



FAIR AND EQUAL EMPLOYMENT PRINCIPLES

1. All workers have the right to equal treatment regardless of sex, race, colour, nationality, language, religion, political or other opinion, ethnic or social origin, property, birth, membership or non-membership of a trade union, disability or other status.
2. These principles apply to all conditions of employment including recruitment, promotion, discipline, dismissal, lay-off, pay, benefits, facilities, services, transfer, training and membership and benefits of workplace organisations.

In particular, employment opportunities at all levels, including management, should be publicly and widely advertised according to objective criteria and open to all.

3. Workers have the right not to be subjected to harassment on the above grounds where this has the purpose or effect of creating an intimidating, hostile, offensive or disturbing environment.

In particular, political, nationalistic or religious images or phrases and other manifestations that have this purpose or effect should be removed.

4. Workers should not be subjected to apparently neutral criteria that adversely impact workers to whom any of the above grounds apply, unless those criteria are objectively justified and proportionate.
5. Workers should not be subjected to any detriment as a result of raising issues under these principles.
6. Employers should ensure that all workers are aware of these principles and that these principles are put into effect.

Sarajevo, 5.11.01