

# RESULTS OF A QUESTIONNAIRE SURVEY

## Employing people with a criminal record: questions for employers



Erasmus+

Tento výzkum je součástí připravované brožury s názvem „Young Ex-offenders Support (YES): příručka pro zaměstnavatele“

Projekt: Young Ex-offenders Support (YES)

Partneři: Association Active Youth (Litva), RUBIKON Centrum (Česká republika), Sławek Foundation (Polsko), Wayback (Norsko)

Financováno programem Erasmus+

# About

- The research aimed to identify existing concerns, attitudes and questions of employers when considering the recruitment of an employee / candidate with a criminal history / experience in prison.
- The research is part of a forthcoming brochure entitled "Young Ex-offenders Support (YES): A Handbook for Employers"



## NUMBER OF RESPONDENTS

A total of 20 employers  
10 collaborators and 10 unknowns



## TIME PERIOD OF THE INVESTIGATION

From 15 to 31 July 2021  
A total: 16 days



## METHOD OF QUESTIONING

An online form that was sent by previous telephone or email agreement and presentation of the project.

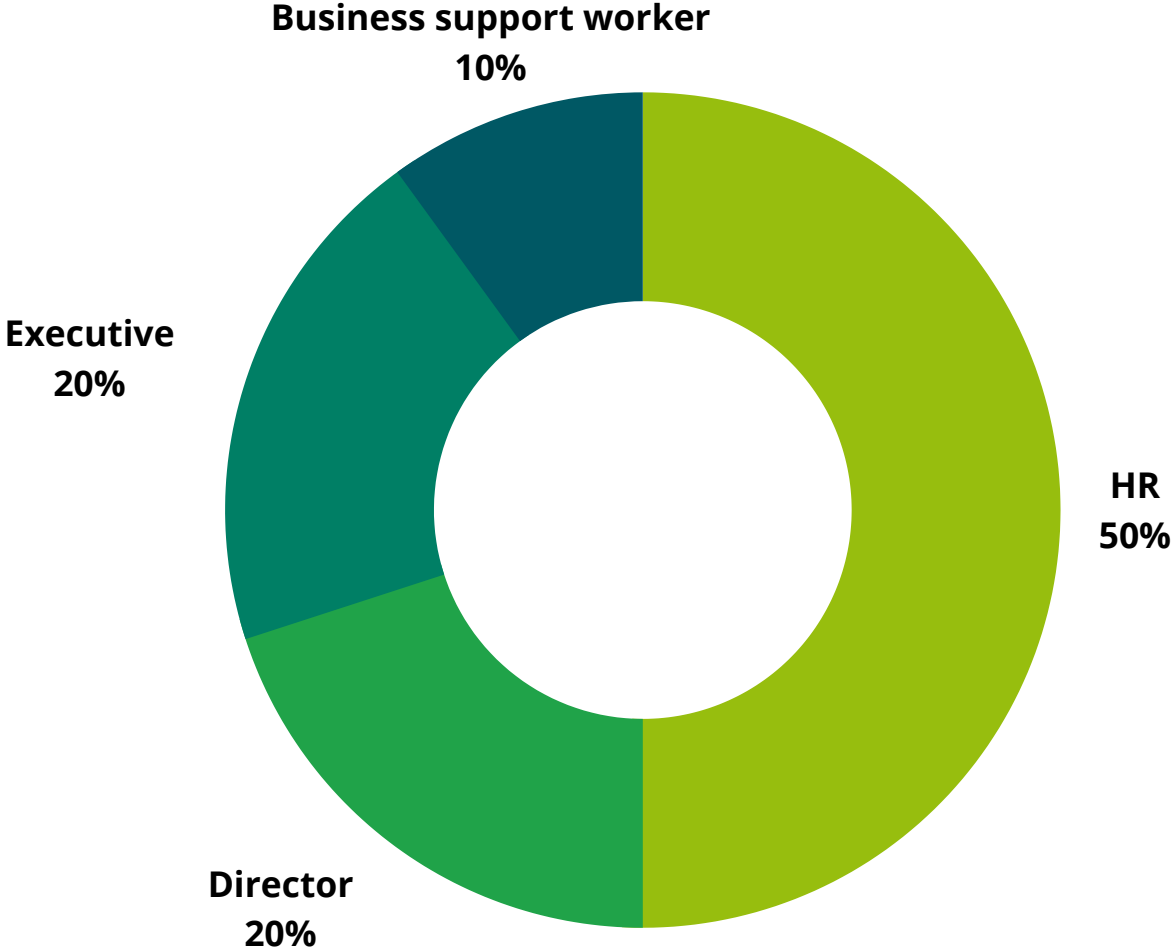
## PROJECT, DONORS

Young Ex-offenders Support (YES)  
Erasmus+



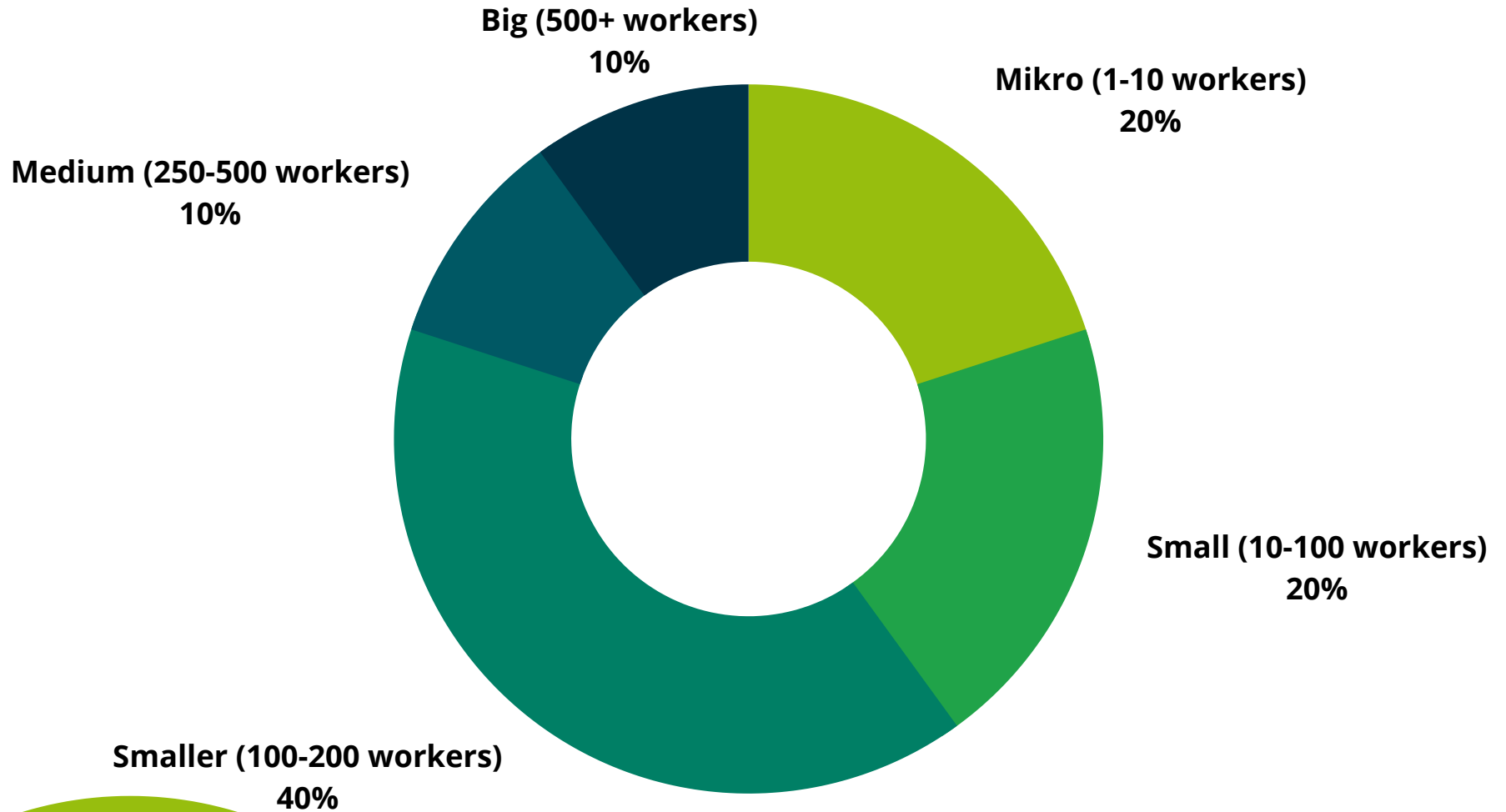
QUESTIONS CONCERNING  
THE COMPANY AND ITS  
PROCEDURES:

# 1. 1. What position do you hold in the company?

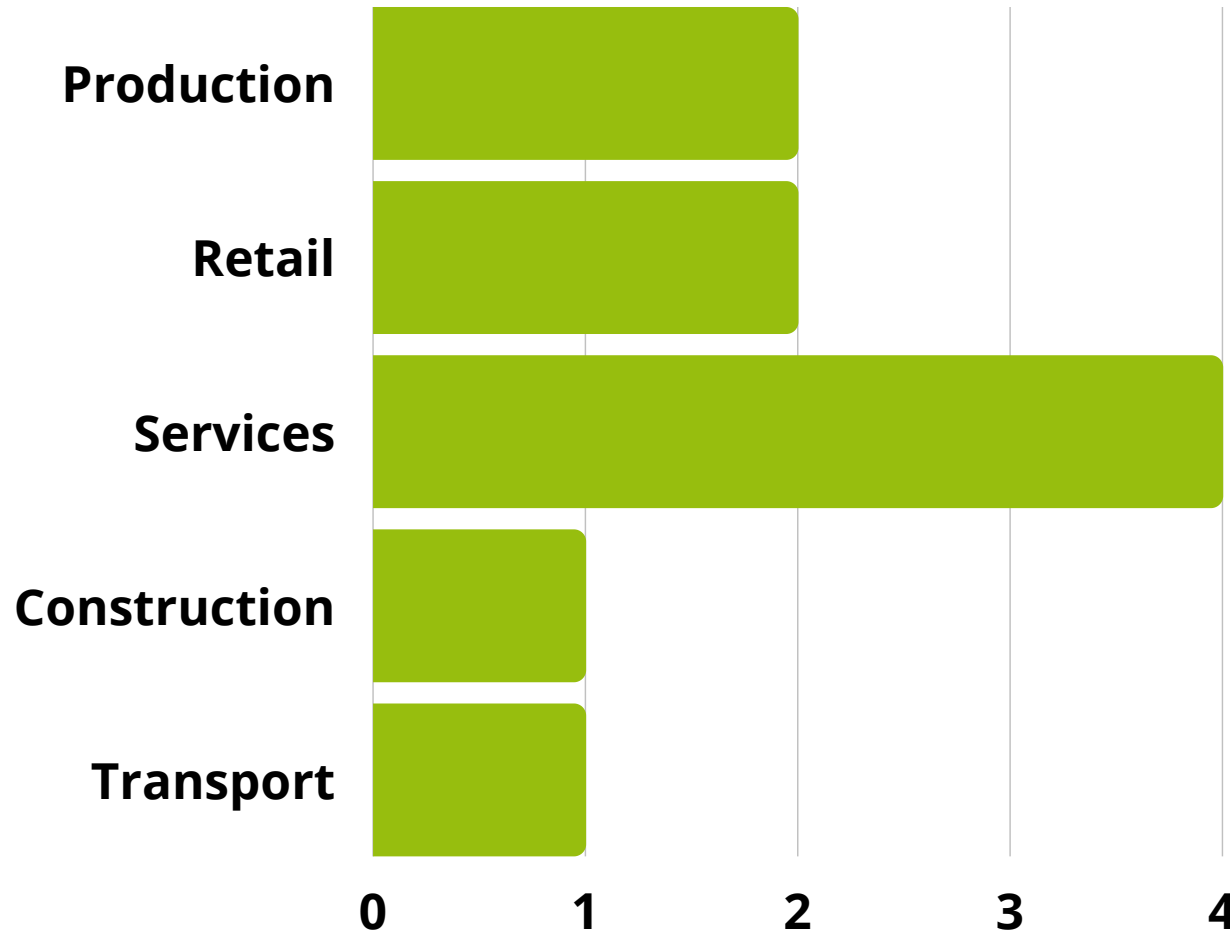


People from the HR department (HR managers, specialists and others) filled in the questionnaire most often

## 2. How big is the company you work for?



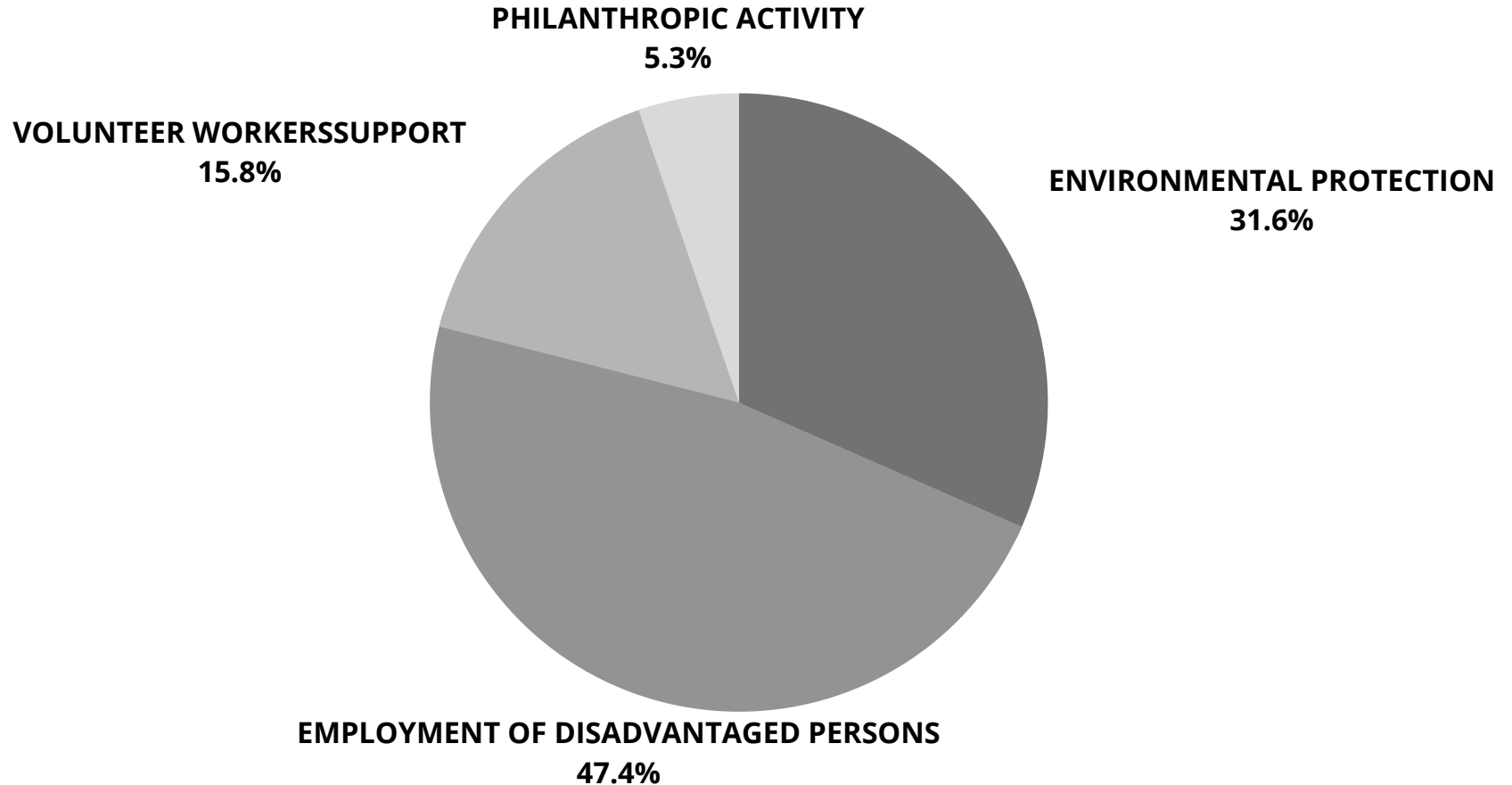
### 3. In what field does your company work?



Employers in services, retail, manufacturing, construction and transport.

# 4. What types of social responsibility does your company apply?

If there are several, mark the one that is most suitable.



The interest of companies in social responsibility is increasing, most respondents answered with the trio of environmental protection + employment of disadvantaged people + support for volunteering

## 5. How is the selection procedure for job positions in your company?

**10 out of 10 employers stated in an interview**

**some described the competition in more detail**

First acceptance of a CV, then a job interview, then selection from candidates on the basis of suitability for work (to handle the work of a salesperson) and the need in social issues (how much a training job will help them in their situation) all happens at a joint meeting and Mrs. Director of the Czech Streetwork Association

"Always during a personal interview. Due to the nature of the jobs usually offered (gardening, cleaning and construction work), the emphasis is on the actual work performance, reliability and other aspects during the probationary period."

- Advertising + recommendations - pre-selection + personal contact;
- Receiving a CV, then an interview, after selecting a candidate.
- Interview in person or by video call Interview with a master in the given section



## 6. How does your company search for and acquire new employees?

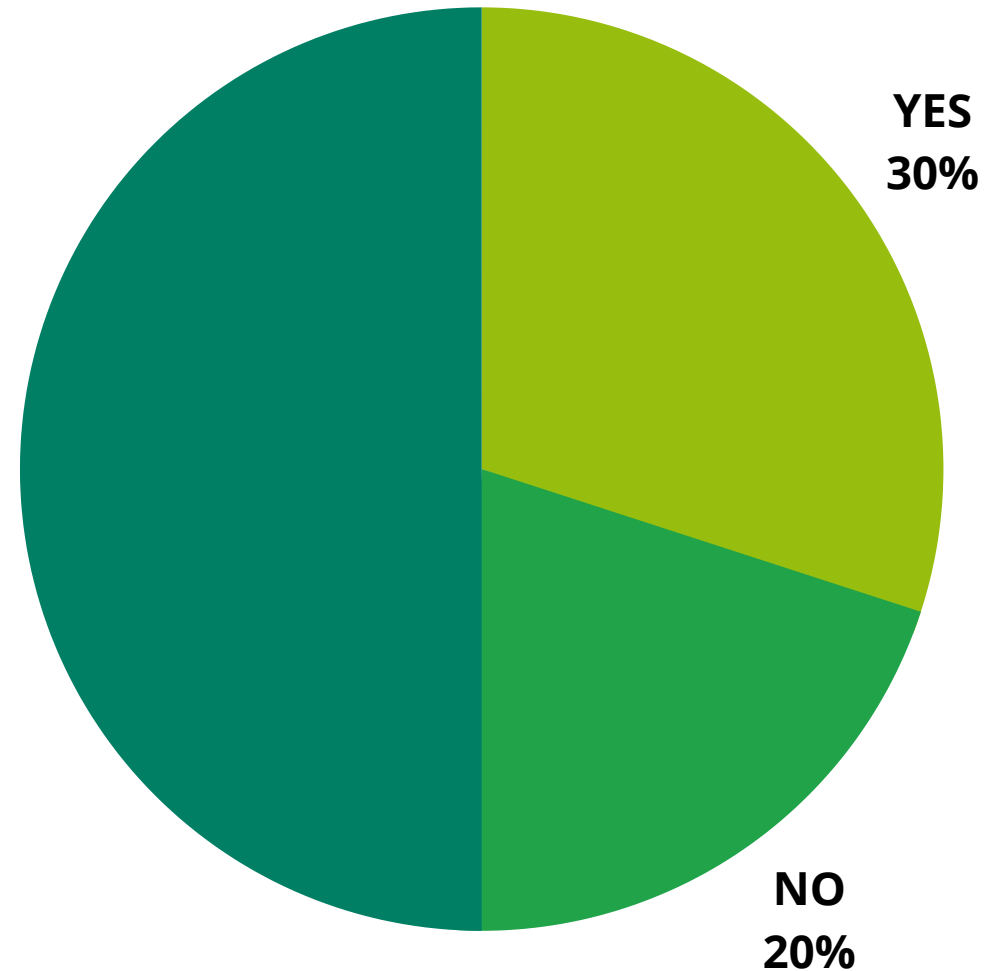
Select all applicable options.



None of the respects use LinkedIn to find and hire new employees.

## 7. Does your company require screening of candidates who are interested in working for you?

**SOMETIMES (depending on position)**  
50%



## 8. Has your company deliberately employed a candidate with a criminal history over the past year?



ANO  
100%

0 respondents chose the NO option



## 9. If you are applying for a job at your company and have previously been convicted of a criminal offense, do you give them the opportunity to talk about it?

### If so, how does it work?

We try to convince them that in our company, the criminal past is not a priori handicapped, and whether they want to talk about their past with management or with other co-workers depends purely on their decision. We certainly do not judge them, but on the contrary we offer them an opportunity for change.

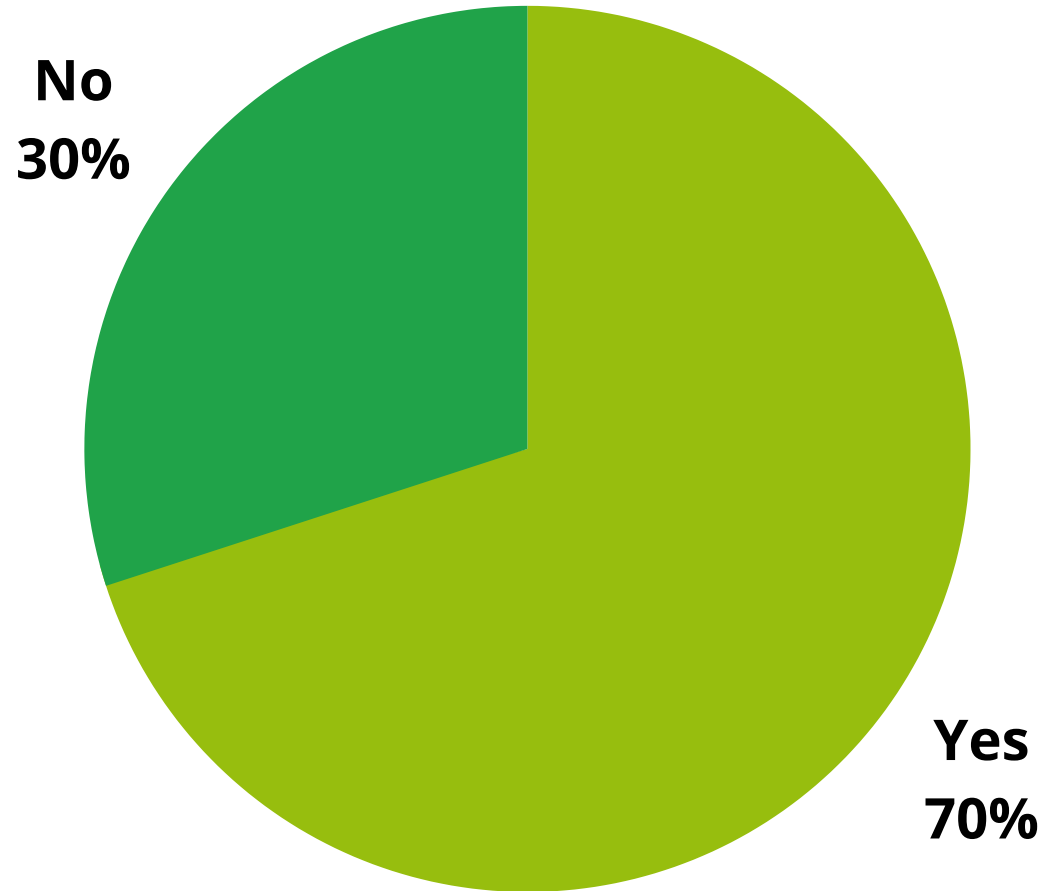
yes, it is also in our interest to talk to them about it, it will clarify a lot of unspoken risks or concerns

Yes, we are finding out what the crime was, whether it was a recurrence

Already during the selection process, we encourage them to talk about it as openly as possible, and it is not an obstacle in the selection, we are more concerned with sincerity and openness and the current setting and long-term motivation to change our lives. In individual support consultations, we discuss what we could do for them in the field - socio / economic / legal, etc., on which we can work together to improve their lives in addition to work and money.

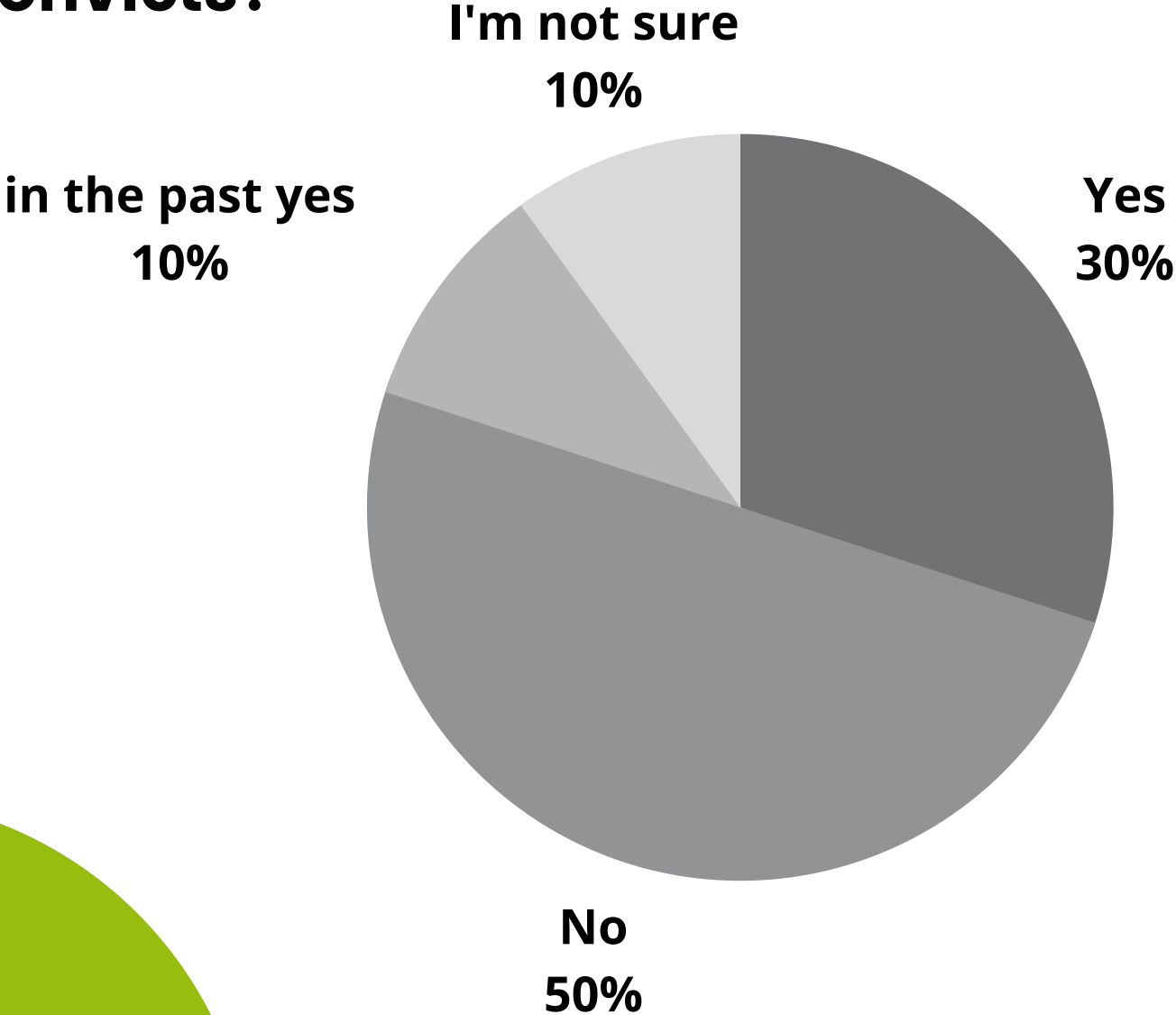
If the candidate does not start talking about it himself, he is not directly questioned.

# 10. Does your company have a specific policy and / or procedure for employing people with a criminal record?



7 out of 10 respondents have a specific procedure in place for employing people with a criminal history

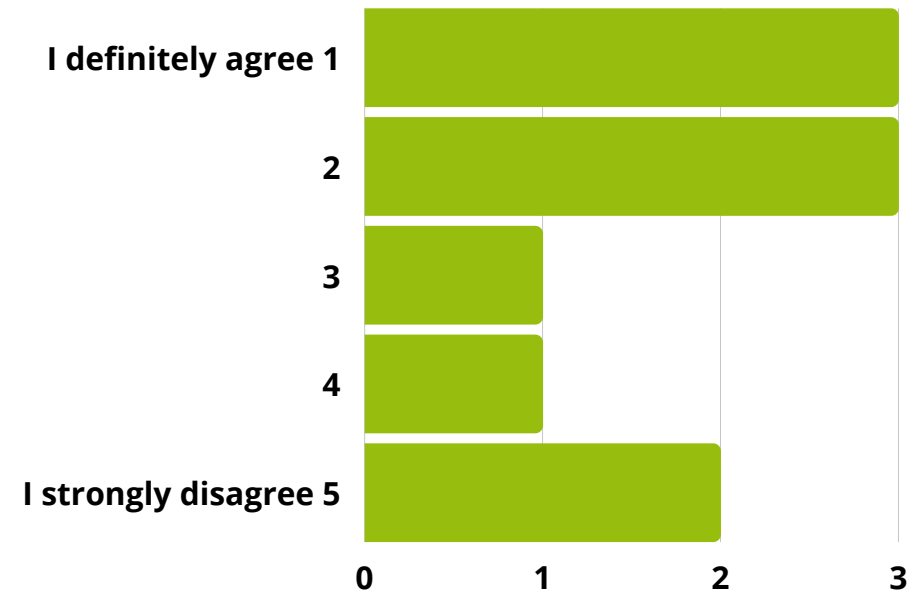
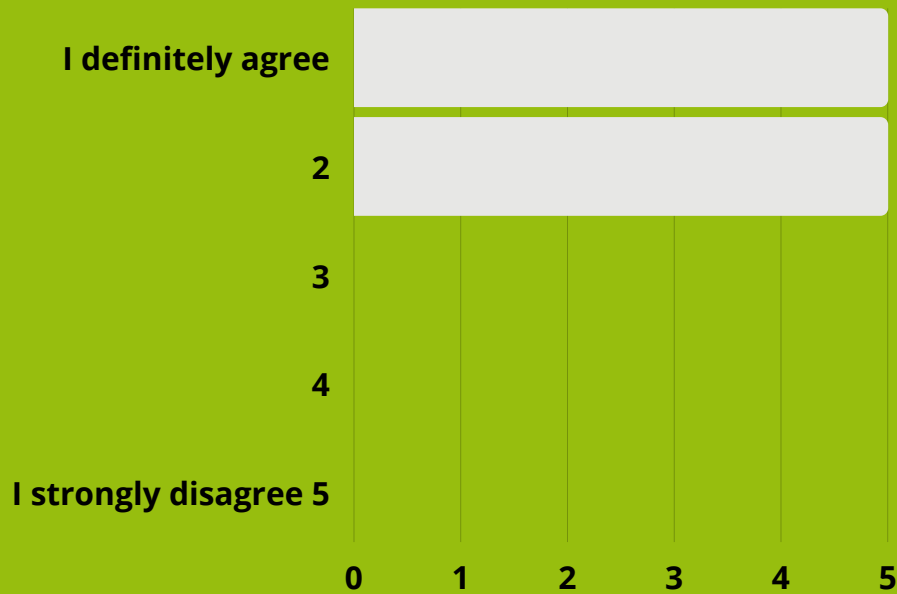
# 11. Does your company participate in a partnership with a prison or similar facility to employ convicts?



12. Rate these statements based on your company code:

PEOPLE WITH CRIMINAL BACKGROUNDS  
HAVE THE SAME CHANCES IN OUR  
COMPANY AS ANY OTHER APPLICANT

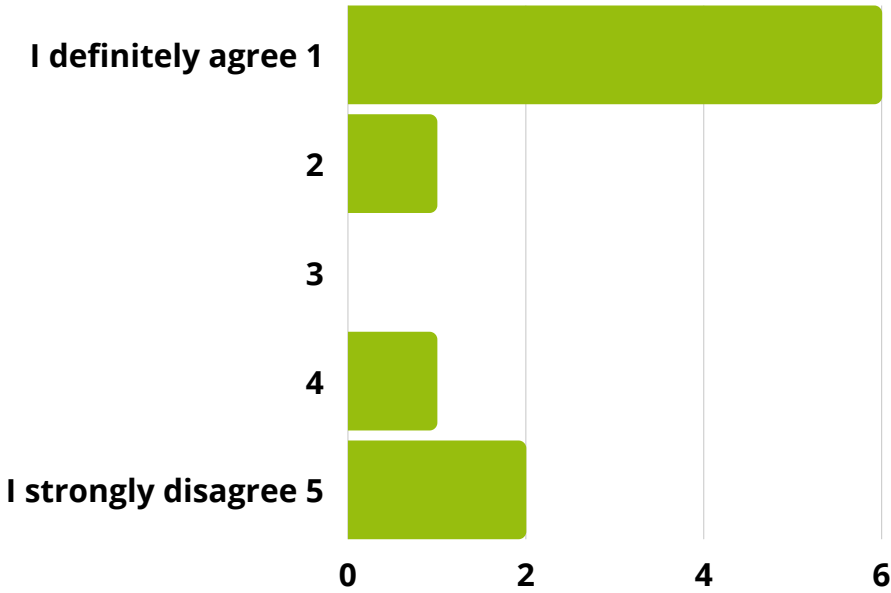
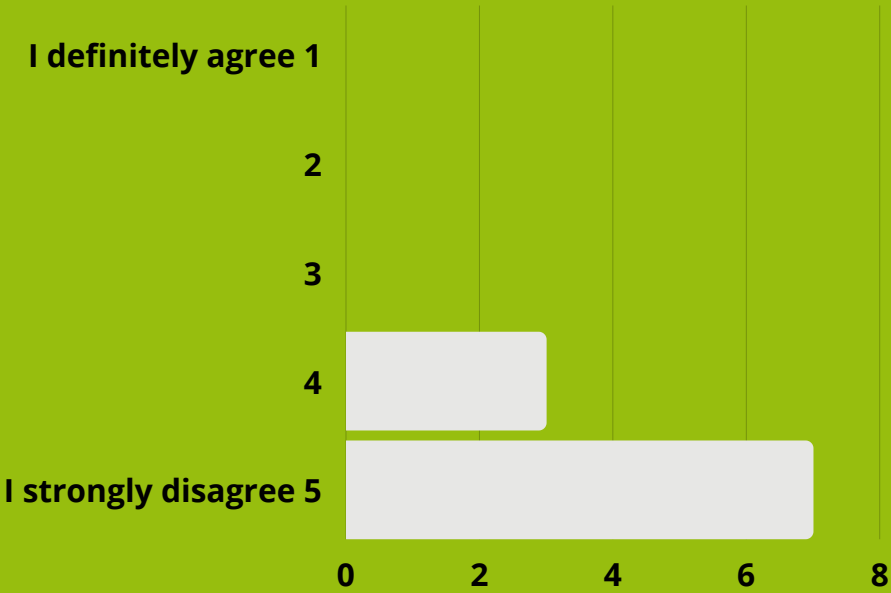
OUR COMPANY HAS CLEAR RULES  
REGARDING THE EMPLOYMENT OF  
CANDIDATES WITH A CRIMINAL  
RECORD



12. Rate these statements based on your company code:

PEOPLE WITH CRIMINAL BACKGROUNDS WHO HAVE BEEN CONVICTED OF A CRIME DO NOT HAVE A CHANCE TO WORK IN OUR COMPANY

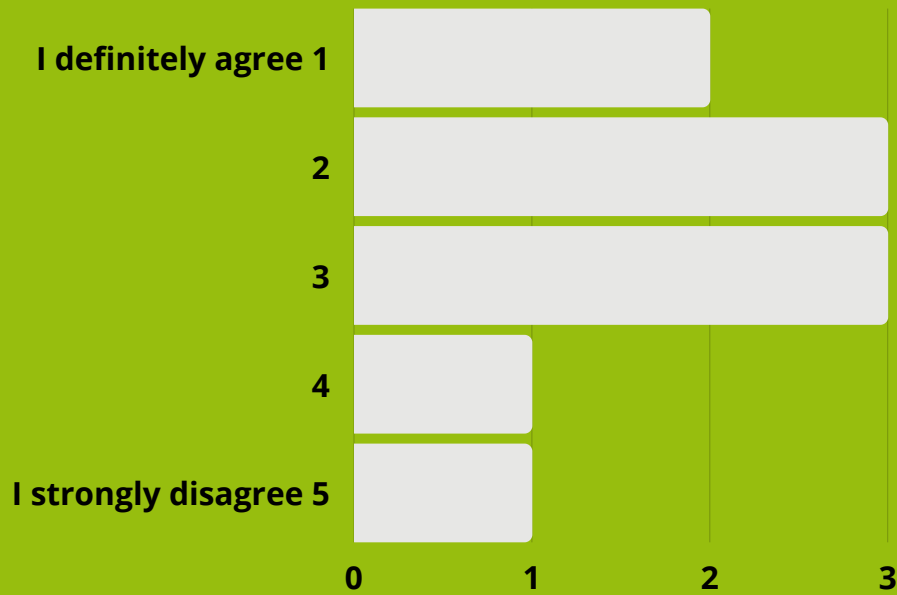
PEOPLE WITH CRIMINAL BACKGROUNDS WHO HAVE BEEN CONVICTED OF A MISDEMEANOR HAVE A CERTAIN CHANCE OF GETTING A JOB IN OUR COMPANY



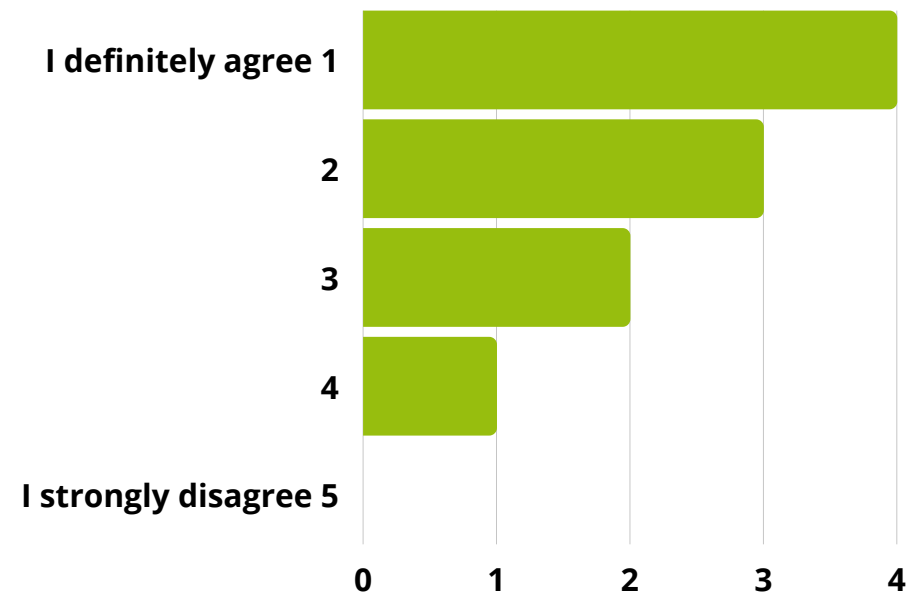


12. Rate these statements based on your company code:

JOB SEEKERS SHOULD STATE THEIR CRIMINAL HISTORY IN THEIR CV



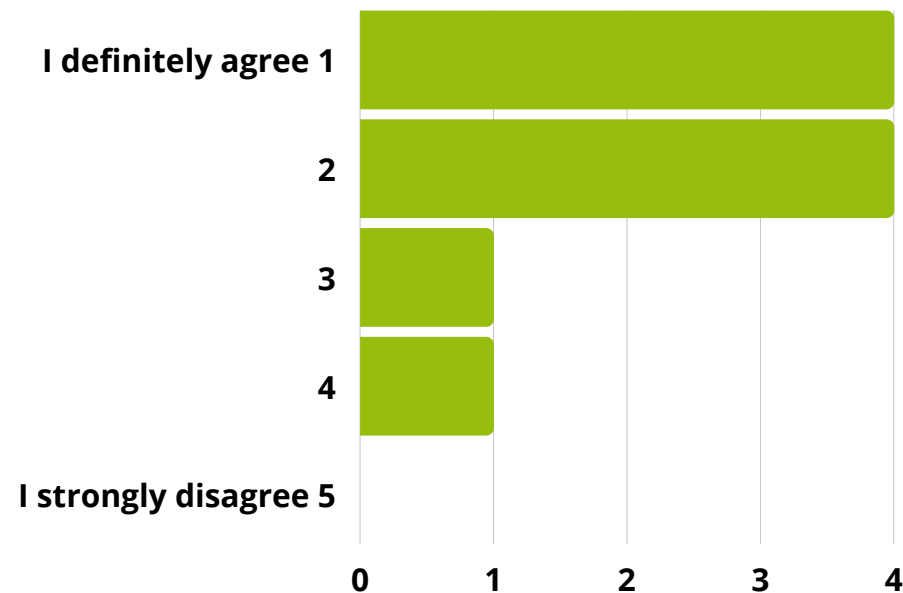
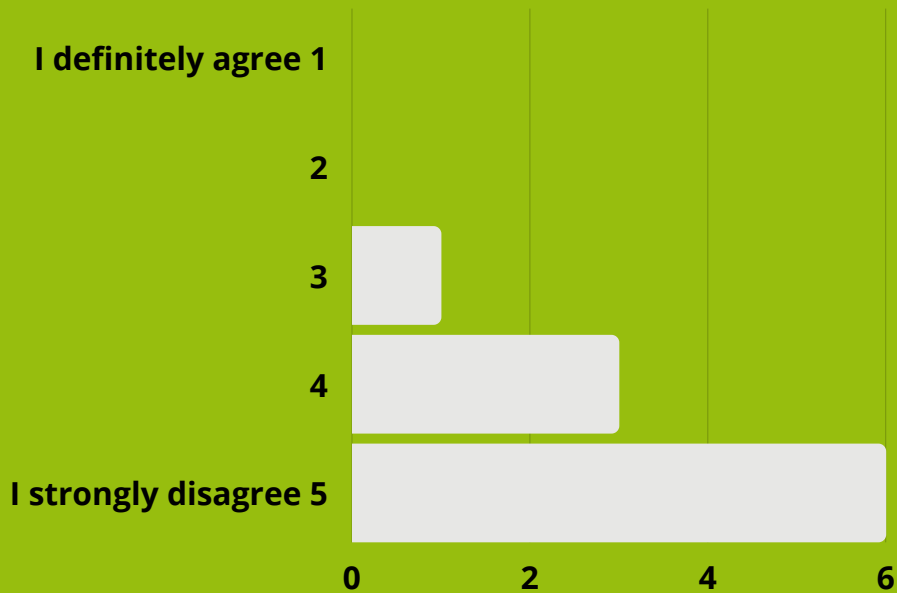
JOB SEEKERS SHOULD TALK ABOUT THEIR CRIMINAL HISTORY DURING THE JOB INTERVIEW



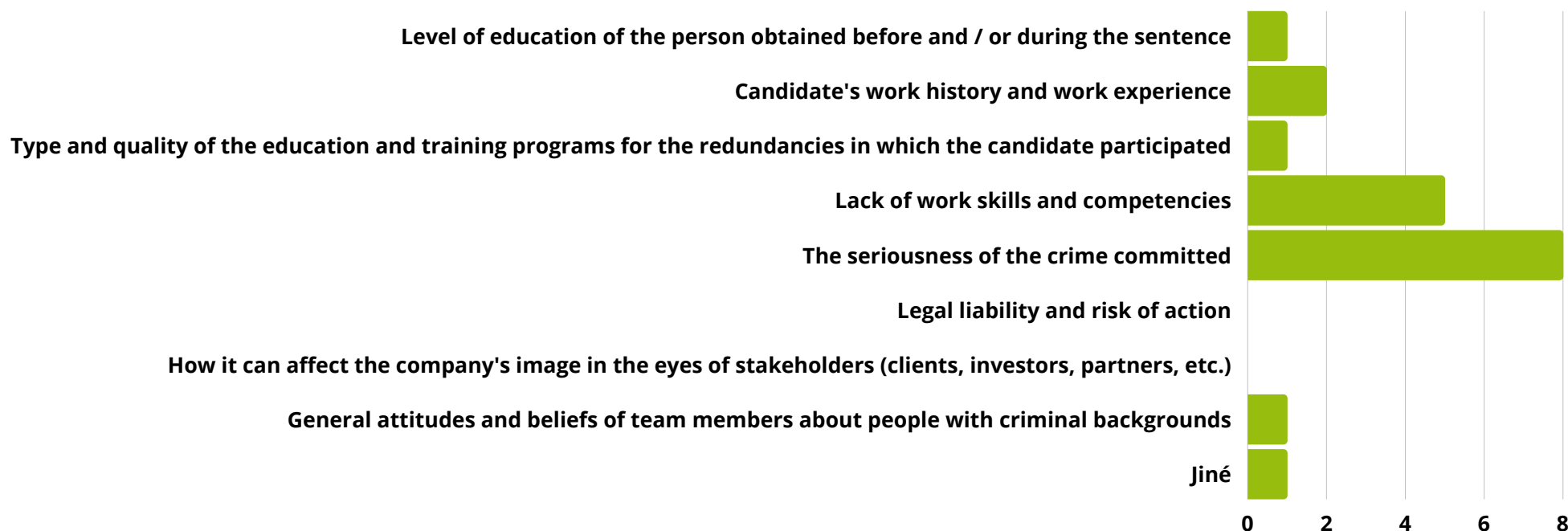
12. Rate these statements based on your company code:

HIRING PEOPLE WITH A CRIMINAL RECORD COULD DAMAGE THE IMAGE OF OUR COMPANY AMONG CLIENTS

OUR COMPANY KNOWS ABOUT THE SUPPORT PROGRAMS THAT ARE AVAILABLE WHEN EMPLOYING PEOPLE WITH A CRIMINAL HISTORY



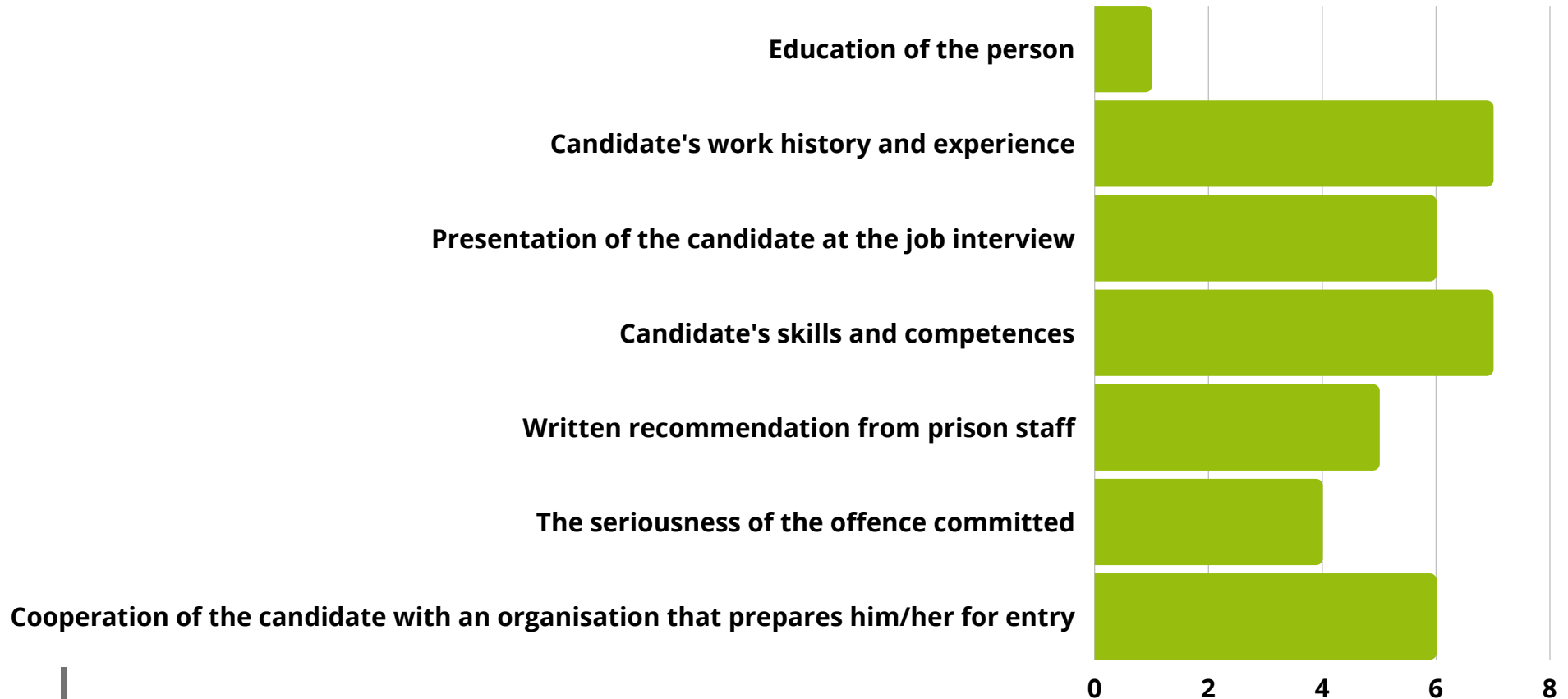
# 13. What are the main concerns in your company about employing people with a criminal record? Select all relevant options.



**Other:** in our country as sellers, they have material responsibility for the cash register, its content and daily sales are linked to this, credibility in working with money and responsibility for them.

# 14. What would be the deciding factors in your decision to recruit a person with a criminal history?

Select all relevant options.



# 15. What would you consider to be the possible benefits of accepting a candidate with a criminal record?

Select all relevant options.



# 5%

of new jobs in state-owned companies in Norway must be filled by people who have not been employed for the last 2-5 years due to addiction, illness or imprisonment.

LEDERNETT

Nyheter Nyttig HR-Dilemma Papirugaven Annonser Kontakt Nyhetsbrev



Kommunal- og moderniseringsminister Monica Mæland (Foto: Torbjørn Tandberg)

## Staten intensiverer inkluderingsarbeidet

Regjeringen har satt som mål at 5 prosent av alle nyansatte i staten skal ha nedsatt funksjonsevne eller "hull i CV-en". Nytt NAV-tilbud skal gjøre det enklere for statlige virksomheter å nå det ambisiøse målet.

Redaksjonen

PUBLISERT Torsdag 31. januar 2019 - 14:21



**Do you, as an employer, agree that such a condition should be introduced in the Czech Republic as well? Please indicate why you agree or disagree.**

I agree. This is a similar issue to quotas for women in areas where they cannot normally go because of different stereotypical approaches. I am in favor, moreover, when it comes to state institutions and companies.

Why not, it's an opportunity and how it will be seized depends only on the candidate.

I do not have a deeper awareness of this matter, my opinion is connected more with the candidate's work history by his reliability than by his obligatory share.

in state-owned companies I fully and calmly agree more percent, in private companies I would work on motivational components (tax relief, salary contribution, etc.)

I do not agree, within the private sector, I cannot imagine how we would meet this condition

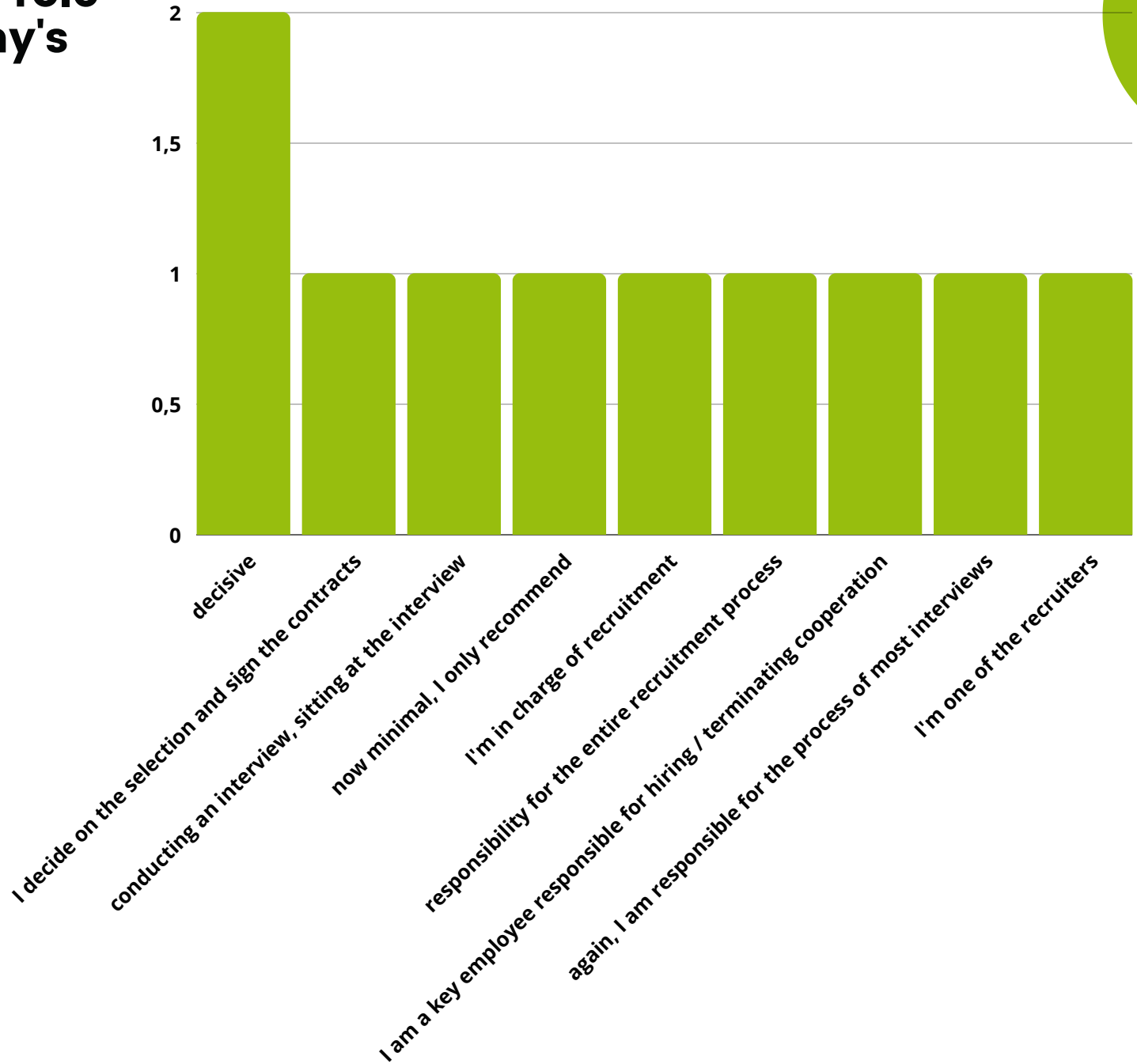
I agree that people learned from their mistakes can return to normal life.



# QUESTIONS CONCERNING THE RESPONDENT AND HIS PERSONAL EXPERIENCE



## 17. What is your role in your company's recruitment processes?



**18. If the company in which you previously worked and / or currently works employed / employs a person with a criminal history, please briefly describe your experience of working with this person. If you do not have this experience, leave the question blank**

In most cases, people with a criminal history appreciate our approach without prejudice and try very hard to prove to us and to ourselves that they deserve a chance. After about 3 - 6 months, there is usually a noticeable decline in work commitment, which can be reversed by employee motivation and personal approach. A relatively fundamental problem then arises between 1 and 2 years after the start of cooperation, when these workers often begin to realize that despite their integration, effort and hard work, they live a relatively modest life.

we work very sparingly with former drug addicts, it never happened and internally we decided to no longer employ these people

Personal experience is positive, with some exceptions.

Most are motivated to break away from the past.

In the past, we employed a person with a criminal history, and we retrospectively evaluate that we should have found out more information about his criminal activity during the interview. Over time, it happened to us that he started doing previous problematic actions directly on the company's premises, and because it was about sexual coercion and we are a place striving for maximum security, it was really problematic. We learn from this that it is necessary to find out more information and be open to these people, but strict and not to give competencies and approaches too soon, but only after gaining sufficient responsibility.

**19. Do you personally know someone who has been convicted of a crime or been in prison?**

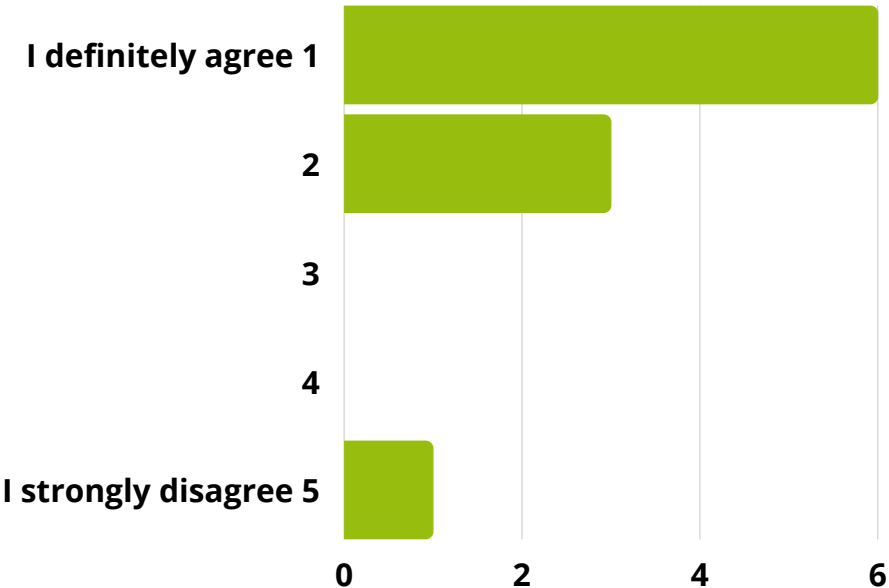
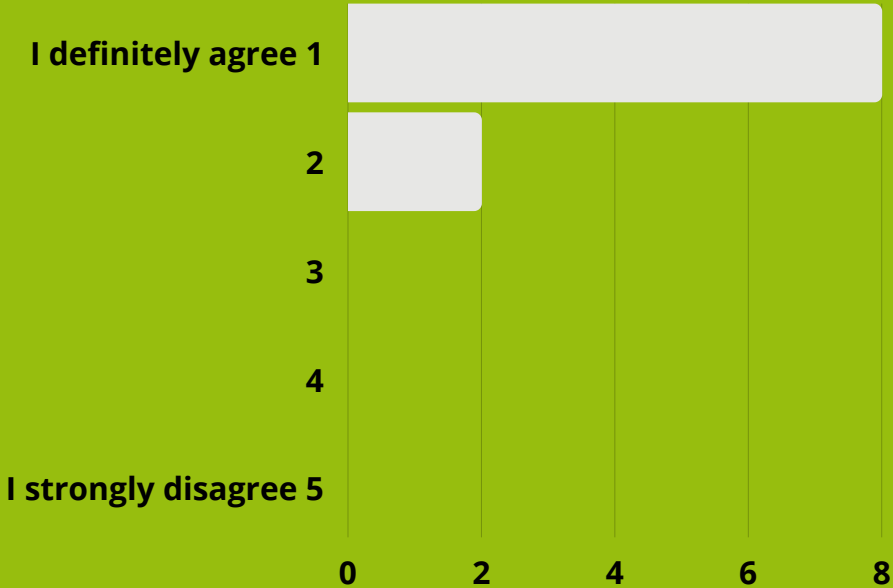


**Yes  
100%**

20. Evaluate the following statement in your personal opinion:

PEOPLE WITH CRIMINAL BACKGROUNDS SHOULD BE GIVEN A SECOND CHANCE

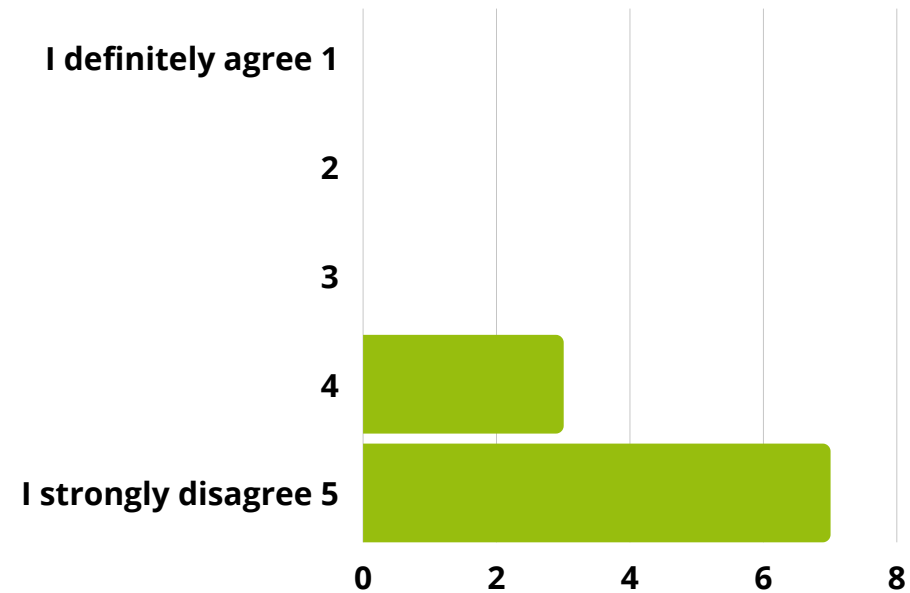
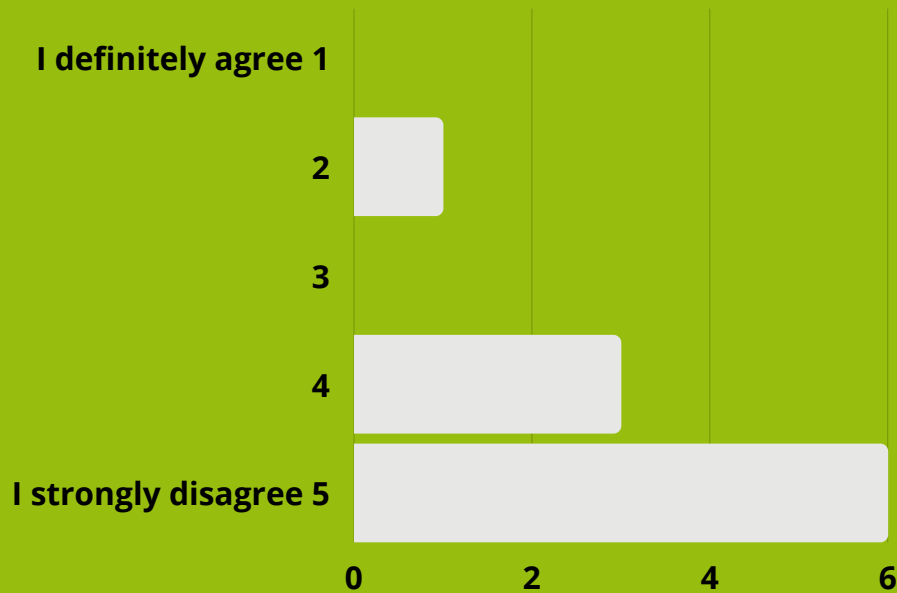
SOCIETY SHOULD NOT REMIND PEOPLE WITH A CRIMINAL HISTORY OF THEIR CRIMES



20. Evaluate the following statement in your personal opinion:

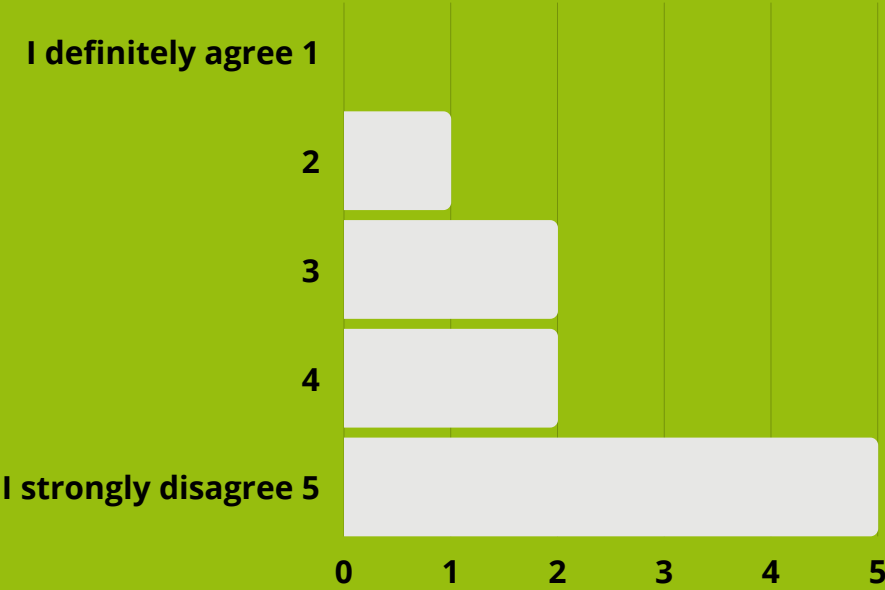
KNOWING THAT MY COLLEAGUE HAS A CRIMINAL HISTORY, I WOULD NOT FEEL SAFE IN THE WORKPLACE

I WOULD NOT LIKE TO WORK IN A COMPANY THAT ACCEPTS PEOPLE WITH A CRIMINAL HISTORY

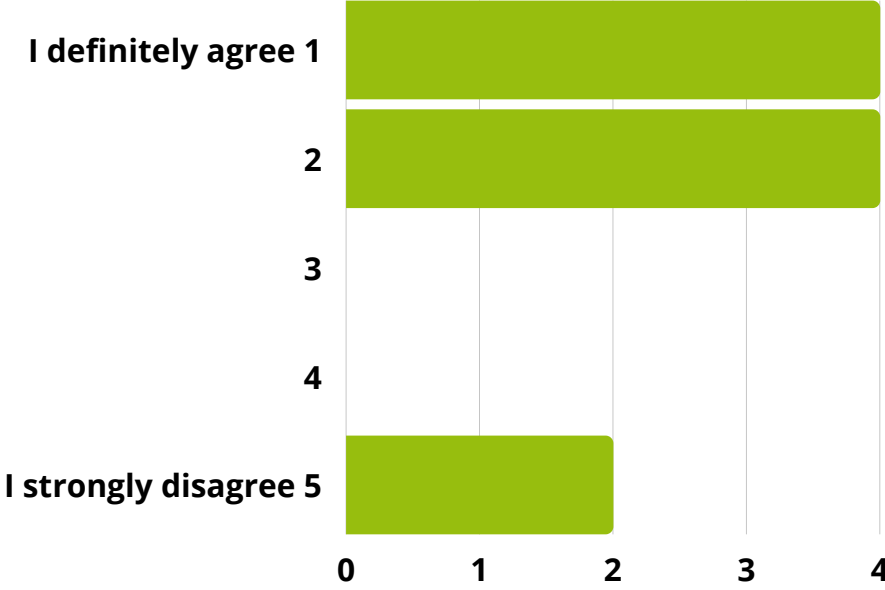


20. Evaluate the following statement in your personal opinion:

PEOPLE WITH CRIMINAL BACKGROUNDS ARE NOT READY TO WORK BECAUSE THEY LACK BASIC WORK SKILLS

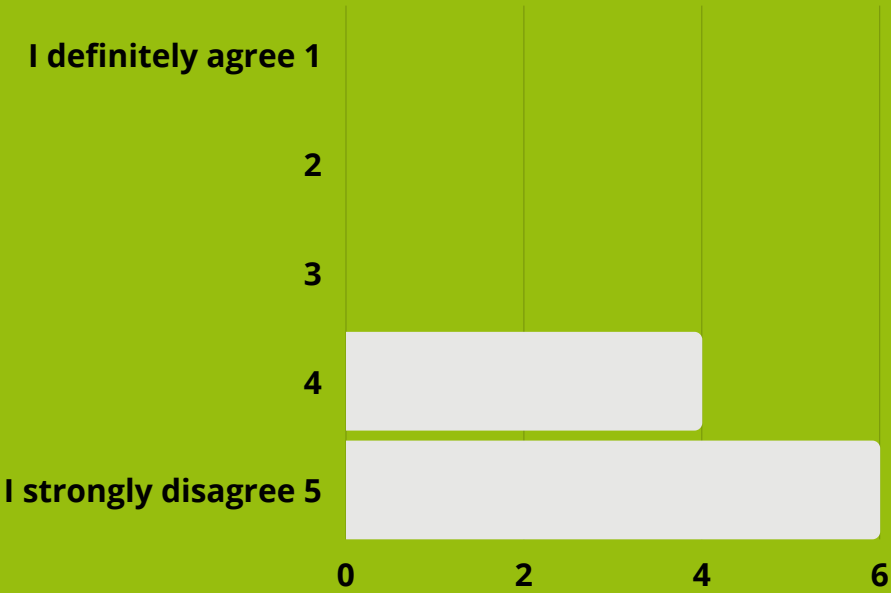


MY VIEW OF PEOPLE WITH A CRIMINAL HISTORY IS MOSTLY BASED ON PERSONAL EXPERIENCE

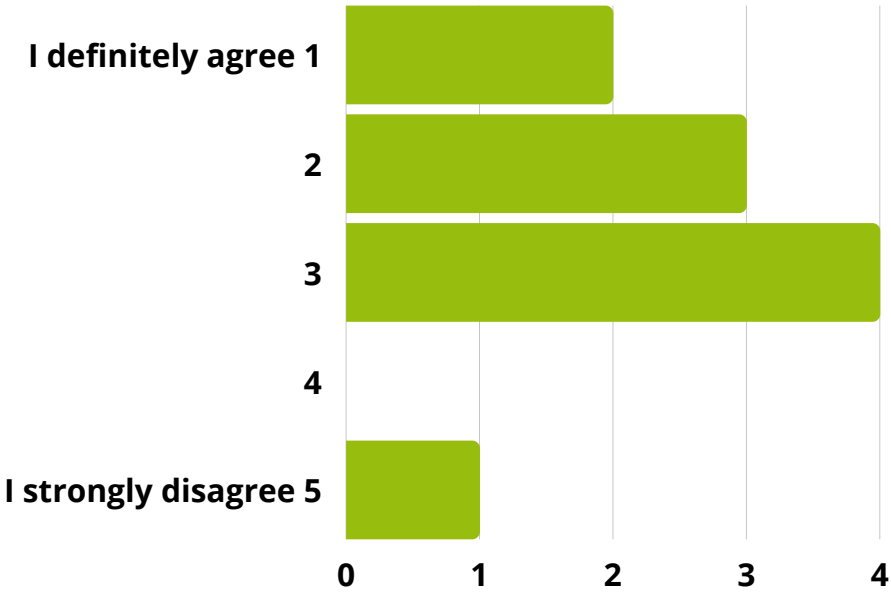


20. Evaluate the following statement in your personal opinion:

MY PERCEPTION OF PEOPLE WITH CRIMINAL BACKGROUNDS IS MOSTLY BASED ON INFORMATION FROM THE MEDIA



PEOPLE WITH CRIMINAL BACKGROUNDS ARE STIGMATIZED IN SOCIETY



20. Evaluate the following statement in your personal opinion:

I WOULD FEEL SAFE KNOWING THAT  
MY NEIGHBOR HAS A CRIMINAL  
RECORD





Thank you for  
your attention!



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