



**EUROPEAN COMMITTEE OF SOCIAL RIGHTS  
COMITE EUROPEEN DES DROITS SOCIAUX**

29 December 2013

**FIRST REPORT  
ON THE NON-ACCEPTED PROVISIONS OF THE  
EUROPEAN SOCIAL CHARTER  
AND ON  
THE EUROPEAN CODE OF SOCIAL SECURITY**

**BOSNIA AND HERZEGOVINA**

Meeting in Sarajevo on 26 June 2013



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## I. SUMMARY

With respect to the procedure provided by Article 22 of the 1961 Charter – examination of non-accepted provisions - the Committee of Ministers in December 2002 decided that "states having ratified the Revised European Social Charter should report on the non-accepted provisions every five years after the date of ratification" and had "invited the European Committee of Social Rights to arrange the practical presentation and examination of reports with the states concerned".

Following this decision, five years after ratification of the Revised Social Charter (and every five years thereafter), the European Committee of Social Rights reviews the non-accepted provisions with the countries concerned, with a view to securing a higher level of acceptance. Past experience had shown that states tended to forget that selective acceptance of Charter provisions was meant to be a temporary phenomenon. The aim of the new procedure was therefore to require them to review the situation after five years and encourage them to accept more provisions.

As Bosnia-Herzegovina ratified the Revised Charter on 7 October 2008, the European Committee of Social Rights contacted the Authorities in Bosnia-Herzegovina early 2013 with a view to applying for the first time the procedure provided by Article 22 of the 1961 Charter. It was agreed to hold a meeting between the European Committee of Social Rights and representatives of various institutions of Bosnia-Herzegovina in Sarajevo on 26 June 2013. As Bosnia-Herzegovina has accepted 51 of the 98 paragraphs of the Revised Charter, the meeting covered the remaining paragraphs.

Following this meeting, the European Committee of Social Rights delegation considered that acceptance seemed possible in respect of the following 7 provisions:

1. The right to vocational training (Art. 10)
2. The right to social security (Art. 12§3 and 12§4)
3. The right to personal assistance (Art.13§4)
4. The right of persons with disabilities to independence, social integration and participation in the life of the community (Art. 15)
5. The right to protection in cases of termination of employment (Art. 24)
6. The right to dignity at work (Art. 26)
7. The right to information and consultation in collective redundancy procedures (Art. 29)

The European Committee of Social Rights remains at the disposal of the Authorities of Bosnia-Herzegovina, and encourages them to study the collective complaints procedure with a view to its acceptance at a later stage.

The meeting also included an exchange of view on the possible ratification by Bosnia-Herzegovina of the European Code of Social Security. Such a ratification seemed possible given that Bosnia-Herzegovina ratified ILO Convention 102 on Social Security as well as Article 12(2) of the Revised European Social Charter ("to maintain the social security system at a satisfactory level at least equal to that necessary for the ratification of the European Code of Social Security").

The meeting concluded that Bosnia-Herzegovina was in a position to ratify the European Code of Social Security.

The next examination of the provisions not accepted by Bosnia-Herzegovina will take place in 2018.

## **II. EXAMINATION OF THE NON-ACCEPTED PROVISIONS**

### **A Meeting on non-accepted provisions**

The programme of the meeting appears in appendix 2 and the list of participants in Appendix 3.

The meeting was chaired by Ms. Azra Hadzibegic, Expert Adviser in the Department for Human Rights in the Ministry for Human Rights and Refugees.

#### **a Provisions relating to employment, training and equal opportunities**

- The right to vocational training (Art. 10)
- The right of persons with disabilities to independence, social integration and participation in the life of the community (Art. 15)
- The right to engage in a gainful occupation in the territory of other Parties (Art. 18)
- The right to protection in cases of termination of employment (Art. 24)
- The right of workers to the protection of their claims in the event of the insolvency of their employer (Art. 25)

#### ***Situation in Bosnia-Herzegovina***

- Art. 15: Funding for integration of persons with disabilities into the labour market increased in 2011 and 2012. A strategy for including people with disabilities into general education scheme is still to be designed. Bosnia-Herzegovina may accept this provision in the near future.
- Art. 18: Bosnia-Herzegovina ratified the UN Convention on the right of migrant workers. Relevant reports on the implementation of that Convention are under preparation. Current high unemployment level makes entry of foreign workers difficult. However, persons working legally are not discriminated against. Relevant EU Directives and Council of Europe Conventions are applied. In respect of family reunion, 18 months of residence was compulsory before family reunion being granted. A right to appeal existed in case of deportation.
- Art. 25 : In the case of insolvency of the employer, no national legislation protects the workers' claims. No such legislation is envisaged in the foreseeable future.

#### ***Opinion of the European Committee of Social Rights***

It was felt that Bosnia-Herzegovina could accept the following provisions:

1. The right to vocational training (Art. 10)
2. The right of persons with disabilities to independence, social integration and participation in the life of the community (Art. 15)
3. The right to protection in cases of termination of employment (Art. 24)

## **b Provisions relating to health, social security and social protection**

- The right to safe and healthy working conditions (Art. 3)
- The right to social security (Art. 12 §§ 3 and 4)
- The right to social and medical assistance (Art. 13 § 4)
- The right to protection against poverty and social exclusion (Art. 30)

### ***Situation in Bosnia-Herzegovina***

- Art. 3§1: Given that the competency related to the provision lies in the hands of the different entities, no national strategy on occupational safety exists at the moment. A law on the protection at work was adopted by the Republica Srpska.
- Art. 3§2: Legislative procedure has started to issue a new comprehensive safety and health regulation. However, employer are reluctant to accept this legislation.
- Art. 12§3: In view of the competencies of the different entities the co-ordination role at national level is difficult to put in place. Inclusion of the grey economy into the functioning of the social security system is particularly difficult.
- Art. 12§4: The implementation of this provision is challenging. However, the Committee's delegation considered that the progressive implementation of the right provided by Art. 12§3 would make its acceptance possible.
- Art. 13§4: In view of the current implementation of the other paragraphs of Article 13, the Committee's delegation considered that Bosnia and Herzegovina could accept Art. 13§4.
- Art. 30: Bosnia-Herzegovina adopted in 2013 a new law on social exclusion.

### ***Opinion of the European Committee of Social Rights***

It was felt that Bosnia-Herzegovina could accept the following provisions:

4. The right to social security (Art. 12 § 3 and 12 § 4)
5. The right to social assistance (Art. 13 § 4).

It seemed that Bosnia-Herzegovina would not be in a position to accept the other discussed provisions mainly due to the fact that these provisions would have to be implemented by the two entities and the district.

## **c Provisions relating to labour rights**

- The right to a fair remuneration (Art. 4 §§ 1, 2, 4 and 5)
- The right to dignity at work (Art. 26)
- The right to information and consultation in collective redundancy procedures (Art. 29)

### ***Situation in Bosnia-Herzegovina***

- Art. 4§1: Legislation is in place. However, implementation in practice is problematic. Remuneration is fixed by collective agreements by branch of the economy. Currently employers are struggling in respecting the collective agreements due to the economic crisis. Re-negotiation of the collective agreements is rejected by the trade unions.

Collective agreements currently in force lead to trade unions obtaining favourable court judgements.

Consequently, Bosnia-Herzegovina does not envisage the acceptance of this provision in the near future.

- Art. 4§4: Bosnia-Herzegovina intends to accept this provision in the near future.
- Art. 26: Legislation is in place and provides that harassment is considered as a criminal offence. This legislation applies to all employees including civil servants, police officers and armed forces. In addition, campaigns to raise awareness against harassment had been carried out, also by employers.
- Art. 29: Collective redundancy is unlawful in undertakings of more than 15 employees. Employees enjoy the right of appeal.

### ***Opinion of the European Committee of Social Rights***

It was felt that Bosnia-Herzegovina could accept the following provisions:

6. The right to dignity at work (Art. 26)
7. The right to information and consultation in collective redundancy procedures (Art. 29)

#### **d Provisions relating to children, families and migrants**

- The right of migrant workers and their families to protection and assistance (Art. 19)
- The right of workers with family responsibilities to equal opportunities and equal treatment (Art. 27)
- The right to housing (Art. 31)

### ***Situation in Bosnia-Herzegovina***

- Art. 27: Bosnia-Herzegovina ratified Art. 16. In its first report on this provision a lot of information pertinent under Art. 27 had been provided.
- Art. 31: Efforts were made to rebuild houses destroyed during the war, particularly for vulnerable groups. Acceptance of this provision not envisaged in the foreseeable future.

### ***Opinion of the European Committee of Social Rights***

It was felt that Bosnia-Herzegovina was currently not in the position to accept the provisions relating to children, families and migrants.

### **III. EXCHANGE OF VIEWS ON THE COLLECTIVE COMPLAINTS PROCEDURE**

The representatives of Bosnia-Herzegovina were presented the collective complaints procedure. It came into force in 1998 under an Additional Protocol to the European Social Charter. The collective complaints procedure entitled national trade unions and employers' organisations as well as certain international NGOs to lodge complaints of violations of the European Social Charter.

The exchange of views between the representatives of Bosnia-Herzegovina and the European Committee of Social Rights showed that Bosnia-Herzegovina was currently not in the position to accept the collective complaints procedure.

### **IV. EXCHANGE OF VIEWS ON THE EUROPEAN CODE OF SOCIAL SECURITY**

The representatives of Bosnia-Herzegovina were presented the monitoring mechanism with respect to the European Code of Social Security. There should not exist major obstacles in ratifying this treaty since Bosnia-Herzegovina was already bound by ILO Convention 102 and by Article 12(2) of the Revised European Social Charter ("to maintain the social security system at a satisfactory level at least equal to that necessary for the ratification of the European Code of Social Security").

The exchange of views between the representatives of Bosnia-Herzegovina and the European Committee of Social Rights showed that Bosnia-Herzegovina was in the position to ratify the European Code of Social Security.



# APPENDIX 1

## – Bosnia and Herzegovina and the European Social Charter

### Ratifications

Bosnia and Herzegovina ratified the Revised European Social Charter on 07/10/2008, accepting 51 of its 98 paragraphs.

It has not accepted the system of collective complaints.

### Table of Accepted Provisions

1.1	1.2	1.3	1.4	2.1	2.2	2.3	2.4	2.5	2.6	2.7	3.1
3.2	3.3	3.4	4.1	4.2	4.3	4.4	4.5	5	6.1	6.2	6.3
6.4	7.1	7.2	7.3	7.4	7.5	7.6	7.7	7.8	7.9	7.10	8.1
8.2	8.3	8.4	8.5	9	10.1	10.2	10.3	10.4	10.5	11.1	11.2
11.3	12.1	12.2	12.3	12.4	13.1	13.2	13.3	13.4	14.1	14.2	15.1
15.2	15.3	16	17.1	17.2	18.1	18.2	18.3	18.4	19.1	19.2	19.3
19.4	19.5	19.6	19.7	19.8	19.9	19.10	19.11	19.12	20	21	22
23	24	25	26.1	26.2	27.1	27.2	27.3	28	29	30	31.1
31.2	31.3										

Grey = accepted provisions

### The Charter in domestic law

According to Article III paragraph 3(b) of the Constitution of Bosnia and Herzegovina, general principles of international law shall be an integral part of the law of Bosnia and Herzegovina and its Entities.

### Reports \*

#### Between 2011 and 2013 Bosnia and Herzegovina submitted 3 reports.

Bosnia and Herzegovina's [2<sup>nd</sup> report](#), submitted on 11/11/2011, concerned the accepted provisions of the Revised Charter relating to Thematic Group 1 "Employment, training and equal opportunities", (Articles 1, 9, and 20). Conclusions in respect to these provisions were published in January 2013.

The 3<sup>rd</sup> report was submitted on 03/06/2013 and concerns accepted provisions relating to Thematic Group 2 Health Social security and Social protection i.e.:

- The right safe and healthy working conditions (Article 3)
- The right to protection of health (Article 11)
- The right to social security (Article 12)
- The right to social and medical assistance (Article 13)
- The right to benefit from social welfare services (Article 14)
- The right of elderly person to social protection (Article 23)
- The right to protection against poverty and social exclusion (Article 30)

Conclusions in respect of these provisions should be published in January 2014.

\* [Following a decision taken by the Committee of Ministers in 2006](#), the provisions of both the 1961 Charter and the Revised Charter have been divided into four thematic groups. States present a report on the provisions relating to one of the four thematic groups on an annual basis. Consequently each provision of the Charter is reported on once every four years.

## Situation of Bosnia and Herzegovina with respect to the application of the Revised Charter

### Cases of non-conformity

#### **Thematic Group 1 “Employment, training and equal opportunities”**

▶ *Article 1§1 Right to work - Policy of full employment*

*It has not been established that employment policy efforts have been adequate in combatting unemployment and promoting job creation*

[\(Conclusions 2012\)](#)

▶ *Article 20 - Right to equal opportunities and equal treatment in employment and occupation without sex discrimination*

*The right to equal opportunities and equal treatment in employment and occupation without discrimination on grounds of gender is not guaranteed in practice and women are prohibited from working in underground mining.*

*(Conclusions 2012)*

#### **Thematic Group 2 “Health, social security and social protection”**

Under supervision

#### **Thematic Group 3 “Labour rights”**

Conclusions to be published in January 2015

#### **Thematic Group 4 “Children, families, migrants”**

▶ *Article 7§4 - Right of children and young persons to protection - Working time for young persons under 18*

*The limit of 40 hours per week for young workers under the age of 16 is excessive.*

[\(Conclusions 2011\)](#)

▶ *Article 7§6 - Right of children and young persons to protection - Inclusion of time spent on vocational training in the normal working time*

*Legislation does not provide for time spent at the training with the consent of employer, to be counted as a part of the working day.*

[\(Conclusions 2011\)](#)

▶ *Article 7§9 - Right of children and young persons to protection - Regular medical examination*

*There is no requirement for regular medical check-ups for young workers.*

[\(Conclusions 2011\)](#)

▶ *Article 8§1 –Right of employed women to protection of maternity - Maternity leave*

*Maternity benefits are not adequate or not regulated in certain cantons of the Federation of Bosnia Herzegovina*

[\(Conclusions 2011\)](#)

▶ *Article 8§4 - Right of employed women to protection of maternity - Regulation of night work*

*Night work of pregnant women, women having recently given birth and women who are breastfeeding is not adequately regulated in the District of Brčko.*

[\(Conclusions 2011\)](#)

▶ *Article 8§5 - Right of employed women to protection of maternity - Prohibition of dangerous, unhealthy or arduous work*

There are no adequate regulations on dangerous, unhealthy and arduous work in respect of pregnant women, women who have recently given birth and who are breastfeeding their child.

([Conclusions 2011](#))

► *Article 16 - Right of the family to social, legal and economic protection*

It has not been established that the living conditions of Roma families and other vulnerable families in housing are adequate.

([Conclusions 2011](#))

► *Article 17§1 - Right of children and young persons to social, legal and economic protection - Assistance, education and training*

Corporal punishment is not prohibited in the home, neither in schools nor in institutions.

([Conclusions 2011](#))

► *Article 17§2 - - Right of children and young persons to social, legal and economic protection - Free primary and secondary education - regular attendance at school*

It has not been established that measures taken to increase the enrolment rate in secondary schools are sufficient.

([Conclusions 2011](#))

**The European Committee of Social Rights has been unable to assess compliance with the following rights and has invited the Government of Bosnia and Herzegovina to provide more information in the next report in respect of the following provisions:**

**Thematic Group 1 "Employment, training and equal opportunities"**

*Articles 1§2, 1§3, 1§4 and 9,-Conclusions 2012*

**Thematic Group 2 "Health, social security and social protection"**

(Report submitted on 3 June 2013)

**Thematic Group 3 "Labour rights"**

(Report to be submitted before 31 October 2013)

**Thematic Group 4 "Children, families, migrants"**

► *Articles 7§§1, 2, 3, 5, 7, 8 and 10 – Conclusions 2011*

► *Article 8§2 – Conclusions 2011*

## APPENDIX 2



European  
Social  
Charter

Charte  
Sociale  
Européenne



# MEETING ON THE NON ACCEPTED PROVISIONS OF THE EUROPEAN SOCIAL CHARTER AND THE EUROPEAN CODE OF SOCIAL SECURITY

organised by

the Department of  
the European Social Charter and the European Code of Social Security  
DG I  
Council of Europe

and

the Ministry for Human Rights and Refugees  
of the Republic of Bosnia and Herzegovina

Sarajevo, 26 June 2013

## DRAFT PROGRAMME

Venue: Council of Europe Office in Sarajevo  
Importanne Centar  
Zmaja od Bosne 7-7A  
71000 Sarajevo

Working languages: Local languages and English

The meeting is organised in the framework of the procedure provided for by Article 22 of the 1961 Charter on “non-accepted provisions”. It will consist of an exchange of views and information on the provisions not accepted by Bosnia and Herzegovina. The European Code of Social Security will also be presented.

The overall objective is to ensure the effectiveness of fundamental social rights in Bosnia and Herzegovina.

11.00 am

### **Opening of the meeting**

A representative of the Ministry for Human Rights and Refugees

Mr Régis BRILLAT, Head of Department, Executive Secretary of the European Committee of Social Rights, Council of Europe

11.10 am

### **Exchange of views on the provisions of the European Social Charter not yet accepted by Bosnia and Herzegovina**

#### **Provisions relating to employment, training and equal opportunities**

- The right to vocational training (Art. 10)
- The right of persons with disabilities to independence, social integration and participation in the life of the community (Art. 15)
- The right to engage in a gainful occupation in the territory of other Parties (Art. 18)
- The right to protection in cases of termination of employment (Art. 24)
- The right of workers to the protection of their claims in the event of the insolvency of their employer (Art. 25)

Ms Monika SCHLACHTER-VOLL, Member of the European Committee of Social Rights [**Art. 10, 24, 25**]

Mr Giuseppe PALMISANO, Member of the European Committee of Social Rights [**Art. 15 and 18**]

Legal and factual position in Bosnia and Herzegovina – presentation by the representative(s) of the BiH authorities

Discussion

11.45 am

#### **Provisions relating to health, social security and social protection**

- The right to safe and healthy working conditions (Art. 3)
- The right to social security (Art. 12 §§ 3 and 4)
- The right to social and medical assistance (Art. 13 § 4)
- The right to protection against poverty and social exclusion (Art. 30)

Mr Giuseppe PALMISANO, Member of the European Committee of Social Rights [**Art. 13 and 30**]

Mr Régis BRILLAT, Head of Department, Executive Secretary of the European Committee of Social Rights, Council of Europe [**Art. 3 and 12**]

Legal and factual position in Bosnia and Herzegovina – presentation by the representative(s) of the BiH authorities

Discussion

12.30 pm

**Provisions relating to labour rights**

- The right to a fair remuneration (Art. 4 §§ 1, 2, 4 and 5)
- The right to dignity at work (Art. 26)
- The right to information and consultation in collective redundancy procedures (Art. 29)

Ms Monika SCHLACHTER-VOLL, Member of the European Committee of Social Rights

Legal and factual position in Bosnia and Herzegovina – presentation by the representative(s) of the BiH authorities

Discussion

1 pm

*break*

1.30 pm

**Provisions relating to children, families and migrants**

- The right of migrant workers and their families to protection and assistance (Art. 19)
- The right of workers with family responsibilities to equal opportunities and equal treatment (Art. 27)
- The right to housing (Art. 31)

Mr Giuseppe PALMISANO, Member of the European Committee of Social Rights [**Art. 19**]

Mr Régis BRILLAT, Head of Department, Executive Secretary of the European Committee of Social Rights, Council of Europe [**Art. 27 and 31**]

Legal and factual position in Bosnia and Herzegovina – presentation by the representative(s) of the BiH authorities

Discussion

2 pm

**Exchange of views on the preparation of national reports**

*States Parties regularly submit a report indicating how they implement the provision of the Charter in law and in practice. Each report covers some of the accepted provisions of the Charter. This exchange of views focuses on the preparation of reports: collection of relevant information, interagency co-ordination, analysis and synthesis of data, structure and drafting of the report, with the aim to improve the quality of reports which are examined by the European Committee of Social Rights.*

**Preparation of reports of Bosnia and Herzegovina**

Presentation by a representative of Bosnia and Herzegovina

**The information needed for the examination of national situations by the European Committee of Social Rights**

Mr Régis BRILLAT, Head of Department, Executive Secretary of the European Committee of Social Rights, Council of Europe

**2.45 pm                    The exchange of views on the collective complaints procedure**

*Under an Additional Protocol to the Charter, which came into force in 1998, national trade unions and employers' organisations as well as certain European trade unions and employers' organisations, and certain international NGOs are entitled to lodge complaints of violations of the Charter. This exchange of views aims to encourage Bosnia and Herzegovina to accept the collective complaints procedure in order to ensure a wider application of the Charter in the country.*

Mr Giuseppe PALMISANO, Member of the European Committee of Social Rights

Legal and factual position in Bosnia and Herzegovina – presentation by the representative(s) of the BiH authorities

Discussion

**3.15 pm                    The exchange of views on the European Code of Social Security**

Mr Karl-Friedrich BOPP, Head of Division, Department of the European Social Charter and the European Code of Social Security, Council of Europe

Legal and factual position in Bosnia and Herzegovina – presentation by the representative(s) of the BiH authorities

Discussion

**3.45 pm                    Concluding remarks**

**4 pm                        Closing of the meeting**

## APPENDIX 3

### LIST OF PARTICIPANTS

#### **BOSNIA AND HERZEGOVINA**

##### **MINISTRY FOR HUMAN RIGHTS AND REFUGEES**

- Damir Ljubić, Minister
- Saliha Đuderija, Assistant Minister
- Azra Hadžibegić, Expert Adviser
- Amela Hasić, Head of Division

##### **MINISTRY OF CIVIL AFFAIRS**

- Ermin Terko, Expert Adviser

##### **MINISTRY OF SECURITY**

- Ljubomir Kuravica, Head of Division for Administrative Affairs, regulations and readmission

##### **AGENCY FOR LABOUR AND EMPLOYMENT OF B&H:**

- Siniša Veselinović, Head of Division for the domestic market labour
- Sanela Zeljković, Expert Adviser for the implementation of international agreements

##### **AGENCY FOR GENDER EQUALITY OF B&H**

- Samra Filipović-Hadžiajlić, Director

##### **FEDERAL MINISTRY OF LABOUR AND SOCIAL POLICY**

- Miroslav Mauhar, Head of Division for the protection of families and children
- Ankica Kostic, Head of the Division for the protection of persons with disabilities and victims of civil war
- Džana Kadribegović, Assistant Minister

##### **FEDERAL MINISTRY OF HEALTH**

- Adisa Mehić, Expert Adviser

##### **MINISTRY OF LABOUR AND VETERANS DISABILITY RS**

- Rajko Kličković, Head of Division

##### **GOVERNMENT OF THE BRCKO DISTRICT OF B&H**

- Nataša Stevanovic, Head of subdivision for social protection in the department of health and other services

#### **COUNCIL OF EUROPE**

- Regis BRILLAT,  
Head of Department of the European Social Charter and Code of European Social Security,  
Executive Secretary of the European Committee of Social Rights
- Karl-Friedrich BOPP,  
Secretary of the Governmental Committee of the European Social Charter and the European  
Code of Social Security



- Prof. Dr. Monika SCHLACHTER,  
Member of the European Committee of Social Rights
- Prof. Dr. Giuseppe PALMISANO,  
Member of the European Committee of Social Rights

## APPENDIX 4

### **Declaration of the Committee of Ministers on the 50th anniversary of the European Social Charter**

*(Adopted by the Committee of Ministers on 12 October 2011  
at the 1123rd meeting of the Ministers' Deputies)*

The Committee of Ministers of the Council of Europe,

Considering the European Social Charter, opened for signature in Turin on 18 October 1961 and revised in Strasbourg on 3 May 1996 ("the Charter");

Reaffirming that all human rights are universal, indivisible and interdependent and interrelated;

Stressing its attachment to human dignity and the protection of all human rights;

Emphasising that human rights must be enjoyed without discrimination;

Reiterating its determination to build cohesive societies by ensuring fair access to social rights, fighting exclusion and protecting vulnerable groups;

Underlining the particular relevance of social rights and their guarantee in times of economic difficulties, in particular for individuals belonging to vulnerable groups;

On the occasion of the 50th anniversary of the Charter,

1. Solemnly reaffirms the paramount role of the Charter in guaranteeing and promoting social rights on our continent;
2. Welcomes the great number of ratifications since the Second Summit of Heads of States and Governments where it was decided to promote and make full use of the Charter, and calls on all those member states that have not yet ratified the Revised European Social Charter to consider doing so;
3. Recognises the contribution of the collective complaints mechanism in furthering the implementation of social rights, and calls on those members states not having done so to consider accepting the system of collective complaints;
4. Expresses its resolve to secure the effectiveness of the Social Charter through an appropriate and efficient reporting system and, where applicable, the collective complaints procedure;
5. Welcomes the numerous examples of measures taken by States Parties to implement and respect the Charter, and calls on governments to take account, in an appropriate manner, of all the various observations made in the conclusions of the European Committee of Social Rights and in the reports of the Governmental Committee;

6. Affirms its determination to support States Parties in bringing their domestic situation into conformity with the Charter and to ensure the expertise and independence of the European Committee of Social Rights;

7. Invites member states and the relevant bodies of the Council of Europe to increase their effort to raise awareness of the Charter at national level amongst legal practitioners, academics and social partners as well as to inform the public at large of their rights.