

**RECOMMENDATIONS**

**for the National Labour Inspectorate**

**on ensuring equal treatment for women**

**with basic vocational education**

Introduce mandatory training for the National Labour Inspectorate employees of all levels, concerning the control of internal anti-discrimination regulations of controlled entities.

Conduct information campaigns about the possibility of submitting complaints to the National Labour Inspectorate in the case of gender based discrimination.

1. Introduce trainings for the labour inspectors about the gender based discrimination, in particular on discrimination of women with basic vocational education, and effectively investigate complaints in the case of:
   1. unequal remuneration for similar work, in a similar post;
   2. harmful stereotypes of people, especially of women, who graduated from basic vocational schools;
   3. applying unequal criteria related to gender stereotypes when hiring women and men for work;
   4. limiting women access to the men-dominated professions and technical jobs, and limiting men access to the women-dominated professions and jobs, e.g. carer job.
   5. asking women the questions during job interviews about their reproductive plans, family status, and asking women who returned from maternity / parental leave, the questions about matters related to child custody;
   6. employing on civil law contracts, fixed-term contracts for a long period of time;
   7. working conditions that do not respect the dignity of employees, improper work relations and mobbing;
   8. exploitation of employees.



1. Pay attention to violation of the terms and conditions of employment contracts for adolescent employees undergoing apprenticeships as a part of their job training, and for women returning from maternity and parental leave.
2. Strive to strengthen the powers of the National Labour Inspectorate in terms of control and punishment.

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The recommendations developed by a group of experts on the labour market and education, coordinated by Karat Coalition as part of the project "Cross-Cutting Discrimination. Gender and Vocational Education " at a meeting 11/01/2016.

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