



STANDARD SERVICE CONTRACT
between the
**EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF
LIVING AND WORKING CONDITIONS**
and

Bratislava Centre for Work & Family Studies

Purpose of Contract:
Slovakian correspondent for EIRO (European Industrial Relations Observatory)

Contract No: 04-3030-22 Project No: 0188

Article 1

Parties Involved

The European Foundation for the Improvement of Living and Working Conditions (hereinafter called "the Foundation"), which for the purposes of signature of this contract is represented by Willy Buschak, the Acting Director of the one part and

Bratislava Centre for Work & Family Studies

whose registered office is at:

**Spitálska 6
812 41 Bratislava
Slovenska Republika**

VAT Registration No: The Bratislava Centre for Work & Family Studies does not pay VAT.

(hereinafter called "the Contractor"), represented by:

**PhDr. Kvetoslava Repková, CSc
Director**

of the other part who have agreed as follows:



Article 2

Description of Services

The Contractor is commissioned, on the terms set out hereinafter, to supply the following services:

The main tasks to be performed are to supply on a monthly basis information on industrial relations activities and to participate in the production of comparative/thematic studies.

Detailed description of tasks is contained in Annex 2 of this contract.

Article 3

Duration

From the date following signature of the contract by both parties, and terminating on 28 February 2005.

Article 4

Prices and Payment Arrangements

In consideration of the services provided for by this Contract, the Foundation shall pay to the Contractor the sum of EUR 24,700, in which VAT at NIL is included. Payment shall be made in four instalments. The schedule of payments is as follows:

- 25% within 30 working days following signature of the contract and receipt by the Foundation of invoice.
- 25% within 30 working days following 31 May 2004;
- 25% within 30 working days following 31 October 2004;
- 25% within 30 working days following successful completion and acceptance by the Foundation of work.

The payments shall be made by bank transfer and shall be effective on submission of an invoice by the Contractor. Invoices should be issued by the Contractor in accordance with the above schedule of payments. The total amount of the contract shall cover all expenditure incurred by the Contractor in the performance of this contract.

The payment shall be made to:

Name of Bank:	Vseobecna uverova banka pobočka Bratislava
Branch:	Obchodná 74-811 06 Bratislava, Slovak Republic
SWIFT Address:	SUBASKBX
Name of Account Holder:	Bratislava Centre for Work & Family Studies
	Spitálska 6, 812 41 Bratislava
Account Number:	

Article 5

Indexation

Not applicable.



European Foundation for the Improvement of Living and Working Conditions

Article 6

General Conditions

This Contract shall be governed by the general conditions applicable to service contracts of the Foundation as laid down in Annex 1 appended to this Contract, which the Contractor hereby declares to have read and agreed to.

Article 7

Law Applicable

This Contract is subject to the laws of Ireland.

Article 8

Administrative Provisions

8.1 All correspondence concerning the performance of this Contract shall be addressed to:

The European Foundation for the Improvement of Living and Working Conditions, Wyattville Road, Loughlinstown, Dublin 18.

quoting Contract Number: **04-3030-22** and Project Number: **0188**

8.2 The following shall be empowered to supervise the performance of this Contract:

For the Foundation:

For the Contractor: PhDr. Kvetoslava Repková, CSc

Article 9

Annexes

The following are annexed to this Contract:


Annex 1: General terms and conditions

Annex 2: Detailed specification of tasks

Done at Dublin in an original and two copies in the English language

For the Contractor

For the Foundation


PhDr. Kvetoslava Repková, CSc
Director

Acting Director

Date: 29.3.04

Date: 01.04.04

**Bratislava Centre
for Work and Family Studies**
Špitálska 6, 812 41 Bratislava
Slovak Republic

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European Foundation for the Improvement of Living and Working Conditions

ANNEX I : GENERAL TERMS AND CONDITIONS

- ARTICLE 1 - *Provisions governing contracts*

The provisions governing contracts are laid down in:

- (i) the invitation to tender;
- (ii) the present General Terms and Conditions;
- (iii) the special terms and conditions of contract or documents in lieu thereof;
- (iv) the technical specifications, if any.

- ARTICLE 2 - *Sub-contracting*

- 2.1 Unless otherwise provided, sub-contracting shall be permitted.
- 2.2 The contractor shall under all circumstances be solely and exclusively liable to the Foundation and to third parties for performance of the contract.

- ARTICLE 3 - *Patents, registered designs ("GEBRAUCHSMUSTER"), trademarks and brand names, industrial designs and models.*

Whenever performance of the contract involves the use of patents, registered designs ("GEBRAUCHSMUSTER"), trademarks or brand names or industrial designs or models belonging to third parties, the contractor shall indemnify the Foundation against any action for infringement which may be brought against it.

Such indemnification shall not apply when:

- (i) the Foundation makes it obligatory to use any of the above-designated industrial property rights belonging to a third party;
- (ii) the Foundation, contrary to an express provision set forth with respect thereto in the contract, uses all or any part of the goods or services supplied for a purpose other than that provided for the contract;
- (iii) the Foundation refuses to concur in the substitution or modification proposed by the contractor in order to avoid infringement, even though the goods or services as thus substituted or modified involve no change whatsoever in the technical specifications laid down in the contract.

In such cases, the obtaining of the necessary authorisations, payment of the royalties or indemnities due, performance of whatever procedures may be required and compensation of the contractor for any damage he may have suffered, shall be the responsibility of the Foundation.

The Foundation and the contractor shall communicate to each other any information evidencing that an industrial property right may impede performance of the contract.



At the first indication of any action, and in particular the lodging of a claim, by a third party, even after performance of the contract, the party implicated shall notify the other party thereof without delay, whereupon both parties shall act conjointly and shall exchange all information and evidence which they may possess or obtain.

The fact that the goods or services supplied or any part thereof are covered by an industrial property right owned by the contractor or in respect of which he possesses a licence shall not prevent the Foundation from repairing or causing repairs to be made to such goods or services supplied by whomever it may think fit, and assuming liability for any claims arising from the rights of third parties, save where the contractor himself possesses an industrial property right, in respect of the repair process and where, after having been consulted in the first instance, he offers to effect the repairs within a reasonable time limit and at a reasonable price.

- ARTICLE 4 - *Confidentiality*

The Foundation and the contractor shall be required, save in the event of written and prior authorisation by the other party, to maintain secrecy towards any unauthorised person in respect of such facts, information, knowledge, documents or other matters as they may have communicated or conveyed to each other as confidential. This obligation shall remain in force in respect of each such item of information until the latter has been disclosed by the regular procedure.

The Foundation and the contractor shall require their agents, associates and sub-contractors, if any, to maintain secrecy.

- ARTICLE 5 - *Materials, components, appliances, designs, samples, types of supplies, models, templates and patters belonging to the Foundation and held by the contractor.*

The Contractor shall be liable in the event of loss or of damage to any such materials, components, appliances, designs, samples, types of supplies, models, templates and patterns belonging to the Foundation as it may hold for the purpose of performance of the contract, whether delivered to the contractor for such purpose or purchase by the contractor for account of the Foundation. Compensation shall be effected, according to the preference expressed by the Foundation after consultation with the contractor, either in kind (replacement or repair) or by payment of a sum equivalent to the replacement cost at the date of such loss or damage plus, if appropriate, the amount of the relevant duties and taxes demanded by the national authorities.

Where such items are depreciable, account shall be taken of their residual value only.

- ARTICLE 6 - *Time limits for performance*

Failing any specific provisions, the time limits for performance as laid down in the contract shall run from the date on which the contract is concluded.

The time limits shall be extended in cases of *force majeure*. The parties shall establish new time limits by means of a supplementary contract.



- ARTICLE 7 -

Amendments to the contract during performance

The Foundation shall have the right to require, within the framework of the subject matter of the contract, any modification which it may consider appropriate, provided it is compatible with the stage reached in the work.

It may also accept any modifications proposed by the contractor.

Any consequences which may ensue, more particularly as regards time limits, shall form the subject of a supplementary contract.

- ARTICLE 8 -

Penalties for delay

If the time for performance is exceeded, the Foundation may impose a penalty for delay on the supplier, in accordance with the procedures laid down in the special terms and conditions of contract.

- ARTICLE 9 -

Termination

- 9.1 The Foundation may terminate the contract at any time during performance thereof, on payment of fair compensation, with respect to the outstanding part thereof.
- 9.2 The Foundation may terminate the contract, in whole or in part, without compensation, as of right and without recourse to legal proceedings where the contractor:
- is bankrupt, is wound up, has ceased trading, has been wound up by Court order or is in composition with suspension of business, or is in any other comparable situation as a result of a similar procedure provided for by the laws or regulations of this country;
 - is the subject of a proceeding for a declaration of bankrupt, for a Court winding-up order or for a composition or of any other comparable proceeding provided for by the laws or regulations of this country.
- 9.3 Without prejudice to the other rights provided for in the law applicable to the contract, the Foundation may terminate the contract, as of right and without legal intervention, if the contractor fails to perform the contract, after notice has been given laying down a reasonable time limit and this notice has not had the desired effect, or if, owing to non-performance of the contract, the performance thereof ceases to be of consequence to the Foundation. In the latter event, notice need not to be served.
- 9.4 Notice of termination shall be served by registered letter with advice of delivery.
- 9.5 The consequences of termination as provided for in paragraphs 9.2 and 9.3 shall be determined according to the law applicable to the contract.



- ARTICLE 10 -

Liability

- 10.1 Without prejudice to Article 3 the contractor shall indemnify and absolve the Foundation against any action or judgements which may be brought for any damage, whether to persons or to property, caused to third parties through or during performance of the contract or occurring as a result of defects in the goods or services supplied.
- 10.2 The contractor shall be required to compensate any damage caused to the Foundation by the non-performance or inadequate or delayed performance of the contract.
- 10.3 Liability may, however, be limited by a special provision.

- ARTICLE 11 -

Disputes, expert reports

In the event of a dispute arising where verification of the facts or technical examinations are required, either party may obtain an expert's report before bringing any legal proceedings. To this end, the party which first makes application shall inform the other in writing of the subject of the dispute and shall propose the name of an expert.

The other party shall be required to signify, within fifteen working days, whether or not it accepts the proposed expert, and in the event of non-acceptance shall make a counter-proposal to which a reply shall be given within fifteen working days of notification thereof. Such correspondence shall be conducted by registered letter with advice of delivery.

If the two parties do not succeed in reaching agreement, the required expert shall be appointed, at the request of the party which first makes application, by the President of the Court of Justice of the European Communities.

- ARTICLE 12 -

Amendments to the contract, invalidity of oral agreements

Any amendment to the contract (including additions or deletions) shall be the subject of a supplementary contract in writing concluded under the same terms and conditions as the contract, no oral agreement being binding on the parties.

- ARTICLE 13 -

Supervision of performance of Contract

- 13.1 The Contractor shall employ duly qualified personnel for the proper performance of the contract. The Contractor must make available to the Foundation documents proving that those employed have complied with the requirements of the social legislation applicable to them. The Contractor shall, immediately and without compensation, replace any person considered by the Foundation to be "*persona non grata*".
- 13.2 The Foundation's staff may monitor the performance of the Contractor's obligations under the contract. Such supervision shall cover both the observance of the conditions of the contract and the materials and equipment used. The Contractor shall provide every facility -administrative and technical- for the Foundation's staff to supervise the performance of the contract.



The delegated Foundation staff may demand partial or complete interruption of the performance of the contract if they find that it is not being performed in accordance with the conditions of the contract. The Foundation will lay down in writing the terms on which the work may be continued. The supervision provided for in this Article shall in no way affect the liability of the Contractor as regards the proper performance of the contract.

- ARTICLE 14 - *Force majeure*

14.1 Neither the Foundation nor the Contractor shall be liable to the other in any way whatsoever for failure, interruption or delay in performance of obligations under this contract owing to war, rebellion, civil commotion, strikes, lockouts and industrial disputes, fire, explosion, earthquake, acts of God, flood, drought or bad weather.

- ARTICLE 15 - *Notices*

15.1 All notices to or by the parties to this contract shall be in writing, in the English language and shall be deemed to have been duly given when posted by registered post to the party to which such notice is to be given at the address specified in the special terms and conditions.

- ARTICLE 16 - *Waiver*

16.1 Failure or neglect by the Foundation to enforce at any time of the provisions of the contract shall not be construed nor shall be deemed to be a waiver of the Foundation's rights under the contract nor in any way affect the validity of the whole or any part of the contract nor prejudice the Foundation's rights to take subsequent action.

- ARTICLE 17 - *Headings*

17.1 The headings of the paragraphs contained in the special terms and conditions and in these General Terms and Conditions are inserted for convenience of reference only and are not intended to be part of or to affect the meaning or interpretation of the contract.

- ARTICLE 18 - *Severability*

18.1 In the event that any or part of the terms, conditions or provisions contained in the contract shall be determined by any competent authority to be invalid, unlawful or unenforceable to any extent, such term, condition or provision shall to that extent be severed from the remaining terms and conditions which shall continue to be valid and enforceable to the fullest extent permitted by law.



Project No.: 0188

Contract No.: 04-3030-22

Title of project: European Industrial Relations Observatory (EIRO)

1. OBJECTIVES AND DEFINITION OF THE OBSERVATORY

The fundamental aim of the European Industrial Relations Observatory (EIRO) is to provide authoritative and up-to-date information and analysis on industrial relations, covering the most significant events and issues in collective bargaining, consultation and social dialogue in the Member States of the EU and Norway. Since May 2002 EIRO network has been extended to the Candidate Countries. Its main activities are to collect, analyse and disseminate information about these events and issues in the field of industrial relations with particular emphasis on:

- the relationship between the social partners at company, sectoral, national and EU-level (processes of collective bargaining and consultation, agreements and disputes);
- the European social dialogue and the relationship between governments and the social partners in the Member States (national social dialogue); and
- unilateral activities of the social partners and governments with regard to the main aspects of the employment relationship.

The primary target audience of EIRO consists of the European Commission and Parliament, relevant governmental bodies of the Member States, leading social partner representatives at EU, national and sectoral level, and leading "opinion-formers". EIRO also aims at a wider, secondary (though very important) audience of other EU institutions and bodies, other national, sectoral and educational organisations of the social partners, international organisations such as the ILO and OECD, as well as the media, research institutes, consultative and advisory services, and the general public.

An Advisory Committee for Industrial Relations, replacing the previous EIRO Steering Committee, has been set up in May 2001. It has a tripartite structure: employers, trade unions, governments, as well as the European Commission are represented (other experts may be invited on an ad hoc basis for specific evaluations). The Advisory Committee monitors EIRO as well as other Industrial Relations activities.

2. ACTIVITIES OF THE OBSERVATORY: PRODUCTS AND SERVICES

This section deals with all the activities of the Observatory and not only those carried out by the National Centres. The activities of the National Centres are described in detail later on.

The basic operation of EIRO is that material is collected and submitted on a regular basis by a network of National Centres in EU Member States, Norway, a European-level centre covering developments at EU policy level and, in preparation for EU enlargement, candidate countries currently, Hungary, Poland, Slovak Republic, Slovenia, Romania, Latvia, Estonia, Bulgaria;



Malta and Cyprus. The material, submitted in English, is edited for content and style, processed technically and entered in the EIROnline database. It is made publicly available through both online and printed media, as follows:

- the EIROnline database/website, which is fully publicly accessible on the World-Wide Web at <http://www.eiro.eurofound.eu.int/>.
- *EIRObserver*, currently a bi-monthly bulletin containing an edited selection of some of the EIROnline records; and
- an Annual Review, containing a summary and overview of the year's developments.

2.1. EIROnline database

EIROnline contains six basic types of information (or "records"): in briefs; features; structured features; comparative studies; and annual reviews/updates. Once edited and processed, all records are published on EIROnline, and more heavily edited versions of some of them are published in printed form in *EIRObserver*.

2.1.1. In briefs

In briefs are short reports, (submitted each month) providing the essential factual information (who, when, where, what, why) on topical events and developments with a significant impact on industrial relations in the country concerned, or other important economic and social consequences. While it is very unlikely that there will be a number of events occurring every month that will have profound effects on the overall industrial relations system, NCs must use their expertise and understanding to select the most important and interesting events and developments. The criterion for selecting items (in briefs or otherwise) is: "Will this be useful or interesting to EIRO's target audience? And does it add to the audience's understanding of the nature and development of the country's industrial relations system?". An in brief may be any length from 200 up to around 700 words.

2.1.2. Features

While the same general selection criteria apply as for in briefs - significance, interest and relevance - features (submitted each month) should cover only the most significant industrial relations developments, activities and issues, and those which can benefit most from the greater degree of analysis and background which the longer format allows. Like in briefs, features are largely event-driven, but they do allow scope for more planning. Features differ from in briefs in that they: cover only issues regarded as being most important; allow for more factual detail; provide more analysis; allow for more background information and national industrial relations context; allow for a more measured review of an event after it is over, or for informed previews of coming events; and allow for the synthesis of information about a number of events/issues.

A key difference between in briefs and features, apart from length, is the inclusion in the latter of a distinct commentary. The commentary should provide an assessment of the event/issue/activity in question in the light of: the background of previous events; the context; the positions of the relevant industrial relations actors; and the possible economic and social impact. The commentary should be signed by the author(s), who is responsible for its content (though any controversy over interpretation must be mentioned). The author's signature together with that of the National Centre reflects both their freedom of expression and their responsibility with regard to the content.



The standard length of feature items is around 1,000-1,300 words (including abstract), though upward variations and “double” features are permissible, where appropriate.

2.1.3. Structured features

A number of “structured features” are produced during the year. The structured feature (SF), as the title suggests, takes the form of a feature produced simultaneously by all the national centres on a theme selected by the European Commission and/or the Industrial Relations Area Advisory Committee for its significance at the EU level. The results of the SF exercise will furnish the EU-level debate with information on a particular issue from all EU countries and Norway. As a more advanced type of feature, the SF is a demand-driven product that allows EIRO to focus on a specific topic and its treatment in the EU countries and Norway, without using the full and relatively lengthy comparative study procedure.

There will be a number of SFs during the year, with all national centres required to respond by a specific (and relatively short) deadline to a short questionnaire on the theme in question. The questions asked must be answered in all cases by all responding centres.

The coordination of the SF exercise and any analysis of the data collected is performed by a specific deadline.

2.1.4 Comparative studies

EIROOnline contains “comparative studies” on specific themes. Suitable industrial relations topics for treatment on a comparative Europe-wide basis are selected in a process involving the EIRO content editor, management team and advisory committee (with input from other parties). A questionnaire on the issue in question is distributed to the National Centres and a comparative overview is drawn up by a coordinating centre (selected through a separate process), based on these national inputs (plus Foundation and other material, as appropriate). Once edited, the comparative overview and national inputs are all published on EIROOnline, while a further edited version of the overview appears as a supplement in *EIRObserver*.

The questionnaire responses of National Centres must be concise and relatively brief, and must be delivered by a strict deadline. The questions asked must be answered in all cases by all responding National Centres. Where centres think that it is necessary to do so for an understanding of their responses, they should accompany the list of answers with some background/explanatory material. The standard length of the response is 1,500-2,000 words.

2.1.5 Annual reviews/updates

Each year, the EIRO Annual Review provides an overview and summary of the year’s most important developments in the countries covered and at overall EU level. Each National Centre provides a brief annual national review (up to 2,000 words) at the end of a year, covering a number of specified areas, on the basis of a questionnaire. The EU-level National Centre coordinates the Annual Review and performs an initial edit of the national inputs, and a comparative overview is drawn up. Once edited fully, the comparative overview and national inputs are published as the Annual Review on EIROOnline. The Annual Review is then published separately in a printed format, accompanied by other EIRO-related material.

Furthermore, several “annual updates” are produced during the year. National Centres provide, in response to short questionnaires, basic data on a number of key issues such as working time, pay trends or industrial action. All the national data on each subject are edited



and entered by the content editor in a single table-type record, thus providing comparative information on fundamental issues, updated on a yearly basis.

For annual review/update questionnaire responses, the same provisions on deadlines, comprehensiveness etc apply as to comparative studies (see above).

2.2. Printed material

EIRO publishes two principal printed products - *EIRObserver* and the Annual Review - which are disseminated free of charge to those on the EIRO mailing list. National Centres are also encouraged (with the approval of the Foundation) to publish EIRO material in their own countries and in their own languages, and to promote and disseminate EIRO products and services.

2.2.1. *EIRObserver*

EIRObserver is currently published every two months and is usually 16 pages in length, with a four-page comparative supplement (though 12 pages, plus an eight-page supplement is possible). It contains: a table of contents; an editorial summary; edited items from EIROOnline; information on the use and contents of EIROOnline; and contact details. The supplement is an edited version of a comparative study. The structure and contents may be subject to change.

2.2.2. Annual review

The Annual Review is approximately 120-150 pages in length. It currently contains: introductory material; a review of EU-level developments and comparative overview; national reviews for each country; full lists of all the year's EIROOnline records; and information about EIRO (products, services, staff, EIROOnline, etc). The structure and contents may be subject to change.

2.3 Language

At present, the content of EIROOnline and the printed products is mainly available in the English language, with the exception of: a title and abstract in the language(s) of the originating country (where this is not English) for all records; and access to an unedited version of the original-language version of those records which were originally written in languages other than English.

Following their publication on EIROOnline, comparative studies (from year 1999 onwards). and annual updates (from year 2000 onwards) are translated into the French and German languages. Translations are undertaken by the European Foundation.

3. TASKS AND RESPONSIBILITIES OF THE NATIONAL CENTRES AND CORRESPONDENTS

The principal task and responsibility of each National Centre (NC) is the regular submission by agreed deadlines of accurate records - in briefs, features, comparative study inputs and annual review/updates - for inclusion in EIROOnline.

3.1. Content

As well as considerations set out above, the content of records should:

- fall within the subject areas set out in the EIRO Technical Specifications;
- take a practical approach, providing factual information and pertinent analysis, avoiding an overly "academic" or "scholarly" or theoretical approach;



- be balanced, providing accurate information in as objective a way as possible, so that it is useful to all categories of users;
- be presented simply and clearly, and without unnecessary jargon;
- be accessible and comprehensible to EIRO's target audience, providing explanation and context where necessary; and
- comply with EIRO House Style.

3.2. Schedules and deadlines

EIRO's operation is structured around a series of deadlines, all of which have to be met in order to permit the smooth functioning of the project. A schedule of deadlines is provided each year and must be complied with by National Centres. These deadlines refer to:

- *consultations*. National Centres must, by monthly deadlines, consult with the content editor on the feature and in brief items to be produced for that month. During consultation, the content editor may approve the proposal, reject it, or request further information;
- *submissions*. National Centres must, by monthly deadlines, submit the month's feature and in brief items in the correct format to the technical editor, by e-mail or FTP. There are also regular deadlines for submission of structured features, comparative study contributions and annual updates, and an annual deadline for annual reviews;
- *queries and comments*. National Centres must respond within fixed time limits to any queries about their records from the content editor, or to requests to provide comments on edited versions of their work to appear in comparative studies or *EIRObserver*, for example. If resubmission of records is required, this must also occur within fixed time limits.

The only exception to the normal fixed schedule are special "fast-track" in brief items. Where there is a particular event which is of great significance, and whose importance is clear immediately, then the National Centre should consult the content editor immediately and, if approved, write and submit the relevant in brief item immediately, so that it can be published swiftly on the EIROnline website.

3.3. Structure and format

NCs must submit all records in electronic format, using the Word templates provided by the Foundation specifically for this purpose. All EIRO records must follow a simple basic pattern, which is also related to the template (for details, see EIRO Technical Specifications). With variations between in briefs and features, this structure includes title (plus subtitle if necessary), abstract, body text and commentary. Records should also contain, as appropriate and using the relevant tags in the templates, references/links to relevant: previous EIROnline records; external World-Wide Web sites; and references in EMIRE, the electronic version of the European Foundation's industrial relations glossaries.

3.4. Language and translation

All records must be delivered in the English language, and the English must be of a high quality. Each National Centre is responsible for organising, where necessary, translation (in-house or out) into English and for its quality. All translations should be carried out by English speakers, who are professionally qualified as translators and who specialise in relevant areas (eg industrial relations, human resource management, employment law or labour market economics). Where records are originally written in languages other than English, this original-language version should also be submitted to the Foundation, along with the translation, in Word format.



3.5. Volume

Each National Centre is expected to submit a certain number of in briefs, features, comparative study inputs and annual reviews/updates each year. The following are the figures for the period of the contract for the Bratislava Centre for Work & Family Studies:

	Total
In briefs	16
Features	18
Structured features	4
Contributions to comparative studies	5
Annual updates	3
Annual review contributions	1

In briefs and features should be delivered each month, with an average of 1 in brief and 1-2 features. Variations are permitted, but should not be excessive. Some flexibility is permitted between the volume of in briefs and features (ie, more of one, less of the other, on the basis that one feature item is equivalent to 2.5 in briefs).

4. INDEMNITY

The Bratislava Centre for Work & Family Studies, hereby indemnifies the Foundation and agrees to keep the Foundation indemnified in respect of any claim made by a third party that the materials and data submitted for entry into the EIRO database contain any material or information which infringes any right of the third party and against all costs and damages awarded against the Foundation under any judgment or jurisdiction as a result of such a claim.

