

ABSTRACT

The subject of this analysis is the Action Plan for Chapter 19 - Social Policy and Employment (AP). The introduction includes the chronological unfoldment of events in relation to this chapter, starting with the explanatory and bilateral screen held, through the process of drafting the AP, to its final adoption in May 2020. The main procedural objections include the slow pace at which this document was drafted and the fact that many comments provided by civil societies were not taken into account. In terms of the AP's contents, it has been determined that the document includes numerous shortcomings. In terms of regulatory harmonisation, three aspects of the AP were considered. First, whether or not the assessment of the degree to which domestic regulations have been harmonised with the *acquis communautaire* is correct; it was concluded that in the AP, arbitrary estimates of the degree of compliance prevail. Second, are all relevant EU regulations correctly listed; it was assessed that they were not - for example, Directive (EU) No. 2019/1158 of the European Parliament and of the Council of 20 June 2019 on the work-life balance for parents and carers was omitted. Third, is the regulatory harmonisation plan realistic; it was concluded that it is not, and that there are a number of errors in the provided deadlines for compliance. In terms of competences and the capacities of the institutions listed in the AP, three aspects were also taken into account. First, whether or not all competent institutions were correctly and completely listed, in which respect it was determined that the AP generally does not contain omissions and shortcomings. Second, have the administrative capacities been correctly assessed, in which respect it was concluded that there are certain ambiguities, for example regarding the methodology used to assess the adequacy of existing resources. Third, has a realistic plan been compiled for strengthening capacities, in which respect it was concluded that certain deadlines and dynamics listed in the AP will pose an obstacle to its successful implementation. In conclusion, the following was recommended: the urgent revision of the AP to be approached, along with the development of a matrix that will serve to monitor its implementation; the development of a new Employment and Social Policy Reforms Programme; and the lifting of the public sector employment ban.

