





Ready for our Lives

Time clock – equal opportunities regardless age







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Objective of this work:

 To make everyone aware of article 24 and 25 of Portuguese Labour Code







Ready for our Lives A - Article <u>24</u> of Portuguese Labour Code:

• Everyone has the right to equal access to employment and at work

B - Article <u>25</u> of Portuguese Labour Code:

• Deals with the prohibition of discrimination







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• 1-A worker or job applicant has the right to equal opportunities and equal treatment as:

employment The access to vocational training promotion or career working conditions







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 may not be privileged, benefited, harmed, deprived of any right or be exempt from any duty because of ancestry, age, etc.....







- 2. the right referred to in the preceding paragraph respects, namely:
- a) the selection criteria and recruitment conditions, in any sector of activity and at all hierarchical levels;







- b) the access to all types of guidance, training and retraining of any level, including the acquisition of practical experience;
- c) the remuneration and other benefits of assets, promotion to all hierarchical levels and criteria for selection of workers to be made redundant;







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d) The membership or participation in structures of collective representation, or any other organisation whose members carry out a particular profession, including the benefits for them assigned.







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3 - 4- (...)

5—it is a very serious administrative offence the violation of the provisions of paragraph 1







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BProhibition of discrimination

1-the employer cannot practise any discrimination, direct or indirect, on the basis of the factors referred to in paragraph 1 of the preceding article.







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2-It does not constitute discrimination the behaviour based on the factor of discrimination, which constitutes a justified and determinant requirement for the exercise of professional activity, due to its nature or due to the context of its performance, requiring the objective to be legitimate and the requirement to be proportional.







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3- Differences of treatment are particularly allowed based in age which are appropriate and necessary to achieve a legitimate objective, namely of employment policy, labour market or vocational training.







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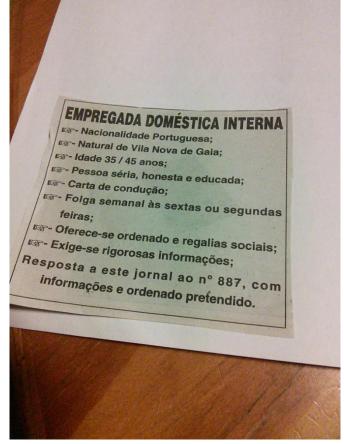
What we find in some job advertisements

Violation of article 24















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DOMESTIC MAID

- Portuguese Nationality;
- Born in Vila do Conde;
- Age 35/45 years old;
- Serious, honest and polite person;
- Driving licence
- Day off on Fridays or Mondays;
- Salary and social benefits,
- Required rigorous information;

Reply to this newspaper to no 887, with

information and required salary















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Business group with 10 years in the market and Small and Medium-sized Enterprise leader in 2015

RECRUITS

PROMOTERS M/F

REQUIREMENTS

- Age between 25 and 65 years
- Taste for human relations and good looking
 - Ambitious, dynamic and responsible
 - Full and immediate availability







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WE OFFER:

- Guaranteed base salary + commissions
- Prizes for high productivity (average earnings 1.000€ / 1.500€ a month)
- Free training at the expenses of the company
- Work to be carried out on the company's facilities
- Timetables from Monday to Saturday (15/21 o'clock)

For interview call:

223750541/913457919















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Immediate entry

Girl 25/45 years
Entertainment /attendance to the public/ fotography
M/F Maia, Porto and Gaia
Tel. 964284034

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What should young people do towards ads like these ones?

They should report these violations to the Authority for Labour Conditions (ACT)







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 Young people should not give up and invest in their continuing education.







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"We are ready for our Lives"

The end!

Thank you for your for your attention!