stated that within the EU Instrument for Pre-accession Assistance (IPA) Component IV, for the programming period 2012-2013, the Ministry of Education and Science has planned activities to modernize schools in order to adapt existing infrastructure to the needs of children with disabilities.

146. The GC took note of these positive developments, invited the Government of “the Former Yugoslav Republic of Macedonia” to include all the relevant information in its next report and decided to await the next assessment by the ECSR.

Article 15§2 – Employment for persons with disabilities

ESC 15§2 GREECE

The Committee concludes that the situation in Greece is not in conformity with Article 15§2 of the Charter on the ground that it has not been established that people with disability are guaranteed effective equal access to employment.

147. The representative of Greece stressed that, legislatively, the situation in Greece was in conformity with the Charter. Concerning unemployment rates for persons with disabilities, measures were being taken for their integration into the open labour market. Law 4019/2011 on “Social Economy and Social Entrepreneurship” established Social Cooperative Enterprises (SCE). The SCEs were divided into: a) integration SCEs, b) social care SCEs and c) collective and productive SCEs. Companies in the first category aimed for the economic and social integration of persons belonging to vulnerable groups, including persons with disabilities, thereby increasing their chances of employment. Two integration SCEs had already recruited persons with disabilities and the remaining four would do so in the immediate future.

148. The representative of Greece also provided information on programmes that were being implemented which included action in favour of vulnerable social groups through certified Specialized Centres for Social and Vocational Integration as well as Vocational Training Centres. The budget for the programmes amounted to €79.5 million and approximately 7,700 persons were expected to benefit. 23.5% of the budget went to programmes for disabled persons, rehabilitated persons or persons undergoing rehabilitation, and approximately 1,200 persons in these categories would benefit. The goal was to safeguard equal opportunities for access to employment and achieve social integration. Moreover, the Manpower Employment Organization was currently implementing two programmes. The first concerned an employers’ support programme with a view to hiring 2,080 unemployed disabled persons and a subsidy programme for 50 posts for disabled persons through ergonomic workplace arrangements. The second concerned a programme for 600 new free-lance professionals who were unemployed disabled persons. The jobs programme for disabled persons had included 531 persons in 2011 and 153 persons in 2012. The programme for new free-lance professionals with disabilities had included 264 persons in 2011 and 176 persons in 2012.

149. The representative of Greece acknowledged that there had been a lack of data in the report and she provided information regarding the application of Law 2643/1998, which provided for the recruitment of disabled persons in the public and private sectors. To date, a total of 12,517 notices of job vacancies for disabled persons had been issued. By decision of the Minister of Labour, Social Se-

curity and Welfare, a Legislative Committee had been established with a view to providing a more modern and effective legislative framework for the integration of vulnerable social groups into the labour market. Finally, the representative of Greece referred to Law 4025/2011, under which disabled persons were included in a Unified National Register of persons entitled to social and welfare benefit.

150. The GC took note of the positive developments and encouraged the Government of Greece to provide all relevant details in its next report.

ESC 15§2 ICELAND

The Committee concludes that the situation in Iceland is not in conformity with Article 15§2 of the 1961 Charter on the ground that there is no legislation explicitly prohibiting discrimination in employment on the ground of disability.

151. The representative of Iceland observed that 3 proposed laws prohibiting discrimination would be tabled in Parliament in 2013 in order to bring national legislation into line with the requirements of European law on the protection of such persons against discrimination relating to their disability. One of these bills concerned equal treatment on the labour market.

152. The Chairperson of the GC pointed out that the negotiations geared to amending current legislation prohibiting discrimination in employment based on disability had been in had for a very long time.

153. The GC took note of the legislative developments, invited the Icelandic Government to include all relevant information in its next report and decided to await the ECSR's next assessment.

ESC 15§2 LUXEMBOURG

The Committee concludes that the situation in Luxembourg is not in conformity with Article 15§2 of the 1961 Charter on the ground that it has not been established that people with disabilities are guaranteed effective equal access to employment.

154. The representative of Luxembourg recalled that the ECSR's conclusion had been negative because the rapport had lacked statistics on the total number of persons with disabilities who were of working age and the number of disabled persons working in mainstream or shielded occupations and who were registered as unemployed or job-seeking. He explained that current legislation in Luxembourg prohibited identification of persons with disabilities. It was illegal for the social security system to notify which persons had disabilities.

155. In reply to a question from the representative of the United Kingdom, the representative of Luxembourg explained that calculating the number of workers with disabilities was very complicated, because the number of employees having obtained person-with-disability status was unknown. In reply to a comment from the representative of Turkey, he added that a number of persons with disabilities were working on mainstream contracts, with some accommodations.

156. The Chairperson proposed that the Luxembourg Government contact the ECSR in order to find a solution to the problem of the lack of statistics.

157. The representative of Turkey stressed the need for the ECSR to have statistical data in order to appraise the situation.

158. The representatives of Iceland and Estonia pointed out that it was difficult to provide accurate statistics on workers with disabilities because totals were calculated on the basis either of social security figures or of information from the social services, where such persons had contacted the latter. The better integrated these persons were, the less chance there was of their being registered anywhere (persons with glasses, in wheelchairs, etc.).

159. The representative of the IOE (International Organisation of Employers) proposed drawing a map of countries facing problems with gathering statistical data in this field. This proposal was not taken on board.

160. The Chairperson said that the requirement of providing statistics on workers with disabilities, who were registered as unemployed or job-seeking, for the purposes of assessment, might be discussed by the ECSR and GC Bureaus in order to identify bases other than statistics for verifying the national situation vis-à-vis the Charter.

161. The GC took note of the lack of statistical data as required by the ECSR in the context of examining Article 15§2, invited the Luxembourg Government to contact the ECSR on this subject and decided to await the ECSR's next assessment.

ESC 15§2 “THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA”

The Committee concludes that the situation in "the former Yugoslav Republic of Macedonia" is not in conformity with Article 15§2 of the 1961 Charter on the ground that it has not been established that persons with disability are guaranteed an effective equal access to employment.

162. The representative of “The Former Yugoslav Republic of Macedonia” said that under existing legislation, persons with disabilities had access to employment in the open labour market, public administration and sheltered employment. The employment of persons with disabilities in the open labour market was also regulated by the law on labour relations, which prohibited inequality in employment on grounds of disability or health. Special conditions, benefits and incentives for the employment of persons with disabilities were regulated by the law on employment of disabled persons. Financial allocations from the Special Fund were provided for under separate regulations which concerned assistance in employment of disabled persons and conditions for benefits for the employment of disabled persons in the protected work shelter company.

163. The representative of “The Former Yugoslav Republic of Macedonia” explained that disabled persons in employment were entitled to financial advantages, such as exemption from paying a number of contributions and sheltered enterprises were exempt from payment of all income related taxes. Financial benefits and incentives were also provided for employers in the open labour market, for the employment of persons with disabilities and for adaptation of the work place. Such subsidies were implemented by the Employment Service Agency through an annual operational plan for active programmes and measures. Concerning the Special Fund, grants were awarded on the basis of (i) employment of disabled persons with an open ended contract; (ii) adaptation of the work place; (iii) procurement of equipment and (iv) vocational training of disabled persons for the purpose of employment. In addition, unemployed disabled persons registered with the Employment Service Agency, had the opportunity to be included in all other active programmes and measures for employment defined in the annual operational plan.

164. The representative of “The Former Yugoslav Republic of Macedonia” also provided information on the strategic approach and drew attention to some statistical information. There were 381 sheltered

enterprises employing a total of 7,841 persons of whom 40% were persons with disabilities. Data showed positive trends, with a decline for registered unemployed persons with disabilities, from 2,577 registered in 2005 to 2,034 in 2012. Concerning benefits and incentives granted from the Special Fund, 297 disabled persons benefitted from grants in 2007, rising to 428 persons in 2012. Concerning the registered employment of persons with disabilities, in 2007, 47% were employed on the open labour market and 53% in sheltered enterprises whilst data in 2012 showed a substantial rise 62% in the employment of persons with disabilities on the open labour market. Full information, statistics and data would be provided in the next report.

165. In answer to a question from the secretariat, the representative of “The Former Yugoslav Republic of Macedonia” said that there had been a reduction in the Special Fund in its early stages but, more recently, percentages of contributions allocated to the Fund had increased and all requests received were processed by the Employment Service Agency in an efficient way.

166. Following a question raised as to whether the requirement of equal access to employment accurately reflected the text of the Charter, the Secretariat recalled the non-discriminatory provision of the Charter which interacted with all substantive rights.

167. The GC took note of developments and encouraged the Government of “The Former Yugoslav Republic of Macedonia” to provide all relevant information, including statistics, in its next report.

ARTICLE 18 – THE RIGHT TO ENGAGE IN A GAINFUL OCCUPATION IN THE TERRITORY OF OTHER CONTRACTING PARTIES

Article 18§1 – Applying existing regulations in a spirit of liberality

ESC 18§1 GREECE

The Committee concludes that the situation in Greece is not in conformity with Article 18§1 of the 1961 Charter on the ground that it has not been established that the existing regulations are applied in a spirit of liberality.

168. The representative of Greece provided the following information in writing:

Legal Framework and measures for its implementation (1/1/2011 – 31/12/2013)

The legal framework governing **legal immigration** in our country comprises **Law 3386/2005** (G.G.A212) “*Entry, residence and social integration of **third-country nationals** in the Hellenic Territory*”, as amended by subsequent laws.

Given that legal employment is a key factor for effective social integration of immigrants in our country, a number of regulations, within the context of the migration legislation, were promoted in order to safeguard labour and social security rights of third-country nationals and enable them to engage in a gainful occupation.

In particular, we wish to mention the following regulatory and legislative initiatives:

(a) **L.4052/2012 (G.G.41A)** transposed **Directive 2009/52/EC** of the European Parliament and of the Council “**providing for minimum standards on sanctions and measures against employers of illegally staying third-country nationals**” into national law. This Directive lays down the conditions for the respect for labour and social security rights of third-country nationals for the period during

which they were illegally employed in our country, as they would apply to every legally employed person.

More specifically, Law 4052/2012 introduces employer's obligation to pay outstanding remuneration to third-country nationals as well as the payable social security contributions and taxes. Moreover, it defines the concept of minimum agreed level of remuneration, lays down employer's obligation to pay every contribution and tax that would be paid for a legally employed third-country national as well as the obligation to pay any cost required for the transfer of outstanding remuneration to the third-country national, if such person has returned or has been obliged to return to his/her country or his/her country of residence at the time of such transfer. Furthermore, it provides for the safeguarding of the right to judicial protection and the right to claim the payment of the outstanding remuneration to third-country nationals, as well as for the enforcement of the relevant court judgments, even if they have returned to their country. Since the said aliens may not have sufficient knowledge of their rights, the law stipulates that, prior to the delivery of any judgment for return to their country, they shall be informed about their rights in their language or a language they understand. Finally, it provides for the issuance of a residence permit on humanitarian grounds in case of third-country nationals who have been subjected to particularly exploitative working conditions or who are minors and who cooperate in criminal proceedings against their employer.

(b) Joint Ministerial Decision 15055/546/10-8-2011 (G.G. B/1886/25-8-2011) established the reduction of the minimum number of insurance days or minimum insurance period per year (from 240 to 120 insurance days) or per two years (from 400 to 200 insurance days) and social security body, to be completed by third-country nationals in order to fulfil the requirement for renewal of their residence permit pursuant to Law 3386/2005. It is obvious that this regulation **enables third-country nationals who live and work in our country to renew their residence permit on more favourable terms and hence enjoy all social and economic rights deriving therefrom (unemployment allowance, insurance coverage by public social security bodies, public health benefits, etc.).**

Moreover, we wish to mention the following legislative regulations concerning the entry and residence of third-country nationals:

(c) L.4071/2012 (G.G.85A´) and, more specifically, articles 22-39 incorporated **Directive 2009/50/EC on the conditions of entry and residence of third-country nationals for the purposes of highly qualified employment** into Greek legislation. Particularly important is art.27 of this law, which introduces the procedure of determining the volumes of admission of immigrants. Thus, the said procedure acquires clear characteristics of a social and political consultation, because it involves, for the first time, both the social partners through the Economic and Social Committee, and the directly involved bodies, such as the Manpower Employment Organization and the Regions of the country. A joint ministerial decision is to be issued for the commencement of the procedure for the admission of third-country nationals entering Greece for the purposes of highly qualified employment. The decision shall specify the maximum number of highly qualified employment posts to be allocated to third-country nationals by region and employment speciality.

(d) The Agreement on **"Youth Mobility"** signed between Greece and Canada on 28.5.2011 was ratified by **L.4091/2012 (G.G. 219A´)**. The said Agreement aims at simplifying and facilitating the administrative procedures which apply when young nationals of one country intend to enter, reside and work temporarily in the territory of the other country in order to improve their knowledge of the language(s) spoken in, the culture and the society of the host country through travelling, living and working.

(e) Law 4146/2013 "Establishing a Friendly Growth Environment for Strategic and Private Investments, and other provisions" (a) provides for the issuance of ten-year residence permits in our country to the legal representative as well as ten (10) persons deemed necessary for the proper im-

plementation of investment projects that have been classified as “strategic investments” (para1, art.6); and (b) is added to article 36A, L.3386/2005, which specifies the residence status of third-country nationals who own or intend to invest in real estate in Greece. More specifically, as regards (b), the beneficiaries can be the following persons: third-country nationals who own or intend, on a documented basis, to acquire real estate in Greece, provided that the minimum value of the real estate is two hundred and fifty thousand (250,000) euro; third-country nationals who have entered into a lease agreement for hotel accommodation or furnished tourist accommodation (houses) in tourist accommodation complexes, according to paragraph 2, article 8, Law 4002/2011 (G.G.A’180) for at least ten (10) years, provided that the minimum value of the lease is two hundred and fifty thousand (250,000) euro; as well as the family members of such third-country nationals. The aforementioned residence permits shall be renewed for the same duration, if the relevant requirements are fulfilled.

Finally, as regards the Conclusions of the European Committee of Social Rights on the 22nd Greek Report, we wish to point out that the terms and conditions of access to the labour market by third-country nationals are specified in article 14, **L. 3386/2005 “Entry, residence and social integration of third-country nationals in the Hellenic Territory”** as supplemented by article 5, **L.3536/2007 (G.G.A’42) “Special regulations on migration policy and other issues falling within the competence of the Ministry of Interior, Public Administration and Decentralization”**, according to which our Agency expedites the issuance of a **Joint Decision** of the Minister of Interior, Minister of Foreign Affairs, and Minister of Labour, Social Security and Welfare, which shall specify the maximum number of residence permits for employment purposes to be issued every year to third-country nationals, by prefecture, type and duration of employment (invitations of third-country nationals for dependent work or seasonal employment).

We also find it important to clarify, first, that the invitation of third-country nationals is based on the needs of employers, who have to submit an application for invitation of third-country nationals and, second, that the third-country nationals who will finally be invited for employment in our country, taking into account the high unemployment rate, may not fill vacancies that would be filled by unemployed Greeks, EU nationals or other third-country nationals who legally reside in Greece (para3, art.14, L.3386/2005 and Joint Ministerial Decision no 12311/2008 of the Minister of Interior, Minister of Economy and Finance, Minister of Foreign Affairs, Minister of Employment and Social Protection, and Minister of Rural Development and Food). To this end, a labour market research should be first carried out by the Manpower Employment Organization at the Decentralized Administration level in order to prevent deterioration of the labour market situation. This, on the one hand, shall take into consideration the interests and needs of the national economy and, on the other hand, shall ensure that the third-country nationals, who will enter Greece, will be smoothly integrated into the labour market and, hence, into Greek society, since they will have secured a job in advance.

Article 18§2 – Simplifying formalities and reducing dues and taxes

ESC 18§2 GREECE

The Committee concludes that the situation in Greece is not in conformity with Article 18§2 of the 1961 Charter on the grounds that:

- *formalities concerning the issuance of work and residence permits have not been simplified during the reference period;*
- *the fees charged for issuing long term residence permits are excessive.*

169. The representative of Greece provided the following information in writing:

Regarding the simplification of the formalities related to the renewal of residence and work permits and the existing migration framework, which provides for the payment of a fee by third-country nationals for the issuance and renewal of their residence permits, as well as pertinent administrative fines imposed as appropriate, in case of breach of the obligations established by the law, we wish to underline the issuance of **Joint Ministerial Decision no 15055/546/10-8-2011 (G.G.B/1886/25-8-2011)**¹⁴, which stipulated the reduction of the minimum number of work days and insurance days to be completed by third-country nationals in order to renew their residence permit for employment purposes (25.8.2011).

Finally, **the Organization and Operation Directorate of the Local Government Organizations** mentions the following actions and interventions related to the updating of the information falling within its competence:

A. PART-TIME EMPLOYMENT

Regarding part-time employment in the Public Sector, it is noted that the part-time employment program as per Law 3250/2004, as currently in force, was completed in 2012. During its implementation in that year, there was no change in the framework (institutional, salary, social security, etc.) governing part-time employees.

B. HOME HELP

Successive legislative provisions²³⁴⁵ extended the implementation duration of the program “Home Help” from the expiry of its co-financing within the context of the National Strategic Reference Framework (31.12.2011) to 30.9.2013, along with an extension, for an equal period of time, of the fixed-term private law contracts of the employees of the Local Government Organizations and their legal entities implementing it, in order to continue the provision of the program services, until the development of the program of care at home for pensioners, to be implemented by the Ministry of Labour, Social Security and Welfare, in accordance with article 138, Law 4052/2012, by which our country fulfils its obligation to the EU for provision of such services on a permanent basis.

C. DAY CARE CENTRES FOR THE ELDERLY (KIFI) and DAY CARE CENTRES (KDIF)

In view of the implementation of the new cycle of the Program of “Day Care Centres for the Elderly” and “Day Care Centres”, para2, art.47, L.4141/2013 provided for the extension of the contracts of the personnel of local government organization bodies employed at such centres, from their expiry (31.12.2012) to 31.7.2013, in order to continue the unimpeded provision of the services until inclusion of the bodies in the new cycle of the program.

² Until 30.6.2012, paragraph 6(a), article 2, Legislative Act “*Regulations on emergency implementation matters of Law 4024/2011 ... concerning the implementation of the medium-term fiscal strategy framework 2012-2015*”, as ratified by article 2, Law 4047/2012.

³ Until 30.9.2012, article 1, Legislative Act “*Extension of duration of the Program ‘Home Help’*”, as ratified by article 1, Law 4087/2012.

⁴ Until 31.3.2013, article 2, Law 4087/2012.

⁵ Until 30.9.2013, paragraph 2, by article 20, Law 4147/2013.

¹⁴See in detail hereinabove (paragraph 1, article 18).

ESC 18§2 ICELAND

The Committee concludes that the situation in Iceland is not in conformity with Article 18§2 of the 1961 Charter on the ground that the formalities for issuing work and residence permits have not been simplified during the reference period.

170. No information provided.

ESC 18§2 UNITED KINGDOM

The Committee concludes that the situation in the United Kingdom is not in conformity with Article 18§2 of the 1961 Charter on the ground that the fees charged for work permits are excessive.

171. The representative of the United Kingdom proved the following information in writing:

According to Article 18§2 of the Charter, with a view to ensuring the effective exercise of the right to engage in a gainful occupation in the territory of any other Party, States Parties are under an obligation to reduce or abolish chancery dues and other charges paid either by foreign workers or by their employers. The Committee observes that in order to comply with such an obligation, States must, first of all, not **set an excessively high level** for the dues and charges in question, that is a **level likely to prevent or discourage foreign workers** from seeking to engage in a gainful occupation, and **employers from seeking to employ foreign workers**.

The Committee concludes that the situation in the United Kingdom is not in conformity with Article 18§2 of the 1961 Charter on the ground that the fees charged for work permits are excessive.

Point 1: States must not set an excessively high level for dues and charges

The Government, respectfully, does not agree with the Social Rights Committee's conclusion that the fees are set at 'an excessively high level'. We view them as representing good value for money. The fees are set fairly at a level that reflects the real value of a successful application to those who use the service. Those who benefit directly from our immigration system contribute towards its costs, reducing the contribution of the taxpayer. The visa fee is seen as only a small portion of the overall expenses someone will pay if they decide to come to the UK (flights, hotels, living expenses etc).

The example the Social Rights Committee quotes is that of the Tier 1 fee. We believe that the Tier 1 route is of considerable value to a successful migrant - they are not required to have a confirmed job offer to come to the UK and they have full unrestricted access to the UK employment market. They can ultimately apply for permanent residence and can bring dependants who have full access to the labour market. A Tier 1 migrant and their dependants may also take up studies without requiring additional permission.

Although the Tier 1 fee applies to people with exceptional talent, it covers mainly Investors and Entrepreneurs, which the Charter does not cover. For investors and entrepreneurs, the size of the fee also needs to be viewed in the context of the minimum levels of investment which those admitted for this purpose will be expected to make (at least £1m for investors, and between £50,000 and £250,000 for entrepreneurs). In all work-based Tier 1 sub-categories, the reduction for Charter national is applied. The fee reduction for Charter nationals is approximately 10% of the full fee.

Point 2: States must not set dues and charges at a level likely to prevent or discourage foreign workers

The Government does not agree the fees chargeable would prevent or discourage genuine applicants. The Home Office reviews its fees and overall charging strategy on a regular basis and makes appropriate changes as necessary. We analyse data about price changes and changes in application volumes for all the most popular routes and have not seen any evidence that increases in our fees have adversely affected application volumes. 1,231 visas were issued under the Tier 1 investor, entrepreneur and exceptional talent categories in 2012, compared with 659 visas under the same categories in 2011.

Careful consideration has been given to the fee levels, to ensure the Home Office can generate sufficient income to improve service levels to customers, while managing the immigration system and securing the UK border for the general public.

Point 3: States must not set dues and charges at a level likely to prevent or discourage employers from seeking to employ foreign workers

Those admitted as a Tier 1 (Exceptional Talent) migrant will be granted free access to the labour market. While the migrant must pay the required fee, employers would incur no cost in employing a migrant admitted to the UK under this particular arrangement. Those admitted as investors and entrepreneurs under Tier 1 of the Points based System are not admitted for the specific purpose of employment. They are admitted for the purpose of investing capital and engaging in business, although their conditions of stay will permit them to engage in employment without restriction.

When an organisation seeks to employ a Charter national migrant under Tier 2 or 5 of the points system they are not required to pay any fee for assigning a certificate of sponsorship. For **non-charter** national migrants, fees are charged at £184 and £14 for Tiers 2 and Tier 5 respectively. This therefore represents a further significant reduction in charges to an employer of a charter national in comparison with other nationalities. Data about price changes and changes in application volumes are analysed carefully, and we have not seen any evidence that increases in our fees have adversely affected application volumes.

We charge fees to ensure that we raise the money we need to run a strong, robust immigration system and to offer a world-class level of service. We set our fees at levels that are fair to the customers.

When setting fee levels, we work within strict financial limits agreed with HM Treasury and the UK Parliament. We balance a number of complex factors, including:

- the cost of processing applications;
- the importance of attracting certain groups of migrants to the UK; and
- the value of a successful application to the migrant.

We have made carefully considered decisions to set some fees at or below the cost of delivery and other fees (such as the application fee for British nationality) above the cost of delivery, to reflect the value of the product.

Article 18§3-Liberalizing Regulations

ESC 18§3 UNITED KINGDOM

The Committee concludes that the situation in United Kingdom is not in conformity with Article 18§3 of the 1961 Charter on the ground that the foreign worker's residence permit may be revoked if he loses his job and the foreign worker may be obliged to leave the country as soon as possible.

172.. The representative of the United Kingdom said that his country did not consider itself in breach of the obligations under ESC Article 18§3.

173. Indeed, the labour migration policies gave priority access to the labour market to EEA nationals over non-EEA nationals. This was also due to the changing economic and labour market context following the financial crash.

174. Nevertheless 142 000 visas to non-EEA workers and their dependents were issued for the purpose of entry to the United Kingdom as a worker in year ending March 2013.

175. Where, however, a worker had been admitted to fill a particular vacancy, the United Kingdom considered it appropriate to regard he/she as having been admitted to the labour market on a partial and conditional basis and that the permission to remain should be linked to the continued engagement in the specific employment for which he/she had been admitted.

176. At the same time the United Kingdom did not automatically deprive a worker of the possibility of remaining in the United Kingdom as a worker if the employment for which he/she was admitted had ended prematurely. In such cases, the United Kingdom's normal practice was to curtail any unexpected permission to remain for the purpose of the original employment and to then grant a new extension of stay of 60 days during which the worker may seek alternative employment and apply for authorization of the new employment.

177. The GC took note of the information provided, invited the Government of the United Kingdom to include it into the next report and decided to await the next assessment of the ECSR.

ARTICLE 1, PROTOCOL 1 – RIGHT TO EQUAL OPPORTUNITIES AND EQUAL TREATMENT IN MATTERS OF EMPLOYMENT AND OCCUPATION WITHOUT DISCRIMINATION ON THE GROUNDS OF SEX

ESC A1 P1 CZECH REPUBLIC

The Committee concludes that the situation in the Czech Republic is not in conformity with Article 1 of the Additional Protocol on the ground that the legislation only permits equal pay comparisons between employees working for the same company or undertaking.

178. The representative from the Czech Republic outlined the relevant legislation guaranteeing equality between men and women and setting out the principle of equal pay for work of equal value. However she stated that as regards equal pay comparisons across different employers within the Czech Republic this would be too difficult to achieve in practice, because employers had no possibility to identify whether a particular employee of an another employer did equal work or work of equal quality. To be able to provide the requested information in its next report, the Czech Republic wished to seek further information on the practical implementation of the principle from the ESCR.

179. The GC took note of the information provided and decided to await the next assessment of the ECSR.

ESC A1 P1 THE NETHERLANDS IN RESPECT OF ARUBA

The Committee concludes that the situation in the Netherlands in respect of Aruba is not in conformity with Article 1 of the Additional Protocol to the Charter on the grounds that:

- *legislation prohibits women from performing night work;*
- *No particular steps were taken to promote women's access to employment*

120. Either no information was provided or the information provided was not relevant and in the absence of a representative from the Netherlands Aruba the situation could not be discussed.

APPENDIX I - LIST OF PARTICIPANTS

- (1) 127th meeting, Strasbourg, 27-31 May 2013
(2) 128th meeting, Strasbourg, 30 September-4 October 2013

List (1)

ALBANIA / ALBANIE

Ms Loreta SHKËMBI

E

Division of International Agreements & Convention, Legal Directorate, Social Insurance Institute - Rruga e Durrësit Nr.83, Tirana

Tel: and Fax: 00 355 4 222 76 81

E-mail: ishkemi@iss.gov.al

Ms Eida KOZAJ

E

Specialist, Department of Social Services Policies, Ministry of Labour, Social Affairs and Equal Opportunities – Rruga e Kavajes nr.53, Tirana, Republic of Albania

Mob: +355692939303

E-mail: kozaj.e@gmail.com ; elda.kozaj@mpcs.gov.al

Ms Mirela SELITA

E

Director of Legal Directorate, Social Insurance Institute - Rruga e Durrësit Nr.83, Tirana

Tel: and Fax: 00 355 4 222 76 81

Email: mrelita@iss.gov.al

ANDORRA/ANDORRE

Mr Ramon NICOLAU

F

Social Welfare responsible, Ministry of Health and Welfare - Av. Príncipe Benlloch, 30 - Edif. Clara Rabassa, 4t, AD500 Andorra la Vella

Tel: +376 860 345

E-mail: ramon_nicolau_nos@govern.ad

ARMENIA/ARMENIE

Excused

Ms Anahit MARTIROSYAN

E

Head of International Relations Division, Ministry of Labour and Social Issues
Government Building 3, Yerevan, Yerevan 0010, ARMENIA

Tel/Fax:(+37410) 56-37-91

E-mail: martirosyan.anahit@yahoo.com ; anahit.martirosyan@mss.am

AUSTRIA / AUTRICHE

Ms Elisabeth FLORUS

E

EU-Labour Law and international Social Policy, Federal Ministry of Labour, Social Affairs and Consumer Protection, Stubenring 1, A - 1010 WIEN

Tel: +43 1 711 00 62 70 ; Fax: +43 1 718 94 70 26 31

E-mail: elisabeth.florus@bmask.gv.at

Ms Christine HOLZER

E

Social Security Official, General Issues on Pensions and International Affairs, Federal Ministry of Labour, Social Affairs and Consumer Protection - Stubenring 1, 1010 Vienna

Tel.: +43 (1) 71100 – 6495; Fax: +43 (1) 71100 – 93/6495

E-mail: christine.holzer@bmask.gv.at

AZERBAÏJAN/AZERBAIDJAN**Mr. Zaur ALIYEV****E**

Head, Division for Relations with Foreign Countries, International Relations Department
Ministry of Labour and Social Protection of Population, Republic of Azerbaijan
85, Salatyn Askarova str., Baku, AZ 1009, Azerbaijan
Tel: +994 12 596 50 23 Fax: +994 12 596 50 22
E-mail: aliyevmlspp@hotmail.com

BELGIUM / Belgique**M. Jacques DONIS****F**

Conseiller, Service public fédéral Sécurité sociale, DG Appui stratégique, Relations multilatérales, Centre Administratif Botanique, Finance Tower, Boulevard du Jardin Botanique 50, boîte 11000 Bruxelles
Tél. : 02/528 63 38 ; Fax.02/528 69 71
E-mail : jacques.donis@minsoc.fed.be

M. François VANDAMME**F**

Conseiller général, Service public fédérale Emploi, Travail et Concertation sociale, Division des Affaires internationales, Rue Ernest Blerot 1, B 1070 BRUXELLES
Tel: +32 2 233 40 29 / 4044 ou 4011 Fax: +32 2 233 40 48
E-mail: Francois.VANDAMME@emploi.belgique.be

BOSNIA AND HERZEGOVINA / BOSNIE-HERZÉGOVINE**Ms. Azra HADZIBEGIC****E**

Expert Adviser, Ministry for Human Rights and Refugees, Department for Human Rights - Trg Bosne i Hercegovine 3, 71 000 Sarajevo
Tel.:+387 33 703 967 Fax: +387 33 206 655
E-mail: azra.hadzibegic@mhr.gov.ba

Mr. Adnan KADRIBASIC**E**

Agency for the Gender Equality of B&H, Legal advisor
e-mail: a.kadribasic@arsbih.gov.ba
telephone: + 387 33 209 761
www.arsbih.gov.ba

BULGARIA / BULGARIE**Ms Elitsa SLAVCHEVA****F**

Head of International Organisations and International Legal Affairs Department, Ministry of Labour and Social Policy - 2, Triaditza Str., BU - 1051 SOFIA
Tel.: +359 987 38 66 / 00 359 8119 506 Fax. +359 2 98153 76
Email: eliza@mlsp.government.bg ; eslavcheva@yahoo.com

Ms Agnes NIKOLOVA**E**

Expert in European Affairs and International Coordination; Directorate, of the Ministry of Labour and Social Policy - 2, Triaditza Str., BU - 1051 SOFIA
Tel.: +359 987 Fax. +359 2 98153 76 ?
Email: agnikolova@mlsp.government.bg

CROATIA / CROATIE**Ms Gordana DRAGIČEVIĆ****E**

Ministry of Labour and Pension System - Ulica grada Vukovara 78, 10 000 Zagreb , Croatia
tel: ++ 385 1 61 09 763

E-mail: gordana.dragicevic@mrms.hr

CYPRUS / CHYPRE

Ms Eleni PAROUTI

E

Chief Administrative Officer, Ministry of Labour and Social Insurance - 7, Byron Avenue, CY 1463 NICOSIA

Tel: +357 22401724 / 720; Fax: +357 / 22670993

E-mail: eparouti@papd.mof.gov.cy

CZECH REPUBLIC / RÉPUBLIQUE TCHÈQUE

Ms Brigita VERNEROVÁ

E

EU and International Cooperation Department, Ministry of Labour and Social Affairs - Na Poříčním právu 1, 128 01 Prague, Czech Republic

Tel.: +420 221 923 309 Fax: +420 221 922 223

E-mail: brigita.vernerova@mpsv.cz

DENMARK / DANEMARK

Ms Lis WITSØ-LUND

E

Ministry of Employment, International Labour Law Centre, Ved Stranden 8, DK-1061 Copenhagen K

Tel.: +45 72205098, mobile: + 45 244 093 00

E-mail: lwl@bm.dk;

Mrs Marianne GJEVERT PETERSEN

E

Special Advisor

Centre for Legal Affairs, Finance and Management

Legal Affairs Division

Phone.: +45 7231 7972

E-mail: mgp@vus.dk

ESTONIA / ESTONIE

Ms Merle MALVET

E

Head of Social Security Department, Ministry of Social Affairs - Gonsiori 29, 15027 Tallinn

Tel.: +372 62 69 230; Fax: +372 62 69 214

E-mail: Merle.Malvet@sm.ee; Merle.Malvet@starman.ee

Ms Inga PRONINA

E

Head Specialist of Social Security, Department Ministry of Social Affairs - Gonsiori 29, 15027 Tallinn

Tel.: + 372 62 69 37 ; Fax: +372 699 2209

E-mail: Inga.Pronina@sm.ee

FINLAND / FINLANDE

Ms Anne-Mari MÄKINEN

E

Anne-Mari Mäkinen

Senior Adviser for Legal Affairs

Ministry of Employment and the Economy

P.O. Box 32, 00023 Government

Tel. 029 506 0070

Mobile 050 381 3696

Email: anne-mari.makinen@tem.fi

FRANCE**Mme Jacqueline MARECHAL (Chair / Présidente)****F**

Chargée de mission, Délégation aux affaires européennes et internationales, Ministère du travail, de l'emploi et de la santé et Ministère des solidarités et de la cohésion sociale - 8 avenue de Ségur, 75350 PARIS 07 SP, France

Tel: +33 1 40 56 73 69

Fax: +33 1 40 56 47 72

E-mail: jacqueline.marechal@sante.gouv.fr**GEORGIA / GEORGIE****Mr George KAKACHIA****E**

Head of the Social Protection Department, Ministry of Labour, Health and Social Affairs of Georgia
144 Tsereteli Ave, Tbilisi C159

Mob.: 995577282831, Fax:

E-mail: gika@moh.gov.ge**GERMANY / ALLEMAGNE****Mr Albrecht OTTING****E**

Federal Ministry of Labour and Social Affairs, Co-ordination of social security schemes - Villemombler Strasse 76, D-53125 Bonn

Tel.: +49-(0)228-99-527-6865 ; Fax: +49-(0)228-99-527-2495

E-Mail: albrecht.otting@bmas.bund.de**Mr Jürgen THOMAS****E**

Deputy Head of Division VI b 4, "OECD, OSCE", Council of Europe, ESF-Certifying Authority, Federal Ministry of Labour and Social Affairs - Villemombler Strasse 76, D-53125 Bonn

Tel.: +49 228 99 527 6985; Fax: +49 228 99 527 1209

E-mail: juergen.thomas@bmas.bund.de**GREECE/GRÈCE****Ms Karolina KIRINCIC-ANDRITSOU****E**

International Affairs Division, General Secretariat of Social Security, Ministry of Labour, Social Security and Welfare - 29, Stadiou str., 101 10 Athens

Tel.: 00 30 210 3368 139 -144; Fax: 0030 210 3368 167

E-mail: interorgan@ggka.gr ; karolina_lili@yahoo.gr**Ms Panagiota GKOVA Excused****E**

International Affairs Division, General Secretariat of Social Security, Ministry of Labour, Social Security and Welfare - 29, Stadiou str., 101 10 Athens

Tel.: 00 30 210 3368 139 -144; Fax: 0030 210 3368 167

E-mail: interorgan@ggka.gr ; tmdiethorg@00013.syzefxis.gov.gr**Ms Paraskevi KAKARA****E**

Ministry of Labour, Social Security and Welfare

Department of International Relations

Section II, 40 Piroios Str., Athens, Greece

Tel. 0030 213 1516383

e-mail: pkakara@ypakp.gr**HUNGARY / HONGRIE****Ms Ildikó PAKOZDI****E**

National Office for Rehabilitation and Social Affairs

Damjanich u. 48, HU-1071 Budapest

Tel: + 36 1 462 6642

E-mail: pakozdii@nrszh.hu; dr.pakozdiildiko@hotmail.hu

ICELAND / ISLANDE

Ms. Hanna SIGRIDUR GUNNSTEINSDOTTIR **EXCUSED** **E**

Director General, Department of Social and Labour Market Affairs

Ministry of Welfare

Hafnarhúsinu við Tryggvagötu, IS-150 Reykjavík, Iceland

Tel.: (+354) 545 8100 Fax: (+354) 551 9165

E-mail: hanna.sigridur.gunnsteinsdottir@vel.is

IRELAND / IRLANDE

Mr Robert AHERN **E**

Employment Rights Policy Section, Department of Jobs, Enterprise and Innovation

Davitt House, Adelaide Road, Dublin 2.

Tel: +353 1 6313285

E-mail: Robert.Ahern@djei.ie

Ms Margaret BURNS **E**

EU International Section, Department of Social Protection - Floor 5 AMD, Store Street, Dublin 2

Tel.: 0035317043171; Fax:

E-mail: margaretm.burns@welfare.ie

ITALY / ITALIE

M. Riccardo CHIEPPA **F**

INAIL - Institut National d'assurance contre les accidents au travail, Direction Générale, Directeur du Bureau des relations internationales d'assurance - Piazzale Pastore, 6 -00144 ROMA

Tel.+39 06 54873608 ; Fax +39 06 54873176

e-mail: r.chieppa@inail.it

Mme Nicoletta ZOCCA **F**

Head of the Bilateral Agreements and International Relations Dept. , National Institute of Social Security (INPS), D.C. Pensioni - Via Ciro il Grande, 21 - 00144 Roma

Tel.: 0039/06/59056384 ; Fax: 0039/06/59056516

E-mail: nicoletta.zocca@inps.it

Mme Cecilia RUSCITTO **E**

INPS (Institut National de Prévoyance Sociale), D.C. Pensioni - Via Ciro il Grande, 21 - 00144 Roma

Tel. : 00 39 06 59056392

E-mail : cecilia.ruscitto@inps.it

Mme Rosanna MARGIOTTA **F**

Ministère du Travail et des Politiques sociales, Direction générale des Relations industrielles, Division II - Via Fornovo, 8 - Pal.B, 00192 Rome

Tél.: +390 0646834902 Fax: +390 0646834246

Email: rmargiotta@lavoro.gov.it

LATVIA / LETTONIE

Ms Velga LAZDIŅA-ZAKA **E**

Ministry of Welfare, Social Insurance Department – 28 Skolas Street, Riga, LV-1331, Latvia

Tel.: (+371) 67021554 Fax: (+371) 67021560

E-mail: velga.lazdina-zaka@lm.gov.lv

LIECHTENSTEIN **Excused**

LITHUANIA / LITUANIE

Ms Kristina VYSNIAUSKAITE-RADINSKIENE **E**

Deputy Head, International Law Division, International Affairs Department, Ministry of Social Security and Labour - A. Vivulskio st. 11, 03610 Vilnius, Lithuania

Tel. : +370 5 2664 231 Fax: +370 5 2664 209

E-mail : Kristina.Vysniauskaite@socmin.lt

LUXEMBOURG

Mme Michèle BASTIAN **F**

Service juridique international – International legal department

Inspection Général de la Sécurité Sociale – General Inspectorate of Social Security

BP1308

L- 1013 LUXEMBOURG

Tél : + 352 247 8 61 04 Fax: +352 480 415

Email : michele.bastian@igss.etat.lu

M. Joseph FABER **F**

Conseiller de direction première classe, Ministère du Travail et de l'Emploi, 26 rue Zithe,

L - 2939 LUXEMBOURG

Tel: +352 247 86113 Fax: +352 247 86191

E-mail : joseph.faber@mt.etat.lu

MALTA / MALTE

Mr Edward BUTTIGIEG **E**

Acting Director General (Social Security), Department of Social Security - 38 Ordnance Street, Valletta VLT2000, Malta

Tel: 00356 2590 3224

E-mail: edward.buttigieg@gov.mt

REPUBLIC OF MOLDOVA / RÉPUBLIQUE DE MOLDOVA

Mme Lilia CURAJOS **F**

Chef de la Direction des relations internationales et integration europeenne, Ministère du Travail, de la Protection sociale et de la Famille, Vasile Alecsandri str 1., MD – 2009 CHISINAU

Tel: +373 22 26 93 12 Fax: +373 22 26 93 10

E-mail : lilia.curajos@mmpsf.gov.md

MONACO **Excused**

MONTENEGRO

Ms Ana STIJEPOVIC **E**

Senior Advisor, Ministry of Labour and Social Welfare, Pension and Invalidity Insurance Department, Rimski trg 46, Podgorica 81000 Podgorica / Montenegro

Tel: +382 (0)20 482-456; Fax: +382 (0)20 234-283;

E-mail: ana.stijepovic@mrs.gov.me

NETHERLANDS / PAYS-BAS**Mr Albert BLOEMHEUVEL****E**

Health Insurance Directorate, Head of the Department for insurances and Conventions, Ministry of Health, Welfare and Sport - P.O. Box 20350, 2500 EJ THE HAGUE
Tel.: + 31 70 340 7365; Fax: + 31 70 340 51 94
E-mail: ag.bloemheuvel@minvws.nl

Mr Kees TERWAN**E**

Senior Policy Advisor, Ministry of Social Affairs and Employment, Directorate of International Affairs, Postbus 90801, 2509 LV The Hague, the Netherlands
Tel. +31 70 333 6649 Fax: +31 70 333 4007
E-mail: kterwan@minszw.nl

NORWAY / NORVÈGE**Mr Erik DÆHLI****E**

Senior Adviser, Norwegian Ministry of Labour, Pension Department - P.O. Box 8019 Dep, NO-0030 Oslo
Tel: +4722248693; Fax: +4722249549
E-mail: ed@ad.dep.no

Ms Ingrid SANDVEI FRANCKE**E**

Senior Adviser, Ministry of Labour, Working Environment and Safety Department - Postboks 8019 Dep, NO-0030 Oslo
Tel.: +47 22 24 83 55 Fax: +47 22 24 95 46
E-mail: isf@ad.dep.no

POLAND / POLOGNE**Mme Joanna MACIEJEWSKA****F**

Conseillère du Ministre, Département des Analyses Economiques et Prévisions, Ministère du Travail et de la Politique Sociale - ul. Nowogrodzka 1/3, 00-513 VARSOVIE, Pologne
Tel: +48 22 380 51 51 Fax: +48 22 380 51 03
E-mail: Joanna.Maciejewska@mpips.gov.pl

PORTUGAL**Mme Teresa MELO****E**

Direção Geral da Segurança Social, Largo do Rato, nº 1 - Piso 2, 1269-144 Lisboa
Tel: 21 381 7307 Fax/
Email: m.teresa.melo@seg-social.pt

Ms Odete SEVERINO**E**

Head of Unit, International Relations Unit, Strategic and Planning Office, Ministry of Solidarity and Social Security, Praça de Londres, nº 2 - 5º - 1049-056 Lisbon
Tel: (351) 21 115 50 46
E-mail : odete.severino@gep.msss.gov.pt

ROMANIA / ROUMANIE**Ms Christina ZORLIN****E**

Consilier superior / Senior Counsellor
Directia relatii externe / Directorate for External Relations
Ministerul Muncii, Familiei, Protectiei Sociale si Persoanelor Varstnice / Ministry of Labour, Family, Social Protection and Elderly
2B Dem I Dobrescu, Sector 1 Bucharest

Tel-fax: 0040 21315 8609
Email: christina.zorlin@mmuncii.ro

RUSSIAN FEDERATION / FEDERATION DE LA RUSSIE

Mme Elena VOKACH-BOLDYREVA

F

Deputy Director, Legal Regulation and International Cooperation Department, Ministry of Labour and Social Protection of the Russian Federation – rue Ilyinka 21, 103132 Moscow, Federation de la Russie

Tel : +7 (495) 606 15 41

Mobile: +7 (968)665 04 43

E-mail : Vokach-BoldyrevaEI@rosmintrud.ru

Mr Alexsiy MININ

E

Chef de Division, Département de la Coopération internationale, Ministère de la Santé et du Développement social de la Fédération de Russie - 127994, 3, Rakhmanovskiy Pereulok, Moscou

Tel : +7 (495) ;

Fax : +7 (495) 694 02 12 ?

E-mail : ??@rosminzdrav.ru

SAN MARINO/SAINT MARIN

SERBIA/SERBIE

Ms Dragana RADOVANOVIC

E

Head of Department for International Cooperation, European Integration and Project Management, Ministry of Labor, Employment and Social Policy, - Nemanjina St. 22-26, Belgrade

Tel.: + 381 11 36 16 261;

Mob.: + 381 64 22 12 485

E-mail: draganar@minrzs.gov.rs

SLOVAK REPUBLIC / REPUBLIQUE SLOVAQUE

Mr Lukas BERINEC

E

Department of International Relations and European Affairs Ministry of Labour, Social Affairs and Family - Spitálska 4-8, 816 43, Bratislava

Tel.: +421 2 2046 1638

E-mail : Lukas.Berinec@employment.gov.sk

SLOVENIA/ SLOVENIE

Ms Polona GROBELNIK

E

Senior Advisor

Directorate of Labour Relations and Labour Rights, Pension and Labour Rights Sector

Ministry of Labour, Family, Social Affairs and Equal Opportunities

E-mail: polona.grobelnik@gov.si

Phone: +386 1 369 76 95

Cellular: + 386 31 610 536

Fax: + 386 1 369 78 30

Ms Nina ŠIMENC

EXCUSED

E

Undersecretary

Directorate for Social Affairs

Ministry of Labour, Family, Social Affairs and Equal Opportunities of the Republic of Slovenia

T: + 386 1 369 76 13

F: +386 1 369 78 31

E-mail: nina.simenc@gov.si

SPAIN / ESPAGNE**M. Daniel GARCÍA SÁNCHEZ****E**

Chef de Service, Sous Direction Générale des Relations Sociales Internationales, Ministère de l'Emploi et de la Sécurité sociale - c/ Maria de Guzman 52, 28071 Madrid

Tel. : 00 34 91 363 2978; Fax : 00 34 91 363 3779

E-mail: daniel.garcia1@seg-social.es

Mme María Jesús PÉZ ARIAS**F**

Conseiller technique des Relations Sociales Internationales, Ministère de l'Emploi et de la Sécurité sociale - c/ Maria de Guzman 52, 28071 Madrid

Tel: + 34 91 363 38 48

E-mail : maria-jesus.perez4@seg-social.es

Ms Lucía ORTIZ SANZ**E**

Deputy Director of International Social and Labour Relations, Ministry of Employment and Social Security, C/María de Guzmán 52, 5ª planta, Madrid 28071- Spain

Tel (34) 91 3633707 Fax (34) 91 363 38 85

E-mail: lucia.ortiz@meyss.es

SWEDEN / SUÈDE**Ms Lina FELTWALL****E**

Deputy Director, Ministry of Employment, International Division, 103 33 Stockholm

Tel. +46 8 405 46 71 Mob. +46 70 212 91 92

E-mail: lina.feltwall@employment.ministry.se

Mr Leif WESTERLIND**E**

Senior Advisor, Ministry of Health and Social Affairs - 6 SE-103 33 Stockholm

Tel.: +46 8 405 10 24 Mob. +46 70 379 10 24

E mail: leif.westerlind@social.ministry.se

SWITZERLAND / SUISSE**Mme Claudina MASCETTA****F**

Chef de secteur, Département fédéral de l'intérieur DFI, Office fédéral des assurances sociales OFAS, Affaires internationales/Secteur Organisations internationales - Effingerstrasse 20, CH-3003 Berne

Tél. +41 31 322 91 98 Fax +41 31 322 37 35

E-mail : claudina.mascetta@bsv.admin.ch

Mme Valérie RUFFIEUX**F**

Département fédéral de l'intérieur DFI, Office fédéral des assurances sociales OFAS, Affaires internationales/Secteur Organisations internationales - Effingerstrasse 20, CH-3003 Berne

Tél. +41 31 323 39 40 Fax +41 31 322 37 35

E-mail : valerie.ruffieux@bsv.admin.ch

"THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA"/**"L'EX-RÉPUBLIQUE YOUGOSLAVE DE MACÉDOINE"****Mr Darko DOCINSKI****E**

Head of the Unit for EU Integration and Accession Negotiations, Department for European Integration, Ministry of Labour and Social Policy - Dame Gruev, 14, 1000 Skopje

Tel.: +389 2 3106 358 Mob: + 389 75 359 893

E-mail: DDocinski@mtsp.gov.mk; Web : www.mtsp.gov.mk

TURKEY / TURQUIE**Medeni Can AKIN****E**

Expert adjoint des travailleurs expatriés, Ministère du Travail et de la Sécurité sociale, Direction générale des relations extérieures et des services aux travailleurs expatriés - İnönü Bulvari No. 42, EMEK TR - 06520 – ANKARA

Tel. : + 90 312 296 6528

E-mail : mcanakin@csgb.gov.tr

M. Hasan Hüseyin YILMAZ**F**

Expert des travailleurs expatriés, Ministère du Travail et de la Sécurité sociale, Direction générale des relations extérieures et des services aux travailleurs expatriés - , İnönü Bulvari No. 42, EMEK TR - 06520 – ANKARA

Tel.: +90 312 296 65 34

Fax: +90 312 215 2312

E-mail: hhyilmaz@csgb.gov.tr

UKRAINE**Ms Natalia POPOVA****E**

Deputy Head of the International Relations and Information Technologies Department, Ministry of Social Policy - 8/10, Esplanadna St, 01601 Kiev, Ukraine

Tel.: +38 044 289 84 51;

Fax: +38 044 289 71 85

E-mail: pnn@mlsp.gov.ua

UNITED KINGDOM / ROYAUME-UNI**Mr John SUETT****E**

International Unit, Department for Work and Pensions, International Institutions Team - Ground Floor, Caxton House, 6-12 Tothill St, London SW1H 9NA

Tel.:0207 340 4342

E-mail: john.suett@dwp.gsi.gov.uk

OTHER PARTICIPANTS**EUROPEAN TRADE UNION CONFEDERATION (ETUC) / CONFEDERATION EUROPÉENNE DES SYNDICATS (CES)****Mr Stefan CLAUWAERT****E**

ETUC Advisor, ETUI Senior researcher, European Trade Union Institute (ETUI), Boulevard du Roi Albert II, 5, Boîte 4, B 1210 BRUXELLES

Tel: +32 2 224 05 04

Fax: +32 2 224 05 02

E-mail : sclauwae@etui.org

INTERNATIONAL LABOUR OFFICE (OIT) / BUREAU INTERNATIONAL DU TRAVAIL (BIT)**Mr Alexander EGOROV****E**

Department of International Labour Standards, International Labour Office - Route des Morillons 4, CH-1211 Genève 22

Tel.: +41 22 799 71 73 ;

Fax: +41 22 799 6926

E-mail: egorova@ilo.org

Mr Kroum MARKOV**E**

Legal Officer, Department of International Labour Standards, International Labour Office - Route des Morillons 4, CH-1211 Genève 22

Tel.: +41 22 799 6326

Fax :

E-mail : markov@ilo.org

Mr Alejandro BONILLA-GARCIA

Director (a.i.), Social Protection Department,
ILO - International Labour Organisation
4, route des Morillons, CH-1211 Genève 22
Tel.: +41 22 799 6111 ; Fax: +41 22 799 7962
E-mail: bonilla@ilo.org

E/F

Ms Emmanuelle ST- PIERRE GUILBAULT

Legal Specialist, Social Protection Department,
ILO - International Labour Organisation
4, route des Morillons, CH-1211 Genève 22
Tel.: +41 22 799 6313 ; Fax: +41 22 799 7962
E-mail: st-pierre@ilo.org

E/F

INTERNATIONAL NON-GOVERNMENTAL ORGANISATIONS (INGOS) / ORGANISATIONS INTERNATIONALES NON GOUVERNEMENTALES (OING)

Mme Marie-José SCHMITT

Action Européenne des Handicapés (AEH), Vice-Présidente de la Commission Droits de l'homme de la Conférence des ONG
E-mail : mariejose.schmitt@nordnet.fr

F

M Philippe GROLLEAU

Conférence des OING, PAX ROMANA
International Catholic Movement for Intellectual and Cultural Affairs
3 rue de Varembé 1202 Geneva
Tel + 41 22 8 23 0707 ; Fax + 41 22 823 0708

F

Prof. Dr. A.C. HEMERIJCK

Dean
Faculty of Social Sciences
De Boelelaan 1081
1081 HV Amsterdam
Tel: +31 20 59 86700 / 86888
Fax: +31 20 59 86800
E-mail: a.c.hemerijck@vu.nl

E

Interpreters / interprètes

Chloé CHENETIER
Julia TENNER
Chloé CHENETIER

SECRETARIAT

SERVICE DE LA CHARTE SOCIALE EUROPÉENNE ET DU CODE EUROPÉEN DE SÉCURITÉ SOCIALE / DEPARTMENT OF THE EUROPEAN SOCIAL CHARTER AND THE EUROPEAN CODE OF SOCIAL SECURITY

M. Régis BRILLAT, Chef de Service / Head of Department +33 (0)3 88 41 22 08
regis.brillat@coe.int

Mr Henrik KRISTENSEN, Chef de Service adjoint / Deputy Head of Department.....
..... +33 (0)3 88 41 39 47
henrik.kristensen@coe.int

Mr Karl-Friedrich BOPP, Chef de Division / Head of Division +33 (0)3 88 41 22 14
karl-friedrich.bopp@coe.int

Ms Niamh CASEY, Administrateur / Administrator +33 (0)3 88 41 39 45
niamh.casey@coe.int

Mme Danuta WISNIEWSKA-CAZALS, Administrateur / Administrator.
..... +33 (0)3 88 41 28 51
danuta.wisniewska-cazals@coe.int

Ms Sheila HIRSCHINGER, Assistante administrative principale /
Principal Administrative Assistant..... +33 (0)3 88 41 36 54
sheila.hirschinger@coe.int

Ms Brigitte NAPIWOCKA, Assistante administrative principale /
Principal Administrative Assistant..... +33 (0)3 88 41 22 57
brigitte.napiwocka@coe.int

Secrétariat :

Ms Caroline LAVOUE (Finance, prepaid tickets)..... +33 (0)3 88 41 32 14
caroline.lavoue@coe.int

Ms Veera TAMMENMAA-LAAKSONEN..... +33 (0)3 90 21 56 76
veera.tammenmaa-laaksonen@coe.int

Télécopieur +33 (0)3 88 41 37 00
E-mail social.charter@coe.int

Adresse postale :

Service de la Charte sociale européenne
et du Code européen de Sécurité sociale
Direction Générale I
Droits de l'Homme et Etat de Droit
1. **Conseil de l'Europe**
2. **F-67075 Strasbourg Cedex**

3. Postal address :

4.
Department of the European Social Charter
and European Code of Social Security
Directorate General I
Human Rights and Rule of Law
5. **Council of Europe**
6. **F-67075 Strasbourg Cedex**

List (2)

ALBANIA / ALBANIE

Ms Elda KOZAJ **Excused**

E

Specialist, Department of Social Services Policies, Ministry of Labour, Social Affairs and Equal Opportunities – Rruga e Kavajes nr.53, Tirana, Republic of Albania

Mob: +355692939303

E-mail: kozaj.e@gmail.com ; elda.kozaj@mpcs.gov.al

ANDORRA / ANDORRE

Mr Ramon NICOLAU

F

Social Welfare responsible, Ministry of Health and Welfare - Av. Príncipe Benlloch, 30 - Edif. Clara Rabassa, 4t, AD500 Andorra la Vella

Tel: +376 860 345

E-mail: ramon_nicolau_nos@govern.ad

ARMENIA / ARMENIE

Ms Anahit MARTIROSYAN

E

Head of International Cooperation and Development Programmes Department, Ministry of Labour and Social Issues

Government Building 3, Yerevan, Yerevan 0010, ARMENIA

Tel/Fax:(+37410) 56-37-91

E-mail: martirosyan.anahit@yahoo.com ; anahit.martirosyan@mss.am

AUSTRIA / AUTRICHE

Ms Elisabeth FLORUS

E

EU-Labour Law and international Social Policy, Federal Ministry of Labour, Social Affairs and Consumer Protection, Stubenring 1, A - 1010 WIEN

Tel: +43 1 711 00 62 70 ; Fax: +43 1 718 94 70 26 31

E-mail: elisabeth.florus@bmask.gv.at

AZERBAÏJAN / AZERBAIDJAN

Mr. Zaur ALIYEV

E

Deputy Head, International Relations Department

Ministry of Labour and Social Protection of Population, Republic of Azerbaijan

85, Salatyn Askarova str., Baku, AZ 1009, Azerbaijan

Tel / Fax: +994 12 596 50 22

E-mail: aliyevmlspp@hotmail.com

BELGIUM / BELGIQUE

M. François VANDAMME

F

Conseiller général, Service public fédérale Emploi, Travail et Concertation sociale, Division des Affaires internationales, Rue Ernest Blerot 1, B 1070 BRUXELLES

Tel: +32 2 233 40 29 / 4044 ou 4011 Fax: +32 2 233 40 48

E-mail: Francois.VANDAMME@emploi.belgique.be

BOSNIA AND HERZEGOVINA / BOSNIE-HERZÉGOVINE

Ms. Azra HADZIBEGIC

E

Expert Adviser, Ministry for Human Rights and Refugees, Department for Human Rights - Trg Bosne i Hercegovine 3, 71 000 Sarajevo

Tel.:+387 33 703 967

Fax: +387 33 206 655

E-mail: azra.hadzibegic@mhr.gov.ba

BULGARIA / BULGARIE

Ms Elitsa SLAVCHEVA

F

Head of International Organisations and International Cooperation Department, Ministry of Labour and Social Policy - 2, Triaditza Str., BU - 1051 SOFIA

Tel.: +359 987 38 66 / 00 359 8119 506 Fax. +359 2 98153 76

Email: eliza@mlsp.government.bg ; eslavcheva@yahoo.com

Ms Agnes NIKOLOVA

E

Expert in European Affairs and International Cooperation; Directorate, of the Ministry of Labour and Social Policy - 2, Triaditza Str., BU - 1051 SOFIA

Tel.: +359 987 3866 Fax. +359 2 98153 76 ?

Email: agnikolova@mlsp.government.bg

CROATIA / CROATIE

Ms Iva MUSIĆ

E

Ministry of Labour and Pension System - Ulica grada Vukovara 78, 10 000 Zagreb , Croatia

tel: ++ 385 1 61 09 840

E-mail: iva.music@mrms.hr

CYPRUS / CHYPRE

Ms Eleni PAROUTI

E

Chief Administrative Officer, Ministry of Labour and Social Insurance - 7, Byron Avenue, CY 1463 NICOSIA

Tel: +357 22401724 / 720; Fax:+357 / 22670993

E-mail: eparouti@papd.mof.gov.cy

CZECH REPUBLIC / RÉPUBLIQUE TCHÈQUE

Ms Brigita VERNEROVÁ

E

EU and International Cooperation Department, Ministry of Labour and Social Affairs - Na Poříčním právu 1, 128 01 Prague, Czech Republic

Tel.: +420 221 923 390 Fax: +420 221 922 223

E-mail: brigita.vernerova@mpsv.cz

DENMARK / DANEMARK

Ms Lis WITSØ-LUND

E

Ministry of Employment, International Labour Law Centre, Ved Stranden 8, DK-1061 Copenhagen K

Tel.: +45 72205098, mobile: + 45 244 093 00

E-mail: lwl@bm.dk;

Mr Kasper WARRER

E

Head of Division, Ministry of Education, Fredriksholms Kanal 25, DK – 1220 Copenhagen K

Tel.: +45 30225450 , fax: +45

E-mail: Kasper.Warrer@ktst.dk

ESTONIA / ESTONIE

Ms Merle MALVET

E

Head of Social Security Department, Ministry of Social Affairs - Gonsiori 29, 15027 Tallinn

Tel.: +372 62 69 230; Fax: +372 62 69 214

E-mail: Merle.Malvet@sm.ee; Merle.Malvet@starman.ee

FINLAND / FINLANDE**Ms Anne-Mari MÄKINEN****E**

Anne-Mari Mäkinen
Senior Adviser for Legal Affairs
Ministry of Employment and the Economy
P.O. Box 32, 00023 Government
Tel. +358 29 506 0070
Mobile +358 50 381 3696
Email: anne-mari.makinen@tem.fi

FRANCE**Mme Jacqueline MARECHAL (Chair / Présidente)****F**

Chargée de mission, Délégation aux affaires européennes et internationales, Ministère du travail, de l'emploi, de la formation professionnelle et du dialogue social
Ministère des affaires sociales et de la santé - 8 avenue de Ségur, 75350 PARIS 07 SP, France
Tel: +33 1 40 56 73 69 Fax: +33 1 40 56 47 72
E-mail: jacqueline.marechal@sante.gouv.fr

GEORGIA / GEORGIE**Mr George KAKACHIA****E**

Head of the Social Protection Department, Ministry of Labour, Health and Social Affairs of Georgia
144 Tsereteli Ave, Tbilisi C159
Mob.: 995577282831, Fax:
E-mail: gika@moh.gov.ge

GERMANY / ALLEMAGNE**Mr Jürgen THOMAS****E**

Deputy Head of Division VI b 4, "OECD, OSCE", Council of Europe, ESF-Certifying Authority,
Federal Ministry of Labour and Social Affairs - Villemombler Strasse 76, D-53125 Bonn
Tel.: +49 228 99 527 6985; Fax: +49 228 99 527 1209
E-mail: juergen.thomas@bmas.bund.de

GREECE / GRÈCE**Ms Panagiota MARGARONI****E**

Official, Ministry of Labour, Social Security and Welfare
Directorate of International Relations
Section II, 40 Pireos Str., Athens, Greece
Tel. 0030 213 1516469 Fax:0030 210 529 54 22
e-mail: pmargaroni@ypakp.gr

HUNGARY / HONGRIE**Ms Ildikó PAKOZDI****E**

National Office for Rehabilitation and Social Affairs
Damjanich u. 48, HU-1071 Budapest
Tel: + 36 1 462 6642
E-mail: pakozdii@nrszh.hu; dr.pakozdiildiko@hotmail.hu

ICELAND / ISLANDE**Ms. Hanna SIGRIDUR GUNNSTEINSDOTTIR****E**

Director General, Department of Social and Labour Market Affairs
Ministry of Welfare

Hafnarhúsinu við Tryggvagötu, IS-150 Reykjavík, Iceland
Tel.: (+354) 545 8100 Fax: (+354) 551 9165
E-mail: hanna.sigridur.gunnsteinsdottir@vel.is

IRELAND / IRLANDE

Mr Robert AHERN

E

Employment Rights Policy Section, Department of Jobs, Enterprise and Innovation
Davitt House, Adelaide Road, Dublin 2.
Tel: +353 1 6313285
E-mail: Robert.Ahern@djei.ie

Ms Margaret BURNS

E

EU International Section, Department of Social Protection - Floor 5 AMD, Store Street, Dublin 2
Tel.: 0035317043171; Fax:
E-mail: margaretm.burns@welfare.ie

ITALY / ITALIE

Mr Pio Angelico CAROTENUTO

E

Ministry of Labour and Social Policies – General Directorate of Industrial and Working Relations, Div. II, Head of Section, International Affairs, via Fornovo, 8 – Pal. B, 00192 ROMA
Tel.+39 06 46837229 ; Fax +39 06 46834246
e-mail: Pacarotenuto@lavoro.gov.it

LATVIA / LETTONIE

Ms Velga LAZDIŅA-ZAKA

E

Ministry of Welfare, Social Insurance Department – 28 Skolas Street, Riga, LV-1331, Latvia
Tel.: (+371) 67021554 Fax: (+371) 67021560
E-mail: velga.lazdina-zaka@lm.gov.lv

LIECHTENSTEIN

LITHUANIA / LITUANIE

Ms Kristina VYSNIAUSKAITE-RADINSKIENE

E

Deputy Head, International Law Division, International Affairs Department, Ministry of Social Security and Labour - A. Vivulskio st. 11, 03610 Vilnius, Lithuania
Tel. : +370 5 2664 231 Fax: +370 5 2664 209
E-mail : Kristina.Vysniauskaite@socmin.lt

LUXEMBOURG

M. Joseph FABER

F

Conseiller de direction première classe, Ministère du Travail et de l'Emploi, 26 rue Zithe,
L - 2939 LUXEMBOURG
Tel: +352 247 86113 Fax: +352 247 86191
E-mail : joseph.faber@mt.etat.lu

MALTA / MALTE

Mr Edward BUTTIGIEG

E

Acting Director General (Social Security), Department of Social Security - 38 Ordnance Street,
Valletta VLT2000, Malta
Tel: 00356 2590 3224
E-mail: edward.buttigieg@gov.mt

REPUBLIC OF MOLDOVA / RÉPUBLIQUE DE MOLDOVA

Mme Lilia CURAJOS

F

Chef de la Direction des relations internationales et integration europeenne, Ministère du Travail, de la Protection sociale et de la Famille, Vasile Alecsandri str 1., MD – 2009 CHISINAU

Tel: +373 22 26 93 12

Fax: +373 22 26 93 10

E-mail : lilia.curajos@mmpsf.gov.md

MONACO

MONTENEGRO

Ms Vjera SOC

E

Senior Advisor for International Cooperation, Ministry of Labour and Social Welfare, Labour Relations Department, Rimski trg 46, Podgorica 20000 Podgorica / Montenegro

Tel: +382 (0)20 482-472; Fax: +382 (0)20 78 11 33 51

E-mail: vjera.soc@mrs.gov.me

NETHERLANDS / PAYS-BAS

Mr Kees TERWAN

E

Senior Policy Advisor, Ministry of Social Affairs and Employment, Directorate of International Affairs, Postbus 90801, 2509 LV The Hague, the Netherlands

Tel. +31 70 333 6649

Fax: +31 70 333 4007

E-mail: kterwan@minszw.nl

NORWAY / NORVÈGE

Ms Mona SANDERSEN

E

Senior Adviser, Ministry of Labour, Working Environment and Safety Department - Postboks 8019 Dep, NO-0030 Oslo

Tel.: +47 22 24 69 52 / Mobile phone : +47 480 22 884 Fax: +47 22 24 95 46

E-mail: ms@ad.dep.no

POLAND / POLOGNE

Mme Joanna MACIEJEWSKA

F

Conseillère du Ministre, Département des Analyses Economiques et Prévisions, Ministère du Travail et de la Politique Sociale - ul. Nowogrodzka 1/3, 00-513 VARSOVIE, Pologne

Tel: +48 22 380 51 51

Fax: +48 22 380 51 03

E-mail: Joanna.Maciejewska@mpips.gov.pl

PORTUGAL

Ms Odete SEVERINO

E

Head of Unit, International Relations Unit, Strategic and Planning Office, Ministry of Solidarity, Employment and Social Security, Praça de Londres, nº 2 - 5º - 1049-056 Lisbon

Tel: (351) 21 115 50 46

E-mail : odete.severino@gep.msss.gov.pt

ROMANIA / ROUMANIE

Ms Cristina ZORLIN

E

Senior Counsellor

Directia relatii externe / Directorate for External Relations

Ministerul Muncii, Familiei, Protectiei Sociale si Persoanelor Varstnice / Ministry of Labour, Family, Social Protection and Elderly

2B Dem I Dobrescu, Sector 1 Bucharest

Tel.: 0040 21315 8609 Fax: +40213121317
Email: crisrina.zorlin@mmuncii.ro

RUSSIAN FEDERATION / FEDERATION DE LA RUSSIE

Mme Elena VOKACH-BOLDYREVA

F

Deputy Director, Legal Regulation and International Cooperation Department, Ministry of Labour and Social Protection of the Russian Federation – 127994 rue Ilyinka 21 103132 Moscow, Federation de la Russie

Tel : +7 (495) 606 15 41

Mobile: +7 (968)665 04 43

E-mail : Vokach-BoldyrevaEI@rosmintrud.ru

SAN MARINO / SAINT MARIN

SERBIA / SERBIE

Ms Dragana RADOVANOVIC

E

Head of Department for International Cooperation, European Integration and Project Management, Ministry of Labor, Employment and Social Policy, - Nemanjina St. 22-26, Belgrade

Tel.: + 381 11 36 16 261; Mob.: + 381 64 22 12 485

E-mail: draganar@minrzs.gov.rs

SLOVAK REPUBLIC / REPUBLIQUE SLOVAQUE

Mr Lukas BERINEC

E

Department of International Relations and European Affairs Ministry of Labour, Social Affairs and Family - Spítálska 4-8, 816 43, Bratislava

Tel.: +421 2 2046 1638

E-mail : Lukas.Berinec@employment.gov.sk

SLOVENIA / SLOVENIE

Ms Nina ŠIMENC

E

Undersecretary

Directorate for Social Affairs

Ministry of Labour, Family, Social Affairs and Equal Opportunities of the Republic of Slovenia

T: + 386 1 369 76 13 ; F: +386 1 369 78 31

E-mail: nina.simenc@gov.si

SPAIN / ESPAGNE

Ms Lucía ORTIZ SANZ

E

Deputy Director of International Social and Labour Relations, Ministry of Employment and Social Security, C/María de Guzmán 52, 5ª planta, Madrid 28071- Spain

Tel (34) 91 3633707 Fax (34) 91 363 38 85

E-mail: lucia.ortiz@meyss.es

SWEDEN / SUÈDE

Ms Lina FELTWALL

E

Deputy Head of Department, Ministry of Employment, International Division, 103 33 Stockholm

Tel. +46 8 405 46 71

Mob. +46 70 212 91 92

E-mail: lina.feltwall@gov.ministry.se

SWITZERLAND / SUISSE

“THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA” / ”L’EX-RÉPUBLIQUE YOUGOSLAVE DE MACÉDOINE”

Mr Darko DOCHINSKI

E

Head of the Unit for EU Integration and Accession Negotiations, Department for European Integration, Ministry of Labour and Social Policy - Dame Gruev, 14, 1000 Skopje

Tel.: +389 2 3106 358 Mob: + 389 75 359 893

E-mail: DDocinski@mtsp.gov.mk; Web : www.mtsp.gov.mk

TURKEY / TURQUIE

M. Hasan Hüseyin YILMAZ

F

Expert des travailleurs expatriés, Ministère du Travail et de la Sécurité sociale, Direction générale des relations extérieures et des services aux travailleurs expatriés - , İnönü Bulvarı No. 42, EMEK TR - 06520 – ANKARA

Tel.: +90 312 296 65 34 Fax: +90 312 215 2312

E-mail: hhyilmaz@csqb.gov.tr

M. Medeni Can AKIN

E

Assistant Expert, Ministry of Labour and Social Security
ANKARA

Tel.: +90 312 296 65 21 Fax: +90 312 215 23 12

E-mail: mcanakin@csqb.gov.tr

UKRAINE

Ms Natalia POPOVA

E

Deputy Head of the International Relations and Information Technologies Department, Ministry of Social Policy - 8/10, Esplanadna St, 01601 Kiev, Ukraine

Tel.: +38 044 289 84 51; Fax: +38 044 289 71 85

E-mail: pnn@mlsp.gov.ua

UNITED KINGDOM / ROYAUME-UNI

Mr John SUETT

E

International Unit, Department for Work and Pensions, International Institutions Team - Ground Floor, Caxton House, 6-12 Tothill St, London SW1H 9NA

Tel.: 0207 340 4342

E-mail: john.suett@dwp.gsi.gov.uk

OTHER PARTICIPANTS

EUROPEAN TRADE UNION CONFEDERATION (ETUC) / CONFEDERATION EUROPÉENNE DES SYNDICATS (CES)

Mr Stefan CLAUWAERT

E

ETUC Advisor, ETUI Senior researcher, European Trade Union Institute (ETUI), Boulevard du Roi Albert II, 5, Boîte 4, B 1210 BRUXELLES

Tel: +32 2 224 05 04 Fax: +32 2 224 05 02

E-mail : sclauwae@etui.org

**INTERNATIONAL ORGANISATION OF EMPLOYERS (IOE) / ORGANISATION INTERNATIONALE
DES EMPLOYEURS (OIE)**

Ms Alessandra ASSENZA

E

Adviser, International Organisation of Employers (OIE), Chemin de Joinville, 26, CH 1216 GE-NEVA

Tel: +41 (0)22 929 00 09

Fax: +41 (0)22 929 00 01

E-mail : assenza@ioe-emp.org

Interpreters / interprètes

Mr Christopher TYCZKA

Mr Nicolas GUITTONNEAU

Ms Isabelle MARCHINI

SECRETARIAT

SERVICE DE LA CHARTE SOCIALE EUROPÉENNE ET DU CODE EUROPÉEN DE SÉCURITÉ SOCIALE / DEPARTMENT OF THE EUROPEAN SOCIAL CHARTER AND THE EUROPEAN CODE OF SOCIAL SECURITY

M. Régis BRILLAT, Chef de Service / Head of Department +33 (0)3 88 41 22 08
regis.brillat@coe.int

Mr Henrik KRISTENSEN, Chef de Service adjoint / Deputy Head of Department.....
..... +33 (0)3 88 41 39 47
henrik.kristensen@coe.int

Mr Karl-Friedrich BOPP, Chef de Division / Head of Division +33 (0)3 88 41 22 14
karl-friedrich.bopp@coe.int

Ms Niamh CASEY, Administrateur / Administrator +33 (0)3 88 41 39 45
niamh.casey@coe.int

Mme Danuta WISNIEWSKA-CAZALS, Administrateur / Administrator.
..... +33 (0)3 88 41 28 51
danuta.wisniewska-cazals@coe.int

Ms Sheila HIRSCHINGER, Assistante administrative principale /
Principal Administrative Assistant..... +33 (0)3 88 41 36 54
sheila.hirschinger@coe.int

Ms Brigitte NAPIWOCKA, Assistante administrative principale /
Principal Administrative Assistant..... +33 (0)3 88 41 22 57
brigitte.napiwocka@coe.int

Secrétariat :

Ms Caroline LAVOUE (Finance, prepaid tickets)..... +33 (0)3 88 41 32 14
caroline.lavoue@coe.int

Study visitor:

Mr Mehmet SELVI +33 (0)3 88 41 25 50
Mehmet.selvi@coe.int

Stagiaire:
Ms Kamilla ALIYEVA

+33 (0)3 90 21 56 32
Kamilla.aliyeva@coe.int

Télécopieur +33 (0)3 88 41 37 00
E-mail social.charter@coe.int

Adresse postale :

Service de la Charte sociale européenne
et du Code européen de Sécurité sociale
Direction Générale I
Droits de l'Homme et Etat de Droit
Conseil de l'Europe
F-67075 Strasbourg Cedex

Postal address :

Department of the European Social Charter
and European Code of Social Security
Directorate General I
Human Rights and Rule of Law
Council of Europe
F-67075 Strasbourg Cedex

APPENDIX II - TABLE OF SIGNATURES AND RATIFICATIONS

Situation at 1st December 2013

Table of Signatures and Ratifications - Situation at 1 December 2013

MEMBER STATES	SIGNATURES	RATIFICATIONS	Acceptance of the collective complaints procedure
Albania	21/09/98	14/11/02	
Andorra	04/11/00	12/11/04	
Armenia	18/10/01	21/01/04	
Austria	07/05/99	20/05/11	
Azerbaijan	18/10/01	02/09/04	
Belgium	03/05/96	02/03/04	23/06/03
Bosnia and Herzegovina	11/05/04	07/10/08	
Bulgaria	21/09/98	07/06/00	07/06/00
Croatia	06/11/09	26/02/03	26/02/03
Cyprus	03/05/96	27/09/00	06/08/96
Czech Republic	04/11/00	03/11/99	04/04/12
Denmark	*	03/05/96	03/03/65
Estonia	04/05/98	11/09/00	
Finland	03/05/96	21/06/02	17/07/98 X
France	03/05/96	07/05/99	07/05/99
Georgia	30/06/00	22/08/05	
Germany	*	29/06/07	27/01/65
Greece	03/05/96	06/06/84	18/06/98
Hungary	07/10/04	20/04/09	
Iceland	04/11/98	15/01/76	
Ireland	04/11/00	04/11/00	04/11/00
Italy	03/05/96	05/07/99	03/11/97
Latvia	29/05/07	26/03/13	
Liechtenstein		09/10/91	
Lithuania	08/09/97	29/06/01	
Luxembourg	*	11/02/98	10/10/91
Malta	27/07/05	27/07/05	
Republic of Moldova	03/11/98	08/11/01	
Monaco	05/10/04		
Montenegro	22/03/05	03/03/10	
Netherlands	23/01/04	03/05/06	03/05/06
Norway	07/05/01	07/05/01	20/03/97
Poland	25/10/05	25/06/97	
Portugal	03/05/96	30/05/02	20/03/98
Romania	14/05/97	07/05/99	
Russian Federation	14/09/00	16/10/09	
San Marino	18/10/01		
Serbia	22/03/05	14/09/09	
Slovak Republic	18/11/99	23/04/09	
Slovenia	11/10/97	07/05/99	07/05/99
Spain	23/10/00	06/05/80	
Sweden	03/05/96	29/05/98	29/05/98
Switzerland		06/05/76	
«the former Yugoslav Republic of Macedonia»	27/05/09	06/01/12	
Turkey	06/10/04	27/06/07	
Ukraine	07/05/99	21/12/06	
United Kingdom	*	07/11/97	11/07/62
Number of States	47	2 + 45 = 47	10 + 33 = 43
			15

The dates in bold on a grey background correspond to the dates of signature or ratification of the 1961 Charter; the other dates correspond to the signature or ratification of the 1996 revised Charter.

* States whose ratification is necessary for the entry into force of the 1991 Amending Protocol. In practice, in accordance with a decision taken by the Committee of Ministers, this Protocol is already applied.

X State having recognised the right of national NGOs to lodge collective complaints against it.

APPENDIX III - LIST OF CONCLUSIONS OF NON-CONFORMITY

List of Conclusions of non-conformity

A. Conclusions of non-conformity for the first time

i) Written examination

ESC 1§4 CROATIA
ESC 9 CROATIA

ESC 1§3 CZECH REPUBLIC

ESC 1§1 GREECE
ESC 10§1 GREECE
ESC 18§1 GREECE
ESC 18§2 GREECE

ESC 18§2 ICELAND

ESC 1§1 LATVIA

ESC 1§3 SPAIN

ESC 1§4 "THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA"

ESC 18§2 UNITED KINGDOM

ii) Oral examination (decision of the Bureau)

ESC 1§2 CROATIA

ESC 1§2 GERMANY

ESC 15§2 GREECE

ESC 1§2 LATVIA

ESC 1§2 LUXEMBOURG

ESC 1§2 SPAIN

ESC 1§2 "THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA"
ESC 15§2 "THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA"

B. Renewed Conclusions of non-conformity

ESC 1§2 AUSTRIA
ESC 10§1 AUSTRIA
ESC 10§4 AUSTRIA

ESC 1§1 CROATIA

ESC Article 1 Protocol 1 CZECH REPUBLIC

ESC 10§4 DENMARK
ESC 15§1 DENMARK

ESC 1§2 GREECE

ESC 1§2 ICELAND
ESC 15§1 ICELAND
ESC 15§2 ICELAND

ESC 1§4 LUXEMBOURG
ESC 15§1 LUXEMBOURG
ESC 15§2 LUXEMBOURG

ESC 1§2 NETHERLANDS IN RESPECT OF ARUBA
ESC Article 1 of the 1998 Additional Protocol NETHERLANDS IN RESPECT OF ARUBA

ESC 1§4 POLAND

ESC 10§4 SPAIN

ESC 1§1 "THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA"
ESC 15§1 "THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA"

ESC 10§4 UNITED KINGDOM
ESC 18§3 UNITED KINGDOM

APPENDIX IV - LIST OF DEFERRED CONCLUSIONS

AUSTRIA	ESC 1§4, 9, 15§1, 15§2
CZECH REPUBLIC	ESC 1§1, 15§2
DENMARK	ESC 18§2, Article 1 of the 1998 Additional Protocol
GERMANY	ESC 18§1, 18§3
GREECE	ESC 1§3, 15§1, 18§3, 20
ICELAND	ESC 1§1, 1§4, 18§3
LUXEMBOURG	ESC 1§3, 10§4, 18§1
NETHERLANDS (ANTILLES)	ESC 1§1, 1§2, 1§3, 1§4, Article 1 of the 1998 Additional Protocol
POLAND	ESC 1§2
SPAIN	ESC 1§1, 10§1, 18§1
UNITED KINGDOM	ESC 1§1, 18§1

APPENDIX V - WARNING(S) AND RECOMMENDATION(S)

NONE