

Perception of Gender Discrimination in the Labour Market in Bosnia and Herzegovina

Summary

Excluding, limiting or exploiting persons solely on the basis of their sex is considered as a gender discrimination. According to the results of numerous surveys, gender discrimination in the workplace is very often, but is poorly recognized. The main goal of this research was to examine the perception of gender discrimination in the labour market in Bosnia and Herzegovina. The study involved 308 highly educated employed women with average age of 32,5 years (m.a. = 2,13) from Bosnia and Herzegovina. The survey was conducted in February 2017. Through the on-line survey, socio-demographic data about age, employment, length of work experience, marital status and family status (number of children) were collected. In addition, the questionnaire was also used to examine the perception of discrimination in the workplace, and the questionnaire on the importance of work in the life of an individual. The results of the survey indicate that highly educated women perceive gender discrimination in a workplace that is the most often manifested through unequal wages for the same job (43% women have lower wage for the same position than males) and inability to progress in the workplace (75% women perceive that they don't have equal opportunities for progressing at work place). Furthermore, they express high occupancy and emphasize the importance of work in their lives. The results lead to the conclusion on the importance of raising awareness of gender discrimination that is also present in highly educated women and developing programs that would allow not only the integration of women into the labour market, but also their retention and development of equal opportunities for advancement and achievement of leadership positions.

Key words: *gender discrimination, labour market, women*