



YHDENVERTAISUUS

VALTUUTETTU

**DISKRIMINERINGSOMBUDSMANNEN
NON-DISCRIMINATION OMBUDSMAN
OVTTAVEARDÁSAŠVUOĐAÁITTARDEADDJI**

DISCRIMINATION IN EMPLOYMENT

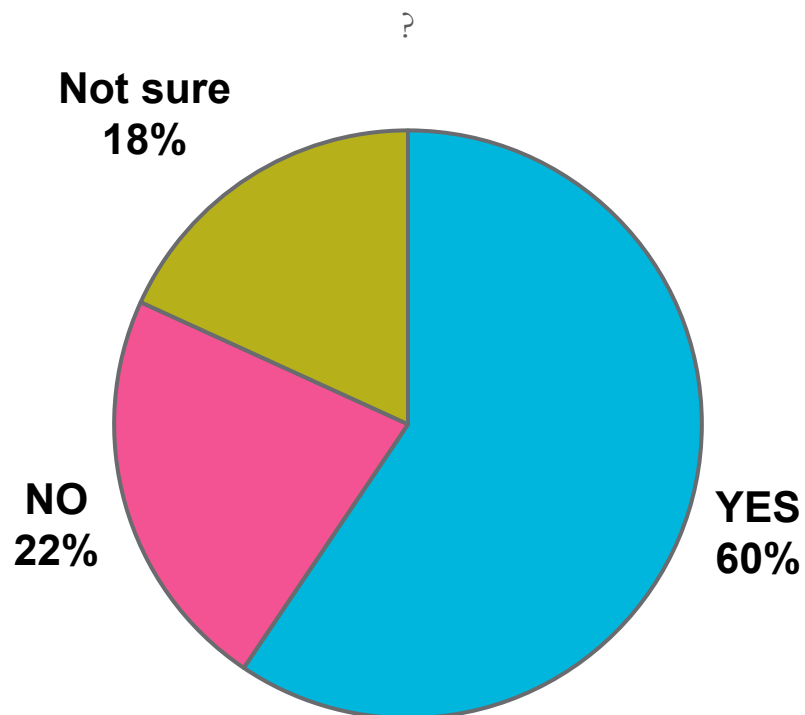


”Urani aikana minulta on evätty tiettyjä etuja, kuten yksinkertaisesti pysyvä palkkatyö, vaikka olen työskennellyt samassa yrityksessä yli 3 vuotta. Pahinta on hyvien työtovereiden hiljaisuus, jotka vain katsovat hiljaa vierestä.”





Have you experienced discrimination in employment?



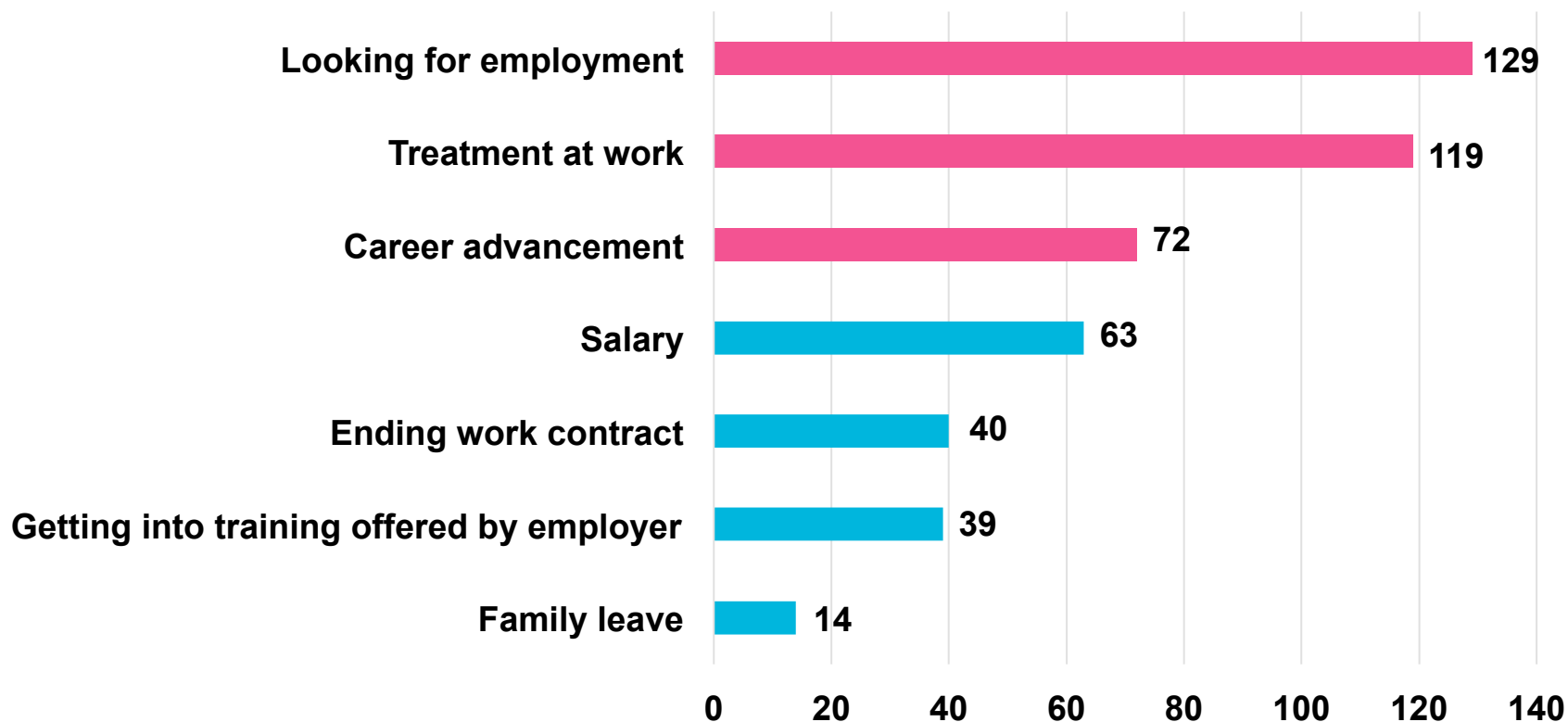


Main findings about discrimination in employment

- Respondents reported having been discriminated against at work and when seeking employment by employers, other employees and customers.
- Discrimination occurs both in recruitment and in the terms and conditions of employment. In addition, prejudice and racism have a negative impact on the supervision of work and the working environment.
- Discrimination by supervisors manifests, in particular, as questioning the employee's competence and as passive attitudes towards harassment at the workplace or even as participation in harassment. Supervisors' attitudes have a significant impact on the working environment.
- The attitudes of supervisors are of great importance to the work environment.
- The involvement in discrimination of colleagues and client (such as patients) may often occur as gross racist harassment.
- Racist harassment faced by women is often combined with sexual harassment
- Employers' efforts to eradicate harassment are deficient and many feel left without support, especially when faced with insults from customers.



When have you you faced discrimination in employment?



KIITOS.



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