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**OVERCOMING BARRIERS TO EMPLOYMENT FOR VISUAL IMPAIRED PERSONS  
IN THE ROMANIAN LABOR MARKET**

**Codruța OSOIAN\***, Roxana STEGEREAN, Monica ZAHARIE  
Babeş-Bolyai University of Cluj Napoca, Romania

**Abstract.** The efforts made by Romania to adopt an antidiscrimination legislation have started even before our country was required by the European Union to implement the European anti-discrimination guidelines. All the discrimination criteria refer to both discrimination at the working place and to discrimination when entering employment. Nevertheless, the activity from the recruitment sphere proved that there are clear and evident discrimination practices starting with the recruitment phase and continuing with the job selection, especially the job interviews. Focusing on the employment entrance phase, the present study explores the employers' representations and attitudes towards disabled workers. Based on the results obtained, the paper presents a set of strategies adapted to the specific of the Romanian employers and labor market, aiming to increase the employment rate for visual impaired persons.

**JEL Classification:** J08, J15

**Keywords:** visual impairment, employment, job selection criteria, discrimination

\* Corresponding author. Faculty of Economics and Business. Address: 58-60 Teodor Mihali Street, room 251, 400591 Cluj-Napoca, Romania. E-mail: [ocodruta@econ.ubbcluj.ro](mailto:ocodruta@econ.ubbcluj.ro)