

APROBAT

In sedinta Biroului permanent al
Camerei Deputatilor

din data de 16.10.2017

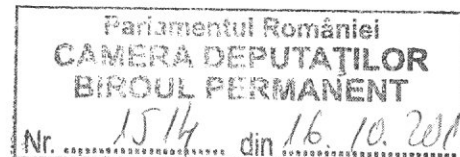


București,
Nr.



ROMANIA

Parlamentul României
Camera Deputaților



CABINET SECRETAR GENERAL

MEMORANDUM INTERN

De la: Silvia Claudia MIHALCEA, Secretar general al Camerei Deputaților
Către: Biroul Permanent al Camerei Deputaților
Tema: Participarea la Seminarul parlamentar cu tema „Ocuparea forței de muncă, formarea profesională și oportunitățile egale: asigurarea unui tratament corect și a incluziunii pentru toți”
(Paris, 27 octombrie 2017)

În data de 27 octombrie 2017, la Paris, Departamentul pentru Carta Socială Europeană și Direcția de Sprijin a Proiectelor Parlamentare ale Adunării Parlamentare a Consiliului Europei (APCE), vor organiza Seminarul parlamentar cu tema „Ocuparea forței de muncă, formarea profesională și oportunitățile egale: asigurarea unui tratament corect și a incluziunii pentru toți”, eveniment la care a fost invitat să participe domnul deputat **Mihăiță GĂINĂ (PSD)**, Vicepreședintele Comisiei pentru muncă și protecție socială a Camerei Deputaților.

Obiectivul principal al seminarului este acela de a analiza interacțiunea diverselor părți interesate, în mod special cea dintre parlamentari, cu privire la elaborarea politicilor și serviciilor de ocupare a forței de muncă și de formare profesională, astfel încât să se optimizeze participarea tuturor grupurilor de populație pe piața muncii. Parlamentarii, în colaborare cu experți, vor aborda domenii problematice, vor face schimb de bune practici și vor analiza moduri prin care s-ar putea realiza îmbunătățiri ulterioare.

Seminarul se va desfășura în două sesiuni de lucru cu următoarele teme: „Reconcilierea drepturilor sociale și a cerințelor pieței muncii: ce rol au parlamentarii, guvernul, sindicatele și sectorul privat?” și „Întâmpinarea mobilității sociale în Europa: către mai multe șanse egale pentru grupurile vulnerabile de populație”.

De asemenea, dezbaterile se vor concentra și asupra articolelor din Carta Socială Europeană în care au fost semnalate, de către Comitetul European pentru Drepturile Sociale (ECSR), situații de neconformitate. În ceea ce privește România acestea sunt: Articolul 15, 1-2 privind dreptul la independență al persoanelor cu dizabilități, integrare socială și participare la viața comunității, și Articolul 10, 15.3 privind dreptul la formare profesională.

Menționăm faptul că pentru domnul deputat Mihăiță Găină, transportul internațional și cazarea (în limita sumei de 175 euro/pers/zi) vor fi suportate și rambursate ulterior de APCE, prin transfer bancar. De asemenea, asigurarea de călătorie va fi suportată de APCE. Pentru buna organizare a acțiunii, cheltuielile de

cazare și cele privind transportul internațional ale participantului român vor fi angajate din bugetul Camerei Deputaților și rambursate, după decontarea acestora, de către APCE.

Acțiunea are caracter parlamentar conform art. 3, alin. e) din HBPr nr. 1/2003, modificată și completată prin HBPr nr. 5/2007.

Propunem:

- să se aprobe participarea domnului deputat Mihăiță Găină la această acțiune;
- să se suporte din bugetul Camerei Deputaților cheltuielile de transport cu rambursarea ulterioară de către APCE:
 - deplasarea să se efectueze cu avionul clasa economic, pe ruta București – Paris și retur, cu plecare în data de 26 octombrie 2017, ora 09:15 (RO 381) și întoarcere în data de 28 octombrie 2017, ora 20:10 (RO 384), conform traseului anexat și solicitării domnului deputat.
- să se suporte din bugetul Camerei Deputaților cheltuielile de cazare cu rambursarea ulterioară de către APCE, în limita sumei de 175 euro/zi:
 - să se acorde domnului deputat cazare plafon B pentru 2 nopți și să fie suportată diferența de preț între valoarea totală a cazării și baremul APCE.
- să se suporte din bugetul Camerei Deputaților drepturile de diurnă pentru domnul deputat categoria a II-a, 100%, pentru 2 ½ zile, precum și un avans de 30% cu decontare ulterioară și, totodată, să se suporte din acesta eventuale alte taxe suplimentare precum taxele de oraș sau sejur percepute de hotel;
- eventuale diferențe de cazare și transport percepute de organizatori să fie suportate din bugetul Camerei Deputaților;
- decontarea cheltuielilor să se facă la întoarcerea în țară, pe baza documentelor justificative.

SECRETAR GENERAL

Silvia Claudia MIHALCEA



AVIZAT:

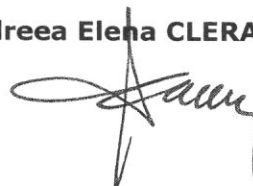
SECRETAR GENERAL ADJUNCT INTERIMAR

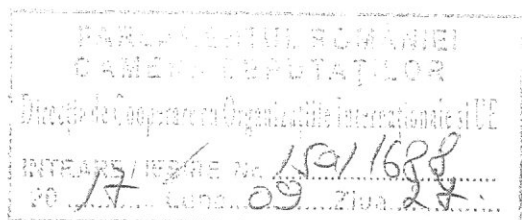
Georgică TOBĂ



DIRECTOR GENERAL AFACERI EXTERNE

Andreea Elena CLERAS





15/1728
27

Parlamentul României Camera Deputaților

COMISIA PENTRU MUNCĂ ȘI PROTECȚIE SOCIALĂ

București, 26 septembrie 2017
Nr. 4c-7/993

Andreea Elena Cleras

Către

Direcția generală afaceri externe

Doamnei Director general Andreea Elena Cleras

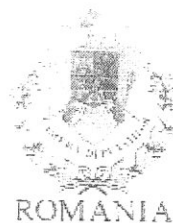
Urmare adresei dumneavoastră nr.15/1728 din data de 21 septembrie 2017, referitoare la participarea la Seminarul parlamentar cu tema „Ocuparea forței de muncă, formarea profesională și oportunitățile egale; asigurarea unui tratament corect și a incluziunii pentru toți”, ce urmează să aibă loc la Paris în data de 27 octombrie 2017, vă comunicăm că la această acțiune va participa domnul deputat Mihăiță Găină, vicepreședinte al comisiei.

Cu deosebită considerație,



PREȘEDINTE,
Adrian Solomon

Adrian Solomon



ROMANIA

Parlamentul României Camera Deputaților

Grupul parlamentar al PSD

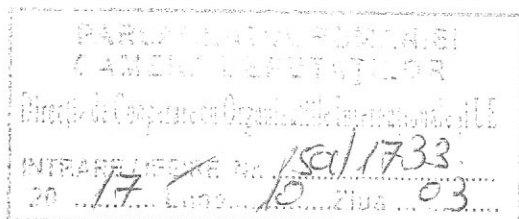
Către: Direcția pentru cooperare cu organizațiile internaționale și UE

Prin prezenta, confirm participarea domnului deputat **Mihăiță GĂINĂ**, Vicepreședintele Comisiei pentru muncă și protecție socială a Camerei Deputaților, la Seminarul parlamentar cu tema „Ocuparea forței de muncă, formarea profesională și oportunitățile egale: asigurarea unui tratament corect și a incluziunii pentru toți”, eveniment organizat de Departamentul pentru Carta Socială Europeană și Direcția de Sprijin a Proiectelor Parlamentare ale Adunării Parlamentare a Consiliului Europei la Paris în data de 27 octombrie 2017 (perioada efectivă de deplasare, 26-28 octombrie 2017).

Până la data de 16 octombrie 2017, în funcție de agenda de lucru, Grupul parlamentar PSD își rezervă dreptul de a anula participarea.

Ioan MUNTEANU

Liderul Grupului parlamentar al PSD



17 15/1845 40 03

Parlamentul României Camera Deputaților

COMISIA PENTRU MUNCĂ ȘI PROTECȚIE SOCIALĂ

București, 2 octombrie 2017
Nr. 4c-7/1011

Către

Direcția generală afaceri externe

Doamnei Director general Andreea Elena Ceras

În data de 27 octombrie 2017 voi participa la Seminarul parlamentar cu tema „Ocuparea forței de muncă, formarea profesională și oportunitățile egale; asigurarea unui tratament corect și a incluziunii pentru toți”, ce urmează să aibă loc la Paris.

Vă adresez rugămintea de a face demersurile necesare pentru ca plecarea din București să aibă loc în ziua de 26 octombrie 2017, ora 9,15, iar plecarea din Paris, în ziua de 28 octombrie 2017, ora 16,20.

Cu deosebită considerație,

VICEPREȘEDINTE,
Mihăiță Găină

Strasbourg, 2 October 2017

Dear Mr Găină,

Further to the preliminary contacts with your Parliament, I would like to confirm the invitation for you to take part in the parliamentary seminar on **“Employment, training and equal opportunities: how to ensure fair treatment and inclusion for all”**. This event will take place at the Council of Europe Offices in Paris on Friday 27 October 2017, in the framework of a meeting of the Parliamentary Assembly's Sub-Committee on the European Social Charter which oversees the parliamentary dimension of Charter implementation. Enclosed you will find a draft programme of the seminar, during which interpretation will be provided in English, French and Russian.

In your capacity as Vice-Chairperson of the national parliamentary committee dealing with social rights, social affairs and employment questions in the Romanian Chamber of Deputies, you are invited to take an active part in the discussions throughout the seminar, with particular reference to the situation in your country.

Your **travel** (between the address quoted below and the meeting place) and **subsistence expenses (€ 175 per meeting day in 2017)** will be covered by the Council of Europe on the terms specified in the attached Rules and reimbursed by bank transfer after the meeting. I would draw your attention to the fact that these allowances are reduced if certain expenses are met by the organisers.

For security reasons and also to be able to contact anyone travelling on behalf of the Council of Europe in the event of a major incident, we kindly ask you to provide your telephone number.

You are kindly requested to arrange your journey by the most economical route. Your travel expenses will only be reimbursed upon **presentation of documentary evidence** of the sum actually paid (invoice, copy of credit card slip, etc.). **If an invoice is provided, this must be the original document issued by the travel agency or airline that issued the ticket.** This evidence of the expenditure together with the relevant travel tickets (plane, train, etc.) should be attached to the completed claim form for reimbursement. If an **electronic ticket** is purchased, a confirmation of the online booking giving the total cost of the ticket must be provided, along with proof of payment (invoice, credit card slip, monthly or internet bank statement). If no public transport is used, travel expenses will be reimbursed according to Article 6 of the enclosed rules.

Mr Mihăiță GĂINĂ

Vice-Chairperson of the Committee on Labour and Social Protection
Chamber of Deputies of the Romanian Parliament
Strada Izvor 2-4
RO-050563 Bucurest

I would also like to confirm that in the event of your needing a **visa**, this expense will also be reimbursed upon presentation of a copy of the visa and documentary evidence of payment.

Specific travel related risks are covered by a CHARTIS **insurance** policy (number 2.004.761), which provides cover for persons up to their 76th birthday. The following help line CHARTIS Assistance 24 Hours can be called in case of need: + (32) 3 253 69 16. It is not necessary to take out a supplementary insurance policy and such a policy will not be reimbursed by the Council of Europe.

I should be grateful if you could inform me whether you are in a position to accept this invitation.

Ms Aiste Ramanauskaite, Committee Secretary (tel. +33 3 88 41 31 17, aiste.ramanauskaite@coe.int), and Ms Susan Fellah, Assistant at the Project Support Division (tel: +33 3 90 21 52 49, susan.fellah@coe.int), remain at your disposal for any further information.

Yours sincerely,



Horst Schade
Director

Cc: Secretariat of the Romanian (Chamber of Deputies) delegation to the PACE

*Encl. Rules concerning the reimbursement of travel and subsistence expenses
Claim form for reimbursement*



Rules

concerning the reimbursement of travel and subsistence expenses
to government experts and other persons
travelling at the charge of Council of Europe budgets

January 2017

I. GENERAL PROVISIONS

Article 1

Experts and other persons travelling on Council of Europe business and at the Council's expense (hereinafter referred to as the "experts") shall arrange their journeys in the most economical manner. Travelling expenses shall be reimbursed and daily subsistence allowances paid in accordance with the present rules.

II. MEANS OF TRANSPORT AND TRAVELLING EXPENSES

Article 2

1. Experts shall be entitled, as provided for below, to reimbursement of travel expenses incurred in travelling between the address specified in the notice of the meeting (hereinafter referred to as the "place of departure") and the place of the meeting.

2. If, for personal or professional reasons, experts travel to the meeting from a place other than their place of departure, or return to such a place after the meeting, the refund shall be restricted to the amount of expenses they would have incurred in travelling to or from their place of departure. In exceptional and duly justified circumstances, with the prior approval of the Secretary General, experts may request reimbursement based on the actual itinerary.

3. Travelling expenses shall be refunded to only one expert per meeting. If one expert is replaced by another in the course of the meeting, the latter shall not be entitled to travel expenses.

Article 3

All claims for reimbursement of travel expenses for all means of transport must be accompanied by a copy of the relevant ticket and evidence of the expenditure actually incurred (for example, an original invoice or certified copy, credit card slip or statement). In no case shall the amount reimbursed exceed the actual expenditure incurred.

Article 4

1. Rail travel

The reimbursement of first class rail fare is authorised. Where the duration of the journey is longer than 6 hours between 10 p.m. and 7 a.m., the cost of a sleeper may be reimbursed.

2. Air travel

Reimbursement shall be based on the economy class fare.

However, reimbursement may be based on the business class fare in the following circumstances:



- for single flights lasting more than 7 hours;
- for more than 15 hours travelling time (more than one flight plus stopovers);
- for health reasons attested by a medical certificate, which must be submitted with the claim form.

The flight itinerary must be presented to justify the duration of flying time or total travelling time, as appropriate.

Excess baggage charges are not refundable unless justified on grounds of official requirements.

3. Sea travel

The reimbursement of travel by sea shall not exceed the amount of the air fare as defined in paragraph 2 above. When experts travel by car, the cost of transporting the car by sea shall not be reimbursed (see Article 6, paragraph 1).

Article 5

1. Transit fares in connection with changing from one means of transport to another, and fares paid for travel between the place of departure and/or the place of the meeting and railway station or airport, are provided for within the daily allowances paid for attendance at meetings and shall not therefore be directly reimbursed. However, when such fares exceed 20% of the amount of the daily allowances paid, the difference may be reimbursed, subject to the prior approval of the Secretary General and on presentation of evidence of the expenditure actually incurred.

2. Local travel costs incurred during meeting days are provided for within the daily allowances paid for attendance at meetings and shall not therefore be directly reimbursed.

Article 6

1. Experts travelling by means other than public transport a distance exceeding 30 kilometres per journey (one-way) shall be refunded a lump sum based on a kilometric allowance determined annually by the Committee of Ministers. Distances over 1600 kilometres for the return journey shall be refunded on the basis of economy class air fare from the nearest airports, unless there is prior approval by the Secretary General authorising reimbursement based on the kilometric allowance. Journeys of less than 30 kilometres (one-way) are not reimbursed.

2. The journey time used as the basis for the calculation of daily allowances shall be the result of the number of kilometres divided by 90 and shall not exceed 24 hours.

3. Related costs, such as toll and parking fees, may only be reimbursed with the prior approval of the Secretary General and only where there is no other possible alternative. Such claims shall be accompanied by evidence of the expenditure actually incurred.

4. If two or more experts entitled to claim expenses use the same car, a refund shall be made only to the person in charge of the vehicle, with an increase of 10% for each passenger.

5. Experts travelling by car do so at their own risk. The Council of Europe disclaims all liability in respect of any accident that may occur during the journey.

III. DAILY ALLOWANCES

Article 7

1. During the meeting, experts shall be entitled to receive an allowance at a daily rate determined annually by the Committee of Ministers (the rate in force as from 1 January 2017 is € 175). This rate is the same wherever the meeting takes place.



2. This allowance shall be deemed to cover all expenditure incurred by experts in attending meetings, except for the travel expenses provided for above. However, where in exceptional and duly justified circumstances, and with the prior approval of the Secretary General, total accommodation costs (room, breakfast and related taxes) amount to more than 60% of the total daily allowances payable in respect of the meeting, experts may submit a claim for a supplementary payment. Any such claim must be supported by original vouchers attesting the actual expenditure incurred on accommodation.

Article 8

1. The duration of the period conferring entitlement to the allowance shall be determined as follows:
 - i. Experts shall be entitled to the daily allowance for each 24-hour period covered by the duration of the mission to and from the meeting. The duration taken into account for the entitlement to daily allowances shall not exceed the shortest necessary for attendance at the meeting in accordance with the means of transport taken as the basis for the refund of travel expenses, as determined by the rules above.
 - ii. The daily allowance shall not be payable for any period of less than 4 hours.
 - iii. Where the duration of the journey is equal to or more than 4 hours but less than 8 hours and no hotel accommodation is involved, the expert shall be paid a quarter of the daily allowance. The same shall apply to any period equal to or more than 4 hours but less than 8 hours, in excess of 24 hours or any multiple of 24 hours.
 - iv. Where the duration of the journey is equal to or more than 8 hours but less than 24 hours and no hotel accommodation is involved, the expert shall be paid half the daily allowance. The same shall apply to any period equal to or more than 8 hours but less than 24 hours, in excess of 24 hours or any multiple of 24 hours.
 - v. Where the duration of the journey is equal to or more than 4 hours but less than 24 hours and hotel accommodation is involved, the expert shall be paid the full amount of the daily allowance. The same shall apply to any period equal to or more than 4 hours and less than 24 hours, in excess of 24 hours or any multiple of 24 hours.
2. In the case of air, rail and sea travel, the duration of the return journey shall be increased for the purpose of calculating the subsistence allowance, by a fixed period of 2 hours.
3. Experts shall declare any meals or overnight accommodation provided to them free of charge. Where overnight accommodation or meals of experts are provided free of charge the daily allowance shall be reduced, unless the Secretary General decides otherwise, by the following amounts:

- Overnight accommodation (50% of the daily allowance)	€87.50 ¹ (per night)
- In respect of main meals (lunch or dinner) (15% of the daily allowance)	€26.25 ² (per meal)

IV. OTHER EXPENSES

Article 9

1. Other expenses incurred by experts in connection with their attendance at the meeting, such as visa fees and vaccination costs, which are strictly unavoidable, shall be reimbursed. Such claims shall be accompanied by evidence of the expenditure actually incurred.

¹ Rate in force at 1 January 2017

² Rate in force at 1 January 2017.



2. Expenses related to insurance, representation, communication by telephone or fax, the use of the Internet, and rental of meeting rooms are not reimbursed.

V. SICKNESS AND ACCIDENT

Article 10

When travelling on behalf of the Council of Europe, government experts are covered in respect of risks specifically related to such travel by insurance taken out by the Organisation on their behalf. They are nevertheless obliged in the first instance to exhaust all possibilities of payment of benefits due to them under the scheme to which they are affiliated in their own country in respect of illness and accident occurring during the journey and/or the meeting.

VI. REIMBURSEMENT

Article 11

The expenses referred to above shall be refunded upon submission of a claim certified true and correct by the expert, to which all vouchers required by the rules must be appended.



Parliamentary Assembly
Assemblée parlementaire

<http://assembly.coe.int>

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

AS/Soc/ESC (2017) 03 rev

2 October 2017

Asocdocesc03rev_2017

Committee on Social Affairs, Health and Sustainable Development

Sub-Committee on the European Social Charter

Parliamentary seminar on
***“Employment, training and equal opportunities:
how to ensure fair treatment and inclusion for all”***

in co-operation with the Department of the European Social Charter and
the Parliamentary Projects Support Division of the Parliamentary Assembly

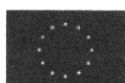
Friday, 27 October 2017, Paris

Council of Europe Office, 55 Avenue Kléber,

Paris 16^{ème} (Boissière métro station) [Tel: + 33 1 44 05 33 60 / fax: + 33 1 47 27 36 47]

Draft programme

Partnership for Good Governance



European Union



CONSEIL DE L'EUROPE



European
Social
Charter

Charte
sociale
européenne

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

1. Objectives

In the light of the Turin Process of the European Social Charter¹ and building on the events organized in 2013-2017, the seminar will consider the 2016 conclusions by the European Committee of Social Rights (ECSR) from the parliamentary perspective and examine country-specific situations of non-conformity that require attention of national parliaments. Parliamentary involvement is viewed as crucial for the effective implementation of the Charter towards securing socio-economic rights and building inclusive societies.

*In 2016, the ECSR reviewed reports submitted by States Parties on the articles of the European Social Charter ("the Charter") relating to **employment, training and equal opportunities** (Articles 1, 9, 10, 15, 18, 20, 24 and 25) over the reference period 2011-2014. The conclusions highlight multiple problems linked to employment policies and services (minimum wage regulations, measures against unemployment and abusive dismissals, job creation, work and residence permits, etc.), as well as issues of discrimination in respect of certain categories of the population (foreign nationals, the disabled, women, minorities, older persons) in terms of access to certain professions, public service posts, training and the labour market in general.*

*The seminar will thus focus on the articles under which most situations of non-conformity were noted by the ECSR and in line with the mandate of the plenary Committee on Social Affairs, Health and Sustainable Development. The main legal references of the seminar will be **article 1** (the right to work), **article 10** (the right to vocational training), **article 15** (the right of persons with disabilities to independence, social integration and participation in the life of the community), and **article 20** (the right to equal opportunities in matters of employment). Moreover, in some cases articles 18 and 24 need to be evoked; they refer to the rights of foreign workers and protection in cases of dismissal.*

Participants of the seminar are invited to share their concerns regarding the adaptation of labour policies in the national context, both through legislation and practice, against the background of evolving realities in the world of work. They will discuss remaining challenges, possible legislative and political responses and examples of good practice in the selected areas. They could also jointly reflect on ways of addressing the issues raised by the ECSR conclusions, including via the collective complaints mechanism where relevant and the removal of possible obstacles to accepting and implementing certain articles of the Charter.

We trust that the seminar will enhance parliamentarians' capacity to promote the Charter in their respective countries, to initiate specific debates and orient policy decisions, in order to enhance the Charter's impact in their countries.

2. Participants

The participants of the seminar are parliamentarians who are members of national parliamentary committees dealing with social rights, social affairs and employment questions. In some cases, parliamentarians interested could also be working in specific labour rights' committees.

*With regard to situations of non-conformity of national legislation and practice with the Charter identified by the **2016 Conclusions by the ECSR** (notably the selection of conclusions addressed to the Parliamentary Assembly), **31 countries** are invited to the seminar: Andorra, Armenia, Austria, Azerbaijan, Belgium, Bosnia and Herzegovina, Bulgaria, Denmark, Estonia, Finland, France, Georgia, Greece, Iceland, Ireland, Italy, Latvia, Malta, Republic of Moldova, Montenegro, Norway, Portugal, Romania, Russian Federation, Serbia, Slovak Republic, Spain, "the former Yugoslav Republic of Macedonia", Turkey, Ukraine and the United Kingdom. Some of these countries and several additional ones are also concerned by the **non-acceptance of certain articles of the Charter**; the latter group includes Albania, Croatia, Czech Republic, Germany, Luxembourg and Poland. For more detailed information related to these countries please refer to Appendix II.*

3. Working languages

Interpretation will be provided into English, French and Russian throughout the seminar.

4. Background documentation

- 2016 ECSR Conclusions
- Press briefing elements

¹ <http://www.coe.int/en/web/turin-european-social-charter/turin-process>

Draft programme

- 9:30-10:00** Opening of the seminar by Ms Sevinj FATALIYEVA, Chairperson of the Sub-Committee
- Thematic introduction by Ms Eliane CHEMLA, General Rapporteur of the European Committee of Social Rights (ECSR)
- 10:00-12:30** **Session 1: Reconciling social rights and the demands of the labour market: what role for parliamentarians, government, trade unions and the private sector?**
- Overview of the conclusions of the European Committee of Social Rights by Ms Eliane CHEMLA, General Rapporteur of the European Committee of Social Rights
- Contributions by national delegations and experts, including:*
- "Megatrends in the world of work and their policy implications for European countries", OECD
 - "The European Pillar of Social Rights as a new tool for rooting equal opportunities at work", the European Commission
 - PACE member(s)
- Exchange of views*
- 12:30-14:00** Free lunch
- 14:00-16:45** **Session 2: Accommodating social mobility in Europe: towards more equal opportunities for vulnerable population groups (persons with disabilities, women, minorities, young people, elderly persons)**
- Overview of the conclusions of the European Committee of Social Rights by Ms Marit B. FROGNER, member of the European Committee of Social Rights
- Contributions by national delegations and experts, including:*
- "Challenges of embracing new forms of employment and occupational mobility" by Ms Anna LUDWINEK, Research Manager for Social Policies, Eurofound (European Foundation for the Improvement of Living and Working Conditions)
 - "Understanding non-standard employment for (re)shaping social protection", International Labour Organization (ILO)
 - "Supporting projects for encouraging integration of vulnerable population", Council of Europe Development Bank
 - PACE member(s)
- Exchange of views*
- 16:45-17:00** Conclusions by Ms Sevinj FATALIYEVA, Chairperson of the Sub-Committee

APPENDIX I
RELEVANT ARTICLES OF THE EUROPEAN SOCIAL CHARTER (REVISED)

Article 1 –The right to work

With a view to ensuring the effective exercise of the right to work, the Parties undertake:

- 1 to accept as one of their primary aims and responsibilities the achievement and maintenance of as high and stable a level of employment as possible, with a view to the attainment of full employment;
- 2 to protect effectively the right of the worker to earn his living in an occupation freely entered upon;
- 3 to establish or maintain free employment services for all workers;
- 4 to provide or promote appropriate vocational guidance, training and rehabilitation.

Article 10 –The right to vocational training

With a view to ensuring the effective exercise of the right to vocational training, the Parties undertake:

- 1 to provide or promote, as necessary, the technical and vocational training of all persons, including the handicapped, in consultation with employers' and workers' organisations, and to grant facilities for access to higher technical and university education, based solely on individual aptitude;
- 2 to provide or promote a system of apprenticeship and other systematic arrangements for training young boys and girls in their various employments;
- 3 to provide or promote, as necessary:
 - a. adequate and readily available training facilities for adult workers;
 - b. special facilities for the re training of adult workers needed as a result of technological development or new trends in employment;
- 4 to provide or promote, as necessary, special measures for the retraining and reintegration of the long-term unemployed;
- 5 to encourage the full utilisation of the facilities provided by appropriate measures such as:
 - a. reducing or abolishing any fees or charges;
 - b. granting financial assistance in appropriate cases;
 - c. including in the normal working hours time spent on supplementary training taken by the worker, at the request of his employer, during employment;
 - d. ensuring, through adequate supervision, in consultation with the employers' and workers' organisations, the efficiency of apprenticeship and other training arrangements for young workers, and the adequate protection of young workers generally.

**Article 15 –The right of persons with disabilities to independence,
social integration and participation in the life of the community**

With a view to ensuring to persons with disabilities, irrespective of age and the nature and origin of their disabilities, the effective exercise of the right to independence, social integration and participation in the life of the community, the Parties undertake, in particular:

- 1 to take the necessary measures to provide persons with disabilities with guidance, education and vocational training in the framework of general schemes wherever possible or, where this is not possible, through specialised bodies, public or private;
- 2 to promote their access to employment through all measures tending to encourage employers to hire and keep in employment persons with disabilities in the ordinary working environment and to adjust the working conditions to the needs of the disabled or, where this is not possible by reason of the disability,

by arranging for or creating sheltered employment according to the level of disability. In certain cases, such measures may require recourse to specialised placement and support services;

- 3 to promote their full social integration and participation in the life of the community in particular through measures, including technical aids, aiming to overcome barriers to communication and mobility and enabling access to transport, housing, cultural activities and leisure.

Article 20 –The right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex

With a view to ensuring the effective exercise of the right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex, the Parties undertake to recognise that right and to take appropriate measures to ensure or promote its application in the following fields:

- a. access to employment, protection against dismissal and occupational reintegration;
- b. vocational guidance, training, retraining and rehabilitation;
- c. terms of employment and working conditions, including remuneration;
- d. career development, including promotion.

APPENDIX II
SITUATION OF STATE PARTIES TO THE EUROPEAN SOCIAL CHARTER
AS REGARDS ARTICLES 1, 10, 15 and 20

The following non-conformities in legislation and/or practice were identified by the 2016 Conclusions of the ECSR (as presented in the selection of conclusions transmitted to the Parliamentary Assembly):

Country	Articles concerned
Andorra	10.5
Armenia	1.2, 15.3, 20
Austria	10.5, 15.1 (+4.1 on adequacy of lowest wages)
Azerbaijan	1.2, 1.3, 1.4, 20
Belgium	1.2, 10.5, 15.1, 15.3 (+18.3 on residence permits versus employment)
Bosnia and Herzegovina	1.1-2, 20
Bulgaria	1.2 (+24 on protection against dismissal)
Denmark	10.4
Estonia	15.3
Finland	10.5 (+24 & 28 on unlawful dismissals)
France	1.2, 10.5, 15.3
Georgia	1.1, 1.3-4, 10.4, 20 (+2.2 & 2.5 on adequate compensation and right to a weekly rest)
Greece	1.1-2, 15.2
Iceland	1.2, 1.4, 15.1-2 (+18.2 on work and residence permits)
Ireland	1.2 (+18.2 on work permits & 24 on unlawful dismissals)
Italy	1.1 (+18.3 on access to the labour market by foreign workers, 24 on protection against dismissals & 2.4 on compensatory measures)
Latvia	1.2
Malta	(2.1-2 on weekly working hours and adequate compensation, 24 on dismissals)
Republic of Moldova	1.1-2, 20 (+18.3 on residence permits versus employment)
Montenegro	1.2, 10.1, 10.4, 20
Norway	(28 on protection of worker representatives)
Portugal	1.1-2
Romania	15.1-2
Russian Federation	1.2, 20
Serbia	15.2 (+18.2 on work and residence permits)

Slovak Republic	1.3, 10.2
Spain	1.1-3
"the Former Yugoslav Republic of Macedonia"	1.1-2
Turkey	1.2, 20 (+18 & 25 on self-employment and compensatory pay)
Ukraine	1.2, 15.1-2, 20 (+18.3 & 2.7 on work and residence permits and on night work)
United Kingdom	(18.2 on fees charged for work permits and 4.5 on deductions from wages)

The following countries are concerned by the **non-acceptance of certain articles of the European Social Charter (revised) or the European Social Charter of 1961** (for those member States still bound by the 1961 Charter):

Country	European Social Charter (revised; ETS No. 163) Opt-outs from Article(s):
Albania	10, 15
Armenia	10, 15.1
Austria	15.2
Azerbaijan	10, 15
Bosnia and Herzegovina	10, 15
Bulgaria	10, 15
Estonia	10.2, 10.5
Georgia	10.1, 10.3, 10.5, 15.1-2
Republic of Moldova	10, 15.3
Montenegro	10.5
Romania	10, 15.3
Russian Federation	15.3
Serbia	1.5
"the former Yugoslav Republic of Macedonia"	10, 15.3
Country	European Social Charter (ETS No. 35) Opt-outs from Article(s):
Croatia	1, 10, 15
Czech Republic	10, 15.1
Denmark	1
Germany	10.4
Greece	1
Iceland	10
Luxembourg	1
Poland	1, 10.3-4
United Kingdom	1.2