

DISCRIMINATION IN THE ECONOMIC SENSE

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Abstract:

Through this article we want to analyze the phenomenon of discrimination in the labor market, both in the general case, and in particular case. Thus, action research is based on presenting a general framework of the labor market, in terms of theories of discrimination that the starting point for labor market training.

Next I wanted to highlight the main forms of discrimination existing in the labor market both in Romania and the European Union, based on studies conducted by specialized authorities such as National Council for Combating Discrimination, and the "Eurobarometer,.. I wanted to show how the Roma are discriminated against, the elderly, and not only when seeking a job, or when they want to find a family and in other situations which we analyzed.

Keywords: *discrimination; gender differences; equal opportunities.*

JEL Classification: *J71; J15.*

1. Introduction

The differences between whites and black people income, women and men, skilled or without skills, depend on the productivity of labor and another characteristic considered valuable in the market. Arrow's vision, are considered valuable market and other features that have nothing to do with labor productivity (Albu et al., 2005), namely: race, gender and ethnicity.

Definition of the most studied to date was that of Becker in 1957. Although many economists have made changes and have developed Becker's model, the most complete forms of the neoclassical model was made by Kenneth Arrow (Arrow, 1971).

In his study, Arrow focuses on the first features and defines discrimination linking the two groups of people, namely whites and blacks. Discrimination occurs when a trader (employer, purchaser) is willing to pay more to work only with white employees or acquire an asset from a vendor white. Arrow is convinced that discrimination has always existed, especially in terms of black workers, who have not had access only to certain jobs, which means that there is occupational segregation level and spatially. Workers of color did not have access only to certain jobs that were in some residential areas. In its analysis, Arrow considers two approaches, the rational choice and economic. The latter approach is, however, a smaller scope than the rational choice because markets are the main institution in which individuals act. In the theory of rational economic agents act effectively against the constraints of technology, preferences, beliefs, et al From the point of view of Arrow discrimination starts from the employer, the "preferences" discriminatory of some employees (especially those in positions of leadership) and therefore one can speak of a separation industry, and in this case not You can talk about a wage discrimination. However, if a worker is sometimes necessary color to work with a white employee in the same industry, will be wage discrimination between them. According to Arrow, discrimination based on tastes employee model can explain the separation between industries but not that of occupations. Also in its analysis considers the productivity differences between whites and blacks can be explained by family size, quality of education, culture, etc. Employers experience will make them to use observable feature race as a replacement for unobservable characteristics that are actually due to differences in productivity. In the model proposed by Arrow (Arrow, 1978) discriminatory preferences of employers are replaced by perceptions "on their reality" (Arrow, 1971) and are based on two assumptions: the employer does not have any concrete information on the productivity of each worker from experience; also the employer interact with two types of workers: few better prepared in terms of professional, others less training.

2. Discrimination based on age, ethnicity and gender

According to Milton Friedman discrimination made on the basis of age can be considered more special because it is not targeted a specific group of people, given that at some point in life everyone will reach the stage where you have old age (Burgelea et al., 2011).

From this point of view two categories of persons are affected by this type of discrimination: young people, i.e. newcomers in the labor market (Balan et al., 2012), and older people, aged over 50 years. Employees aged over 50 often feel quite discrimination when looking for a

job because they often link between efficiency and employee age. Such as a person gets older is no longer able to work at optimum capacity of work (Balan et al., 2011), in the sense that its productivity decreases and besides this, after 50 years the person is more prone to become ill, which would adversely affect the activity (Burghelea et al., 2014).

But apart from older people who are discriminated against, there are young people who may also be discriminated against when looking for a job since being fresh university graduates or not, have accumulated experience in a particular field (Burghelea, 2012) which is an impediment to getting a job.

The data collected in "Special Eurobarometer 296" in 2008 were processed by TNS CSOP and took into account age discrimination, but without making a distinction between discrimination and discrimination against young people older. Approximately 42% of the respondents surveyed in the EU said then that age discrimination is encountered "very frequently" and "frequently". At the opposite, 52% of respondents in EU believe that this type of discrimination is "rare" and "rarely encountered".

In Romania, only 26% of respondents consider age discrimination to be widespread, while only 4% of respondents believe that this type of discrimination is very common.

In 2009 was done "Special Eurobarometer 317", according to which 58% of EU respondents stated that that age discrimination is widespread.

Romanians opinion regarding age discrimination is approaching the European average, namely 55% of Romanian considering that this type of discrimination is widespread. Achieving a comparison between data ,, Special Eurobarometer 296 " in 2008 and those of the "Special Eurobarometer 317" in 2009, it is noted that, at European level, the perception of discrimination on grounds of age as widespread increased 16% from 42% in 2008 to 58% in 2009 and 25% in Romania.

Romanians' attitudes and opinions regarding discrimination in terms of age are captured in the study conducted in 2010 by TOTEM Communication. From this point of view 2.9% of the respondents surveyed believe they have been discriminated against because of age. Also through "Social inclusion Barometer" carried out throughout 2010 found that for men aged over 40 years or under 25 years are the main impediments to finding a job in while for women, from 40 years upwards, age could be a problem. After much research was reached in 2011, concluded that the elderly are discriminated in 59%, while young people are discriminated against 19%.

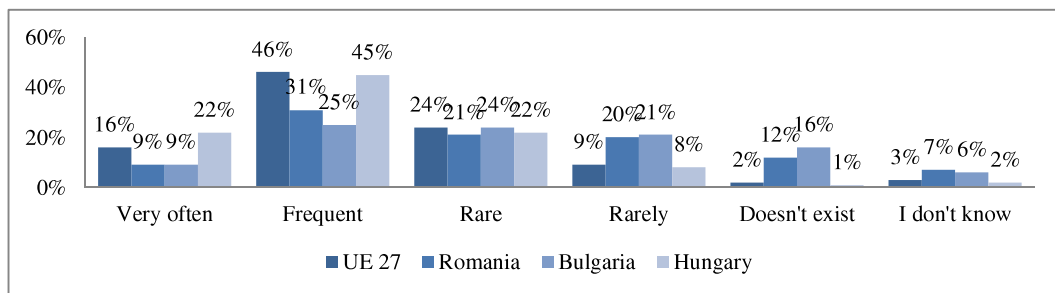
Regarding discrimination on grounds of ethnicity, the most disadvantaged members of the community are Rroma and this is due to the high level of crime that they promoted. Thus according to the study

conducted in 2008 by the National Council for Combating Discrimination, 71% of respondents stated that most Roma violate laws, which explains the existence of discriminatory attitudes of the majority population towards this ethnic minority. A high percentage, 28% of respondents consider that Roma should not be allowed to travel abroad, 23% believe that there should be special classes for Roma children which can lead to segregation, while 13% say there should be no shops or pubs where Roma should receive.

According to the data which are included in the report “Perceptions and attitudes on discrimination in Romania” conducted in 2012 by TNS CSOP shows that 61% of respondents consider that it is easier for young people under 25 to find a job compared to those aged over 55, while 28% think it is as easy for both categories to find a job.

Regarding belonging to a family, only 20% of respondents would agree that they or a family member to marry a person of Roma ethnicity, while 28% would not agree to have a coworker an Roma person. Social distance is formed between population and persons belonging to the Roma are much higher than in those who belong to other nationalities or other religions.

In the European Union according to “Eurobarometer special 296” conducted by TNS CSOP in 2008, discrimination based on ethnic origin is the most common type of discrimination: 62% of interviewees stated that discrimination based on ethnic origin is “very common” and “frequency”. In Romania, 40% of respondents perceive that discrimination based on ethnic origin is “very common” and “common” (fig. 1).

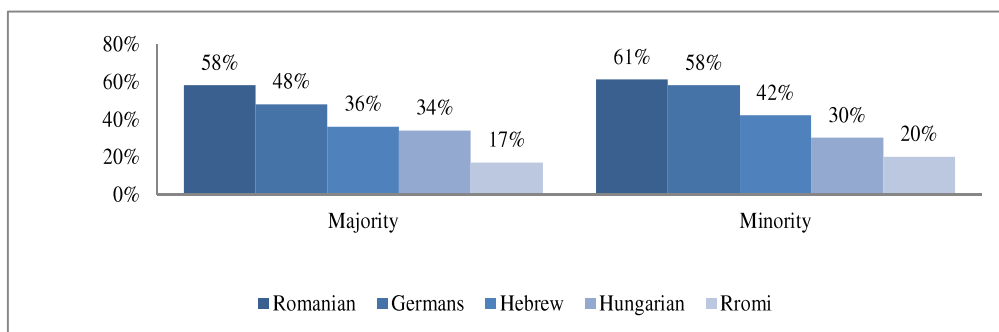


Source: author’s calculus (data from *Revista Inovatia Sociala* no. 1/2009 January-June)

Fig. 1. Discrimination based on race in UE27, Romania, Bulgaria and Hungary

The study conducted by Insomar at the request of the National Council for Combating Discrimination in 2009 revealed that in excess of 58% of Roma that is very difficult to get a job or be promoted than the general population. The proportion of persons who violate laws that Roma grow in 2009 reaching 72% against 71% in 2008, while 48% of respondents believe that Roma are a disgrace to Romania. The increase over the previous year is the percentage of people reporting that Roma people should not be received in some public places such as restaurants or stores, the percentage increased from 13% to 20% in 2009.

The situation did not change even in 2010 as shown in “Research report on gender discrimination in the labor market”, it was found that the labor market types of discrimination most frequently encountered on the labor market they are related to age and ethnicity. The same opinion is manifested in the study conducted by TOTEM Communication. Namely, that the Roma are often the target of discriminatory attitudes and prejudices. The population supports rather than ethnic Germans and Hungarians Roma. Only 17% of respondents ethnic Romanian and 20% of respondents of other ethnic “they feel good” and “very good” about the Roma, the difference up to 100% is the percentage of people who answered that they have no bad opinion “but none better” have a bad opinion” but also people who could not make statements (fig. no. 2).



Source: author's calculus (data from Report TOTEM Communication, 2010)

Fig. 2. What is your opinion on...?

The study conducted in 2011 highlights the fact that the Roma are discriminated in 50%, which means that Roma people are still hard to accept population. At EU level was found according to the report “The situation of Roma in 11 EU Member States - Survey results at a glance” conducted in 2012, that the Roma are still the most discriminated minority.

According to the study conducted by TNS CSOP in 2012, revealed that the most discriminated social groups are represented by the Roma, people with physical or mental disabilities and people living with HIV / AIDS.

Also all of the study conducted by TNS CSOP in 2012, showed that the Roma are largely (32%) discriminated against in employment in a job. Also all of the study conducted by TNS CSOP in 2012 showed that the Roma people are more difficult to employ. In 69% respondents believe that Romanians find it much easier to engage. Only 25% of respondents consider it as easy for both categories.

Currently women make up about 60% of all university graduates in the European Union, but the number of degrees in science and technology remains low. Why? Because women take fewer risks than men, but what is more important than this is that women lose quite a lot when you interrupt their careers due to pregnancy, which is one of the important factors that determines the position and earnings of women throughout their working lives. But men and interrupt their careers for women this disruption is a longer process. Both women and men are entitled to leave for child growth but in most cases, whether it is private or public, it is allocated more than women (Andronie et al., 2012).

In the EU, discrimination based on belonging to gender (male / female) is considered the rarest form of discrimination. Approximately 56% of respondents in the European Union are of the opinion that this type of discrimination occurs "rarely" in 36% and "very rare" in 20%. Also 36% of respondents in EU consider that this discrimination is "often" and "very common", and in Romania the percentage is 25%.

The research report conducted in 2009, by the National Trade Union Bloc, the question: "Have you ever had problems because you?" Only 3.8% of those interviewed, has been declared problems at work because she is a woman.

Since the beginning of life were dedicated to women in household activities, though we have come a long way in the last twenty years many people still associate women with this type of activity, rather than acting in the labor market.

So women think of most often not worth investing (Burghelea et al., 2015) training and promotion and in many cases do not perceive real differences in treatment applied in the labor market (Balan et al., 2013). That may explain the answers provided by the interviewees regarding equal treatment in the workplace. Thus 68.48% of respondents believe that women and men are treated equally at work, while only 21.3% believe that there is equal treatment of the two categories.

The study conducted in 2011 highlights the fact that people are discriminated against female ratio of 27%, which is not an alarming percentage. At EU level through “Eurobarometer 75.1” in 2011, 44% of respondents would like that enterprises encourage the promotion of equality between women and men.

According to the latest study in 2012 conducted by TNS CSOP, respondents consider the 72% that those females are discriminated very little in hospitals or clinics, while only 4% of respondents believe that people females are discriminated against in employment in a job. When asked who finds a job easier, 64% of respondents claim it is as easy for both men and women.

3. Conclusions

In conclusion what should remember is that perception regarding discrimination is different each year and that in Romania in 2012 most affected by discrimination were groups of people belonging to the Roma. These groups of people are discriminated against both in getting a job, and at school, in public places, etc.

According to the latest survey by TNS CSOP in Romania, 32% of respondents surveyed stated that representatives of the Roma are largely discriminated against in employment in a job. Also 69% of respondents claim and that it is easier for the majority population, in our case the Romanians to obtain a job. Why would prefer not to hire them? They should because the image that they have created in their minds, but also because of the distrust that people felt when talking about Roma representatives. This lack of confidence is based on several key factors that resulted from their improper conduct in various situations, such as: Roma behavior abroad.

Another type of discrimination refers to gender discrimination. But this type of discrimination is widespread. Usually speaks salary difference between a man and a woman. But this difference is based on various reasons. Therefore, the difference in wages between men and women may occur because of different levels of productivity, mobility gap between women and men and the choices women make when choosing a job. Also it is desired that both women and men have equal chances for employment in any field and in any position.

In conclusion to reduce discrimination it requires understanding, opportunities and time.

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