

Trade Labor Equality and Carriere advances

Abstract

The concept of quality is of great importance both in life and employment in the labor market. Focusing on equality and achieving equal opportunities for all unemployed will have positive effect in suppressing discrimination in this area of action. The concept of equality is defined as an equal division of living conditions without discrimination while simultaneously recognizing differences and diversity. There are many grounds for discrimination in the labor market, however in the work area we can easily distinguish between gender discrimination, age discrimination and discrimination on grounds of disability. Gender discrimination signifies any difference or restriction, made based on gender, resulting in threats or disabling the use of human rights. Discrimination by age is most commonly encountered by young people after completing education without any experience which is why they are finding it difficult to get hired. The problem of age discrimination is also encountered by older people who, despite their work experience, find it hard or harder to find a job, due to the large number of young unemployed laborers who provide employers with better work quality and a possibility of longer term employment. People with disabilities are discriminated during employment due to the large number of adjustments that need to be made to allow people with special needs to access workplace, set up the appropriate working hours, as well as the work tasks they can perform. Additionally, one of the obstacles while employing people with disabilities is the tolerance and acceptance of employees and other coworkers in a potential job position. Due to the large number of problems they encountered, research has been conducted on the people with a certain degree of disability who are employed in the company or social organizations and are thus professionally advancing. This research is made to raise

awareness of community and the public about the importance of involving people with disabilities in companies and enterprises, due to their professional development, and the development of the company they are employed in, and thus removing barriers in their further career development.

Keywords: Equality, Discrimination, Labor Market, Career, Disabled person

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