

THE DISCRIMINATION OF EMPLOYEES ON THE EU LABOR MARKET

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Abstract

Discrimination is not limited only to work, many people experience it at a certain stage of life, and the reasons vary. The law seeks to regulate these areas where discrimination is widely known. Discrimination on grounds of gender, race or disability is the most common form, but a person may also be discriminated against on other grounds: age, religious beliefs, sexual orientation, or a criminal record. The anti-discrimination legislation makes vulnerabilities during the recruitment process of recruiting minimized. The article aims to present the phenomenon of discrimination at the workplace from two perspectives: the stage of knowledge of concepts and the dynamic analysis of relevant indicators. The research method used is the analysis of secondary sources and the sample consists of employees of organizations from the territory of the EU member states.

Key words: job, vulnerability, discrimination, human resources

JEL: D 63, J 71

1. Theoretical approach

In a context of rapid changes and intense aging of the population, jobs are not just a political ambition, but a necessity of an economic and social nature too. The job gives the individual money, safety and stability. In order to ensure a proper working climate, it is very important to ensure equal treatment in the labor market.

In the text of the Directive no. 2006/54 / EC are defined the most important notions for the field of ensuring equal treatment on the labor market of individuals. These are as follows ([http://www.perfect-service.ro/intelinet/2010/martie/intel\(i\)net.php?legatura=2](http://www.perfect-service.ro/intelinet/2010/martie/intel(i)net.php?legatura=2)):

1. *direct discrimination;*
2. *indirect discrimination;*
3. *harassment;*
4. *sexual harassment;*
5. *remuneration;*
6. *professional systems of social security.*

Classical discrimination refers to the application of unequal or unfair treatment in relation to that used for other people or groups, treatment due to gender differences, ethnicity, age, country of origin (Massey D, 2007). Employment faces a variety of vulnerabilities. To open the formal labor market to vulnerable groups are necessary (http://media.hotnews.ro/media_server1/document-2009-09-22-6180947-0-riscuri-inechitati-sociale-romania-sinteza.pdf):

- (a) constant changes of the regulations regarding work relations;
- (b) favouring temporary demand;
- (c) remedy and extend active temporary employment measures;
- (d) introducing new financial support schemes for people who no longer have a job.

2. Discrimination in the labor market

Methodology of research

Research objectives:

The fundamental objective is to identify and analyze discrimination in the EU labor market. It is divided into:

O1: Knowledge of the percentage of European discriminated workers at work;

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O2: Identify the share of people expected to lose their jobs in the coming months

Research hypothesis:

H1: From 2005 to 2015, the percentage of Romanian employees discriminated at the workplace doubles;

H2: The inhabitants of the EU Member States are optimistic about the current job and perceive it as safe.

H3: At EU-28 level in 2016, the percentage of women with management position increases compared to 2005.

The research method and the sample. For this research, the method of analysis of secondary sources (European statistics taken from EUROSTAT) was used, and the sample surveyed consists of Member States' representatives from the EU. The statistical analysis of the phenomenon of discrimination at the workplace is presented in the following three table and three figure.

Table 1. The percentage of the employees discriminated at the workplace

GEO/TIME	2005	2010	2015
European Union (28 countries)	4,8	6,2	7,2
Romania	4,2	4,8	8,4

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

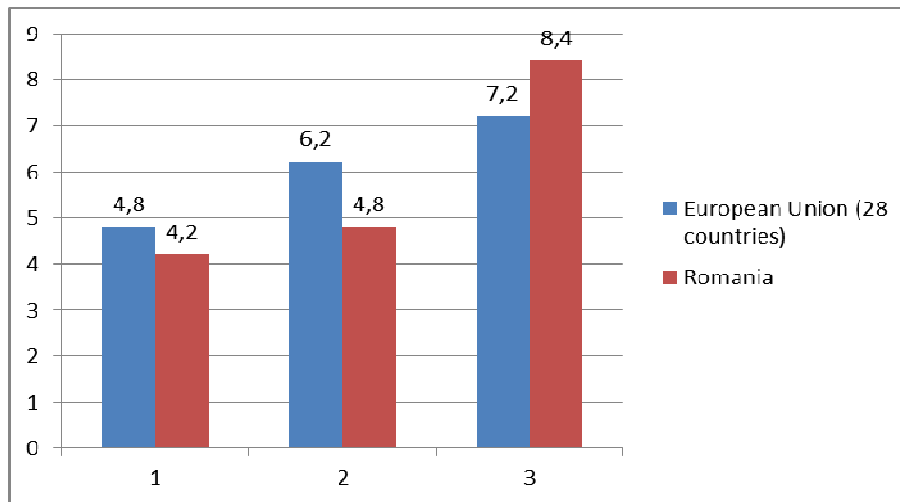


Figure 1. The percentage of the employees discriminated at the workplace

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

At EU level there is an increase in the percentage of people discriminated at their workplace, a change of 2.4%. In the case of Romania, the percentage of discriminated employees at the place of work doubles (from 4.2 in the first year analyzed at 8.4 in the last year). **The first hypothesis of the research was confirmed as a result of the dynamic analysis of the indicator of the percentage of discriminated employees.**

Table 2. The percentage of people who expect to lose their job

GEO/TIME	2005	2010	2015
European Union (28 countries)	13,8	16,5	16,0
Belgium	9,1	16,2	15,3
Bulgaria	23,1	29,5	11,7
Czech Republic	31,8	34,0	16,7
Denmark	7,1	9,8	11,0
Latvia	19,0	31,6	19,9
Lithuania	23,2	40,7	13,6
Netherlands	17,8	14,1	25,2
Austria	9,1	10,7	10,4
Poland	26,8	17,9	24,0
Portugal	19,5	18,3	19,1
Romania	19,3	24,5	16,3

Source: <http://appsso.eurostat.ec.europa.eu>

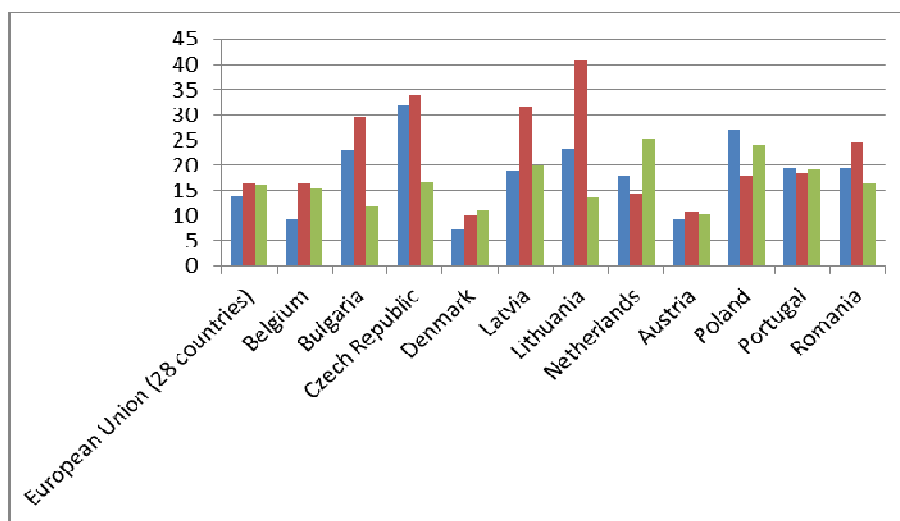


Figure 2. The percentage of people who expect to lose their job

Source: <http://appsso.eurostat.ec.europa.eu>

At EU level, but also in our country, the percentage of people expecting to lose their jobs increases. **The second hypothesis was not verified because the Romanians and the Europeans do not show the feeling of safety of the job.**

Table 3. The percentage of the women aged under 24 in management positions

		Under 25 years											
geo\time		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
EU (28 countries)		44	46,3	44,6	45,5	42,8	41,7	40	39,8	40,5	43,2	42,5	42,5

Source: <http://appsso.eurostat.ec.europa.eu>

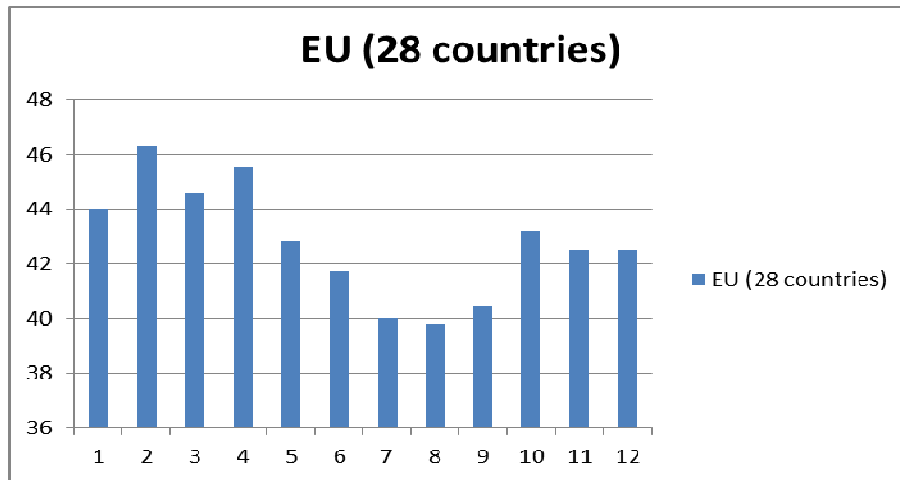


Figure 3. The percentage of the women aged under 24 in management positions
 Source: <http://appsso.eurostat.ec.europa.eu>

At the level of all EU Member States, the percentage of women under the age of 24, but in a management position shows a decrease of 2%. Thus, **the last hypothesis of research has not been verified.**

Conclusions

Discrimination at the workplace exists, an employer treats a human resource inappropriately only because of race, religion, sex, origin, disability. There may also be some apparently correct policies or procedures of the employer, but which have a discriminatory impact on members of special groups. Discrimination may be against a single person or group.

The statistical analysis of indicators reflecting the discrimination of the employees highlights the fact that Romanians and Europeans feel vulnerable and insecure at work. In conclusion, it can be said that although there is legislation on discrimination at the workplace, this is a phenomenon that cannot be eradicated.

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