

OBSTACLES TO THE EMPLOYMENT OF THE PERSONS WITH DISABILITIES FROM THE EMPLOYER'S PERSPECTIVE

PREPREKE PRI ZAPOŠLJAVANJU OSOBA SA INVALIDITETOM IZ PERSPEKTIVE POSLODAVCA

Paušić Vesna¹, Krstić Tatjana², Vidojević Jelena³

¹Faculty of Medicine Novi Sad, University of Novi Sad

Hajduk Veljkova 3, 21000 Novi Sad, Serbia

²Faculty of Medicine Novi Sad, University of Novi Sad

³JPU "Dječiji vrtić" Gacko, 89240 Gacko, BiH

Original Scientific Article

Received: 22/03/2021

Accepted: 18/05/2021

ABSTRACT

The role of employers in obtaining a job for people with disabilities can be crucial. The law on "Professional rehabilitation and employment of people with disabilities" was supposed to be a key factor in improving the position of this population in the labor market, but in practice this has not been confirmed. One of the major obstacles to the employment of persons with disabilities is the lack of a register of persons with disabilities where employers could find potential candidates with appropriate skills and competencies. This research was conducted with the aim of identifying potential barriers to employment of persons with disabilities perceived from the perspective of employers. The sample consisted of 50 employers of both state and private companies in the city of Novi Sad. Employers were surveyed with a questionnaire created for the purposes of this research, modeled on the Employers' Motivation Questionnaire for Employment of Persons with Disabilities with the prior consent of the author. The results show that the adaptation of the workplace and access to means of transport are the biggest obstacle when we are talking about employing people with disabilities. In order to gain a deeper insight into the perspective of employers regarding the employment of people with disabilities, it is important to take into account their direct experiences as well as what worries them and what they feel insufficiently competent when it comes to employing this population.

Key words: people with disabilities, employers, barriers.

¹Correspondence to:

Paušić Vesna, Faculty of Medicine Novi Sad, University of Novi Sad

E-mail: vesnampausic@gmail.com