

**Acceptance of provisions of the Revised European Social Charter (1996)**  
**Acceptation des dispositions de la Charte sociale européenne révisée (1996)**

accepted/ accepté     not accepted/ non accepté

| <b>Articles 1-4</b><br><b>Para.</b>        | <b>Article 1</b> |   |   |   | <b>Article 2</b> |   |   |   |   |   |   | <b>Article 3</b> |   |   |   | <b>Article 4</b> |   |   |   |   |
|--|------------------|---|---|---|------------------|---|---|---|---|---|---|------------------|---|---|---|------------------|---|---|---|---|
|  | 1                | 2 | 3 | 4 | 1                | 2 | 3 | 4 | 5 | 6 | 7 | 1                | 2 | 3 | 4 | 1                | 2 | 3 | 4 | 5 |
| Albania/Albanie                            |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Andorra/Andorre                            |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Armenia/Arménie                            |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Austria/Autriche                           |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Azerbaijan/Azerbaïdjan                     |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Belgium/Belgique                           |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Bosnia and Herzegovina/ Bosnie-Herzégovine |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Bulgaria/Bulgarie                          |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Cyprus/Chypre                              |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Estonia/Estonie                            |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Finland/Finlande                           |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| France                                     |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Georgia/Géorgie                            |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Greece/Grèce                               |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Hungary/Hongrie                            |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Ireland/Irlande                            |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Italy/Italie                               |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Latvia/Lettonie                            |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Lithuania/Lituanie                         |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Malta/Malte                                |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Republic of Moldova/ République de Moldova |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Montenegro/Monténégro                      |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Netherlands/Pays-Bas <sup>1</sup>          |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| North Macedonia/ Macédoine du Nord         |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Norway/Norvège                             |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Portugal                                   |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Romania/Roumanie                           |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Russian Federation / Fédération de Russie  |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Serbia/Serbie                              |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Slovak Republic/ République Slovaque       |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Slovenia/Slovénie                          |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Sweden/Suède                               |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Turkey/Turquie                             |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |
| Ukraine                                    |                  |   |   |   |                  |   |   |   |   |   |   |                  |   |   |   |                  |   |   |   |   |

<sup>1</sup> Ratification by the Kingdom in Europe. Aruba, Curaçao and Sint Maarten, as well as the special municipalities of Bonaire, Saba and Sint Eustatius remain bound by Articles 1, 5, 6 and 16 of the 1961 Charter and Article 1 of the Additional Protocol/ *Ratification par le Royaume en Europe. Aruba, Curaçao et Saint-Martin, ainsi que les municipalités spéciales de Bonaire, Saba et Saint-Eustache restent liées par les articles 1, 5, 6 et 16 de la Charte de 1961 et de l'Article 1 du Protocole additionnel.*

| <b>Articles 5-9</b><br><b>Para.</b>        | Art. | Article 6 |   |   |   | Article 7 |   |   |   |   |   |   |   |   |    | Article 8 |   |   |   |   | Art. |
|--|------|-----------|---|---|---|-----------|---|---|---|---|---|---|---|---|----|-----------|---|---|---|---|------|
|  | 5    | 1         | 2 | 3 | 4 | 1         | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 1         | 2 | 3 | 4 | 5 | 9    |
| Albania/Albanie                            |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Andorra/Andorre                            |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Armenia/Arménie                            |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Austria/Autriche                           |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Azerbaijan/Azerbaïdjan                     |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Belgium/Belgique                           |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Bosnia and Herzegovina/ Bosnie-Herzégovine |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Bulgaria/Bulgarie                          |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Cyprus/Chypre                              |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Estonia/Estonie                            |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Finland/Finlande                           |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| France                                     |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Georgia/Géorgie                            |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Greece/Grèce <sup>1</sup>                  |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Hungary/Hongrie                            |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Ireland/Irlande                            |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Italy/Italie                               |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Latvia/Lettonie                            |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Lithuania/Lituanie                         |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Malta/Malte                                |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Republic of Moldova/ République de Moldova |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Montenegro/Monténégro                      |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Netherlands/Pays-Bas <sup>2</sup>          |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| North Macedonia/ Macédoine du Nord         |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Norway/Norvège                             |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Portugal                                   |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Romania/Roumanie                           |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Russian Federation / Fédération de Russie  |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Serbia/Serbie                              |      |           |   |   | 3 |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Slovak Republic/ République Slovaque       |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Slovenia/Slovénie                          |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Sweden/Suède                               |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Turkey/Turquie                             |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |
| Ukraine/Ukraine                            |      |           |   |   |   |           |   |   |   |   |   |   |   |   |    |           |   |   |   |   |      |

<sup>1</sup> Ratification of Article 6 except for the right to establish and use arbitration mechanisms for the settlement of labour disputes, in particular as regards the right to unilateral access to arbitration in case of collective bargaining failure, as well as the employers' right to collective action, in particular the right to lockouts.

<sup>2</sup> Ratification by the Kingdom in Europe. Aruba, Curaçao and Sint Maarten, as well as the special municipalities of Bonaire, Saba and Sint Eustatius remain bound by Articles 1, 5, 6 and 16 of the 1961 Charter and Article 1 of the Additional Protocol/ *Ratification par le Royaume en Europe. Aruba, Curaçao et Saint-Martin, ainsi que les municipalités spéciales de Bonaire, Saba et Saint-Eustache restent liés par les articles 1, 5, 6 et 16 de la Charte de 1961 et de l'Article 1 du Protocole additionnel.*

<sup>3</sup> With the exception of professional military personnel of the Serbian Army / *A l'exception des militaires de carrière de l'Armée serbe.*

| <b>Articles 10-15</b><br><b>Para.</b>         | <b>Article 10</b> |   |   |   |   | <b>Article 11</b> |   |   | <b>Article 12</b> |   |   |   | <b>Article 13</b> |   |   |   | <b>Art. 14</b> |   | <b>Article 15</b> |   |   |
|---|-------------------|---|---|---|---|-------------------|---|---|-------------------|---|---|---|-------------------|---|---|---|----------------|---|-------------------|---|---|
|   | 1                 | 2 | 3 | 4 | 5 | 1                 | 2 | 3 | 1                 | 2 | 3 | 4 | 1                 | 2 | 3 | 4 | 1              | 2 | 1                 | 2 | 3 |
| Albania/Albanie                               |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Andorra/Andorre                               |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Armenia/Arménie                               |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Austria/Autriche                              |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Azerbaijan/Azerbaïdjan                        |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Belgium/Belgique                              |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Bosnia and Herzegovina/<br>Bosnie-Herzégovine |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Bulgaria/Bulgarie                             |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Cyprus/Chypre                                 |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Estonia/Estonie                               |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Finland/Finlande                              |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| France  |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Georgia/Géorgie                               |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Greece/Grèce                                  |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Hungary/Hongrie                               |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Ireland/Irlande                               |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Italy/Italie                                  |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Latvia/Lettonie                               |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Lithuania/Lituanie                            |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Malta/Malte                                   |                   |   |   |   | 1 |                   |   |   |                   |   | 2 |   |                   |   |   |   |                |   |                   |   |   |
| Republic of Moldova/<br>République de Moldova |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Montenegro/Monténégro                         |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Netherlands/Pays-Bas                          |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| North Macedonia/<br>Macédoine du Nord         |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Norway/Norvège                                |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Portugal                                      |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Romania/Roumanie                              |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Russian Federation /<br>Fédération de Russie  |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Serbia/Serbie                                 |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Slovak Republic/<br>République Slovaque       |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Slovenia/Slovénie                             |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Sweden/Suède                                  |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Turkey/Turquie                                |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |
| Ukraine                                       |                   |   |   |   |   |                   |   |   |                   |   |   |   |                   |   |   |   |                |   |                   |   |   |

<sup>1</sup> Sub-paragraphs a. and d. accepted/ *Alinéas a. et d. acceptés.*

<sup>2</sup> Sub-paragraph a. accepted/ *Alinéa a. accepté.*

| <b>Articles 16-19</b><br><b>Para</b>          | <b>Art.</b><br><b>16</b> | <b>Art. 17</b> |          | <b>Article 18</b> |          |          |          | <b>Article 19</b> |          |          |          |          |          |          |          |          |           |           |           |  |
|---|--------------------------|----------------|----------|-------------------|----------|----------|----------|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|--|
|   |                          | <b>1</b>       | <b>2</b> | <b>1</b>          | <b>2</b> | <b>3</b> | <b>4</b> | <b>1</b>          | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> | <b>8</b> | <b>9</b> | <b>10</b> | <b>11</b> | <b>12</b> |  |
| Albania/Albanie                               |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Andorra/Andorre                               |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Armenia/Arménie                               |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Austria/Autriche                              |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Azerbaijan/Azerbaïdjan                        |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Belgium/Belgique                              |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Bosnia and Herzegovina/<br>Bosnie-Herzégovine |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Bulgaria/Bulgarie                             |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Cyprus/Chypre                                 |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Estonia/Estonie                               |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Finland/Finlande                              |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| France  |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Georgia/Géorgie                               |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Greece/Grèce                                  |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Hungary/Hongrie                               |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Ireland/Irlande                               |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Italy/Italie                                  |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Latvia/Lettonie                               |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Lithuania/Lituanie                            |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Malta/Malte                                   |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Republic of Moldova/<br>République de Moldova |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Montenegro/Monténégro                         |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Netherlands/Pays-Bas                          |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| North Macedonia/<br>Macédoine du Nord         |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Norway/Norvège                                |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Portugal                                      |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Romania/Roumanie                              |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Russian Federation/<br>Fédération de Russie   |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Serbia/Serbie                                 |                          | 1              |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Slovak Republic/<br>République Slovaque       |                          |                |          |                   |          |          |          |                   |          |          | 2        |          |          |          |          |          |           |           |           |  |
| Slovenia/Slovénie                             |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Sweden/Suède                                  |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Turkey/Turquie                                |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |
| Ukraine                                       |                          |                |          |                   |          |          |          |                   |          |          |          |          |          |          |          |          |           |           |           |  |

<sup>1</sup> Sub-paragraphs 1b and 1c accepted / *Alinéas 1b et 1c acceptés*

<sup>2</sup> Sub-paragraphs a. and b. accepted / *Alinéas a. and b. acceptés*

| <b>Articles 20-31</b><br><b>Para.</b>         | Art. | Art. | Art. | Art. | Art. | Art. | Art. 26 |   | Art. 27 |   |   | Art. | Art. | Art. | Article 31 |   |   |  |
|---|------|------|------|------|------|------|---------|---|---------|---|---|------|------|------|------------|---|---|--|
|   | 20   | 21   | 22   | 23   | 24   | 25   | 1       | 2 | 1       | 2 | 3 | 28   | 29   | 30   | 1          | 2 | 3 |  |
| Albania/Albanie                               |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Andorra/Andorre                               |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Armenia/Arménie                               |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Austria/Autriche                              |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Azerbaijan/Azerbaïdjan                        |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Belgium/Belgique                              |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Bosnia and Herzegovina/<br>Bosnie-Herzégovine |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Bulgaria/Bulgarie                             |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Cyprus/Chypre                                 |      |      | 1    |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Estonia/Estonie                               |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Finland/Finlande                              |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| France  |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Georgia/Géorgie                               |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Greece/Grèce                                  |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Hungary/Hongrie                               |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Ireland/Irlande                               |      |      |      |      |      |      |         |   | 2       |   |   |      |      |      |            |   |   |  |
| Italy/Italie                                  |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Latvia/Lettonie                               |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Lithuania/Lituanie                            |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Malta/Malte                                   |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Republic of Moldova/<br>République de Moldova |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Montenegro/Monténégro                         |      |      |      |      |      |      |         |   | 3       |   |   |      |      |      |            |   |   |  |
| Netherlands/Pays-Bas                          |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| North Macedonia/<br>Macédoine du Nord         |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Norway/Norvège                                |      |      |      |      |      |      |         |   | 4       |   |   |      |      |      |            |   |   |  |
| Portugal                                      |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Romania/Roumanie                              |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Russian Federation/<br>Fédération de Russie   |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Serbia/Serbie                                 |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Slovak Republic/<br>République Slovaque       |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Slovenia/Slovénie                             |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Sweden/Suède                                  |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Turkey/Turquie                                |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |
| Ukraine                                       |      |      |      |      |      |      |         |   |         |   |   |      |      |      |            |   |   |  |

<sup>1</sup> Sub-paragraph b. accepted / *Alinéa b. accepté*

<sup>2</sup> Sub-paragraphs a. and b. accepted / *Alinéas a. et b. acceptés*

<sup>3</sup> Sub-paragraph a. accepted / *Alinéa a. accepté*

<sup>4</sup> Sub-paragraph c. accepted / *Alinéa c. accepté*

**Acceptance of provisions of the European Social Charter (1961) and of the Additional Protocol (1988)**  
**Acceptation des dispositions de la Charte sociale européenne (1961) et du Protocole additionnel (1988)**

accepted/ accepté     not accepted/ non accepté

| <u>Articles 1-7</u><br>Para.          | Article 1 |   |   |   | Article 2 |   |   |   |   | Article 3 |   |   | Article 4 |   |   |   |   | Art.<br>5 | Article 6 |   |   |   | Article 7 |   |   |   |   |   |   |   |   |    |  |  |  |  |  |  |  |  |
|---------------------------------------|-----------|---|---|---|-----------|---|---|---|---|-----------|---|---|-----------|---|---|---|---|-----------|-----------|---|---|---|-----------|---|---|---|---|---|---|---|---|----|--|--|--|--|--|--|--|--|
|                                       | 1         | 2 | 3 | 4 | 1         | 2 | 3 | 4 | 5 | 1         | 2 | 3 | 1         | 2 | 3 | 4 | 5 |           | 1         | 2 | 3 | 4 | 1         | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |  |  |  |  |  |  |  |  |
| Croatia/Croatie                       |           |   |   |   |           |   |   |   |   |           |   |   |           |   |   |   |   |           |           |   |   |   |           |   |   |   |   |   |   |   |   |    |  |  |  |  |  |  |  |  |
| Czech Republic/<br>République tchèque |           |   |   |   |           |   |   |   |   |           |   |   |           |   |   |   |   |           |           |   |   |   |           |   |   |   |   |   |   |   |   |    |  |  |  |  |  |  |  |  |
| Denmark/Danemark                      |           |   |   |   |           |   |   |   |   |           |   |   |           |   |   |   |   |           |           |   |   |   |           |   |   |   |   |   |   |   |   |    |  |  |  |  |  |  |  |  |
| Germany/Allemagne                     |           |   |   |   |           |   |   |   |   |           |   |   |           |   |   |   |   |           |           |   |   |   |           |   |   |   |   |   |   |   |   |    |  |  |  |  |  |  |  |  |
| Iceland/Islande                       |           |   |   |   |           |   |   |   |   |           |   |   |           |   |   |   |   |           |           |   |   |   |           |   |   |   |   |   |   |   |   |    |  |  |  |  |  |  |  |  |
| Luxembourg                            |           |   |   |   |           |   |   |   |   |           |   |   |           |   |   |   |   |           |           |   |   |   |           |   |   |   |   |   |   |   |   |    |  |  |  |  |  |  |  |  |
| Poland/Pologne                        |           |   |   |   |           |   |   |   |   |           |   |   |           |   |   |   |   |           |           |   |   |   |           |   |   |   |   |   |   |   |   |    |  |  |  |  |  |  |  |  |
| Spain/Espagne                         |           |   |   |   |           |   |   |   |   |           |   |   |           |   |   |   |   |           |           |   |   |   |           |   |   |   |   |   |   |   |   |    |  |  |  |  |  |  |  |  |
| United Kingdom/<br>Royaume-Uni        |           |   |   |   |           |   |   |   |   |           |   |   |           |   |   |   |   |           |           |   |   |   |           |   |   |   |   |   |   |   |   |    |  |  |  |  |  |  |  |  |

| <u>Articles 8-18</u><br>Para.         | Article 8 |   |   |   | Art.<br>9 | Article 10 |   |   |   | Article 11 |   |   | Article 12 |   |   |   | Article 13 |   |   |   | Art. 14 |   | Art. 15 |   | Art.<br>16 | Art.<br>17 | Article 18 |   |   |   |  |  |  |  |  |  |  |  |  |  |
|---------------------------------------|-----------|---|---|---|-----------|------------|---|---|---|------------|---|---|------------|---|---|---|------------|---|---|---|---------|---|---------|---|------------|------------|------------|---|---|---|--|--|--|--|--|--|--|--|--|--|
|                                       | 1         | 2 | 3 | 4 |           | 1          | 2 | 3 | 4 | 1          | 2 | 3 | 1          | 2 | 3 | 4 | 1          | 2 | 3 | 4 | 1       | 2 | 1       | 2 |            |            | 1          | 2 | 3 | 4 |  |  |  |  |  |  |  |  |  |  |
| Croatia/Croatie                       |           |   |   |   |           |            |   |   |   |            |   |   |            |   |   |   |            |   |   |   |         |   |         |   |            |            |            |   |   |   |  |  |  |  |  |  |  |  |  |  |
| Czech Republic/<br>République tchèque |           |   |   | 1 |           |            |   |   |   |            |   |   |            |   |   |   |            |   |   |   |         |   |         |   |            |            |            |   |   |   |  |  |  |  |  |  |  |  |  |  |
| Denmark/Danemark                      |           |   |   |   |           |            |   |   |   |            |   |   |            |   |   |   |            |   |   |   |         |   |         |   |            |            |            |   |   |   |  |  |  |  |  |  |  |  |  |  |
| Germany/Allemagne                     |           |   |   |   |           |            |   |   |   |            |   |   |            |   |   |   |            |   |   |   |         |   |         |   |            |            |            |   |   |   |  |  |  |  |  |  |  |  |  |  |
| Iceland/Islande                       |           |   |   |   |           |            |   |   |   |            |   |   |            |   |   |   |            |   |   |   |         |   |         |   |            |            |            |   |   |   |  |  |  |  |  |  |  |  |  |  |
| Luxembourg                            |           |   |   |   |           |            |   |   |   |            |   |   |            |   |   |   |            |   |   |   |         |   |         |   |            |            |            |   |   |   |  |  |  |  |  |  |  |  |  |  |
| Poland/Pologne                        |           |   |   | 2 |           |            |   |   |   |            |   |   |            |   |   |   |            |   |   |   |         |   |         |   |            |            |            |   |   |   |  |  |  |  |  |  |  |  |  |  |
| Spain/Espagne                         |           |   |   | 3 |           |            |   |   |   |            |   |   |            |   |   |   |            |   |   |   |         |   |         |   |            |            |            |   |   |   |  |  |  |  |  |  |  |  |  |  |
| United Kingdom/<br>Royaume-Uni        |           |   |   |   |           |            |   |   |   |            |   |   |            |   |   |   |            |   |   |   |         |   |         |   |            |            |            |   |   |   |  |  |  |  |  |  |  |  |  |  |

<sup>1</sup> The Czech Republic denounced paragraph 4 on 25 March 2008 / *La République tchèque a dénoncé l'alinéa 4 le 25 mars 2008*

<sup>2</sup> Poland denounced paragraph 4 on 27 January 2011 / *La Pologne a dénoncé l'alinéa 4 le 27 janvier 2011*

<sup>3</sup> Spain denounced sub-paragraph b with effect from 5 June 1991/ *L'Espagne a dénoncé l'alinéa b de cette disposition à partir du 5 juin 1991*

| <b>Articles 19</b><br><b>Para.</b>    | <b>Article 19</b> |   |   |   |   |   |   |   |   |    |
|---------------------------------------|-------------------|---|---|---|---|---|---|---|---|----|
|                                       | 1                 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Croatia/Croatie                       |                   |   |   |   |   |   |   |   |   |    |
| Czech Republic/<br>République tchèque |                   |   |   |   |   |   |   |   |   |    |
| Denmark/Danemark                      |                   |   |   |   |   |   |   |   |   |    |
| Germany/Allemagne                     |                   |   |   |   |   |   |   |   |   |    |
| Iceland/Islande                       |                   |   |   |   |   |   |   |   |   |    |
| Luxembourg                            |                   |   |   |   |   |   |   |   |   |    |
| Poland/Pologne                        |                   |   |   |   |   |   |   |   |   |    |
| Spain/Espagne                         |                   |   |   |   |   |   |   |   |   |    |
| United Kingdom/<br>Royaume-Uni        |                   |   |   |   |   |   |   |   |   |    |

| <b>Additional Protocol</b><br><b>Para.</b> | <b>Additional Protocol/<br/>Protocole additionnel</b> |       |       |       |
|--|---|-------|-------|-------|
|  | Art 1   | Art 2 | Art 3 | Art 4 |
|  |   |       |       |       |
|  |   |       |       |       |
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