

Centre of Social Sciences

REPORT PAPER OF THE STUDY „GENDER DISCRIMINATION IN GEORGIAN LABOUR MARKET“

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Abstract

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1. Introduction

The current study „Gender equality in employment“ focuses on gender, based on social constructionist theory. According to the social constructionist theory gender is socially constructed and the gender differences are not based on person's biology. Gender is not only socialized into our personalities, it also sets the parameters for interaction expectations and is built into our social institutions (Lorber 1994, Risman 1998, Blair-Loy 2003). People's preferences are socially constructed through labour market, but also through family and other social institutions (Bettio, Verashchagina 2009).

The situation of men and women in labour market reflects the situation of gender equality in society. In every society gender inequality reveals itself within the labour market (Vainu *et al.* 2010). Gender stereotypes and attitudes prevalent in societies influence women's and men's position in everyday life and labour market. For instance, what is regarded as appropriate and desirable in boys' and girls' upbringings is later replicated as the gender-segregated labour market. Moreover, the division of domestic chores and the double burden that women face has an effect on women's ambitions and ability to have a career. Furthermore the prevalence of sexual harassment and attitudes toward prostitution clearly reflect the gendered power relations in a society. In addition to the former, domestic violence has also had an impact on people's physical and mental health and coping. It also influences violence victims' capability to work at and cope with a job. Thus the dominant gender stereotypes and attitudes have a direct or indirect impact on a persons' self-actualisation in their work life.

The characteristics and the way of working is a significant part of person's identity and the income earned by working is one of the most important guaranties in order to avoid poverty and to manage with basic needs of life. If the gender is socially structured, also work and working are part of creating femininity and masculinity. In every sphere of life, people and institutions create femininity, masculinity and gender-based power-relations by their everyday behaviour and practices (Butler 1990, West *et al.* 1991). This is also relevant in work life. Thus it is important to study the attitude of work, work and family life reconciliation, working conditions, what is the position of men and women in work life, what are the differences in occupations occupied by men and women.

Gender inequality in labour market does not impair only women, but it has an influence also towards men, who seem in better situation in labour market than women. For example the gender segregation (occupational as well as sectorial) may limit the possibilities of men and women, who might not have the possibility to implement their potential in occupations they would like. The economic recession had a greater impact on men's unemployment as the financial crises hit more the construction and real estate sector, which are male-dominated.

Unequal treatment in case of working conditions is something women have to deal with in their everyday working life. The situations where women can experience unequal treatment are gender-based discrimination as well as gender and sex-based harassment in workplace (see the paragraph below).

Discrimination can influence women's position in labour market, segregation in education and labour market and also gender pay gap. Gender discrimination is a situation, where one person is treated differently due to person's gender, race, age, sexual orientation, etc. In labour market this could lead to a situation, where women and men working in same position, with the same productivity, earn different salary or where recruitment of people with same skills and experience, depends on gender.

The main purpose of the study „Gender equality in employment" is to find out:

- (i) the main focal points of gender discrimination in Georgian labour market
- (ii) who are the main risk-groups threatened by workplace discrimination
- (iii) the awareness of gender equality and discrimination among employers

In order to study the above proposed, the study will focus on the areas of gender inequality and discrimination in employment pointed out in various international studies, researches and theories. The more detailed topics studied in the survey will be: recruitment, training and promotion, firing, wages, benefits, equality of treatment and (gender and sexual) harassment. Based on various literatures about gender discrimination in employment, in the mentioned categories gender discrimination may take place mostly.

There will be a survey conducted among employees which will include sections concentrating on recruitment, training and promotion, firing, wages, benefits, equality of treatment and (gender and sexual) harassment. In the following paragraphs the fields are more explicated and also hypothesis are raised. The conducted survey aims to prove or disprove the hypothesis.

2. Literature review on discrimination at workplace

2.1. Overview of the researches and surveys related to gender equality in Georgia

2.2. Employment background

Hypothesis 1: Georgian labour market faces high rate of gender segregation (vertical as well as horizontal), where the occupations and fields are dominated by one gender (women as teachers, men in construction)

Hypothesis 2: The employment situation (including working conditions) is better in big towns than in smaller towns and countryside.

In last decades there have been remarkable changes in the attitudes of work and working among men and women. A century ago women didn't participate in the labour market (in paid jobs) at all, thus working in a paid job was found rather masculine. Nowadays women have been active in labour market, they have often better education level than the men and women may have better skills, despite the fact that the working position of women is often lower than men's. Also the gender pay gap prevailing all over the world proves the inequality in labour market.

There are various reasons for the gender wage gap – from the differences in human capital to unequal treatment in employment market. According to the human capital theory through life-time people invest to their skills, knowledge, education and experience, which form his/her human capital (Becker 1964). In other words human capital is a collection of qualifications which are collected throughout life and which increase the value of the employee. Based on the human capital theory the investments to human capital are different among men and women and therefore also the wages and productivity vary. However this theory was more accurate half a century ago, when women's participation in the employment market was rather low, women were less educated and focused on home chores. (Anspal *et al.* 2009)

The differences between the wages of men and women is often caused by the gender segregation of the labour market. Meaning that women and men work in different sectors of activity and occupations and as the average wages in male-dominated sectors and occupations are usually higher than in female-dominated sectors, the segregation has a fundamental impact on the pay gap. For example such sectors where women predominate is education, health care and other social services. Men are more often occupied in sectors such as real estate, construction, information technology, forestry etc. One reason for the labour market gender segregation is also the concentration of women and men in different educational fields. Women and men make different educational choices and thus the segregation starts already in higher education level. Various studies about gender segregation of labour market have also shown that male wages exceed women's wages partially because men tend to study fields which would later ensure a higher income (Anspal *et al.* 2009). In addition the career path of men leads more often to executive positions than in case of women. The concentration of men in different occupational levels is called vertical segregation and women's and men's concentration into different labour market sectors is called horizontal segregation (Bettio 2002).

One of the hypothesis raised in the beginning of the current paragraph, is that the employment situation (including working conditions) is better in big towns than in smaller towns and countryside. This hypothesis is based on the assumption that there are less employers in the rural areas than in big towns and Tbilisi.

Monopsony is a form of labour market, where is one buyer and many sellers (analogous to monopoly, which can be described with opposite characteristics). In labour market context monopsony means a condition where is one employer and a larger amount of employees. In such case the employer may pay a lower salary than generally the salaries in such labour market sector are. According to Robinson (1933, referred through Heinze ja Wolf 2006) the less sensitive the employees are about the salary offered, the lower salary is paid by the employer. Robinson assumed also that the elastics of the female employment is generally smaller than in case of men due to the domestic chores and child care responsibilities. Women are willing to work with lower salary, if the work enables them to be closer to their home and take care of the domestic chores and children. Men don't feel such responsibility about the domestic chores and as breadwinners are willing to work in longer distances if better salary is paid by employers in further distance. Thus the monopsonistic employer may pay female employees less as the short distance is more important criteria for women than for men. Monopsonistic discrimination is a situation when women are paid less than men despite the fact that their productivity is the same as their male counterparts. (Heinze ja Wolf 2006)

2.3. Recruitment

Hypothesis 1: *Male-dominated enterprises use more networking when hiring (meaning their friends and acquaintances) than female-dominated enterprises.*

Hypothesis 2: *During the recruitment process women are more often asked questions about their private life (marital status, number of children and plans to have children) than men.*

Hypothesis 3: *Social networking is a widely used channel when finding a job.*

Recruitment is a decisive process in human resource policies which aim to treat potential workers equally and not to discriminate anyone. If in recruitment process gender equality is not kept in mind, the process can reproduce gender segregation of labour market. Thus recruitment depends on the human resource practices of the organization as well as the decision makers will to be open minded in regards of hiring new people. For example employers often use social ties of other workers as a recruitment practice as it is more inexpensive and more safe as a worker already knows the qualification of the recommended person. Also employers tend to think that this method is more effective. However recommendations based recruitment can reproduce gender-based work division. As women have more contacts among women and men with men, the recommendation-based recruitment strengthens segregation. (Anspal et al. 2009)

In explaining the existence of vertical segregation, the theory of glass ceiling states that despite the general increase of women's employment, the amount of women in decision

making occupations and executive positions is limited. The “glass ceiling” presents the invisible barriers, which obstruct women and other minorities to get promoted career and/or salary wise in labour force (Weyer 2007). This concept does not represent a situation where progression is hindered by the person’s own limited capability for working in a senior position, but artificially or invisibly created obstacles for women as a group (Morrison *et al.* 1987). The existence of a glass ceiling provides a situation where the share of men in senior position jobs is higher. An expression of the glass ceiling is also a greater difference between the wages of highly-paid men and highly-paid women. Another term expressing the unequal treatment of women in employment market, is glass lift. The term stands for a situation where in female-dominated job men are treated in favour by managers, colleagues and clients. Thus the opportunities of men to improve their career in their organization are better than among the female colleagues. According to Williams (1989, 1995) male nurses, male elementary school teachers, male librarians, male social workers, etc are potential “riders” of the glass lift – meaning that compared to their female counterparts, they have much better chances to make career in their field. Thus the occupations, which are mostly occupied by women, can be seen as a “diving board” for men, but as an obstacle for women, who are career-oriented. (Hultin 2003)

Various surveys have proved also, that in job interview women are more often asked questions about their marital status, number of children and intentions to have children. In many cases this is relevant also in case when such questions in job interviews are forbidden by law. A gender equality monitoring conducted in Estonia (Vainu *et al.* 2010) showed that over half (52%) of the employees were asked such questions, whereas in case of men only 39% had experienced questions regarding their family life. The monitoring also showed, that questions about marital status have mostly been asked from respondents aged 30-39 years. Questions about the number and age of children have been asked mostly (65%) from women aged 20-39.

In many studies it has been referred, that the structure of an organization which is more bureaucratic leaves less possibilities for the employer to make inconsiderate decisions, which are based on preferences. Using bureaucracy should make decision-making impersonal, formalize and standardize the practices of the organization, and bring out the objective and controllable criteria evaluating productivity (Baron *et al.* 2007). Various studies have also proved, that formal rules and policies influence women’s career and choices. For example Cross and Linehan (2006) found that the main obstacles women face in career path is being left out from informal networks, lack of transparent promotion-systems and difficulties in work and family life reconciliation. They also found, that in majority’s eyes in case of male managers being married was an advantage, but in case of female manager, it was seen as a disadvantage. It was substantiated with arguments, that if man is married, he will have support from home and he can be fully

committed to work, but in case of women, there is need to take care of the home chores and thus female managers are willing to give up their career more easily.

In recruitment process the job candidates often do not have complete information about the job offered (for example working conditions and requirements), thus it is difficult for the employers to get full information about the skills and character of the potential worker (Boeri *et al.* 2008). This could lead the employer to use information based on candidates' group (for example gender, nationality) average qualifications for evaluating the productivity. For example a prejudice that women are better caretakers and men better managers.

Women's discrimination in employment market can often be influenced by the differences in working experience of women and men. Since it is predominantly women who due to family obligations (raising children, etc) can be inactive from labour market for a certain period, their average length of working experience is shorter than for men. Studies carried out on this topic have demonstrated that it is in particular career breaks at the beginning of the career that are one of the main reasons determining wage differences between women and men. This can lead to employers fear that women of child-bearing age are more likely to drop out of working life for some period, which may influence their recruitment, promotion and also training options.

The third hypothesis stated that social networking is a widely used channel when finding a job. During the last decade the concept of social capital developed from a concept into a large field of research. The theory is widely used: from studies about families and youth behaviour problems, public health, economic development to democracy and governance. In general we can say that social capital is always about relationships. Kwon *et al.* 2014 state that social capital researches have mainly concentrated on the horizontal structuring of societies and organizations and less attention has paid to their vertical construction. In 1960s Domhoff reported that the extensive social ties and social bonding that consolidated a "ruling class" in the United States (Domhoff, 1967 referred through Kwon *et al.* 2014). Thus social capital can be regarded as privileges and benefits arising from social relations, which may cause inequality. Based on the study by Davis, Yoo, and Baker (2003) the network of corporate board memberships in US found that the average director was connected to 16 other directors, but a few had interlock ties to as many as 100. Such findings refer to advantages of such social ties and which may lead to inequalities known as the Matthew effect (Merton, 1968). The effect is about high-status people benefiting from networks more than their lower-status counterparts. For example, the relation between using networks to find a job and job quality is stronger for high socioeconomic status workers than for low socioeconomic status workers (Ioannides *et al.* 2004) and as there are more men in decision making positions, the ties give stronger privileges for men than for women (Åberg *et al.*, 2011). As described at the beginning of the chapter, recruitment based on social networks can reproduce gender-based work

division. As women have more contacts among women and men with men, the recommendation-based recruitment strengthens segregation. (Anspal *et al.* 2009)

2.4. Training, promotion and firing

Hypothesis 1: Men have better opportunities for job promotion career wise as well as pay wise

Hypothesis 2: For various reasons (care responsibilities, “glass ceiling”, etc) women cannot participate in trainings as frequently as men.

Hypothesis 3: Women get fired more often due to care responsibilities and thus experience more often discrimination.

There are many explanations why there are less women in executive positions, why there is „glass ceiling“ in organization’s vertical hierarchy (Oakley 2000). One of the explanations focuses on organizational practices and policies, which have an impact on men and women’s different career. This is because often organizations prefer (especially in case of executive positions) in recruitment and promoting process men instead of women. The other theory explaining the lack of female in executive positions concentrates on cultural reasons, which arise from stereotypes, division of power, preferred management styles, the psychodynamics of women and men.

Trainings are important personnel practices, which aim to improve the skills of a worker and can help employees in their career paths. It can be said that the decisions about investing to employee’s human capital are done also by employers through trainings. If an organization prefers to invest rather to train men than women (because the risk of woman leaving is higher), it leads to men’s higher level of human capital.

Donlevy *et al.* 2008 finds that it is important to ensure that women have equal opportunities for access to training and to promotions as it is the preliminary step to facilitating equal opportunities for career development for women, and to fighting against glass ceilings and walls. In many organizations trainings take place in weekends or not in work environment. Although this can be positive for the training results, often it is not easy for women to arrange child-care when trainings take place in irregular time or venue. Such details may also influence women’s career opportunities.

2.5. Wages

Hypothesis 1: Men get bonuses more often than women

Hypothesis 2: Men have more benefits/compensations provided by their employer

The differences between the average wages of men and women remain in the entire world in favour of men, despite the fact that women's educational levels are higher and women start their career in same age. Despite the fact that average gender pay gap does not mean a difference in wages for the same job, or for work of equal value, gender pay gap is an indicator of gender equality in society. The reasons for wage differences among men and women can be caused by direct or indirect discrimination.

One of the reasons why there is a wide gap in between the wages of men and women is that women lack self-confidence when negotiating the amount of their salary (Rõõm *et al.* 2004). In case of confidentiality provision in employee's contract, it is difficult to know the salaries of colleagues in same position. According to a gender pay gap study conducted in Estonia (Kallaste *et al.* 2010) the gender pay gap is wider in organizations where there are no wage systems and wages determined based on wage negotiations between employer and employee. Also there is prove that in case of collective negotiations by trade unions, the organizations wages are more equal (Elvira *et al* 2001).

2.6. Equality of treatment

Hypothesis 1: Women prefer not be on maternity leave because they fear to lose their job

Hypothesis 2: Men can face discrimination by the employer if they need to be on sick leave with their child.

Hypothesis 3: Women experience more unequal treatment in workplace than men

Inequality of treatment due to ones gender is regarded as a situation where one person is treated or would be treated worse than another because of his/her gender. Inequality of treatment may be prevalent in situations such as division of work, wage negotiations, working conditions, etc.

Gender equality means equal rights, obligations, liability and opportunities for men and women. Gender inequality conversely, is rather widespread, despite the fact that men and women have legally-enshrined equal rights, obligations, liabilities and opportunities. The gender pay gap, higher poverty rates among women and fewer women in the ranks of decision makers are evidence of this disparity. Nevertheless, men's rights, obligations, liabilities and opportunities are restricted in several areas of life (for instance in family

life). This is in turn a reason behind men's lower health levels and quality of life indicators.

Social constructionism theory states that gender is socially constructed and differences are not based on biology. The same principle also applies to women's parenting abilities, which have been regarded as biological, but are actually products of society (Lorber 1998). Gender is not only socialized into our personalities it also sets the parameters for interaction expectations and is built into our social institutions (Risman 1998).

As described in previous chapters, according to different studies, women are asked more often questions about their care responsibilities. This refers to a stereotype that women are not as involved workers as men, because of the need to take care of children and also elderly parents or relatives. Such stereotypes may create a situation where women feel more threatened in work situations than men.

Various studies have also shown that stereotypes are prevalent also in case of men. For example in case of man asking for a time off due to wish to be on paternity leave or a need to take a child to a doctor or being at home with a sick child.

2.7. Harassment in workplace

Hypothesis 1: Women report a significantly higher incidence of sexual harassment.

Hypothesis 2: The awareness of the concept of sexual and gender harassment is rather low

There are many definitions for gender and sexual harassment. One definition by Wynne *et al.* 1997, (cited in Di Martino *et al.*, 2003) is that harassment are cases, where people are mistreated, threatened or insulted in work-related situations, which can directly or indirectly endanger their safety, well-being and health. Gender and/or sexual harassment can be regarded as direct discrimination.

According to Fitzgerald (1993) sexual harassment in labour market has existed since women have been in employment. However this standpoint is limiting as it leaves out the harassment of sexual-minorities, but also it refers that only men are motivated to sexually harass. Based on various literatures, it is likely that also women harass sexually others (Magley *et al.* 1999; U.S. Merit Systems Protection Board, 1995; Waldo *et al.* 1998).

In addition to the concepts of harassment, there are various other concepts like bullying, mobbing, harassment, psychological harassment, abusive behaviour, emotional abuse and workplace aggression which make it even more confusing (Milczarek 2010). Thus on the same time there exists many concepts, definitions and classifications, which are furnished differently by several disciplines (Biin *et al.* 2014). Claybourn (2010) states that during the last 20 years, various terms have been used interchangeably to refer to, the

same phenomenon, and the absence of an agreed-upon definition is challenging for the development of this topic. Brodsky published a book “The Harassed Worker” in 1976 and this can be regarded as one of the earliest publishing focusing on workplace harassment. In the book Brodsky described a situations of the claims filed with the California Workers’ Compensation Appeals Board and the Nevada Industrial Commission. The claims involved the problematic behaviour of one employee by another and clearly referred that various forms of harassment were common problems in employment situations. After “The Harassed Worker” published in 1976, little attention was paid to harassment until the 1990s when studies of bullying at work (Einarsen *et al.* 1994) and mobbing (Leymann, 1990) were studied by several European researchers.

A definition by Wynne *et al.* 1997 is that harassment are cases, where people are mistreated, threatened or insulted in work-related situations, which can directly or indirectly endanger their safety, well-being and health. Gender and/or sexual harassment can be regarded as direct discrimination. U.S. Equal Employment Opportunity Commission (EEOC) defines sexual harassment as “unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.” Berdahl (2007) “conceptualizes sex-based harassment as behavior that derogates an individual based on sex”. Claybourn (2011) defines “the term ‘workplace harassment’ as problematic interpersonal workplace interactions in which one or more employees feel themselves to have been victimized by one or more other employees”. Harassment generally is repeated or persistent behaviour that provokes, pressures, frightens, humiliates, intimidates, or demeans a person (Adams & Bray, 1992; Brodsky, 1976; Einarsen, 2000).

In international theories and practices, two types of sexual harassment in workplace is discerned (Biin *et al.* 2014):

1. quid pro quo, where
 - a. Proposals and hints with sexual nature are directly or indirectly prerequisite when hiring a person or
 - b. Approval or rejection of sexual harassment is a subject/cause for making work-related decisions (promotion, division of work tasks, etc)
2. *Hostile environment*, which comprises such behaviours like jokes with sexual nature, comments and touching, which disturbs person’s ability to work by creating a hostile and humiliating working environment.

2.7.1. The motives of harassers

Berdahl (2007) finds that sex-based harassment is conditioned by the harasser’s desire to protect or enhance his or her own sex-based status. Thus it should be viewed as harassment that is driven by sex, more specifically as behaviour that derogates, demeans, or humiliates an individual based on that individual’s sex. It is a desire which

stems from the system of gender hierarchy, which stratifies social status by sex. This theory explains currently identified forms of sexual harassment and predicts others, including nonsexual harassment between women. Berdahl (2007) claims also, that the discourse of sex-based harassment has focused on behaviors of a sexual nature, but this has created the understanding that sexual harassers are motivated by a desire for sexual expression and satisfaction. However the common understanding is that most harassment derogates and rejects victims based on sex rather than solicits sexual relations with them (cf. Fitzgerald *et al.* 1988; Schultz, 1998). Men who value male dominance are potentially more the ones to sexually harass (Pryor, 1987), and those who don't endorse male dominance are more likely to be victims of harassment (Dall'Ara *et al.* 1999; Maass *et al.* 2003). This suggests that sexual harassment is driven by men's desire to dominate women rather than sexual desire. Berdahl's (2007) perspective expands the limits of sexual harassment as a treatment or behaviour between men as harassers and women as victims of sexual harassment, it discusses why women might harass others based on sex, why men might be harassed based on sex, and what these different forms of harassment might look like.

Hammond *et al.* 2011 find that the behaviour of potential harassers is an outcome of a culture, family upbringing, or abusive history that has developed that person callous and insensitive to the feelings and rights of others. There are people who harass and discriminate against others to fulfil an inner desire for power and control. Others do so because they are afraid of their own inadequacy or weaknesses. Harassment stems from intolerance for those different than the potential harasser. Transcripts from recent sexual harassment trials show tendencies on the part of the perpetrators of harassment to be explicitly unpleasant and despicable (Hammond *et al.* 2011).

Harassers are often driven by a desire to exert power and control over others for their own self-aggrandizement and personal gain (Glendinning, 2001). Sexual harassment is often described as outcome of hierarchical relations at workplace. Hammond *et al.* 2011 find that people with power positions and authority tend to abuse and misuse that power.

Snyder *et al.* 2010 found in their study "Social organization and social ties: Their effects on sexual harassment victimization in the workplace" that potential victims of sexual harassment in work environments were employees who characterized their workplaces as having less productivity, less administrative support, poorer time management, and lower quality relations between management and employees. Also Tangri, Burt, and Johnson (1982) found that workplace relations (between co-workers and management) is a relevant characteristic in case of sexual harassment. Also Aquino (2000) suggested that social ties between co-workers and management are an important indicator in case of sexual harassment as employees who experienced a tense work environment with high levels of co-worker conflict were at higher risk for experiencing sexual harassment.

Likewise other workplace characteristics such as low productivity, poor time management, and inadequate administrative support increased the risk to be sexually harassed. There were no significant gender differences across models suggesting that the predictors of sexual harassment are similar for men and women. Further, Fitzgerald *et al.* 1997 found on that the climate of the workplace culture has a significant antecedent to sexual harassment. More specifically, the organizational climate of the workplace has an impact on sexual harassment occurrence which affects the outcomes of job satisfaction and the physical and mental health of employees. Chamberlain, Crowley, Tope, and Hodson (2008) stated that organizational factors have an impact on the occurrence of sexual harassment in a workplace. For example according to their study work environments with job insecurity and anonymity had a higher prevalence of sexual harassment.

Theories of sexual harassment also suggest that traditionally male-dominated occupations have a tendency to experience higher levels of sexual harassment. The gendered nature of work is the most commonly studied workplace characteristic in relation to the sexual harassment (Willness *et al.* 2007). The concept of gender is correlated to the concept of sexual harassment. Mueller *et al.* 2001 finds that women may be regarded as a threat to the traditional male power structure in workplace, which may lead to hostile work environment for women. Ellis *et al.* 1991 reported that in case of gender segregated work places (where majority of the workers represent one gender), the risk of sexual harassment is higher.

2.7.2. Outcomes of sexual harassment:

Although among different organizational psychology studies harassment has not been studied to the same extent as workplace behaviour (Claybourn 2010), it is claimed to be equally likely to influence organizations and their employees. Various studies have indicated that employee satisfaction, work characteristics and employee behaviour are interrelated (Bacharach *et al.* 1992; Griffin, 2001; Gunter *et al.* 1996; Hemingway *et al.* 1999; Kacmar *et al.*, 1999; O'Connor *et al.* 2001). Fitzgerald *et al.* 1997 state that the victims of sexual harassment may get physical and psychological difficulties. For the organization it can cause expenditures due to higher levels of absenteeism, higher levels of turnover, more intentions to quit, higher levels of illness (both physical and psychological) and reduced productivity of the employees. It can also cause legal problems for organizations (Claybourn 2010; Faley *et al.* 1999; Miller *et al.* 1999) and bad image (Donlevy *et al.* 2008).

Baron and Neuman (1996) reported in their research, that organizational changes have a negative impact on the occurrence of workplace aggression. More specifically they found

that increased staff diversity, changes in management, pay cuts/freezes and increased use of part-time employees were in correlation to the levels of aggression experienced by employees. As a result Baron and Neuman suggested that instability in organizations affects levels of aggression.

Claybourn (2010) investigated work-place harassment through Social Cognitive Theory (SCT), which indicates that the way humans think and behave is influenced by their social environment. The purpose of Claybourn's study was to find out the correlation among work characteristics, satisfaction, moral disengagement and workplace harassment. The study showed that there was a close relation between job satisfaction and the work characteristics. For example employees' feelings of how they are treated by their organization, how co-workers interact with each other, whether their interpersonal needs are being fulfilled in the workplace and, their satisfaction with the job, are closely related to each other.

An interesting finding of Claybourn (2010) was that those employees who were more likely to justify their own injurious behaviours towards others reported being subjected to more negative behaviours by others. Also research conducted in earlier years has found that there have been more harassment cases in organizations where employees felt dissatisfied with their work environment (e.g. Appelberg *et al.* 1991; Einarsen and Skogstad, 1996; Einarsen *et al.*, 1994; Vartia, 1996; Zapf *et al.*, 1996).

Claybourn's study (2010) indicated that employees who had been accused of committing harassment reported being subjected to the highest levels of negative behaviours from others and had the highest tendencies for moral disengagement. This could be explained by the assumption that some employees well-being was threatened as they had been subjected to negative treatment, and had prepared themselves to accept the necessity to harm others (i.e. lowered their threshold for moral disengagement) as a way of dealing with the threat.

2.7.3. Types of harassment

The most common form of sexual harassment is gender harassment, which includes sexual and sexist comments, jokes, and materials that alienate and demean victims based on sex rather than solicit sexual relations with them (e.g., Fitzgerald *et al.* 1988; Fitzgerald *et al.* 1997; Fitzgerald, *et al.* 1999; Franke, 1997; Schultz, 1998; U.S. Merit Systems Protection Board, 1981, 1988, 1995; Waldo *et al.* 1998). Berdahl (2007) describes sex-based harassment as "acts, comments, or materials that derogate an individual in sex-based ways, such as sexually objectifying and subordinating women". In her view it may also involve seemingly sex-neutral acts, such as repeated provocation, silencing, exclusion, or sabotage that are experienced by an individual because of sex.

Although sex-based harassment was originally described as a sexual act and later it has been conceptualized as an act of male dominance. According to Berdahl (2007) it is an attempt to protect social status in a system that bases this status on sex, which explains various forms of sex based harassment, including same-sex and other-sex harassment, harassment committed by men as well as by women.

A recent study “Sexual Harassment Versus Workplace Romance: Social Media Spillover and Textual Harassment in the Workplace” by Mainiero et al. 2013 stated that “textual harassment” is on the rise. Textual harassment is regarded as sending offensive or inappropriate text messages to coworkers (Baldas, 2009; Hunton et al. 2009; Parker-Pope, 2011). Nowadays textual harassment has more channels as the usage of social media technologies (e.g., Facebook, Twitter, Tumblr, blogs, Instagram, Foursquare) is increasing. From the perspective of workplace harassment social media involves various risks associated with personal and professional connectivity, privacy, and intimacy. Even if the behaviours take place outside the work environment, there are problematic aspects which social media creates. Mainiero et al. 2013 finds that this topic needs to be further studied and specified more in academic and legal discussions for future accountability and action on the part of human resource professionals, business ethicists, and legal scholars.

3. Methodology

Nani, should we ask Lili to put this section together?

3.1.1. Testing the questionnaires

In scope of preparatory work [5-20 May, 2014] before starting the main survey [employees] CSS conducted two focus-groups with employed women and men separately [16 respondents overall] in order to get the deeper insight for elaborating the final survey questionnaire. During the focus group discussions the topics related to hiring and firing procedures, wages, promotion and benefits, opportunities for professional development and workplace harassment have been addressed (see also **Appendix 1. Focus group interviews with the employees**).

The focus group discussions were followed by the pilot survey with sample of 40 respondents. The data for pilot survey were collected in Tbilisi, Telavi and Batumi cities. Based on pilot fieldwork evaluation and received feedback from the partner organizations, CSS research team designed the final version of the questionnaire composed from eight thematic parts [**final version is attached**]. The pilot survey has significantly contributed to final question choices and question phrasing.

The field work

Prior to main field work, the sampling selection scheme was developed and the field managers have distributed the locations and tasks.

Interviewers' training was arranged in Early June and 35 interviewers were trained and given detailed instructions. Besides, written questionnaire manual [**attached**] with all necessary background information was distributed among interviewers. The field work took 10 working days (16 – 27 June, 2014). Field went without major complications and problems. Filled questionnaires were collected by field coordinators, checked and prepared for review and in-spot control procedures that started on Monday 30, June, 2014 and will take 5 working days.

4. Analysis of the study

4.1. Demographic background of the respondents

According to the gender distribution among the survey population 48% are women and 55% are men. The majority of respondents are Georgians (91%) and Orthodox (91%).

The results show the respondents aged 18-25 and 56+ are the least represented at the Georgian labour market. It is quite expected as people from 18-25 age group are mostly students whereas the citizens over 56 usually are in retirement¹. (See Table 1)

Age	Gender		TOTAL
	female	male	
18-25	10%	13%	12%
26-35	23%	27%	25%
36-45	26%	31%	29%
46-55	21%	13%	17%
56-65	13%	11%	12%
65+	7%	5%	6%

Table 1. Age and Gender Distribution

As the target group of presented survey were only employed people nationwide and the rates of employment (without self-employment) are considerably higher in urban areas compared to rural², bit more than a half of the research population (51%) were surveyed in Tbilisi and its outskirts and almost another half (47%) in big, urban cities. Only 2% of interviews were conducted in villages.

15 is the number of years being in formal education for the majority (24%) of interviewees. 24% of respondents are with higher, 5-years higher education diploma earned in soviet time and 21% hold a Bachelor degree. Slightly more women outpace men in holding Master and PhD degrees. (See Table 2)

The highest level of education	Gender	
	female	male
Pre-primary education	0%	2%
Secondary school level	8%	16%
Vocational education on the basis of secondary education	14%	11%
BA student	5%	6%
MA student	3%	1%
PhD student	1%	1%
Higher vocational education	6%	8%
Bachelor degree	20%	22%

1 http://www.geostat.ge/?action=page&p_id=142&lang=geo

2 http://www.geostat.ge/cms/site_images/_files/georgian/labour/dasaqmeba%20da%20umuSevroba%202013%20pres-relizi.pdf

GENDER DISCRIMINATION IN GEORGIAN LABOUR MARKET

Master's degree	11%	7%
PhD	3%	3%
Soviet education	27%	21%

Table 2. What is the highest level of education you have attained?

68% of survey participants are married. And the greatest number of married people falls again under 26-45 age category. Hence, the respondents belonging to 26-45 age category are the most employed and married at the same time. Those respondents never been married are the young adults aged 18-25. Among the widowed interviewees the majority are women (11%) over 56 years. In most cases (26%) there are the 4-member families including the children and respondents themselves.

When it comes to the salary distribution, the average salary for the majority of employed female respondents (33%) varies between 251-400 GEL whereas in men's case the average salary ranges between 401-700 GEL. (See Figure 1)

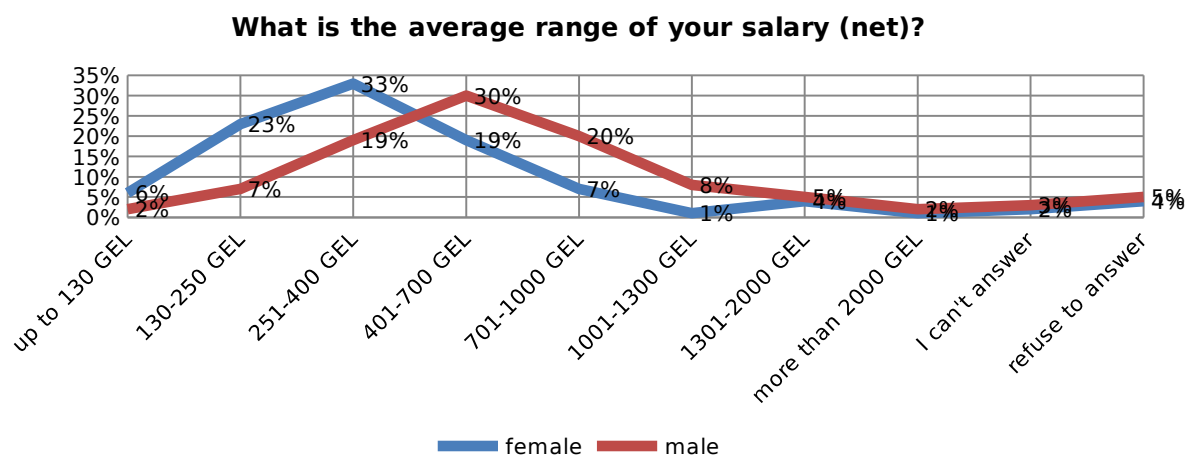


Figure 1. Average Salary Distribution

In order to see if the educational level makes a difference, the following table looks at the correlation of educational level of women and men and their range of salary.

Out of those respondents who report to have a spouse without any paid job mostly are men (41%). The earnings of the majority of those wives/partners you are enrolled in labour market (7%) also vary between 251- 400 GEL. In contrary to male interviewees only 18% of women mentioned that their spouses do not work. (See Table 3)

Spouse's Average Salary Distribution	Gender	
	female	Male
I don't have a spouse	39%	26%
He/she doesn't work	18%	41%

on daily basis	6%	3%
Retired	3%	3%
I don't know	3%	1%
up to 130 GEL	0%	1%
130-250 GEL	3%	3%
251-400 GEL	4%	9%
401-700 GEL	7%	5%
701-1000 GEL	7%	4%
1001-1300 GEL	1%	2%
1301-2000 GEL	3%	0%
more than 2000 GEL	0%	0%
difficult to answer	0%	0%
refuse to answer	3%	1%

Table 3. What is the average range of your spouse's salary (net)?

4.2. Recruitment

A little bit more than a half (52%) of the respondents had participated in a job interview and the rest 48% stated that they have never been in a job interview. Gender-wise the results did not have much difference.

Among those who have been in a job interview, 46% of the respondents had been in a job interview 2-4 times, 25% had had this experience only once. The frequency of job interviews among women was higher. 30% of men and 21% of women who had been in job interview had that experience only once. Whereas 52% of women had been 2-4 times in a job interview and among men the same frequency had been 40%. (see Table 4)

Frequency of the job interviews	female	male	Total average
Once	21%	30%	25%
2-4 times	52%	40%	46%
5-7 times	12%	14%	13%
8-10 times	5%	4%	5%
More than 10 times	6%	8%	7%
don't remember	4%	5%	4%

Table 4. How many times you have been in job interview? (% among those who have been in a job interview)

In a job interview 64% of women and 67% of men (who have been in a job interview) have asked about their marital status. The number of children has been asked more often from women (43%) than men, but the share of men who have been asked such question is still unpredictably high with its 39%. Less rare, but still more than every fifth respondent who has been in a job interview, has been asked about their plans to get married. 20% of women and 16% of men have been asked about their plans to have children. Surprisingly in a job interview men and women have experienced questions concerning their private life quite the same amount (see Table 5). However such

questions are most often a base for discriminating and thus are prohibited to ask in a job interview in many welfare countries.

In a job interview have you been asked questions concerning:	Female	Male
Your marital status	64%	67%
Your plans to get married	21%	23%
The number of children	43%	39%
Your plans to have children	20%	16%
Doctoral proof that you are not pregnant	6%	

Table 5. In a job interview have you been asked questions concerning your: (% among those who have been in a job interview)

71% of the respondents have never been turned down for a job they applied for and 29% of women and 30% of men have experienced that the job they applied for was turned down. There are no significant gender differences in such experiences. Among those, who have been turned down a job, 71% did not get any feedback why they did not get the job they applied for. As a feedback 20% of women and 17% of men were told that they were turned down because of their age. 30% of men lacked experience – this reason for turn-down is twice higher than among women, who marked this as a reason for not getting the job in 14% cases. Gender differences were notable also in case of salary expectations – 2% of women and 6% of men were not hired because of too high salary expectations. 12% of women also reported that they were turned down because of the lack of their skills, while compared to men only 2% marked that as a reason for turn-down. The percentage of women, who marked as a reason the education (either the level of education was too low/high or the vocation/subject where education received wasn't right), was slightly higher than among men (accordingly 8% and 6%). (see also Table 6)

The reason for turn down	Female	Male
Too high expectations for salary	2%	6%
For being pregnant	0%	0%
Due to my gender	0%	0%
Due to my age	20%	17%
Due to my care responsibilities	2%	0%
Due to my plans to have children	0%	0%
Due to the lack of experience	14%	30%
Due to the lack of my skills	12%	2%
Due to my education (for example the level of education was too low/high or the vocation/subject where education received wasn't right)	8%	6%
Due to my difference of opinions	2%	2%
Due to my sexual orientation	0%	0%
Due to my marital status	4%	0%
Due to my appearance	4%	3%

Table 6. Please specify what was the formal reason? (% among those who had got feedback why they were turned down)

The respondents were also asked, if they have had experience with discriminating job advertisements. For example the job advertisement had some criteria not related to potential workers' skills, education, experience, etc. Every fourth respondent (25%) have seen job advertisements with criteria not related to the skills, education, or experience related to the requirements of the occupation (see also Table 7).

	female	male	Total average
Yes	27%	22%	25%
No	73%	78%	76%

Table 7. When looking for a job, have you experienced, that the job advertisement you were interested in, had some criteria not related to potential workers' skills, education, experience, etc.

The respondents had mostly experienced age-related discrimination. Three-fourths (75%) of respondents, who had seen job advertisements with discriminating content, had seen advertisements where the required age was mentioned. Among all respondents 19% had seen such age-discriminating advertisements, which means that almost every fifth person in Georgian labour market has had experience with age-discriminating advertisements. 21% of men had also seen advertisements where only women can apply, whereas 9% of women had only seen such advertisements. 14% of women and 20% of men had also seen job advertisement, which stated that only men can apply.

Please specify, what were the criterias?	Female	Male	Total average
Only woman can apply	9%	21%	15%
Only men can apply	14%	20%	17%
Only people in certain age can apply	77%	73%	75%

Table 8. Please specify, what were the criterias? (% of those who have seen discriminating advertisements)

The most common channel for finding a job is through friends, family or acquaintances. 47% of the men and 40% of the women who had participated in the survey, claimed that this is the mostly used channel for them to find a job. It is also noteworthy, that networking through friends, family and acquaintances in that sense is more common among men than women. This maybe caused by the fact that there are more women working in public sector, which is more regulated and protected in regards of discrimination. The second most popular way for finding a job was through internet recruitment sites. 38% of women had used such channels and 33% (every third male respondent) had used internet recruitment sites in order to find a job. Newspaper message boards are less common channels for finding a job and around every tenth (11%) respondents have had newspaper message board as a mostly used channel when looking for a job. Recruitment companies are the least popular way for job seeking.

What channels have you used the most for finding a job?	Female		Male		Total	
	Yes	No	Yes	No	Yes	No
1. Internet recruitment sites	38%	62%	33%	67%	35%	65%
2. Friends/family/acquaintances	40%	60%	47%	53%	44%	56%
3. Newspaper message board	10%	90%	11%	89%	11%	89%
4. Recruitment companies	3%	97%	3%	97%	3%	97%

Table 9. What channels have you used the most for finding a job?

In order to be even more specific about the recruitment practices in Georgia, we asked respondents how (through which channels) they have found their current job. The reality shows, that networking and using the social capital is even more prevailing. Despite the fact, that people use also other channels for finding a job (see paragraph above), in reality far more than half, 63% have found their jobs through friends, family and acquaintances. This refers to the circumstances that social capital is more important than the human capital (defined as the skills, knowledge and experience of individual employees within the organization) in recruitment process. Only every tenth respondent had found his/her job through internet recruitment site and around 6% had been promoted in their organization/company and got to the current position that way. (see also Table 10)

For the job where you are working currently, what channels did you use for finding the job?	Female		Male		Total	
	Yes	No	Yes	No	Yes	No
1. I was promoted in my company/organization	5%	95%	6%	94%	6%	94%
2. Internet recruitment sites	10%	90%	11%	89%	10%	90%
3. Friends/family/acquaintances	62%	38%	64%	36%	63%	37%
4. Newspaper message board	3%	97%	2%	99%	2%	98%
5. Recruitment companies	1%	99%	0%	100%	0%	100%

Table 10. For the job where you are working currently, what channels did you use for finding the job?

As public sector is more regulated and recruiting people should be more transparent, the results of the question “For the job where you are working currently, what channels did you use for finding the job?” were also analysed from the perspective on the sector where the respondents worked. The data proves that in private sector there are more people (74%) who have found their current job through friends, family and acquaintances, but the share of employees who have found their job like that in public sector, is also

remarkably high with 54%. Unfortunately the survey did not have a question about the length of working in the current job, but the data refers to corruptive recruitment system. 9% of the public sector respondents have been promoted in their organization, whereas in private sector 4% had got their current job by promotion. Private sector employees find their jobs more often through internet recruitment sites than the public sector workers (accordingly 12% versus 7%). (see also Table 11)

For the job where you are working currently, what channels did you use for finding the job?	private sector	public sector
1. I was promoted in my company/organization	4%	9%
2. Internet recruitment sites	12%	7%
3. Friends/family/acquaintances	71%	54%
4. Newspaper message board	2%	3%
5. Recruitment companies	1%	0%
6. Other	11%	28%
TOTAL:	100%	100%

Table 11. For the job where you are working currently, what channels did you use for finding the job? (% of employees working in public or private sector)

4.2.1. Summary of the recruitment

As claimed in the Literature review, recruitment is a decisive process in human resource policies which aim to treat potential workers equally and not to discriminate anyone. The main purpose of the chapter was to find out, if people have experienced discrimination in recruitment process. The fact, that only half of the respondents have participated in a job interview, 44% of the respondents mostly uses their social capital (friends, family and acquaintances) as a channel for finding a job and 63% have found their current job through friends, family and acquaintances, shows that the principal of equality is not prevalent in recruitment processes. This situation may not harm only the discriminated employees, but can influence also the employers effectiveness as the employees are not hired based on the best qualifications, but rather recommendations. Although such recruitment practices are less expensive and in a way might seem more safe (as a worker already knows the qualification of the recommended person), it can also reproduce gender-based work division, as women have more contacts among women and men with men, the recommendation-based recruitment strengthens segregation.

Based on the survey, it can be concluded, that in job interview asking questions about private life, is regarded normal practice. Over 65% of men and women had been asked questions about their marital status and over 40% questions about the number of children. Such questions don't refer to person's qualifications and thus can be source for discrimination.

The chapter also showed that age discrimination is prevailing problem in Georgian labour market. The respondents who had experienced turn-down from the job they applied for, reported as a reason for turn-down mostly their age. Also in advertisements with discriminating criteria the age as a limiting condition for applying was mostly mentioned.

4.3. Training, promotion and firing

Approximately 31% of Georgian men and women have experienced promotion in their current job, which refers to the fact, that Georgians tend to work in the same organization for long time. 82% of the respondents, who had been promoted in their current job, were offered the higher position, 11% applied for the job or promotion.

15% of women and 13% of men have had opportunities to apply for a higher/other position offered by their employer during last 2 years. However only 10% of those who had the opportunity applied for the position available. One of the main reasons for not applying was that the respondents were not interested in that position - 30% of the respondents (who didn't apply for a higher/other position offered) named that as a main reason. Also in case of women 12% did not apply because of their care responsibilities. In case of men this reason was the least selected (2%). The same amount of men and women (11%) felt that they would not meet the expectations for the job. It is noteworthy, that 15% of men selected the variable "Too much responsibility in the job", while the percentage of women choosing this variable, was 9%. These are interesting findings and in a way disprove the stereotype, that men are more venturesome and take more risks. (see also Table 12)

Why didn't you apply?	Female		Male	
	Yes	No	Yes	No
I felt I would not meet the expectations for the job	11%	86%	11%	88%
Due to my care responsibilities	12%	86%	2%	98%
I was not interested in that position	31%	67%	30%	69%
Too much responsibility in the job	9%	88%	15%	84%

Table 12. Why didn't you apply? (% of those who did not apply for the higher/other position offered by their employer during last 2 years)

The employees were also asked if they have felt that their employer has provided them with enough work tasks, which would help them to prove themselves to the employer and help them to get promoted career-wise. Although more than half (56%) have felt that their employer has provided them with enough work tasks, almost third (32%) of the respondents feel that they have not gotten the chance to prove themselves through such work tasks. Among male employees (34%) this feeling is slightly more prevalent than among female employees (31%).

60% of the employees who responded to the survey have been promoted pay wise. Among men and women there are no significant differences. 37% of women and 32% of men claimed that the initiative for the promotion was by employer as it was a general pay rise for all of the employees. Although the general pay rise has been the most frequent reason for all of the respondents, the percentage was 5 p.p higher in case of women. This may be reasoned by the fact that women work more often in the public sector, where wage promotion is more coordinated and the human resource policies more regulated. In case of male employees the wage promotion was more often initiated by their manager - 23% of the man and 17% of the women chose the answer "It was my manager's initiative". Only 2% of female and 3% of male respondents have asked for promotion themselves.

The majority - 79% of those who had not been promoted pay-wise in their current work, had not asked for a promotion either. More than every fifth (21%) person who had not been promoted pay-wise, had asked for promotion. The percentage of women who had asked for a promotion was slightly higher than in case of men.

The respondents were also asked if they have had training opportunities provided by their current employer. It is remarkable that much more women have had training opportunities than men - 59% of women and 41% of men have participated in training.

Majority of the respondents who had got such chance to participate in the training, also went to the training. 14% of the women and 10% of men would like to participate in training, but their employer does not provide trainings for the employees. Significantly 27% of men claimed that there are no trainings in their field and thus they cannot participate in a training. In case of women only 15% answered that "there are no trainings in the field they are working at". This refers again to the labour market segregation, which has been described also in previous chapters - the sectors as well as fields of work are segregated by women's and men's jobs and areas.

The survey covered also questions about the experience of firing. The survey results demonstrate the majority of respondents (86%), both women and men have never been fired. Only 13% reported having such an experience. 4% of survey participants said they know only one co-worker who got fired because of pregnancy and 3% know more than one co-worker with the same experience. There are no gender differences in this regard.

As the share of respondents who have experienced or know someone who has been fired is small, the results are not representative.

4.3.1. Summary

The hypothesis for this section were, that:

- Men have better opportunities for career promotion as well as pay wise
- For various reasons (care responsibilities, “glass ceiling”, etc) women cannot participate in trainings as frequently as men.

This chapter did not find proof for the hypothesis raised in literature review. According to the results men and women have had quite equal opportunities for the career promotion as well as pay wise promotion. 31% of women and 32% of men have been promoted career wise and 60% of the employees (men and women) who responded to the survey had been promoted pay wise.

There is significant gender differences in training opportunities, but men are the ones who have had the opportunities to go to trainings much less than women (41% vs 59%). The reason for such difference is probably mostly conditioned by the labour market segregation. Women work more in public sector and in such sectors, were employers organize trainings.

4.4. Equality of treatment

The majority of female (83%) as well as male (80%) respondents reported that their absence from the workplace due the child's or close family member's illness will be taken understandingly by their managers. The same is said regarding the co-workers by 87% of female and 86% of male respondents. Nor the need of parental leave caused any problems for the survey participants (20%) at their workplaces: 38% of women outlined that their decision on parental leave has been taken positively by the employers and only 2% mentioned that their leave did not last as long as they wanted. When it comes to men's parental leave, 80% of interviewed male respondents said the issue concerning parental leave is not relevant for them.

The respondents were asked if they have been treated unrightfully in some work-related situations by their employers. Although in most situations the greater part of survey participants had not experienced unequal treatment, there were certain situations were remarkably large share of interviewees faced injustice. It should be emphasized that women have experienced more inequality. According to the data, 19% of the respondents felt that they have been treated unrightfully due to the salary. More female respondents (22%) referred to the salary problem in comparison to male respondents (15%). 12% reported unfair conduct according to the division of work-related tasks and slightly more women (15%) than men (10%) responded in this respect. 10% of the respondents claimed that they have encountered problems related to the working hours. Significantly more female respondents had experienced such problems (12%) compared

to men (7%). Also considerably more women (11%) experienced injustice when planning vacation. 7% out of the interviewees mentioned about the unfair treatment in recruitment process and most of them are women. (See Table 13)

	Femal e	Male
Division of work-related tasks	15%	10%
Salary wise	22%	15%
In providing facilities and equipment for work	8%	9%
When planning vacation	11%	7%
In compiling work schedule	7%	4%
Providing trainings	4%	3%
In recruitment process	8%	6%
Working hours	12%	7%

Table 13. Do you feel that your current employer has ever treated you unrightfully in following matters? % of those who answered "yes"

When it comes to the workload, 50% of survey participants said they were told to work over-time while the other half of respondents reported not having such an experience. However, slightly more men (53%) outpace women (47%) out of those interviewees with over-time working hours.

The majority of those respondents working over-time reported they have never been paid for their extra workload (57%) and slightly more women (60%) than men (55%) have been exposed to this type of discrimination. (See Table 14)

	Always	In most cases	Sometimes	Never
Female	22%	6%	12%	60%
Male	27%	7%	11%	55%

Table 14. Have your extra working tasks been compensated?

In order to have a clear picture about the interviewees' attitudes towards and awareness of workplace discrimination the survey participants were asked to assess some of labour market related situations. According to the data (see Table 3) it might be assumed that there is no remarkable borderline between understandings of discriminatory conduct and treatment causing sort of unpleasant feelings. As the results show both, women (12%) and men (11%) think that the least discriminating is if woman is asked about her marital status or number of children at job interview. Hence, 35% of female and male respondents consider it to be just an unpleasant experience and the majority reported it to be totally acceptable treatment to a woman seeking for a job. In case of female

interviewees firing of pregnant employee is considered to be the most discriminating treatment (64%). Also, the majority of male respondents (50%) think this is discrimination. However it is remarkable, that there is a 14p.p difference and for women this is more discriminating than for men. This difference of opinion might be due to the fact that such situation as firing of pregnant employee concerns mainly women.

Most of the situations describing women's direct discrimination due to their gender is perceived almost similarly by female and male survey participants, though it is expected women are more gender sensitive. For instance, slightly more women (44%) outpace men (38%) at assessing the situation as discrimination when the employer decides not to send the female employee for a week to training because of her little child, though the woman was willing to go. Besides, the same number of women (44%) and little bit more men (47%) report such treatment towards employed woman is unpleasant rather than discriminating. It is significant that in the situation where gender is not emphasized and the condition described as the co-workers doing the same job on the same position are paid differently is considered to be discrimination only by 53% of women and by 42% of men. Slightly more men (47%) think this is just the unpleasant occasion whereas 36% of women think the same. It means that the elementary principle that equal work deserves equal pay is not considered as a basic human right. For example in Estonia, 92% of the population supports the principal that men and women should receive same amount of salary for same (amount and kind of) work. (see also Table 15)

	Female				Male			
	This is acceptable	This is unpleasant	This is discrimination	Don't Know	This is acceptable	This is unpleasant	This is discrimination	Don't Know
In job interview the employer asks woman questions about private life (marital status, number of children, etc).	48%	35%	12%	5%	46%	35%	11%	8%
The employer will fire an employee after hearing about her pregnancy	2%	31%	64%	3%	4%	41%	50%	5%
Employees who are in the same position (and make the same kind of work) get paid differently (by the same employer)	7%	36%	53%	5%	7%	46%	42%	5%
The employer decides not to send the female employee for a week to a training abroad, because the woman has	4%	44%	44%	8%	4%	47%	38%	12%

little child (although the woman would want to go)								
An employer doesn't want to hire an educated female mechanic, assuming that she doesn't have technical skills	7%	31%	48%	14%	11%	39%	36%	14%

Table 15. Below are listed some labour market situations, please assess what do you think about such situations

4.4.1. Summary of equality of treatment

Although, the majority of survey respondents, both women and men report they have not experienced difficulties related to the unfair treatment at their workplaces, the research findings show there are certain number of interviewees exposed to discrimination on the labour market. And as the results show, the employed women tend to be more vulnerable and exposed to the work-related discrimination compared to men and especially, when it comes to the salary issue, including the payment for extra working hours, e.g. almost every fifth women have experienced unequal treatment salary wise.

According to the responses even to take the paternity leave or sick leave is perceived positively/understandingly by their employers. Thus, the hypothesis that men might be more exposed to discriminatory practice by the employer if they need to be on paternity or sick leave with their family members is ignored.

However, the question arises whether there is such low rate discrimination at the Georgian labour market or some other factors like as employed citizens' low awareness of their labour rights affect strongly the data distribution. The principle that equal work deserves equal pay whatever gender the employee is, seems not to be adopted by majority. Only 53% of women and 42% of men found that such situation where the co-workers doing the same job on the same position are paid differently is considered to be discrimination. If this principle is not regarded a basic right for everyone, it is difficult to struggle with the gender pay gap and overall inequality in the labour market.

4.5. Harassment

In order to find out if the people active in Georgian labour market have had experience with harassing situations, many such situations were described to the respondents and asked, if someone has behaved like that. As questions about sexual harassment can be

rather delicate and personal, the questions concerning harassment were given on a separate envelope, that the respondents could fill the questionnaire by themselves.

Despite the fact that interviewees were enabled privacy while answering to harassment related questions, the turnout was rather low. Therefore the following chapter about harassment cannot be generalized on whole working population in Georgia. The chapter about harassment is rather illustrative and would need further, qualitative research in order to find out how many people experience gender or sexual harassment in their workplace.

3% of the respondents have been harassed in their workplace. 96% claim that they have never experienced harassment in their workplace. 2% of the respondents have been harassed in their workplace in last 12 months.

The respondents were also asked about different situations which may be harassing and if the respondents would consider such situations unpleasant if in their workplace colleague, manager, client or someone else would behave like described in following situations. 56% of women and 52% of men would feel unpleasant, if someone would comment on their appearance or body. On average 31% of men and women claimed that it would depend on who makes the comment. 10% of men and 7% of women stated that such situation would not be unpleasant.

The opinions differed remarkably among men and women in case of the variable someone “tells you or in the presence of you suggestive jokes of a sexual nature”. 55% of the women felt that it would be unpleasant, while among men only 39% found such situation unpleasant. Among the different situations presented to the respondents, women felt this the least harassing, unpleasant situation.

In fact almost every fourth (24%) of men found that it would not be unpleasant.

66% of women and men found that it would be unpleasant if someone would comment on their private life or marital status. Almost every fourth (24%) of female and every fifth (20%) of male respondents found that it depends on who would be commenting their private life.

83% of the women and 69% of the men would find it unpleasant, if someone refers or calls them with a nickname of a sexual nature. 15% of men also find that the situation depends on who would behave accordingly. Women would feel also more bothered if someone would comment their sexual life – 86% of women and 75% of men reported that a situation where someone would comment on their sexual life, would be unpleasant.

Women found also more unpleasant the situation where someone suggests to spend spare time with him/her although they have refused previously – 74% of women and 60% of men found such situation unpleasant.

Men and women (87% and 86%) agreed mostly with the proposition that the situation when someone from work leaves person's suggestions or opinions uncountable, because the person is a man or a woman is unpleasant. On the other hand less men and women were bothered with a situation where someone from work "gives you additional tasks, which are not related to your work, because you are a man/woman " – 66% of the respondents found it unpleasant, 15% of the respondents thought that it depends on who asks and 13% don't mind such situation.

Compared to women men stated more often, that they cannot imagine the situations where someone from their work would behave harassingly. For example almost third (32%) of the male respondents claimed that they cannot imagine if someone from their work would force them to have sex with them. The share of women who answered that they cannot imagine such situation was 23%.

The respondents were asked also what they would do, if they would have to deal with behaviour described in previous paragraph. Most of the respondents, 72% of men and women answered that they would probably try to deal with this situation by themselves. While 17% of the women would tell their manager, only 5% of the male respondents would react like that. This refers to hegemonic masculinity attitude, that men have to deal with such issues themselves. But it is also important to keep in mind, that men often couldn't imagine such situations, thus it is probably difficult for them to find those situations problematic. It is significant also that 10% of women answered that they would quit their job, whereas only 5% of men found that they would react like that.

28% of the respondents stated that their company/organization has internal procedure rules, which prohibit such harassing behaviour (described before) and which they could refer to in case such situation(s) would happen. 44% of the respondents answered that they don't have such rules and 29% do not know if their company has.

The men and women participating in the survey were also asked if they have experienced any harassing situations in their workplace during last 12 months. Third of the men (33%) and 27% of women answered that someone in their workplace has told in their presence suggestive jokes of a sexual nature. 18% of women and 14% of men had also experienced that someone in their workplace comments on their appearance or body. 11% of the respondents had had someone commenting on their private life or marital status. Also every tenth respondent had been given additional tasks, which are not related to their work, but was related as a task for man or a woman (i.e moving furniture,

making coffee). 10% of the men and 7% of the women had experienced also a situation where someone from their work suggested to spend their spare time with him/her although she/he had refused previously.

Majority of the women (68%) and men (80%) claimed that such situation was not unpleasant for them. However almost third (32%) of the women found such situations to be unpleasant, while in case of men only 17% answered that such situation was unpleasant.

The respondents were also asked “Did you feel during or after the incident that it was somehow your fault?”. 19% of women and 13% of men felt that such situation was their fault.

The respondents, who had experienced any of such situations listed above, were asked about the occurrence of the most unpleasant situation described previously. For 38% of women such situation had happened once, while for men only 8% claimed it had happened once. 31% of men and 28% of women had had such situations 2-4 times. In case of women 9% claimed that such situation continues, while in case of men only 3% reported about the continuity.

Over half of the women (56%) have talked about the situation to someone, whereas among men 41% have told about it. In most cases (28%) men and women talk about such situation to their friends, acquaintances and also colleagues (22%). Interestingly men talk about such situation more often to the family member (16%) than women (12%). 7% of the women also marked, that they talk about situations to the priest, whereas men didn't chose that option at all. None of the respondents have told about such situation to the police or psychologist.

The respondents who had experienced such situations, but did not tell about the situation to anyone, claimed that they would have to take care of the situation themselves – 21% reported so. In case of men that is not regarded manly and 15% of men had chosen an answer “I was ashamed”. In case of women only 6% felt that they were ashamed. 8% of women did not tell anyone, because they were afraid of losing their job. In case of men only 3% were afraid of that.

In case of women the person who has caused harassing situations had been mostly (25%) a male colleague who works in same position. It is remarkable and even unpredictable, that according to the survey, male respondents claim that they have experienced harassing behaviour mostly by male manager or a colleague on a higher position. 15% of men and women (who have experienced harassing behaviour) had been harassed by their female colleague who works in same position. Quite logically women had

experienced unpleasant behaviour by male client, patient, student, or other (11%), men had had same experience from female client, patient, student, or other (10%).

4.5.1. Summary of the harassment

Despite the fact that approximately 3% of the respondents claimed that they have been harassed in their workplace, based on the more specific questions with descriptions of different harassing situations, the share can be regarded higher. Therefore it can be said, that the hypothesis stated in the literature review have found proof and the awareness of the concept of sexual and gender harassment is rather low". Although on one hand some situations are not regarded harassing by the employees, on the other hand people may not think of such unpleasant situations as harassment. Regarding questions were different situations of harassing behaviour were described, men felt such situations in most cases least unpleasant than women. But also men chose more often the answer "Can't imagine". This refers to the fact, that women are more vulnerable and potential victims of harassment. Harassment is still regarded as a situation, which should be dealt with alone.

The other hypothesis proposed in the literature review "Women report a significantly higher incidence of sexual harassment." cannot be proved, as the share of men and women who responded to the harassment chapter in the questionnaire was rather low and comparison between men and women is therefore difficult to proceed. Also as written in the beginning of the chapter, women felt uncomfortable responding to such questions in their home environment, where their husbands were near.

5. Further recommendations

5.1. Recommendations for policy making

- Based on the study, only every second employee in Georgia has had an experience of participating in a job interview, 44% has mostly used their friends, family and acquaintances as a channel for finding a job and 63% of the employees have found their current job the same way. Although recruitment through social capital can be effective and it is considered to connect various forms of human capital, it can be regarded also as privileges and benefits arising from social relations, which may cause inequality. This situation may not harm only the discriminated employees, but can influence also the employers effectiveness as the employees are not hired based on the best qualifications, but rather recommendations. Recruitment based on recommendations can also reproduce gender-based work division, as women have more contacts among women and men with men, the recommendation-based recruitment strengthens segregation. The recruitment process may be also recommendations based (in addition to announcing through different channels), but the job interviews and final decisions in order to hire someone, needs to be based on professional and transparent criteria (such as education, skills, experience, etc).

Therefore based on the study we recommend to amend the laws (anti-discrimination as well as labour code) in order to make the recruitment processes more transparent, less discriminative and also effective.

- The principle that equal work deserves equal pay no matter of gender seems not to be adopted by the Georgian majority. Only 53% of women and 42% of men found that such situation where the co-workers doing the same job on the same position are paid differently is considered to be discrimination. If this principle is not regarded a basic right for everyone, it is difficult to struggle with the gender pay gap and overall inequality in the labour market.

Thus we recommend to raise the awareness (through campaigns, trainings) of labour rights among the employees and emphasize the principle of „equal pay for equal work and work for equal value“.

5.2. Recommendations for further studies

- The issue of firing should be studied further. As the issues and experiences of firing can be also delicate, the research team would suggest to use qualitative methods in order to study it.



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Appendixes

Appendix 1. Focus group interviews with the employees

1. Introduction

Centre of Social Sciences Georgia is conducting a research about gender discrimination in the workplace. The aim of the study is to find out if men and women face satisfaction in their working conditions, what are the focal points in recruitment, training and promoting; if men and women have equal opportunities and are treated equally in work places. Also if men and women face different problems in working place and does the legislation provide enough safety for employees.

The interview is confidential and any information which might link to your person won't be used in the research.

If you don't mind, the interview will be recorded.

1.1. Warming up /background questions

- 1.1 Please introduce yourself and describe (in few sentences) what you are doing for living?
- 1.2 In general are you satisfied with your work, working conditions, colleagues? If not, could you describe in few words why not?
- 1.3 Do you think men and women are generally treated equally in the labour market in Georgia?

1.2. Recruitment

- 1.4 Please describe how did you find your job?
- 1.5 If you have participated in job interviews, have you experienced unexpected questions which you found irrelevant in a job interview or considering the work you applied for?
- 1.6 If you have participated in job interviews, have you been asked questions concerning your private life and if so, could you tell what kind of questions you were asked?
- 1.7 Have you or your acquaintances/friends/family members experienced that they have been treated unequally in job recruitment process?

1.3. Training and promotion

- 1.8 How do you feel, are trainings important in your job? (for those admitting the importance, ask if they have had the chance to attend different trainings; for those who haven't attended trainings ask if they have felt the need to attend trainings)
- 1.9 In your experience are trainings available to all of the employees who need them or who want to attend them?
- 1.10 In general - do you feel the trainings have been helpful in your career?

- 1.11 What have been your experiences with promotion – if there are career opportunities in your work place, how in your opinion the promotion process works (is it transparent, equal)?
- 1.12 Does every potential candidate in your organization/company have the chance to apply for vacant positions?
- 1.13 Have you or someone you know experienced unequal treatment in promotion process?

1.4. Firing

- 1.14 Have you or someone you know had experience in firing?
- 1.15 If yes, did you or your friend get any feedback about the firing?
- 1.16 How did you or your friend feel about it?
- 1.17 In your opinion – is firing because of care responsibilities acceptable?

1.5. Wages

- 1.18 Do you feel that your salary is reasonable regarding the work you are doing?
- 1.19 Do you know your colleagues salary?
- 1.20 If you have had to tell your salary expectations to your employer, based on what information you ask for the salary?
- 1.21 How the salaries in your organization/company develop?
- 1.22 Are there some jobs which should be occupied mainly by men/ mainly by women?
- 1.23 In history men have been regarded as breadwinners – how do you feel about it?
- 1.24 Should men earn more than women?
- 1.25 Should women with care responsibilities earn less than employees without care responsibilities?
- 1.26 Have you or someone you know experienced inequality in regards of salary? (For example person with higher education and/or experience has lower salary than a colleague; less salary because of being on sick leave or maternity leave, etc)?`

1.6. Benefits

- 1.27 What would be the most important benefit(s) you would like to receive (i.e health insurance, car, phone, etc)?
- 1.28 If your company/organization has additional benefits, are they provided equally for all workers? Should they be available for all workers? If they are not, what are the reasons?
- 1.29 Have you been asked to do excessive work, which is not regarded your work task? How do you feel about it?

- 1.30 Have you felt any unequal treatment in your job – i.e working hours, planning vacation, in providing facilities and equipment for work, among benefits?

1.7. Harassment

- 1.31 Do you feel that harassment in work place is a problem in Georgia?
1.32 In your opinion – what kind of situation in work place is harassment (how important is the frequency)?
1.33 Do you know if someone you know has experienced it?
1.34 Do you find it harassing if someone comments on your appearance or your body?
1.35 Do you find it unpleasant if someone tells in your presence some suggestive jokes of a sexual nature?
1.36 Do you find it unpleasant if someone comments in your presence your private life or your marital status?
1.37 If you think of some unpleasant situations (provided by your colleagues, boss, clients, etc) how people should deal with them?

Appendix 3. Questionnaire

Appendix 2. Questionnaire manual

გენდერული დისკრიმინაციის კვლევა შრომით ურთიერთობებში

ინტერვიუერის გზამკვლევი



სოციალურ მეცნიერებათა ცენტრი

თბილისი 2014

სარჩევი

ზოგადი ინფორმაცია და ინსტრუქციები 3

კვლევისმოკლელწერა 3

კითხვარისმოკლელწერა 3

I ნაწილი: თავფურცელი და ინსტრუქცია 3

II ნაწილი: კითხვარის რვა ბლოკი 4

A. დასაქმება 4

B. სამსახურშიმიღება 8

C. კვალიფიკაციისამაღლებადანაწილებააამჟამინდელსამსახურში 12

D. სამსახურიდანგათავისუფლება 14

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ზოგადი ინფორმაცია და ინსტრუქციები

კვლევისმოკლეაღწერა

მიზანი: კვლევა მიზნად ისახავს საქართველოს შრომის ბაზარზე არსებულ სამუშაო ადგილებზე გენდერული დისკრიმინაციის კვლევას.

შერჩევა: 1100 დასაქმებული რესპონდენტი მთელი ქვეყნის მასშტაბით.

შერჩევის მეთოდი: ოთხსაფეხურიანი სტრატეგიული კლასტერული შერჩევა, ბიჭი 5.

კითხვარისმოკლეაღწერა

კითხვარი რამდენიმე ნაწილისგან შედგება:

I ნაწილი: თავფურცელი, ინსტრუქცია

II ნაწილი: კითხვარის რვა ბლოკი. თითოეული ბლოკი შეეხება სამუშაო ადგილისა და სამსახურეობრივი ურთიერთობების შესახებ სხვადასხვა ასპექტს და მოიცავს უპირატესად დახურული კითხვებისა და ფილტრების ერთობლიობას. ბოლო ბლოკი დემოგრაფიული ინფორმაციის მისაღებად არის მოწოდებული.

დასაქმება

სამსახურში მიღება

კვალიფიკაციის ამაღლება და დაწინაურება ამჟამინდელ სამსახურში

სამსახურიდან გათავისუფლება

ხელფასი

თანასწორი მოპყრობა

შევიწროვება სამსახურში

დემოგრაფიული მონაცემები

III ნაწილი: კითხვარის G ბლოკის ნაწილი, რომელიც კონვერტშია მოთავსებული.

ზოგადი ინსტრუქციები

კითხვარის შევსებისას დაიცავით შემდეგი წესები:

ყველგან, სადაც ხელით არის ჩასაწერი ტექსტი, გარკვევით ჩაწეროთ, რათა ჩანაწერი იკითხებოდეს. როგორც არ უნდა გეჩქარებოდეთ, შეეცადეთ, გარჩევადი იყოს თქვენი ხელნაწერი.

არ დაგავიწყდეთ კონვერტში G7 და G8 კითხვების პასუხების ჩადება და იმისდა მიხედვით, თქვენ წაუკითხეთ ისინი რესპონდენტს თუ მან თავად წაიკითხა, კონვერტის ღიად დატოვება ან დალუქვა.

არ დაგავიწყდეთ კონვენტისთვის იგივე ნომრის დაწერა, რაც დააწერეთ კითხვარს თავფურცლის ზედა მარცხენა კუთხეში.

დარწმუნდით, რომ ყველა საჭირო პასუხი შემოხაზული გაქვთ და ყველა საჭირო ინფორმაცია დაფიქსირებული.

დარწმუნდით, რომ ფილტრის კითხვებს სწორად იყენებთ.

კვლევის ბიჯი, განურჩევლად ლოკალიზაციისა, არის ხუთი (5).

თუ რესპონდენტი არ დაგხვდათ ადგილზე, კიდევ ორჯერ ბრუნდებით იგივე მისამართზე და თუ მესამე ჯერზეც არ დაგხვდათ იგი სახლში, შეთანხმებული ბიჯის (5) შესატყვისად გადადიხართ შემდეგ რესპონდენტზე.

თუ რესპონდენტმა რაიმე მიზეზით უარი გითხრათ კვლევაში მონაწილეობაზე, ამას უარების ფურცელზე აფიქსირებთ.

I ნაწილი: თავფურცელი და ინსტრუქცია

კითხვარის თავფურცელი შეიცავს რამდენიმე გრაფას, რომელიც უნდა შეავსოთ და/ან წაუკითხოთ რესპონდენტს.

ფურცლის ზედა ნაწილში მოცემულია კითხვარის ნომერი და კითხვარის კოდი შეტანისას. ეს უკანასკნელი თქვენ არ გეხებათ, თუმცა ნომრავთ კითხვარებს და რიცხვს წერთ „კითხვარის ნომერის“ ქვეშ მოცემულ ხაზზე. ამ ხაზის ქვემოთ მოცემულია ფორმატი, როგორც უნდა ჩაწეროთ ნომერი (NN-NN).

პირველ ორ პოზიციაზე იწერება თქვენი კოდი, რომელიც მოგენიჭათ კვლევის წერტილების განაწილებისას (ეს ნომერი წერია ფურცელზე, რომელიც კითხვართან და სხვა დოკუმენტებთან ერთად გადმოგეცათ და რომელზეც თქვენი სამიზნე წერტილებია აღწერილი).

მეორე ორ პოზიციაზე წერთ კითხვარის რიგით ნომერს, რომელსაც თანმიმდევრულად ანიჭებთ თქვენთვის განკუთვნილ კითხვარებს.

მაგალითად, თუ თქვენი კოდია 11, უკვე შევსებული გაქვთ 15 კითხვარი და ავსებთ მე-16-ს, მაშინ ამ კითხვარის ნომერი იქნება 11-16.

რესპონდენტს აცნობთ კვლევის დასახელებას და უკითხავთ ინსტრუქციას.

თავფურცელზე ავსებთ ღია გრაფებს, კერძოდ: თქვენი სახელი, გვარი და კოდი; შერჩევის რეგიონი, პუნქტის დასახელება და წერტილის მისამართი. ასევე, აფიქსირებთ ინტერვიუს დაწყებისა და დასრულების დროებს (ფორმატი მითითებულია იქვე). ბოლოს, აფიქსირებთ ინტერვიუს ჩატარების თარიღს (ფორმატი მითითებულია იქვე).

II ნაწილი: კითხვარის რვა ბლოკი

დასაქმება

A1. დასაქმებისსტატუსი

ამ კითხვით, ფაქტობრივად, ირჩევთ რესპონდენტს. თუ შერჩევის წერტილში შეხვედრილი ადამიანი პირველ ან მეორე პასუხს იძლევა, მაშინ ის თქვენი რესპონდენტია. თუ მისი პასუხია მესამე ან მეოთხე, ეკითხებით, სხვა ვინ ცხოვრობს ამ მისამართზე, ვინც მუშაობს.

აქვე უკონკრეტებთ, რომ მუშაობაში არ იგულისხმება მაინცდამაინც კონტრაქტით მუშაობა. დასაქმებულობა ამ კვლევის კონტექსტში გულისხმობს, რომ ადამიანი რაღაც სამუშაოს შესრულებაში მეორე ადამიანისგან ან ორგანიზაციისგან იღებს ანაზღაურებას.

კვლევიდან გამოირიცხებიან მხოლოდ ის ადამიანები, რომლებიც არ აკმაყოფილებენ ამ მოთხოვნას, ანუ არ მუშაობენ საერთოდ ან თვითდასაქმებულები არიან.

ამასთან, თუ ადამიანი საქართველოში ცხოვრობს და დაგხვდათ მისამართზე და, ამასთან, საზღვარგარეთ მუშაობს, მაშინ ის არ არის თქვენი რესპონდენტი, რადგან კვლევა საქართველოს შრომით ბაზარს შეეხება.

პასუხებს არ უკითხავთ, თვითონ გასუხობთ და თქვენ ხაზავთ შესატყვის ვარიანტს.

A2. გყავთთუარაერთმეტყველებდამსაქმებელი?

თუ ადამიანი ერთზე მეტ სამსახურში მუშაობს, მაშინ პასუხობს „დიახ“ და თუ მხოლოდ ერთი სამსახური აქვს, მისი პასუხი უნდა იყოს „არა“.

პასუხებს არ უკითხავთ, თვითონ გასუხობთ და თქვენ ხაზავთ შესატყვის ვარიანტს.

A3.

გაქვთთუარაგაფორმებულიშრომითიხელშეკრულებათქვენსდამსაქმებელთან/დამსაქმებლებთან?

ამ კითხვით არკვევთ, ხელშეკრულების საფუძველზე მუშაობს ადამიანი თუ ზეპირი შეთანხმების. თუ რესპონდენტს აქვს ხელმოწერილი კონტრაქტი (პირველი პასუხი), მაშინ გადადიხართ A.3.1 კითხვაზე.

თუ რესპონდენტს ერთზე მეტ დამსაქმებელთან აქვს ხელმოწერილი კონტრაქტი, ანალოგიურად გადადიხართ A.3.1 კითხვაზე.

თუ რესპონდენტი კონტრაქტის გარეშე მუშაობს, მაშინ შემდეგი (A4) კითხვიდან აგრძელებთ.

A3.1. თქვენი ამჟამინდელი შრომითი ხელშეკრულების ხანგრძლივობაა (თუ ერთზე მეტი დამსაქმებელი ჰყავს, იმ დამსაქმებლის შესახებ პასუხობს, რომელთანაც უფრო მეტ ანაზღაურებას იღებს)

მიუხედავად იმისა, რომ რამდენიმე დამსაქმებლის შემთხვევაში ამ კითხვაში იმ დამსაქმებლის შესახებ არის კითხვა, რომელთანაც რესპონდენტი მეტ ანაზღაურებას იღებს, თუ ის თვლის, რომ სამსახურის ძირითადობის განმსაზღვრელი მისთვის არ არის ანაზღაურება, მაშინ საკუთარი კრიტერიუმების მიხედვით განსაზღვრავს ძირითად სამსახურს და ისე უპასუხებს კითხვას.

რა რიცხვსაც გეუბნებათ, პირდაპირ წერთ, არაფერს უკითხავთ წინასწარ.

A3.2. როგორ ფიქრობთ, არის თუ არა დადებული შრომითი ხელშეკრულებათქვენი დასაქმებულობის გარანტი? (მოქმედების ბოლო დღემდე მაინც)?

A3.3. არის თუ არა თქვენს შრომითი ხელშეკრულებაში დებულება, რომლის მიხედვითაც თქვენი ანაზღაურების ოდენობა კონფიდენციალურია?

A4. საშუალოდ რამდენს აათს მუშაობთ კვირაში?

შესაძლოა, რესპონდენტმა ზუსტად არ იცოდეს, რამდენ საათს მუშაობს ზუსტად, თუმცა საშუალოდ უნდა დაითვალოს და ის რიცხვი გითხრათ.

A4.1. სრულგანაკვეთზე მუშაობთ თუ ნახევარზე (თქვენს ძირითად სამსახურში)?

თუ რესპონდენტი კვირაში მინიმუმ 41 საათს მუშაობს, მაშინ თვლით, რომ სრულ განაკვეთზე მუშაობს და არ გადახვალთ A4.2 კითხვაზე, პირდაპირ A5-დან გააგრძელებთ.

ამ კითხვაზე პასუხების გაცემისას აუცილებლად უნდა გაითვალისწინოთ და არ დაგავიწყდეთ კონკრეტული სამსახურების სპეციფიკის გათვალისწინება, მაგალითად, უმაღლესი განათლების დაწესებულებები (უნივერსიტეტები), სამედიცინო და ტრანსპორტის სფერო. მაგალითად, უნივერსიტეტში აკადემიურ პერსონალს შეიძლება კვირაში 12 საათი ჰქონდეს სამუშაო, თუმცა სრულ განაკვეთზე იყოს, რადგან აკადემიური პერსონალის საქმიანობა არ გულისხმობს მხოლოდ საკონტაქტო საათებს.

A4.2. ისურვებდით თუ არა სრულგანაკვეთზე მუშაობას?

A5. მუშაობთ თუ არა იმავ ექალაქში/სოფელში, სადაც ცხოვრობთ?

რესპონდენტი იმავე დასახლების პუნქტში შეიძლება მუშაობდეს, რომელშიც ცხოვრობს ან სხვაგან უწევდეს სიარული. მაგალითად, რუსთავეში მცხოვრები მუშაობდეს თბილისში, ან თბილისში მცხოვრები მუშაობდეს კოჯორში. თუ იმავე პუნქტში მუშაობს რესპონდენტი, სადაც ცხოვრობს, A6 კითხვაზე გადადიხართ, თუ სხვაგან უწევს სიარული, მაშინ A5.1 კითხვით აგრძელებთ.

პასუხებს არ უკითხავთ, თვითონ გასუხობთ და თქვენ ხაზავთ შესატყვის ვარიანტს.

A5.1. თქვენისამსახური მდებარეობს

A6. რომელსექტორშიმუშაობთ?

თუ რესპონდენტი ვერ ახერხებს სექტორის იდენტიფიცირებას, ეხმარებით გარკვევაში და ისე აფიქსირებთ შესატყვის პასუხს.

პასუხებს არ უკითხავთ, თვითონ გასახუბთ და თქვენ ხაზავთ შესატყვის ვარიანტს.

A7. თქვენისაქმიანობისფეროა

A8. რასსაქმიანობთ?

A7 და A8 კითხვები შეეხება რესპონდენტის საქმიანობას. A7-ით ვარკვევთ, რა სფეროში საქმიანობს ადამიანი, ხოლო A8-ით, კონკრეტულად რას აკეთებს. მაგალითად, შესაძლოა, რესპონდენტი მუშაობდეს განათლების სფეროში (A7) და მისი საქმიანობა სკოლის ბუღალტერიის წარმოება იყოს (A8) ანუ ბუღალტრად მუშაობდეს. ამრიგად, შესაძლებელია, ამ ორ კითხვაზე პასუხები არ შეეხებოდეს ერთსა და იმავე პროფესიას და/ან საქმიანობას.

შემდეგ ოთხ კითხვაში (A9-A12) პასუხებს არ უკითხავთ, თვითონ გასახუბთ და თქვენ ხაზავთ შესატყვის ვარიანტს.

A9. თქვენსთანამშრომლებსშორისუმრავლესობაქალიათუკაცი?

A10. ისურვებდითთუარაუფრომეტიქალიანკაცითანამშრომლისყოლას?

A.11. თქვენისამუშაოსშესრულებაუფრომეტადქალებთანთანამშრომლობასითვალისწინებს/მოი თხოვსთუკაცებთან? (მაგ: თანამშრომლები, პაციენტები, კლიენტები, სტუდენტებიდასხვ.)

A12. თქვენიუშუალოხელმძღვანელი/მენეჯერი?

ამ კითხვაში „უშუალო მენეჯერად“ ითვლება ის ადამიანი, რომელთანაც ანგარიშვალდებულია რესპონდენტი.

A13. ამჟამადხართთუარა, ან როდესმეყოფილხართთუარაპროფკავშირისანმსგავსიორგანიზაცი ისწევრი?

შესაძლოა, რესპონდენტი არ იყო/არის პროფკავშირის წევრი, მაგრამ იყო/არის რომელიმე პროფესიული გაერთიანების, ასოციაციის წევრი, მაგალითად, ეკონომისტთა ასოციაციის წევრი.

პასუხებს არ უკითხავთ, თვითონ გასახუბთ და თქვენ ხაზავთ შესატყვის ვარიანტს.

სამსახურშიმიღება

B1. ზოგადადყოფილხართთუარაგასაუბრებაზეპოტენციურდამსაქმებელთან?

ეს კითხვა არ შეეხება ამჟამინდელ ან მხოლოდ რომელიმე კონკრეტულ სამსახურს. გვინტერესებს რესპონდენტის გასაუბრებაზე ყოფნის გამოცდილება. ამიტომ უკონკრეტებთ, რომ ზოგადად პასუხობს, განურჩევლად იმისა, გასაუბრების შედეგად აიყვანეს ან თუ იმ სამსახურში თუ არა. ეს, ასევე, შეეხება კითხვებს B1.1. და B1.2.

B1.1. რამდენჯერყოფილხართ გასაუბრებაზე პოტენციურ დამსაქმებელთან?

პასუხებს არ უკითხავთ, თვითონ გასაუბრებთ და თქვენ ხაზავთ შესატყვის ვარიანტს.

B1.2. გასაუბრებაზე დაუსვამთ თუ არა თქვენთვის კითხვების ისეთი თემების შესახებ, როგორიცაა:

ცხრილში მოცემულ ხუთივე დებულებას უკითხავთ მამაკაცებს, ხოლო მეხუთე დებულებას არ უკითხავთ მამაკაცებს და პირდაპირ აღნიშნავთ „შეუსაბამო“.

თუ რესპონდენტი აღნიშნავს, რომ აქ ჩამოთვლილებისგან განსხვავებული კითხვა დაუსვამთ მისთვის, იწერთ კატეგორიაში „სხვა“ (6).

აქ უკითხავთ დებულებებს და თავად პასუხობს, თქვენ ინიშნავთ შესატყვის გრაფაში.

B2. როგორ დასაქმდით იმ სამსახურში, სადაც ამჟამად მუშაობთ?

ეს კითხვა კონკრეტულად შეეხება იმ სამსახურს, რომელშიც ინტერვიუს მომენტში მუშაობს რესპონდენტი. თუ მას ერთზე მეტი სამსახური აქვს, მაშინ პასუხობს ძირითადი (იხ. კითხვა A3.1) სამსახურის შესახებ.

უკითხავთ ვარიანტებს და რესპონდენტი გასაუბრებთ.

B3. როდესმე მიგიღიათ თუ არა უარისამსახურში აყვანაზე?

ეს კითხვა შეეხება ზოგადად გამოცდილებას და არა რომელიმე ერთ კონკრეტულ სამსახურს, მაგალითად, ამჟამინდელს

B3.1. მიგიღიათ თუ არა ხსნა-განმარტება, თურათმარაგიყვანეს სამსახურში?

B3.2. გთხოვთ, მიუთითოთ, რაიყოლოფიციალური მიზეზი, რისგამოცარაგიყვანეს სამსახურში? (გადადით კითხვაზე B4) (შეგიძლიათ ორი ან სამი პასუხი შემოხაზოთ)

აქ რესპონდენტი ასახელებს იმ მიზეზს, რომელიც პოტენციურმა დამსაქმებელმა ოფიციალურად აცნობა, როგორც მისი კანდიდატურის დაწუნების და სამსახურში არ აყვანის მიზეზი.

პასუხებს არ უკითხავთ, თვითონ გასაუბრებთ და თქვენ ხაზავთ შესატყვის ვარიანტს.

B3.3. თქვენი აზრით, რაიყოლოფიციალური მიზეზი, რისგამოცარაგიყვანეს სამსახურში?

ამ კითხვაზე კი გვპასუხობს იმ, მისი აზრით, რეალური მიზეზების შესახებ, რომელიც საფუძვლად დაედო მისი კანდიდატურის უარყოფას.

პასუხებს არ უკითხავთ, თვითონ გასახვობთ და თქვენ ხაზავთ შესატყვის ვარიანტს.

B4. გთხოვთ, გაიხსენოთ, გინახავთ თუ არათქვენთვის საინტერესო სამსახურის თაობაზე განცხადებაში კანდიდატების შერჩევას ისეთი კრიტერიუმები, რომლებიც არ უკავშირდება პოტენციური დასაქმებულის პროფესიულ უნარებს, გამოცდილებას, განათლებას და ა.შ. (მაგ., მხოლოდ ქალებს ან კაცებს/მხოლოდ გარკვეული ასაკის ადამიანებს შეუძლიათ კონკურსში მონაწილეობა)

აქ საუბარია ისეთ კრიტერიუმებზე, რომლებიც არანაირად არ განაპირობებს და/ან არ აისახება კანდიდატის მიერ შესრულებული სამუშაოს ხარისხზე, მაგალითად, თუ პროფესორის ვაკანსიაა გამოცხადებული, მოთხოვნილი იყო თუ არა, რომ მხოლოდ მამაკაცების აპლიკაციები იქნებოდა განხილული.

B4.1. გთხოვთ, აღნიშნოთ, სამსახურში აყვანის რომელი კრიტერიუმი იყო მითითებული.

უკითხავთ ვარიანტებს და თუ რაიმე ისეთს ამბობს, რაც ჩამონათვალში არ არის მოცემული, წერეთ „სხვაში“

B5. სამსახურის მოსაძებნად, მეტწილად, რასაშუალებას მიმართავთ?

როგორც ტექსტიდანაც ჩანს, ეს კითხვა რომელიმე კონკრეტულ სამსახურს კი არ შეეხება, არამედ ინფორმაციის იმ არხებს, რომელთა საშუალებითაც რესპონდენტი, საჭიროების შემთხვევაში, ეძებს სამსახურს.

B6. საიდან შეიტყვეთ იმ პოზიციაზე არსებული ვაკანსიის შესახებ, რომელზეც ამჟამად მუშაობთ?

ეს კითხვა კი, წინა კითხვისგან განსხვავებით, სწორედ ამჟამინდელი სამსახურის მოძიების არხებს შეეხება. ის არ უნდა აგერიოთ B2 კითხვაში, რადგან B2-ში ვიგებთ, როგორ დაიკავა ამჟამინდელი პოზიცია, ხოლო B6-ში ვარკვევთ, როგორ შეიტყო, რომ ამ პოზიციაზე ვაკანსია იყო გამოცხადებული.

კვალიფიკაციის ამაღლება და დანაწინაურება ამჟამინდელ სამსახურში

ეს ბლოკი მთლიანად იმ სამსახურს შეეხება, რომელშიც რესპონდენტი ინტერვიუს მსვლელობის დროს მუშაობს. თუ მას ერთზე მეტი სამსახური აქვს, მაშინ იმ სამსახურის შესახებ გაძლევთ პასუხებს, რომელსაც თავად თვლის ძირითადად (იხ. კითხვა A3.1).

C1. პროფესიულად დანაწინაურებულ ხართ თუ არა სამსახურში, რომელშიც ამჟამად მუშაობთ?

C1.1. როგორ მოხდა თქვენი პროფესიული დანაწინაურება? (გადადიეთ კითხვაზე C2)

C1.2. გქონიათ თუ არა სამსახურში პროფესიული დანაწინაურების შესაძლებლობა (უფრო მაღალ ან სხვა პოზიციაზე)?

C1.3. გამოთქვით თუ არა პროფესიული დანაწინაურების სურვილი?

C1.3.1. თუარდაგანინაურეს, როგორფიქრობთ, რაიყოსუარისთქმისმიზეზი?
(შეგიძლიათ ორი ან სამი ვარიანტი შემოხაზოთ) (გადადიოკითხვაზეC2)

აქ გვანტერესებს ის ფორმალური მიზეზი, რომელიც რესპონდენტს ოფიციალურად აცნობა
დამსაქმებელმა. რესპონდენტს შეუძლია რამდენიმე პასუხი მოგცეთ, თუმცა შეეცადეთ, პასუხების
რაოდენობა არ იყოს დიდი, მაქსიმუმ სამი პასუხი.

C1.3.2.რატომარგამოთქვითპროფესიულიდანინაურებისსურვილი?(შეგიძლიათ ორი ან სამი პასუხი
შემოხაზოთ)

ამ კითხვაზე პასუხი არის ის მიზეზები, რის გამოც რესპონდენტმა თავად შეიკავა დანინაურების
სურვილის გამოთქმისგან თავი. აქაც შესაძლებელია ორი ან სამი პასუხის შემოხაზვა.

C2.როგორფიქრობთ, თქვენიდამსაქმებელიგაძლევდათისეთდავალებებს,
რომლისშესრულებაცთქვენსშესაძლებლობებსკარგადგამოავლენდადადაგეხმარებოდათპრო
ფესიულდანინაურებაში?

C3. გაგზრდიათთუარაანაზღაურებასამსახურში, რომელშიცამჟამადმუშაობთმიუხედავად იმისა,
რომ კითხვაში პირდაპირ არის მოცემული „ამჟამინდელი სამსახური“, მაინც შეახსენეთ რესპონდენტს,
რომ მიმდინარე სამსახურზეა საუბარი. თუ ერთზე მეტი სამსახური აქვს, უბრუნდებით ძირითადად
წოდებულ სამსახურს (კითხვა A3.1).

C3.1.თუკი, ვისიინიციატივით?(გადადიოკითხვაზეC4)

C3.2.მოგიტოხოვიათთუარახელფასისმომატება?

C4. მოუციათუარათქვენსამჟამინდელდამსაქმებელსტრენინგზედასწრებისშესაძლებლობა?

აქ იგულისხმება ნებისმიერი ტრენინგი, რომელიც რესპონდენტის ამჟამინდელი საქმიანობის
რელევანტურია. შესაძლოა, ტრენინგი მისსავე ორგანიზაციაში ტარდებოდა და/ან სხვა ორგანიზაციაში.
კითხვა შეეხება ნებისმიერ შემთხვევას, როდესაც დამსაქმებელმა საშუალება მისცა რესპონდენტს, რომ
ტრენინგზე წასულიყო.

თუ რესპონდენტს ჰქონდა ტრენინგზე დასწრების შესაძლებლობა, აგრძელებთ შემდეგი კითხვით, თუ
არ ჰქონია ასეთი შესაძლებლობა, გადადიხართ კითხვაზე C4.2.

C4.1.დაესწართტრენინგ(ებ)ს?

თუ რესპონდენტი დაესწრო ტრენინგ(ებ)ს, შემდეგ ბლოკზე გადადიხართ და თუ არ დაესწრო, მაშინ
აგრძელებთ შემდეგი კითხვით.

C4.1.1. რატომარდაესწართტრენინგს?(გააკრძელებთD ბლოკიდან)

C4.2. ისურვებდით ტრენინგზე დასწრებას?

სამსახურიდანგათავისუფლება

D1. როდესმეთუგაუთავისუფლებიხართსამსახურიდან?

ამ კითხვაში ზოგადად სამსახურიდან გათავისუფლების გამოცდილება გვაინტერესებს და არა რომელიმე კონკრეტული სამსახურის შემთხვევა.

თუ რესპონდენტს არ აქვს სამსახურიდან გათავისუფლების გამოცდილება ან არ სურს პასუხის გაცემა, მაშინ ამ ბლოკს მთლიანად ტოვებთ და გადადიხართ შემდეგ ბლოკზე.

თუ რესპონდენტს აქვს სამსახურიდან გათავისუფლების გამოცდილება, შემდეგი კითხვით აგრძელებთ.

D1.1. გაუთავისუფლებიხართთუარასამსახურიდანბოლო 2 წლისგანმავლობაში?

ამ კითხვით აკონკრეტებთ, გათავისუფლების ეპიზოდ(ებ)ი იყო თუ არა ბოლო ორი წლის განმავლობაში. თუ ეს ეპიზოდ(ებ)ი ორ წელზე მეტი ხნის წინ იყო, მაშინ შემდეგ ბლოკზე გადადიხართ, ხოლო თუ ამ ორი წლის განმავლობაში იყო განუჩივრებლად იმისა, ერთი თუ მეტი ეპიზოდი, აგრძელებთ შემდეგი კითხვიდან.

D1.2. გაგაფრთხილესთუარაწინასწარ, რომ, შესაძლოა, სამსახურიდანგათავისუფლებინეთ(თურესპონდენტიერთჯერზემეტადგათავისუფლესბოლო 2 წლისგანმავლობაში, ბოლოშემთხვევისშესახებუნდაისაუბროს)?

კითხვის ტექსტიდანაც ნათელია, რომ თუ წინა კითხვაში რესპონდენტი მესამე ვარიანტს პასუხობს ანუ ერთ ჯერზე მეტად ჰქონდა გათავისუფლების გამოცდილება ბოლო ორი წლის განმავლობაში, ბოლო შემთხვევის შესახებ პასუხობს ამ კითხვას.

D1.3. კითხრესთუარა, რატომგაგათავისუფლესსამსახურიდან (თურესპონდენტიერთჯერზემეტადგათავისუფლესბოლო 2 წლისგანმავლობაში, ბოლოშემთხვევისშესახებუნდაისაუბროს)?

D1.3.1. გთხოვთ, დააკონკრეტოთ, რატომგაგათავისუფლესსამსახურიდან (დამსაქმებლისნათქვამიდანგამომდინარე)(შეგიძლიათ ორი ან სამი პასუხის შემოხაზვა)?

აქ გვაინტერესებს, ფორმალურად რა მიზეზი აცნობეს რესპონდენტს, როგორც მისი სამსახურიდან დათხოვნის საფუძველი.

D1.3.2. გკერათ, რომესრეალურიმიზეზიიყო?

თუ რესპონდენტი თვლის, რომ წინა კითხვაზე აღნიშნული პასუხი მისი გათავისუფლების რეალური მიზეზი იყო, შემდეგ ბლოკზე გადადიხართ, თუ ის თვლის, რომ ეს არ იყო რეალური მიზეზი და რაღაც სხვა, თავისი ვერსიებიც აქვს, შემდეგი კითხვით აგრძელებთ.

D1.3.3. როგორ ფიქრობთ, რა იყო თქვენი სამსახურიდან გათავისუფლების რეალური მიზეზი(შესაძლებელია რამდენიმე პასუხის შემოხაზვა)?

D1.4. თუ თვლიდით, რომთქვენისამსახურიდანგათავისუფლებაუსაფუძვლოიყო, შეატყობინეთთუარამისშესახებვინმეს/რომელიმეორგანიზაციასანთუგაასაჩივრეთ?

D2.

თქვენი რომელიმე კოლეგა ან თანაკლასის თქვენს უფლებებზე დამსახურების განსაზღვრის მიზნით თქვენს კომპანიაში მოუკანასკნელი ხუთი წლის განმავლობაში.

კითხვა არ შეეხება რომელიმე კონკრეტულ, მაგალითად, ამჟამინდელ სამსახურს. რესპონდენტი პასუხობს ბოლო ხუთი წლის გამოცდილებიდან.

პასუხებს არ უკითხავთ, თავად გასუხობთ და თქვენ ხაზავთ შესაბამის რიცხვს.

ხელფასი

E1. გაძლევთ თუ არა რაიმე დამატებით კომპენსაციას ან სარგებელს თქვენი დამსაქმებელი?
(მაგალითად, მობილურ ტელეფონს, მანქანას და ა.შ.)

აქ იგულისხმება ნებისმიერი რამ, რაც არ შედის ხელფასში.

E1.1. რას ხის კომპენსაციას/სარგებელს იღებთ? (შესაძლებელია რამდენიმე პასუხის აღნიშვნა)

აქ იგულისხმება ნებისმიერი სახის სარგებელი, რომელიც შეიძლება მიიღოს დამსაქმებელმა კომპანიისგან/ორგანიზაციისგან.

რაც შეეხება ბონუსსა და პრემიას შორის განსხვავებას, პრემია ყოველთვის არის ფულადი დანაშატი, რომელიც ხელფასის x პროცენტს შეადგენს (მაგალითად, 30 პროცენტს), ხოლო ბონუსი შეიძლება იყოს როგორც ფულადი, ისე არაფულადი ჯილდო, მაგალითად, განსაკუთრებული პირობები დაზღვევისთვის ან დამატებითი სასაუბრო დრო მობილურზე.

E2. რამდენჯერ მიიღეთ რაიმე სახის პრემია/ბონუსი ბოლო წლის განმავლობაში?

პასუხებს არ უკითხავთ, თვითონ გასუხობთ და თქვენ ხაზავთ შესატყვის ვარიანტს.

E3. თქვენს სამსახურზე თუ იქნებოდა, ეთანხმებით თუ არ ეთანხმებით თქვენ მოთმობულ დებულებებს:

ამ კითხვაში უკითხავთ მხოლოდ ცხრილში მოცემულ დებულებებს და თქვენვე აფიქსირებთ პასუხებს.

თანასწორი მოპყრობა

F1. ბავშვის ან ოჯახის წევრის ავადმყოფობის გამო რომ მოგიწიოთ სამსახურის გაცდენა, რა დამოკიდებულება ექნებათ?

ცხადია, ამ კითხვას ქალებსაც უკითხავთ და მამაკაცებსაც. თუ რომელიმე თვლის, რომ მათთვის შეუსაბამო კითხვაა, აფიქსირებთ ამ ვარიანტსაც. აქ უკითხავთ ვარიანტებს და ისე ხაზავთ.

F2. გაქვთ თუ არა განცდა, რომ თქვენი ამჟამინდელი დამსაქმებელი იმდენს არ უსამართლოდ მოგექცათ?

ამ შემთხვევაშიც თავად უკითხავთ ცხრილში მოცემულ დებულებებს და რესპონდენტი ეთანხმება ან არ ეთანხმება.

F3. გინვითუარადამატებითსაათებშიმუშაობა?

კითხვა შეეხება შრომითი კონტრაქტის ან ზეპირი შეთანხმების მიხედვით განსაზღვრული სამუშაო საათების გარდა დამატებით სამუშაო საათებს. თუ რესპონდენტი პასუხობს „დიახ“, აგრძელებთ შემდეგი კითხვით, თუ პასუხობს „არა“, გადადიხართ F4 კითხვაზე.

კითხვა ამჟამინდელ დამსაქმებელს შეეხება. თუ ერთზე მეტი დამსაქმებელი ჰყავს, პასუხობს ძირითადი (იხ. კითხვა A3.1) დამსაქმებლის შესახებ.

F3.1 გინაზღაურებენთუარაამსაათებშიშესრულებულსამუშაოს?

**F4. თუგსურდათგასულიყავითანიყავითდეკრეტულშვებულებაში,
როგორმიიღოესთქვენდამსაქმებელმა
(შეგიძლიანარსულიდანებისმიერიდამსაქმებლისშესახებუპასუხოთ,
თუამჟამინდელსამსახურშიყოფნისასბავშვებიარგაგიჩენიათ)?**

როგორც კითხვის ტექსტიდანაც ჩანს, რესპონდენტი პასუხობს ამჟამინდელი სამსახურის შესახებ, თუ კითხვა რელევანტურია, ხოლო თუ არ არის რელევანტური, მაშინ ნებისმიერი წარსული სამსახურის შესახებ საუბრობს, რომელში ყოფნის დროსაც ჰქონია მსგავსი გამოცდილება.

თუ კითხვა შეუსაბამოა, პირველივე ვარიანტს ხაზავთ.

პასუხებს არ უკითხავთ, თვითონ გაპასუხობთ და თქვენ ხაზავთ შესატყვის ვარიანტს. თუ ჩამონათვალში არ არის რესპონდენტის მიერ დასახელებული ქცევა, წერთ „სხვა“-ში.

შევიწროვებასამსახურში

ვინაიდან ეს ბლოკი ყველაზე სენზიტიურ კითხვებს მოიცავს სექსუალური შევიწროვების შესახებ სამსახურში, ის გამოყოფილია ორ ნაწილად. პირველი ნაწილი (რომელიც ქვემოთ არის წარმოდგენილი) ჩართულია კითხვარში და თქვენ, კითხვარის დანარჩენი ბლოკების მსგავსად, უკითხავთ რესპონდენტს, ხოლო მეორე ნაწილი ანუ კითხვები G7 და G8 ცალკეა დაბეჭდილი და კონვერტშია მოთავსებული.

ბოლო ორი კითხვის შესახებ ინფორმაცია და შესაბამის ინსტრუქციები იხ. ქვემოთ (III ნაწილი).

G1. რასფიქრობთიმსიტუაციებისშესახებ, რომლებიცქვემოთარისწარმოდგენილი.

ეს კითხვა მიზნად ისახავს იმის გარკვევას, თუ რამდენად იცის რესპონდენტმა, რა არის დისკრიმინაცია სამუშაო ადგილზე. თქვენ უკითხავთ თითოეულ დებულებას, უკითხავთ პასუხებს და აღნიშნავთ რესპონდენტის მიერ გაცემულ პასუხს.

G2. გქონიათ თუ არა სექსუალური შევიწროვების გამოცდილება სამსახურში?

აქ საუბარია ზოგადად აღწერილი გამოცდილების შესახებ და არა მხოლოდ ამჟამინდელ სამსახურში. თუ რესპონდენტს ჰქონია მსგავსი გამოცდილება, აგრძელებთ შემდეგი კითხვით და აკონკრეტებთ, ეს გამოცდილება ბოლო 12 თვის განმავლობაში იყო თუ არა.

თუ რესპონდენტს არ ჰქონია მსგავსი გამოცდილება (არა, არ ვიცი) ან არ სურს პასუხის გაცემა, გადადიხართ G4 კითხვაზე.

G3. გქონიათ თუ არა სექსუალური შევიწროვების გამოცდილება სამსახურში ბოლო 12 თვის განმავლობაში?

ამ კითხვიდან, ნებისმიერი პასუხის შემთხვევაში გადადიხართ შემდეგ კითხვაზე.

შემდეგ აცნობთ ჩარჩოში მოყვანილ ინსტრუქციას და კარგად უხსნით (რამდენჯერმე უმეორებით საჭიროების შემთხვევაში), რომ მათი პასუხები ნამდვილად ანონიმურად დარჩება და არავინ ნახავს მონაცემების შემყვანის გარდა, რომელსაც მხოლოდ კითხვარის ნომერი ექნება და არანაირი საიდენტიფიკაციო ინფორმაცია, რომლითაც რესპონდენტი რამენაირად ამოცნობადი იქნება.

შემდეგი კითხვები შეეხება იმ სიტუაციებს, რომლებშიც შეიძლება აღმოჩენილიყო დისკრიმინაცია სამსახურში ან მუშაობის დროს. გთხოვთ, წაიკითხოთ კითხვები და შეძლებისდაგვარად გულწრფელად უპასუხოთ.

თქვენს მიერ გაცემული პასუხები განზოგადდება და არავის ეცოდინება, კონკრეტულად თქვენ რა პასუხები გაცემით.

G4. უსიამოვნების განცდა და გუფლებათუარა, თუ ვინმე (კოლეგა, მენეჯერი, კლიენტი ან ვინმესხვა, ვისთანაც გინვთურთ იერთობა მუშაობის დროს) თქვენთან სამსახურში ისე მოიქცევა, როგორც ქვემოთ არის აღწერილი?

ამ კითხვაში კარგად უხსნით რესპონდენტს, რომ კითხვაში აღწერილი სიტუაციები არ შეეხება პირადად მას და მის წარსულ გამოცდილებას. ეს არის ჰიპოთეტური სიტუაციები, რომელიც მან უნდა წარმოისახოს და ისე გიპასუხოთ.

პასუხებს არ უკითხავთ, თვითონ გასუხობთ და თქვენ შესაბამის რიცხვ ხაზავთ. თუ რესპონდენტი ამბობს, რომ მისთვის შეუსაბამოა და/ან უჭირს წარმოდგენა, მაშინ პასუხს ბოლო სვეტში („მიჭირს წარმოდგენა“) აფიქსირებთ.

G5. მსგავსი სიტუაციაში (წინა კითხვაში აღწერილი) რომ აღმოჩნდეთ, რას მოიმოქმედებდით?

ამ კითხვაშიც მხოლოდ კითხვას უკითხავთ, ისმენთ პასუხს და შესაბამის ვარიანტს ხაზავს. თუ რესპონდენტი ისეთ ქმედებას აღწერს, რაც ჩამონათვალში არ არის, აფიქსირებთ ბოლო პუნქტში.

G6. აქვს თუ არა თქვენს ორგანიზაციას/კომპანიას რაიმე სახის შინაგან ანგარიში, რომელიც კრძალავს ასეთ (ზემოთ ჩამოთვლილ) ქცევებს და შეგიძლიათ გამოიყენოთ, თუ მსგავსი სიტუაციაში აღმოჩნდებით?

დემოგრაფიული მონაცემები

H1. სქესი

H2. ასაკი

H3. საცხოვრებელი ადგილი

H4. სკოლიდან დაწყებული, დღემდე მიღებული განათლების ყველა საფეხურის ჩათვლით (დაწყებითი და საშუალო სკოლა, უნივერსიტეტი, სრული პროფესიული განათლება), სულ რამდენი წელია სწავლეთ სასწავლო დაწესებულებაში? თუ ამჟამად განათლებას იღებთ, დათვალოთ დღემდე დაგროვილი წლების რაოდენობა.

H4.1. თქვენი განათლების უმაღლესი საფეხურია

თუ რესპონდენტის მიერ მიღებული განათლება არ შეესაბამება ჩამოთვლილ ვარიანტებს, მაგალითად, საბჭოთა სისტემაში აქვს ნასწავლი, ჩაწერა ბოლო გრაფაში.

თუ რესპონდენტი სტუდენტია, აფიქსირებთ მეოთხე ვარიანტს და აკონკრეტებთ, რომელი საფეხურის სტუდენტია.

H5. ოჯახური მდგომარეობა

H6. ეთნიკური მიკუთვნებულობა

H8. გთხოვთ, მიუთითეთ თქვენი პირადი ხელშეკრულების საფუძველი.