

**Czech University of Life Sciences Prague**

**Faculty of Economics and Management**

**Department of Humanities**



**Bachelor Thesis**

**LGBT Discrimination in the Labour Market and the  
Workplace in the Czech Republic**

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# **BACHELOR THESIS ASSIGNMENT**

Nataliia Palchei

Business Administration

Thesis title

**LGBT Discrimination in the Labour Market and the Workplace in the Czech Republic**

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## **Objectives of thesis**

The thesis will investigate the issue of discrimination on the basis of sexual orientation and gender identity at work in the Czech Republic. The concept of discrimination forms an important part of a wide range of legislation related to business conduct, employment law and public administration. Laws against discrimination are widespread, but there are debates about how discrimination should be measured, conceptualised and prevented. The thesis will investigate existing laws and debates around LGBT discrimination in the Czech Republic and the European Union, as well as public attitudes and experiences of such discrimination.

## **Methodology**

The thesis will develop a literature review covering ethical and legal debates about the concept of discrimination and its specific application to LGBT issues. It will present and analyze the existing laws, policies and regulations concerning discrimination in the Czech Republic and the European Union through critical comparative analysis of publicly available documents. It will investigate experiences and understandings of discrimination through exploratory, qualitative interviews with LGBT community representatives in the Czech Republic to answer on simple questions.

## The proposed extent of the thesis

40-50 pages

## Keywords

Discrimination, workplace, sexual orientation, gender identity

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## Recommended information sources

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## **Declaration**

I declare that I have worked on my bachelor thesis titled " LGBT Discrimination in the Labour Market and the Workplace in the Czech Republic" by myself and I have used only the sources mentioned at the end of the thesis. As the author of the bachelor thesis, I declare that the thesis does not break any copyrights.

In Prague on 15.03.2023

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**Palchei Nataliia**

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# **LGBT Discrimination in the Labour Market and the Workplace in the Czech Republic**

## **Abstract**

Discrimination it is a devaluation of human rights. People are experiencing different forms of discrimination in everyday life, sometimes it is difficult to recognize or prove. Therefore, the author of this Bachelor Thesis is describing what discrimination is, how it can be classified in accordance with its numerous kinds and manifestations, as well as the LGBT movement. The author is observing what can cause the discrimination at workplace towards sexual orientation minorities, at what can be done to stop discrimination and protect rights of LGBT individuals.

The worldwide movement in support of those who experience homosexual orientation and gender identity disorder is growing; liberal nations are legalizing a new kind of union called same-sex marriages; existing laws are being changed to outlaw discrimination based on orientation and gender identity; and same-sex marriages are becoming more and more common.

The practical research is presented in form of interpersonal interview. The author observe nowadays issues of LGBT representatives at the workplace and society. Investigating how otherness is created in the workplace, thoughts on the stigmatization and subsequent discrimination of LGBT individuals by homosexuals and heterosexuals. Purposed solutions to this issues in the thesis, are based on the reviewed scientific literature and interpersonal interviews.

**Keywords:** Discrimination, LGBT community, European Union, Workplace, Labour Market, Law, Society, Sexual orientation

# LGBT Diskriminace na Trhu Práce a na Pracovišti v České Republice

## Abstrakt

Diskriminace je devalvace lidských práv. Lidé se v každodenním životě setkávají s různými formami diskriminace, někdy je obtížné diskriminaci rozpoznat nebo dokázat. Proto autor této bakalářské práce popisuje, co je diskriminace, jak ji lze klasifikovat podle jejích četných druhů a projevů, stejně jako LGBT hnutí. Autor v této práci řeší, co může způsobit diskriminaci na pracovišti vůči menšinám sexuální orientace, co lze udělat pro zastavení diskriminace a ochranu práv LGBT jednotlivců.

Celosvětové hnutí na podporu těch, kteří zažívají homosexuální orientaci a poruchu genderové identity, roste; liberální národy legalizují nový druh svazku zvaný sňatky osob stejného pohlaví; stávající zákony se mění tak, aby diskriminaci na základě orientace a genderové identity postavily mimo zákon; a sňatky osob stejného pohlaví jsou stále častější.

Praktický výzkum je prezentován formou interpersonálního rozhovoru. Autor sleduje současnou problematiku LGBT komunity na pracovišti a ve společnosti. Zkoumá, jak vzniká jinakost na pracovišti, úvahy o stigmatizaci a následné diskriminaci LGBT jedinců ze strany homosexuálů a heterosexuálů. Řešení této problematiky jsou navržena na základě odborné literatury a mezilidských rozhovorů.

**Klíčová slova:** Diskriminace, LGBT komunita, Evropská Unie, Pracoviště, Trh práce, Právo, Společnost, Sexuální orientace

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## **List of abbreviations**

HIV = Human Immunodeficiency Virus

AIDS = Acquired Immune Deficiency Syndrome

UNESCO = United Nations Educational, Scientific and Cultural Organization

WHO = World Health Organization

USA = United States of America

LGBTQ+ = Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning, Asexual and

Many other terms

LGBT = Lesbian, Gay, Bisexual, Transgender

EU = European Union

# 1 Introduction

Many people have been subjected to discrimination throughout the course of decades, centuries, and epochs, and the LGBT movement is still feeling the pressure that comes from society. It is not easy to articulate all the aspects and circumstances that point to a harsh attitude towards persons whose sexual orientation does not conform to established norms. And to make matters even worse, it is quite challenging to define the specific parameters of the prejudice to which they are subject. In this piece of writing, the author will discuss what discrimination is, how it may be categorized according to its various sorts and forms, as well as the LGBT movement and its long and illustrious history.

The global movement in support of people who have homosexual orientation and gender identity disorder is expanding everywhere; liberal countries are legalizing a new kind of unions — same-sex marriages; legislation is being amended to prohibit discrimination based on orientation and gender identity; and same-sex marriages are becoming increasingly accepted. It is possible to communicate it either in an official format or in an informal manner with other people. This study's objectives are to investigate how otherness is constructed in the workplace; what opinions exist regarding the stigmatization and subsequent discrimination of LGBT people by homosexuals and heterosexuals; and what types of motivations exist for members of the LGBT community to come out in the workplace.

## **2 Objectives and Methodology**

### **2.1 Objectives**

The bachelor thesis will consist of a study of existing different types of discrimination in the world. The presence of discrimination on the labor market against representatives of the LGBT community, going to be considered more detailed. Will be analyzed the legislation that should protect employees from discrimination, how powerful and effective it is in the case of representatives of sexual orientation minorities. The biggest dilemma faced by many researchers, will be considered - how to detect discrimination at the workplace, especially due to the employee's sexual orientation. It will be investigated, through a comparative analysis of scientific literature and documents, the possibility of proving cases of discrimination and how to reduce the number of those cases. The attitude of society to the problem of discrimination in the workplace of the LGBT population, will be investigated. It will be studied, how labor law prevents cases of discrimination in different countries.

### **2.2 Methodology**

The thesis will develop a literature review where is discussed and learned various indications of discrimination in general, workplace discrimination, existence of discrimination considering sexual orientation of the person or group of people. It will consider existing laws in term of protection of population from discrimination in any of its manifestations. In the practical part of this Bachelor Thesis will be applied interpersonal interviews, with a purpose to discover if the group of LGBT community representatives feel discriminated. In the interview will be questioned 10 people which work in the same company, but in different departments, the have different positions in the company, and are led by different managers. Name of the company is not shown in term to protect personal information and reputation.

## 3 Literature Review

### 3.1 Discrimination

#### 3.1.1 Types

*“Civilization must be judged by its treatment of minorities.”*

*Mahatma Gandhi, (Parekh, 2010).*

Despite the fact that the problem of discrimination is currently one of the most pressing issues facing the world, many nations have not yet come to terms with the idea that this is an issue that must be addressed in order to ensure that all people want the same legal protections (Auchmuty, 2004). Even official statistics regarding the incidence of discrimination cannot be located. In a society that practices discrimination, there is not a single official entity that maintains records that would make it feasible to comprehend the full picture. This is all due to the fact that judicial rulings serve as the primary signal of its presence or absence. However, before the author discusses the many forms of discrimination and the strategies for combating them, it is necessary to first define the concept of discrimination itself.

The uneven treatment of different persons, which is based on stereotyped views about various social groupings and restricts the rights and freedoms of the representatives of those groups, is what people refer to as discrimination (Hellman, 2008). This is the essence of the concept, which is to split people into groups according to specific qualities, and then make judgements about them exclusively as representatives of a certain group. The original word for this concept means "distinction," and it originates in Latin language. The manifestation of discrimination is the unequal treatment of a person for which there are no objective justifications, but which is instead based solely on the individual's identity. The acknowledgement of the right of people to be the carrier of difference is one of its targets, and its goal is to eliminate or minimize that right. It is possible for it to exist in personal interactions as well as at the level of the state.

A person's health might suffer as a result of discrimination, in addition to the loss of opportunity that it causes. Stress may frequently be unanticipated for victims, which raises the likelihood that they will suffer from both physical and mental disease. In addition, members of disadvantaged groups frequently lack access to high-quality medical care and pharmaceuticals.

Only because of their disability, ethnic origin, belonging to an indigenous population or tribe, religion, race or gender, sexual orientation, gender identity, political or other opinions, actual or perceived HIV/AIDS status, or other reasons, millions of women and men around the world are denied access to educational and employment opportunities, are forced into certain activities, or are paid less than their worth for the work they do. In addition, they are forced into certain activities or paid less than they are worth for the work they do. There is a direct correlation between discrimination in the labor market against certain groups of the population, such as women, members of racial or ethnic minorities, and migrants, and a significant increase in the likelihood that these individuals will be subjected to exploitation and abuse, including in the form of forced labor (Lang, 2020). Problems finding decent job sometimes cause parents from ethnic minority groups to rely on the labor of their children in order to make ends meet. Discrimination, in all of its myriad forms, frequently assumes covert, unseen expressions, which undermine the dignity of individuals and deprive them of a prospect for the future. They are denied the opportunity to voice their thoughts at work and to take an active role in the activities there as a result. The effects of discrimination include the suffocation of human potential, the squandering of abilities that are necessary for economic development, and an escalation of social conflict and inequality. It is also a key contributor to social marginalization and economic deprivation.

Equality of opportunity and treatment in work and occupation is a crucial starting point in the fight against discrimination. On the other hand, the active engagement of workers' groups, employers' organizations, and other stakeholders is necessary for the effective promotion of equity in the labor market. One of the essential human rights that must exist in order for employees to be able to freely select their place of employment, fully develop their potential, and obtain acceptable compensation for their job is the freedom from discrimination. Making sure that everyone is treated equally in the workplace also has a huge positive impact on the economy. Employers who follow this idea have access to a workforce that is both larger and more varied in its makeup. When working conditions are fair,

employees have more access to educational opportunities and are frequently compensated at better levels, both of which contribute to an overall improvement in the workforce's quality. In a society that prioritizes equity, the benefits of economic globalization are more evenly spread. This contributes to an improvement in social stability and boosts public support for programs that aim to accelerate economic growth.

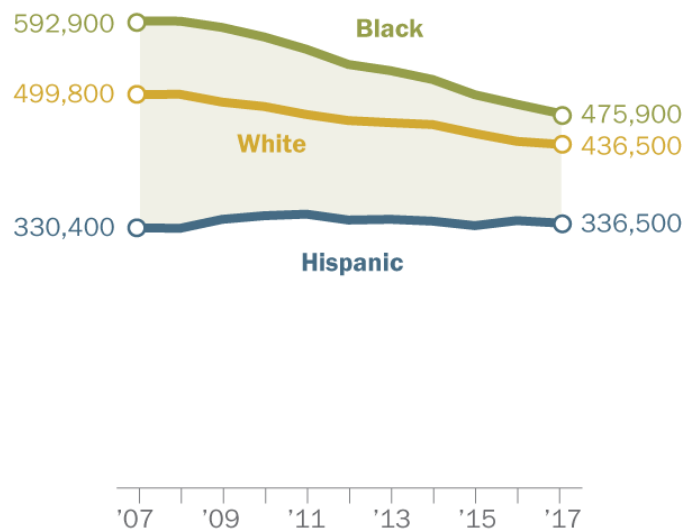
It is crucial to highlight the forms of discrimination before moving on to the characterization of the different categories of discrimination since, without them, it is fairly difficult to define the different types of discrimination. There are many distinct types of discrimination, including the following:

- **Direct.** In this situation, the split takes place on the basis of discernible distinctions, and members of one group have a reduced number of opportunities to exercise their rights in comparison to members of another group. For instance, the criminalization of abortion is overt discrimination on the basis of gender.
- **Indirect.** Indirect discrimination refers to a circumstance in which a practice, policy, or regulation appears to be neutral and applies to everyone equally, but the outcome of the practice, policy, or rule has negative implications for select groups. For instance, the obligation to produce a certificate of criminal record in employment is an indirect form of discrimination against individuals who have a criminal record. This is due to the fact that individuals with such experience are more likely to be denied interviews. The fact that documents belonging to certain groups of people are checked by the police more often than documents belonging to other citizens is a kind of hidden racial and national discrimination (Flores-Gonzalez, 2017).
- **Intersectional.** Intersectional refers to the practice of combining many types of discrimination, which places marginalized communities in an even more precarious situation. For instance, if women who are members of ethnic minorities have a lower average income than other women and then males in general, this demonstrates that discrimination on the basis of nationality as well as gender is taking place.

There are many different reasons, both physical and social, on which someone might be discriminated against. It is important to point out that this trend in the behavior of society has swiftly gained current pace, which explains why the number of different forms of

discrimination is continuing to increase (CDC, 2021). Discrimination can be directed at a person for a variety of physiological and psychological factors. It's worth noting that the prevalence of prejudice in its many forms is increasing as a direct result of this societal trend. It's crucial to realize that a value judgment lies at the heart of many forms of discrimination. Every kind of discrimination has its roots in a set of shared moral and ethical norms that make it harmful in its own right, thus it's safe to say that most forms of discrimination are intertwined. For instance, based on the research of Kasper Lippert-Rasmussen, in addition to racial discrimination, the laws of the United States in the 1960s also indicated multiple laws about their disrespect and "public" insult to Black people, causing even more severe psychological harm to those who were powerless to seek redress through the judicial system or the police (Lippert-Rasmussen, 2018). Still, it is important to highlight the element that for a long time the rate of black people in prison exceeds not only the rate of white people, but also of Hispanic people (Fig.1) (Pew Research Center, 2019).

**Figure 1, Racial and ethnic gap in U.S. prison population**



Source: (Bronson, 2019)

Discrimination based on race or ethnicity is linked to factors such as origin, country, or the color of a person's skin. It might be based on the geographical region of origin, or it

could be based on cultural qualities such as language, religion, and membership of a certain ethnic group. There is racial prejudice and discrimination on the basis of nationality in every country. For instance, one study found that the United States and other European nations had lower rates of racism than France does, indicating that France has the greatest degree of racism (Quillian, 2019). The problem of views toward Muslims is the most important issue there, and it has gotten worse since the migrant crisis in 2015. In the same way, one can single out the element that a person could be treated with disrespect and disdain based not only on race, but also on a criminal past. Based on this, it is important to highlight the fact that there is discrimination against the background of the attitude towards people who were in prison.

One of the rare forms of discrimination that can be found in Russia that is both officially sanctioned and codified at the legislative level is that which targets those who have a history of criminal activity. If a person has an outstanding conviction, they cannot be elected to state bodies, they cannot work in the legal profession, they cannot be a guardian or adoptive parent, and in some situations, cannot function as an educator and teacher.

When applying to a university, applying for citizenship, or applying for a residency visa, a person will need to present a certificate stating that they do not have a criminal record; nevertheless, this problem will initially occur during the job process. Companies that deal in commerce and transit most frequently do background checks on their workers. In spite of the fact that only the business qualities of the applicant can serve as reasons for refusal, employers frequently inform a candidate with a criminal record of the decision by phone and without explaining the reasons, or they simply say that the vacancy has already been filled. This is despite the fact that only the business qualities of the applicant can serve as reasons for refusal.

This is a problem that affects many countries, not just Russia. People with a history of criminal convictions have an unemployment rate that is four times greater than the national average in the United States, coming in at 23% (Augustine, 2020). The concern that an individual who has recently been released from incarceration may be a threat to the safety of other workers and the worry that their reputation may be harmed if they hire such a person are the two primary reasons why businesses prefer not to hire formerly incarcerated individuals who have recently been released from prison. It is also essential to bring attention to the fact that the American Constitution, for a considerable length of time, included



provisions that were subjective in describing laws, which produced a great deal of confusion regarding the meaning of the term "disability" (Levi, 2013). There was open discrimination against people for a significant amount of time on the grounds that they were disabled or had "shortcomings" that prevented them from appearing on the streets, despite the fact that the laws were eventually amended. This was the case despite the fact that the laws were eventually amended (FRA, 2018).

According to the United Nations, around 1.3 billion people out of the total population of the globe are living with a disability; this makes up the biggest group that is subject to discrimination. They are frequently seen with pity or terror, or as an additional load to be carried. According to a survey by the United Nations Educational, Scientific, and Cultural Organization (UNESCO), 88 percent of disabled children living in underdeveloped nations do not attend school. The overall literacy rate for individuals with impairments is barely 3%, and the number is considerably lower for women with disabilities, coming in at 1% (UNESCO, 2020).

People with disabilities face indirect discrimination when they are unable to access educational opportunities. Schools tend to design based on the same standards and procedures, but they often overlook the need to be inclusive. People with disabilities have a harder time finding a job and being able to sustain themselves because of the low levels of education and stigma that surrounds them. According to statistics provided by the Center for Justice and Social Compassion, around forty percent of all persons who are homeless have either a handicap or a mental disease that has been diagnosed. In addition to this, there is a significant possibility that they or their children may experience some form of physical or psychological abuse (PAHO, 2020).

The following idea suggests that prejudice and discrimination are related because they both involve an unfair and arbitrary attitude towards people. Discrimination involves portraying individuals or their beliefs negatively, which is not a valid reason to be dissatisfied with them. The point is also connected to discrimination in its traditional definition, particularly in the context of employment, does not have any negative effects on job seekers. However, this claim lacks evidence and is not entirely clear. Nevertheless, it is also important to highlight the connection between prejudice and discrimination, but further clarification and evidence are needed to support its claims.

To put it another way, an employer shouldn't consider factors such as a candidate's gender or color when making hiring decisions; instead, they should focus on whether or not the candidate has the necessary skills for the job in question (Altman, 2011). It is also important to take into account the fact that, based on an understanding of the direction in which the legislative system should go, relying on and describing people who, in addition to physical illnesses, may also have psychological illnesses. As understanding of mental processes and psychology has advanced, people have gained a better understanding of moral and right development and the factors that contribute to idea of perfect world. Along with technological and medical advancements, this understanding has helped shape production and social relations between countries and different people. However, despite this progress, discrimination based on gender remains a persistent issue.

In many nations, discrimination against women may be seen both in the legal system and in day-to-day life. This is especially prevalent in legislative systems. As a result of this, just 47% of women in the world have paid employment, and those who do earn 37% less than males do in the same roles when they are employed (World Economic Forum, 2021). Certain occupations are off limits to women in certain nations. For instance, in Russia, women are not permitted to work in one hundred different occupations, including those in the fields of metallurgy (both ferrous and non-ferrous), chemical production, oil and gas production, ferrous and non-ferrous metallurgy, well drilling, and the textile and food industries. Concern for "the reproductive health of women," which impacts the health of future generations and has long-term effects, provides the justification for the establishment of such a list. Of course, it is hard to point out discrimination and compare it with common sense of this employment opportunities for woman.

Women are frequently subjected to physical abuse as a direct result of prejudice, which can take the form of mutilation or violence in the home. Female circumcision, which involves cutting a woman's genitals for reasons that are not related to medical care, is still performed in thirty nations across North Africa, the Middle East, and Asia. Most circumcisions are carried out not in sterile environments like hospitals, but rather in private settings like homes or ritual chambers (World Health Organization, 2022). This results in infection, discomfort, shock, excessive blood loss, and maybe even death.

One in three women throughout the world have been subjected to some form of physical or sexual abuse (World Health Organization , 2021). The issue is at its worse in nations that have laws that discriminate against women and do not allow them access to school or well-paying jobs. In societies like this, menstruation is also frequently connected with a great deal of social stigma and shame. When a woman begins her period, she is forced to leave her home and go to a separate outbuilding on the outside of the settlement since it is believed that she is "unclean." Although people in Nepal had similar attitudes in the past, in 2017 the government of that nation implemented a legislation that made it illegal for menstruating women to be forced out of their homes against their will.

It is also essential to take into account the fact that there is an impact of indirect discrimination, which also possesses its very own unique phenomena. This is a very significant consideration to make. Indirect discrimination occurs when a neutral practice, policy, or guideline harms some persons according to their traits (Khaitan, 2017). Direct discrimination occurs when a person is treated less favorably because of their race, gender, religion, sexual orientation, or on the other hand, circumstances in which uneven treatment is justifiable are not deemed to be discriminatory because of this distinction. In order to demonstrate that a practice is reasonable, it is important to establish both the legitimate objective of the activity and that the practice is proportionate to the purpose that it is claiming to serve. That is to say, it needs to be demonstrated that there are no other, less biased means to do what needs to be done. In actual practice, it is sometimes difficult to differentiate between authorized unequal treatment and indirect forms of discrimination. One good illustration of this would be the possibility that an employer has the right to expect a particular degree of fluency in the official language from employees who often interact with customers. However, if the same condition is imposed for those who are just responsible for cleaning the premises and do not interact with any other individuals, then this rule may be excessively stringent and may constitute indirect discrimination on the basis of ethnicity.

Considering and defining persons who, in addition to physical ailments, may also have psychological disorders is crucial in light of an appreciation for the path the legislative system should pursue. Along with the period and the advent of significant technological and medical breakthroughs in production and attitudes, the mental component of people began to evolve. Research have shown that gender bias may originate from both conscious and unconscious attitudes, such as stereotyping and bias. In the case of implicit partiality, the

activation of stereotypes and ideas about specific groups occurs subconsciously, but in the case of explicit partiality, unfavorable attitudes are deliberately expressed in the direction of particular groups (Moss-Racusin, 2015).

These prejudices can result in discriminatory behavior, such as uneven pay and less work prospects for women. In addition, the proliferation of contemporary technology and social media platforms has resulted in the opening of new doors for the practice of gender discrimination. For example, women are disproportionately affected by cyberbullying and online harassment, both of which can have major repercussions for mental health. In order to attain full gender equality, it is essential to recognize the existence of prejudices and preconceptions and to work to dismantle them. However, it should be emphasized that in many nations throughout the world, particular populations suffer hurdles that leave them more vulnerable and limit their opportunities to take part in the political, economic, and social life of their country. When you consider the pervasive prejudice, discrimination, and even physical violence that sexual and gender minorities continue to suffer in many nations, it's clear that they are a particularly vulnerable community.

Because of differences in sexual orientation, gender identification, gender expression, and gender identity, members of sexual and gender minorities may be disproportionately harmed by programs and/or have less opportunity to reap their advantages. Discrimination and sexual and gender-based violence are two examples of cross-cutting and sector-spanning risk factors that disproportionately impact these people.

To discriminate against someone on the basis of his or her sexual orientation or gender identity is to create a distinction, exclusion, or limitation that has the intent or effect of putting that person at a disadvantage or excluding them from a group.

- exacerbating the project's unfavorable effects;
- reducing the project's positive outcomes;
- stifling affected parties' opportunities to express their opinions and express their concerns during stakeholder engagement and through grievance resolution methods.

Furthermore, legal, and societal conditions can further expose sexual and gender minorities to violence and do not provide enough legal protection, putting them at danger of sexual and gender-based violence and limiting their ability to seek justice. In many situations, these dangers are induced or made worse by the absence of legal protection.

### 3.1.2 Fighting Discrimination

Anti-discrimination and anti-racism initiatives can be approached from a variety of perspectives, including the following:

- legal activities to strengthen the right to non-discrimination;
- educational programs dedicated to educational and information activities directed against the mechanisms of prejudice and intolerance that contribute to discrimination and suppression of people;
- civil society activism to denounce discrimination and prejudice, combat hate crime and incitement to hate, provide support to victims of discrimination, and promote tolerance;
- educational programs dedicated to educational and information activities directed against the mechanisms of prejudice and intolerance that contribute to discrimination and suppression of people;
- educational programs dedicated to promoting diversity.

Laws and international agreements are used in every nation to combat the practice of discrimination. Nevertheless, the presence of such documents is not sufficient to assure compliance with all of the requirements, including those imposed by the state. It is frequently difficult to determine who is responsible for the prejudice, which makes the matter more difficult to deal with. It is hard to resist at all if aspects of discrimination are generated by the labor market or the housing market in the shape of professional niches or ethnic ghettos. This is because there is no one to fight with because these are impersonal forces. It is quite challenging to guard oneself from "process" prejudice, which is caused by the procedures that are followed at work. For instance, the practice of racial and ethnic profiling by law enforcement is common in many nations. In court, proving someone's intent in a case like this is extremely challenging. As a result, resistance against prejudice typically takes the shape of various social movements and acts of action. The news about the death of George Floyd, who was killed in 2020, is perhaps the most recent striking example. This murder caused mass protests in America and not only, which eventually led to recovery and gave new strength to the Black Lives Matter movement. However, the repercussions of discrimination will be discussed in the following chapter.

The prejudice of today is more subtle. When the corresponding incentive is difficult to identify, yet it is included in public laws, it is possible for it to be hidden and systemic at the same time. A good illustration of this is the judicial system. In the United States, blacks and Hispanics are given sentences that are more severe than those handed down to whites under same circumstances. Because of this, measures and qualities of actions are applied to them as more dangerous offenders at every level of the criminal procedure, beginning with their arrest and continuing until the indictment and final judgment of the court.

As a part of this process, those who work with children or young people, as well as the children and young people themselves, need to become aware of whether or not they themselves discriminate against others, or understand when discrimination is carried out by other people. Likewise, those who work with children or young people need to understand when discrimination is carried out by other people. For this reason, for instance, human rights training exercises can assist participants in developing awareness and empathy on the one hand, as well as the ability to resist and endure on the other hand, so that individuals can avoid, prevent, or fight prejudice. There are also a number of firms and systems that are targeted at resolving this issue, in addition to international organizations that have an approach to prejudice.

### **3.1.3 Consequences**

The levels of discrimination that have been highlighted earlier demonstrate that it occurs in almost every sector of society and does not have a single face or pattern. As a result, the consequences of discrimination can be quite varied, as a result of this fact, the levels of discrimination that have been highlighted earlier. There are instances of discrimination in every nation and in every industry across the global economy. It results in people's possibilities being severely restricted, the squandering of their talents, and a halt in the expansion of the economy. The result of this is increased tension in society as well as an increase in inequality. People can be discriminated against for a variety of reasons, including their race or gender, as well as their sexual orientation, their status with HIV, their handicap, their age, their political convictions, and their political ideology. Peoples of indigenous origin, members of racial or ethnic minorities, members of religious communities, women, and migrants are frequently the targets of prejudice. There is a connection between discrimination and acts of violence and harassment that are committed against women and

men in the workplace. The practice of sexual harassment is pervasive in today's society. They encourage the perpetuation of harmful preconceptions regarding the capabilities and goals of women, compel them to quit their employment, derail their careers, and adversely influence every facet of their lives over the course of time. A person's mental health can be negatively impacted by discrimination, regardless of whether it is overt or covert. Decades of study demonstrate that being treated unfairly or having to work for an extended period of time in an unpleasant workplace is connected with an elevated risk of stress-related diseases, including anxiety and depression. A single individual's mental health being negatively impacted can have a domino effect, impacting not just that individual but also his partners, children, and coworkers as well. On the other hand, as was just indicated up there, the repercussions might have very disastrous effects.

As an example, one of the types of discrimination and its consequences are the genocides of entire nations and entail a huge number of terrible events. Genocides, ethnic cleansing, and forced segregation are all potential outcomes of racism and prejudice based on ethnicity. In 1995, the city of Srebrenica in Serbia was the site of a genocide that took place when Serbian soldiers murdered around 8,000 Bosnian Muslims in the span of only a few days (Zveržhanovski, 2007).

**Figure 2, Memorial to the victims of the genocide in Srebrenica**



Source: Memorial Center Srebrenica, 2023

At the same time, it is impossible to ignore the fact that discrimination can be a component of a larger issue. Take, for instance, the situation with the repercussions of the death of George Floyd, which led to widespread demonstrations and resulted in the destruction of many streets and almost all of the shops in America, but the individuals who committed these crimes justified their actions by claiming that they themselves were winning their rights through the destruction of the shops. Since it is still unclear what the Black Lives Matter movement was all about, the problem of racism and attitudes towards African Americans in the United States has a significant and widespread impact on culture. Because after the events of 2020, when George was assassinated, virtually the entire world backed this campaign and tried to show that regardless of what nationality, people need to cherish the lives of people of various races, life principles, and religions. The ferocity and length of the demonstrations were clear indications that the issues at hand extended to a much deeper level than the lynching of a Black man in Minneapolis.

**Figure 3, Protests in USA after George Floyd death**



Source: CBS News, 2021

In addition to the problem of racial police violence, Philadelphia has the highest percentage of its population that lives in poverty of any major city in the United States. This is a national disgrace. It is not a coincidence that this city also has one of the greatest numbers of African Americans of any major American city. The bitterness that grew as a result of the



political and economic elite's neglect of the poor and working-class Black areas, as well as their apathy to issues such as drug addiction and housing instability, eventually came back to haunt them.

Already after 2021, when this direction began to move higher both in the political sphere and in the economic sphere, because the Black Lives Matter movement received quite a lot of subsidies and support among regular people, but as a result, this movement is currently a rather controversial component (Dunivin, 2022). It wasn't African Americans in the United States, who maintain to this day that Black Lives Matter is a movement that aims to deceive society while hiding behind a rather important problem that it pretends to help solve. Many politicians and famous people from around the world supported this movement, and only two years later, there was a rough understanding of who benefited from it and who exactly received all those subsidies and support. As a result, it is essential to keep in mind that not all outcomes of discrimination generate an outcome that is appropriate and essential for society. Nearly every time, prejudice is followed by a large number of regrettable occurrences that do not contribute to the solution of the problem, but instead serve to further divide society. It is the LGBT movement that has, over the past few years, began to gain more and more attention with its parades and rallies; this topic will be explored in the following section of the work. If any society has endured immense pressure and persistent prejudice, it is the LGBT movement.

## 3.2 LGBT

### 3.2.1 History

To begin, people need to understand this concept, and LGBT is just an acronym that helps to refer to persons who are lesbian, gay, bisexual, and transgender. It is vital to take a step back and discuss the movement's true beginning in order to adequately prepare for portraying the history of LGBT people and the cause that is particularly present. Relationships between men who identified as gay were likewise not understood without ambiguity in ancient times, although this did not result in hatred. For instance, in the societies of southern Africa, the practice of cohabitation between younger males and older men was common. In Egypt, the act of two males engaging in sexual activity was even painted on paintings. Homosexual partnerships were commonplace among the indigenous people of North America and India, as well as among the emperors of China and Japan. Additionally, this phenomenon was ingrained in the culture and religion of India.

**Figure 4, A vase painting in ancient Greece depicting two young men**



Source: History Extra, 2020

A partnership among two men was thought to be common among aristocratic individuals in ancient Greece. Aristocrats permitted themselves such entertainment prior to being married. At the beginning of the first century after Christ, however, some Romans held the view that homosexual interactions were an example of the filthy culture of the Greeks. It is true that this was reminiscent of political propaganda because at the same time, Julius Caesar, Trajan, and Adrian got into relationships with people of the same sexual orientation; the ancient Roman historian Suetonius mentioned this fact (Lemmey, 2022). At the same time, the people who lived in South America had contrasting viewpoints towards

homosexuality. The Aztecs disapproved of homosexuality, but the Toltecs, on the other hand, were accepting of it.

As the Christian faith has developed, so have people's perspectives on partnerships between people of the same sexual orientation. Before the rift in the church in 1054, everyone lived their lives in peace. John Boswell, a historian from the United States, claims that sexual activity between monks was commonplace in certain monasteries up until the 12th century (Byrne, 2016). Around the year 1150, theocentric philosophy began to gain popularity in the countries of Europe. According to the precepts of this school of thought, homosexuality was regarded as a serious offense (Eskridge, 1996). The church was led by legends about Sodom, which were based on the fact that God destroyed Sodom because of its many instances of same-sex couples. The popes feared that Europe could suffer the same fate as Sodom. It was during this time when the persecution of homosexuals first started; at this time, they were considered to be heretics and were burnt at the stake by nonbelievers.

Over the course of time, LGBT pride parades started to be conducted not only in New York, but also in other major cities across the United States and Canada, and, beginning in the early 1970s, in Europe. The artist Gilbert Baker debuted the rainbow flag for the first time in 1978 during one of these pride celebrations in San Francisco.

Since then, the flag has evolved into a symbol of the fight for equality that is waged by sexual minorities. Originally, there were eight different hues represented on the movement's banner. The color pink represented sexuality, the color red represented life, the color orange represented health, the color yellow represented sunlight, the color green represented nature, the color turquoise represented magic, the color indigo represented calmness, and the color purple represented mental fortitude. However, in the end, they chose to keep only six colors, getting rid of pink and turquoise in the process.

**Figure 5, LGBT Official Flag**



Source: Them, 2023

Since then, there has been a noticeable increase, not just in the United States but also in Europe, in the number of people who support the LGBT movement. They saw the removal of homosexuality from the International Classification of Diseases as one of their primary objectives. And they were successful: in 1990, WHO crossed it off the list of illnesses it recognized. Because of this, it is inappropriate to use the term "homosexuality," as it suggests that individuals who identify in this way deviate from the norm. When people are referring to one of the many possible sexual identities, it is appropriate to use the term "homosexuality" in this context.

The beginning of the AIDS epidemic can be traced back to the 1980s. People who identified as gay or transgender were held responsible for its development because it was believed that they had become the primary carriers of the disease and may have even been its source due to their promiscuous relationships and immoral lifestyles. As a result, activists were tasked with the duty of safeguarding LGBT persons from attacks and eliminating stigmatization, and they continue to face these challenges today.

All the same, before touching on the topic of the LGBT movement itself, it is important to understand that LGBT as a certain set of citizens who are either gay, lesbian, or transgender is still different from the LGBT movement itself. The author will talk about this in the next chapter.

### **3.2.2 Movement**

Now in Europe and the USA homosexuality is decriminalized. However, in other parts of the world the situation has deteriorated significantly. In many states in Africa, East Asia, Oceania and South America, same-sex relationships are still banned. And somewhere even the death penalty is still in effect, for example, in Iran. There, in 2005, two teenagers were accused of homosexual relations and hanged. Then a wave of pickets in support of the eastern LGBT community swept around the world, and Sweden and the Netherlands decided not to extradite homosexual refugees to Iran.

There are more than a hundred LGBT organizations around the world. Some work on the territory of the whole country, others operate within individual companies. For example, Google and Microsoft have communities dedicated to supporting homosexual employees.

**Figure 6, LGBT Pride Month Movement**



Source: NBC, 2020

The tasks of the LGBT movement have changed compared to the last century, but not as radically as it might seem. Of course, the level of aggression has become lower, but still in many countries (even where same-sex relationships are decriminalized) the rights of minorities are still infringed upon. They are still called "carriers" of AIDS, they are forbidden to marry, organize pride, show feelings in public, calling it propaganda of homosexuality.

Some people still believe that "homosexuality" is a mental disorder. That is why this people need an LGBT movement that will rid society of prejudices and unite people regardless of their orientation.

### **3.3 Workplace Discrimination**

The fact that there is a significant issue with gender discrimination all around the world is by far the most glaring illustration of prejudice that can be seen in the workplace. And this is one of the primary reasons why inequality exists in society as a whole. There is not a single place on the planet where women have the same possibilities as males in the job

market; it is far more challenging for women to obtain work. There is a disparity between the number of hours worked by men and women. When performing labor of same importance and worth, women get paid less than males.

An international report on employment and social concerns was compiled by the International Labor Organization in the year 2018. He demonstrated that just 48 percent of women are actively participating in the work market today. Among males - 75 percent (Koliev, 2018).

However, it is hard to ignore the reality that there is no nation or location in which there is no gender discrimination. This is a universal truth that cannot be avoided. However, due to the fact that they have been dealing with this issue for several decades, the Nordic nations have made the most headway in the fight against it. They have instituted social and state initiatives with the goal of eliminating gender disparities and conquering preconceptions. It keeps a careful eye on the issue regarding the pay gap between men and women. They are working together to provide the conditions necessary for them to jointly carry out their parenting and domestic responsibilities. For instance, paternal leave is made available to dads (Villardón-Gallego, 2023). Providing fathers with paternity leave is a positive step toward eliminating gender bias in the workplace. Policies or practices that give the impression of being neutral yet have a disproportionately detrimental effect on a certain gender, race, or other group are examples of indirect discrimination.

Those who find themselves in a position where they are subjected to age discrimination naturally face a number of challenges, some of which are insurmountable. It is necessary to consider both age and location. However, the policy and system of pensions, as well as the age at which a person transitions from a permanent employee to a pensioner, must be taken into account in this situation because obtaining a work as an older person is a very major difficulty. Just as recent graduates' perspectives on the significance of job experience stand out, so do the perspectives of people with more extensive professional backgrounds. And this has long-term repercussions for the promotion opportunities they have in their area of employment. There are 71 million young people throughout the world who neither work nor attend school (Khetarpal, 2023).

In addition, it is a widely held belief that if older people keep working, they would drive younger workers out of the labor market. This idea is supported by research. The vast

majority of research agrees that older and younger workers are a wonderful complement to one another (Alderson, 2020).

Older workers are subjected to a multitude of misconceptions regarding their capacity to maintain their level of productivity for their companies. The average life expectancy of individuals is growing, and so is the average length of their working lives.

According to the available data, the gender pay difference for labor of comparable value is on average 27 percent higher for males. In Russia, the margin was 15 percent, while in Pakistan it was more than 35 percent. The highest discrepancy was observed in Pakistan. The percentage is the lowest in Scandinavia, coming in at less than 10 percent (Ahmed, 2010).

Some progress has been made in the 21st century toward ending discrimination on the basis of gender, but this is still a major problem in today's society. A statistic that stands out is the gender pay gap, which shows that on average women earn less than males. It's worth noting, though, that men and women do tend to gravitate toward different fields. In contrast to the financial industry, education, and the medical field, where women are more common, men tend to dominate technical and engineering disciplines. Several things can play a part in this, including preconceived notions about what each gender is "supposed to" do.

It is in fact crucial to keep in mind that the physical variations between the sexes may make some forms of work, such as physically demanding work, less appealing to women. Yet it's important to make sure that people of both sexes have access to the same educational and professional possibilities. Although there has been some progress made toward gender equality, prejudice and cultural expectations still play a role in how men and women navigate the workplace. It's vital that we combat these prejudices and work for a more equitable society as a whole.

The author of this work would like to point out right away that the Catholic Church backed same-sex couples' ability to have children while discussing discrimination against the LGBT population in the workplace and in the labor market (Elmslie, 2007). This example shows that world moving towards understanding people rights and support by Catholic Church shows this progress.

It is important to note that it is challenging to highlight the moment when rights aimed at determining sexual orientation, since if the issue of employment will be based on a person's sexual orientation of a person or a personal attitude toward minorities, which in its own way is discriminatory, it will be difficult to highlight the situation. However, not everything is as straightforward as it might appear at first. For instance, Russia does not recognize the rights of sexual minorities to register civil unions, but at the same time, the European Union's member states already have a specific directive designed to protect LGBT people from being denied services or employment rights in both the public and private sectors, as well as during the hiring process and in other work-related organizations (Lombardo, 2009).

The Employment Directive is a piece of legislation enacted by the European Union in 2000. Its aim is to prohibit discrimination on the grounds of religion, belief, disability, age, or sexual orientation in the workplace. The directive sets out certain requirements that employers must adhere to in order to ensure equal treatment of all employees, including job applicants (Whittle, 2002).

In 2009, the European Commission conducted an evaluation of how the Employment Directive had been implemented in the EU's member states. This evaluation aimed to identify any areas where the directive was not being fully enforced and to make recommendations for improving its implementation. The evaluation found that there were still gaps in the implementation of the directive across the EU, and that more needed to be done to ensure that all workers were protected from discrimination in the workplace. Three countries were found to have breached the Employment Directive's anti-discrimination requirements when the European Commission examined how the Directive had been implemented in the EU's member states in 2009. These nations are Poland, the Netherlands, and the United Kingdom of England (Štulhofer, 2009). The legal foundation for current European Union law to prevent discrimination in the workplace based on gender reassignment is "gender" discrimination in the workplace. A case involving job discrimination based on gender identity that was considered by the Court of Justice of the European Union served as a turning point for subsequent court rulings.

At this point, a total of 27 countries in EU in total list sexual orientation as one of the illegal bases for discrimination, either in their general anti-discrimination laws or their labor laws. In their thorough anti-discrimination laws, nine Member States specifically mention



gender identification. According to comprehensive anti-discrimination laws, at least 12 Member States view discrimination based on gender identity or gender reassignment as a type of sex or gender discrimination (Hammarberg, 2009).

But it's also crucial to emphasize that pressure on the LGBT community inside a business or governmental entity takes on entirely various hues and strategies depending on the workplace's circumstances. Benefits like parental leave, health insurance for employees and their families, educational and recreational visits to employees and their families, vacation in connection with the death of a family member, or leave to care for a sick partner are frequently denied to LGBT employees. Discrimination against transgender people shows up when they are addressed with the incorrect name or pronoun, and when they are denigrated. Transgender women are compelled to delay receiving a public pension until they reach the male retirement age in places where men and women retire at separate ages. It is challenging to gauge the amount of bias towards LGBT employees in the workplace.

Only a small number of Member States compile data on employment discrimination, and the data that is already available is sometimes not segmented into distinct categories (Tilcsik, 2011). Here, the author would like to draw attention to research that demonstrates that between 2005 and 2010, there were very few instances of discrimination in the labor force in at least 30 Council of Europe member states (Helfer, 2014). It is also crucial to remember that LGBT discrimination exists in the public sector, which has its own specific components and pertains to employment there as well. Regarding the passing of legislation to address this issue, in the United States in 2020 a law was established that outlines the inclusion of sexual orientation and gender identity in the "sex" section as a forbidden basis for job discrimination. The civil rights law that John F. Kennedy passed and approved was augmented by this statute, which Lyndon Johnson advocated after Kennedy's assassination in 1964 and ultimately succeeded in getting the Civil Rights Act approved by Congress (Bird, 1997).

### **3.4 Workplace discrimination towards LGBT individuals in Czech Republic**

Discrimination against LGBT individuals in the workplace remains a significant issue in the Czech Republic. One of the biggest challenges for LGBT individuals in the labour market is the lack of legal protections. While discrimination based on sexual orientation and gender identity is technically illegal under the Czech law, there are no specific protections for LGBT individuals in employment law. This means that employers are not required to provide LGBT employees with the same protections and benefits as their heterosexual counterparts.

Another challenge for LGBT individuals in the workplace is the prevalence of negative stereotypes and biases. Many LGBT representatives report feeling pressured to hide their sexual orientation or gender identity at work out of fear of discrimination or harassment. This can lead to feelings of isolation and can negatively impact their mental health and job satisfaction.

According to a 2021 survey conducted by the Czech LGBT advocacy group, Pride Business Forum, over half of the LGBT respondents reported experiencing some form of discrimination in the workplace. This discrimination took many forms, including being denied a job or promotion, being subjected to verbal or physical harassment, and receiving unequal treatment from colleagues or supervisors.

To address these issues, advocacy groups and human rights organizations are working to raise awareness of LGBT workplace discrimination in the Czech Republic and to push for stronger legal protections. Additionally, companies are increasingly adopting inclusive policies and practices to create a more welcoming and supportive work environment for LGBT employees.

Supporters of expanding the rights of LGBT representatives are actively looking for opportunities to enable same-sex marriages and adoption rights in Czech Republic. They follow the example of Western European countries, where such legislations have already been approved. The lack of the right to official marriage and adoption is closely related to discrimination against sexual minorities in the labour market. Those are important legal and social institutions that provide couples and families with certain rights, benefits, and protections. Denying these rights to same-sex couples and families is a form of

discrimination. This can result in unequal treatment between heterosexual and homosexual couples. For instance, same-sex couples cannot have paid maternity leave or leave for certain family reasons. It also can have broader societal implications, such as perpetuating negative stereotypes and limiting the ability of sexual minorities to fully participate in society. This can have negative effects on the mental health and well-being of sexual minorities, as well as on the health of society as a whole.

Many countries and jurisdictions around the world have recognized the importance of providing marriage and adoption rights to sexual minorities and have passed laws to ensure that they have equal access to these institutions. However, there are still many places where discrimination against sexual minorities persists, and where they are denied these fundamental rights.

In Czech Republic legislation allows to register partnership for same-sex couples, but despite numerous attempts, it is illegal to marry and adopt children. Law which would allow to adopt child by lesbian or gay couples, was discussed in parliament in 2016 at first time, it caused a lot of arguments and controversial issues, and before the legislative term ended, no vote was held. And till now it is not legally possible. Similarly, debates in 2018 on the same-sex-marriage were unsuccessful (Guasti & Bustikova, 2019).

## **4 Practical Part**

### **4.1 Research method**

In this research will be applied an interview questionnaire, which author created based on theoretical part of this bachelor thesis. As it was mentioned in this work, Russia is not recognizing rights of sexual minorities, but EU legislation is more loyal to LGBT workers and more or less protects their rights in the labour market and the workplace. That is why author decided to discuss this problem at first-hand with people which might meet discrimination at work, based on their sexual orientation. Through conversation with representatives of LGBT community author will try to identify the general attitude and level of awareness of participants with different background, culture, age, nationality. The only what connects this people, it is a company where they work. Analyzing results of the interview, will help to understand the level of discrimination specifically in the given company. The interview will be anonymous, with a purpose to protect sensitive personal information, the name of company also will not be given.

However, pursuing the goal to make this research more transparent and accurate the author choose only one company based in Prague, Czech Republic. Due to this fact the research can not to be categorized as representative. But can shed light on the problem with discrimination of LGBT community in the workplace. Interview will help to recognize if discrimination takes place in the company. Also, author will try to understand if results of these conversations can be applied to another companies and city members in general.

Interviews will take place in person, author prepared simple questionnaire to follow. But taking the opportunity interpersonal interview, will develop conversation depends on the answers and feelings of the respondent. Author is expecting to collect rich and detailed information, to be able delve into the problem more deeply. And recognize red flags, to understand what causes this type of discrimination and how to eradicate manifestations of discrimination in the labour market, based on sexual orientation.

### **4.2 Participants**

The first main criterions behind choosing someone as a participant was his sexual orientation, the person must be representative of the LGBT community (such as lesbian, gay,

bisexual, or transgender). It may seem meaningless to ask people with heterosexual orientation if they feel discriminated because of their sexual orientation. However, there is some theories about discrimination of heterosexuals by homosexuals, but it is not the point of the research, so it will be not emphasized. The second main criterion was that responders must work in the same company. It was important that responders are in equal conditions at the workplace. To make research clearer and more accurate it needed to put aside external factors which can influence results. Nowadays companies have different rules, work ethics and level of freedom to impress yourself.

For this research author choose a local company in Prague, Czech Republic. The company has about 600 employees and cooperate with numerous companies around the world. It is HR company, this business involves a lot of communication among employees, clients, and partners. Workers of the company meet new people and intercommunicate a lot on everyday basis.

In the interview took part 10 employees, which loved the idea of this research and were encouraged to answer the questions. Responders work in various departments, they do not have the same team leader. Working positions are slightly different, but employees are more or less equal.

### **4.3 Findings**

Considering the idea of interpersonal interviews, on the primary study approach of problem, it was expected some issues in communication or more pessimistic point of view. Perhaps the author's understanding of issues relating to sexual orientation minorities discrimination was somehow on a higher level. In fact, all responders were very open to talk about their sexual orientation and experience they went through in life connected to this question. Interviews were conducted in a friendly manner. Participants seems to be satisfied with their lives, and role they play in society. They recognize the Czech legislation quite good, in terms of protecting their rights and needs for comfortable living in the country. However, some LGBT representatives mentioned that, in particular parts of globe, discrimination of sexual minorities at workplace exists. And this question should be raised for discussion at high level constitutions of human rights and freedoms.

The important fact related to this research is that all of representatives have different nationality. It makes research more interesting and informative considering how nationality, religion and relationships with parents can influence their feeling about discrimination. The fact that participants came from different countries enables to discover discrimination of LGBT individuals in their home countries and ask them to compare with what they experienced in Czech Republic. Autor would like to analyze, if decision of responders to move from home country to Czech Republic is somehow connected to their sexual orientation.

Few times during interviews participants bring the attention on “Q+” missing in LGBT abbreviature. “Q” can stand for individuals which still exploring their sexual orientation or “questioning”. The “+” symbolizes the inclusion of other identities and expressions that may not be explicitly listed.

It was expected that young generation is more loyal to any manifestations of the personality, no matter whether it is sexual orientation, color of skin or extravagant haircut. And the actual research proved previously held expectations.

Conducting this search, author expected to find some innovative key solutions to overcome the problem of discrimination against sexual orientation minorities in the workplace, and in some interviews was proposed a ground-breaking concept for addressing the issues of this kind of discrimination. Overall, given survey provided excellent and highly valuable information for reflection, assessment of the current situation and opportunities for improvement.

## 5 Results and Discussion

### 5.1 Personal beliefs and experiences

It was conducted several interpersonal interviews, each of them was unique, different from the other and had diverse outcome, sometimes not expected at all. Author collected valuable information which brought certain clarity to the problem of discrimination against LGBT individuals in the labour market and the workplace. Surely, the author can not claim that this research may have representative nature and whole labour market can be summarized based on the consideration of the one company. But still believes that conducted interviews can clarify some points from the responders' experience and be highly important for evaluation of issues connected to the discrimination towards LGBT community in the workplace in the Czech Republic. The author will carefully examine each interview's result and present the key takeaways in this chapter. Step by step the author will consider the main points from interview with each responder.

The first interview, will be reviewed, was with young Irish women (24 years old). She was raised in catholic family. For the question about relationships with parents she answered the following: *“I have a complicated relationship with my parents. My mum was 38 and my dad was 40 when they had me, so I grew up in a very different society to them (even if they raised me in the same tiny village, they both grew up in). I think they trust me, but we rarely discuss deeper issues. They were both raised with Catholic values and were taught to believe that being gay is wrong. We had a referendum for equal marriage in 2018 and I know they both voted against it (even though I had come out to my mum as bi a year before)”*. It can be challenging to have different values and beliefs from family members. This may cause the following picture: family do not accept my sexual orientation, society does not accept it as well – that might be normal, and discrimination towards me is also normal. Person can suffer mentally, trying to be like everyone else, to be “normal” in the understanding of other people. Or to be yourself but unacceptable and incomprehensible to family, employer, and society. Frequently LGBT representatives must choose one of these options. Or not? It is important to remember that everyone has the right to their own opinions and beliefs. Existing legislation in the European Union is protecting sexual orientation minorities rights in society and prohibits discrimination towards to them. Surely, the law is

not perfect, there are some issues to argue and improve. For example: 16 of the 28 member states of the European Union have permitted marriage and adoption to same-sex couples (Guasti & Bustikova, 2019).

Considering Czech law one of the responders, evaluate it as: *“The Czech Republic does not have the worst LGBTQ+ laws in the world, there is a lot that could be improved. For example, legalising gay marriage (not just civil unions). It should be possible to legally change gender without first undergoing surgery. Non-binary gender should be legally recognised (and therefore it should be recognised in the workplace). It should be legal for gay couples to adopt. Gay people should be legally allowed to donate blood without deferring for 1 year. Finally, conversion therapy should be banned. I feel that the current laws don't protect trans and non-binary people enough in the workplace”*. Legalizing same-sex marriage and recognizing non-binary gender are important steps towards creating a more inclusive society for LGBTQ+ individuals. Allowing gay and lesbian couples to adopt is another important aspect of creating equality in a family law. Additionally, banning conversion therapy and allowing blood donation without deferral are important steps towards ending discrimination against LGBTQ+ individuals. Also, it is critical to remember that companies have a duty to ensure a secure and encouraging environment for all staff members, regardless of gender identity or sexual orientation. Recognizing and respecting diverse identities can lead to a more productive and harmonious workplace. Improving LGBT laws in the Czech Republic is important and valid because laws must protect the rights and well-being of all individuals, regardless of their sexual orientation or gender identity. Experience of transgender people will be discussed later in this research.

Another participant commented Czech law: *“If we are discussing the Czech Republic, then from the little I know about their LGBTQ+ laws, I would suggest altering them in support of this community would be a positive step forward. I do not know enough about gay rights in the Czech Republic to give a substantial answer however I do feel they should legalise gay marriage”* Remains the fact that sometimes people do not know their rights. Despite the existence of laws and regulations that protect the rights of the LGBTQ+ community, many people may not be aware of these laws or may not understand how they apply to their specific situations. This lack of knowledge can lead to discrimination and other forms of mistreatment.



Transgender people face a wide range of challenges and barriers in their daily lives, including employment discrimination, harassment, violence, and lack of access to healthcare and legal protections. In the workplace, transgender people may face discrimination in hiring, promotion, and job security. They may be subjected to harassment, exclusion, and mistreatment by colleagues or superiors. This can lead to significant mental health issues, including depression, anxiety, and suicidal ideation. One of the participants shared his and his friend's experience of changing gender: *"I do not feel discriminated in the workplace, of course, it took some time for colleagues to get used to the fact that I changed my appearance and name. But I felt strong support at work, considering the fact that my family did not want to see me. I come from an Armenian family that has strong traditions, my parents are very religious. Of course, after 2 years of silence, father started communication, I was very happy to return to the family. But my friend was in big trouble when she changed gender. Colleagues stayed away from a strange guy with long hair and a feminine gait. She was fired from her job when she came to the office in a dress, that's right in a dress, it seems like a kind of protest. The official reason for her dismissal was that she could not cope with her work, it is only surprising that in three years of working for the company there were no comments regarding the performance of her duties. Then, for several months of unemployment and a lot of unsuccessful attempts to find a job, she had to take antidepressants. She was lucky to find a job online in the IT company and feels much better to work from home"*. From this respond it is possible to compare two companies in Prague. In this companies the attitude towards transgender employees is completely different. Strong support versus avoidance and quit, in second case we meet sad reality where legislation have no power to protect. Discrimination against transgender people is unfortunately still a significant issue in Czech Republic and all EU countries, despite legal protections. According to a survey conducted by the EU Agency for Fundamental Rights (European Union Agency for Fundamental Rights, 2013), 30% of transgender respondents reported experiencing discrimination in the workplace or when looking for work. The survey also found that transgender individuals were more likely to experience verbal harassment or threats in the workplace compared to their cisgender peers. Understandable that more needs to be done to ensure that transgender individuals are protected from discrimination in the labour market and the workplace across the EU. This includes implementing and enforcing

anti-discrimination policies and training for employers and employees, as well as providing support and resources for transgender individuals in the workplace.

Talking about support of LGBT individuals, the responder emphasized that the company where she works is very supportive: *“Thankfully I work in a company that is actively supportive of diversity, they even sponsored my colleague to speak at a panel discussion about LGBTQ+ inclusion in our industry”*. Inquiring more about this speech, the author found out that the colleague of the responder took part in one of the Pride Business Forum Conference. It was already mentioned before, the Pride Business Forum is the Czech LGBT advocacy group, which creating support to the employees and employers. Discussing this topic with other responders author discovered that for employees it is very important if company is supporting diversity and inclusion, also creates comfortable environment for work.

However, discrimination and prejudice against LGBT individuals are, unfortunately, still common in many workplaces. The existence of discrimination was confirmed by the experience of the next responder: *“In the company where I work now, I do not feel discriminated, everyone knows about my sexual orientation. But at my previous workplace, I was afraid to talk about it. My boss was a religious person and a homophobe, I often heard from him how he hates homosexuals and that they should be exterminated. It scared me a lot, I tried to communicate less with my colleagues, it was difficult to concentrate at work. I was depressed and had to ask for more workdays at home. After a while I changed the company”*. Discrimination based on sexual orientation can be harmful and lead to psychological problems. Individuals who experience discrimination and prejudice in the workplace are more likely to experience stress, anxiety, depression, and other mental health problems. It can have negative impact on their work performance and productivity. Employers must understand that the reduced performance of employees has a negative impact on company’s performance in general.

With the next participant it was discussed how comfortable she feels to talk about her sexual orientation. *“I mostly feel comfortable talking about my sexual orientation, however I don't normally come out to people I've just met unless I feel that they would be accepting (for example I still haven't come out to many new colleagues yet because I don't know them well enough to mention it. They know I have a boyfriend and probably assume I'm straight, but I will probably tell them in time).”* It is understandable that person feels

comfortable to talk about own private life not with everyone, individuals want to be accepted by people around. It's also common for people to be hesitant about coming out to new people, as they may not know how they will react. It's important to take the time to build trust and establish a relationship with someone before disclosing such personal information. *"I am also sometimes hesitant to come out as bi to gay or lesbian people as I have often felt that they dismiss me as "less gay", so it really comes down to how comfortable I feel with the person"*. Very interesting comment. Is it a discrimination within the LGBTQ+ community? Biphobia, or the prejudice and discrimination against bisexual individuals, is unfortunately not uncommon within the community, and it can take many forms, including the idea that bisexuality is not a valid sexual orientation or that bisexual individuals are not "gay enough." Bisexual individuals can face stigma and discrimination from both heterosexual and homosexual individuals. This can lead to exclusion and marginalization within the community, and it can make it difficult for bisexual individuals to find a sense of belonging and support.

Another aspect which author is considering it is how participant feel when they see discrimination towards other people. Reaction is expectedly negative: *"It makes me feel physically upset and angry when I see discrimination towards other people"* and *"I feel angry, upset, resentful and an urgency to help or stick up for those being discriminated against"*. Witnessing discrimination against others might inspire people to act and promote change in positive ways. Also, it can foster a feeling of unity among people who hold similar ideals and perspectives on human equality and respect.

Another interesting, but expected reality is that most of responders are atheists, even though they were raised in the catholic or orthodox families. The further topic for consideration, what if church would accept people as they naturally are? Some responders believe, cases of discrimination towards LGBT community in society would happened much less often. For sure, orthodox or catholic church accepting homosexual couples – it is something unrealistic. As author mentioned before, in Europe, persecution of sexual minorities by the church began around the year 1150. Church strongly believes that Europe may suffer the fate of Sodom and be destroyed by God. No one cares that it might be just a legend, without any facts to prove this theory.

Author asked respondents to compare the level of discrimination towards LGBT individuals in their home countries, Czech Republic and probably another country in case if

they have that kind of experience. Most answers were positive, 90% of responders feel safe in all European countries, including their home country and Czech Republic. Only once where mentioned Russia: *“I do not feel discriminated in EU, but at home in Russia, I cannot be open about my sexual orientation”*. It may indicate that there are significant social and cultural barriers to acceptance of LGBT individuals in that country.

## **5.2 Reflection on the current situation and proposed solutions**

Summarizing the main thoughts of participants author can observe that situation with discrimination towards LGBT individuals in the labour market and the workplace is not critical. There are some manifestations of discrimination of LGBT representatives in different spheres of life: family, society, workplace as well there are some issues inside the LGBTQ+ community.

Nowadays, main task for Czech legislation is to enable same-sex-marriage and adoption for homosexual couples – this is what all participants emphasized. Legalization of same-sex-marriages and adoption has a direct positive impact on overcoming of discrimination towards sexual orientation minorities. Nowadays same-sex couples do not have entitlement for paid maternity leave or certain types of family leave, at the same time when hetero couples do have that kind of benefits.

In general, Czech Republic is characterised as LGBT friendly country, with not bad legislation and familiar society.

It turned out that not all citizens are aware of their rights. Therefore, it is important for government and advocacy groups to provide education and resources to ensure that individuals know their rights and can access the necessary support and services. This can include public awareness campaigns, training for service providers and educators, and the development of accessible information and resources. By improving knowledge and understanding of LGBT rights, people can work towards a more equitable and inclusive society. Being discriminated by the family members, sometimes LGBT individuals do not dare to defend their rights at work or in society. Therefore, existence of organizations and advocacy groups which can provide support to the LGBT individuals is very important.

Businesses must support diversity and inclusion, it can also result in higher levels of innovation, creativity, and productivity. By creating a culture where everyone feels valued

and respected, companies can attract and retain top talent from diverse backgrounds. LGBT individuals can be very useful in businesses, as well as people with different cultures, background, and skin-color. The diverse teams are more innovative and productive, they bring a wider range of ideas and approaches to problem-solving. Companies that demonstrate a commitment to these values are more likely to attract talented individuals.

Transgender people face discrimination the most, probably because it is more difficult to hide their sexual orientation in compare with gay, lesbian, or bisexual individuals. Government and advocates must turn more attention to this group of people and take action to stop prejudice against transgender persons. This can involve passing and upholding legislation that safeguards transgender people's rights, delivering education and training to increase public knowledge of transgender problems, and establishing safe spaces and support networks for transgender people.

Perhaps the most difficult question here is the rejection of LGBT community by the church. Almost in all countries around the world religion have huge influence on the government and community, this creates a lot of issues for LGBT community's advocates to protect their rights in the workplace and the labour market.

## 6 Conclusion

Discrimination is one of the most dangerous forms of violation of human rights since it is causing the destruction or impairment of the use of rights and freedoms by any person on an equal basis.

Ensuring human rights and freedoms has become the business of the entire international community. A state on the way to democracy, and especially one that considers itself democratic, must guarantee rights and freedoms and promote their implementation. Special attention of the international community is directed towards the protection of various minorities and marginal groups. Which, without proper state care, experience certain restrictions in implementation of their rights comparing to other social groups, who can conditionally be attributed to the so-called dominant part of society. Therefore, the prohibition of discrimination is gaining more and more importance both in international law and in national legal systems, which outlines not only the actions that are considered in society as unacceptable in relation to certain subjects (treatment with them). But also provides for specific obligations states aimed at ensuring legal equality. That is why the state of practical implementation of the prohibition of discrimination in the countries of the Western world is rapidly turning into a kind of business card, an indicator of the development of the legal order and the respective societies.

Discrimination in the labor market is a common phenomenon. It can be defined as unequal opportunities for workers with equal productivity, or an unequal attitude towards them from employers, society, and the state. Proving the presence of discrimination in the workplace based on sexual orientation is even more difficult than any other. An LGBT representative may face discrimination in the labor market during employment if he does not hide his orientation or be humiliated or fired if the employer finds out about his orientation. It often happens that an employer will rather come up with many other reasons for discrimination against an employee than admit his homophobia. Representatives of the LGBT community can also be oppressed by colleagues at work.

The discrimination towards LGBT individuals at the workplace remains to be a very sensitive issue for society and government. The one way to address this issue is to create more inclusive workplace policies and laws that prohibit discrimination based on sexual orientation. For instance, to solve this problem employers can create channels for reporting

discrimination or harassment and implement diversity trainings for employees. Society can overcome these issues only if stops pretending that discrimination towards LGBT individuals does not exists.

Despite the fact that results of the research in this thesis are not deplorable, author noticed some cases of discrimination towards LGBT community representatives. Unfortunately, in such cases it is almost impossible to prosecute people who are committing discrimination towards individuals. Therefore, we still have a lot of work to do to get rid of various forms of discrimination. From the side of government, it is necessarily to implement new working lows which will protect rights of LGBT minority, such as legalization of same-sex marriages and adoption, and so on. As well, society must be more respectful to the human rights.

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## 8 Appendix

### Questionary

1. Age
2. Sexual orientation
3. Nationality
4. Religion
5. Can I ask You tell few words about Your relationships with parents. How trustful they are? Their opinion about LGBT community.
6. Is there something wrong with discrimination in the workplace? What do You feel when You observe discrimination towards another people?
7. Do You feel comfortable to talk about Your sexual orientation?
8. Do You feel discrimination in society, especially at Your current or previous workplace.
9. If yes, do you think it is because of Your sexual orientation or there are some different reasons for discrimination towards to You?
10. Do You think Your sexual orientation would cause some issues during searching for work in Your home country?
11. Do You feel freer to show Yourself in Czech Republic then in other different courtiers?
12. What would You recommend to the government, regarding to the discrimination of LGBT community? Do you think that current law is not working properly to protect LGBT representative's rights in the labour market and the workplace?