

<p>The European Directive for equal treatment in employment and occupation</p>	<p>Evropska direktiva o enakih možnostih pri zaposlovanju in usposabljanju</p>
<p>What is a European Directive?</p>	<p>Kaj je Evropska direktiva?</p>
<p>A European Directive is a European law. This law sets rules on how the European Union protects people.</p>	<p>Evropska direktiva je evropski zakon. Ta zakon določa pravila o načinih zaščite ljudi v okviru Evropske Unije.</p>
<p>The European Union wants to help people to have a job. People with disabilities are often discriminated at work. This is why the European Union has written the "Directive for equal treatment in employment and occupation".</p>	<p>Evropska Unija želi pomagati ljudem pri zagotavljanju dela. Invalidi so pogosto pri delu diskriminirani. To je razlog, zaradi katerega je Evropska Unija sprejela "Direktivo o enakih možnostih pri zaposlovanju in usposabljanju".</p>
<p>This Directive protects people from discrimination at work. We will call this law the 'Employment Directive'.</p>	<p>Direktiva ščiti ljudi pred diskriminacijo pri zaposlitvi. Poimenovali smo jo "Zaposlitvena direktiva".</p>
<p>Why do we need a law against discrimination at work?</p>	<p>Zakaj potrebujemo zakon proti diskriminaciji v službi?</p>
<p>The European Union fights against discrimination. All people are protected against discrimination in the European Union. The European Union says that it is most important to fight against discrimination at work. It also says that people with disabilities should be included in work and social life.</p>	<p>Evropska Unija se bojuje proti diskriminaciji. V Evropski Uniji so vsi ljudje zaščiteni pred diskriminacijo. Evropska Unija je mnenja, da je najpomembnejši del boja proti diskriminaciji na področju zaposlovanja. Mnenja je tudi, da je nujno treba vključiti invalide v proces zaposlovanja in socialne integracije.</p>
<p>What is in the Directive for equal treatment in employment and occupation?</p>	<p>Kaj je Direktiva o enakih možnostih pri zaposlovanju in usposabljanju?</p>
<p>The Employment Directive fights against discrimination in work and vocational training. The directive says that it is not allowed to discriminate because of</p>	<p>Zaposlitvena direktiva vsebuje določila proti diskriminaciji na delovnem mestu in poklicnem usposabljanju. Direktiva določa, da je nesprejemljiva</p>

	diskriminacija glede na
<ul style="list-style-type: none"> • religion, • belief, • disability, • age • or sexual choices. 	<ul style="list-style-type: none"> • veroizpoved • prepričanja • invalidnost • starost • spolno opredelitev
<p>The Directive says that it is very important to help persons with disabilities</p> <ul style="list-style-type: none"> • to be hired • to be trained and • to learn during all their life. 	<p>Direktiva govori o pomembnosti pomoči invalidom pri</p> <ul style="list-style-type: none"> • zaposlitvi • usposabljanju • vseživljenjskem učenju.
<p>The Employment Directive says that workplaces should be changed so that people with disabilities can do their work</p>	<p>Zaposlitvena direktiva določa, da je treba delovne pogoje prilagoditi invalidom na takšen način, da lahko opravljajo svoje delo.</p>
<p>Examples of changes are:</p> <ul style="list-style-type: none"> • text with big letters, • lighter work schedules, • help for training. 	<p>Primeri takšnih prilagoditev so:</p> <ul style="list-style-type: none"> • navodila z velikimi črkami • lažja delovna razporeditev • pomoč pri usposabljanju.
<p>The changes have to be fair for the employer. This means that the employer will not have to make changes that cost too much money. But the government can pay the employer for these changes. Then the employer cannot say that they cost too much.</p>	<p>Prilagoditve morajo biti poštene do delodajalca. To pomeni, da prilagoditve od delodajalca ne zahtevajo previsokih stroškov. Vlada lahko sofinancira takšne prilagoditve. Potem delodajalec ne more trditi, da so takšne prilagoditve predrage.</p>
<p>The Employment directive also says that if persons with disabilities are discriminated against they can get help to take legal action.</p>	<p>Zaposlitvena direktiva določa, da invalidi, v primeru diskriminacije, lahko dobijo pravno pomoč.</p>
<p>What are the most important parts of the Employment Directive for people with intellectual disabilities?</p>	<p>Katere so najpomembnejše določbe Zaposlitvene direktive za osebe z motnjami v duševnem razvoju?</p>
<p>You need to know about the most important parts of the Employment directive to understand your rights at work.</p>	<p>Da bi lahko razumeli svoje pravice na delovnem mestu je nujno, da so seznanjeni z najpomembnejšimi določbami Zaposlitvene direktive</p>
<p>Article 1:</p>	<p>1. člen:</p>
<p>The aim of the Employment Directive is to stop the discrimination of people at work or at vocational training.</p>	<p>Namen Zaposlitvene direktive je, da prepreči vsako obliko diskriminacije pri zaposlovanju in poklicnem usposabljanju.</p>

<p>Discrimination can be because of</p> <ul style="list-style-type: none"> • your religion or belief • your disability • your age • your sexual choices 	<p>Diskriminiran si lahko zaradi:</p> <ul style="list-style-type: none"> • svoje veroizpovedi ali prepričanj • svoje invalidnosti • svoje starosti • svoje spolne opredelitve
<p>Article 2: The directive supports equal treatment between all workers. The directive explains two kinds of discrimination:</p>	<p>2. člen: Direktiva podpira enako obravnavo vseh zaposlenih. Direktiva opredeljuje dva načina diskriminacije:</p>
<p>1. When a person is treated worse than another person in the same situation. For example: A person does the same work as a colleague. But the person gets paid less because he has a disability.</p>	<p>1. Ko je v enaki situaciji neka oseba v slabšem položaju kot druga. Primer: Nekdo opravlja enako delo kot njegov delovni kolega. Vendar je manj plačan zaradi invalidnosti.</p>
<p>This is called <u>direct discrimination</u>.</p>	<p>To se imenuje <u>neposredna diskriminacija</u>.</p>
<p>2. Sometimes a situation seems to be the same for everybody. But really, some people are treated worse than others.</p>	<p>2. Včasih se zdi, da so pogoji enaki za vse. Vendar ni tako. Nekatere osebe se obravnava slabše kot druge.</p>
<p>This is called <u>indirect discrimination</u>.</p>	<p>To se imenuje <u>posredna diskriminacija</u>.</p>
<p>For example: A person is looking for a job as an office cleaner. The employer says: I want employees that have completed a basic school education.</p>	<p>Primer: Nekdo išče službo kot čistilka v pisarni. Delodajalec pravi: Želim zaposliti osebo, ki ima dokončano osnovno šolo.</p>
<p>This is <u>indirect discrimination</u> because you do not need a formal school education for this job.</p>	<p>To je posredna diskriminacija, ker za takšno delovno mesto ne potrebujete formalne izobrazbe.</p>
<p>The directive says that <u>harassment</u> is also a form of discrimination. Example of harassment: when a colleague calls you "stupid" or gives you bad names all the time.</p>	<p>Direktiva opredeljuje nadlegovanje kot obliko diskriminacije. Primer nadlegovanja: ko ti kolegi pravijo, da si „neumen“ ali te ves čas kličejo z žaljivimi vzdevki.</p>
<p>It is harassment if it is permanent or repeated bad behavior against a person. The person who is harassed is excluded at work. The employer must stop this.</p>	<p>Nadlegovanje je nenehno ali ponavljajoče se grdo obnašanje do določene osebe. Oseba, ki je nadlegovana je odrinjena v službi.</p>

	Delodajalec mora takšno obnašanje preprečiti.
Article 3: This article explains all situations where there must be equal treatment at work. If there is equal treatment there is no discrimination.	3. člen: Ta člen določa morebitne situacije, v katerih je nujna enaka obravnava na delovnem mestu. Če obstaja enaka obravnava potem ne obstaja diskriminacija.
Let's take some examples.	Poglejmo si nekaj primerov:
<ul style="list-style-type: none"> The employer wishes to employ a person with certain skills for a job. It is important that those skills do not exclude people with intellectual disabilities. 	Delodajalec želi zaposliti osebo z določenimi sposobnostmi za določeno delovno mesto. Pomembno je, da ta zahteva ne izključuje osebe z motnjami v duševnem razvoju.
<ul style="list-style-type: none"> All employees have the right to receive professional training, including people with disabilities. 	Vsi zaposleni imajo pravico do ustreznega strokovnega usposabljanja vključno z osebami z motnjami v duševnem razvoju.
<ul style="list-style-type: none"> All employees have the right to the same working conditions, including people with disabilities. 	Vsi zaposleni imajo pravico do enakih delovnih pogojev vključno z osebami z motnjami v duševnem razvoju.
<ul style="list-style-type: none"> All employees have the right to belong to a trade union or to any other association of workers, including people with intellectual disabilities 	Vsi zaposleni imajo pravico do včlanitve v sindikat ali katerokoli drugo delavsko združenje, tudi osebe z motnjami v duševnem razvoju.
Article 5: This article explains what " <u>reasonable accommodation</u> " is.	5. člen: Ta člen opredeljuje pojem "razumne prilagoditve".
Reasonable accommodation means that employers have to make changes to the workplace so that some workers can do their jobs.	Razumna prilagoditev pomeni, da delodajalec mora narediti nekatere prilagoditve na delovnih mestih, da bi nekateri zaposleni lahko opravljali svoje delo.
But these changes must be "reasonable". This means that the employer will not have to make changes that cost too much money.	Vendar morajo biti te prilagoditve "razumne". To pomeni, da delodajalec ni dolžan narediti prilagoditve, ki zahtevajo preveč dodatnih vlaganj oz. denarja.

<p>Reasonable accommodation means that all workers with disabilities can ask for changes they need to do the job. This is their right.</p>	<p>Razumna prilagoditev pomeni, da vsi zaposleni invalidi lahko zahtevajo spremembe oz. prilagoditve, ki jih potrebujejo za opravljanje svojega dela. To je njihova pravica.</p>
<p>One example of changes employers could make:</p>	<p>Primer, kaj lahko delodajalec spremeni:</p>
<p>A person with intellectual disabilities has to put small things in boxes. All the boxes look the same. They have stickers to explain what should go inside. This is difficult for someone who cannot read. So, the employer can buy boxes in different colors. This helps people who cannot read. It helps the worker do his job. This is not expensive. The employer cannot say "no" to this change because it is helpful to the worker and not expensive.</p>	<p>Oseba z motnjo v duševnem razvoju vloga manjše predmete v škatle. Vse škatle so enake. Na škatlah so nalepke s seznamom predmetov, ki se vlagajo v to škatlo. Takšen seznam je problem za nekoga, ki ne zna brati. Zaradi tega delodajalec lahko kupi škatle različnih barv. To lahko pomaga osebi, ki ne zna brati. To ni predrago. Delodajalec ne more odkloniti takšne zahtevo oz. spremembe, ker pomaga delavcu in ni predraga.</p>
<p>Article 7: The State can help disabled people to get a job. For example, the State can reserved some jobs for persons with disabilities.</p>	<p>7. člen: Država lahko pomaga invalidom pri zaposlovanju. Na primer, država lahko rezervira nekatera delovna mesta samo za invalide.</p>
<p>Article 8: The Employment Directive is a European law. But every European country has different laws. All the countries in the European Union have to follow the European laws and their own laws. If their own law is better than the European Union law, the country must use its own better law.</p>	<p>8. člen: Zaposlitvena direktiva je evropski zakon. Vendar ima vsaka evropska država svoje drugačne zakone. Države članice Evropske Unije morajo upoštevati evropske in svoje zakone. V primeru, da je zakon države članice boljši od zakona Evropske Unije, potem država članica mora upoštevati boljšega tj. svojega.</p>
<p>Article 9: If you think that you have been discriminated against, you have the right to complain.</p>	<p>9. člen: Če se ti zdi, da si diskriminiran, potem imaš pravico do tožbe.</p>
<p>The Directive helps people to complain if they have been discriminated against.</p>	<p>Direktiva pomaga ljudem, da lahko tožijo, če so bili diskriminirani.</p>
<p>A complaint is a long and difficult procedure. But associations and organizations can help</p>	<p>Tožba je zelo dolgotrajen in zapleten</p>

<p>persons with intellectual disabilities to defend their rights. They can help them to go to Court.</p>	<p>postopek. Vendar zveze oz. združenja in organizacije lahko pomagajo osebam z motnjami v duševnem razvoju pri zagovarjanju njihovih pravic. Lahko jim pomagajo, da pridejo njihovi primeri na sodišče.</p>
<p>Article 10: If you have not been treated like other people, you should explain what happened to the organization that is helping you.</p>	<p>10. člen: Če te ne obravnavajo enako kot druge ljudi, potem moraš razložiti svoji organizaciji, ki ti lahko pomaga, kaj se ti dogaja.</p>
<p>You have to explain the bad things that have been done to you. You have the right to fight against that.</p>	<p>Moraš povedati in razložiti vse slabe stvari, ki se ti dogajajo. Tvoja pravica je, da se boriš proti takšnim zadevam.</p>
<p>If you complain about discrimination against you at work, your employer or the person who has discriminated against you <u>must show that he did not do anything wrong.</u> It is his job to show this.</p>	<p>Če se pritožuješ glede diskriminacije na delovnem mestu, potem mora tvoj delodajalec ali oseba, ki jo obtožuješ diskriminacije, dokazati, da ni naredila ničesar narobe. To je njihova dolžnost, da to dokažejo.</p>
<p>Article 11: This article explains what '<u>victimization</u>' is. Victimization means treatment that is not fair.</p>	<p>11. člen: Ta člen opredeljuje pojem "šikaniranja". Šikaniranje pomeni nepošteno obravnavanje oz. obnašanje.</p>
<p>You can complain about your employer. Sometimes, you might want to go to court against your employer. If you want to complain, the Directive protects you.</p>	<p>Lahko tožiš svojega delodajalca. Včasih si mogoče želiš, da greš na sodišče in obtožiš svojega delodajalca. Direktiva te ščiti v primeru, če želiš tožiti.</p>
<p>This is an important right for all workers. Your employer cannot tell you to leave just because he is angry that you complained. He is not allowed to do something bad to you, if you are complaining.</p>	<p>To je pomembna pravica vseh zaposlenih. Delodajalec te ne sme odpustiti samo zaradi tega, ker si se pritožil. Delodajalec nima pravice, da se grdo obnaša, ker si se pritožil.</p>
<p>If he is doing something against you because you complained, it is called <u>victimization</u>.</p>	<p>Če naredi nekaj proti tebi, zaradi tega, ker si se pritožil, to imenujemo šikaniranje.</p>
<p>This right must be written in all national laws.</p>	<p>Ta pravica mora biti zapisana v vseh nacionalnih zakonih.</p>
<p>Article 12: The government must inform all workers about their rights. This information must be understandable to</p>	<p>12. člen: Vlada mora obvestiti vse zaposlene o njihovih pravic.</p>

<p>everybody. The courts should also have information in easy-to-read language.</p>	<p>Takšna obvestila oz. informacije morajo biti razumljive vsakomur. Sodišča bi tudi morala imeti informacije v lažje berljivi obliki.</p>
<p>Article 13: The workers, associations and the government must work together. It is important that the rights of all workers are respected.</p>	<p>13. člen: Zaposleni, zveze in vlada morajo delati skupaj in sodelovati. To je pomembno za spoštovanje pravic vseh zaposlenih.</p>