

## – Italy and the European Social Charter –

### Signatures, ratifications and accepted provisions

Italy ratified the 1961 European Social Charter on 22/10/1965 and the Revised Social Charter on 5/07/1999, accepting 97 out of 98 paragraphs.

It ratified on 3/11/1997 the 1995 Additional Protocol providing for a system of collective complaints, but has not made yet a declaration enabling national NGOs to submit collective complaints.

### The Charter in domestic law

Statutory ad hoc incorporation into domestic law based on Act No. 30/1999 (*Legge recante ratifica ed esecuzione della Carta Sociale europea, riveduta, con annesso, fatta a Strasburgo il 3 maggio 1996*).

### 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		

### Reports on non-accepted provisions

The European Committee of Social Rights ("the Committee") examines the situation of non-accepted provisions of the Revised Charter every 5 years after the ratification. It adopted [reports concerning Italy](#) in 2004, in 2009 and in 2014. In this latest report, the Committee considered that Italy could accept Article 25.

Further information on the reports on non-accepted provisions is available on the [relevant webpage](#).

## Monitoring the implementation of the European Social Charter <sup>1</sup>

### I. The collective complaints procedure <sup>2</sup>

#### Collective complaints (under examination)

*Unione sindacale di base Settore pubblico impiego (USB) v. Italy (Complaint No. 170/2018)*

The complaint was registered on 9 August 2018.

*Nursing Up v. Italy (Complaint No. 169/2018)*

The complaint was registered on 9 July 2018.

*Sindacato autonomo Pensionati Or.S.A. v. Italy (Complaint No. 167/2018)*

The complaint was registered on 11 May 2018.

*Sindacato Autonomo Europeo Scuola ed Ecologia (SAESE) v. Italy (Complaint No. 166/2018)*

The complaint was registered on 7 May 2018.

*Confederazione Generale Sindacale (CGS) - Federazione dei Lavoratori Pubblici e Funzioni pubbliche (FLP) v. Italy (Complaint No. 161/2018)*

The Committee declared the [complaint admissible](#) on 11 September 2018.

*Associazione Professionale e Sindacale (ANIEF) v. Italy (Complaint No. 159/2018)*

The Committee declared the [complaint admissible](#) on 3 July 2018.

*Confederazione Generale Italiana del Lavoro (CGIL) v. Italy (Complaint No. 158/2017)*

The Committee declared the [complaint admissible](#) on 20 March 2018.

*Unione sindacale di base –settore pubblico impiego (USB) v. Italy (Complaint No. 153/2017)*

The Committee declared the [complaint admissible](#) on 23 January 2018.

*Unione sindacale di base –settore pubblico impiego (USB) v. Italy (Complaint No. 152/2017)*

The Committee declared the [complaint admissible](#) on 23 January 2018.

*Unione Nazionale Dirigenti dello Stato (UNADIS) v. Italy (Complaint No. 147/2017)*

The Committee declared the [complaint admissible](#) on 12 September 2017.

*Associazione Professionale e Sindacale (ANIEF) v. Italy (Complaint No. 146/2017)*

The Committee declared the [complaint admissible](#) on 12 September 2017.

*Confederazione Generale Sindacale (CGS) v. Italy (Complaint No. 144/2017)*

The Committee declared the [complaint admissible](#) on 12 September 2017.

*UGL-CFS and SAPAF v. Italy (Complaint No. 143/2017)*

The Committee declared the [complaint admissible](#) on 13 September 2017.

*Confederazione Generale Italiana del Lavoro (CGIL) v. Italy (Complaint No. 140/2016)*

The Committee [declared](#) the complaint admissible on 10 May 2017.

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<sup>1</sup> The Committee monitors compliance with the Charter under two procedures, the reporting system and the collective complaints procedure, according to Rule 2 of the Committee's rules: « 1. The Committee rules on the conformity of the situation in States with the European Social Charter, the 1988 Additional Protocol and the Revised European Social Charter. 2. It adopts conclusions through the framework of the reporting procedure and decisions under the collective complaints procedure ». Further information on the [procedures](#) may be found on the [HUDOC database](#) and in the [Digest of the case law of the Committee](#).

<sup>2</sup> See for details on the collective complaints procedure the relevant web page.

*University Women of Europe (UWE) v. Italy (Complaint No. 133/2016)*  
The Committee [declared](#) the complaint admissible on 4 July 2017.

## **Collective complaints (proceedings completed)**

### **1. Complaints inadmissible or where the Committee has found no violation**

*Unione Italiana del Lavoro U.I.L. Scuola – Sicilia (Complaint No. 113/2014)*

- No violation of Article 12 (right of all workers and their dependants to social security)

[Decision on the merits of 24 January 2018](#)

- [Resolution CM/ResChS \(2018\) 5 on 4 July 2018](#) of the Committee of Ministers

*Movimento per la libertà della psicanalisi – Associazione culturale v. Italy (Complaint No. 122/2016)*

The Committee [declared](#) the complaint inadmissible on 24 March 2017

*Association for the Protection of all Children Ltd - APPROACH Ltd (Complaint No. 94/2013)*

- No violation of Article 17 (right of children to social, economic and legal protection).

[Decision on the merits of 5 December 2014.](#)

*World Organisation against Torture (OMCT) v. Italy (Complaint No. 19/2003)*

- No violation of Article 17 (right of children to social, economic and legal protection).

[Decision on the merits of 7 December 2004.](#)

*European Federation of Employees in Public Services (EUROFEDOP) v. Italy (Complaint No. 4/1999)*

- No violation of Article 5 (right to organise) and 6 (right to collective bargaining).

[Decision on the merits of 4 December 2000.](#)

### **2. Complaints where the Committee has found a violation which has been remedied**

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### **3. Complaints where the Committee has found a violation and where progress has been made but not yet examined by the Committee**

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### **4. Complaints where the Committee has found a violation which has not yet been remedied**

*Associazione sindacale "La Voce dei Giusti" (Complaint No. 105/2014)*

- Violation of Article E (non-discrimination) taken in conjunction with Article 10§3 a) and b) (the right to vocational training)

[Decision on the merits on 18 October 2016.](#)

- [Resolution Res/CM ChS \(2017\) 4 on 5 April 2017](#) of the Committee of Ministers.

*Associazione Nazionale Giudici di Pace (Complaint No. 102/2013)*

- Violation of Article E (Non-discrimination) taken in conjunction with Article 12§1 (the right to social security)

[Decision on the merits of 5 July 2016.](#)

- [Resolution Res/CM ChS \(2017\) 3 on 5 April 2017](#) of the Committee of Ministers.

*Confederazione Generale Italiana del Lavoro (CGIL) (Complaint No. 91/2013)*

- Violation of Article 11 (the right to health);
- Violation of Article E read in conjunction with Article 11 of the Charter (the right to health);
- Violation of Article 1§2 of the Charter ; i) first ground
- Violation of Article 26§2 of the Charter

[Decision on the merits of 12 October 2015.](#)

Follow up:

- [Resolution Res/CM ChS \(2016\)3 on 6 July 2016](#) of the Committee of Ministers.

*International Planned Parenthood Federation – European Network (IPPF EN) v. Italy (Complaint No. 87/2012)*

- Violation of Article 11 (the right to health)
- Violation of Article E taken in conjunction with Article 11 (the right to health)

[Decision on the merits of 10 September 2013.](#)

Follow up:

- [Resolution Res/CM ChS \(2014\) 6 on 30 April 2014](#) of the Committee of Ministers.

*Centre on Housing Rights and Evictions (COHRE) v. Italy (Complaint No. 58/2009)*

- Violation of Article E taken in conjunction with Article 16 (right of the family to social, legal and economic protection);
- Violation of Article E taken in conjunction with Article 19§1 (right of migrant workers and their families to protection and assistance – assistance and information on migration);
- Violation of Article E taken in conjunction with Article 19§4.c (right of migrant workers and their families to protection and assistance – equality regarding accommodation);
- Violation of Article E taken in conjunction with Article 30 (right to be protected against poverty and social exclusion);
- Violation of Article E taken in conjunction with Article 31§1 (right to housing – adequate housing);
- Violation of Article E taken in conjunction with Article 31§2 (right to housing – reduction of homelessness);
- Violation of Article E taken in conjunction with Article 31§3 (right to housing – affordable housing).

[Decision on the merits of 25 June 2010.](#)

Follow up:

- [Resolution CM/ResChS\(2010\)8 on 21 October 2010](#) of the Committee of Ministers.
- [Assessment of the follow-up 4 December 2015](#)

*European Roma Rights Centre (ERRC) v. Italy (Complaint No. 27/2004)*

- Violation of Article E taken in conjunction with Article 31§1 (right to housing – adequate housing);
- Violation of Article E taken in conjunction with Article 31§2 (right to housing – reduction of homelessness);
- Violation of Article E taken in conjunction with Article 31§§1 and 3 (right to housing – adequate housing and affordable housing).

[Decision on the merits of 7 December 2005.](#)

Follow up:

- [Resolution ResChS\(2006\)4 on 3 May 2006](#) of the Committee of Ministers.
- [Assessment of the follow up 4 December 2015](#)

## II. Reporting system<sup>3</sup>

### Reports submitted by Italy

Between 1967 and 2018, Italy submitted 20 reports on the application of the 1961 Charter and 16 on the application of the Revised Charter.

The [16<sup>th</sup> report](#), submitted on 7/03/2017 covers the accepted provisions of the Revised Social Charter relating to thematic group 2 "Health, social security and social protection" (Articles 3, 11, 12, 13, 14, 23, 30).

In addition, the report concerns the information required by the Committee in the framework of Conclusions 2015 relating to thematic group 4 "Children, families and migrants " (Articles 7, 8, 16, 17, 19, 27 and 31), in the event of non-conformity for lack of information.

Conclusions with respect to these provisions have been published in January 2018.

The [17<sup>th</sup> report](#), submitted on 16/02/2018, is a simplified report dealing with the follow up given to decisions on the merits of collective complaints in which the Committee found a violation and additional information regarding Article 18§1.

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<sup>3</sup> Following a [decision taken by the Committee of Ministers in 2006](#), the provisions of the 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. Following a [decision taken by the Committee of Ministers in April 2014](#), States having accepted the collective complaints procedure are required, in alternation with the abovementioned report, to provide a simplified report on the measures taken to implement the decisions of the Committee adopted in collective complaints concerning their country. The alternation of reports is rotated periodically to ensure coverage of the four thematic groups. Detailed information on the Reporting System is available on the [relevant webpage](#). The reports submitted by States Parties may be consulted in the [relevant section](#).

## Situations of non-conformity <sup>4</sup>

### Thematic Group 1 "Employment, training and equal opportunities" - Conclusions 2016

► *Article 151 – Right to work – Policy of full employment*

The employment policy efforts have not been adequate in combatting unemployment and promoting job creation.

► *Article 1851 – Right to engage in a gainful occupation in the territory of other Parties – Applying existing regulations in a spirit of liberality*

It has not been established that the existing regulations are applied in a spirit of liberality.

► *Article 1853 – Right to engage in a gainful occupation in the territory of other Parties – Liberalising regulations*

The regulations governing access to the labour market by foreign workers who are nationals of non-EEA States Parties to the Charter are too restrictive.

► *Article 24 – Right to protection in cases of termination of employment*

Employees undergoing a probational period of 6 months are not protected against dismissal.

### Thematic Group 2 "Health, social security and social protection" - Conclusions 2017

► *Article 354 - Right to safe and healthy working conditions - Occupational health services*

It has not been established that there is a strategy to progressively provide access to occupational health services for all workers in all sectors of the economy.

► *Article 1253 - Right to social security - Development of the social security system*

It has not been established that measures were taken to raise the system of social security to a higher level.

► *Article 1254 - Right to social security - Social security of persons moving between States*

- Equality of treatment in respect of access to family benefits is not guaranteed to nationals of all other States Parties;
- The length of residence required to be entitled to social allowance (ten years), for foreign nationals who are not covered by the EU regulations or by an agreement entered into with Italy, is excessive.

► *Article 1351 - Right to social and medical assistance - Adequate assistance for every person in need*

The level of social assistance is not adequate.

► *Article 23 - Right of elderly persons to social protection*

The level of contributory and non-contributory old-age pensions is manifestly inadequate.

► *Article 30 - Right to protection against poverty and social exclusion*

There is no adequate overall and coordinated approach to combating poverty and social exclusion.

### Thematic Group 3 "Labour rights" - Conclusions 2014

► *Articles 251 – Right to just conditions of work - Reasonable daily and weekly working hours*

The weekly working hours of workers on sea-going vessels may be up to 72 hours.

► *Articles 254 – Right to just conditions of work - Elimination of risks in dangerous or unhealthy occupations*

- There is no adequate prevention policy regarding the risks in inherently dangerous or unhealthy occupations
- It has not been established that the right to just conditions of work with regard to the risks present in inherently dangerous or unhealthy occupations is guaranteed.
- The right of workers exposed to residual occupational health risks to appropriate compensatory measures is not adequately guaranteed (Conclusions 2016).

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<sup>4</sup> Further information on the situations of non-conformity is available on the [HUDOC database](#).

► *Article 454 – Right to a fair remuneration – Reasonable notice of termination of employment*

Notice periods are not reasonable:

- in the food-processing and mechanical industries;
- in the textile industry for employees in the 7th and 8th categories with more than 15 years of service and those in the 2nd, 3rd and 4th categories with more than three years of service.

► *Article 455 – Right to a fair remuneration – Limitation of deduction from wages*

After all authorised deductions, the wages of workers with the lowest pay do not enable them to provide for themselves or their dependants.

► *Article 654 – Right to bargain collectively – Collective action*

- It has not been established that the Government's power to issue injunctions or orders restricting strikes in essential public services falls within the limits of Article G of the Charter.
- The requirement to notify employers of the duration of strikes affecting essential public services prior to strike action is excessive.

► *Article 21 – Right of workers to be informed and consulted*

- It has not been established that the rules on information and consultation of workers cover all categories of employees;
- It has not been established that there are appropriate remedies for employees themselves or their representatives.

► *Article 22 – Right of workers to take part in the determination and improvement of the working conditions and working environment*

- It has not been established that workers and/or their representatives have an effective right to take part in the decision-making process in undertakings with regard to working conditions, work organisation and the working environment;
- It has not been established that legal remedies are available to workers in the event of infringements of their right to take part in the determination and improvement of working conditions and the working environment.

#### **Thematic Group 4 "Children, families, migrants" - Conclusions 2011**

► *Article 7§1 – Right of children and young persons to protection – Prohibition of employment under the age of 15*

It has not been established that the legislation prohibiting employment under the age of 15 is effectively applied.

► *Article 7§2 – Right of children and young persons to protection - Prohibition of employment under the age of 18 for dangerous or unhealthy activities*

It has not been established that the labour inspectorate undertakes inspection visits in training places where some tasks carried out by persons under the age of 18 could be considered dangerous or unhealthy even if they have not been declared as such.

► *Article 7§3 – Right of children and young persons to protection - Prohibition of employment of children subject to compulsory education*

The effective enjoyment of the right to education is not guaranteed as there is no indication that the legislation on the prohibition of employment under the age of 15 is effectively applied.

► *Article 7§4 – Right of children and young persons to protection – Length of working time*

It has not been established whether that the working hours of young persons between the ages of 15 and 16 are reasonable.

► *Article 8§3 – Right of employed women to protection of maternity - Time off for nursing mothers*

Domestic workers and home workers are not entitled to paid breaks for the purposes of breastfeeding their infants.

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

- Unequal treatment of foreigners in matters of family benefit;
- Undue interference in the family life of Roma and Sinti families.

► *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 improve access for Roma children to education are sufficient.

► *Article 19§1 - Right of migrant workers and their families to protection and assistance - Assistance and information on migration*

Racist misleading propaganda against migrant Roma and Sinti indirectly allowed or directly emanating from public authorities.

► *Article 19§4 - Right of migrant workers and their families to protection and assistance - Equality regarding employment, right to organise and accommodation*

- It has not been established that migrant workers enjoy treatment which is not less favourable than that of nationals with respect to:
  - enjoyment of the benefits of collective bargaining;
  - access to housing.
- The forced evictions of Roma migrant workers were carried out without due respect of the necessary procedural safeguards guaranteeing that in respect of housing for such workers treatment is not less favourable than that of nationals.

► *Article 19§6 - Right of migrant workers and their families to protection and assistance – Family reunion*  
The requirement relating to the income is likely to hinder family reunion rather than facilitate it.

► *Article 19§8 - Right of migrant workers and their families to protection and assistance - Guarantees concerning deportation*

During the reference period "security measures" representing a discriminatory legal framework target Roma and Sinti, making it very difficult for them to obtain identification documents in order to legalise their residence status and, therefore, permit even the expulsion of Italian and other EU citizens.

► *Article 19§10 - Right of migrant workers and their families to protection and assistance - Equal treatment for the self-employed*

The same grounds for non-conformity apply as for paragraphs 1, 4, 6 8 and 12 of the same Article.

► *Article 19§12 - Right of migrant workers and their families to protection and assistance - Teaching mother tongue of migrant*

It has not been established that Italy promotes and facilitates the teaching of the migrant worker's mother tongue to the children of migrant workers.

► *Article 31§1 – Right to housing - Adequate housing*

Measures taken by public authorities to improve the substandard housing conditions of most Roma in Italy are inadequate.

► *Article 31§2 – Right to housing - Reduction of homelessness*

- The initiatives undertaken to reduce the number of homeless persons are insufficient;
- Evictions of Roma and Sinti continue to be carried out without respecting the necessary procedural safeguards to guarantee full respect of every individual's human dignity and without alternative accommodation being made available;
- Intervention in Roma and Sinti settlements by the police, has not been respectful of the dignity of their inhabitants and those responsible for destroying the personal belongings of the inhabitants of the settlements have not always been investigated nor have they, if identified, been condemned for their acts.



▶ *Article 31§3 – Right to housing - right to affordable housing*

- In some regions and municipalities nationals of other Parties to the Charter and to the 1961 Charter lawfully residing or regularly working in Italy are not entitled to equal treatment regarding eligibility for social housing and access to housing benefit;
- It has not been established that resources have been invested with the effect of improving in practice access of Roma and Sinti to social housing without discrimination.

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

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

- ▶ Article 1§2 - Conclusions 2016
- ▶ Article 1§3 - Conclusions 2016
- ▶ Article 1§4 - Conclusions 2016
- ▶ Article 10§3 - Conclusions 2016
- ▶ Article 10§4 - Conclusions 2016

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

- ▶ Article 3§1 - Conclusions 2017
- ▶ Article 3§2 - Conclusions 2017
- ▶ Article 3§3 - Conclusions 2017
- ▶ Article 12§1 - Conclusions 2017
- ▶ Article 13§2 - Conclusions 2017
- ▶ Article 14§1 - Conclusions 2017

**Thematic Group 3 “Labour rights”**

- ▶ Article 2§2 - Conclusions 2014
- ▶ Article 4§1 - Conclusions 2014
- ▶ Article 4§3 - Conclusions 2014
- ▶ Article 6§3 - Conclusions 2014

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

- ▶ Article 7§5 - Conclusions 2011
- ▶ Article 17§1 - Conclusions 2011
- ▶ Article 27§1 - Conclusions 2011

### **III. Examples of progress achieved in the implementation of the rights under the Charter (update in progress)**

#### **Non-discrimination (employment)**

- ▶ Prohibition of discrimination in employment on grounds of religion, personal convictions, disability, age and sexual orientation (Act No. 216/2003).
- ▶ Extension of the range of possible forms of discrimination covered by Article 44 of the Consolidated Immigration Act, by adding to the list discrimination on grounds of national origin, language or skin colour. Discrimination cases involving any of the prohibited grounds are now dealt with under urgent/fast-track procedure rather than under the ordinary procedure. (Legislative decree 150/2011)

#### **Non-discrimination (sex)**

- ▶ Introduction of the principle of equal treatment between men and women in the Constitution, Article 51 (Act No. 1/2003).
- ▶ Gender mainstreaming in the labour market (implementing Decree No. 276/2003 concerning Act No. 30/2003 - Biagi Law).
- ▶ Strengthening of measures to combat discrimination on the ground of sex (Legislative Decree No. 5 of 25 January 2010, transposing Directive 2006/54/EC and amending the Code of Equal Opportunities): in particular, the amendments introduced have reinforced the prohibition of discrimination, both direct and indirect, on any aspect or condition relating to pay for the same work or work to which equal value is attributed. Similarly, collective agreements are now expected to include specific measures to prevent discrimination on the ground of sex, particularly with regard to pay. Introduction, for all enterprises employing more than 100 employees, of the obligation to report every two years on the situation of gender in each profession regarding recruitment, training and promotion.
- ▶ Introduction of measures against sexual harassment (Legislative Decree No. 198/2006, as amended by Legislative Decree No. 5/2010, establishing a "Code of Equal Opportunities between Women and Men").

#### **Non-discrimination (disability)**

- ▶ Legal protection of persons with disabilities against discrimination, including in the field of education and training (Act No. 67/2006).
- ▶ Obligation for public and private employers to provide reasonable accommodation, in order to ensure equal treatment of persons with disabilities at work (Legislative Decree No. 76/2013). The right to reasonable accommodation also applies to employees with disabilities wishing to work from home or telework (Decree-Law No. 179 of 18 October 2012, amending Law No. 68/99).

#### **Employment**

- ▶ Regulation of working time in public and private sectors, as well as night work (Legislative Decree No. 66/2003).
- ▶ Prohibition to dismiss domestic employees during the compulsory period of maternity leave (national collective agreement on domestic employment of 16 July 1996).
- ▶ Extension to seafarers of certain rights concerning working hours and annual leave (Legislative Decree No. 108/2005).
- ▶ Recognition of the right to postpone annual leave in the event of illness (Constitutional Court, judgment No. 616/1987, plenary Court of Cassation, judgment No. 1947/1998).
- ▶ Setting-up into domestic law of a general framework for informing and consulting employees (Legislative Decree No. 25 of 6 February 2007, transposing Directive 2002/14/EC).
- ▶ Seafarers and civil aviation personnel who desert their post or refuse to obey orders, in cases where there is no real threat to the safety of the vessel or aircraft, are no longer exposed to prison sentences (amendment of the Navigation Code, Articles 1091 and 1094, in 2013).

#### **Health**

- ▶ Prohibition of night work by women between midnight and 6 am from confirmation of pregnancy until the child's first birthday. Female wage earners with a child under 3 years of age cannot be required to perform night work, nor may wage earners of either sex with a disabled dependant (Legislative Decree of 08/04/2003).
- ▶ Protection from hazardous forms of work of women who are pregnant, have recently given birth or are breastfeeding (Legislative Decrees No. 645/1996 and No. 25/1999).

- ▶ Mandatory medical examination of young workers prior to their employment and periodical examinations during the employment - minors may only be employed in hazardous work for the purpose of vocational training, under the supervision of a competent instructor and only for the time necessary (Legislative Decree No. 345/1999).
- ▶ Adoption of a National Waiting-List Plan (2010-2012) aimed at reducing waiting lists and guaranteeing suitable access for citizens to health services.

### **Social protection**

- ▶ Measures against violence in family relations (Acts No. 154/2001 and No. 304/2003).
- ▶ Provision for parental leave and extension of benefits for parents of disabled children (Act No. 53/2000).
- ▶ Granting of 5 months "maternity cheques" to female domestic employees not qualifying for maternity benefits (Act No. 448/1998).

### **Children**

- ▶ Education and Training Reform Act (No. 53/2003).
- ▶ Status of Children Act (No. 149/2001).
- ▶ Compulsory education until the age of 15 (Act No. 30/2000, Section 1.3).