

IN-HOUSE TRANSLATION

Entire legal provisions for Viennese Anti-Discrimination Act, version of 21.04.2021.

Long title

Act to Combat Discrimination (Vienna Anti-Discrimination Act)

Original version.: state law gazette no. 35/2004 ("LGBI")

Amendments

LGBI. No. 35/2004, CELEX-Nr.: 32000L0043

LGBI. No. 13/2008

LGBI. No. 44/2010

LGBI. Nr. 88/2012, CELEX-Nrn.:32000L0043, 32004L0113 und 32010L0041

LGBI. No. 53/2014

LGBI. Nr. 22/2017, CELEX-Nr.: 32014L0054

LGBI. Nr. 39/2018, CELEX-Nr.: 32016L2102

Preamble/Promulgation Clause

The Vienna State Parliament has decided:

Text

Scope

§ 1. (1) The provisions of this Act apply to the following matters of state and municipality concern, provided that they fall within the state's regulatory competence:

1. Social;
2. Health;
3. Education;
4. Access to and supply of goods and services available to the public, including housing;
5. Access to and expansion of self-employment.

(2) In the matters referred to in para. 1, the following areas of competence are subject to the scope of this Act:

1. The sovereign administration of the state and the municipality;
2. The private economic administration of the state and the municipality;
3. The performance of public duties by outsourced or other private legal entities commissioned by the state or the municipality.

(3) The scope of this Act also includes the activities of natural persons and legal entities under private law that are subject to the regulatory competence of the state in the areas referred to in para. 1.

Prohibition of discrimination

§ 2. (1) Within the scope of application (§ 1) of this Act, any

1. Direct discrimination (§ 3 para. 1),
2. Indirect discrimination (§ 3 para. 2) and
3. Harassment (§ 3 para. 3)

of natural persons due to their ethnicity, religion, ideology, disability, age, sexual orientation, gender identity/gender, or due to their pregnancy or parenthood, or inciting a person to such

discrimination, is prohibited. Furthermore, any sexual harassment (§ 3 para. 4) or inciting a person to commit sexual harassment is also prohibited within the scope (§ 1) of this Act.

(2) Disability within the meaning of para. 1 is any effect of a not merely temporary, physical, mental or psychological impairment to functionality or impairment of sensory functions that is likely to make participation in society more difficult. A period of more than six months is deemed to be not merely temporary.

(3) The prohibition of discrimination under para. 1 also applies to persons who are discriminated against because a relative has one of the characteristics referred to in para 1.

(4) Relatives as defined in para. 3 includes relatives in the direct line, children by choice, foster children, stepchildren and children-in-law, parents by choice, foster parents, step-parents and parents-in-law, siblings and persons living in a marriage, in an opposite-sex or same-sex partnership, or in a registered partnership, as well as children of the person with whom a person as defined in para. 3 lives in a registered partnership or in an opposite-sex or same-sex partnership.

(5) Direct and indirect discrimination, as well as incitement thereto against legal entities is also prohibited if such discrimination against their members, shareholders or bodies occurs in connection with the activities of the legal entity due to a characteristic referred to in para. 1.

(6) Paras. 1 to 5 do not apply to differences in treatment based on nationality, unless such differences in treatment conflict with provisions of the European Union on the equal treatment of citizens of the Union and third-country nationals.

(7) A difference of treatment due to a characteristic referred to in para. 1 does not constitute discrimination if the characteristic in question constitutes an essential and decisive occupational requirement due to the nature of a particular occupational activity or the framework conditions under which it is carried out, and it is a legitimate purpose and an appropriate requirement. Furthermore, unequal treatment due to a characteristic referred to in paragraph 1 does not constitute discrimination if it is objectively and reasonably justified by a legitimate aim and the means of achieving that aim are appropriate and necessary.

Definitions

§ 3. (1) Direct discrimination is deemed to exist where, due to a characteristic referred to in § 2 para. 1, a person is placed at a disadvantage in a comparable situation compared with another person to whom that characteristic does not apply, has not applied or would not apply.

(2) Indirect discrimination is deemed to exist if a regulation, assessment criterion, or measure that is neutral in its content puts or may put persons with a characteristic referred to in § 2(1) at a particular disadvantage compared with persons to whom such characteristics do not apply, unless the regulation, assessment criterion, or measure in question is objectively justified by a legitimate aim and the means are appropriate and necessary to achieve that aim.

(3) Harassment is deemed to exist if, in connection with a characteristic of a natural person referred to in § 2 para. 1, conduct is engaged in towards that person or an environment is created which

1. may be regarded as intimidation, hostility, humiliation or insult, and
2. impairs the dignity of that person or is intended to do so, and
3. is considered undesirable, inappropriate or offensive by that person.

(4) Sexual harassment occurs when conduct belonging in the sexual sphere

1. impairs the dignity of a natural person or is intended to do so, and
2. is perceived as undesirable, inappropriate, or offensive by the person affected.

(5) Direct or indirect unjustified restrictions or impediments to the free movement of workers under the law of the European Union are deemed direct or indirect discrimination within the meaning of para. 1 or 2 and of § 2 para. 1.

Disproportionate burdens

§ 3a. (1) Indirect discrimination (§ 3 para. 2) is deemed not to exist if eliminating the conditions constituting the disadvantage or barriers would be unlawful or unreasonable because of disproportionate burdens.

(2) When considering whether burdens are disproportionate, particular consideration is given to:

1. The expense associated with eliminating the conditions giving rise to the disadvantage,
2. The economic performance of the party contesting discrimination,
3. Subsidies from public funds for the corresponding measures,

4. The time elapsed between the entry into force of this Act, LGBL. for Vienna No. 44/2010, and the alleged discrimination,
5. the effect of the disadvantage on the general interests of the group of persons protected by this Act,
6. in the case of access to housing, the ability of the person concerned to demonstrate their need to use the housing in question.

(3) Indirect discrimination is deemed not to exist if relevant legal provisions on accessibility apply and are complied with.

(4) If the elimination of conditions constituting a disadvantage proves to be a disproportionate burden within the meaning of para. 1, indirect discrimination is deemed to exist if reasonable measures have failed to bring about at least a significant improvement in the situation of the person concerned so that they receive the closest possible approximation of equal treatment. Para. 2 is to be consulted when examining the how reasonable the measures are.

(5) Structures and other facilities as well as other designed living areas are barrier-free if they are accessible to and usable by people with disabilities in the generally accepted manner, without particular difficulty and generally without outside assistance.

Legal protection

§ 4. (1) In the event of violations of the prohibition on discrimination (§ 2) or disadvantaging a person pursuant to para. 3, the disadvantaged person is entitled, in addition to the claim for compensation for any pecuniary loss suffered, to appropriate damages to compensate for the personal impairment suffered, but to at least EUR 1,000. If there is multiple discrimination, this will be taken into account when determining the compensation amount. The claim for damages exists against the following persons:

1. in the case of § 1 para. 2(1) and (2) against the respective competent legal entity;
2. in the case of § 1 para. 2(3) and para. 3 against the respective outsourced legal entity or the respective natural persons and legal entities under private law.

(2) In asserting claims under para. 1, the disadvantaged person may also – without prejudice to other rights of representation provided for by law – be represented by any lawful organization to the extent of its respective purpose, provided that its recognized and non-profit purpose is to ensure compliance with the provisions of Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin, OJ No. L 180 of 19 July 2000 p. 22 ("Racial Equality Directive"), and/or Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation, OJ No. L 303 of 2 December 2000 p. 16 ("Framework Equality Directive"), and/or Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services, OJ No. L 373 of 21 December 2004 p. 37. Furthermore, non-profit organizations which, according to their statutory objectives, have a justified interest in compliance with the prohibition of discrimination are entitled to representation.

(3) Disadvantages incurred due to claiming discrimination or initiating proceedings or due to testifying or otherwise participating in proceedings to enforce claims for damages for violating the prohibition on discrimination is prohibited. This prohibition on disadvantaging an individual applies mutatis mutandis to the administrative penalty proceedings pursuant to § 6.

Assertion of claims

§ 4a. (1) Insofar as claims under this Act are not to be decided in accordance with the provisions of the Public Liability Act (Amtshaftungsgesetz, AHG), Federal Law Gazette No. 20/1949, as amended by Federal Law Gazette I No. 194/1999, such claims may only be asserted before the civil courts if a conciliation procedure pursuant to § 7a has previously been conducted in the matter before the Office for Combating Discrimination.

(2) The lawsuit is admissible only if an amicable settlement has not been reached within three months at the latest from the commencement of the conciliation proceedings. The claimant must attach to the lawsuit a confirmation from the Office for Combating Discrimination that no amicable settlement could be reached.

(3) A limitation period of one year applies to the judicial assertion of a claim arising from harassment, and a period of three years applies to all other claims.

(4) The initiation of conciliation proceedings (§ 7a para. 2) suspends the time limits for asserting claims in court. The delivery from the Office for Combating Discrimination of the confirmation that no

amicable settlement could be reached (§ 7a para. 3) to the person claiming discrimination ends the suspension. The confirmation will be issued upon request or by way of official notification if an amicable settlement is no longer to be expected after the expiry of the time limit pursuant to para. 2,.

(5) After delivery of the confirmation, the person concerned still has a period of at least three months to assert his or her rights in court.

Distribution of the burden of proof

§ 5. If, in proceedings before a court pursuant to § 4, a disadvantaged person makes a prima facie case of a violation of the prohibition on discrimination (§ 2) or disadvantaging (§ 4 para. 3), the defendant must prove that there has been no violation of the prohibition on discrimination (§ 2) or disadvantaging (§ 4 para. 3).

Penal provisions

§ 6. (1) Persons who contravene the provisions of § 2 or § 4 para. 3 commit an administrative offence and will be fined by the district administrative authority in the amount of up to EUR 1,090, unless the offence falls within the scope of Art. III para. 1 no. 3 Introductory Act to the Administrative Procedure Acts 2008, Federal Law Gazette I No. 87, as amended by Federal Law Gazette I No. 20/2009, or an offence falling within the jurisdiction of the courts.

(2) Any person who, contrary to his/her obligation under

- a) § 8 para. 1, fails to provide information to the Head of the Office Combating Discrimination or fails to submit a written report, or refuses to allow the inspection of documents necessary to verify compliance with the prohibition of discrimination and disadvantage, or refuses to allow the inspection of premises and real estate,
- b) § 8 para. 2, does not comply or does not fully comply with the justified request of the Head of the Office Combating Discrimination within the reasonable period of time and does not provide the head of the Body Combating Discrimination with a factual justification for the non-fulfillment, partial fulfillment or late fulfillment of the request in writing,
- c) § 8 para. 3, asserts official secrecy vis-à-vis the Head of the Office Combating Discrimination or does not provide the Head of the Office Combating Discrimination with personal data directly related to the alleged discrimination upon request in the event of justified suspicion of a concrete violation of the prohibition of discrimination (§ 2) or of disadvantaging (§ 4 para. 3),

commits an administrative offense and will be fined in the amount of up to EUR 700, and in the event of uncollectibility, punished by substitute imprisonment of up to one week.

Office Combating Discrimination

§ 7. (1) An office will be established at the Office of the Viennese State Government with the task of combating discrimination due to the characteristics referred to in § 2 para. 1. The duties and responsibilities of this office will be performed by the independent civil servant protection officer. The Office of the Viennese State Government will provide the personnel and material requirements of the Office Combating Discrimination.

(2) In order to carry out the task referred to in para. 1, this body will have the following independently exercisable responsibilities:

1. To assist disadvantaged persons in taking legal action against violations of the prohibition of discrimination by providing information and advice on the possibilities under this Act.
2. To conduct conciliation proceedings pursuant to § 7a concerning alleged discrimination pursuant to § 2 and alleged disadvantages pursuant to § 4 para. 3.
3. To conduct baseline surveys and studies, awareness-raising activities, the publication of anonymized reports and the submission of recommendations related to combating discrimination under this Act.
4. To maintain and promote dialogue with the Monitoring Committee (§ 13 of the Federal Disability Act, Federal Law Gazette No. 283/1990, as last amended by Federal Law Gazette I No. 66/2014) and with the federal state institutions entrusted with comparable tasks, as well as with private organizations that have a legitimate interest in compliance with the prohibition of discrimination according to their established objectives, and affected persons as defined in § 2 paras 1 and 3 and § 4 para. 3.
5. To review and suggest draft laws and regulations.

6. To promotion, protect and monitor the implementation of the Convention on the Rights of Persons with Disabilities, Federal Law Gazette III No. 155/2008.
7. To publish relevant information on the application of Union law in the field of free movement of workers, in compliance with Article 6 of Directive 2014/54/EU.
8. To function as a contact point for and cooperate and exchange information with other contact points at Union level within the scope of Directive 2014/54/EU, in compliance with Article 4 para. 4 of that Directive.

(3) **(Constitutional provision)** In exercising the responsibilities referred to in para. 2, the independent staff protection officer is not bound by any instructions. The staff members assigned to the independent staff protection officer are bound only by their instructions when exercising the responsibilities referred to in para. 2.

(4) The Viennese State Government is entitled to obtain information on all matters relating to the management of the Office Combating Discrimination, taking into account the duty of confidentiality stipulated in § 8 para. 4.

Conciliation proceedings

§ 7a. (1) Conciliation proceedings must be instituted with the Office Combating Discrimination in respect of alleged discrimination under § 2 and alleged disadvantaging under § 4 para. 3.

(2) The conciliation proceedings commence upon submission of the request for conciliation by the person alleging discrimination. §§ 13, 32 and 33 of the General Administrative Procedure Act 1991, Federal Law Gazette No. 51, as amended by Federal Law Gazette I No. 161/2013, applies to the application submission.

(3) The conciliation proceedings end with the settlement or with the delivery to the person claiming discrimination of the Office Combating Discrimination's confirmation that no amicable settlement could be reached. § 8 of the Delivery of Documents Act, Federal Law Gazette No. 200/1982, as amended by Federal Law Gazette I No. 33/2013, applies.

(4) The official acts, submissions and powers of attorney required to implement this Act are exempt from the administrative charges and fees provided for by state regulations. Any interpretation and mediation costs will be borne by the Municipality of Vienna.

Monitoring body

§ 7b. (1) In order to promote, protect and monitor compliance with the Convention on the Rights of Persons with Disabilities, Federal Law Gazette III No. 155/2008, the following are to be appointed:

1. the Head of the Office Combating Discrimination or a deputy delegated by him/her from among the staff members assigned to him/her,
2. Four representatives of organized people with disabilities,
3. one representative of a recognized non-profit non-governmental organization active in the field of human rights, and
4. one expert from the field of scientific teaching

(monitoring body). The persons named in items 2 to 4 and their deputies are appointed by the state government for a period of five years, taking into account the proposals of the representatives of the interests of persons with disabilities (§ 38 of the Equal Opportunities Act for Vienna), and are not subject to instructions in exercising this honorary function. § 7 para. 1 third sentence and § 7 para. 3 and 4 apply *mutatis mutandis* to the performance of these duties. In order to carry out the duties, the responsibilities specified in § 7 para. 2 no. 1, 3, 4 and 5 must be exercised. For participation in meetings, the costs for the persons for personal assistance mentioned in items 2 to 4 as well as reasonable travel expenses are borne by the Municipality of Vienna.

(2) The members of the monitoring body must elect a chairperson and deputy chairperson from among their number by a two-thirds majority. The chairperson and his or her deputy may be dismissed by a two-thirds majority.

(3) Meetings of the monitoring body are convened by the chairperson as required, but at least once a year. The monitoring body must also be convened if at least one third of its members so request, stating the subject matter of the meeting in writing. The monitoring body may also call in affected persons and expert persons to its meetings in an advisory capacity, particularly in order to involve representatives of civil society in the monitoring process, especially persons with disabilities and the organizations representing them.

(4) If all members have been duly invited, the monitoring body constitutes a quorum if at least half of its members are present. The monitoring body adopts its resolutions by a simple majority of the votes cast. In the event of a tie vote, the chairperson has the casting vote. If resolutions are not passed unanimously, the opinion of the members in the minority must also be recorded in the minutes.

(5) If necessary, monitoring body resolutions may be passed by circular letter by order of the chairperson if all members have been demonstrably contacted. Resolutions passed in this way are subject to the majorities provided for in para. 4. Resolutions on the items in paras. 2 and 6 are not permissible by circular resolution.

(6) More detailed regulations on the management of the monitoring body will be provided for in the rules of procedure to be adopted by the monitoring body with a two-thirds majority.

Information and confidentiality obligations

§ 8. (1) In the performance of his/her duties under § 7 para. 2, § 7b and § 10a, the Head of the Office Combating Discrimination is entitled to obtain information, request written reports, inspect all documents relating to compliance with the prohibition on discrimination (§ 2) and disadvantage (§ 4 para. 3) and inspect the premises and properties in question.

(2) The head of the department, the legal entity pursuant to § 1 para. 2(3) and the natural and legal persons under private law pursuant to § 1 para. 3 must, within a reasonable period of time determined by the Head of the Office Combating Discrimination within the scope of this Act, comply with any justified request made by the head of the department or must notify the head in writing of the reason for non-compliance, partial compliance, or late compliance with the request.

(3) Within the scope of this Act, the Head of the Office Combating Discrimination is not bound by official secrecy. Upon request, the Head of the Office Combating Discrimination must also be provided with personal data directly related to the alleged discrimination in the event of justified suspicion of a concrete violation of the prohibition of discrimination (§ 2) or of disadvantage (§ 4 para. 3).

(4) The Head of the Office Combating Discrimination and the persons pursuant to § 7b are obliged to maintain secrecy with regard to all communications made to them by a disadvantaged person, which are to be treated confidentially in terms of the subject matter or at the request of the disadvantaged person. The obligation to maintain confidentiality also applies after the termination of the function of the Head of the Office Combating Discrimination and after the termination of the function as a member of the monitoring body.

(5) The persons pursuant to § 7b are subject to the same level of official secrecy as the independent staff protection officer.

Subsidies and affirmative measures

§ 9. (1) Grants from the state and the municipality of Vienna may only be awarded to natural persons or legal entities that comply with the prohibition of discrimination (§ 2) and disadvantage (§ 4 para. 3). The persons applying for funding must submit a declaration of acceptance of liability in this regard.

(2) Positive measures to ensure full equality which prevents or compensates for disadvantages experienced due to a characteristic referred to in § 2 para. 1 are not deemed to constitute discrimination within the meaning of this Act.

Commitment of the State and the Municipality of Vienna

§ 10. The state and the municipality of Vienna undertake to take the appropriate and concrete measures necessary to enable access to their services and offers without discrimination within the meaning of § 2 para. 1. In particular, the municipality of Vienna will, after hearing the representatives of persons with disabilities (§ 38 Equal Opportunities Act Vienna), draw up a plan to remove any structural barriers in the buildings it uses by 30 June 2012 and provide for their staged implementation.

Accessible websites and mobile applications

§ 10a. (1) Websites and mobile applications of entities within the scope of § 1 para. 2 and of other entities falling under the definition of Art. 3 (1) of Directive (EU) 2016/2102 and within the scope of this Act must comply with the requirements for barrier-free access pursuant to para. 2. This does not apply to the following website and mobile application content:

- a) File formats in office applications published before 23 September 2018, when their contents are not required for the respective legal entity's ongoing administrative procedures;
- b) Recorded time-based media, such as video or audio media, released before 23 September 2020;

- c) Live broadcast time-based media;
- d) Online maps and map services, provided that in the case of maps for navigation purposes, essential information is provided digitally in an accessible manner;
- e) Third-party content that is neither financed nor developed by the respective legal entity and lies outside its control;
- f) Reproductions of items from cultural heritage collections, within the meaning of Art. 3 no. 7 of Directive (EU) 2016/2102, if they cannot be made fully accessible due to
 - 1. the incompatibility of the accessibility requirements with either the preservation of the object in question or the authenticity of the reproduction (e.g., contrast); or
 - 2. the unavailability of automated and cost-effective solutions that could easily extract text from manuscripts or other pieces from cultural heritage collections and transform it into content compatible with accessibility requirements;
- g) Content from websites that are available only to a closed group of people and not to the general public (extranets and intranets) and that were published before September 23, 2019, until those websites are substantially revised;
- h) Content from websites and mobile applications that are considered archives and therefore contain only content that is neither needed for ongoing administrative proceedings nor updated or revised after September 23, 2019;
- i) Content for which compliance with the accessibility requirements under para. 2 would result in a disproportionate burden on the respective legal entity. In assessing the disproportionate burden, particular consideration is given to the size, economic capacity, and nature of the entity as well as the estimated costs and benefits to the entity in proportion to the estimated benefits to persons with disabilities, and the frequency of use and length of use of the website or mobile application in question.

(2) Website and mobile application content must meet accessibility requirements if it complies with the relevant harmonized standards or parts of such standards whose references have been published by the Commission in the Official Journal of the European Union in accordance with Regulation (EU) No 1025/2012. In the absence of such publication, website content must meet accessibility requirements if it complies with the relevant requirements or the relevant parts of European standard EN 301 549 V1.1.2 (2015-04), a more recent version of this standard adopted pursuant to Article 6 para. 4 of Directive (EU) 2016/2102, or another European standard adopted pursuant to this provision. This applies mutatis mutandis to mobile application content if there has been no publication of references of harmonized standards relevant to it, nor are there any technical specifications stipulated pursuant to Art. 6 para. 2 of Directive (EU) 2016/2102. In accordance with the foregoing, the state government will, by ordinance, issue more detailed regulations on the requirements for barrier-free access to websites and mobile applications, insofar as this is necessary to implement Directive (EU) 2016/2102 on barrier-free access to public bodies' websites and mobile applications.

(3) Legal entities pursuant to para. 1 must assess the extent to which compliance with the accessibility requirements would result in a disproportionate burden pursuant to para. 1(i). If the legal entities claim the exemption under para. 1(i) for a specific website or mobile application, they must explain in the statement pursuant to para. 4 which parts of the accessibility requirements cannot be met and, if applicable, provide accessible alternatives. Legal entities must provide their employees with training in the creation, management, and updating of accessible content on websites and mobile applications, if required.

(4) The legal entities referred to in para. 1 must publish a declaration on the accessibility of their websites and mobile applications in an accessible format on their website and update it regularly. The model declaration issued pursuant to Art. 7 of Directive (EU) 2016/2102 must be used for this purpose. For mobile applications, this declaration can also be made available when downloading the application.

(5) The legal entities referred to in para. 1 must each designate a person or body to whom users of their websites and mobile applications can turn in the event of complaints regarding compliance with accessibility requirements and must list this person or body, including contact details, in the declaration pursuant to para. 4. Before filing a complaint pursuant to § 7, a user must in any case refer the matter to this person or body. Legal entities must review any communication from users of their websites and mobile applications regarding deficiencies in compliance with accessibility requirements, take measures to remedy these deficiencies if necessary, and inform the respective user of the result of the review and

the measures taken or intended within two months. Inquiries regarding the content of websites and mobile applications exempted from the obligation to comply with accessibility requirements pursuant to para. 1(a) to (i) and are not accessible in an accessible manner must be answered within two months.

(6) The Office Combating Discrimination (§ 7 para. 1) must regularly monitor the extent to which websites and mobile applications meet the requirements for barrier-free access pursuant to para. 2 and any ordinances issued in this regard and prepare and publish a report on this every third year. The monitoring and reporting must be carried out in compliance with the monitoring method and reporting modalities specified under Art. 8 para. 2, 3 and 6 of Directive (EU) 2016/2102.

(7) Complaints concerning violations of the provisions of para. 1 to 5 will be received and investigated by the Office Combating Discrimination. § 7 para. 2 no. 1 and 2 apply mutatis mutandis to persons affected by suspected discrimination.

(8) The Office of the Viennese State Government must ensure that the Office Combating Discrimination is adequately staffed and equipped to carry out its monitoring and auditing function as well as its reporting obligation.

(9) The provisions of this section apply to websites published before 23 September 2018 starting from 23 September 2020, to websites published on or after 23 September 2018 starting from 23 September 2019, and to mobile applications starting from 23 June 2021.

Implementation of Union law

§ 11. This Act implements provisions of the following Directives:

1. Directive 2000/43/EC implementing the principle of equal treatment between persons irrespective of racial or ethnic origin, OJ L 180, 19 July 2000, p. 22,
2. Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and supply of goods and services, OJ L 373, 21 December 2004, p. 37,
3. Directive 2010/41/EU on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Directive 86/613/EEC, OJ L 180, 15 July 2010, p. 1,
4. Directive 2014/54/EU on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers, OJ L 128, 30 April 2014, p. 8,
5. Directive (EU) 2016/2102 on the accessibility of the websites and mobile applications of public sector bodies, OJ L 327, December 2, 2016, p. 1.

Entry into force

Section 12. (1) (Constitutional provision) § 7 para. 3 enters into force on the day following its promulgation.

(2) The other provisions of this Act enter into force on the day following the date of promulgation.