

## **A Law promoting equality between men and women 2016**

### **National strategy National plan of promoting equality**

Art. 2. The state policy on equality between women and men shall be based on the principles of:

1. Equal opportunities for women and men in all spheres of public, economic and political life;
2. equal access of women and men to all resources in society;
3. **equal treatment of women and men and non-discrimination and gender-based violence;**
4. balanced representation of women and men in all decision-making bodies;
5. **Overcoming gender stereotypes.**

Art. 6. (1) **A National Council for Equality between Women and Men shall be established at the Council of Ministers, which**

**shall be a body for consulting, cooperation and coordination between the central and territorial bodies of the executive power and civil society structures.**

7. manage and coordinate participation in national and international programs and projects for equality between women and men, including jointly with other state authorities and organizations;

**The Anti-Discrimination Act 2004 (SG No. 86/2003) prohibits all forms of discrimination based on age, gender, ethnicity, nationality, education, marital status and financial status. It recognizes sexual harassment as a form of discrimination and incorporates the EU's definition of sexual harassment into law.**

Article 17 requires that an employer who receives a "complaint from an employee who considers himself or herself a victim of harassment, including sexual harassment at work, must immediately investigate, take

measures to end harassment, and impose disciplinary sanctions in cases, when the harassment is committed by another employee ".

The Law (ZZDiskr.) Provides a set of obligations for the employer related to the creation of a non-discriminatory environment for the exercise of the right to work. According to Art. 18 of the Act "The employer, in cooperation with the trade unions, is obliged to take effective measures to prevent all forms of discrimination in the workplace."

However, the **Labor Code** does not provide for mechanisms to protect victims of sexual abuse.

The Code of Civil Procedure and the Code of Criminal Procedure provide protection for victims of violence when there are threats of violence, coercion, or abuse of power. **However, there are no specific provisions for the protection of victims of workplace**

**violence, and therefore the general provisions of the law also apply to them.**

### **3.3 COLLECTIVE AGREEMENTS AND WORKPLACE POLICIES**

- More than half (53.3%) of all cases of violence against women in the transport sector were committed by passengers, one third (33.3%) by colleagues and 16.6% by superiors;

#### **Draft National Framework Agreement on Violence, Harassment and Stress**

CITUB participates in a long process of preparing and negotiating a national agreement between the social partners for joint action to implement the European Framework Agreement on Workplace Stress (2004) and the European Framework Agreement on Harassment and Violence at Work (2007)

The draft agreement offers dialogue and partnership at national, sectoral and regional levels, as well as developing common policies and jointly implementing appropriate

consultations and measures to prevent stress, harassment and violence in the work environment. Attention is paid to the protection of precarious workers and those in the informal economy. In accordance with the two European framework agreements, the Draft Agreement proposes a number of initiatives to identify violence, harassment and stress, protect employees and take preventive action. Awareness raising, training and annual information campaigns are also offered.

**From 01.10.2018 Launches New Project in which Gender Alternatives Foundation will participate, funded through Erasmus + KA2 VET or Adult Education, called "Be Aware - Strengthening Competencies to Face Sexual Harassment on the Workplace**

It aims to increase the capacity to deal with sexual harassment in the workplace. Its duration will be 36 months / 01.09.2018 - 31.08.2021 /.

- victims are in a hierarchically lower position and therefore do not dare to speak about the problem. They try to deny its very existence or the reason for its occurrence. Fear of losing work or feeling shame makes it difficult to report incidents of sexual harassment.
- In the case of reporting sexual abuse, it is the responsibility of the employer to act. However, it is often observed that supervisors and workers' representatives do not have the sensitivity and competence to deal with this issue.
- an online training course for workers' representatives to make them more sensitive and expand their skills in dealing with sexual abuse during training and in the workplace
- an online training course for employees to raise awareness of the issue and to enable them to address the issue and inform them where to find appropriate support
- an online platform where those affected can seek advice and information

- transnational training and related national training
- animation events

The main target groups for this project will be  
- representatives of employees and employees;  
HR managers, trainers and tutors for beginners,  
employees.