



Declassified¹

AS/Soc/ESC (2017) PV 04

13 December 2017

Asocescpv04_2017

Committee on Social Affairs, Health and Sustainable Development

Sub-Committee on the European Social Charter

Minutes

of the meeting held in Paris

on Friday, 27 October 2017, from 9.30 am to 5 pm

Ms Sevinj Fataliyeva (Azerbaijan, EC), **Chairperson**, opened the meeting in accordance with Article 47.4. concerning the quorum and welcomed all the participants. These included members of national parliaments, the Sub-Committee, experts and guest speakers, with 16 countries represented at parliamentary level.

1. **Agenda**

[AS/Soc/ESC (2017) OJ 04]

The draft agenda was **adopted**.

2. **Minutes**

[AS/Soc/ESC (2017) PV 03]

The draft minutes of the meeting held in Strasbourg on 10 October 2017 were **approved**.

3. **Parliamentary seminar on “Employment, training and equal opportunities: how to ensure fair treatment and inclusion for all” (in the framework of promoting implementation of the European Social Charter and of the Partnership for Good Governance)**

[AS/Soc/ESC (2017) 03 rev 2; 2016 ECSR Conclusions; press briefing elements]

The Chairperson recalled that the seminar was already the fifth in a series of events aimed at promoting social rights and the implementation of the European Social Charter. Based on the 2016 conclusions of the European Committee of Social Rights (ECSR), participants would focus on challenges of balancing employment-related rights with equal opportunities and adequate social protection (covered mainly by articles 1, 10, 15 and 20 of the Charter) from the angle of legislation and practice in member States concerned. The aim was to share knowledge and experience, as well as to discuss the emerging issues and examples of good practice in the target areas.

Ms Chemla, General Rapporteur of the ECSR, gave a thematic introduction. As a living instrument, the Charter set out social rights, whereas the ECSR conducted its yearly review of the implementation of these rights, by taking into account comments from member States and any relevant information emanating from national parliaments or signals received via the collective complaints procedure for the countries concerned (16 at the time of writing). In times of continuing economic crisis, it was important to preserve the social fabric of society and defend the social rights of working people (and those eager to work in decent circumstances), in particular the most vulnerable population groups. Parliamentarians should work to encourage the still-outstanding ratifications of the Charter and its protocols, notably that of the collective complaints system.

¹ Minutes approved and declassified by the Sub-Committee on the European Social Charter at its meeting on 25 January 2018 in Strasbourg.

They should also ensure that adequate resources would be allocated to the implementation of rights guaranteed by the Charter and that information provided to the ECSR properly explained the progress made during the reporting period. In terms of social cohesion, a specific platform had recently been put in place at the Council of Europe to discuss the emerging social problems more effectively.

The Chairperson appreciated the explanations provided by Ms Chemla regarding the ECSR's work in reaching its conclusions. Each country had weaknesses in furthering social rights and should pay special attention to the resources employed for enhanced compliance with the Charter.

Session 1: Reconciling social rights and the demands of the labour market: what role for parliamentarians, government, trade unions and the private sector?

Ms Chemla outlined the requirements of the Charter concerning articles 1 and 10. States were expected to provide an accurate picture of measures (both active and passive) used to ensure sustainable employment and to eliminate any discrimination (for which a burden of proof is inversed). ECSR's 2016 conclusions estimated that some countries' employment policies were not effective (with regard to Bosnia and Herzegovina, Portugal, and Spain, notably in terms of youth unemployment; Moldova, Serbia and Montenegro needed to allocate more resources for pro-employment policies, and Georgia should provide more information on measures taken).

Moldova, Azerbaijan and Turkey had excessive restrictions on access to certain professions, whereas Ireland lacked provisions regarding just compensation in cases of discrimination, and Bosnia and Herzegovina's legislation on motives for discrimination was incomplete. Issues arose in Turkey in relation to provisions on the preservation of public order. Employment services were deemed insufficiently efficient in Azerbaijan and Spain. Critical remarks on provisions for training leave were raised for Bosnia and Herzegovina, Serbia, Moldova, Georgia and Azerbaijan. Problems in terms of access to vocational training were spotted in respect of Montenegro, Slovakia, Georgia, Serbia, Malta, Turkey and Portugal.

Mr Rajabli referred to the employment situation in Azerbaijan. Due to high population growth and the need to better integrate internally-displaced persons or refugees, thousands of new jobs had to be created each year. In the last two years, employment and vocational guidance policies had strongly emphasised entrepreneurship and sought to create more new jobs through SMEs. Professional training and apprenticeship schemes were also relaunched. Moreover, quotas aimed at fostering inclusion of persons with disabilities were put in place for large enterprises. Finally, the rights of migrant workers should be better protected by the Charter mechanisms.

Mr Curran stressed the importance of sending ECSR conclusions not only to governments but also parliaments so that these could include the matter in their work programmes. Concerning ECSR comments on the situation of army officers, it was important to note that the policies pursued took into consideration both the increased competition (in terms of recruitment) with the commercial services sector and the effects of the economic crisis. The latter had inflicted lasting damages to the employment situation, in particular for young people.

Ms Chemla replied by stressing that, in cases of non-compliance conclusions from the ECSR, it was up to individual parliaments to judge if their countries needed to take action. They could accordingly press the national government and relevant administrations into action. A more in-depth analysis of national cases was possible through the collective complaints mechanism. As far as migrant workers' rights were concerned, the ECSR systematically insisted on minimum social guarantees for their access to certain basic services (health care, housing and education) even though some member States did not agree with such interpretations of the Charter. Prospects for revising the Charter itself on this matter were highly uncertain.

Mr Delarue then presented the European Commission's work on the European Pillar of Social Rights as a new tool for fostering equal opportunities at work. The pillar, built on existing EU social law, served as a reference framework for upwards convergence among member States and contained 20 principles/rights², a scoreboard of employment and social indicators, as well as several concrete initiatives (such as on work-life balance, access to social protection and a working time directive to be accompanied by the interpretative communication from the Commission). The Pillar contained explicit references to European Social Charter, encouraged the ratification of the Charter and its protocols, and called on member States to reconsider reservations they had made on some provisions of the Charter. The Pillar would be implemented through updates to the EU legislation and enhanced enforcement, specific funding and dialogue, mainly via the

² The rights are grouped under three main areas: (1) equal opportunities and access to labour market; (2) fair working conditions and (3) adequate and sustainable social protection.

European Semester, with various stakeholders. It would be officially proclaimed at the Social Summit on fair jobs and growth on 17 November 2017. Parliamentary input concerning the enhancement of social provisions through law was highly pertinent.³

The Chairperson suggested that the parliamentarians should also work towards relaying the information on the Pillar to the population and launching relevant legislative steps in a national context.

Ms Buliga, former minister of trade of the Republic of Moldova, stressed the need to strengthen mechanisms of information exchange on the implementation of the Charter. Emerging challenges, such as those relating to migrants and migrant workers, should be better supported in the Charter system.

Mr Breaz described efforts to improve access to quality jobs for all in his country, Romania. Steps were taken to foster mobility and the integration of vulnerable groups, notably the long-term unemployed and care providers.

Mr Halb, Deputy Director for European Cooperation and Strategy of the Council of Europe Development Bank (CEB), presented key aspects of the bank's work, explaining in particular the social screening of projects in relation to the European Social Charter. With the recent influx of refugees into Europe, many countries faced important challenges for accommodating them and providing them with basic social services. For the bank, this meant revisiting its original vocation, dating back to 1956, when it was created as a refugee fund. To that end, much focus in the recent years shifted towards the Western Balkans. It took a multilateral approach to social challenges and was increasingly investing in the prevention of social risks, including by covering risks related to climate change. The strategic priorities for 2017-2019 included issues such as sustainable and inclusive growth (such as through financial inclusion and empowerment of vulnerable groups in relation to the labour market), the integration of refugees, internally-displaced persons and migrants (activities developed via a special account together with the International Organisation for Migration), and climate-related action. Many projects – ranging from emergency response to long-term action – illustrated the bank's relevance to member countries (41 at the time of writing, including two countries outside the Council of Europe membership).

Mr Grin asked about the modalities for preparing project loans and any related subsidies. He also wondered if migration-related projects also covered transit countries.

Mr Halb explained that the CEB had very small administrative capacity and had to rely on various financial intermediaries in member countries. Some transit countries qualified for emergency aid, which may include subsidies, whereas receiving countries sought more financing for long-term integration projects. Loans were issued at very favourable financial terms, better than the market average. They often included technical assistance chapters and provisions for interest-subsidies. Some regional projects fostered collective actions and involved non-European donors such as the United States.

The Chairperson then informed the participants that the OECD participant was prevented last minute from participating but wished to share some written input. She notably referred to the OECD paper on the "Future of work and skills" presented last February at the meeting of the G20 Employment Working Group (available in participants' files). It reviewed the impact of megatrends in the world of work on national employment and social policies. The OECD noted that increased flexibility would offer more opportunities for under-represented – and also vulnerable – populations to find jobs. But at the same time, some global factors such as massive digitalization might render many earlier-acquired skills redundant. In advanced economies, there were also fears of unemployment caused by automation and outsourcing.

Overall, the OECD believed that even if some jobs would be destroyed, new ones would also be created. Yet new jobs would require new types of skills, and thus called for a growing emphasis on life-long training to match the demands of the labour market. This demand for the new skills would have to be foreseen in national social systems and adjustment costs might be important. Inequalities could widen further if low-skilled workers lacked public support for training or re-training, in particular with regard to equipping young people with the right set of skills to help them find quality jobs. The OECD pleaded for adjustments in labour-market regulations to provide basic safety to workers and encourage entrepreneurship in order to seize new opportunities. Unavoidably, social security systems needed to be reshaped – proactively – to adapt them to new, more flexible forms of employment and probably more fragmented careers for everyone. The aim was to avoid stigmatization of vulnerable population groups and to eliminate long-term inactivity traps. Finally, new forms of social dialogue could be developed to seek pragmatic solutions to emerging challenges through negotiation between enterprises and freelance workers.

³ The entire presentation is available from the Committee's secretariat upon demand and on the extranet.

Mr Grin then explained how the Swiss system for vocational guidance and training worked. The system tried to establish a balance between the needs of the labour market and the offer of training services. It was important in this context to speak not only about the rights but also duties, notably concerning young people. The dual-training approach (combining courses in a professional school and practical experience in an enterprise) seemed to yield optimal results.

Ms Pyrko outlined the mainstream labour legislation in Belarus. In terms of practice, the State had put in place an electronic listing of employment offers that could be used by all stakeholders free of charge. To help the integration of some vulnerable groups, a quota approach was increasingly used and the entrepreneurship path for self-employment was being encouraged.

The Chairperson thanked the participants for their contributions and comments in the morning session. States, no doubt, played a key role in giving direction to social dialogue. It was also clear from the morning's discussion that young people in many European countries needed specific vocational guidance and support to ensure stability for future generations.

Session 2: Accommodating social mobility in Europe: towards more equal opportunities for vulnerable population groups (migrant workers, persons with disabilities, women, minorities, young people, elderly persons)

The Chairperson opened the afternoon session aimed at brainstorming ways to improve the integration of vulnerable population groups, bearing in mind that different countries recognised different vulnerabilities and the fact that some persons cumulated vulnerabilities. Flexible working hours and contractual terms, as pled for by the OECD, would probably help increase equal opportunities. However national social systems needed to integrate the new features of the changing world of work.

Ms Frogner, member of the ECSR, with regard to the topic covered by the afternoon session, explained the substantial provisions contained in the relevant articles (mainly 15 and 20 but also 24) of the Charter. Integration of persons with disabilities into mainstream activities was a major challenge for many European countries. In Austria and three other countries, there was an issue of access to mainstream education. Under Article 15.2, access to the open labour market was deficient in Greece, Romania, Serbia and Ukraine, as shown by the low employment figures for persons with disabilities. Under Article 15.3 (the right to social integration), there was insufficient anti-discrimination legislation as well as problems with the accessibility of public transport in countries such as Armenia, Belgium, Estonia and France.

Article 20 covered both direct and indirect discrimination with regard to women. National data showed that the gender wage gap was of particular concern; a collective complaint had been submitted in 2017 on this matter against all the 15 countries that were parties to the collective complaints procedure. Some countries such as Georgia had an insufficient legal framework on equal pay (lack of specific legislation). The burden of proof in discrimination cases must be shifted in Azerbaijan, Russia and Ukraine. National situations where an upper ceiling on just compensation (for cases of discrimination) existed were considered as non-conformities with the Charter. Moreover, women were still prohibited from working in certain professions (especially in case of maternity) and certain forms of employment (such as night work or underground work) in Azerbaijan, Bosnia & Herzegovina, Montenegro, Moldova, Russia and Turkey.

The ECSR conclusions on the basis of Article 24, referring to dismissals, pointed to the fact that the dismissal of those reaching a retirement age and weak employment protection during a probation period were not in conformity with the Charter requirements. Ireland, Bulgaria and Malta were concerned with this issue. Finland was also criticised for having an upper ceiling on compensation in case of dismissal and non-reinstatement in case of unlawful dismissal. Finally, under Article 18, various countries had problematic provisions regarding residence and work permits for non-nationals (Belgium, Iceland, Ireland, Italy, Moldova, Serbia, Turkey, the United Kingdom and Ukraine).

Ms Ludwinek, Research Manager for Social Policies at the Eurofound (European Foundation for the Improvement of Living and Working Conditions), made a presentation on the new forms of employment and social mobility.⁴ She explained the notions of absolute (each generation's living standards in relation to the previous generation) and relative (individual chance of moving up or down the social ladder at different stages of life) social mobility. The latter was particularly important for social cohesion, progress and convergence. While absolute mobility constantly improved since World War II, relative mobility generally

⁴ The full presentation is available from the Committee's secretariat upon demand and on the extranet.

moved upwards from 1964 to the 1980s, except for men in some countries (such as the UK, France, Sweden, Austria, Estonia and Bulgaria).

In terms of policy recommendations, it was clear that the ‘tracking’ of school pupils limited their prospects for social mobility; there should instead be a greater focus on vocational training, improvements in professional training, better access to childcare facilities, parenting skills and free public services, as well as opportunities for combining studies with work, mentoring and work placement. Good access to social networks and to certain professions played an increasing role. Policy architecture should rely on a clear long-range goals as well as short-term indicators for measuring progress and stable institutions. New forms of employment – including employee/job sharing, voucher-based work, interim contracts, IT-based mobile work, collaborative employment, freelance work, portfolio/crowd and self-employment – offered not only new opportunities for all, but also called for solutions to tackle new social risks and to guarantee decent working conditions.

Further to questions by **the Chairperson** and **Mr Grin**, **Ms Ludwinek** replied that indeed the ‘elite’ tracks in many European countries had a chilling effect on social mobility. Politicians had to devise country-specific strategies for better access to various professions, career progression and enhanced motivation aiming at better inclusion in the labour market for vulnerable groups. The fact that good education no longer guaranteed a good job was a dangerous trend. Moreover, tuition fees and lack of remuneration during traineeships hampered motivation of poorer students.

Mr Zoidze from Georgia highlighted his country’s efforts to introduce a dual education system and to raise the prestige of professional training.

Ms Koutra-Koukouma from Cyprus asked about policy recommendations regarding people with disabilities and for refugees.

Ms Ludwinek confirmed that these categories of the population were disproportionately affected by unemployment and therefore needed targeted support from the State.

Ms Aleksynska, Economist and Labour Market Specialist of the International Labour Office (ILO), INWORK, spoke about non-standard employment and its implications for (re)shaping social protection. The notion of non-standard employment covered temporary employment, part-time and on-call work, multi-party employment relations and disguised employment (or dependent self-employment), with increasing degree of precariousness. In about half of the European countries studied, temporary employment had increased over a decade from 2004 to 2014 but decreased notably in Spain which already had high levels prior to 2004; part-time employment in that period increased in all countries, in particular for women. Nearly half of fixed-term contracts were with young employees (15-24 years of age) – significantly more than for other age groups.

The on-demand economy fostered recourse to non-standard employment: 27% of women and 4.2% of men worked part-time in 2014 in Europe; 25% of women and 24% of men were in temporary work. Part-time and temporary contracts could be voluntary – allowing for flexible arrangements between employer and employee, or involuntary – constituting a trap for more vulnerable groups.⁵ Seven areas of non-standard working conditions in which potential work insecurity required policy makers’ attention were: contractual terms, earnings, hours, occupational safety and health, social security coverage, training, and representation for the defence of rights at work. Depending on national contexts, it may be important to lower social security thresholds and make criteria more flexible, as well as to enhance the portability of entitlements, simplify administrative procedures, prevent the misclassification of workers (such as those working in the ‘platform economy’ jobs) and use complementary non-contributory programmes of social insurance.

Ms Avdei from Belarus then took the floor to present the national action plan 2015-2020 on the protection of vulnerable groups and stressed the legal guarantees for equal opportunities.

Further to a question put by **Ms Buliga**, **Ms Aleksynska** explained that non-standard forms of employment could offer satisfactory solutions to workers in remote locations. However, temporary work experiences often did not enable workers to develop practical, long-term skills sets.

Mr Rajabli spoke about public works programmes and ‘in-kind subsidies’ for self-employment as new ways of fostering employment and job creation in his country. Unemployment insurance system was being put in

⁵ See powerpoint presentation for a complete set of figures. This presentation is available from the Committee’s secretariat upon demand and on the extranet.

place to encourage more flexible work arrangements. To that end, policy makers were considering the introduction of personalised employment accounts.

Mr Soler noted that his country, Spain, had been singled out, together with Italy and Greece, on the issue of involuntary part-time or temporary work contracts. The latter were largely the result of the economic crisis on the labour market. He wondered if the freelance work was becoming a new mainstream trend.

Ms Aleksynska replied by referring to a variety of reasons and ways to use certain types of temporary and part-time contracts which could lead either to stable employment with a pro rata payment of social contributions, or to precarious situations. Social policies should aim to provide a minimum safety net for all types of workers.

Ms Kasimati took the opportunity to inform participants on the recent structural reforms in Greece which sought to eliminate some systemic rigidities but at the same time increased the precariousness of some population groups, notably the young people whose unemployment rates were explosively high, especially compared to the considerable improvements for the rest of the population. The redesign of pro-employment programmes catered for more targeted training and counselling. A new law on disability established new horizontal obligations for all stakeholders. This led to a greater overall conformity of Greece with the spirit of the European Social Charter. However, the country lacked the means to effectively implement some of the recently-adopted laws.

Mr Grech from Malta shared insight about the implementation modalities of certain labour law provisions which created implicit obligations for employers, such as in respect of employees undergoing a probation period and with regard to non-discrimination imperatives. *De facto* however, compensation of workers on public holidays varied. Steps were being taken to amend the law governing dismissals so that persons reaching pensionable age would be better consulted and more adequately protected.

Mr Grin referred to the situation of temporary workers in Switzerland. The fact that pension rights were largely dependent on social contributions by workers throughout their work life meant that precariousness could spill over into the retirement stage. The solidarity pillar of the pension system sought to enhance protection, and relevant reforms were being undertaken.

Ms Aleksynska appreciated the usefulness of pension system reforms in Switzerland which would offer a higher living standard for women at a retirement stage. ILO was looking into the need for specific regulations concerning minimum working hours per week and the adequacy of social coverage for non-standard forms of work.

Ms Frogner reacted to the various points raised by speakers by admitting that ECSR reporting system should be improved so as to better cover recent developments in countries concerned and more clearly explain reporting obligations.

The Chairperson then summed up the discussions of the day on the basis of contributions, comments and policy leads. She presented the following concluding remarks:

- Young people, women and persons with disabilities were facing special challenges on the labour market given that they were more likely to be affected by unemployment or be in non-standard employment, for which many countries lacked adequate social protection and legal provisions on minimum hours.
- Refugees and migrants constituted a special category of vulnerable population that required better protection under the European Social Charter. The ECSR should persevere in its interpretation of the Charter in a sense that was favourable to refugees and migrants and comparable to the mainstream population.
- National social strategies needed to better take into account new and emerging trends in the labour market (such as digitalisation, outsourcing, more flexible forms of work and working contracts, the demand for more mobile and freelance workers). Social security systems needed to be reshaped – proactively – to adapt them to non-standard forms of employment and more fragmented careers for all.
- Parliamentary input to the enhancement of social provisions through law was highly pertinent. However, monitoring of implementation was key and needed to be ensured through political dialogue with national governments, judicial prosecution (e.g. in case of working accidents), effective control mechanisms and the allocation of adequate budgetary resources for social matters.

- Civil society could contribute to improving the situation by submitting cases, where relevant, to the collective complaints mechanism linked to the European Social Charter.
- Some challenges relating to social mobility and vocational orientation/training/guidance pointed to the need for closer contacts with the private sector so as to clarify the demands of the labour market, devise new solutions and enhance equal opportunities to all.
- A number of non-conformities identified by the ECSR could be dismissed taking into account recent developments in national legislation and practice, or simply by providing more complete information on specific national provisions. Many countries that had reservations with regard to certain articles of the Charter were often already applying those articles and could easily remove those reservations. Further synergies should be sought at national level for the implementation of the Charter and the European Pillar of Social Rights.

The Chairperson finally closed the parliamentary seminar, thanking all experts and participants for their most valuable contributions and vivid interest in the subject matter.

4. Other business

None

5. Date and place of next meeting

During the first part-session 2018 of the Assembly (22 - 26 January 2018) in Strasbourg (*date to be confirmed*).

List of decisions

The Sub-Committee on the European Social Charter (of the Committee on Social Affairs, Health and Sustainable Development), meeting in Paris on 27 October 2017 with Ms Sevinj Fataliyeva (Azerbaijan, EC), Chairperson of the Sub-Committee, in the Chair, as regards:

- ***Parliamentary seminar on “Employment, training and equal opportunities: how to ensure fair treatment and inclusion for all” (in the framework of promoting the implementation of the European Social Charter and of the Partnership for Good Governance):***
 - held an exchange of views on the basis of contributions by:
 - Ms Eliane Chemla, General Rapporteur of the European Committee of Social Rights (ECSR);
 - Mr Rudi Delarue, Deputy Head of Unit, Directorate General for Employment, Social Affairs and Inclusion, European Commission;
 - Mr Jérôme Halb, Deputy Director for European Cooperation and Strategy, Council of Europe Development Bank;
 - Ms Marit B. Frogner, member of the ECSR;
 - Ms Anna Ludwinek, Research Manager for Social Policies, Eurofound (European Foundation for the Improvement of Living and Working Conditions);
 - Ms Mariya Aleksynska, Economist and Labour Market Specialist, International Labour Office (ILO), INWORK;
 - considered the views of representatives of national parliamentary committees dealing with social rights issues on two themes: (1) “Reconciling social rights and the demands of the labour market: what role for parliamentarians, government, trade unions and the private sector?” and (2) “Accommodating social mobility in Europe: towards more equal opportunities for vulnerable population groups (persons with disabilities, women, minorities, young people, elderly persons)”;
 - heard conclusions from the Chair;
- ***Date and place of next meeting:*** decided to hold its next meeting during the first part-session 2018 of the Assembly (22 - 26 January 2018), Strasbourg (*date to be confirmed*).

Sub-Committee on the European Social Charter

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

27 October 2017, Paris

List of participants

Representatives of national parliaments

Azerbaijan

Mr Hadi **RAJABLI** Chairperson of the Committee on Labour and Social Policy
Mr Ilham **MAMMADOV** Member of the Committee on Labour and Social Policy

Bosnia and Herzegovina

Mr Borislav **BOJIĆ** Chairperson of the Joint Committee on Human Rights

Cyprus

Ms Stevi **KOUTRA KOUKOUMA** Deputy Chairperson of the House Standing Committee on Labour and Social Insurance

Estonia

Ms Monika **HAUKANÕMM** Vice Chairperson of the Social Affairs Committee

Georgia

Mr Akaki **ZOIDZE** Chairperson of the Healthcare and Social Issues Committee
Mr Levan **KOBERIDZE** Deputy Chairperson of the Healthcare and Social Issues Committee

Ireland

Mr John **CURRAN** Chairperson of the Joint Oireachtas Committee on Social Protection

Malta

Mr Etienne **GRECH** Chairperson of the Social Affairs Committee

Republic of Moldova

Ms Valentina **BULIGA** Chairperson of the Committee on Social Protection, Health and Family

Montenegro

Mr Nedžad **DREŠEVIĆ** Member of the Committee on Health, Labour and Social Welfare

Portugal

Mr Feliciano Barreiras **DUARTE** Chairperson of the Committee on Labour and Social Security

Romania

Mr. Valer Daniel **BREAZ** Secretary of the Committee on Labour, Family and Social Protection of the Senate of Romania

Mr Mihăiță **GĂINĂ** Vice-President of the Committee on Labour and Social Protection of the Romanian Chamber of Deputies

Spain

Mr Alberto **MONTERO SOLER** Chairperson of the Employment and Social Security Committee of the Spanish Congress of Deputies

Turkey

Mr Celil **GÖÇER** Vice-Chairperson of the Committee on Health, Family, Labour and Social Affairs

Members of the PACE Sub-Committee on the European Social Charter

Ms Sevinj **FATALIYEVA** Chairperson of the Sub-Committee, Member of the Azerbaijani Parliament

Mr Jean-Pierre **GRIN** Vice-Chairperson of the Sub-Committee, Member of the National Council of Switzerland

Ms Nina **KASIMATI** Member of the Sub-Committee, Member of the Greek Parliament

Keynote speakers**European Committee of Social Rights**

Ms Eliane **CHEMLA** General Rapporteur of the European Committee of Social Rights (France)

Ms Marit B. **FROGNER** Member of the European Committee of Social Rights (Norway)

Experts

Ms Mariya **ALEKSYNSKA** Economist, Labour Market Specialist, International Labour Office, INWORK

Mr Rudi **DELARUE** Deputy Head of Unit (International Issues), DG Employment, Social Affairs and Inclusion, European Commission (Belgium)

Mr Jérôme **HALB** Deputy Director for European Cooperation & Strategy, Council of Europe Development Bank

Ms Anna **LUDWINEK** Research Manager, Social Policies, European Foundation for the Improvement of Living and Working Conditions (Ireland)

Observers

Ms Yulia **AVDEI** OSCE and Council of Europe Unit, European Cooperation Department, Ministry of Foreign Affairs of the Republic of Belarus

Ms Iryna **PYRKO** Head of Department of Labour Relations, Ministry of Labour and Social Protection of the Republic of Belarus

Other participants

Mr Radu **ALDEA** Adviser, Committee on Labour, Family and Social Protection of the Senate of Romania

Ms Nataša **ČABAK** Secretariat of the Joint Human Rights Committee of the Parliamentary Assembly of Bosnia and Herzegovina

Ms Rodica **IOVU** Director of International Relations, Secretariat of the delegation of Republic of Moldova to the PACE

Ms Milena **KRUŠČIĆ** Secretariat, Parliament of Montenegro

Mr Juan José **PÉREZ DOBÓN** Legal Adviser, Employment and Social Security Committee of the Spanish Congress of Deputies

Council of Europe Secretariat

Department of the European Social Charter

Ms Danuta **WIŚNIEWSKA-CAZALS** Secretariat of the Governmental Committee, Department of the European Social Charter, Council of Europe

PACE

Ms Aiste **RAMANAUSKAITE** Secretary to the Committee on Social Affairs, Health and Sustainable Development

Ms Susan **FELLAH** Assistant, Parliamentary Projects Support Division