And now, for something completely different.

Access to justice. We have been talking about that.

In relation to legal capacity and what the lawyers are talking about.

Hopefully, whenever a lawyer opens their mouth, you access justice.

But in this session, for the next hour or 52 minutes and counting...

We are going to be looking at another bit of the Crpd.

Which we haven't touched on yet.

First, we are going to be looking at a part of EU law.

Which is quite new.

And it is on victim' s rights.

I think the academy of european law felt it might be useful to provide practising lawyers and activists and NGO people as you are.-

with an update of the emerging area of law.

And the rights of victims with disabilities.

We are going to look at those 2 things.

Not in groups, but together.

We go to a few little scenario's.

So that we practice making arguments, invoking these 2 areas of law.

To help people who, we are going to be representing.

So, for this session, I think in your lovely packs.

You have a directive from 2012.

On victim's rights. Right?

You have got that. Definitely.

I don't know where in your packs.

You have all read your packs from beginning to e end.

You immediately can locate it.

Once you get that, you may want to get a highlight or pen.

We'll be dipping in and out of this quote long directive.

Can you put your hands up if you are familiar with this directive?

1 person. Okay.

I invite you to come and...

You don't want? Okay.

We have to help out when I get stuck.

This directive is from 2012.

For those e-lawyers in the room.

What is a directive? What does it mean?

If we are not an EU-lawyer?

I'm British, so I am not going to be much longer a EU lawyer. Sadly.

What is the directieve?

Press the button and speak.

- Piece of European law with direct effect.
- Yes, meaning?
- Directly applicable in member states.
- Riaht.

You did study. It is compulsory in the UK. Again, not for much longer.

A directive is a piece of legislation from the EU.

Which has a requirement for member states, governments.

And national parliaments to make sure that it applies in their country.

Does the word transpose, it is an obligation on the government to make sure the domestic law follows or complies with the di crrs -

directive.

Here is the timeline.

In October it was adopted.

You'll see a famous name. M. Schultz.

European Parliament 2012.

It entered into force soon after.

And the deadline, which is in the directive, for member states to transpose this into domestic law was last november.

And another amazing time or date is on Wednesday.

When you go back and restart your legal practice.

You can use this from Wednesday and argue in your local courts around the EU.

That's an invitation for you.

And I look forward to hearing from you as to how that went down.

The directive is in 3 parts.

The big thing which you have got in your packs is in 2 parts.

Paragraphs 1 to 72. Flick through.

There is a lot of preambulatery blablabla.

And article 1 is halfway through.

Law is a funny thing. Article 1 is half way through the documents.

That's strange.

The articles are a substantive bits.

I don't think you have in your pack.

Fascinating by DG justice, a guidance documents.

Related to the implementation of the directive.

Given the dynamic words they have in the title.

You' Il be downloading it as we speak.

If you are interested in the directive, it is quite interesting.

It gives some detail about the situation in member states before the directive was adopted.

So 3 parts. Plough your way through all of it.

I will pick out some of the main parts.

Let's start at article 1. Strange.

And what I read from this is that the purpose of the directive, you can disgree is 4 fold.

Victims get appropriate information.

Support, protection.

And we'll discuss protection from what in a minute.

And are enabled to participate in criminal proceedings.

Think about the situation of victims of crime in your countries.

Who are not a formal party to prosecution. Do they get appropriate information?

Do they get appropriate support?

Receive protection from horrible things?

And are they enabled to participate in criminal proceedings?

Is there anyone who would say yes, yes, yes, yes?

You would? Germany, right?

Anyone else?

Finland also. UK?

(no sound)

Right. In the UK there is a bit more crong on.

going on.

The situation was, it was patchy.

It is not very good practice happening in many member states.

Being a victim of a crime is stressful.

Whatever crime that is.

The evidence is that it is a sexual offense for example.

And/or if the victim is a victim of gender based violence.

Any other vulnerability, the situation is not great for them.

That's why the EU countries got together at the EU.

And agreed this.

Any people from the UK watching.

This is how EU law gets done.

This was not imposed by bureaucrats in Brussels.

This was a directive and agreed and thought of as a good thing.

It was adopted by the institutions of the EU.

Right. That's the pursose.

What does it, say?

Actually, we are allowed in this presentation to say there are a lot of new things.

We are not allowed to say that in relation to the CRPD.

The Eu is open to say there are new rights.

There are so many, I had to put them on 3 slides.

The new rights are the first 4.

Are related. Well the first one is related to the definition of victim.

Family members of diseased victims. With murder or manslaughter.

Can benefit from all the rights in the directive.

And as you can read from article 2.

Family members are widely defined.

Also, include non married intimate partners.

Which is challenging for member states.

Who normally don't give rights.

This is EU language.

It says, all communication with victims from prosecution or other services.

Must ensure that the victims understand that information.

In terms of the language that is used.

Or otherwise understand.

Welcome back.

We'll look into some information for people with disabilities.

Which could be various formats.

A lot on child sensitive communication.

This relates or speaks to the Council of Europe document on child friendly justice.

Picks up on a lot of that.

Those provisions there.

For example, in article 24, talks about interviews with children always having to be recorded.

And always having to be special representative if the parent is not available etc.

We have done some work on children with disabilities who are victims of crime.

And in many countries, it just doesn't happen.

If you are a child and person with disabilities.

You are massively at risk at all sorts of things happening.

Victims have a new right under EU law to invoke a review.

Of a decision, not to prosecute.

For whatever reason they are not going to proceed.

Then you the victim has a right to say, I don't agree with that decision.

This would be drastically new in very many member states.

In Finland, you mentioned, you are doing pretty well.

I remember reading in Finland there is good access to victim support.

There probably is in other countries too.

The directive makes it a must.

Governments must do this.

Must fund and have a victim support system.

It mentions, to access the support, it doesn't matter whether you have reported the crime.

Or someone else has reported the crime.

The police should refer people to victim support.

The evidence in many cases the police brush off the victims.

Police should be referring people to specialist support system.

Which at a minimum, this all is specified in article 9, the minimum in any country.

Is that it should provide information and advice about rights of the victim.

Including how to claim compensation for criminal injuries.

How to play a role or what the role of the victim is.

In criminal proceedings.

Victim support must provide information about referral to a specialist service.

We'll come onto that in a minute.

Emotional support.

Not sure what emotional support is.

In the UK it boiled down to a cup of tea.

And maybe a biscuit.

Where available, psychological support.

It sounds more expensive.

That's where available is in there.

Allowing states not to provide proper psychological support, I think.

I guess we'll have to see once there is evidence.

If the directive has been implemented in practice.

Victim support must have practical issues arising from the crime.

If the house has been burgled.

What to do if your front door doesn't work.

A financial issue.

If you are insured, there is paperwork.

To guide you through those financial processes.

And provide advice on the risk of and preventing secondary and repeat victimisation of intimidation and retaliation.

Hold that. We'll be talking on those 4 things in a bit oi

Third slide of the new rights and obligations in the directive.

Is that of the state somehow needs to provide an individual assessment. Of victims.

To identify any vulnerability that they have.

And therefore any special protection measures that should be provided.

So again, the assessment is, is this vulnerable to be revictimized during the proceedings.

If they have special needs, special measures should be in place to protect them. Following on from that.

Specialist support services.

Which again there is a minimum.

The minimum is quite a lot, compared to what exists on the ground in many states.

Minimum is shelters.

Targeted and integrated support for lictims with special needs.

Victims of sexual violence, gender based violence, in close relationships, trauma support and counselling.

So, once this has been implemented, I think, it really will provide new rights and services for victims.

Especially victims of those crimes.

And/or victims who have some kind vulnerability.

The directive talks about people with disabilities.

And specifies victims with disabilities should be able to benefit fully from the rights in this directive.

And then, do you recognize this phrase?

You have heard it 500 times today.

That's a catchphrase. That appears in the CRPD.

It is all about equality.

Including by facilitating the accessibility to premises where criminal proceedings are conducted and access to information.

It was touched in the morning.

There is a general comment on that.

Special provision.

All about accessibility.

It talks about environmental accessibility, premises.

The built environment.

And accessibility in terms of information.

Which again the CRPD talks about communication and information accessibility. Information.

In paragraph 21. Not article 21.

The more detailed bits in the beginning.

You got it?

Cool!

I hope I referenced this correctly.

Please correct me if not.

So, it talks about simple and accessible language in paragraph 21.

In the context of restorative justice services.

Information about that process.

In some countries this happens, in others it doesn't.

That's a coordinated way for a victim to meet an offender in a controlled, safe confidential way.

So that they can have face to face time.

And try and move forward.

So in the context of that happening, the information advice should be provided in accessible language.

That's really a sign towards accessibility.

Links very closely with disability rights concepts.

And also in paragraph 21.

It says not only should information be understood by the victim.

But the other way around is really important too.

That the victim should be able to be understood during the proceedings.

And says, in this respect the knowledge of the language use.

To provide information, age maturity, intellectual capacity.

Literacy and any mental or physical impairment should be taken into account.

You may not like those words, which are used.

Intellectual and emotional capacity.

Not sure what they mean.

There it is, that is the law.

It should be taken into account.

In particular, difficulties in understanding.

Due to disability of some kind.

Such as hearing or speech inpediments.

Should be taken into account.

During criminal proceedings that should also be facted in.

Presumably by the prosecution and by the judge.

As well. If the victim plays any direct role.

So even this is not disability specific.

It does mention people with hearing and speech impediments.

It is disability friendly.

It is all about individual assessment.

All about individualized support.

To maximize, participation.

It is all about the provision of information and support services.

So, it is guite modern language.

It was written in 2012. One would expect.

So as I have pointed out.

It does mention these 4 things that people, some people, maybe all people can be at risk of.

Several times throughout the directive it talks about secondary victimisation.

Intimidation and retaliation.

What do these terms mean?

Who would like to give a definition?

Or a guess what secondary victimisation means?

Press the buttons.

You get 10 points and free dinner.

And free accommodation.

It is not a trick question.

- Let's try with the secondary victimisation.

In my opinion, that should mean during the proceedings.

When the person which is victim.

In certain circumstances becomes a victim again.

For example, in case of meeting the offender.

- Can anyone can give any other examples?
- It could be if the victim has a relation or something like that.

Who is affected by the impact of the original victim.

- Great. Can I encourage those of you who have not been a lawyer in the previous session.

Or intervened.

To feel this is an opportunity for you to contribute to the discussion? I really encourage you.

Who hasn't spoken yet in the plenary session to do so.

Can anyone give another example, how the criminal process itself.

Could cause secondary victimisation?

Who hasn't spoken?

Charles, you have done an entire lecture.

Oh, it is tomorrow.

We are going to come back to you.

Who hasn't spoken or won't be doing a lecture tomorrw?

Yes

- I think, it could be when the victim has been bombarded with legaly's.
- Legal jargon in the courtroom.

What else could happen in the courtroom?

Think of a rape trial.

Where the victim is a witness.

Giving evidence.

What can happen often?

- Cross examination.
- Do you want to explain that?
- Not being a lawyer.

If it is almost if under cross examination the victim is made to feel that they have put up malicious arguments.

To slander the defendant.

- Yes. Absolutely.

And also, just, being asked questions.

And being forced to retell what was the horrific incident, a rape.

Can constitute secondary victimisation.

And on top of that.

If the line of questioning is stuff around.

Trying to persuade the jury there was consent. Or it was the woman's fault.

So, very common I think actually in sexual offense trials.

Charles, you do criminal law.

What is your take?

- In Ireland for example.

Of rape victims.

See those before they go to prosecution. There is an example of secondary victimitation.

When a person was a victim of sexual assault.

Has serious consequenses for them.

- What's the difference between secondary and repeat victimisation? Guess?

Make an educated guess.

That's what lawyers do all the time.

Yes?

- Retraumatisation of the same event?
- What do you mean?
- Asking to repeat what the victimisation is. Isn't it retraumatisation of the same event?
- Yes, that's secondary.

Invokes traumatisation itself. That's my understanding.

So, elements of being put in the dock, on the witness stand.

And being cross examined.

Whereas the repeat victimisation is outside the criminal justice process.

Whereby, if you have been a victim of for example sexual abuse.

That you become a victim of another sexual abuse.

And criminologists investigating what causes this.

There are various different accounts.

Some more psychological.

About why is it that, in particular for sexual violence.

That people for example go from one violent relationship to another violent relationship.

The victim support services have to put in place an assessment to try and prevent that.

It strikes me as being sophisticated.

To try and prevent further crimes from happening to that person.

What's intimidation?

And retaliation.

Someone who hasn't spoken.

Please.

You are lawyers, advocates, activists. Here to change the world!

Silence is the best enemy of social justice. Something like that.

Staying silent is the enemy of social justice.

If that doesn't compel you in saying something.

If you haven't spoken.

Intimidation?

I'm trying not to be, offering opportunities.

- Intimidation is what you are doing to us right now.

So, I would say, without legal language.

Being prevented from saying what we think or what we want.

By fear of something.

Happening to us.

- Great, thanks.

And in criminal context.

What could be the result of intimidation?

- Being afraid to tell the story.
- To the extent that?

What could be the result?

If a victim of crime is being intimidated by the offender or mates of the offender, what could happen?

- The crime is not punished.
- Yes. They could withdraw. I' m not proceeding. Can you drop the case.

If the victim is a crucial witness, they could choose not to provide evidence.

It is really important, intimidation of victims doesn't happen.

It can have consequences for the justice.

Part of the process.

And retaliation. It is related.

If you proceed with this, then, I' m going to do blablabla. Afterwards. Potentially.

So, you can see how all of these 4 categories, they are separate.

But they are real, for many victims.

Especially victims of intimate crimes when the defendant is known to the victim.

So, the directive says that vittims with disabilities and child victims tend to experience a high rate of secondary and repeat vic-

imisation, intimidation and reta iliation.

There should be a footnote when you make an empirical point. But there isn't. It is a directive.

We can trust the EU when it makes this empirical claim.

But it is true. To suggest strongly that yes, child victims and victims with disabilities.

And a double yes for child victims with disabilities. Have a higher rate.

Victim support services have to take care when assessing people.

To see whether that victim is at risk.

le, are they a victim with a disability or child victim.

There should be a strong presumption that victims with disabilities and child victims will benefit from special protections.

Paragraph 58. A lot of words there.

Saying that the special protection measures, there is not 1 size fits all.

It all has to be put in place through the individual assessment.

And going back to our previous session on legal capacity.

And look at the article 12 ish words here.

Taking into account the wish of the victim.

And the extent of any special measures should be determined without prejudice to the rights of the defence and in the rules of the-

iudicial discrition.

The vittims' concerns and fears in relation to proceedings should be a key factor in determining whether they need any particular-measures.

It is a kind of article 12ish.

Will and preferences, used in article 12.

Talks about wishes, concerns and fears.

Okay, so now we know that at risk victims shouldc be identified.

And be given support.

The support is going to be taylored.

In your country, and I' d like 3 specific country examples.

Let's try and use as many airmiles as possible.

To go across the Union.

How are at risk victims with disabilities identified?

What supports are offered to them?

In your view, you know, as lawyers and activists.

Engaged members of the public, civil society.

To what extent does the system operate in your country comply with this directive.

From the first slide we know it should.

Let's have a look.

Who would like to tell us something?

Let's have someone from central/Eastern europe.

There are people from Baltic states.

I love the baltic states.

Lithuania? Any Latvians, Estonians?

- I' m from Lithuania. But I don't know about it.

Sorry.

I think that it is a bad situation.

In criminal proceedure.

- So that means, a lot of work to be done.

And disability rights have a good help. Take cases.

You can argue this directive in any criminal court.

And not even, you don't have to wait that long.

If you are a victim or NGO which partners with victim support services..

They can argue the system should comply.

You can take a case against the government, right?

That's Lithuania.

Other central Eastern european countries?

We have Romania?

I haven' t met everyone.

Any Poles? Czechs? Hungarians?

- I' m from Czech Republic.

But, I don't have much to say.

I' m not a specialist in criminal law.

- You can check when you go back home.

Oh god, sorry.

You are from Bulgaria? What's the situatio'n?

- I would say, it is terrific.

Because shortly the answer of these 3 questions is negative.

At risk victims with disabilities.

There are some rulings in the criminal proceedings code.

Which I would say, they are just on paper.

Because the investigating authorities and the prosecutors are not, let's say, the police as investigating authority is not applyi-

g them in practice.

Question 2 and 3 logically.

- So, again, if this directive is not being implemented, at local level.

This is fertile ground for litigation.

It is quite specific. It is quite clear, specific. Easy to understand. You don't really have to be a criminal lawyer to understan-

it

It is in all directives. Available in all countries.

Great strategic litigation points. Especially if you know there is a problem with maybe a particular crime being committed against-

people with disabilities.

A group of people being victimized.

Maybe hate crimes or violence.

Which is not properly investigated.

A lot of opportunities for strategic litigation.

What about Mediterranean Europe k

It is not that far from Bulgaria in fact.

It is a long distance from Lithuania.

We fly with Czech Air.

Greece?

What would you say? Cyprus?

Anything?

- Unfortunately we don't have anything to add.

We don't know. I personally haven't experienced any cases like that.

I don't have experience in the criminal.

- Okay.

Romania?

Use the mike. If you can press the button?

- You can tell us about the victims.

Don't understand.

Roma population, who lives in England. What about at risk victims?

Of this population?

- Right. What about them?

Do they, okay, do they...

Roma people in the UK who are victims of crime.

Are they entitled to protection under the directive?

Someone says yes. How do you know that?

You don't need to guess.

Yes is correct. But how do you know that?

What do lawyers do? They read laws.

What do you have in front of you? A law.

Where is the answer? Article 1.

What's the answer to that question?

So, this directive applies whatever ethnicity you are.

And it applies to any victim in any member state.

So, until the UK withdraws from the EU, they would be entitled to protection.

Under this directive.

In the same way anyone else would be entitled to any victim in any EU member state.

UK HK?

The UK has a victims code of practice.

In the standards applied in this context.

It treats, provides certain protection for victims more generally.

And enhanced entitlements for victims with serious crimes.

Vulnerable or intimidated victims.

They identify that.

The police has to give an assessment.

Take into account the characteristics.

The nature of the crimes and the views.

To identify you' re vulnerable.

In the context of Roma people.

It depends on the outcome of that assessment.

- Great. Thank you very much.

There is great work done in the UK in the past decade on victim's rights.

That's true.

So, can I ask you to flick back to the CRPD.

I want to bring it in before we have a look at questions.

If you look at article 13 of the CRPD.

This is about access to justice. That's what the title is.

This is wider than the directive. The directive is only focused on victims.

Article 13 is wider than that.

You can read what the goal is. To facilitate people's with disabilities effective role in proceedings.

It places obligation to governments.

And suggests 2 innovations. These are just suggestions.

They are not exhaustive.

Procedural and age appropriate accommodations.

You know what that is, thanks to Richard.

And training for justice professionals, including police and prison staff.

So, curiously short in my opinion.

Compared to the many trees which parished in printing out the directive.

This directive is just on victims.

Article 13 of the CRPD is wider.

Pretty short. Not much guidance.

Article 13 contains a lot of potential.

People not really using it.

Lawyers in particular, given it is about justice.

Didn't have understood what it means.

But they think it is irrelevant or not using it.

So 2 questions which arise from the text.

What roles.

The goal is to facilitate the effective role.

What role can people with disabilities play in legal proceedings?

Let's count. Number 1. What role? Shout out.

Witness. Second role?

Victim. Very good. Third?

Applicant. In civil proceeding.

Defendant.

In a criminal proceeding.

Judge.

Jury, member.

In those countries which have juries.

Lawyer.

Yes.

Prosecutor. Thank you.

Clerk of the court. Intern. Unpaid student. The cleaner.

So, it says direct and indirect roles.

So, there is no, I don't think there is a definitive answer who is direct and who is indirect.

Victims, defendant etc play direct role. And the rest plays indirect role.

I don't know if it makes a difference.

Second question.

Talks about procedural and age appropriate accommodations?

What does it mean?

Adjustments, accommodations. What does it mean?

- If someone is a minor. The possibility of video evidence.
- doing something else which is not the regular thing. The judge would do.

Or the way the police would do it.

Adjusting something in the course of criminal or anything else.

Legal proceedings. Age appropriate.

Who picked up on that?

Of course it was interesting how the EU directive said there were 2 categories of at risk groups.

One is victims for children.

And the other is victims for people with disabilities.

You see age being important here.

Any other suggestions about accommodations?

Dependant might not get into the dock, the part of the defendants. When it is not physically accessible.

All sorts of things we can imagine.

And I would say, despite the fact article 13 is brief.

Let's try and be creative.

There are other rights in the CRPD.. All of which you are all extremely well familiar with.

Which connect I think with access to justice.

Obviously, anything to do with reasonable accommodation, that's discrimination issue.

There is a prohibition in article 5.

And definitions in article 2.

We talked about legal capacity.

, obviously that' s connected.

Look at mr. Stanev's story.

Access to justice.

Evolving capacity of children.

Not sure that was touched on in the morning. In terms of the principles.

If you look at article 3.

Evolving capacity of children is in there.

Might be a strange place to put it.

It is there.

And article 14. Second bit.

Talks about reasonable accommodation in detention.

There is a string of cases in Strasbourg about disabled prisoners and violations.

The prison did stupid things. Not provide staff to turn over someone who couldn't turn over in bed.

Or Russia told other inmates to care for people with disabilities.

And the Strasbourg court said, that's inappropriate.

You the state has to care for prisoners with disabilities.

You cannot delegate that care to other prisoners.

So, I' m sure there are other rights this connects to.

Because this is an EU focusied and funded seminar.

It would be interesting to flash up what the CRPD committee talked about.

It said, it was concerned about discrimination by people with disabilities in accessing justice, owing to the lack of procedural o-

accommodation in EU member states.

Lawyers might say, that's unfair.

The EU is not fully in control.

Or very partially has a say over the administration of justice in member states.

Criticizing the EU for this point is a little bit questionable perhaps.

Also says, the reverse.

It recommends action is taken to combat discrimination. In accessing justice by ensuring that full procedural accommodation, that'-

s the opposite of paragraph 38.

So, actually, the Commission is now, and even before that, providing funding for training for justice personnel on CRPD rights andyou are this.

This is costing a lot of money and we are talking about access to justice and you as justice personnel. We are implementing this r-

commendation. And there is funding streams for judges.

Which is much needed in many member states.

So, finally, in the next 2 minutes, what do you do?

You are a lawyer. Representing these people in the court.

So what accommodations can you make? What can you adjust within your control?

And what requests could you make to other people? The prosecutor, the judge.

The court clerk, to help your clients. Which ones sho-

Id we take? Name a number. 1.

Very logical way to start.

Number 1. 34 year old man, wheelchair user, single parent. The local authority wants to take his daughter into care and he is resiting the application.

Without going to the substance of the case. What accommodations might you make?

And what might you ask someone else to make?

- Access to the courtroom.
- what you mean?
- I know of cases in Portugal where the person in the wheelchair had to stay out of the building.

Could not even reach the courtroom.

- this is such an obvious point.

Amazing it still happens. Some courtrooms are not accessible to wheelchair users.

I find that incredible.

That's an obvious thing.

All right.

Also arguments, look at the CRPD. Prohibited to take away children.

Just one of the parents has a disability.

Substantive arguments to make in this case.

You are representing in a criminal trial a 15 year old girl who is deaf and accused of theft?

I have done this. Met people for the first times in the cell.

What is the first thing when you have to meet a client?

You communicate with them.

I can't sign.

What do I need to do?

Yes, I need to either quickly learn signing.

Or ask the assistance of one of our... No, that's not going to happen.

In your local country...

There are interpreters available to sign.

In criminal proceedings.

There is usually a list.

Can you interpret? Just like if you have a client who in criminal proceeding who doesn't speak the language of your country.

You can't take instructions. Unless you do it through writing.

Maybe it is possible to communicate like that.

You have to be inventive, creative.

And especially if she is going to be into custody. If she is going to be detained.

You don't want to be waiting for hours or days.

You have to be creative.

Let's take one more.

Number 4. 25 years old trans person you suspect has intellectual disabilities who has been found guildy of criminal damage. With 3-

other people, they drew graffiti on a bank, but the others ran away and were not caught by police.

You suspect this 25 year old person has intellectual disabilities. You are not qualified to make that judgement.

What do you do?

Yes, okay.

In a sentencing in your country, how do you do that?

Can we have an independent assessment?

I suspect my client has intellectual disabilities which may go to the mitigation.

Which may be relevant in a sentencing.

The judge needs to have the information to sentence someone.

This is going to be a relevant factor.

This is going to be affect your client.

You can ask the judge to have an assessment. That might be an appeal point if they refuse.

There we go. We have talked about victims.

We have talked about broader access to justice rights for people with disabilities with the CRPD.

We can say we are victims of a long day.

And in the universal declaration of human rights.

There is a right to leisure.

So, don't tell any teenage children you have.

You can mention it to your employers.

I hope it is something useful.

To go through the provisions.

I thank you very much for your fruitful participation.