

Choosing people for jobs fairly

'PATHS 2 INCLUDE' is a project that studies:

- Why some people are left out of jobs;
- How to make work fairer for everyone.

The project was made
thanks to money from the European Union.



As part of the project,
we made a study to check if all people
have the same chances to get a job.

The study was made in 4 countries:
Germany, Norway, Poland, and Romania.

How the study was done

For our study, we checked how different companies
choose the people they hire.

Do they have rules in place to make sure
that all people have a fair chance of getting the job?

With our study, we wanted to see
if companies leave certain people out of jobs
because of unfair reasons
like if they have children,
or where they come from.



For example, let's say that 2 women apply for the same job.

Both women have similar skills and experience.

But one woman has children and the other does not have children.

Which woman would be chosen for the job?



What the study showed

Among others, our study showed that:

- Women who have children do not have the same chances to get a job as women without children.
The risk is even higher for women who raise their child alone without a partner.
Also, if a job takes too much extra time and effort, mothers are unlikely to get this job.
- Women with children have better chances to work in workplaces that offer flexible work options.
For example, in workplaces that allow them to choose the hours they work or to work sometimes from home.
- People who come from different countries do not have the same chances to get a job as people who are born in this country.
- Many workplaces are not fair to people who come from different countries.
For example, they may not offer them training to learn the job or the chance to learn the language better.
- Speaking the local language is important for people who move to a new country.
But some jobs can be done without speaking the local language.
- Things are fairer when a group of people chooses who gets the job, not just one person.

What can be done better

These are some of the things that can help make things fairer:

- Let people work in ways that fit their lives.
For example, let people work from home or take short breaks when needed;
- Use clear and fair rules when choosing a person for a job;
- Give a fair chance and support to people who come from a different country to get a job;
- Give training to help people learn new skills.