

Diversity & Inclusion in the workplace



**Anna
Podlesná**

Profesia, spol. s. r. o.

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1.

**About
the Survey**



Attitudes and opinions of employees towards diversity in the workplace

www.paylab.com



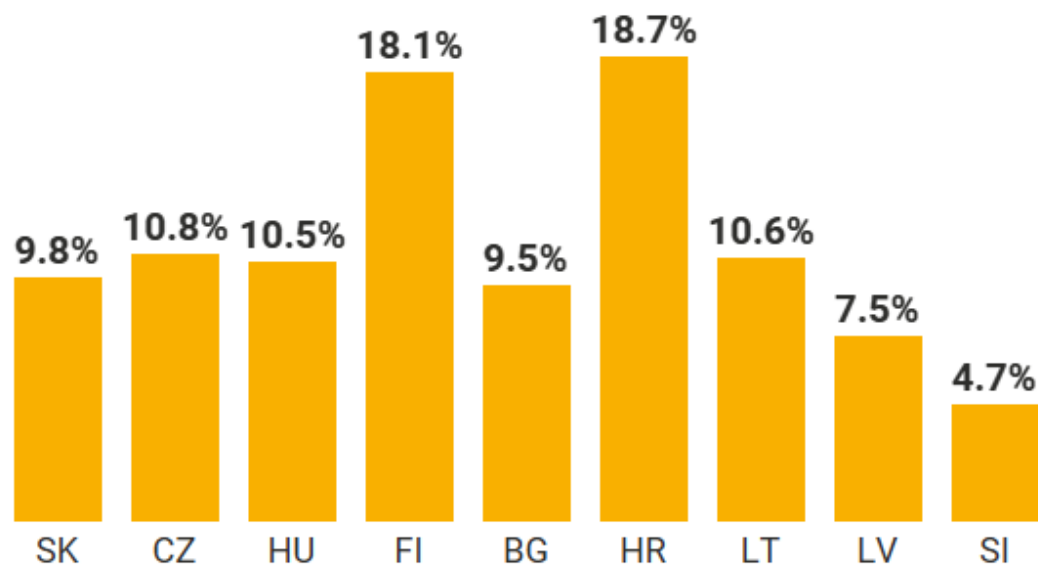
Data from the following countries

1st round of the Survey, Source: Paylab.com

2018

Respondents

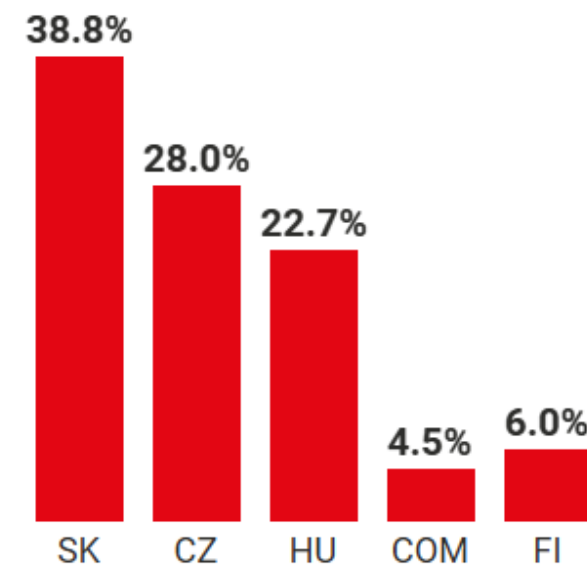
24 901



2020

Respondents

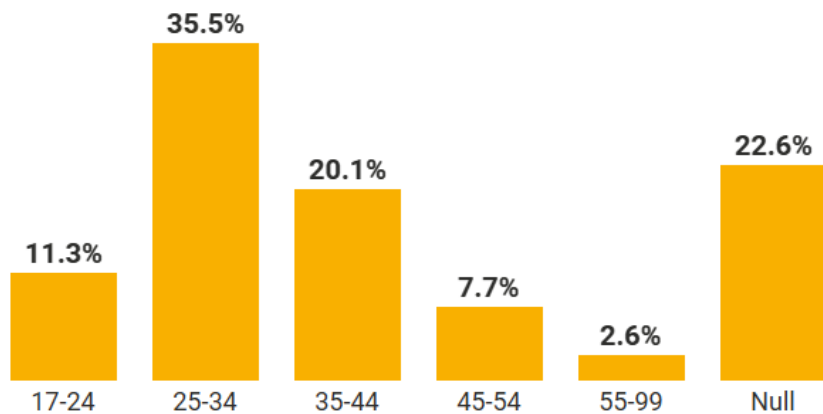
6 963



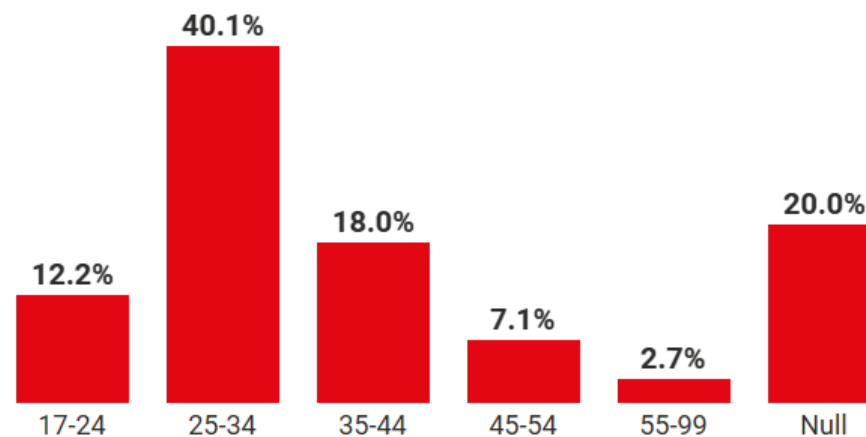
Age category

Source: Paylab.com

2018



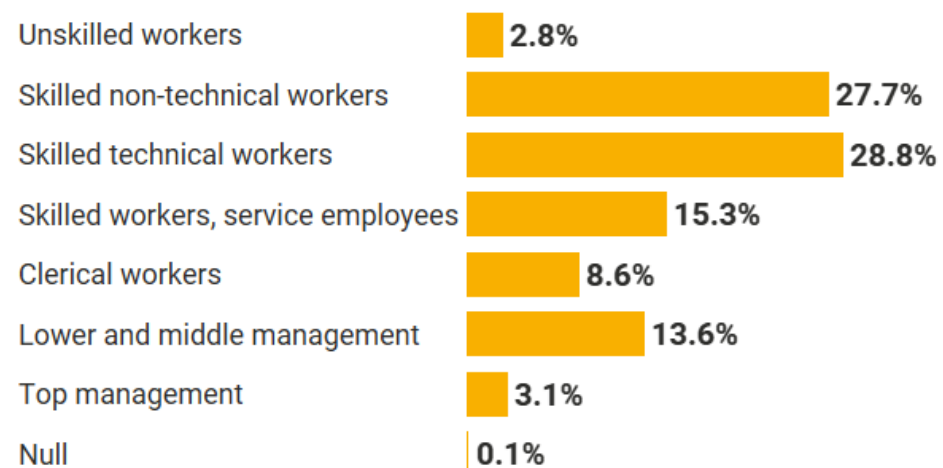
2020



Position level

Source: Paylab.com

2018



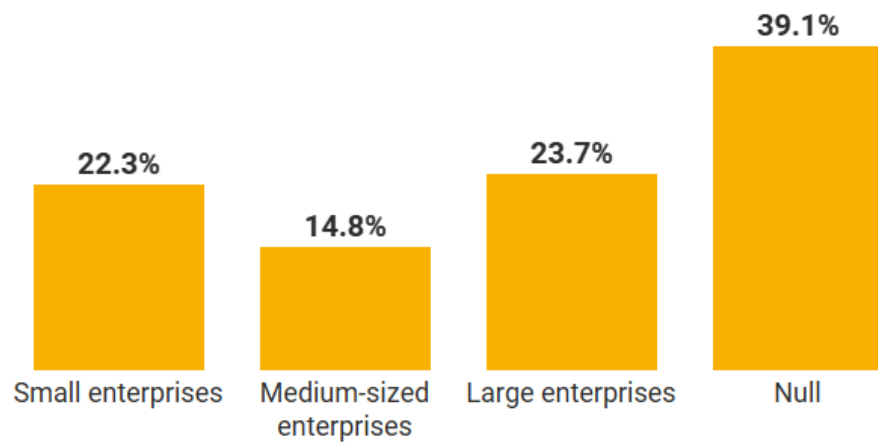
2020



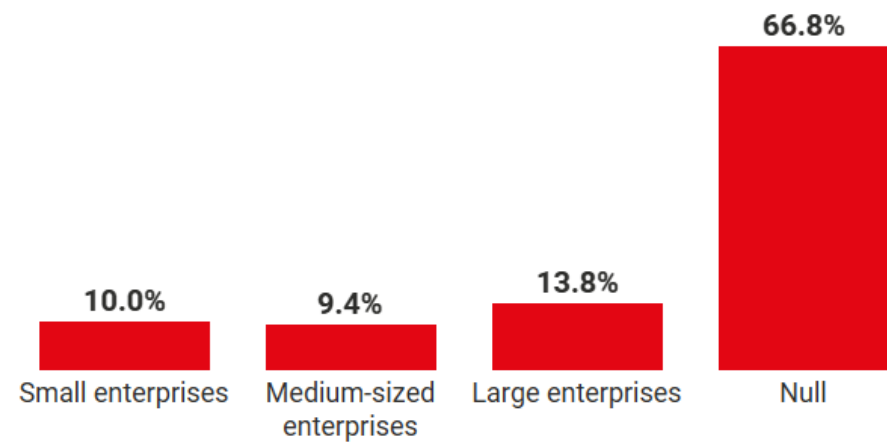
Company size

Source: Paylab.com

2018



2020



1.

**About
the Survey**

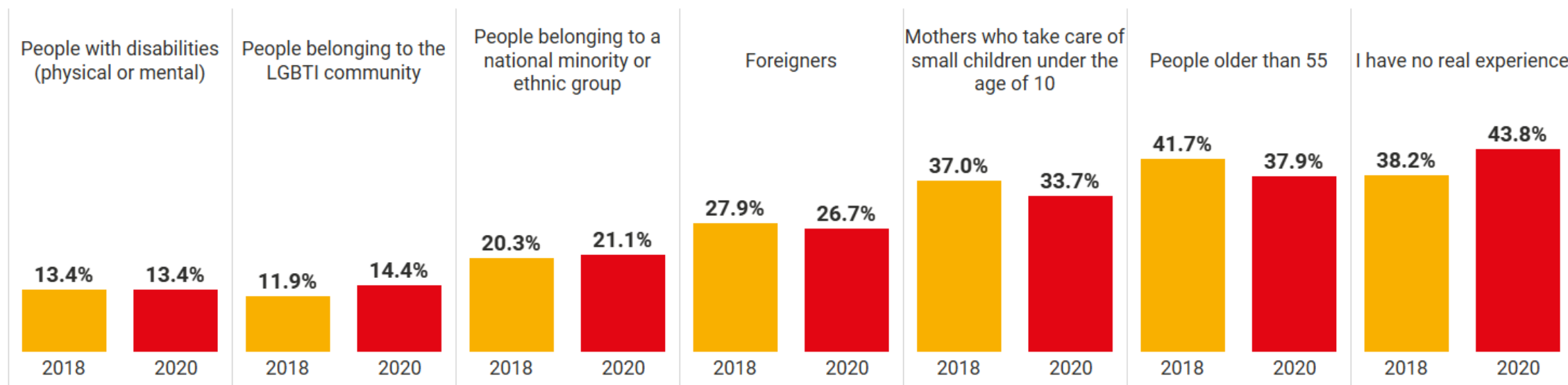
2.

Attitudes



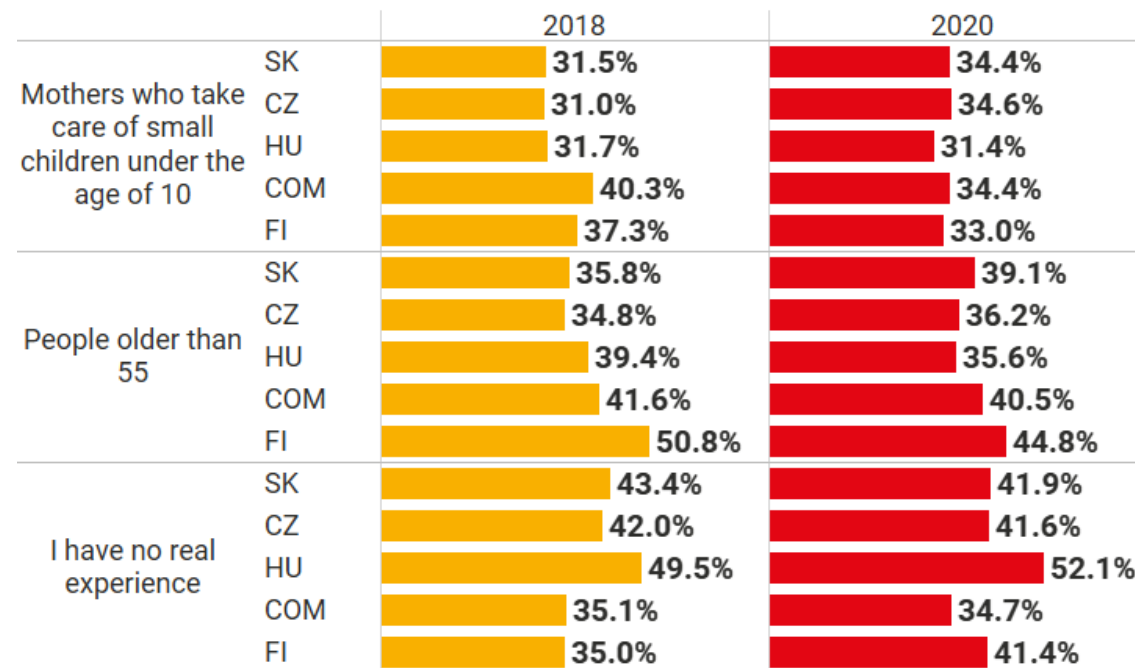
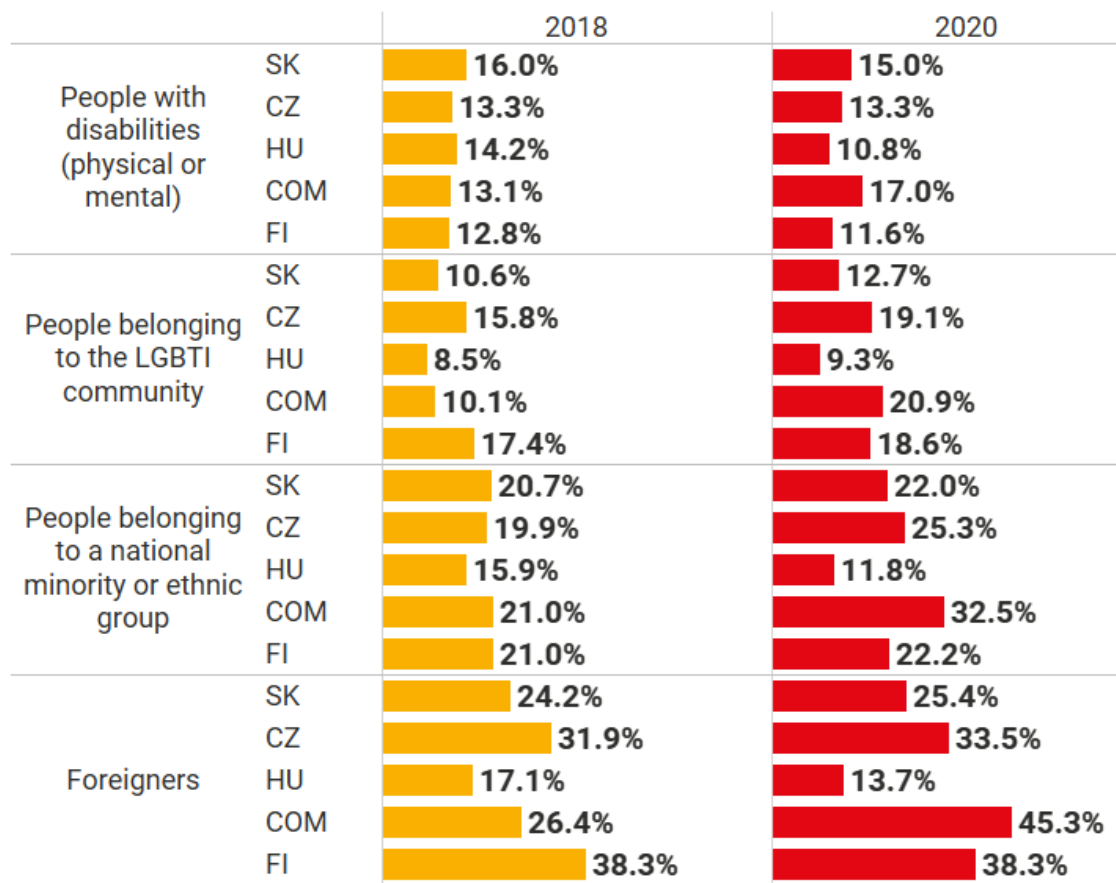
Do you personally have real experience with working directly in your current workplace with a person who can be included in one of the following groups?

Source: paylab.com



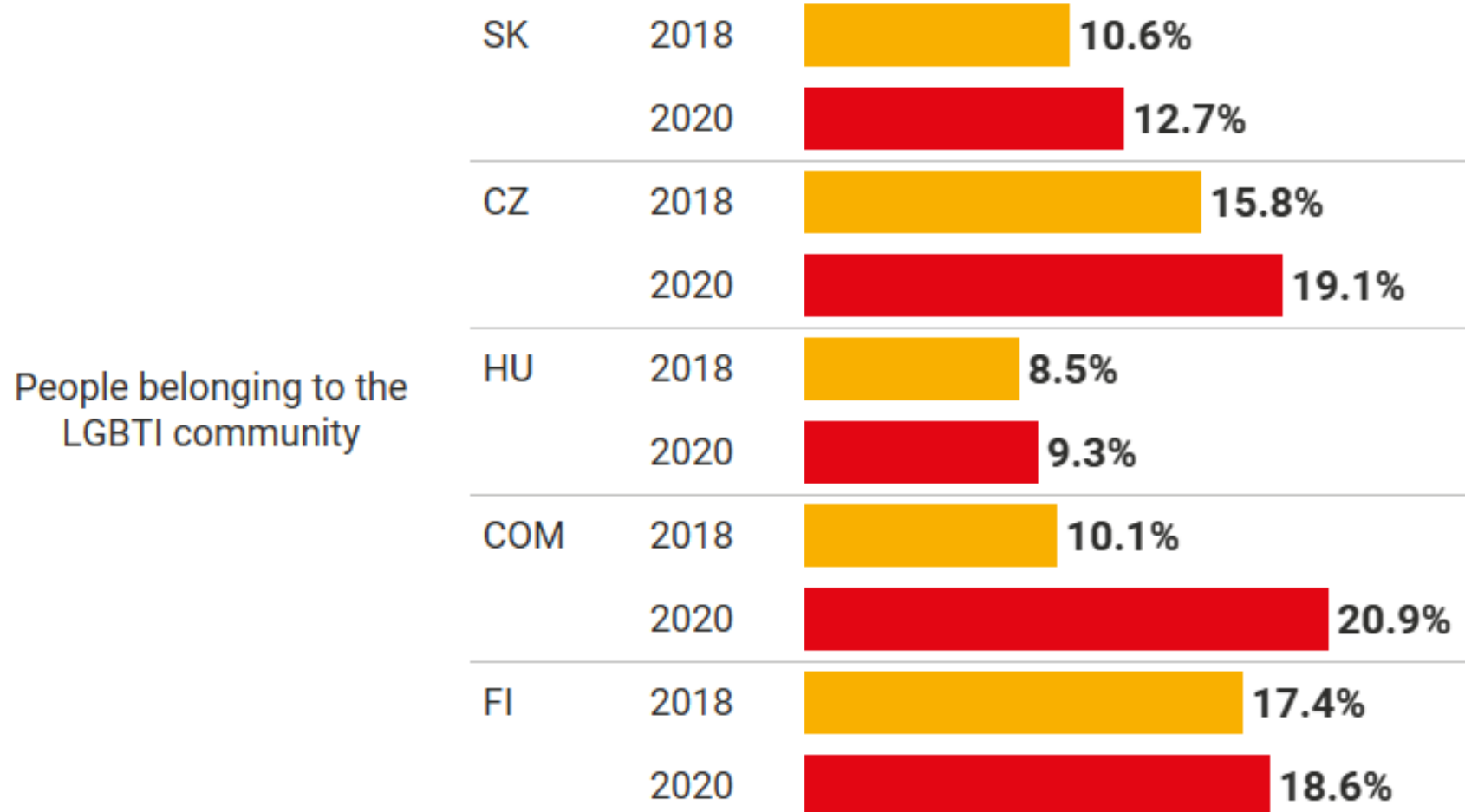
Do you personally have real experience with working directly in your current workplace with a person who can be included in one of the following groups?

Source: paylab.com



Do you personally have real experience with working directly in your current workplace with a person who can be included in one of the following groups?

Source: paylab.com



How would you perceive the presence of (male/female) colleagues who are avowed LGBTI people in the workplace?

Source: paylab.com, people with no real experience (2018: 38,2 % vs 2020: 43,8 %)

		SK	CZ	HU	COM	FI
I am glad that such people are here (I would be glad if such people were here)	2018	4.3%	8.3%	6.5%	9.7%	17.2%
	2020	7.2%	8.4%	10.2%	21.3%	20.3%
I accept it (I would accept it)	2018	28.7%	32.0%	35.8%	30.7%	32.2%
	2020	29.9%	31.0%	34.5%	12.0%	30.8%
I do not know	2018	62.7%	57.8%	50.2%	55.0%	47.8%
	2020	57.9%	57.1%	50.7%	65.7%	45.3%
It rather disturbs me (It would disturb me)	2018	2.2%	1.4%	4.3%	2.8%	2.1%
	2020	2.7%	2.1%	2.2%		2.3%
It disturbs me very much (It would disturb me very much)	2018	2.2%	0.5%	3.2%	1.8%	0.7%
	2020	2.3%	1.5%	2.4%	0.9%	1.2%

How do you perceive the presence of (male/female) colleagues who are avowed LGBTI people in the workplace?

Source: paylab.com, respondents who declared some experience

		SK	CZ	HU	COM	FI
I am glad that such people are here (I would be glad if such people were here)	2018	15.2%	22.8%	14.1%	16.6%	34.0%
	2020	14.9%	23.4%	20.7%	28.1%	46.1%
I accept it (I would accept it)	2018	53.8%	56.8%	55.8%	53.9%	53.6%
	2020	57.1%	56.3%	58.9%	36.5%	47.3%
I do not know	2018	23.4%	16.2%	18.6%	23.3%	9.0%
	2020	21.1%	15.5%	14.4%	32.0%	4.9%
It rather disturbs me (It would disturb me)	2018	4.6%	3.1%	6.8%	4.1%	2.5%
	2020	4.5%	3.3%	4.0%	2.5%	0.4%
It disturbs me very much (It would disturb me very much)	2018	3.1%	1.1%	4.6%	2.1%	0.9%
	2020	2.4%	1.5%	2.0%	1.0%	1.2%



1.

**About
the Survey**

2.

Attitudes

3.

Discrimination

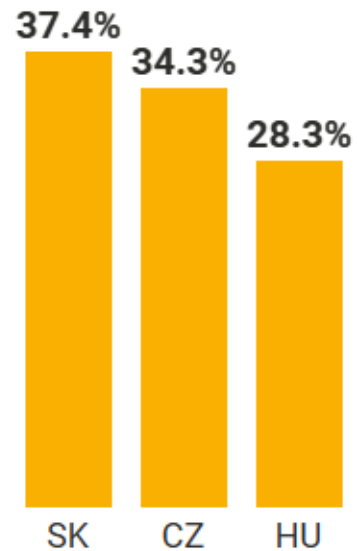
Data from the following countries

2nd round of the Survey, Source: Paylab.com

2018

Respondents

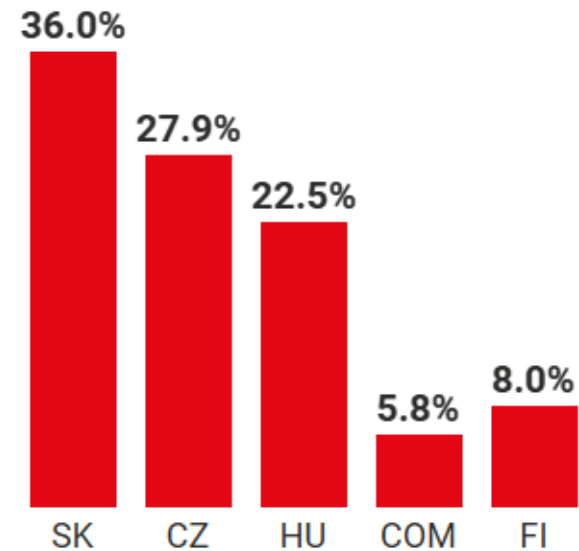
7 927



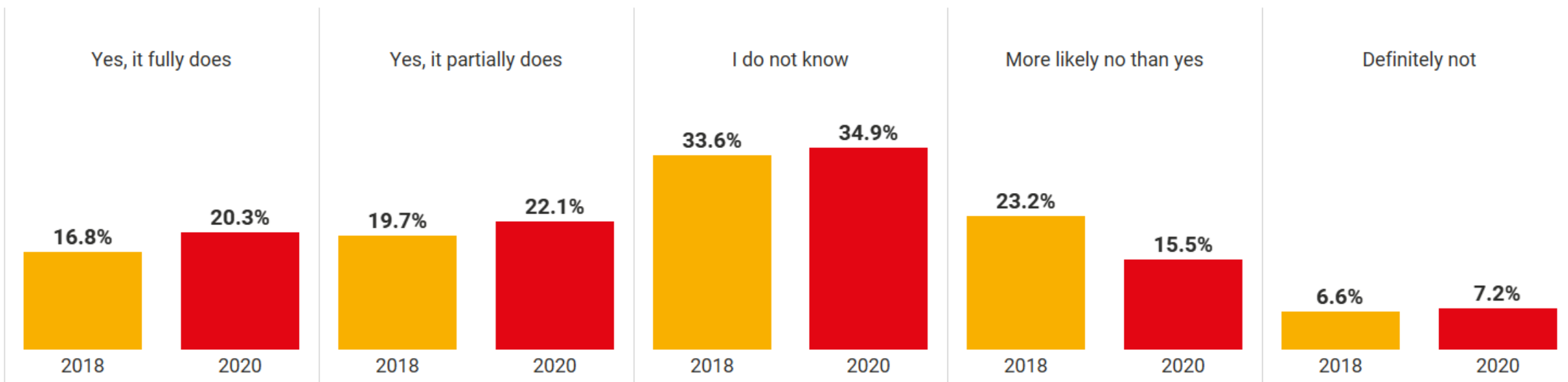
2020

Respondents

15 757

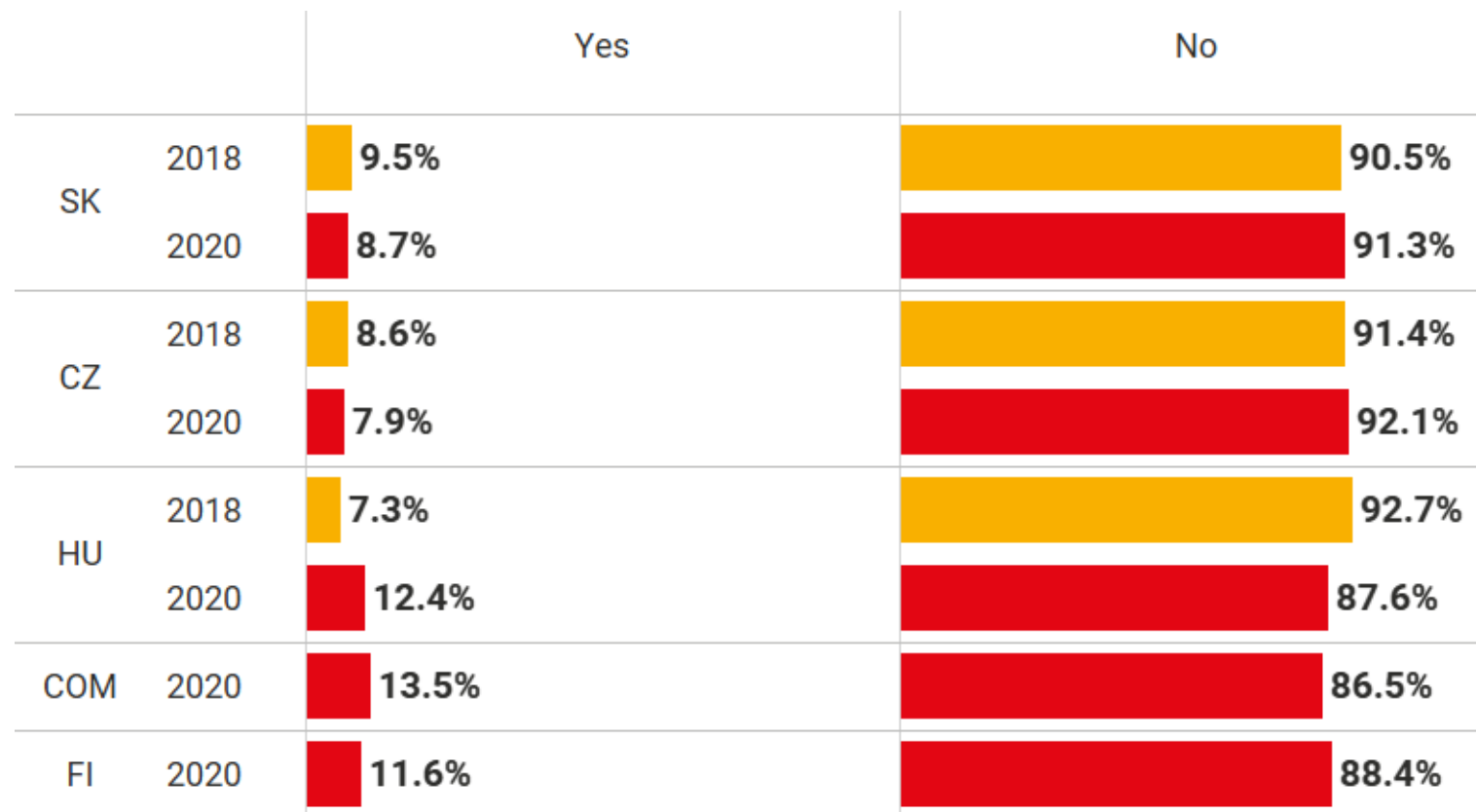


Does your current employer proactively support workplace diversity?



Have you personally felt that someone has discriminated against you and disadvantaged you in any way in your current workplace?

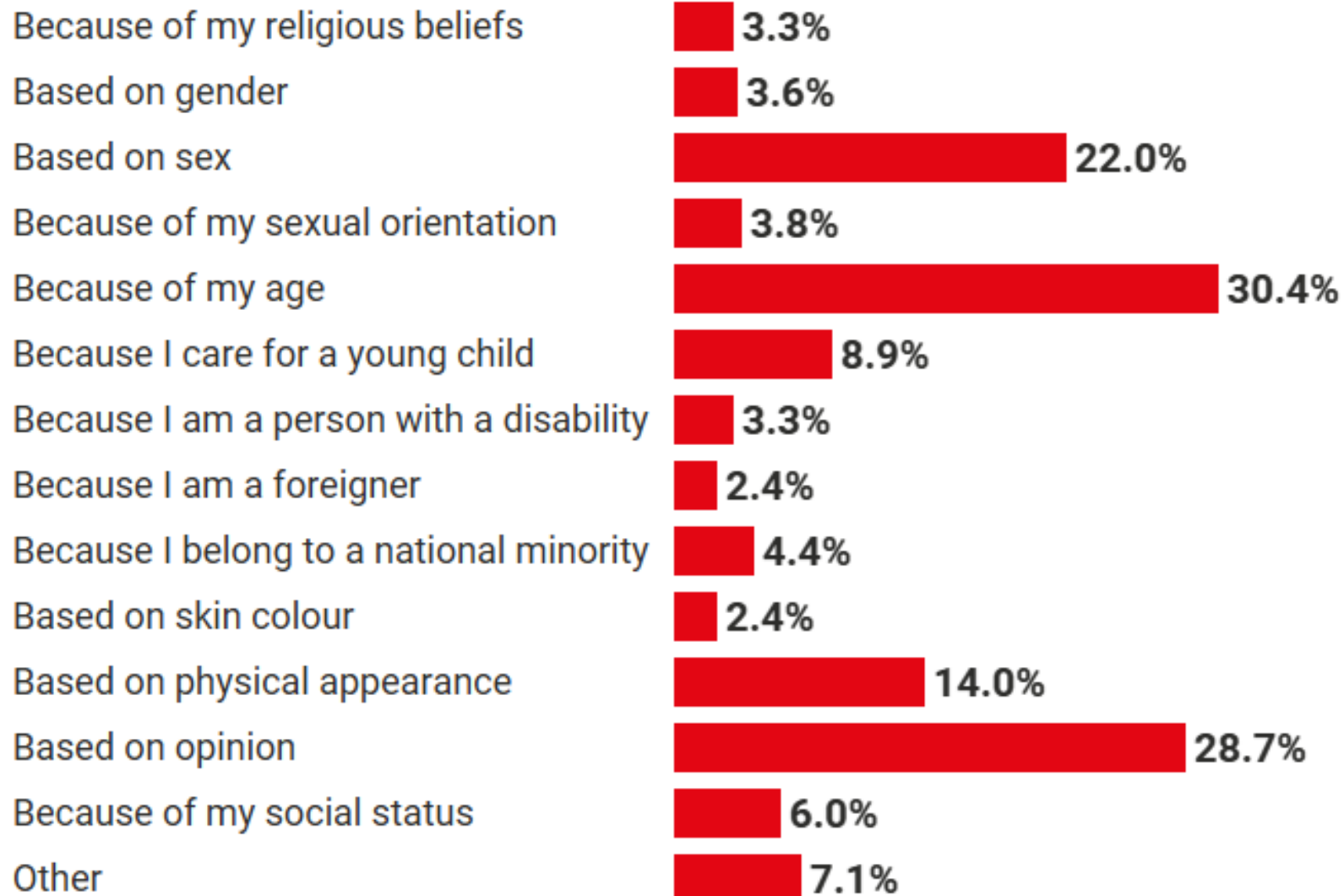
Source: paylab.com



What kind of discrimination/ disadvantage have you experienced in your current workplace?

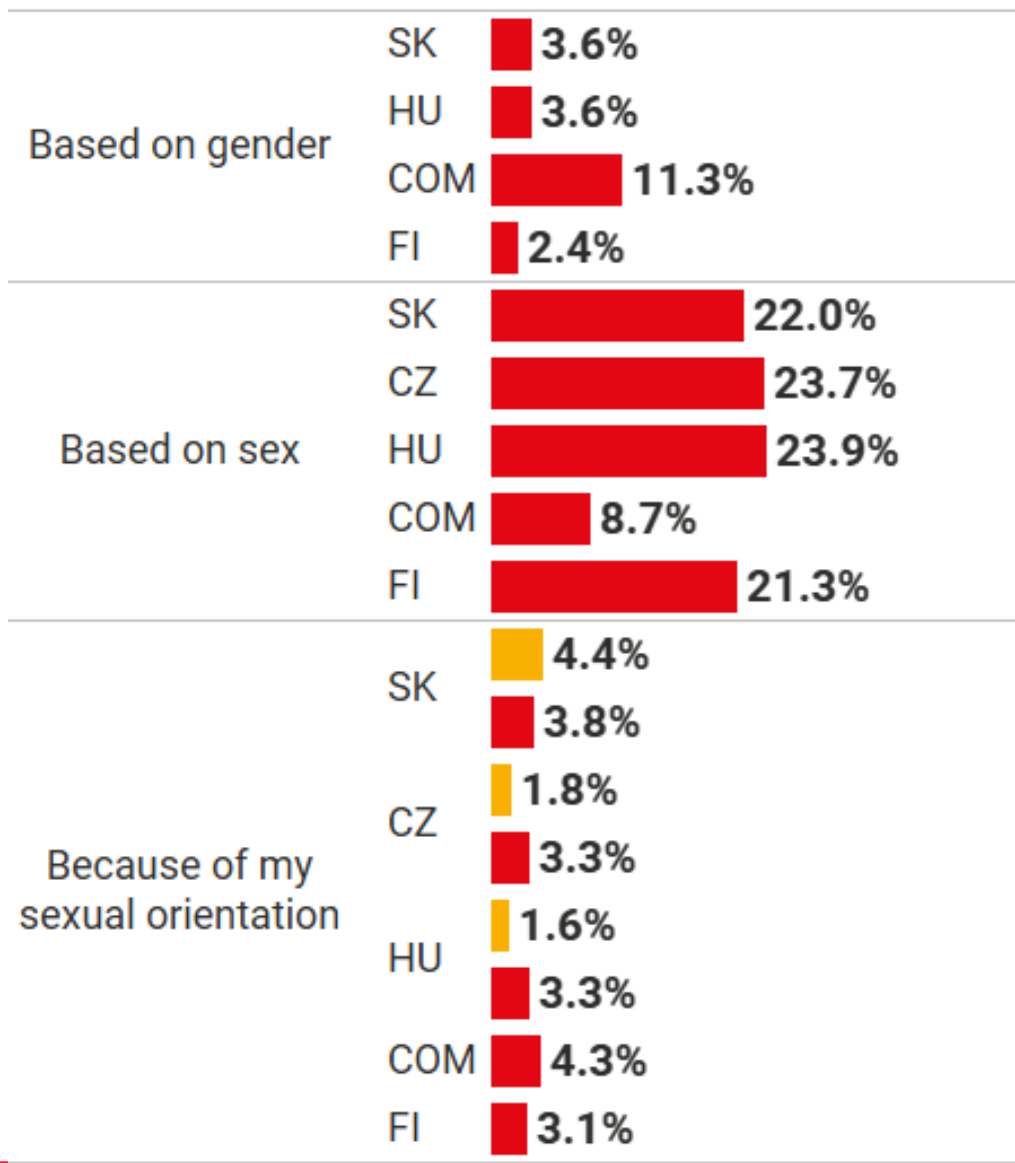
Source: platy.sk, country: Slovakia, 2020/495 respondents

2020



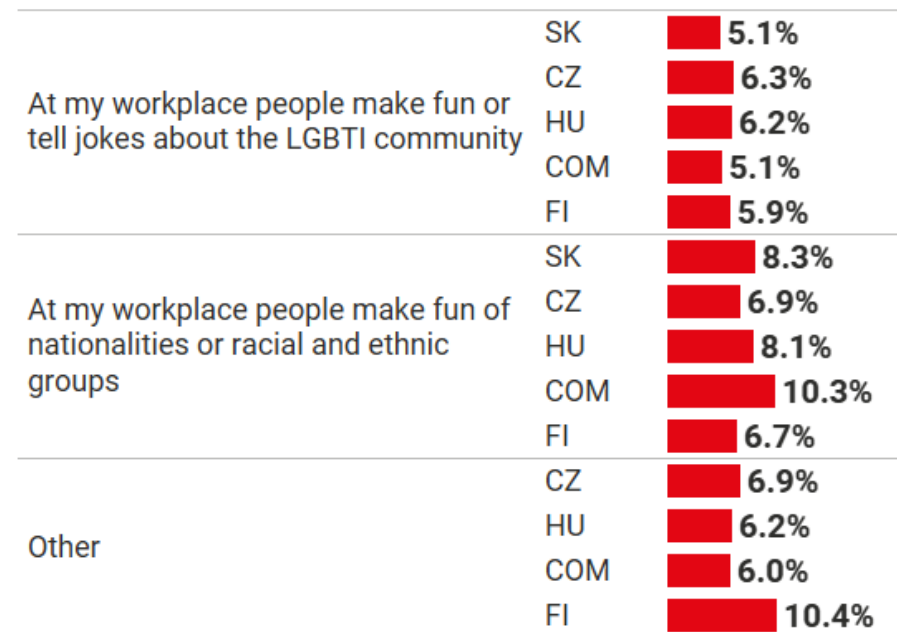
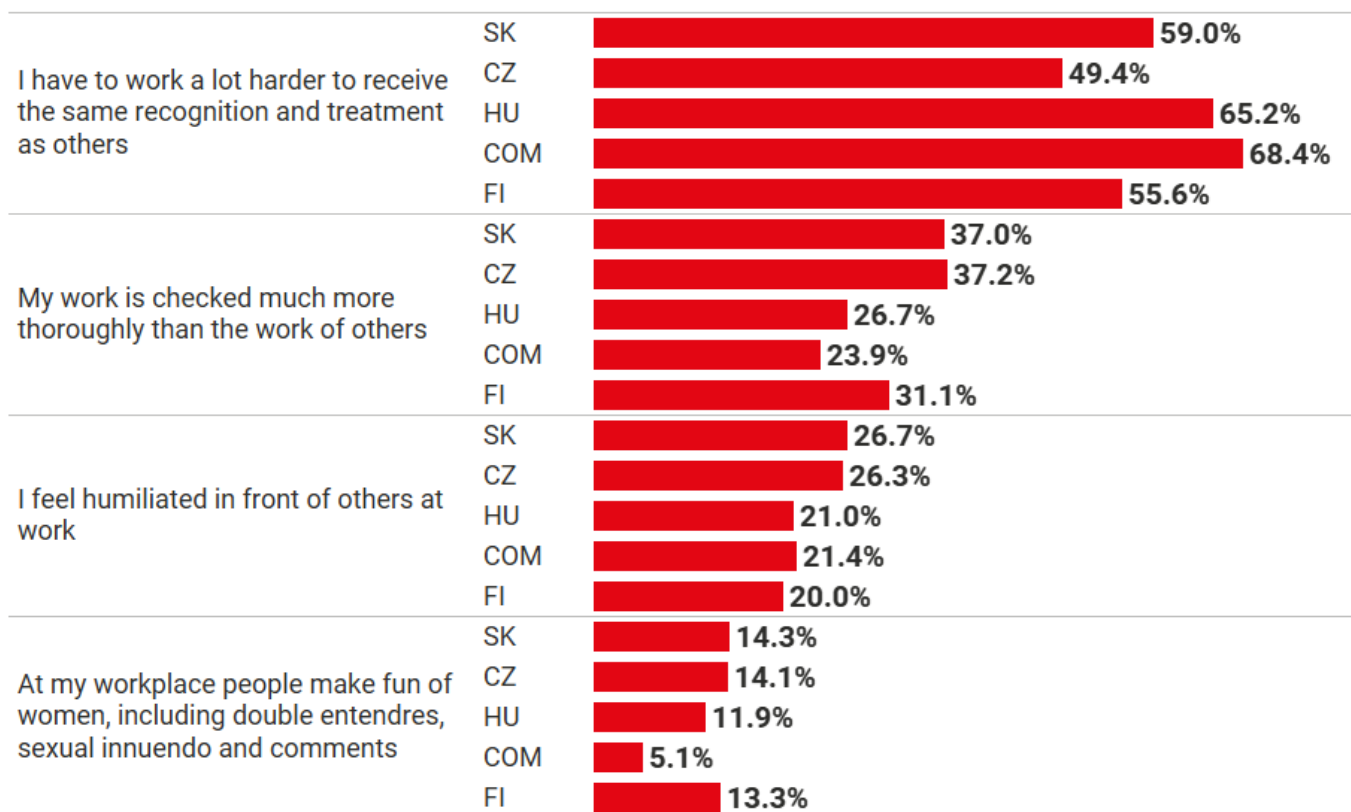
What kind of discrimination/ disadvantage have you experienced in your current workplace?

Source: paylab.om



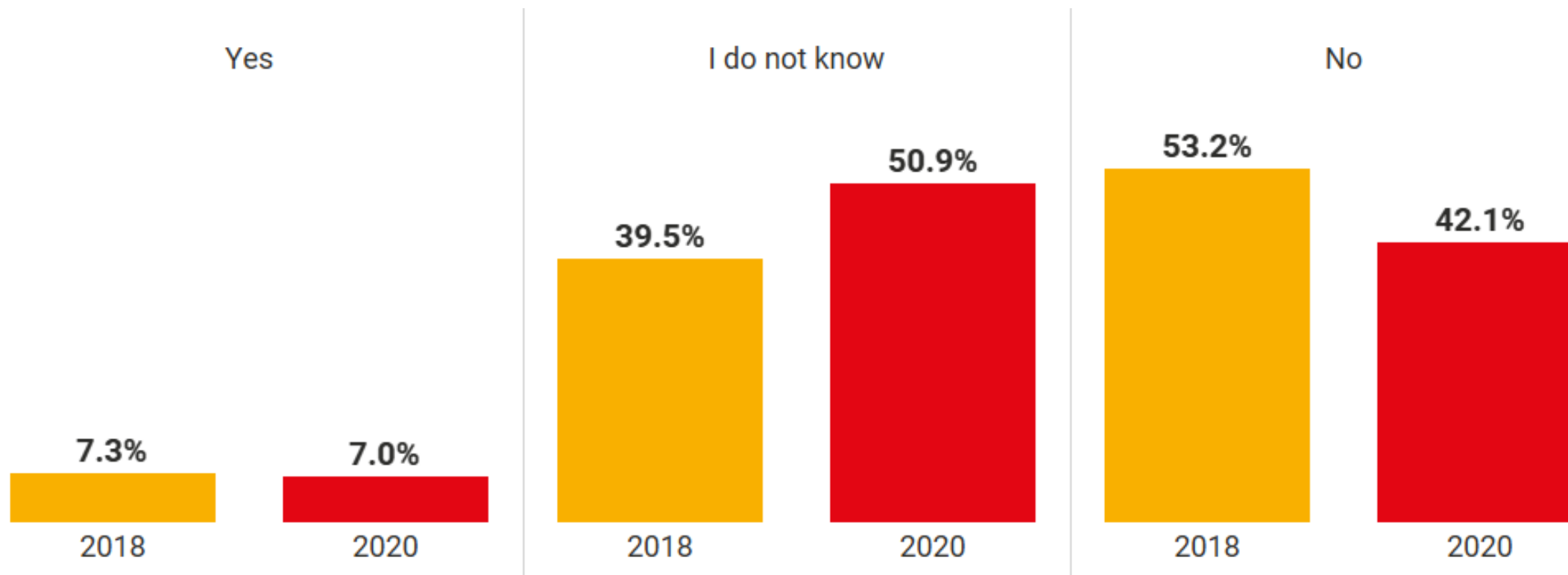
2018
2020

Please mark those points that express your personal experience when you felt discriminated against or in any way disadvantaged.



2020

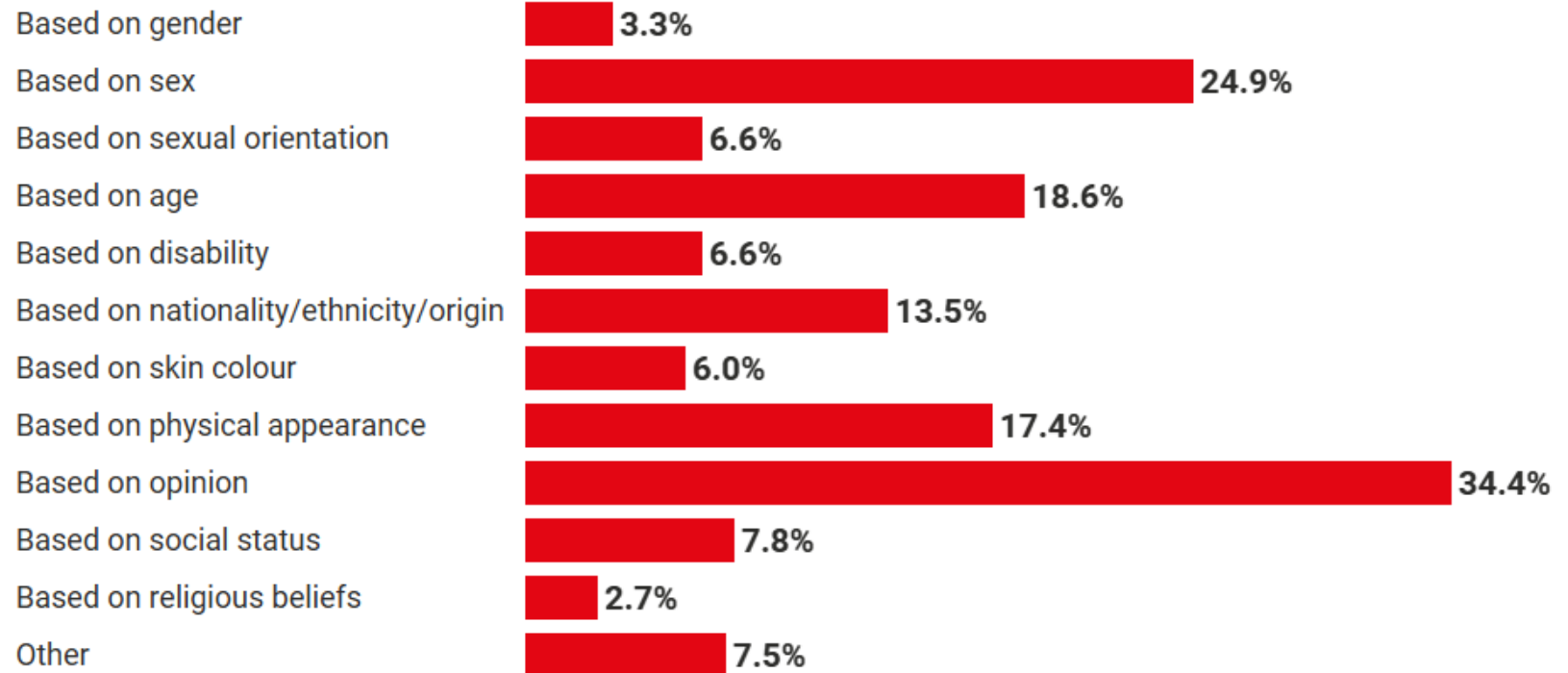
Have any of your colleagues felt that someone has been discriminating against him/her and disadvantaged him/her in their current workplace?



What kinds of discrimination/ disadvantage have any of your colleagues experienced in their current workplace?

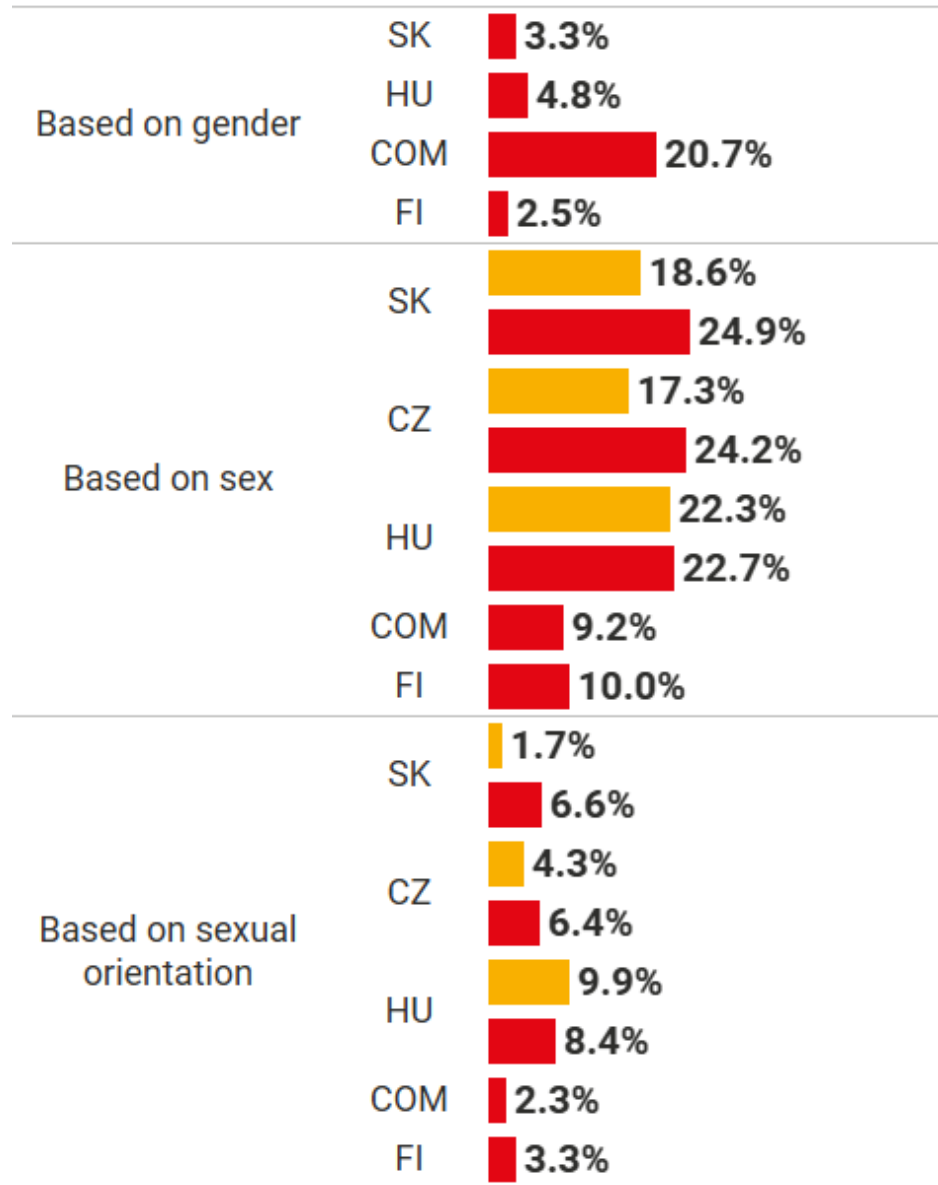
Source: platy.sk, Country: Slovakia

2020



What kinds of discrimination/ disadvantage have any of your colleagues experienced in their current workplace?

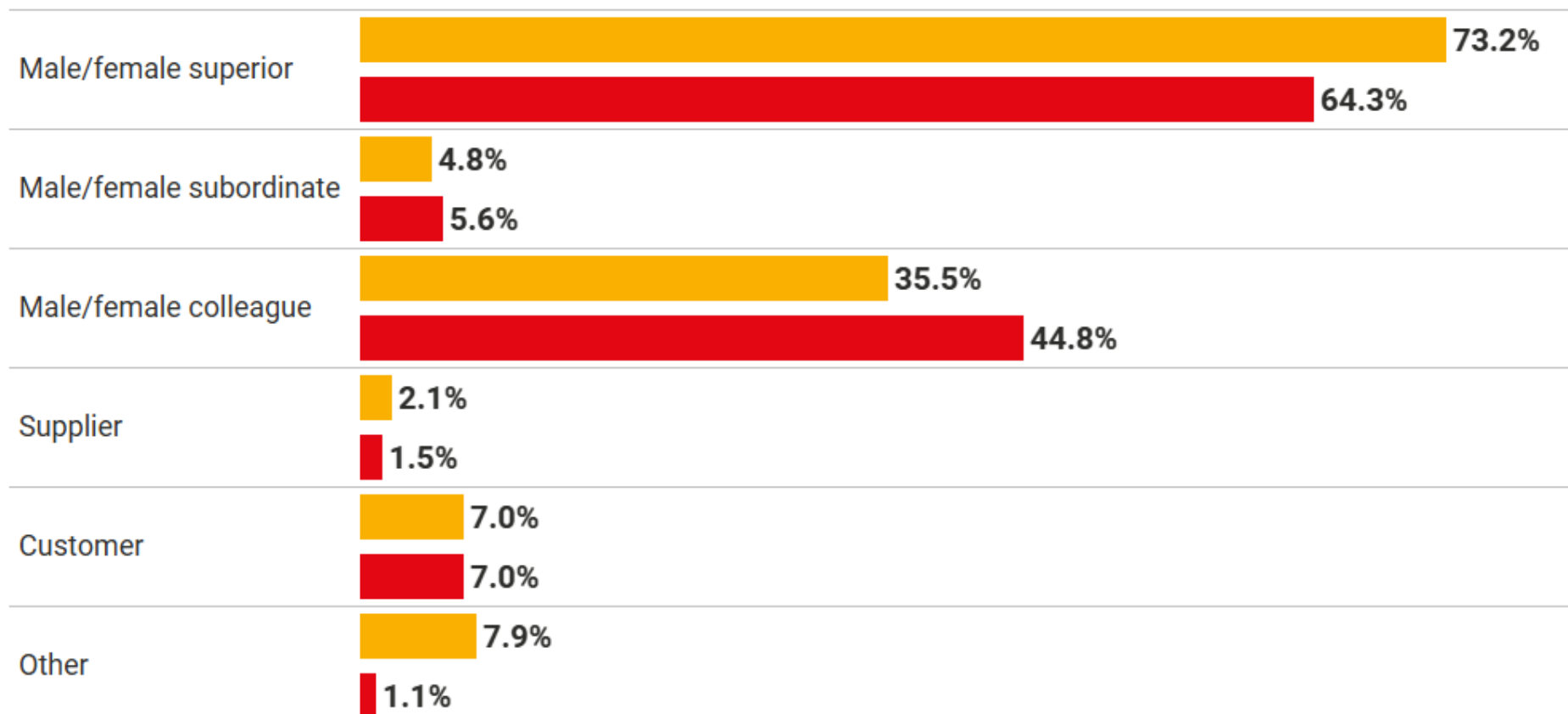
Source: paylab.com



2018
2020

Who has been discriminating against/derogatory towards you or your colleagues?

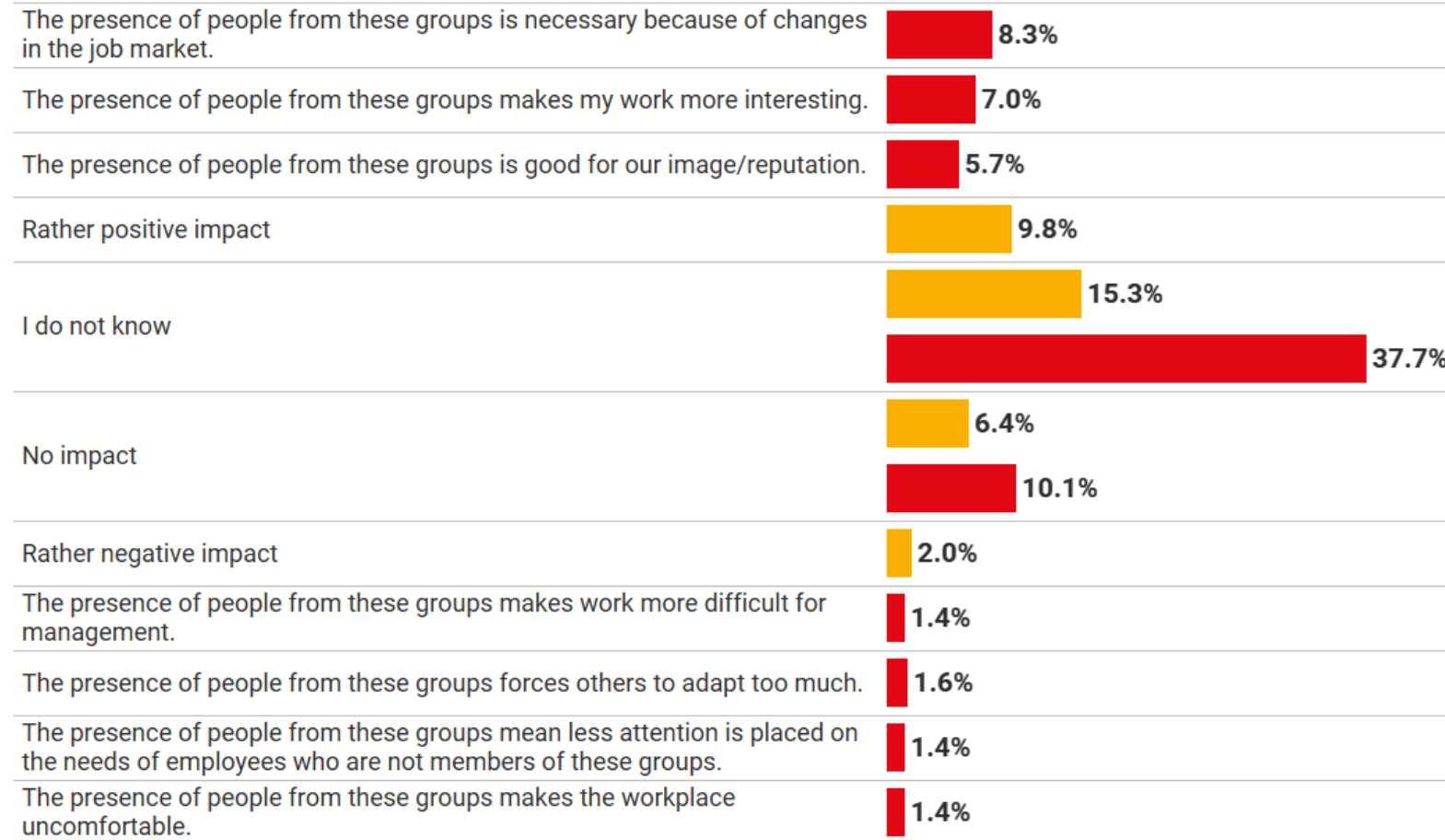
Source: paylab.com



2018
2020

What impact does workforce diversity have on the success rate of the company/employer?

Source: paylab.com



2018
2020

Questions?

Thank you.

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