

### **Principles of equal treatment of women and men**

1. Men and women should be treated equally in the scope of establishing and terminating the employment, conditions of employment, promotion and access to training and raising professional qualifications.
2. Equal treatment of women and men means not discriminating in any way, directly or indirectly, on the basis of sex.
3. Indirect discrimination exists when there are disparities in terms and conditions of employment to the disadvantage of all or a significant number of employees of one sex, if they cannot be objectively justified on grounds other than sex.
4. It is considered a violation of the principle of equal treatment of women and men if an employer differentiates the situation of employees on the basis of their sex, which results in particular in:
  - 1) refusal to establish or continue the employment relationship,
  - 2) disadvantageous remuneration for work or other conditions of employment, or omission when promoting or granting other work-related benefits,
  - 3) omission during the selection of participants in training aimed at improving professional qualifications unless the employer proves that they were guided by other reasons.
5. It does not violate the principle of equal treatment between men and women to apply measures that differentiate the legal situation of employees on the basis of maternity protection. Nor do measures taken over a certain period of time to equalize opportunities for employees of both sexes by reducing, in favor of employees of one sex, the extent of actual inequalities, to the extent specified in point 1, constitute a violation of this principle.
6. The employees, regardless of sex, have the right to equal remuneration for the same work or for work of equal value.
7. The remuneration referred to in point 6 includes all components of remuneration, regardless of their name and nature, as well as other benefits related to work, granted to employees in cash and in a form other than cash.
8. Works of equal value are those the performance of which requires comparable professional qualifications from employees, evidenced by documents provided for in separate regulations or practice and professional experience, as well as comparable responsibility and effort.
9. A person in respect of whom the employer has breached the principle of equal treatment of women and men shall be entitled to a compensation in an amount not lower than the minimum wage for work established under separate provisions.

10. The exercise by an employee of the rights resulting from violation by the employer of the principle of equal treatment of men and women may not constitute a reason justifying dismissal with notice by an employer or termination of the employment relationship without notice.