

Diskriminacija i zlostavljanje (mobing) na radu

Danijela Despotović

Sadržaj — U ovom radu izlažu se svi aspekti diskriminacije na radu u pravnom sistemu Republike Srpske prema odredbama važećeg Zakona o radu („Sl. Glasnik RS“, 38/00, prečišćen tekst 55/07). Posebna pažnja posvećuje se fenomenu zlostavljanja na radu (mobing), jednom od oblika diskriminacije, koji svojim specifičnostima izaziva sve veću pažnju naučne i stručne javnosti. U domaćoj literaturi veoma malo je pisano o zlostavljanju na radu kao pravnom pitanju. Autor razmatra pojavne oblike diskriminacije, odnosno mobinga, pravne aspekte, uz osvrt na medicinske, ekonomske i pravne posljedice mobinga.

Ključne riječi — diskriminacija, radnik, poslodavac, posredna diskriminacija, neposredna diskriminacija, zlostavljanje (mobing), horizontalni i vertikalni mobing.

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Discrimination and harassment (mobbing) at work

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Abstract - This paper offers all aspects of employment discrimination in the legal system of the Republic of Srpska under the provisions of the existing Labour Law ("Official Gazette of RS", 378/00, revised text 55/07). Special attention is paid to the phenomenon of abuse at work (mobbing), one of the forms of discrimination, which, by its specificities, causes increasing attention in scientific circles. In our literature very little has been written about the abuse at work as a legal issue. The author discusses the manifestations of discrimination, mobbing, and legal aspects, with reference to the medical, economic and legal consequences of mobbing.

Keywords - discrimination, employee, employer, indirect discrimination, direct discrimination, harassment (mobbing), horizontal and vertical mobbing.