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Influence of ethnic origin, gender and religion on employment and labor relations

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Abstract

The article outlines key reasons that have caused discrimination taking care of all socially vulnerable groups via comparative qualitative research methods. In addition, new criteria and approaches are suggested for review within the policy of a socially-oriented staff. As a result of the analysis of provided works, there is a lack of or very poor integration in the up-to-date labor world, taking into account the relevance of researched indicators in a country. In conclusion, the study and implementation of experience on equality issues is a necessary measure, which can have a positive impact on solving of this labor-intensive process.

Keywords: Discriminatory, Markers, Discrimination, Relations, Ageism.

Influencia del origen étnico, el género y la religión en el empleo y las relaciones laborales

Resumen

El artículo describe las razones clave que han causado la discriminación en el cuidado de todos los grupos socialmente vulnerables a través de métodos comparativos de investigación cualitativa. Además, se sugieren nuevos criterios y enfoques para su revisión dentro de la política de un personal socialmente orientado. Como resultado del análisis de los trabajos proporcionados, existe una falta o muy poca integración en el mundo laboral actualizado, teniendo en cuenta la relevancia de los indicadores investigados en un país. En conclusión, el estudio y la implementación de la experiencia en temas de igualdad es una medida necesaria, que puede tener un impacto positivo en la resolución de este proceso intensivo en mano de obra.

Palabras clave: Discriminatorio, Marcadores, Discriminación, Relaciones, Ageismo.

1. INTRODUCTION

Academic researchers believe that discrimination at hiring is one of the important factors contributing to the poor integration of some social groups in the labor market and, therefore, in society. So, overcoming the discrimination issue at hiring will ensure more integration of today's poorly integrated groups such as migrants or ethno-religious minorities into society. However, it is not easy to measure discrimination at hiring. In this case, it is difficult to define the impact of discrimination on the employment and impact of other factors such as differences in human capital and other skills.

The status of the discrimination in Europe and the USA is significantly different compared with Asian countries or countries of the former Soviet Union. To eliminate the issues of multidiscrimination political and legal institutions have elaborated many effective concepts for establishing equality. For example, the European Union has created various functions (KHUZIEVA, 2016), which purposefully and specifically focus on issues of multiple forms of the discrimination AYALON (2014) (commissions on racial, gender, migration, religious and other configurations).

In the countries of the former Soviet Union, the discrimination topic at the labor market requires a deeper analysis (AYALON, 2014). Any signs of labor discrimination in Russia are prohibited in the framework of current legislation. However, there are issues and they are to be solved at all levels (legal, social, administrative). Russian scientists, striving to bring labor discrimination matters in line with worldwide standards, refer to international practices. To take into account the international experience is a necessary measure of a modern Russian reality (DRYDAKIS, MACDONALD, CHIOTIS & SOMERS, 2018). Certain leading countries (the USA, Great Britain, Australia BERTRAND & MULLAINATHAN (2004), BACCHI (2016) in terms of the fight against individual's discrimination in labor relations have accumulated enormous experience, which is worth to be as deeply analyzed as to become a sample of such countries, which have anti-discrimination legislation (ARAI, BURSELL & NEKBY, 2016). For instance, the USA case law under the labor discrimination issue is the broadest one in the world.

The social fabric of society has caused discrimination (BROWN, 2011). In different countries, the characteristics of a particular social structure are taken into consideration (AYALON, 2014; ARTAMONOV, VORONA-SLIVINSKAYA & MEDVEDEVA, 2016). Because of it, we can distinguish socially dependent groups. In these groups, the integration of some layers of the society has undergone the discrimination or the integration is very low. Modern scientific studies within labor economics, labor sociology CORRELL, BENARD & PAIK (2007) and personnel psychology KANTOLA & NOUSIAINEN (2009) over the past decade have applied the so-called extramural experiments for measuring the discrimination under the employment since the physical measurement of the discrimination in the contemporary world is much more complicated than the theoretical one.

As a result of the analysis of relevant scientific studies, we concluded that the latter is focusing on an in-depth review of experimental data on the discrimination at the labor market, the formed characteristics of a particular country. The studies cannot become an exact sample of inheritance as other grounds for the discrimination are neglected by the studies. Thus, the experimental studies are very important to avoid a subjective approach, considering the moral, ethical and behavioral norms of our society.

2. METHODOLOGY

We can state that outstanding works in the industry focus on three main groups (gender, racial and age), although there are many

more such groups (vulnerable). None of these studies attempts to provide the reader with an exhaustive list of all grounds for discrimination, or where all poorly integrated groups will be shown. All of them are seemed to concentrate on more famous (i.e. from their own country or highly cited) experiments. The results obtained by us demonstrate an exhaustive list of groups subject to the discrimination in Russia in a more detailed analysis, taking into account factors affecting the low integration of these social groups:

Gender perception issues within labor relations are still relevant, even in countries with a very high level of democracy. In both America and Europe measures on the efficient demarcation of gender image of occupation are being taken. Radical forms of the fight against sexism are undertaken at all stages of the labor trend.

3. RESULTS

In the USA and Europe, the ethnic diversity of society is a historical pattern caused by migration processes. So, the ethnic labor integration in these regions is a long-time phenomenon. The examination of discriminatory processes in the labor market has acquired good practice. In some countries, this topic is of great popularity. In particular, racial prejudice is an extremely important factor, especially under hiring, as well as in career issues in countries with a high rate of immigrants. In Russia, the vulnerability of this group is relatively low compared with England or the United States,

but the ethnic discrimination is evident in the analysis of wages, in the analysis of jobs with a low qualification coefficient.

Religious preferences in hiring play an important role. Public laws related to religious beliefs are relevant to religious discrimination. However, religious communities have a serious impact on moral public principles, especially in matters related to family and culture.

Persons with limited disabilities are a group that is socially and physically vulnerable, most likely to be discriminated against in labor relations. The UN General Assembly adopted the Convention on the Protection of the Rights and Promotion of the Dignity of Persons with Disabilities, which should be the first international human rights treaty-based on disability. The ratification of the treaty by the involved countries confirms an agreement to prohibit (state legislative) the discrimination based on disability concerning all issues related to employment, including conditions for employment, hiring, continuity of employment, promotion, provision of disabled people with reasonable amenities at the workplace.

Age discrimination occupies a special place in labor relations. Ageism is a rather difficult and widespread phenomenon. Age restrictions in labor relations exist in all countries and sectors of the economy. Signs of age discrimination vary by country of residence. In Russia, the issue is not a hot topic nowadays. The statistics show that age-old category 40+ applicants already belong to the risk zone, and the chances of employment are much lower than those of the 25+

group. We can affirm that the age-old barrier is significantly overstated since the 40+ group is less susceptible to fluctuations in instability compared with young applicants.

Many works have been dedicated to personnel corruption and its destructive function in labor relations. The presence of personnel corruption in all countries is confirmed. Its sabotage can be mainly traced at the state level and in government bodies. Selfish interests of interactive parties (one who has powers to appoint and the other who is interested in the appointment) cause the deprivation of the most significant moral and ethical criteria. Discrimination refers to the professionalism of a potential employee who will be denied a job. If we compare the situation in developed countries, then personnel corruption directly depends on the level of democracy, as well as the economic well-being of society. On monitoring the issue, we concluded that personnel discrimination is vertical in structure.

The most vulnerable social group at the labor market that is discriminated against is former prisoners. The social isolation of this group is very sensible, especially in the labor market. Ex-prisoners are secretly recognized as a risk group, and, therefore, are most exposed to labor discrimination. The situation is aggravated by the economic indicators of a country: the higher the economic indicator, the higher the likelihood of integration of this group. For example, in some EU countries, state projects are aimed at restoring social status through various kinds of educational programs, advanced training of professional suitability and others. Thus, an entire range of workplaces

is provided for former prisoners. Mainly, these are social institutions whose activities are aimed at interagency cooperation under state support.

Multi-million-dollar migration flows in a modern environment have caused several issues related to the employment and, to a greater extent, segregation of migrants. The very classification of labor migrants (desirable, useful, inevitable) implies the existing discrimination issue in this group. In the countries of the European Union, where the migration card is full of many ethnic enclaves, the integration is aimed, first of all, at the integration of such groups by legalizing their status, raising the level of education, and others. In other words, the state policy of developed countries authorizes various methods for the social adaptation of labor migrants. One of the issues is temporary labor migrants, who are not referred to various projects and their impact, since staying in another country is under time limits, although they have also partially integrated into the society. Such a status as for legalization is stipulated by several reasons for the subjective character.

LGBT, as a separate group of discriminators at the labor market, has been discussed for several decades. Allegations of infringement of rights in hiring or dismissal in connection with non-traditional orientation have grounds to be called specific since they are more moral than social. Advocates of the protection of LGBT rights stand for the existence of this type of discrimination and propose the introduction of appropriate standards at the legislative level. In Russia,

the standard of the rights' protection does not coincide with the moral and ethical code. Therefore, it is not considered as a form of open discrimination, although facts of violation of rights based on non-traditional orientation take place.

4. DISCUSSION

For several decades, a firmly-established stereotype of a white man has been inextricably linked with the discrimination. Such a man is a desirable employee and a competitor for other abovementioned groups in hiring, regardless of the country.

Mental prejudices of the post-Soviet countries have a deep historical ground (KOLDINSKÁ, 2009), and the issue is presented unusually and specifically only for this territory. The ideology of the socialist society could not allow judgments about discrimination a priori, although the discrimination fully existed (KOLDINSKÁ, 2009). The consequences of the ideological isolation of the society, avoidance to accept the existing discriminatory clichés AYALON (2014) caused several challenges that should be worked out by specialists of all sectors - political, social, scientific and others (GADDIS, 2018). Russian scientists are intensively studying this area in all possible aspects, making a significant contribution to world scientific studies.

Sexism is one of the oldest forms of occupational segregation in the world (AYALON, 2014). The relevance of the gender issue has led

to the fact that numerous studies, as well as experiments, have yielded positive results in the field of labor relations (BERTRAND & MULLAINATHAN, 2004). The gender image of some professions is gradually transforming into depersonalized professions. As a result, anonymized forms of labor relations or headhunting have become very popular in many countries. The so-called blind recruitment is already so popular that many companies select candidates solely on an impersonal basis, thus demonstrating their impartiality in gender issues. This fact is confirmed by the creation of many programs that automatically delete information about gender, nationality, and even education. In the UK, starting from 2017, large public and private companies (Teach First, HSBC, Deloitte, Ernst & Young, Virgin Money, KPMG, BBC, NHS, etc.) are hired exclusively by the blind way. In Canada, since 2017, civil officers have been hired by this method.

Large companies with a good reputation have performed statistics on the proportionality of the presence of different nationalities AHMED & HAMMARSTEDT (2009) in their employees' team for a long time. Large corporations often play a double game. They are aware of what employees should be hired to have good statistics. Modern recruiting methods of analysis allow identifying the right candidate to have a well-balanced staff composition. We can suggest that large companies (international holdings, corporations) are subject to political influences (FREDMAN, 2005), economic manipulation and others. For example, an analysis of managers' composition shows that the number of representatives based

on the national criteria is much larger than in smaller companies. As a result, companies have demonstrated an improvement (taking into account the effectiveness of the diversity of the multinational staff), which can be likely fictitious or an explicit exaggeration. Nevertheless, it can be called ethnic quotas (AYALON, 2014), which must be filled out to satisfy economic or political ambitions. In many cases, disability can also be considered as a quota. The disabled employee, as a part of the labor team, is assessed not by professional personal qualities, but by the privileges that the employer gets.

5. CONCLUSION

Discrimination models in different countries were formed by social institutions due to the influence of historical and geopolitical trends. Accordingly, national models of the old states (countries of Western and Central Europe, the USA) have already advanced in solving the issue compared with the young states (Eastern Europe, Russia, CIS countries). Therefore, the study and implementation of experience on equality issues is a necessary measure, which can have a positive impact on solving of this labor-intensive process.

The authors mean that professional segregation is a differentiated phenomenon in different countries. For instance, in Russia, labor discrimination is prohibited by law, but the modules for the practical solving of infringement are not sufficiently developed. Circumstances of the labor discrimination exist, but there is no

evidence for rights' protection to the extent that it should be. Analyzing the results of the professional segregation, we can ascertain that most of the studies are aimed primarily at gender and age inequality. However, other social groups claim to be protected, in the direct meaning of the word.

In our country public prejudices as regards professional discrimination have distorted. The associativity linked with the profession is still deeply embedded in the consciousness of society. For example, the profession of a waiter has clear age associations: a 50+ man can never become a waiter in Russia, Ukraine (CIS countries), while in Canada, America the age of a waiter does not matter, and you can meet a 50+ waiter in all establishments, from small cafes to large restaurants. When we talk about the profession of a surgeon, we imagine a man, preferably aged 40-50, when the experience is confirmed by age-old qualifications. When we talk about maternity leave, we assume that this is the female sphere, while in Norway, Sweden and many other countries, maternity leave can be equally distributed between both parents. Clichés are extended to other areas and may not always indicate professional discrimination; most likely we can affirm that national characteristics form certain gender stereotypes.

Post-socialist countries with a special type of policy, relatively recently awakened by their interest in the discrimination (when compared with the EU or the USA, Canada) face issues that require great efforts at all possible levels. Even if scientists develop national

strategies, this will not be enough without political will and government intervention. As a result of the ratification of the UN Convention, the decision about the creation of the unified body for monitoring of some discrimination reasons can be likely deemed genuine fictitiousness and unwillingness to face cross-discriminatory issues.

The authors of the article greatly wish to contribute a lot to erase associative attitudes, when age, sex and nationality in labor relations are perceived as ageism, sexism and racism.

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