

SELECTED SIGNS OF DISCRIMINATION AS PERCEIVED BY MEN EMPLOYEES OF POLISH COMPANIES: A SELF-STUDY RESEARCH ACCOUNT¹

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Abstract:

Discrimination of employees at the workplace, its causes, consequences and ways of preventing it, are a common theme raised by the theoreticians and practitioners of management. Discrimination means unequal treatment, legally unjustified and unreasonable objective reasons in violation of the principle of equal treatment and a violation of fundamental human rights and freedoms. The aim of this article is to present the experiences of men employed in Polish enterprises in terms of their contact with cases of unequal treatment in the course of their working career, as well as to diagnose the possible causes of discrimination in the workplace. The article presents results of research concerning the frequency of cases of unequal treatment of men in their professional life, the degree of knowledge of the rights of those discriminated and some form of discrimination in the workplace. The study involved 304 men employed in 12 selected purposely innovative enterprises in which they occupy managerial and specialist post, located in different functional areas of enterprise. Enterprises in which the study was conducted are located in Poland. The conclusions of the study can be used by executives and subordinates in various organizations both located on Polish territory and abroad.

Keywords: discrimination, unequal treatment, stereotypes, employee

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