

# NA PUTU DO ZAPOSLENJA





**PODGORICA  
MART. 2021.**



Izuzetnu zahvalnost iskazujemo Američkoj Ambasadi u Podgorici koja je finansijski podržala izradu ovog stripa i time prepoznala potrebu za pružanje podrške osobama s invaliditetom, u cilju njihove pune socijalne integracije.



We are extremely grateful to the American Embassy in Podgorica, which financially supported the production of this comic and recognized the need to provide support to people with disabilities, in order to fully integrate them.



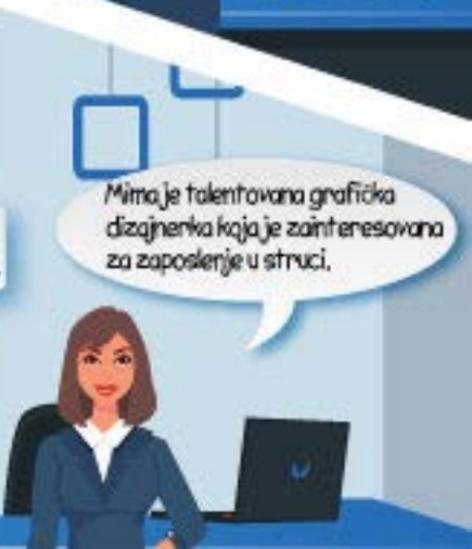
Zdravo. Ja sam Bojana, samostalna savjetnica iz Zavoda za zapošljavanje Crne Gore.



Evo nekoliko priča o osobama s invaliditetom koje traže posao.



Na koje sve izazove i banjene su našli na putu do zaposlenja.



A sada...  
Vrijeme je da se vratimo na priču.

Mima je talentovana grafička dizajnerka koja je zainteresovana za zaposlenje u struci.



Hello. I am Bojana, an independent advisor from the Employment Service of Montenegro.



Here are a few stories about people with disabilities finding a job.



What challenges and barriers they encountered on the way to employment.

And now... It's time to get back to the story.



Mima is a talented graphic designer who is interested in employment in her field of profession.

„Još uvijek nema odgovora...“



Poštovana Mima,

Obavještavamo Vas da ste izabrani za zaposlenje na poziciji grafičke dizajnerke. Očekujemo Vas sutra u 10h u našim prostorijama.



**JES!**



Na korak sam do sanjanog posla!



**BUM!**

Dodavala!  
Nema pristupne rampe...

Ooo, nee, opet  
isti problem!!!



Izvolite, kako Vam  
mogu pomoći?

Dobar dan, dolazim  
povodom razgovora  
za posao.



...Still no answer...

Dear Mima,

We would like to inform you that you have been selected for a position as a graphic designer. We are expecting you tomorrow at 10 am in our office.



**YES!**

I'm one step closer  
to my dream job!

**BOOM!**

Damn it!  
No access  
ramp...

Ooo, noo, same  
problem again !!!

How can I help you?

Good afternoon,  
I'm coming for a  
job interview.



Vi ste Mima? Moram Vam priznati  
da sam fasciniran Vašom vizijom i  
grafičkim umijećem.



Hvala Vam, drogo mi je  
da to čujem.



Možda imamo problem?!  
Naša firma je nova i nažalost ne raspo-  
lažemo sa finansijskim sredstvima koja bi  
nam pomogla da obezbijedimo pristu-  
počan radni prostor za Vas.



Sjajno! Onda imam rješenje. Neophodno je samo  
predati zahtjev nadležnom birou rada Zavoda za  
zapošljavanje Crne Gore.





Are you Mima? I have to admit to you that I am fascinated by your vision and graphic skills.

Thank you, I'm glad to hear that.



Maybe we have a problem?! Our company is new and unfortunately we do not have the financial resources to help us provide an affordable work space for you.



BOOM!



Great. Then I have a solution. You only need to submit a request to the competent labor bureau of the Employment Service of Montenegro.



Hvala Vam.  
Zadovoljstvo  
je sasudjivati  
sa Vama.



Vaš zahtjev za prilagodavanje  
radnog mjesto i uslova rada za  
zapošljavanje lica sa invaliditetom  
je odobren. Sredstva će Vam  
biti ubrzo uplaćena.



Napokon je sve onako kako sam pričekivala.





Thank you.  
It is a pleasure  
to cooperate  
with you.

Your request for adjustment of  
the workplace and working  
conditions for the employment  
of persons with disabilities  
is approved. The funds will be  
available to you soon.





A sada vam  
predstavljam Sašu!

Saša ima oštećenje vida i po struci je diplomirani pravnik. Aplikirao je za posao u Državnom tužilaštvu. Na tom putu Saša se susreao za brojnim izazovima...



Izvinite gospodine, da li  
Vam je potrebna pomoć?



Dodavala!  
Kako da uđem???

O, da, hvala. Pošao sam na razgovor za posao u Državno tužilaštvo. Da li mi možete pomoći da dođem do tamo?



Zelim da Vas obavijestim da ste ispunili uslove konkursa za zaposlenje, ali nismo bili upoznati sa činjenicom da imate oštećenje vida.

Ovo je veoma ozbiljan i zahtjevan posao i nažalost smatramo da zbog Vašeg invaliditeta ne biste mogli kvalitetno da odgovorite ovom pozivu,

Zar upravo niste kazali da ispunjavam sve neophodne uslove za zaposlenje?! Ovdje se očigledno radi o diskriminaciji. Izgleda da ću ipak svoje pravo morati da ostvarim preko nadležnog Osnovnog suda.





And now I am introducing Sasha!

Sasha has a visual impairment, and he is a lawyer by profession. He applied for a job in The State Prosecutor's Office. Along the way, Sasha encountered numerous challenges.



Damn!  
How do I get in ???



Excuse me, sir,  
do you need help?

Oh yes, thank you. I am going to a job interview at The State Prosecutor's Office. Can you help me get there?



I want to inform you that you have met the job requirements, but we were not aware of the fact that you have a visual impairment.

This is a very serious and demanding job and unfortunately we think that due to your disability you would not fit to this position.



Didn't you just say that I meet all the necessary requirements for employment? This is the obvious discrimination. It seems that I will still have to seek my right through the competent Basic Court.



Otvaram postupak po tužbi za slučaj diskriminacije lica s invaliditetom prilikom zapošljavanja.

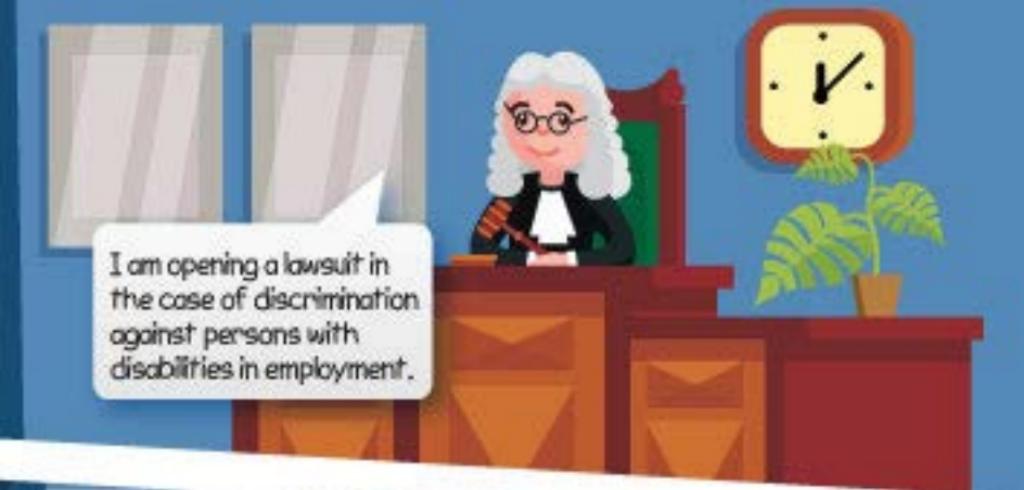


... Zakonom o zabrani diskriminacije lica s invaliditetom zabranjeno je vršiti diskriminaciju ovih lica prilikom zapošljavanja.

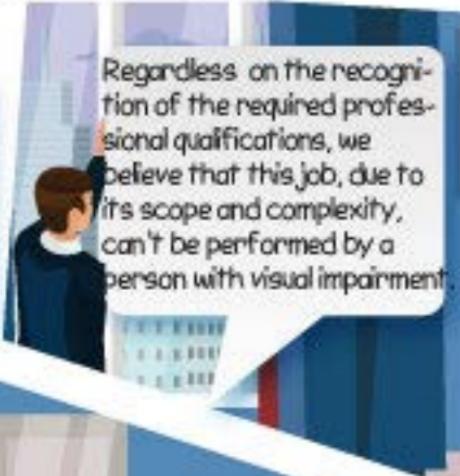
Bez obzira na posjedovanje traženih stručnih kvalifikacija, smatramo da ovaj posao zbog svog obima i složenosti ne može obavljati osoba s oštećenjem vida.



Zabranu diskriminacije lica s invaliditetom prilikom zapošljavanja zagarantovana je Ustavom Crne Gore, Konvencijom UN o pravima lica s invaliditetom, Zakonom o zabrani diskriminacije lica s invaliditetom, Zakonom o zabrani diskriminacije...

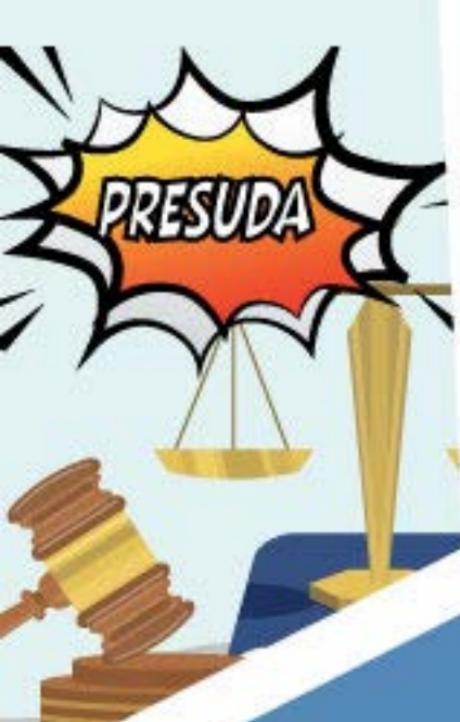


I am opening a lawsuit in the case of discrimination against persons with disabilities in employment.



Regardless on the recognition of the required professional qualifications, we believe that this job, due to its scope and complexity, can't be performed by a person with visual impairment.



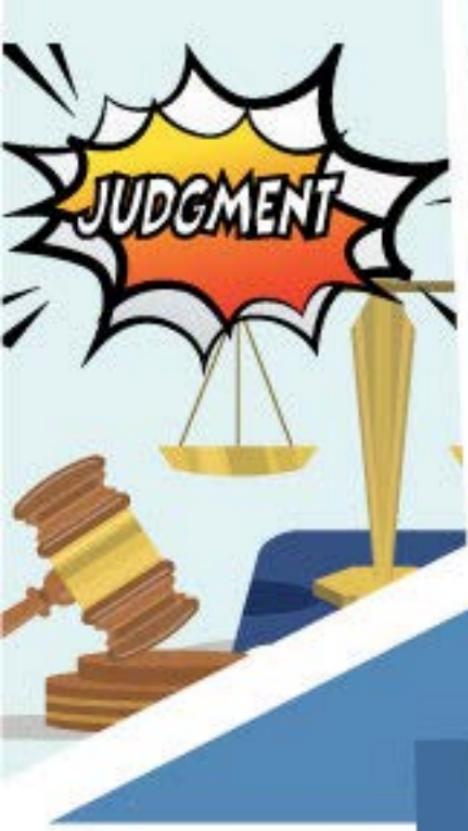


**PRESUDA**

Zabranjuje se diskriminacija lica s invaliditetom prilikom zapošljavanja.



Ukoliko i vi prilikom zapošljavanja budete diskriminisani na isti ili sličan način za tražite svoja zakonom zagarantovana prava pred nadležnim organima i NIJKAD NE ODUSTAJTE!!!



Discrimination against persons with disabilities in employment is prohibited.



If you are discriminated against in the same or a similar way during employment, ask for your legally guaranteed rights from the competent authorities and NEVER GIVE UP !!!



A sada se družimo s Fedom.  
Feda je osoba s oštećenim sluša, po struci je  
specijalista menadžmenta u turizmu i prijava  
se za posao u turističkoj agenciji.

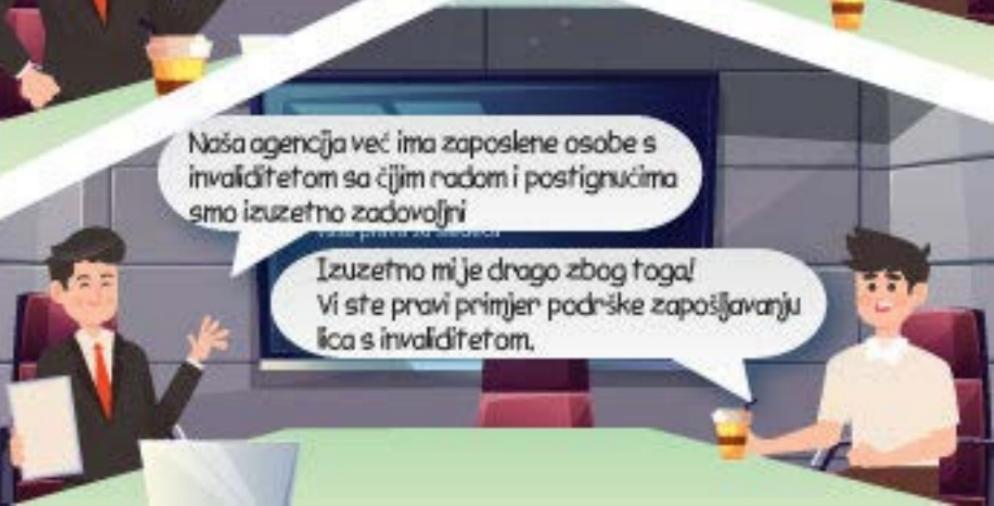


Dobrodošao Feda!  
Naš razgovor će istovremeno  
biti titlovan i prikazan na  
ovom monitoru.



Sjajno!!! Nisam znao da  
tako nešto postoji...

Dobrodošao Feda!  
Naš razgovor će istovremeno  
biti titlovan i prikazan na  
ovom monitoru.



Naša agencija već ima zaposlene osobe s  
invaliditetom sa čijim radom i postignućima  
smo izuzetno zadovoljni

Izuzetno mi je drogo zbog toga!  
Vi ste pravi primjer podrške zapošljavanju  
lica s invaliditetom.



And now, there is Fedja's case. Fedja is a person with hearing impairment, he is a tourism management specialist by profession and he applied for a job in a travel agency.



Welcome Fedja!  
Our conversation will be  
subtitled and displayed on  
this monitor at the same  
time.



Great !!! I didn't know  
there was such a thing...

Welcome Fedja! Our  
conversation will be  
subtitled and  
displayed on this  
monitor at the same



Our agency already has employees with  
disabilities, whose work and achievements  
we are extremely satisfied with.



I am extremely glad to hear that! You are a  
real example of supporting the employment  
of people with disabilities.

Poslodavac prilikom zapošljavanja lica s invaliditetom ostvaruje veći broj značajnih podsticajnih mjera kao što su: subvencija zarade, bespovratna sredstva za prilagodavanje radnog mjestu i uslova rada...



...učešće u troškovima asistenta u radu lica s invaliditetom...



Osobe s invaliditetom svoj puni radni kapacitet mogu ispoljiti jedino u slučajevima u kojima su im obezbijedeni svi neophodni uslovi za rad.

Hvala vam na pažnji!



By employing persons with disabilities, the employer is entitled to a number of significant incentive measures such as: wage subsidy, grants for adjusting the workplace and working conditions...



... Participation in the costs of assistants in the work of persons with disabilities...



Persons with disabilities can show their full working capacity only in circumstances where they are provided with all the necessary working conditions.

Thank you for your attention!



**IZDAVAČ: NVO EKVIVALENT  
GODINA: 2021.  
TIRAŽ: 500 KOMADA**



MJE ENVIRO



Ovaj projekat je finansiran Ambasada SAD u Podgorici. Mišljenja, načini, zaključci ili preporuke koji su ovdje izneseni su stav autora i ne odražavaju nužno stav Štajf dajepotnog vijeća SAD.

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