



European Economic and Social Committee

2016 Discharge

Answers to questionnaire from the EP CONT Committee

- 1. Which proposals have been developed by the Committee together with the Parliament's Secretary-General to better integrate the Committee's opinions into Parliament's work? Since the Committee mainly refers to meetings and conclude itself that there is scope for further developing the co-operation with Parliament, which measures could in the Committee's opinion enhance its effectiveness towards the Parliament's work and, in particular, its legislative work?***

The cooperation agreement signed in 2014 provides the basis for increased interinstitutional collaboration between the EP and the EESC with the aim of reinforcing the democratic legitimacy of the EU. There has been good progress on the implementation of the agreement and the EESC sees potential for both sides to further develop cooperation in the future.

At political level, the EESC would welcome the possibility of holding regular meetings between the EESC President and the Chair of the Conference of Committee Chairs (CCC). The EESC counts on the support of the EP's various governance structures to further improve the general awareness in the EP of the input provided by European organised civil society through EESC opinions and other activities. The message to be passed on should be that the EESC is willing and ready at all times to assist the EP with solid input from the grassroots (action number one).

At the interface between the political and the administrative level, it would be beneficial if, at the beginning of each year, a fixed calendar for regular meetings between the secretaries-general could be established to ensure an ongoing discussion in support of legislative cooperation (action number two).

In particular, the EP should define topics of "priority interest" (as mentioned in the cooperation agreement), where a closer cooperation between rapporteurs and administration could be usefully established with a view to organising joint meetings, hearings or other events. Such consultations held at an early stage in the EP legislative process between all relevant actors on both sides would be a way to create natural venues for dialogue and cooperation (action number three).

By providing the EESC with the opportunity to present its opinions in relevant EP committee meetings or hearings – not least those opinions that have been drafted in response to a request from the EP itself – the EP would give organised civil society the role it rightly deserves in shaping Europe (action number four).

2. *Concerning the Committee opinions to the parliamentary committees, how does the Committee matches its opinions calendar to the parliamentary committees' schedules? How do you communicate and make sure your opinions are taken into consideration?*

As a rule, the EESC meets the deadline set by the EP for the adoption of an opinion (normally three months). To do so, the EESC closely follows developments in the EP's work agenda and starts preparing mandatory legislative opinions as soon as the Commission has adopted its legislative proposal. The EESC section in charge of a file establishes contact with the relevant EP committee to obtain information about its schedule.

In addition to communicating EESC opinions to MEPs and EP committee secretariats by email right after they have been adopted, substantial effort is made to establish early contacts between EESC and EP rapporteurs. This gives the EP the possibility to invite EESC rapporteurs to EP committee meetings and hearings to present the EESC's position. The EESC would welcome the opportunity for its opinions over time to become an integral part of the briefing packages prepared by the EP committee secretariats.

3. *How has the cooperation between European Parliament and the EESC been improved?*

As a result of extensive contacts constructive cooperation at political level between the EP and the EESC has developed in a number of areas. The EESC president met with the EP President and the Chair of the CCC.

Other links for cooperation in 2016 include the following:

- (1) EESC members took part in a total of 81 EP committee, group and inter-group meetings and MEPs actively participated in 33 legislative work meetings at the EESC. 43 scheduled meetings took place between EESC and EP rapporteurs, and section/CCMI presidents and EP committee chairs.
- (2) The EESC was able to engage with the EP in relation to budgetary files, both through direct meetings and enhanced communication. The EESC Vice-President for the Budget held numerous meetings with EP committee chairs, rapporteurs and shadow-rapporteurs in the context of preparations for the 2017 budget and the 2014 and 2015 discharge procedures.

- (3) There is close cooperation between the EESC and the EP Research Service (EPRS) that consistently uses EESC input in its information for MEPs. Colleagues in the EP administration have been encouraged to ensure that MEPs are made aware of all EESC opinions relevant to their work.
- (4) Concerning cooperation between staff, heads of unit from the EESC Legislative Works directorates met with some of their EP counterparts in October 2016 for an exchange of views on topics of common interest and ways of further strengthening cooperation. The interinstitutional relations units on both sides held a large meeting in June 2016, after which their staff have met on a monthly basis. More middle management meetings are envisaged in the future to facilitate direct, permanent contacts between EP committees and EESC sections.

4. *What progress has there been in the cooperation between the European Economic and Social Committee and the European Parliament? What progress has been achieved more specifically concerning the Cooperation Agreement signed in 2014?*

In addition to what has been said above, which mainly relates to political cooperation, the EESC report on the implementation of the Cooperation agreement from December 2016 points to a number of areas where there has been further improvement in the cooperation provided for in the agreement:

- The EESC's legislative directorates have further developed their support to the EP by preparing summaries of adopted EESC opinions, stakeholder hearings and conferences, Going Local activities and other day-to-day interactions with those directly affected by European legislation. In this context, good cooperation has been established between the EESC and the EPRS.
- With the completion on 1 January 2016 of the transfer of EESC/CoR translation staff in support of the creation of the EPRS, EESC members now have access to various types of informative material prepared by the EPRS for MEPs, as well as to other EPRS services, including the EP library. EESC members and staff in the legislative work directorates are informed about relevant output from the EPRS, by means, *inter alia*, of an adapted version of the EPRS newsletter prepared by the EESC Information Centre in cooperation with the EPRS.
- The current offer from the EP to open up the EP's intranet could be of particular interest to the EESC if access to all files relating to legislative issues is included.
- Cooperation on workload balancing in translation works well; further synergies (e.g. in relation to language coverage) will be sought in the future.

5. *What has been done to improve the visibility of the EESC in 2016? How can the visibility of the EESC be further improved?*

The task of the EESC according to the Treaties is to assist the institutions by exercising an advisory function. One of the main elements in the execution of this task is the preparation of opinions on request from the EP, the Council and the Commission or on its own initiative. The EESC's carefully considered communication work aims at ensuring that the views expressed by the EESC in its opinions or other formats reach its main target audience. At the same time, they contribute to increasing awareness within European organised civil society and among citizens in general that the EESC is here to ensure that their views and concerns are represented at European level.

The visibility of the EESC improved in a number of ways in 2016, as part of a long-term communication strategy, for example:

- On-line communication (Internet, social media) remains a priority, and the number of visits on the EESC's website went up by 12% in 2016 to more than 750 000. There was a significant increase in EESC members' Twitter activity.
- More than 4 300 articles were gathered from national and local media, an increase of more than 30% on 2015.
- The annual Civil Society Media Seminar, which is held in Brussels and targets journalists and communications/press officers from civil society organisations, attracted a record audience of almost 200 participants.
- The EESC reviewed its Going Local Framework with the aim of ensuring that the EESC maintains strong connections with its grassroots through the participation of members in national, regional or local events (participation in Going Local activities doubled between 2014 and 2016).
- There were a record 284 applicants for the EESC's Civil Society Prize, which rewards excellence in civil society initiatives.

6. *Could the Committee list the civil society organisations participating in the debates organised by the Committee in all Member States in the context of its opinion on the European Pillar of Social Rights? Were these debates covered in the media? Since the Committee is engaged to promote a more participatory European Union, how would it suggest that this could better take shape, reaching beyond organised civil society?*

The national debates organised in all 28 Member States in the context of the EESC opinion on the European Pillar of Social Rights involved well over 500 organisations, covering employers' organisations, trade unions and a very wide range of other civil society organisations. 116 EESC

members and more than 1 500 other participants took part in the 28 debates, which ranged in size from 18 participants in Dublin and Helsinki to 210 in Paris.

A list with organisations taking part in the debates in the Member States is annexed.

Debates were covered by media in the Member States, with particular emphasis given in Bulgaria, Czech Republic, Spain, France, Croatia, Cyprus, Latvia, Lithuania, Poland and Slovenia.

The approach taken on the European Pillar of Social Rights is, in fact, an example of a new method developed by the EESC over the last few years to obtain direct input from citizens and civil society organisations in the Member States on issues of European scope. In 2015-2016, the EESC organised 12 fact-finding missions to those countries mainly affected by the European refugee crisis, and in May and June 2017 debates were organised on the Future of Europe in the 27 Member States concerned.

More generally, the EESC has recently undertaken a thorough reflection on how to meet future challenges. A report drawn up and presented by an ad hoc group to the EESC Bureau in July 2017 set out proposals concerning the EESC's working methods and internal organisation but also examined more general issues such as the EESC's role in a broader European context. The EESC sees its added value in particular in the pursuit of consensus between various interests. Among the other points made in the report were the following:

- EESC's membership needs to more accurately reflect the diversity of European civil society.
- Europe-wide organisations should be linked more closely to the Committee's work.
- The role and potential of culture (European values, identity etc.) should be examined further in the work of the EESC.
- The EESC should more effectively tap into the potential of new technologies to position itself more firmly as an institutional bridge.

Based on further internal debate, a decision on how to approach these and other issues will be taken in the coming months.

7. *What progress in the cooperation between the Committee of Regions and the European Economic and Social Committee? What progress has been achieved more specifically with regards to the administrative bilateral cooperation agreement signed in 2015?*

There are regular contacts between the presidents of the EESC and CoR as well as between the secretaries-general of the two Committees.

Cooperation is already well-established. At this stage, the focus is on the implementation of the four-year cooperation agreement that entered into force in January 2016, and a mid-term review is under preparation, with an in-depth analysis of the various elements of the cooperation (management of the Joint Services with logistics and translation, governance of cooperation, human resources policies, budgetary and financial management, audit, crisis management and business continuity, health services etc.). Cooperation works well and very importantly also serves the interest of sound public finances, which is one of its stated objectives. The mid-term review is due in early 2018.

One particularly important element in the agreement is resource-efficient multilingualism, which focuses on effectively combining in-house translation, enhanced work-sharing between institutions and increased productivity and outsourcing – following the transfer of translation posts to the EP in 2016 and further internal redeployment in the context of the EESC/CoR cooperation agreement. In this context of resource-efficient multilingualism, a pilot project was launched in October 2016 with common management of some translation units (Finnish/Swedish and Czech/Slovak), which will be evaluated in 2018.

- 8. *How many former MEPs, Commissioners or high officials (from AD 14) still receive money from the budget of your institution as advisors, contract agents or others? What are their tasks and their respective salaries?***

None.

- 9. *Notes that the Committee increased with about 1.600.000 Euro compared to 2015 the total amount of expenditure related to travel expenses and allowances of EESC members. Please provide a detailed explanation of this expenditure, by relevant budgetary lines.***

EESC members are only entitled to reimbursement of travel expenses and daily allowances. The basis for all payments from the EESC to its members is Council Decision 2013/471/EU of 23 September 2013 and the (latest) implementing decision adopted by the EESC Bureau on 26 April 2016.

The amount referred to concerns item 1004, which is the only budget heading relating to travel expenses and allowances for EESC members (for delegates of the Consultative Committee on Industrial Change (CCMI), see answer to question 11 below). This expenditure covers members' travel expenses and daily allowances, including expenditure of assistants to members with disabilities. The increase in 2016 was steep, following the full implementation of a cost-based system for reimbursement in October 2015. After a running-in period, expenditure is expected to stabilise in 2017.

10. Current payables with the European Parliament amount to 52.800 Euro in 2016. Could the Committee provide in details more specific data on this amount?

The amount refers to an invoice for interpretation that was issued on 19 December 2016. It was paid on 13 January 2017.

11. What was the amount dedicated by the Institution to travel in 2016 for Members?

In 2016, final appropriations on item 1004 (travel and subsistence allowances for members) was EUR 19 561 194, whereas final appropriations on item 1008 (travel and subsistence allowances for delegates of the Consultative Commission on Industrial Change (CCMI)) was EUR 472 382. In both cases, the full amount was committed; members and delegates can submit reimbursement claims until 30 October of the year following the year in which the meeting took place. Travel expenses accounted for 74% of the total cost under these budget headings in 2016.

12. What were the three most important actions taken by the institution in favour of equality? What were the three most important actions taken by the institution in favour of disabled people?

With regard to equality, the three most important actions were:

- The EESC adopted its Action Plan on Equal Opportunities and Diversity (2017-2020) with the overall objective of creating an inclusive working environment for all and a particular focus on improving conditions for employment of persons with disabilities and the representation of women and nationals from the most recent Member States in senior and middle management. The plan contains 25 actions developed in consultation with various parties, including the EESC's Joint Committee for Equal Opportunities (COPEC).
- A number of awareness-raising actions were introduced to better inform staff about equal opportunities and the EESC's policy on diversity. For example, the equal opportunities officer and the EESC's confidential counsellors participate in events such as the induction training for newcomers and the annual health and safety week. Since 2016, the EESC's equal opportunities officer also participates as an observer in the Joint Promotion Committee.
- An event on "Women in Leadership" was organised on 8 March in cooperation with the CoR.

The three most important actions in the area of disability were:

- The aim of the EESC's Permanent Study Group on Disability Rights, established in 2014, is to provide a forum for the civil society perspective on disability issues and to assess and gather reactions on progress in the implementation of the UN Convention of the Rights of Persons

with Disabilities (UN CRPD). One important activity of this group in 2016 was a fact-finding mission to Greece to evaluate the situation of refugees and other migrants with disabilities in the reception structures of Lesbos and Athens.

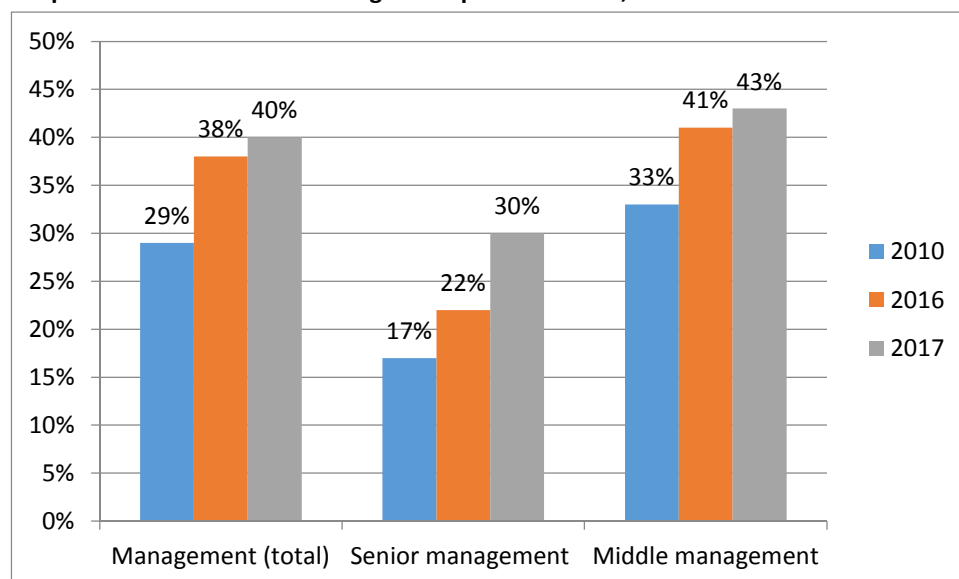
- In terms of buildings, the study on the future refurbishment of the JDE entrance hall provides for a wide range of measures to improve accessibility. In 2016, a path was created with adaptation of a lift and the installation of a ramp for wheelchairs that allows persons with disabilities to access the EP from the Committees' Remorqueur building without passing via the street (for the time being, the EP only gives access during EESC/CoR plenary sessions held in the EP).
- Since 2016, the EESC has actively taken part in the interinstitutional discussions on employment of staff with disabilities that take place in the framework of an EPSO working group. The EESC is continuously looking for ways to improve the physical environment for persons with disabilities and employs trainees with disabilities, whose presence and active input adds to the reflection on concrete ways to further improve conditions for staff with disabilities. An awareness-raising workshop on disability was organised for EESC and CoR members and staff in 2016 where participants were put in settings similar to those experienced by people with motor, visual, hearing and intellectual disabilities.

Staff

13. Please present a gender and nationality breakdown of your middle and senior management positions.

The share of women in management has continued to increase over the last years, as this graph shows:

Graph: Share of women in management positions 2010, 2016 and 2017



The table below shows the current breakdown of middle and senior management positions.

Table: Breakdown of gender and nationality in senior and middle management (1/11/2017)

Nationality	Senior management		Middle management		Total
	M	F	M	F	
Belgium	-	-	2	2	4
Bulgaria	-	-	-	-	-
Czech Republic	-	-	-	-	-
Denmark	1	-	1	1	3
Germany	-	-	2	2	4
Estonia	-	-	1	-	1
Ireland	-	-	2	-	2
Greece	1	-	1	-	2
Spain	1	1	1	2	5
France	1	-	2	-	3
Croatia	-	-	-	-	-
Italy	1	-	2	3	6
Cyprus	-	-	-	-	-
Latvia	-	-	-	1	1
Lithuania	-	-	1	-	1
Luxembourg	-	-	1	-	1
Hungary	-	-	-	-	-
Malta	-	-	-	-	-
Netherlands	-	-	2	-	2
Austria	-	-	-	2	2
Poland	-	-	1	-	1
Portugal	1	-	1	1	3
Romania	-	1	-	-	1
Slovenia	-	-	-	-	-
Slovakia	-	-	-	1	1
Finland	-	-	-	1	1
Sweden	-	1	-	-	1
United Kingdom	1	-	1	-	2
Total	7	3	21	16	47

- 14. What was the amount of the highest pensions for officials of your institution paid in 2015? What was the average pension paid in 2016 for officials of your institution? What is the average pension paid for officials of your institution who retired in 2016?**

The Commission manages the pensions for all institutions. The Commission's Paymaster Office (PMO) will provide consolidated figures for all institutions to the EP.

- 15. What were the costs in 2016 respectively for away days, closed conferences or similar events for staff? How many staff members participated in the respective events? Where exactly did these events take place?**

Seven teambuilding events were organised outside the EESC premises (away days), out of which five took place in Brussels and two in Groot-Bijgaarden. 160 staff members participated and the total cost of these events was EUR 8 405, i.e. EUR 52 per person.

See also answer to question 26.

- 16. How many officials in which functions and grades were retired in 2016 in the interest of service according to Article 50 of the staff regulations?**

None.

- 17. How many working days were granted as vacation days in 2016 for years of service in your institution? How many persons were concerned?**

43 staff members were granted a total of 215 days (5 days each).

- 18. We would appreciate a comprehensive overview of staff on sick leave in 2016 broken down by the number of staff members that were on sick leaves and by how many days they were on sick leave? How many days lasted the three longest cases of sick leave? How many days of sick leave concerned Mondays and Fridays in 2016?**

The EESC, like most European institutions, measures its staff's absence rate based on the following method laid down in an interinstitutional agreement of 31 May 2001:

$$\frac{\text{total absence in calendar days}}{\text{days in a year} \times \text{total staff}} \times 100 = \text{absence rate}$$

Table: Total absences due to sickness.

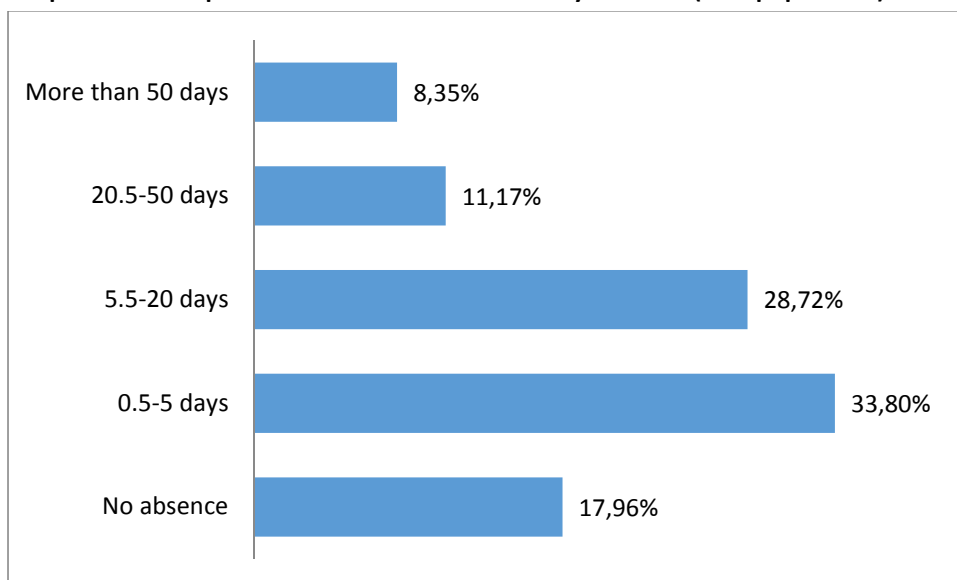
	2016
Reference population (total staff)	707*
Total number of registered sick leave days	12608.5
Absence rate	4.87%
Average sick leave days (in calendar days)	17.83

*Officials, temporary agents, contract agents, seconded national experts and the workplace doctor.

The three longest absences in 2016 (possibly with working days in between) were of 366 days (leap year), 363 days and 331.5 days.

The graph below gives a more precise picture of the distribution of lengths of sick leaves.

Graph: Sick leave per staff member broken down by duration (% of population)



More than half of staff had maximum five days of sick leave, with almost 18% of staff having no sick leave at all. The most common absence pattern among EESC staff is sick leave of between 0.5 and 3 days.

As to the specific question about sick leave absences on Mondays or Fridays, there were 839 cases of *isolated* sick leave days on either Friday or Monday, not counting series of absences including both Friday and the following Monday where provision of a medical certificate is mandatory.

19. What were the cost for the expatriation allowance in 2016? How many persons received such an expatriation allowance?

As provided for in Article 69 of the Staff Regulations, 495 EESC staff members received a total of EUR 6 344 204 in expatriation allowance in 2016.

20. What was the amount dedicated by the Institution to travel in 2016 for staff?

As provided for in Article 8 of Annex VII to the Staff Regulations, a total of EUR 834 069 was paid as compensation for travel cost to their place of origin.

21. What was the amount dedicated by the Institution to training for staff inside and outside the EU?

The total amount paid for staff training in 2016 was EUR 548 619, with EUR 533 757 (97.29%) in EU Member States and EUR 14 862 (2.71%) outside the EU.

22. *What is the average overtime of the Institution's staff in 2016? And in 2013?*

The table below shows the average overtime hours performed by EESC staff in 2013 and 2016, respectively (in the meaning of Article 56 of the Staff Regulations).

Table: Staff entitled to overtime payment and overtime hours performed in 2013 and 2016

	2013	2016
Total number of staff	737	707
Number of staff entitled to overtime payment	231	198
Number of overtime hours performed	1885.7	1173.5
Average number of hours per entitled staff member	8.2	5.9

23. *Were there any special leaves requested by members of staff in 2016 because of overworking? In this case how many were there?*

As provided for in Article 6 of Annex V to the Staff Regulations, four staff members were granted a total of five days of special leave for exceptional work in 2016.

Services

24. *What were the costs of the institution for interpretation, translation and languages classes (those not included in the category of training - see question 20)?*

The EESC purchases its interpretation service from outside providers (mainly the Commission and the EP). In 2016, the EESC spent a total of EUR 6 461 099 on interpretation (budget item 2548).

Concerning translation, the EESC/CoR joint Directorate for Translation calculate the total cost of translation and the average cost per page using the agreed KIAPI methodology (Key Interinstitutional Activity and Performance Indicators). According to this methodology, real costs are used for all cost items, except for staff, buildings and administrative expenditure, where flat rates are utilised to allow for a fair comparison across EU institutions. The total cost of translation in the EESC in 2016 was EUR 27 617 522, according to the KIAPI methodology.

Total expenditure for interpretation and translation in 2016 was EUR 34 078 621.

All language classes are included under training.

25. How many call for tenders did you organised in 2016? Please indicate the value and the number of applicants for each tender.

According to the Financial Regulation, public procurement of a value above EUR 15 000 must be open to competition; the minimum number of competitors increases with the market value.

The table below shows all procurement procedures above EUR 15 000 launched in 2016, including their market value and the number of tenderers.

Table: EESC procurement procedures in 2016 with a value above EUR 15 000.

	Heading	Value (EUR)	Tenderers
1	Reinforcement of the access control system	300 105	2
2	Provision of photography services (4 year framework contract, in force since June 2017; maximum value)	300 000	3
3	National and international express delivery services (4 year framework contract; maximum value)	286 000	1
4	Promotional items (4 year framework contract; maximum value)	150 000	1
5	Securing of the entrance to the Remorqueur building	134 750	1
6	Web-hosting	125 000	1
7	Interpretation (I)	49 200	1
8	Interpretation (II)	47 280	1
9	Sustainable urban environment (EMAS)	40 000	4
10	Purchase of audio equipment and related services	27 960	1
11	Study on impact of digitalisation and on-demand economy on labour markets	25 000	1
12	Study on the Investment Plan and the Social Pillar	25 000	1
13	Study on recent evolutions in the social economy in the EU	24 990	1
14	Study on balancing economic benefits and ethical questions related to big data in an EU policy context	24 000	2
15	X-ray machines	23 375	2
16	Study on culture, cities and identity in Europe	23 200	2
17	Entrance gates JDE building	23 036	2
18	Photography (short-term framework contract, in force from June 2016 until the awarding of the contract under 2 above; maximum value)	21 750	3
19	Switches for fast opening of emergency exits	20 473	1
20	Study on the EU's policy on SMEs	18 000	1
21	Metal shutters for the JDE building	15 434	2
22	Interpretation (III)	15 183	1

According to the Financial Regulation public procurement of up to EUR 15 000 ("very low value procedures") can be awarded on a one-offer-only basis.

It is worth noting that the EESC also purchases works, goods and services through interinstitutional framework contracts led by other European Institutions. Framework contracts usually span over four or five years.

26. *How much have you spent in internal events and meetings with external stakeholders?*

Internal events concern firstly staff meetings (part of budget item 1632) with a spending in 2016 of EUR 52 386 and secondly, miscellaneous expenditure on internal meetings for members (budget item 2540) where spending in 2016 was EUR 230 154. These two figures add up to EUR 282 540.

Meetings with external stakeholders include expenditure on the organisation of and participation in hearings and other events (budget item 2542) with a spending in 2016 of EUR 387 559; this budget item provides, *inter alia*, for reimbursement of travel costs for external speakers. In addition, expenditure on various types of representation was EUR 39 590 (budget item 2546). These two figures add up to EUR 427 149.

27. *Can you please explain the EUR 90 000 expenditure in mail.*

Spending is split, in roughly equal proportion, into two types of services:

- (1) National and international postal services provided through two interinstitutional framework contracts concluded with Bpost by the Commission's Office for Infrastructure and Logistics in Brussels (OIB).
- (2) Express courier services provided through an internal framework contract with DHL for materials needed in events taking place both in the EU and elsewhere (such as stands, roll-ups, pallets, display racks, brochures and documentation) and documents that need a safe and quick delivery to the destination.

In 2016, appropriations under this heading (article 236) was EUR 102 000, of which EUR 81 000 was committed.

Building

28. *Were there any improvements done to the organization of workspaces? What changes have there been in 2016?*

Any adaptation of the organisation of workspaces is intrinsically linked to and limited by the characteristics of the buildings in which the work is performed.

The fact that the Belliard 68 and Trèves 74 buildings are interlinked made it possible to unite the entire Directorate for Translation in one place in 2016. This resulted in a clear improvement in terms of the overall use of space and could only be implemented by rearranging offices and by making structural teleworking a more systematic component of the organisation of work, with teleworkers sharing offices when working on EESC premises. The move has increased synergies and significantly facilitated management and coordination.

Linked to the organisation of workspaces is also the question of the use of videoconferences. There has been a steep increase in this area in the EESC, from 25 in 2015 to 129 in 2016. As videoconferences impose certain limitations in terms of the use of languages, most such meetings are administrative and interinstitutional.

29. *How many buildings/office space were you renting in 2016? Under which type of contract? Were those contracts celebrated through real state agencies? If not, could you provide the data about the property owners?*

The two Committees are joint owners or joint tenants of all the buildings used by the two Committees, which they manage in close cooperation with each other.

The Committees rent part of the Van Maerlant 2 building from the European Commission. This rental was recently extended until the end of 2021 by means of a service-level agreement.

The remaining five buildings are all on long-term leases with a right *in rem*, including the option of purchase at a symbolic price after a certain amount of time. In December 2014, following a request from the Court of Auditors, the Committees informed the Budgetary Authority about their intention to exercise the options to buy four of these buildings – Jacques Delors (JDE), Bertha von Suttner (BvS), Remorqueur (REM) and Belliard 68 (B68) – before the end of 2019. The option to buy the Trèves 74 (TRE) building can only be exercised in 2030-2031.

30. *How much have you spent with the maintenance of the buildings? And the furniture costs, how much are they?*

In 2016, the EESC's part of expenditure related to maintenance (item 2022) was EUR 2 785 393, in accordance with the two Committees' agreed sharing key.

EESC expenditure on furniture (article 212) was EUR 80 466 EUR in total, out of which EUR 57 487 was spent within the EESC/CoR Joint Services and EUR 22 979 within own services.

Harassment

31. *Were there any cases related to harassment reported, investigated and concluded in 2016?*

In 2016, 20 staff members (18 women and 2 men) contacted the EESC's network of confidential counsellors with a perceived harassment-related issue. The role of confidential counsellors is to offer advice and guidance. In the end, no staff members decided to open a formal harassment procedure.

32. *What were the expenditures in 2016 for the management/ Court sentences of harassment cases?*

In 2016, there was one such case. The total cost was EUR 55 772, with EUR 30 772 in legal costs and compensation of EUR 25 000 paid following the ruling. Apart from the normal cost of staff in the relevant services, there was no additional expenditure.

33. *What is the rate of compliance of your institution with regard to the recommendations of the Ombudsman?*

According to the European Ombudsman, the rate of compliance is based on the number of positive replies to the solution proposals, recommendations, critical and further remarks made in cases closed.

For 2016, the EESC has provided a positive reply in all four cases. In one of these cases, an internal dialogue is still ongoing as to how to implement the proposal made by the Ombudsman, and the Ombudsman has been kept informed of developments (see also point 5 in the answer to question 35).

Transparency

34. *Does the Committee have external advisers? If so, please identify the number and their payment.*

The EESC does not have paid or unpaid external advisers as such.

Rapporteurs may be assisted by an expert during the preparation of opinions. Such experts may only be appointed where there is a need for clarification of the technical problems raised by the topic of the work (Rule of 23 of the Implementing Provisions of the Rules of Procedure). Experts

do not receive any remuneration for their work; however, travel expenses and subsistence allowances are paid by the Committee.

As recognised as good practice in public institutions, additional expertise is provided to the Audit Committee by a specialist in auditing matters, who is paid in accordance with the rules governing invitation of external participants to meetings (Bureau decision No 010/15 A). In addition to reimbursement of travel and subsistence expenses, this person received a total of EUR 1 800 in 2016 as fees for oral or written contributions to the work of the Audit Committee in accordance with Article 4 of the said decision.

35. Which control mechanisms has the Committee set up to prevent and fight against the conflict of interests?

(1) EESC members are "representatives of organisations of employers, of the employed, and of other parties representative of civil society, notably in the socio-economic, civic, professional and cultural areas" (Article 300(2) TFEU). EESC members are therefore by definition representatives of certain interests, acting in an advisory capacity, based on their experience and expertise (Art. 300(2) TFEU). Each member is required to make and continuously update an individual declaration of interests, which is made available to the general public on the EESC's website.

(2) Concerning staff, the following mechanisms are in place to avoid any conflict of interest:

Pursuant to Article 11 of the Staff Regulations (SR), each new recruit is obliged to provide statement of absence of conflict of interest. Staff members must also declare their involvement in external activities (paid or unpaid, going beyond what reasonably can be considered a leisure activity). In principle authorisation will always be granted, except where the assignment or the activity could give rise to a conflict of interest or be detrimental to the interest of the European Union.

The first twelve months after leaving the service, any EESC official that has held the post of Secretary-General, Deputy Secretary-General, Director, Deputy Director or Adviser is not allowed to engage in lobbying vis-à-vis staff of their former institution on behalf of their own business, clients or employers, on matters for which they were responsible during the last three years in the service. In public procurement and disciplinary matters, staff members with a link to the person or tender under scrutiny are prevented from taking part in any assessment.

The EESC has prepared draft guidelines on the prevention of conflicts of interest in the context of social dialogue. These guidelines are currently being finalised through a dialogue with the socio-professional organisations (OSPs).

Whistle-blowing protection

36. What improvements were made regarding procedures for whistleblowing?

The EESC's decision was signed in March 2016 and entered into force on 1 May 2016. The decision has been widely communicated within the EESC, especially to managers. Further training courses and information sessions will be organised once the new ethics counsellors have been appointed.

37. What progress has been made in implementing the whistle-blowing rules that were adopted by the EESC in 2016?

See answer to question 36 above.

38. How many whistle-blower cases did the institution have in 2016? What were the results of the procedure? Was/were the case(s) transferred to the Ombudsman or to the ECJ?

None.



European Economic and Social Committee

ANNEX TO "DISCHARGE 2016 – ANSWERS TO QUESTIONNAIRE FROM THE EP CONT COMMITTEE"

**CIVIL SOCIETY ORGANISATIONS TAKING PART IN THE NATIONAL
DEBATES ORGANISED BY THE EESC IN THE CONTEXT OF THE
PREPARATION OF ITS OPINION ON
THE EUROPEAN PILLAR OF SOCIAL RIGHTS¹**

BELGIUM – 20 October 2016

CGSLB – Centrale générale des syndicats libéraux de Belgique

CSC – Confédération des syndicats chrétiens

FEB – Fédération des Entreprises de Belgique

FEBELFIN – Fédération belge du secteur financier

FGTB – Fédération générale du travail de Belgique

SOLIDARIS – La Mutualité Socialiste

BULGARIA – 3 October 2016

Асоциация на индустриалния капитал в България

Асоциация активни потребители

Балкански институт по труд и социална политика

Българска стопанска камара

Българска асоциация на фермерите

Българска мрежа на глобалния договор на ООН

Глобално движение на хората с увреждания

Граждански форум Промяна

Европейска анти бедност мрежа – България

Федерация на независимите синдикати на миньорите

Федерация Култура

Федерация на синдикатите в здравеопазването

Конфедерация на работодателите и индустриалците в България

Конфедерация на независимите синдикати в България

Конфедерация на труда – Подкрепа

¹ Participation of the organisations in the list was confirmed. Other organisations may have been represented.

Икономически и социален съвет
Институт по семейна политика
Институт по икономически изследвания
Независим съюз на потребителите
Национален младежки форум
Национален съюз на трудово-производителни кооперации в България
Национален център за социална рехабилитация
Национално движение против корупция
Независим синдикат на миньорите
Сдружение Планинско мляко
Сдружение Солидарна България
Синдикат Висше образование
Синдикат на българските учители
Синдикат на железничарите в България
Съюз на транспортните синдикати
Съюз на икономистите в България
Съюз на инвалидите в България
Съюз на пенсионерите в България
Център за психологически изследвания
Централен кооперативен съюз

CZECH REPUBLIC – 30 September

Asociace samostatných odborů
Česká rada dětí a mládeže
Českomoravská konfederace odborových svazů
European Anti-Poverty Network Česká republika
Multikulturní centrum Praha
Odborový svaz ECHO
Odborový svaz KOVO
Svaz průmyslu a dopravy ČR

DENMARK – 6 October

DA – Dansk Arbejdsgiverforening
Dansk Byggeri
DI – Dansk Industri
Dansk Erhverv
EAPN Danmark
Foreningen for kønsforskning i Danmark
FOA – Fagforening og A-kasse
FTF – Funktionærernes og Tjenestemændenes Fællesråd
HK – Handel og Kontor
Kvinderådet
LO – Landsorganisationen

GERMANY – 12 September 2016

Amaro Foro e.V.
American German Business Club Berlin e.V.
Arbeitsgemeinschaft berufsständischer Versorgungseinrichtungen (ABV) e.V.
Arbeitsgemeinschaft für Kinder- und Jugendhilfe (AGJ)
Bundesarbeitsgemeinschaft der Freien Wohlfahrtspflege e.V. (BAGFW)
Arbeitsgemeinschaft Privater Rundfunk (APR)
Arbeitskreis Europäische Integration (AEI)
Arbeiter-Samariter-Bund e.V. (ASB)
Arbeiterwohlfahrt (AWO). Bundesverband e.V.
Arbeitgeberverband der Versicherungsunternehmen in Deutschland e.V. (AGV)
Arbeitgeberverband des privaten Bankgewerbes e.V. (AGV Banken)
Bayerischer Jugendring K.d.ö.R.
Beobachtungsstelle für gesellschaftspolitische Entwicklungen in Europa / ISS e. V.
Berufsgenossenschaft der Bauwirtschaft (BG BAU)
Bund der Strafvollzugsbediensteten Deutschlands (BSBD)
Bundesarbeitgeberverband Chemie e.V. (BAVC)
Bundesarbeitgeberverband der Personaldienstleister e.V. - BAP
Bundesnetzwerk Bürgerschaftliches Engagement gGmbH (BBE)
Bundesverband der Lehrerinnen und Lehrer an beruflichen Schulen e.V. (BLBS) im dbb
Bundesverband Großhandel, Außenhandel, Dienstleistungen e.V. (BGA)
Bundesverband Öffentliche Dienstleistungen. Deutsche Sektion des CEEP e.V. (bvöd)
Bundesvereinigung der Deutschen Arbeitgeberverbände (BDA)
Burma Projekt e.V. Berlin
dbb beamtenbund und tarifunion
Deutsch-Britische Gesellschaft e.V.
Deutsche Gesellschaft e.V.
Deutsche Gesetzliche Unfallversicherung e.V. (DGUV)
Deutsche Polizeigewerkschaft im DBB (DPolG)- Bundespolizeigewerkschaft
Deutscher Akademikerinnenbund e.V. (DAB)
Deutscher BundeswehrVerband e.V. (DBwV)
Deutscher Frauenrat e.V.
Deutscher Gewerkschaftsbund (DGB)
Deutscher Paritätischer Wohlfahrtsverband - Gesamtverband e.V. - BENGO
Deutscher Industrie- und Handelskammertag e.V. (DIHK)
Deutscher Verein für öffentliche und private Fürsorge e.V.
Deutsches Rotes Kreuz e.V. (DRK)
Deutsch-Rumänische Gesellschaft e.V.
Diakonie Deutschland. Evangelischer Bundesverband. Evangelisches Werk für Diakonie und Entwicklung e.V.

Eisenbahn-und Verkehrsgewerkschaft (EVG)
Europäische Bewegung Deutschland e.V. (EBD)
EUROSOZIAL e.V. Paritätischer Verein für deutsch-polnische und europäische Zusammenarbeit
Forum Equal Pay Day
Freunde und Förderer des Museums für Naturkunde e.V.
Friedrich-Ebert-Stiftung e.V. (FES)
Gesamtmittel. Die Arbeitgeberverbände der Metall- und Elektroindustrie
GKV-Spitzenverband
ICC Germany e.V. (Deutsche Nationalkomitee der Internationalen Handelskammer)
Industriegewerkschaft Bau-Agrar-Umwelt
Interessenverband Deutscher Zeitarbeitsunternehmen e.V. (IGZ)
Internationaler Delphischer Rat
J-ArtEck Jugendbildungsstätte e. V. |
Junge Europäische Föderalisten (JEF) Deutschland e.V.
The Arab Alliance for Arab Court Human Rights
Verband der Ersatzkassen e.V. - vdek
ver.di -Vereinte Dienstleistungsgewerkschaft
Vereinigung Europäischer Journalisten. Deutsche Sektion (VEJ)
Wirtschaftsjunioren Deutschland e.V. (WJD)
Wirtschaftsvereinigung Stahl
Zentralverband der Deutschen Werbewirtschaft e.V. (ZAW)
Zentralverband des Deutschen Handwerks (ZDH)

ESTONIA - 30 September 2016

Avatud Eesti Fond
BSNGONW Eesti Sihtasutus
Eesti Inimõiguste Keskus
Eesti Juristide Liit
Eesti Kaubandus-Tööstuskoda
Eesti Linnade Liit
Eesti Naiste Koostöökett
Eesti Naisjuristide Liit
Eesti Naisuurimus- ja Teabekeskus
Eesti NATO Ühing
Eesti Pimedate Liit
Eesti Puuetega Inimeste Koda
Eesti Töandjate Keskkliit
Eesti Töötukassa
Opus Lingua Keeltekooll
Sotsiaalsete Ettevõtete Võrgustik
Tallinna Meestelaulu Selts
Tarkade Naiste Klubi
Teenistujate Ametiiliit Keskorganisatsioon
Teenusmajanduse Koda

IRELAND – 23 September 2016

All Together in Dignity – ATD Fourth World
European Anti-Poverty Network (EAPN) Ireland
Irish Business and Employers Confederation (IBEC)
Irish Congress of Trade Unions
Irish National Organisation of the Unemployed (INOUE)
Irish Nurses and Midwives Organisation (INMO)
Irish Rural Link
Public Service Executive Union (PSEU)
Small Firms Association

GREECE – 4 October 2016

Εθνική Συνομοσπονδία Ατόμων με Αναπηρία
Οικονομικό Επιμελητήριο της Ελλάδας
(ΣΕΒ) σύνδεσμος επιχειρήσεων και βιομηχανιών
Πολιτικού Συνδέσμου Γυναικών
Δικηγορικός Σύλλογος Αθηνών

SPAIN – 30 September 2016

ASGECO (Asociación General de Consumidores)
CCOO (Comisiones obreras)
CEIM (Confederación Empresarial de Madrid-CEOE)
CEOE (Confederación Española de organizaciones empresariales)
CEPES (Confederación Empresarial Española de Economía Social)
CNC (Confederación Nacional de la Construcción)
COAG (Coordinadora de Organizaciones de Agricultores y Ganaderos)
COCETA (Confederación Española de Cooperativas de Trabajo Asociado)
Confederación Empresarios de Navarra
Consejo de consumidores y usuarios
FAEDEI (Federación de Asociaciones Empresariales de Empresas de Inserción)
FEACEM (Federación Empresarial *Española* de Asociaciones de Centros Especiales de Empleo)
Sindicato ELA/STV (Eusko Langileen Alkartasuna/Solidaridad de los Trabajadores Vascos)
UGT (Sindicato Unión General de trabajadores)
UNCCUE (Unión de Cooperativas de Consumidores y Usuarios de España)
Unión de cooperativas de trabajo asociado de la comunidad de Madrid

FRANCE – 14 October 2016

Association Pour Adultes et Jeunes Handicapés de l'Aude

Association CLCV (Association nationale de défense des consommateurs et usagers)
Association melioris
Association PAGE
Association Soins Coordonnés
ATD Quart Monde
Ateliers du Féminisme Populaire
CFDT (Confédération française démocratique du travail)
CFE-CGC (Confédération française de l'encadrement)
CGPME (Confédération générale des petites et moyennes entreprises)
CGT (Confédération générale des travailleurs)
Citoyen solidaire
Confrontations Europe
COORACE (Fédération nationale de l'économie sociale et solidaire)
Esan-solidarités
Europe&Société - Réalités du dialogue social
FAIDER (Fédération des Associations Indépendantes de Défense des Epargnants pour la Retraite)
Fédération de la Formation Professionnelle
Fédération nationale des retraités des organismes sociaux
Fédération générale autonome des fonctionnaires
FEPEM – Fédération des particuliers employeurs de France)
FNAR (Fédération Nationale des Artisans et Petites Entreprises en Milieu Rural)
FNSEA (Fédération Nationale des Syndicats d'Exploitants Agricoles)
FO (Force Ouvrière)
Haute Qualité Sociétale
Les jeunes Européens - France
Ligue de l'enseignement
Mutualité française
Réalités du dialogue social
SFSE (Société Française de Santé et Environnement)
Solidarité laïque
Syndicat Français des artistes interprètes CGT
Syndicat Français des ostéopathes
Syndicat des journalistes de la presse périodique
Syndicat national des lycées et collèges - Fédération autonome des fonctionnaires
UDES (Union des Employeurs de l'Economie sociale)
UFCS (Union Française des centres de sauvegarde de la faune sauvage)
UFCS – Familles Rurales de Poitiers
UNACOPL (Union nationale des conjoints de professionnels libéraux)
UNAF (Union nationale des associations familiales)
UNAPL (Union nationale des professions libérales)
Union confédérale des retraités
Union pour l'habitat
UNSA (Union nationale des syndicats autonomes)
UPA-CAPEB (Union professionnelle artisanale – confédération de l'artisanat et des petites entreprises du bâtiment)

CROATIA – 10 October 2016

B.a.B.e. — Budi aktivna. Budi emancipiran.
Centar za mirovne studije (CMS)
Documenta - Centar za suočavanje s prošlošću
Ekonomski institut, Zagreb (EIZ)
Hrvatska obrtnička komora (HOK)
Hrvatski savez slijepih
Hrvatska udruga paraplegičara i tetraplegičara (HUPT)
Hrvatska gospodarska komora (HGK)
Hrvatska udruga poslodavaca (HUP)
Institut za razvoj i međunarodne odnose (IRMO)
Institut za migracije i narodnosti
Koordinacija udruga za djecu
Kuća ljudskih prava
Matica hrvatskih sindikata (MHS)
Mreža mladih Hrvatske (MMH)
Nezavisni hrvatski sindikati (NHS)
Nezavisni sindikat "Solidarnost" (NSS)
Savez društava distrofičara Hrvatske (SDDH)
Savez samostalnih sindikata Hrvatske (SSSH)
Sindikat graditeljstva Hrvatske (SGH)
Sindikat trgovine Hrvatske (STH)
Srpsko nacionalno vijeće
Udruga GONG
Udruga Terra
Udruga za beskućnike i socijalno ugrožene osobe Oaza
Udruga PRAGMA
Udruga roditelja "Korak po korak"
Udruga za samozastupanje (UZS)
Zajednica saveza osoba s invaliditetom Hrvatske (SOIH)
Zagreb Pride

ITALY – 7 October 2016

ACLI (Associazioni Cristiane Lavoratori Itlaiani)
Alleanza contro la poverta
ARCI (Associazione ricreativa e culturale italiana)
Azione Cattolica
CEEP (European Centre of Employers and Enterprises providing Public service)
CGIL (Confederazione Generale Italiana del Lavoro)
CONFSAL (Confederazione generale sindacati autonomi dei lavoratori)
FAIM (Forum delle associazioni delgi italiani nel mondo)

Federsolidarieta cooperative
Forum Terzo Settore/Federazione Italiana Superamento dell'Handicap
Forum Lazio
UIL (Unione Italiana del Lavoro)

CYPRUS – 10 October 2016

Accept LGBT Cyprus

ΑΣΔΥΚ (Ανεξάρτητη Συντεχνία Δημοσίων Υπαλλήλων Κύπρου) – Cyprus Independent Guild of Public Servants

Γ.Σ. ΠΟΒΕΚ (Παγκύπριος Σύνδεσμος Πρατηριούχων Πετρελαιοειδών) – Cypriot Association of Petroleum Gas Station Owners

ΔΕΟΚ (Δημοκρατική Εργατική Ομοσπονδία Κύπρου) – Democratic Labour Federation of Cyprus

ΕΚΑ (Ένωση Κύπριων Αγροτών) – Union of Cypriot Farmers

ΕΚΙΦ (Ερευνητικό Κέντρο Ισότητας Φύλου) – Cyprus Gender Research Centre

ΕΞΕΚ (Ένωση Ξενοδοχειακών Επιχειρήσεων Κύπρου) – Employers' Union of Cyprus Hotel Enterprises

ΙΝΕΚ – ΠΕΟ (Ινστιτούτο Εργασίας Κύπρου) – Cyprus Labour Institute

ΚΕΒΕ (Κυπριακό Εμπορικό και Βιομηχανικό Επιμελητήριο) – Cyprus Chamber of Commerce and Industry

ΚΙ.ΠΡΟ.ΔΙ.Ψ.Α. (Κίνηση Προάσπισης Δικαιωμάτων Ψυχικά Ασθενών) – Movement for the Defence of the Rights of Mental Health Patients

ΝΕ.Α.Κ. (Νέα Αγροτική Κίνηση) – New Farmers Movement

ΟΕΒ (Ομοσπονδία Εργοδοτών και Βιομηχάνων Κύπρου) – Cyprus Employers & Industrialists Federation

Οργανισμός Κοινωνικής Πολιτικής και Δράσης – Social Policy and Action Organisation

Παναγροτικός Σύνδεσμος Κύπρου – Panagrotikos Farmers Union (*EEESC Member, Tasos Giapanis*)

ΠΑΣΥΚΑΦ (Παγκύπριος Σύνδεσμος Καρκινοπαθών και Φίλων) – Pancyprian Association of Cancer Patients and Friends

ΠΕΚ (Παναγροτική Ένωση Κύπρου) – Pancyprian Farmers Union

ΠΕΟ (Παγκύπρια Εργατική Ομοσπονδία) – Pancyprian Federation of Labour

ΠΙΚ (Παρατηρητήριο Ισότητας Κύπρου) – Cyprus gender Equality Observatory

ΣΕΚ (Συνομοσπονδία Εργαζομένων Κύπρου) – Cyprus Workers Confederation

LATVIA – 19 September 2016

Alūksnes invalīdu biedrība

Biedrība "Aicinājums Tev"

Biedrība Latvijas bērniem ar kustību traucējumiem

Biedrība "Rūpju bērns"

EAPN Latvia, Sieviešu tiesību institūts

Eiropas kustība Latvijā

Inčukalna Invalīdu Biedrība

Jelgavas Sieviešu Invalīdu Organizācija (JSIO) "Zvaigzne"

Latvijas Bērnu un jauniešu forums

Latvijas Biznesa savienība

Latvijas Brīvo Arodbiedrību savienība
Latvijas Cilvēku ar īpašām vajadzībām sadarbības organizācija "Sustento"
Latvijas Darba devēju konfederācija
Latvijas Izglītības un zinātnes darbinieku arodbiedrība (LIZDA)
Latvijas Māsu asociācija
Latvijas Meža nozaru arodu biedrība
Latvijas Neredzīgo biedrība
Latvijas Patērētāju interešu aizstāvības asociācija (LPIAA)
Latvijas Pensionāru federācija (LPF)
Latvijas Samariešu apvienība
Latvijas Sieviešu nevalstisko organizāciju sadarbības tīkls
Latvijas Slimnīcu biedrība
Latvijas Tirgotāju asociācija
Nodibinājums "Pieejama Latvija"
Rīgas aktīvo senioru alianse (RASA)
Sociālo Reformu biedrība
Zemgales NVO centrs

LITHUANIA – 19 September 2016

Darbo rinkos tyrimų institutas
Lietuvos maistininkų profesinė sąjunga
Lietuvos pramoninkų konfederacija
Lietuvos prekybos, pramonės ir amatų rūmai
Lietuvos profesinė sąjunga „Solidarumas“
Lietuvos profesinių sąjungų konfederacija
Lietuvos saulės energetikos asociacija
Lietuvos švietimo profesinė sąjunga
Lietuvos valstybės tarnautojų, biudžetinių ir viešųjų įstaigų darbuotojų profesinė sąjunga
Nevyriausybinių organizacijų atstovai
Šiaulių prekybos, pramonės ir amatų rūmai
Valstybinio mokslinių tyrimų instituto Fizinių ir technologijos mokslų centras
Viešojo įstaiga „SOS projektai“

LUXEMBOURG – 10 October 2016

Caritas
Confédération Générale de la Fonction Publique (CGFP)
Chambre des salariés (CSL)
Confédération syndicale indépendante du Luxembourg (OGBL)
Confédération luxembourgeoise des syndicats chrétiens /Lëtzebuerger Chrëschtliche Gewerkschaftsbond (LCGB)
Conseil économique et social du Luxembourg/Onafhängege Gewerkschaftsbond Lëtzebuerg (CES)
Croix-Rouge du Luxembourg
Fédération des artisans (FDA)

Fédération des Industriels Luxembourgeois (FEDIL)
Luxembourg Bankers' Association/Association des Banques et Banquiers du Luxembourg
Luxembourg Institute of Health/*Institut de la santé du Luxembourg*
Luxembourg Institute of Socio-Economic Research (LISER)
Union luxembourgeoise des consommateurs (ULC)
Union des Entreprises Luxembourgeoises (UEL)
Verkéiersverbond/Communauté des Transports

HUNGARY – 19 September 2016

A Város Mindenkié
Értelmiségi Szakszervezeti Tömörülés (ÉSZT)
Független Szakszervezetek Demokratikus Ligája (LIGA)
Kereskedők és Vendéglátók Országos Érdekképviselői Szövetsége (KISOSZ)
Magyar Ökumenikus Segélyszervezet
Magyar Szakszervezeti Szövetség (MASZSZ)
Munkaadók és Gyáriparosok Országos Szövetsége
Munkástanácsok Országos Szövetsége (MOSZ)
Nagycsaládosok Országos Egyesülete
Nemzeti Agrárgazdasági Kamara
Romaversitas Alapítvány
Szakszervezetek Együttműködési Fóruma (SZEFE)
Szociális Szakmai szövetség
Társadalomkutató Intézet Zrt

MALTA – 2 September 2016

Caritas
Commissioner for Children
Confederation of Maltese Trade Unions (CMTU)
European Centre of the International Council of Women (Malta)
Forum Unions Maltin
General Workers' Union (GWU)
Gozo Business Chamber
Junior Chamber International Malta
Malta Association of Women in Business
Malta Business Bureau
Malta Consumer Organisation
Malta Council for Economic and Social Development (MCESD)
Malta Employers' Association
Malta Federation of Professional Associations
Malta Gay Rights Movement
Malta Union of Bank Employees (MUBE)
Maltese Confederation of Women's Organisations
National Association of Pensioners

National Council for the Elderly
National Council of Women (NCW)
Paulo Freire Institute
University of Malta
Unjoni Haddiema Magħqudin (UHM)
Womens Rights Foundation (WRF) Malta

NETHERLANDS – 3 October 2016

Algemene Werkgeversvereniging Nederland (AWVN)
Christelijk Nationaal Vakverbond (CNV)
Federatie Nederlandse Vakbeweging (FNV)
Land- en Tuinbouw Organisatie Nederland (LTO)
Midden- en kleinbedrijf (MKB)-Nederland
Natuur & Milieu
Sociaal Economische Raad (SER)
Vakbeweging voor hoogopgeleid personeel (VHP2)
Vakcentrale voor Professionals (VCP)
Verbond van Nederlandse Ondernemingen-Nederlands Christelijk Werkgeversverbond (VNO-NCW)

AUSTRIA – 28 September 2016

Arbeiterkammer
Bundeskammer der Architekten und Ingenieurkonsulenten
Bundesverband der Freien Berufe
Gewerkschaft der Privatangestellten
IGO – Interessenvertretung Gemeinnütziger Organisationen
Netzwerk Soziale Verantwortung
Österreichischer Gewerkschaftsbund
Österreichischer Sparkassenverband
Österreichisches Rotes Kreuz
Pro mente Austria
VOEWG - Verband der öffentlichen Wirtschaft und Gemeinwirtschaft Österreichs
Wirtschaftskammer Österreich

POLAND – 17 October 2016

Business Center Club
Federacja Konsumentów
Konfederacja Lewiatan
Krakowskie Forum Organizacji Społecznych KraFOS
Międzynarodowa Fundacja REAXUM
NSZZ Solidarność
Ochotnicze Hufce Pracy
OPZZ – Ogólnopolskie Porozumienie Związków Zawodowych

Pracodawcy RP
Stowarzyszenie Agencji Zatrudnienia
Szczecińska Fundacja Talent-Promocja-Postęp
WRZOS – Wspólnota Robocza Związków Organizacji Socjalnych
ZMPD – Zrzeszenie Międzynarodowych Przewoźników Drogowych
ZMW – Związek Młodzieży Polskiej
Związek Rzemiosła Polskiego
Związek Stowarzyszeń Forum Lubelskich Organizacji Pozarządowych
Business Center Club

PORTUGAL – 11 October 2016

APS – Associação Portuguesa de Seguradores
Artenave (RESIT/ENSIE)
CAP - Confederação dos Agricultores de Portugal
CCP - Confederação do Comércio e Serviços de Portugal
CCRL - Confederação Cooperativa Portuguesa
CGTP-IN - Confederação Geral dos Trabalhadores Portugueses – Intersindical nacional
CIP - Confederação Empresarial de Portugal
CNAF - Confederação Nacional das Associações de Família
CNIS - Confederação Nacional das Instituições de Solidariedade
CNOD - Confederação Nacional dos Organismos de Deficientes
CTP - Confederação do Turismo Português
DECO – Associação para a Defesa do Consumidor
Ordem dos Solicitadores e dos Agentes de Execução
UGT - União Geral de Trabalhadores

ROMANIA – 23 September 2016

Asociația ANGEL
Blocul Național Sindical (BNS)
Confederația Națională a Patronatului Român (CNPR)
Confederația Națională a Sindicatelor Libere din România - Frăția
Confederația Națională Sindicală Cartel ALFA
Confederația Națională Sindicală Meridian
Confederația Patronală Concordia
Confederația Sindicatelor Democratice din România
Consiliul Național al Întreprinderilor Private Mici și Mijlocii din România (CNIPMMR)
Federația Mecanicilor de Locomotivă
Federația Națională Omenia
Federația Patronală Metalurgia
Federația Sindicală a Siderurgistilor METAROM
Federația Sindicatelor din Comerț
Federația Solidaritatea Metal
Fundatia pentru Dezvoltarea Societatii Civile (FDSC)

Social DOers

Uniunea Generală a Industriașilor din România (UGIR)

SLOVENIA – 27 September 2016

E-študentski servis

Center za usposabljanje, delo in varstvo Draga

Društvo za pomoč in samopomoč brezdomcev Kralji ulice

Gospodarska zbornica Slovenije

Inštitut Antona Trstenjaka

Inštitut za dolgotrajno oskrbo

Inštitut za ekonomska raziskovanja

Svet delavcev HIT

Kmetijsko gozdarska zbornica Slovenije

Konfederacija sindikatov 90 Slovenije

Konfederacija sindikatov javnega sektorja Slovenije

Nacionalni svet invalidskih organizacij Slovenije

Obrtna zbornica Slovenije

Obrtniško-podjetniška zbornica Slovenije

Since07 - Sindikat centrov za socialno delo

Sindikat Kliničnega centra Ljubljana

Sindikat PERGAM

Sindikat vzgoje, izobraževanja, znanosti in kulture Slovenije

Sindikat upokojencev Slovenije

Sklad 05

Socialna zbornica Slovenije

Varstveno delovni center polž Maribor

Varstveno delovni center polž Murska Sobota

Varstveno delovni center Novo mesto

Varuh človekovih pravic RS

Zavod za oskrbo na domu Ljubljana

Združenje delodajalcev Slovenije

Združenje delodajalcev obrti in podjetnikov Slovenije

Zveza društev upokojencev Slovenije

Zveza svobodnih sindikatov Slovenije

SLOVAKIA – 19 September 2016

Asociácie zamestnávateľských zväzov a združení Slovenskej republiky

Odborový zväz KOVO

Slovenský odborový zväz zdravotníctva a sociálnych služieb

FINLAND – 30 September 2016

Elinkeinoelämän keskusliitto EK

European Anti-Poverty Network Finland
Kirkon työmarkkinalaitos
KT Kuntatyönantajat
Suomen Ammattiliittojen Keskusjärjestö SAK
Suomen Kuljetus ja Logistiikka SKAL
Suomen Kuntaliitto
Suomen Nuorisoyhteistyö – Allianssi
Suomen Yrittäjät
Toimihenkilökeskusjärjestö STTK

SWEDEN – 14 September 2016

Akademikerförbundet SSR
Almega
Biståndsorganisationen Hjärta till Hjärta
Ekumeniska EU-kontoret
Emmaus
Energiföretagens Arbetsgivareförening
EU Diaspora Council
Fackförbundet ST
Forum för borgerlig samverkan
Föreningen för Rehabilitering och Utveckling
Grafiska Företagen
Handelsanställdas förbund
Hela Sverige ska leva
Hyresgästföreningen
Innovations- och kemiindustrierna
International Association of Former Officials of the European Communities - Sverige
Lantbrukarnas riksförbund
Lärarnas Riksförbund
Naturvetarna
Nordens Fackliga Samorganisation
Offentliganställdas Förhandlingsråd
Paneuropaföreningen
Pensionärernas Riksorganisation Global
Privattjänstemannakartellen
Rädda Barnen
Riksförbundet för sexuell upplysning
Service- och kommunikationsfacket
Skogs- och Lantarbetsgivareförbundet
Stockholms stadsmission
Svenska Byggnadsarbetareförbundet
Svenska kyrkan
Svenska Målareförbundet
Svenskt Näringsliv

Sveriges akademikers centralorganisation
Sveriges Åkeriföretag
Sveriges Byggindustrier
Sveriges Kommuner och Landsting
Sveriges Läkarförbund
Tjänstemännens Centralorganisation
Trä- och Möbelföretagen
Unionen
Vårdförbundet
Young Diplomatic Academy
Östgruppen för demokrati och mänskliga rättigheter

UNITED KINGDOM – 2 November 2016

Age Scotland
Alliance – Health and Social Care Alliance Scotland
Carnegie UK Trust
Changing Faces
Children In Scotland
Dementia Care (DC)
Edinburgh Tenants Federation
European Social Inclusion Network
European Movement in Scotland
GMB (General Municipal and Boilermakers Union)
Global Alliance of National Human Rights Institutions
Iriss
Law Society
LEAD Scotland
Marie Curie
Mental Health
Scottish Secondary Teachers' Association
Scottish Council for Voluntary Organisations (SCVO)
Shelter Scotland
Society and College of Radiographers
Unite the Union
Wales Council for Voluntary Action (WCVA)
