

DISCRIMINATION IN THE LABOR MARKET IN THE REGION OF SOUTH BOHEMIA

DISKRIMINACE NA TRHU PRÁCE V JIŽNÍCH ČECHÁCH

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Annotation

The goal of this paper is to analyze the current state of the labor market in the South Bohemian region characterizing the most common forms of perceived discrimination on the basis of field surveys. Data were collected from 168 respondents during the autumn 2013. Based on the analyzed data, it was found that most people experience discrimination around the age of 45 years and the most frequent forms of discrimination reported are age, gender, and possibly parenthood. An interesting finding was that discrimination in the labor market much more effect men than women.

Key words

labor market, discrimination, South Bohemia Region

Anotace

Cílem příspěvku je analyzovat současný stav na trhu práce v jihočeském regionu charakterizováním nejčastěji vnímané formy diskriminace na základě terénního šetření. Data byla získána od 168 respondentů, během podzimu 2013. Na základě analyzovaných údajů bylo zjištěno, že nejvíce diskriminaci vnímají lidé ve věku kolem 45 let a dále jako nejčastější formu diskriminace uvádějí věk, pohlaví a případně rodičovství. Zajímavým zjištěním bylo, že se s diskriminací na pracovním trhu mnohem častěji setkávají muži oproti ženám.

Klíčová slova

diskriminace, trh práce, Jihočeský kraj

JEL classification: X12

Introduction

"Work occupies in human life irreplaceable position. It is an important precondition for its dignified existence, he brings not only material benefits, but it also gives him a sense of fulfillment and social utility. Gives man social relations, satisfying the needs of his ambition, self-fulfillment and self-esteem" (Buchtová et al., 2002).

In today's hectic world, characterized by very competitive fight and increasing pressure on rising labor productivity, for some groups are more difficult to apply in the labor market. For many employers is easier to appoint a person by social opinion "smooth" than the person chasing the shadow of

stereotypical assumptions concerning the age, gender, disability, race, etc. The paradox is that in the course of life, each person is holder of potential discriminatory reason. Discrimination is a global problem. (Nickell, 1990; Halásková, 2008). As noted by sociologist Manuela Tomei: "It is remarkable that discrimination is everywhere, regardless of how the country is rich or poor or what type of political system it has."

"Discrimination is a general term for differentiation, for a different approach. Typically to the groups of a certain age, gender, racial or ethnic origin, to the groups who belong to a particular culture, religion or groups that have a disadvantage, or marginal social status. These groups may be systematically favored or disadvantaged by the laws, by regulations, publicity, prejudice, and especially by actual behavior of people with whom these groups of people come into contact" (Matoušek, 2003).

Anti-Discrimination Act divide discrimination into direct and indirect, harassment, sexual harassment, instruction to discriminate and incitement to discrimination. As reported by Bobek et al. (2007), direct discrimination is when a particular person or group of persons is treated in a comparable situation less favorable than other people (Browne, 2009): a) on the basis of impermissible criteria (race, gender, nationality, religion, etc.), b) without reasonable justification. For indirect discrimination, according to the Anti-Discrimination Act is "any act or omission which, under an apparently neutral provision, criterion or practice is at a disadvantage compared to the other person (Goldscheider, 1992). Indirect discrimination on grounds of disability shall also mean refusal or failure to take reasonable steps to ensure that the person with disabilities have access to a specific job, to perform work or other promotion, in order to take advantage of career counseling or participate in other professional education, or to be able to use the services to the public, unless such measures would impose a disproportionate burden (Kane, 1998).

Methodology

The goal of this paper is to analyze the current state of the labor market in the South region characterizing the most common forms of perceived discrimination on the basis of field surveys. Data were collected from 168 respondents, during autumn 2013, thanks to an anonymous questionnaire survey in paper and electronic form.

The questionnaire was composed of 20 questions (3 filter questions, 7 identifying, 10 thematic), the questionnaire used both closed (13), half-closed, (4) open (1) or more criterion (2). Were distributed 70 printed questionnaires, which return was 76% (53 questionnaires). In the electronic version of the 107 respondents answered. Total counted 168 valid responses. For incomplete data were excluded two questionnaires. The group of respondents can be described in 107 women (64 %) and 61 men (36 %), of which 53 % were single, 41 % married, married and divorced 6 %. Furthermore, respondents can be divided according to age see Table 1, the largest component of the group acquired under the age of 25 years.

Tab. 1: Representation of respondents

Age range	Number	%
15-24 years	52	31 %
25-34 years	38	23 %
35-44 years	35	21 %
45-54 years	26	15 %
55 years and more	17	10 %

Source: own research

At the same time in terms of research to take account of the progress of education of respondents, where it represented 28 % of university graduates, 5 % college graduates, 50 % high school graduation, 15 % of apprentices and 2 % to basic education. From the perspective of discrimination was also significant their current form of employment, 53% were employed as standard, 11 % were

self-employed, and 9 % were unemployed, 4 % retirement and 23 % of students. Of the employed in the private sector was 72 % and 28 % in the public sector, where according to a study by Pincus (1996), people often encounter less discrimination.

A questionnaire survey was conducted only in the South Bohemian region. Responses were coded according to a predetermined coding framework, followed transfer of data into electronic form. With the help of a filter function data were categorized by gender, education, age, marital status and number of children respondents, subsequently, each issue drawn up summarizing table. The processing and presentation of data was used MS Excel software.

Results

Research has generally focused on forms of discrimination and general perceptions and experiences with this issue. A total of 52 % of respondents thought that discrimination in the labor market certainly is (see Chart 3). The fact that discrimination occurs sometimes believes 37 % of the respondents and the other 11 % of survey participants think that discrimination is no more. Neither respondent does not believe that discrimination in the labor market in the Czech Republic does not exist, detailed structure is evident from Table 2. About existence of discrimination in the labor market are convinced more women (92 %) than men (82 %).

Tab. 2: Experiences of discrimination

	Overall	Men	Women
Yes	52 %	54 %	50 %
Rather yes	37 %	28 %	42 %
Rather no	11 %	18 %	7 %
No	0 %	0 %	0 %

Source: own research

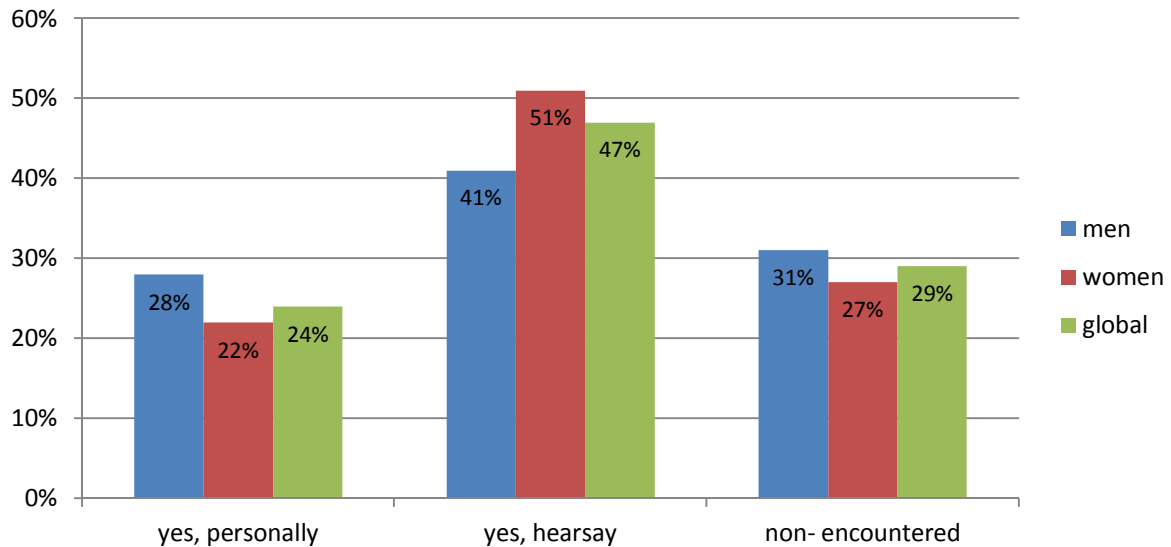
In the fact that the labor market discrimination exists, are the most confident respondents in the age group 45 years and over (60 %), the least voted for this option was from aged 35 - 44 years (38 %) and 54 % of respondents aged 35 - 44 years believe that discrimination more likely occurs. People from 25 to 34 years, chose this response by 33 %. Possibility that probably not exist the least occurred in persons aged 45 years and over (5 %). Opposite opinion, most of the respondents were ages 25 - 34 years, where this variant occurred in 16 % of responses. The most varied responses were in the category of 15 - 24 years. While women answered this question: yes (54 %), rather yes (38 %), probably not (8 %), no (0 %). Men were more likely to believe that discrimination is no more or less chose the answer yes. The specific composition of their answer is: yes (38 %), rather yes (38 %), probably not (24 %), no (0 %).

Yes, labor market discrimination occurs, was the most common choice of secondary education without GCE (58 %), the lowest among respondents with higher professional and university education, but even though 50 % of those surveyed believe that discrimination in the labor market occurs. šProbablyö variant was consistently collected (38 %) by secondary educated without GCE and secondary educated with diploma. As with the previous answers, respondents answered as follows at least a higher education (25 %). University-educated respondents hold the view that discrimination in the labor market rather not, 13 % exist. At least this is the opinion of secondary educated.

Personal experience of discrimination in the labor market has 24 % of respondents, almost half (47 %) heard about it and only 29 % of the respondents discrimination in the labor market did not encounter ever (Chart 1). The survey shows that the personal discrimination encountered more men than women. Personal experience has shown 56 % of women 15 to 34 years, namely 19 % of women aged 15 - 24 years and 37 % of women aged 25-34 years. This experience has 17 % of women aged 35-44 years and 45 years or more. Hearsay knows about discrimination in the labor market, 52 % of women aged 15 - 24 years, 42 % aged 24 - 35 years, 50 % between 35 - 44 years and 58 % of women 45 years and older.

With no discrimination meet only 29 % of women 15 to 24 years, 21 % of 25 - 44 years, 33 % of 35 - 44 years and women at least 45 years of age and over (25 %).

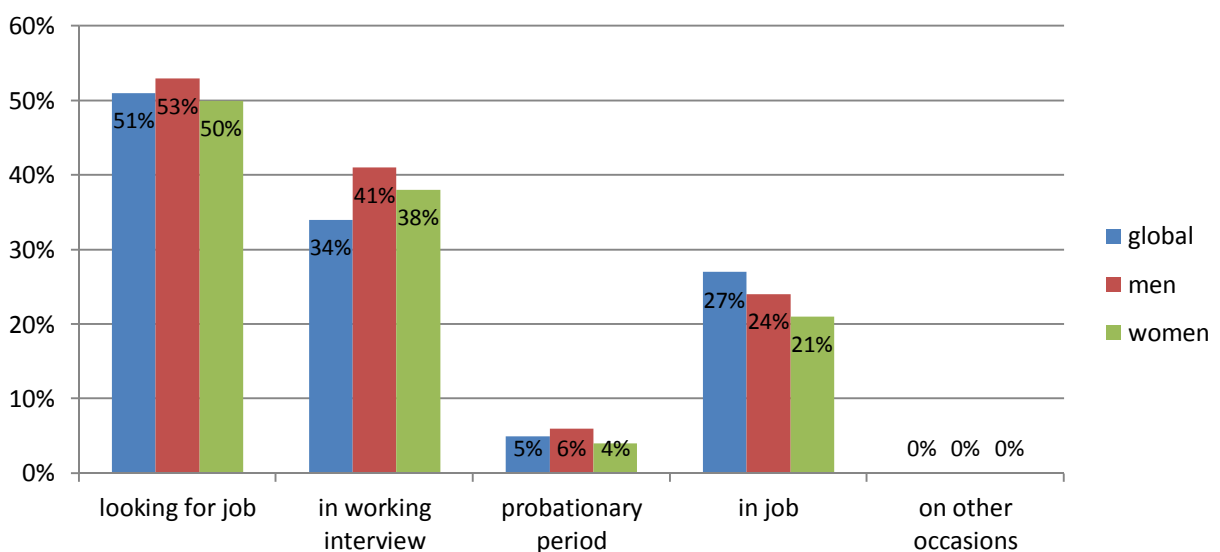
Fig. 1: Encounter discrimination



Source: own research

Personal experience reported 38% of men aged 45 years and over, 33% in the age group 25-34 years and 23 % of men 15 to 24 years. There was nobody in the range of 34 - 44 per survey not discriminated against. Most of personal discrimination in the labor market has met women with secondary education with GCE and women with college education, reported as both 28 %. Number of university graduates with direct experience counts 21 %, secondary education without GCE of 17 %. Almost half of university-educated men stated that they had personally experienced discrimination in the labor market, which is much more than well-educated women. The smallest confirmed experience with secondary education without GCE (14%). Men with secondary education (with GCE) experienced personal discrimination by 22 %.

Fig. 2: Place of discrimination

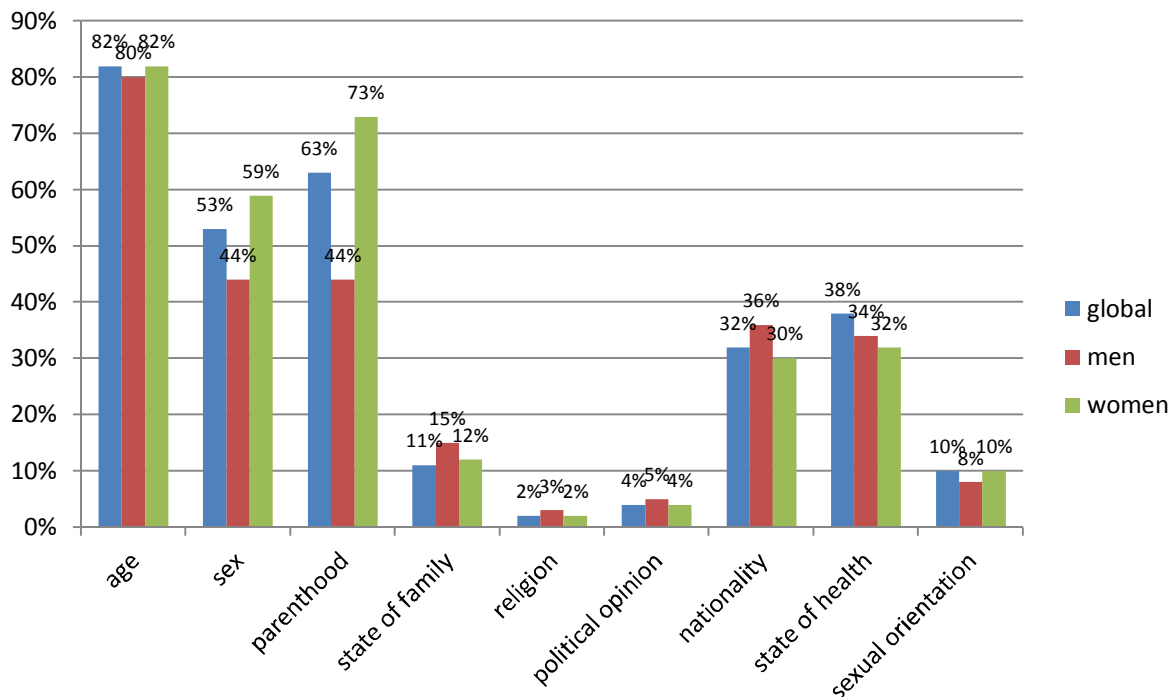


Source: own research

Following the previous question, most frequently discrimination respondents encountered already during the job search, such experience have 20 % of those who reported personal contact with discrimination. Furthermore, 34 % of respondents said that they were discriminated against in a job interview. During the trial period experienced discrimination 5 % of respondents in employment and 27 % of those surveyed (Figure 2). When job search with discrimination encountered 7 % of respondents aged 15 - 24 years, 20 % aged 25 - 34 years, 20 % older than 45 years and no respondent aged 35 - 44 years, who confirmed the previous question personal experience. In the interview confirming the discriminatory conduct 60 % of people over 45 years old, just 45% of respondents in the age range 25 - 34 years, 10 % aged 25 - 34 years, 20 % aged 15 - 24 years and none aged 35 - 44 years. During the trial period you feel discriminated against, only respondents aged 25 - 34 years, namely 10 % of them. Minimum experiences of discrimination in the workplace have respondents aged 15 -24 years and 25 - 34 years, while most respondents older than 45 years.

The most commonly reason for discrimination in all age groups of respondents was age (Figure 2). Overall 82 % respondents answered that. The second most frequent cause for discrimination by the respondents was parenting, but there is a big difference in the responses of men (44 %) and women who parenthood as a reason for discrimination marked more frequently (73 %). Another 53 % of respondents said sex. Even here is difference in the responses of men (44 %) and women (59 %). The fourth most frequent responses were health (34 %). Furthermore, 30 % of the respondents said nationality, 11 % said marital status and sexual orientation said 10 % of respondents. At least reported reasons were political opinions and religious beliefs that have received both 2 %.

Fig. 3: Discrimination area



Source: own research

On this question, the answers in the first place distinction among respondents 15 to 24 years and 45 years or more. While respondents from the category of 15 - 24 selected in 72 % parenting as the most common reason for discrimination, persons aged 45 years and over thinks that 42 % less, particularly so think 30 % of them. Conversely age considered the most serious, and that 95 % of respondents aged 45 years or more in the category of 15 to 24 years, this discriminatory reason appeared in 73 % of those surveyed. Another major distinguishing the answers of respondents aged 35 - 44 years and 45 years and more specifically the possibility of marital status, while respondents from 35 to 44 years old

often mentioned the possibility of parenthood (85 %), the same answer said "only" 30 % of respondents aged 45 years and over.

According to the respondents, is clearly the most discriminated group of people aged 55 and more. As the second most discriminated group respondents consider the age group 25 - 34 years (18 %). This answer was chosen 23 % of women, but for men with this variant appeared to fourth place, in total 10 % said so. As the third most vulnerable group the respondents consider aged 35 - 44 years, expressed as the 17 % of respondents. It was there a noticeable difference in the responses of women and men, chosen as 21 % of women and "only" 12 % of men. Almost the same number of women (12 %) and men (13 %) has chosen the most discriminated category of 15 - 24 years. The remaining 7 % of the total number of respondents referred to persons aged 65 years and over (4 %) and 35 - 44 years (3 %). There was no one believes that discrimination does not occur in any groups.

Conclusion

Discrimination in the labor market is not only the domain of Czech Republic, is strongly rooted in other countries of the world (Bimrose et al., 2014). Lanning (2014) in his research shows that discrimination and wage gaps persist despite pressure from the political sphere. Even the policy of equal pay may paradoxically further increased the wage gap. Also, the effectiveness of equal pay for work in one company and due to sex may vary. Chalikia (2013) describes how often condemns discrimination, but many businesses it very often tolerated.

The results show that the discrimination occurring believe all respondents, regardless of gender, age or education. In terms of understanding discrimination as a social problem that should be addressed, it's not so clear. In that are convinced mostly people over 45, which can be attributed to the fact that these people are among the most vulnerable groups in the labor market. Older people encounter the problem of age discrimination, although they are suited and often a lot of experience for the performance, writes Nev d l (2012).

Although the survey shows that personal experience of discrimination has more men. This finding cannot be generalized and say that the men in the labor market are more discriminated. The result is influenced by the low number of respondents; therefore, in this respect cannot make meaningful conclusions. However, the finding that the personal experience of discrimination has 24 % of the respondents is quite alarming. Older people and women are also confident about the growing trend of discrimination.

Despite numerous legal measures such unacceptable behavior does not occur sporadically. There are several reasons. Discrimination in almost all forms is very hard to prove. Although the burden of proof is on the defendant, very few cases reach up to the judicial system. This is related to other negative findings, a very low level of awareness of citizens on the right of this issue. Only 17 % of respondents demonstrated knowledge of a specific piece of legislation. Even though, 64 % of respondents consider protection in the Czech Republic as poor. It is therefore necessary to educate society in this area. Too many laws and regulations may have an opposite effect, which will discourage the employment of risk groups. It is important to ensure the quality of the protective measures and compliance, than quantity, leading to deterioration of the situation.

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