

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.

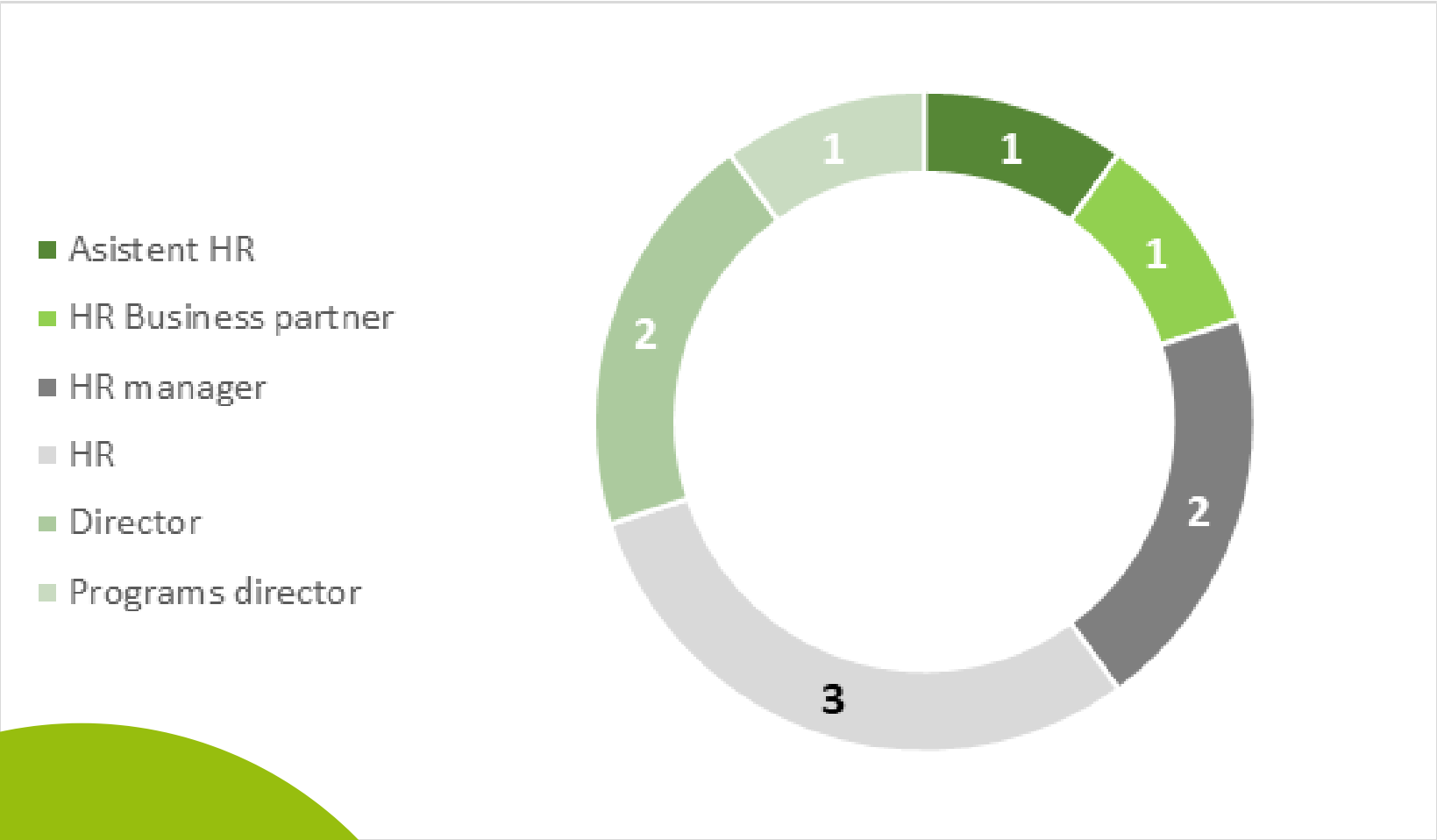
PROJECT, DONORS

Young Ex-offenders Support (YES)
Erasmus+

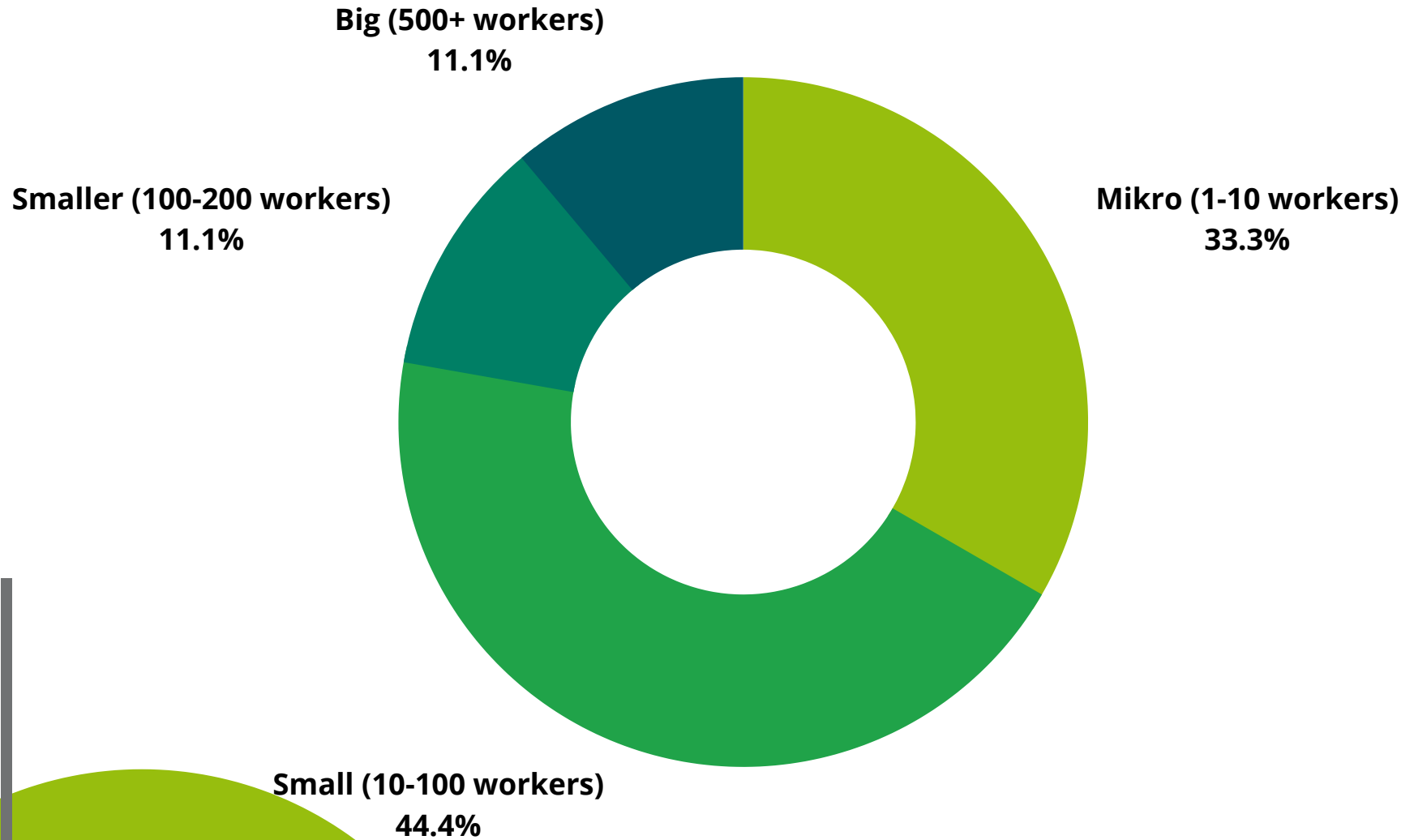


QUESTIONS CONCERNING
THE COMPANY AND ITS
PROCEDURES:

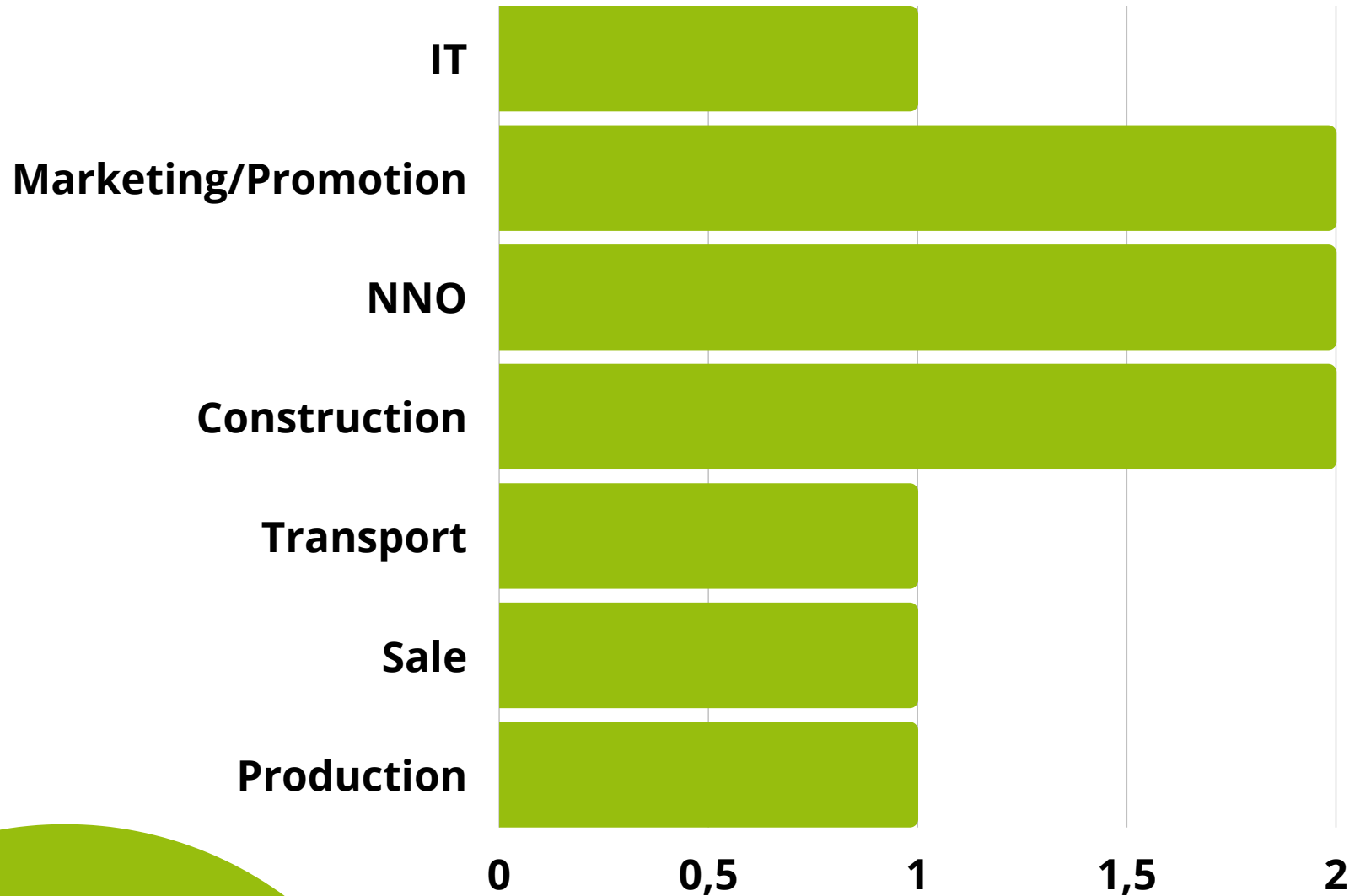
1. 1. What position do you hold in the company?



2. How big is the company you work for?

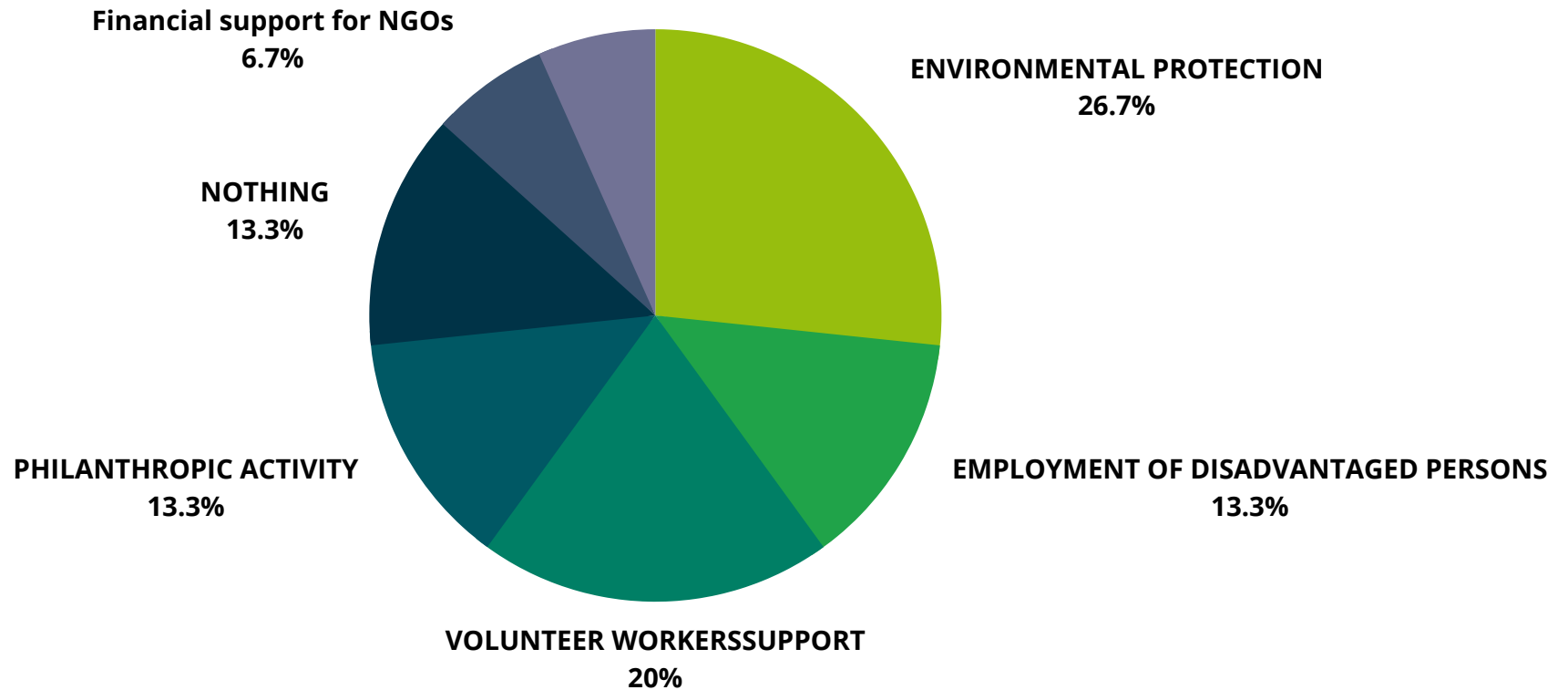


3. In what field does your company work?



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

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



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

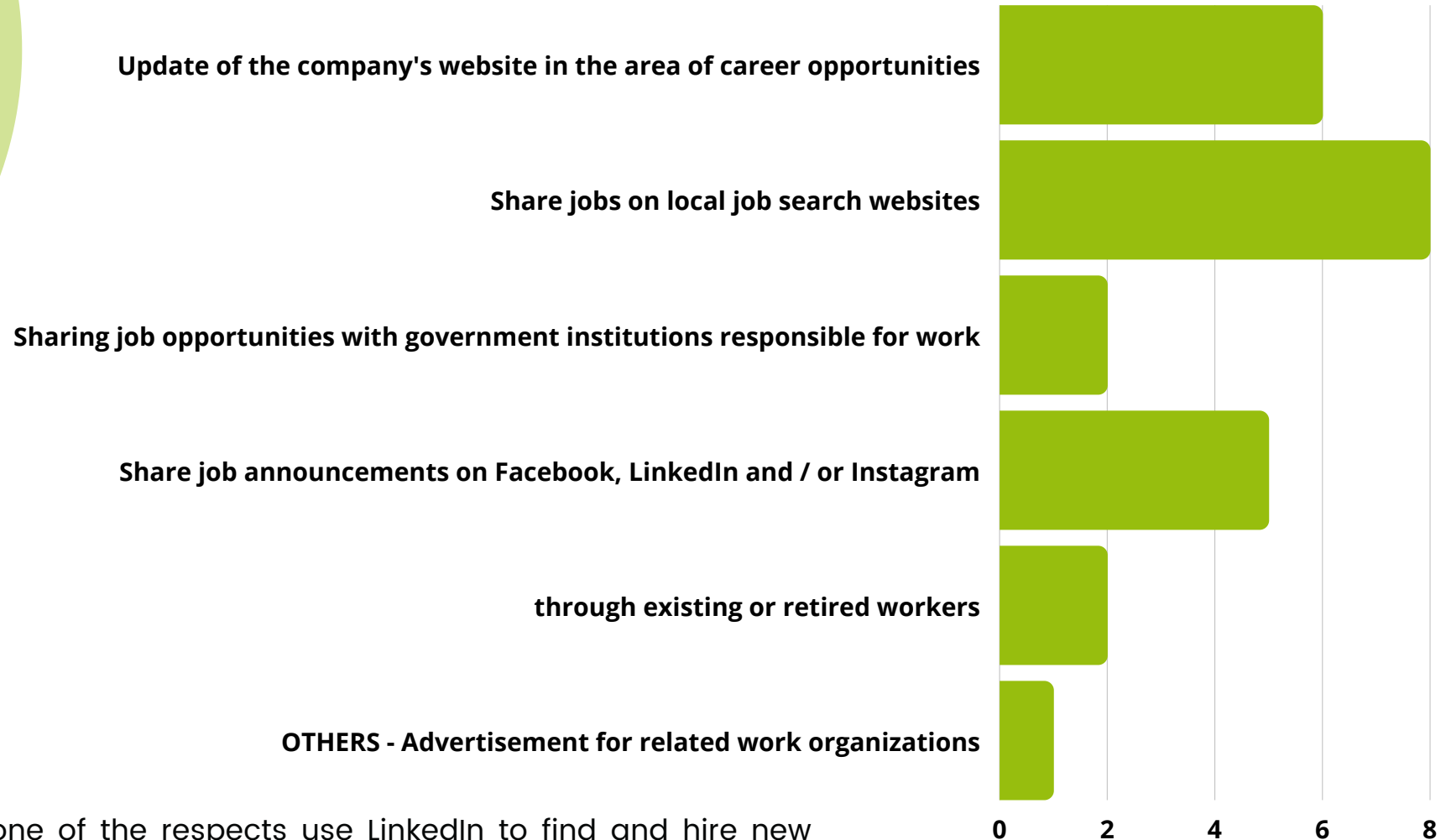
- advertisement - questionnaire - personal meeting
- We have a Talent Team that is looking for + ads
- Advertisement, personal interviews, boarding
- Personal meetings with candidates arising from advertisements
- advertising, personal interviews
- Advertising on the web, followed by personal interviews

- I have the same workers for several years, if looking for a new (next) it is on the recommendation, if someone ends, it brings compensation
- standard: advertisement - assessment of CVs - 2 rounds of personal interviews with selected candidates - verification of references

- Advertising, selection, interviews, assessment and development center
- recommendations from employees, advertising on the Internet

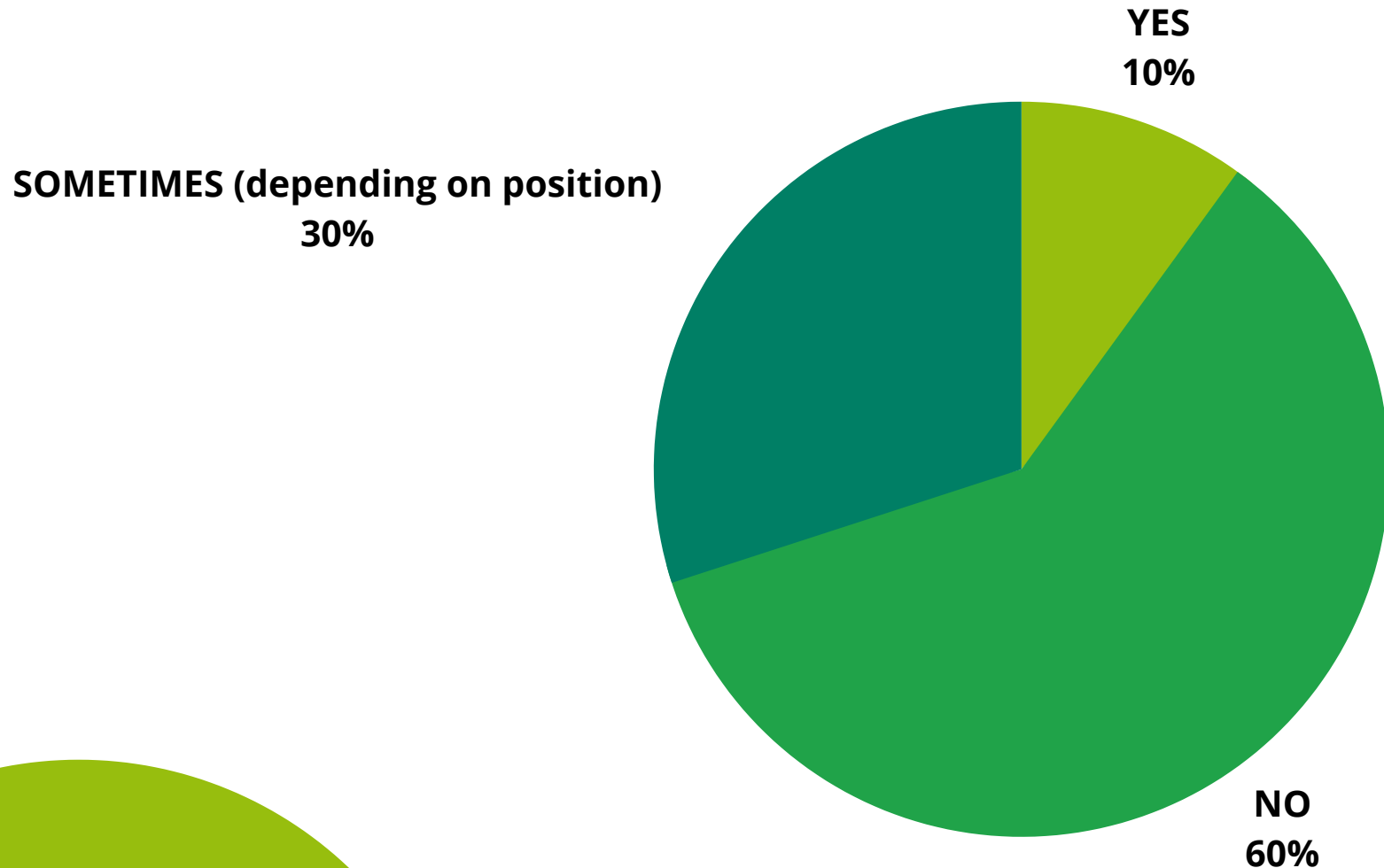
6. How does your company search for and acquire new employees?

Select all applicable options.

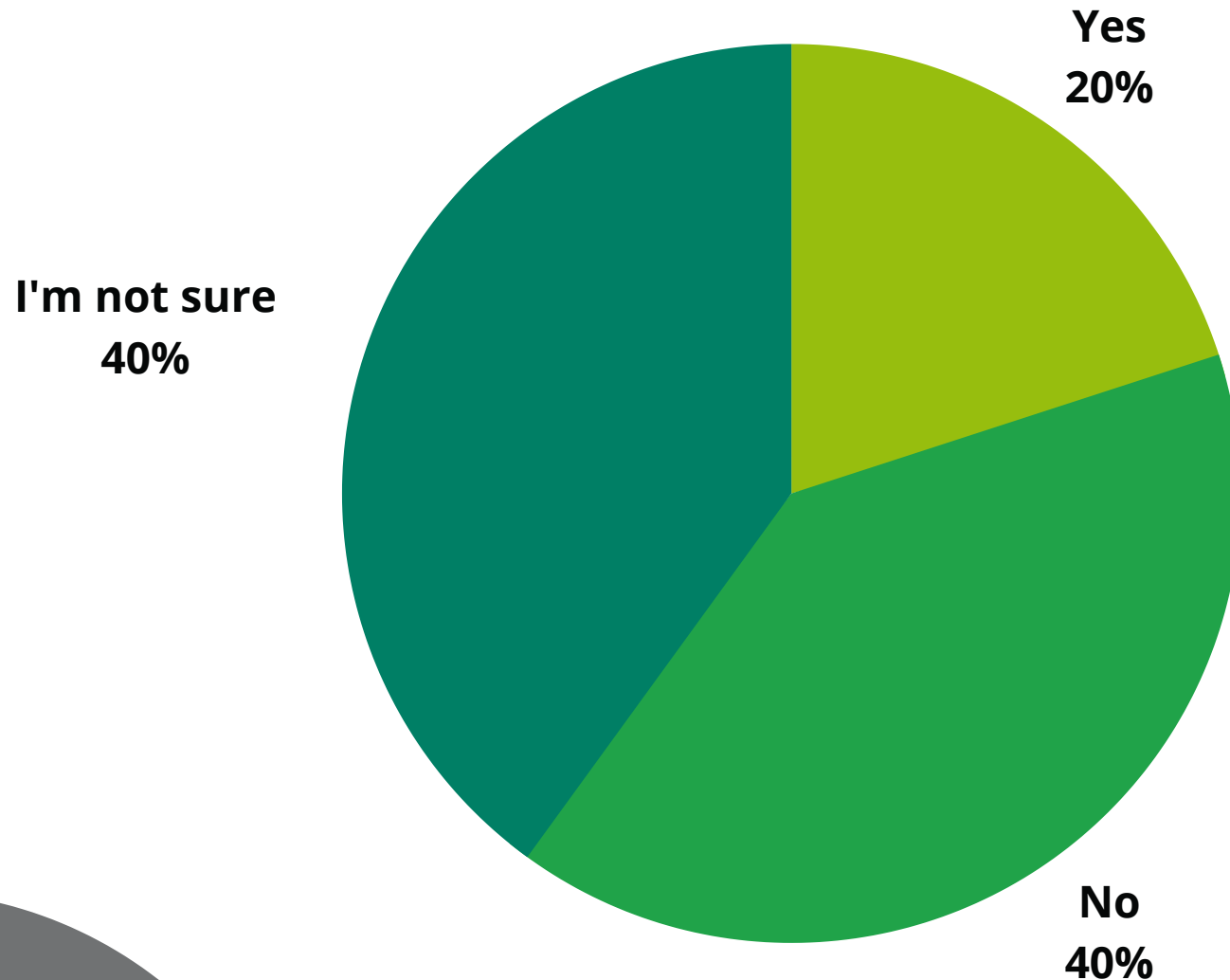


None of the respects use LinkedIn to find and hire new employees.

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



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



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?

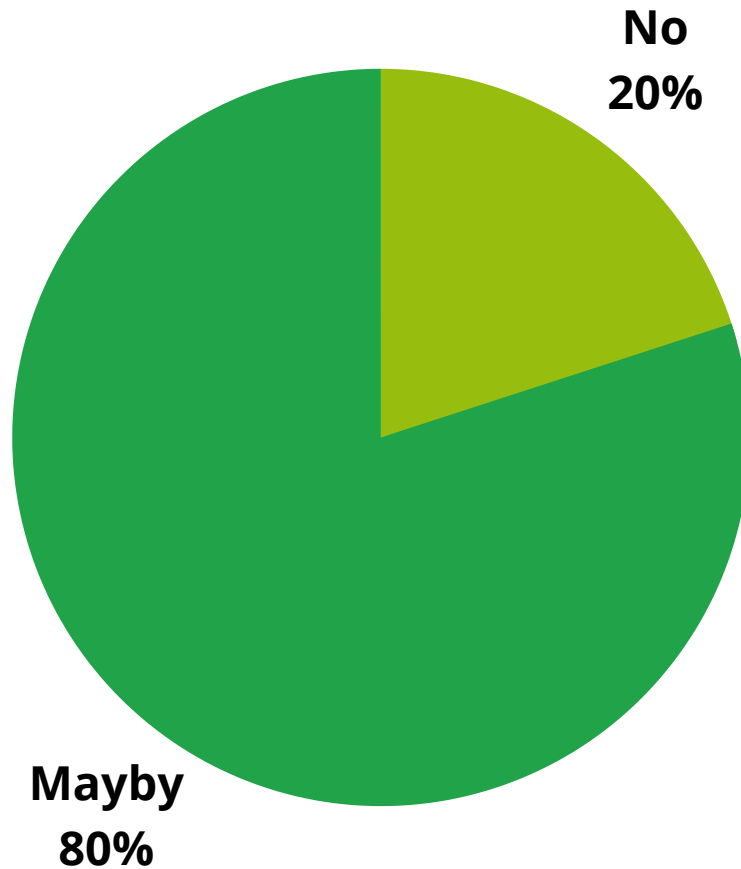
- Yes. And if the candidate wants to talk about it, it is a sign of trust for us.
- We do not require a criminal record if the candidate wants to speak, we leave room and discuss it with him.
- We are not interested in the criminal record
- No one has been like that yet

- such a situation has arisen, so he would have the opportunity to talk about it
- so far we have not had such applicants or we do not know about it

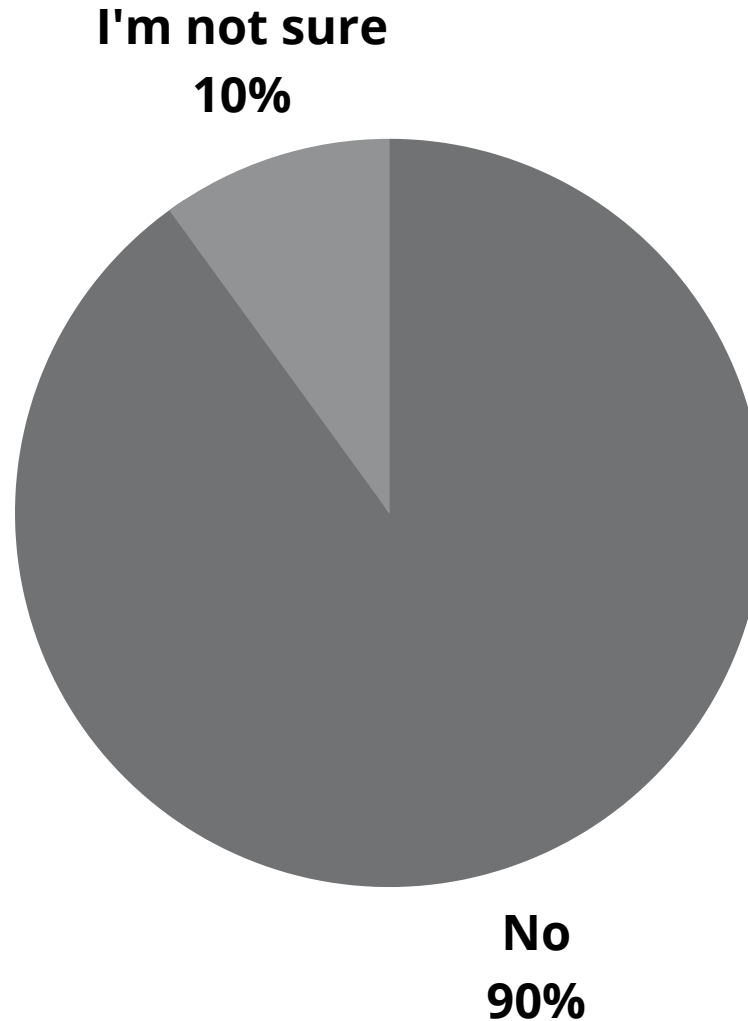
in the past we hired employees on condition he himself needed to talk about it / defend himself

if it happened, I would mainly ask about the motivation for the act and what is different for the client than before, that it will not happen again

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



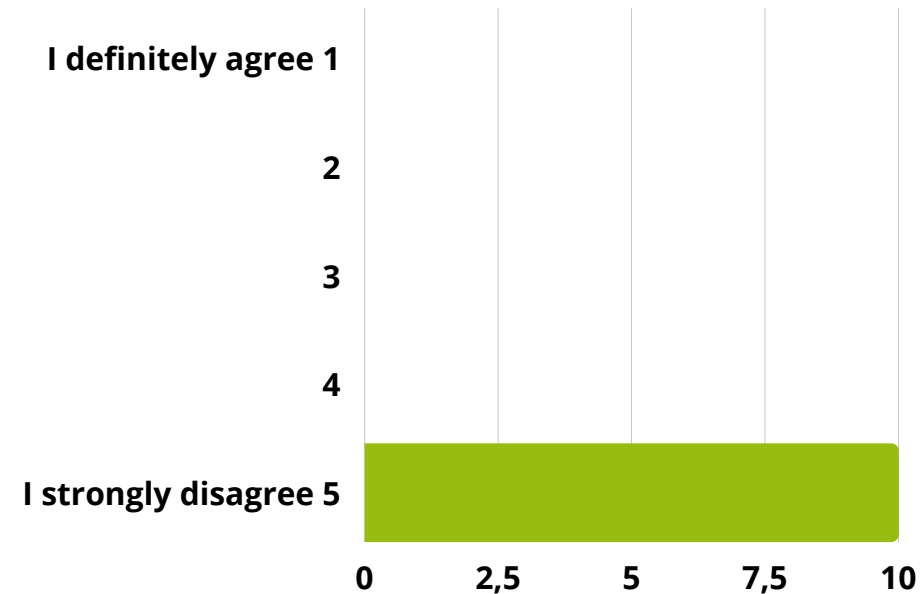
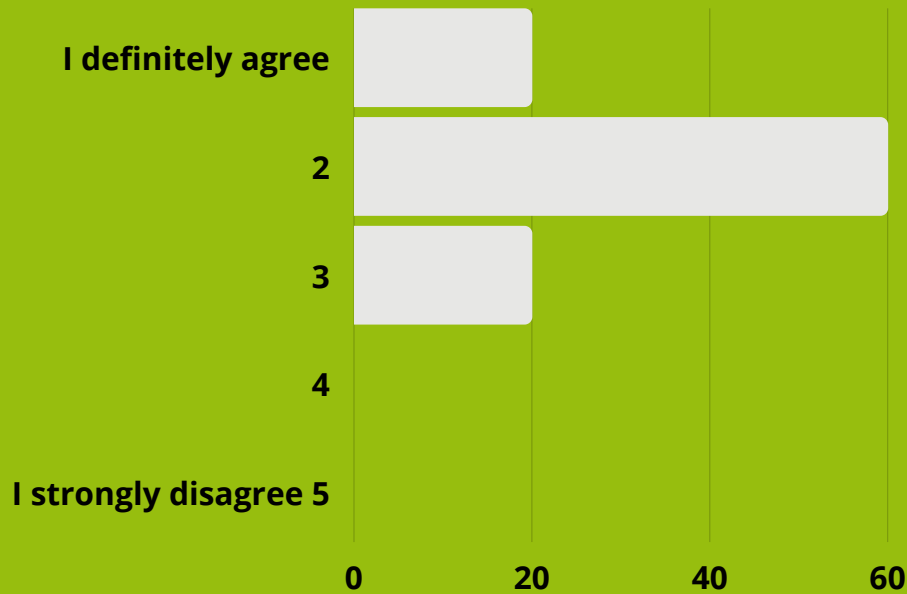
11. Does your company participate in a partnership with a prison or similar facility to employ convicts?



12. Rate these statements based on your company code:

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

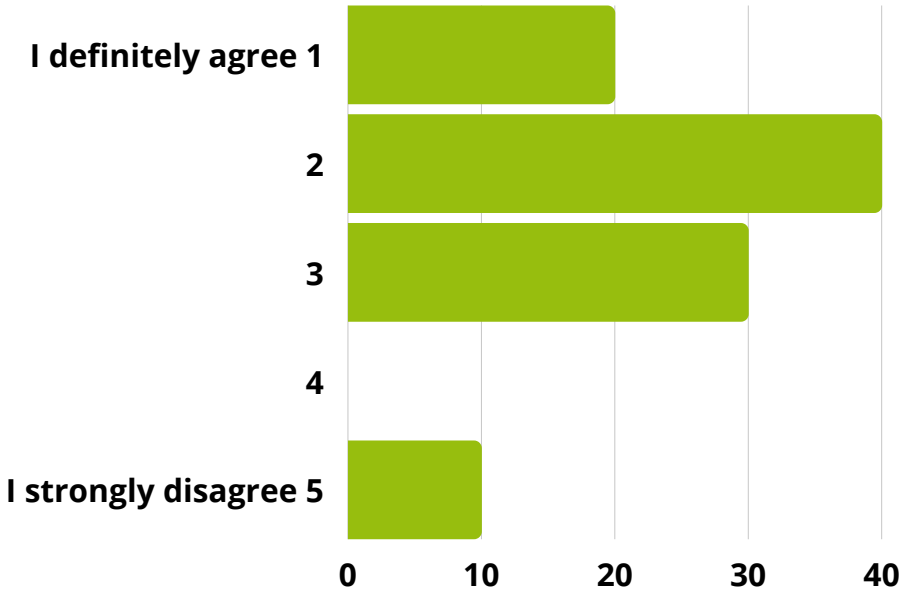
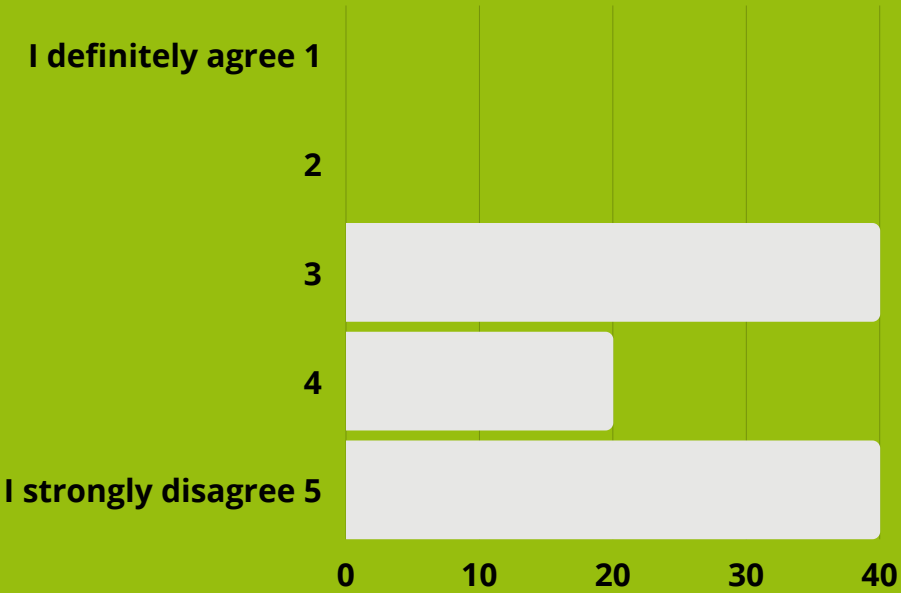
OUR COMPANY HAS CLEAR RULES
REGARDING THE EMPLOYMENT OF
CANDIDATES WITH A CRIMINAL
RECORD



12. Rate these statements based on your company code:

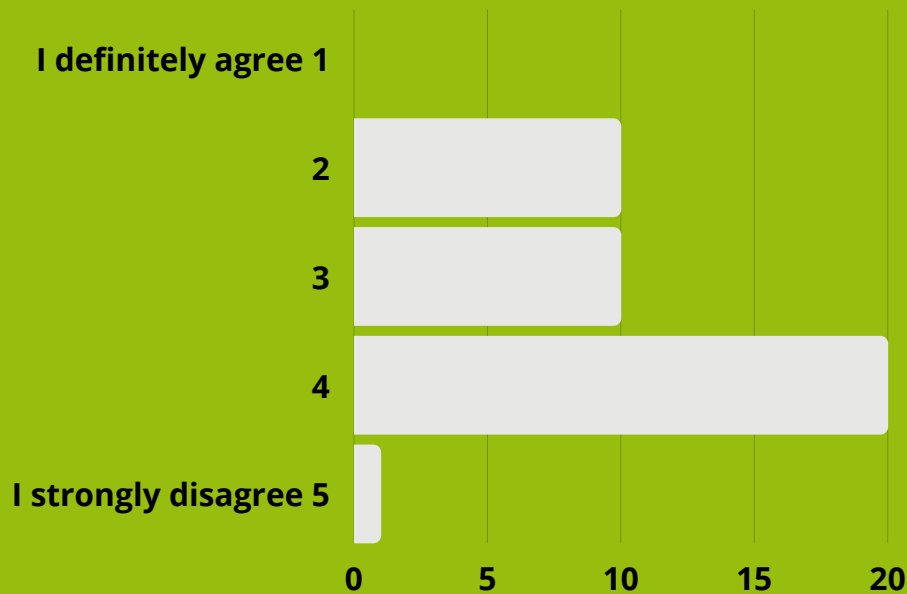
PEOPLE WITH CRIMINAL BACKGROUNDS WHO HAVE BEEN CONVICTED OF A CRIME DO NOT HAVE A CHANCE TO WORK IN OUR COMPANY

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

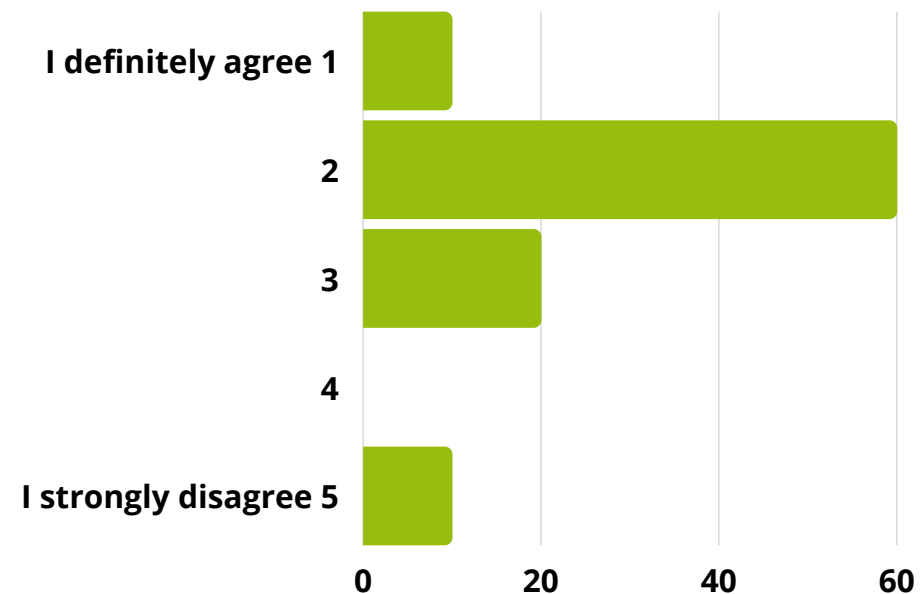


12. Rate these statements based on your company code:

JOB SEEKERS SHOULD STATE THEIR
CRIMINAL HISTORY IN THEIR CV



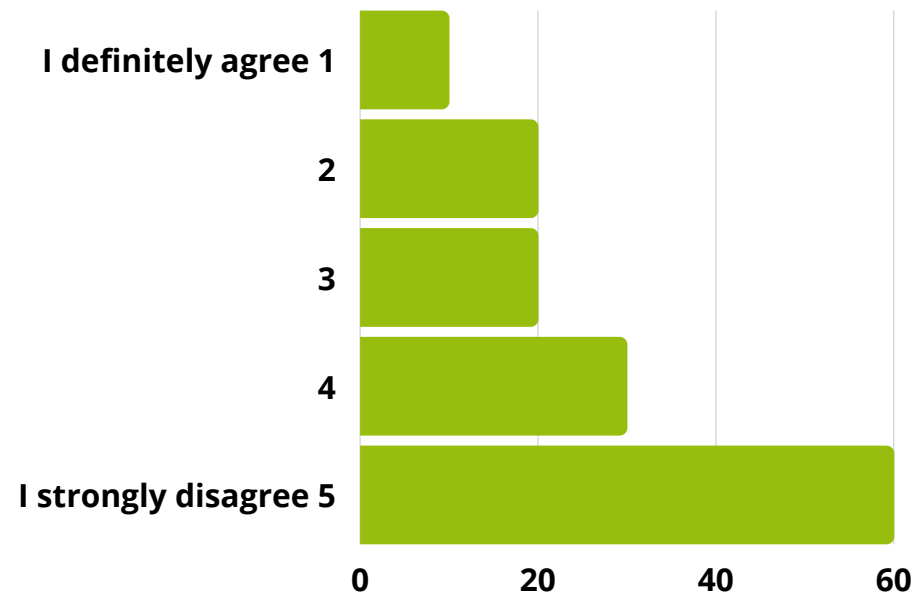
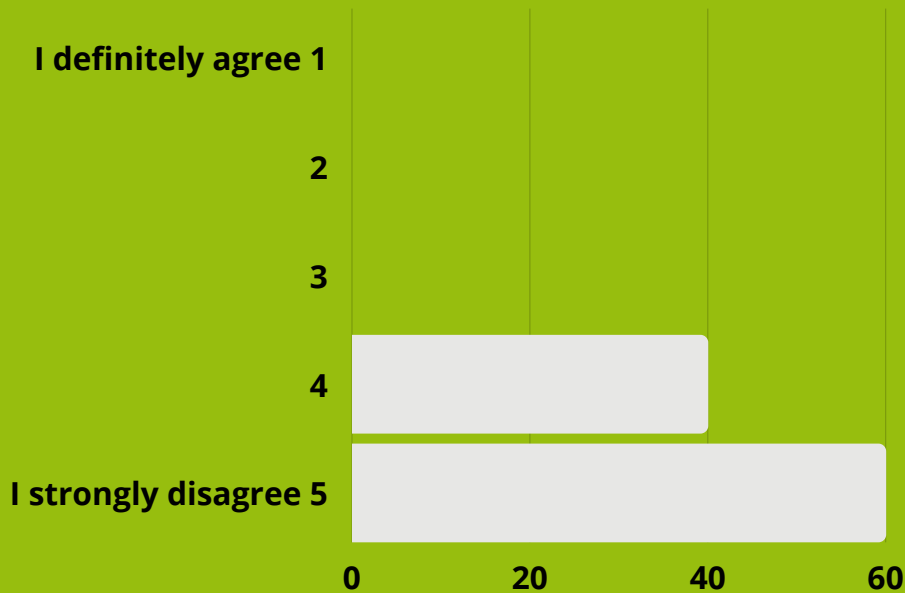
JOB SEEKERS SHOULD TALK ABOUT
THEIR CRIMINAL HISTORY DURING THE
JOB INTERVIEW



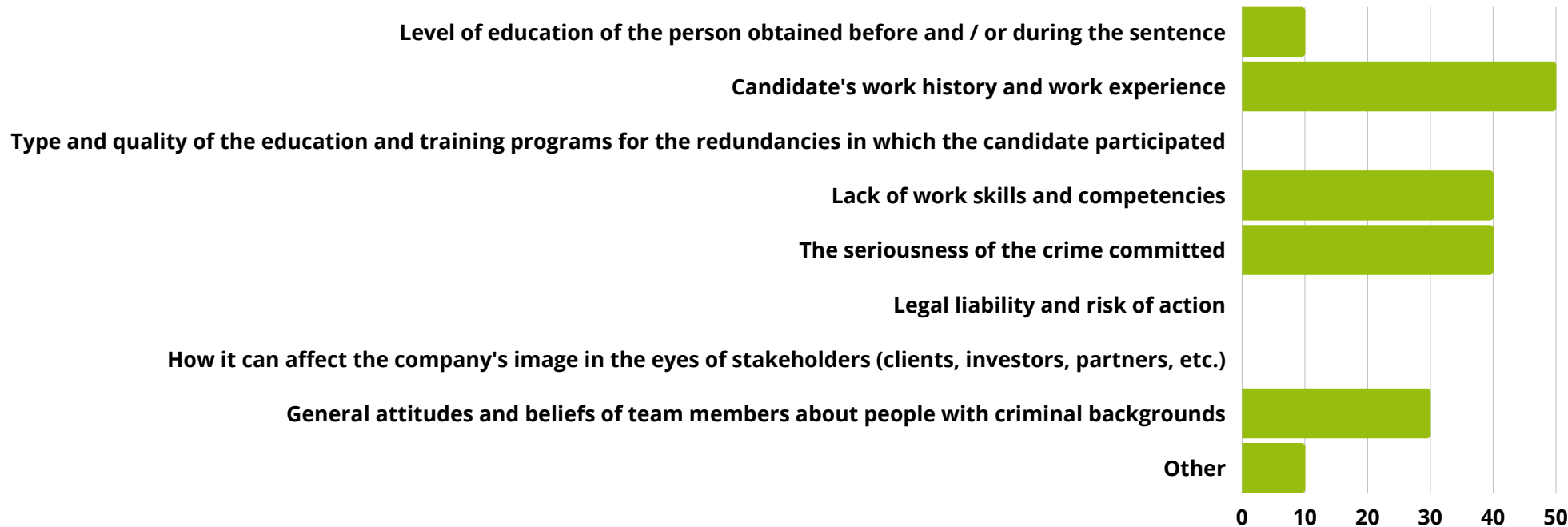
12. Rate these statements based on your company code:

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.



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 disagree. It is another bureaucratic obligation for employers. If it was on a voluntary basis with the possibility of benefits if the employer complies, then yes. But as an obligation, definitely not.
- Yes

- I am not in favour of any quotas or regulations for employers, a company can employ whoever it wants.

- I beg to differ, not just for people who have been in prison.
- It's just not possible in all companies.

- I can't imagine it in the Czech Republic, we have a different mentality.
- I can't imagine it being applicable to all employers.
- I agree, people should be given a chance.

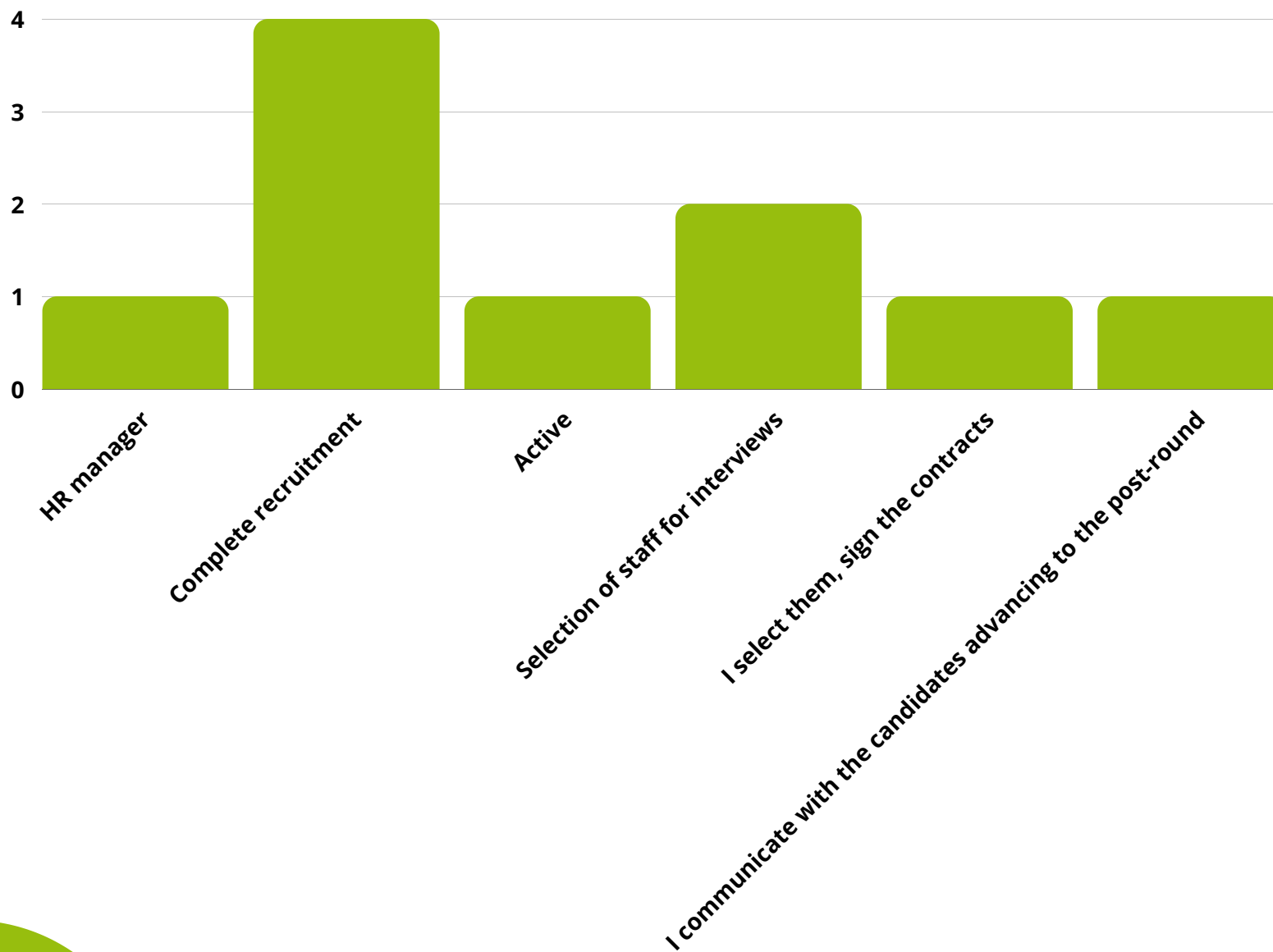
- I would agree with companies with a minimum of 50 or more employees.

- I don't know



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

he doesn't employ or I don't know about it

At the interview he talked about probation, he wanted me to present it to the team, we made it clear from the first moment we were ok with it.

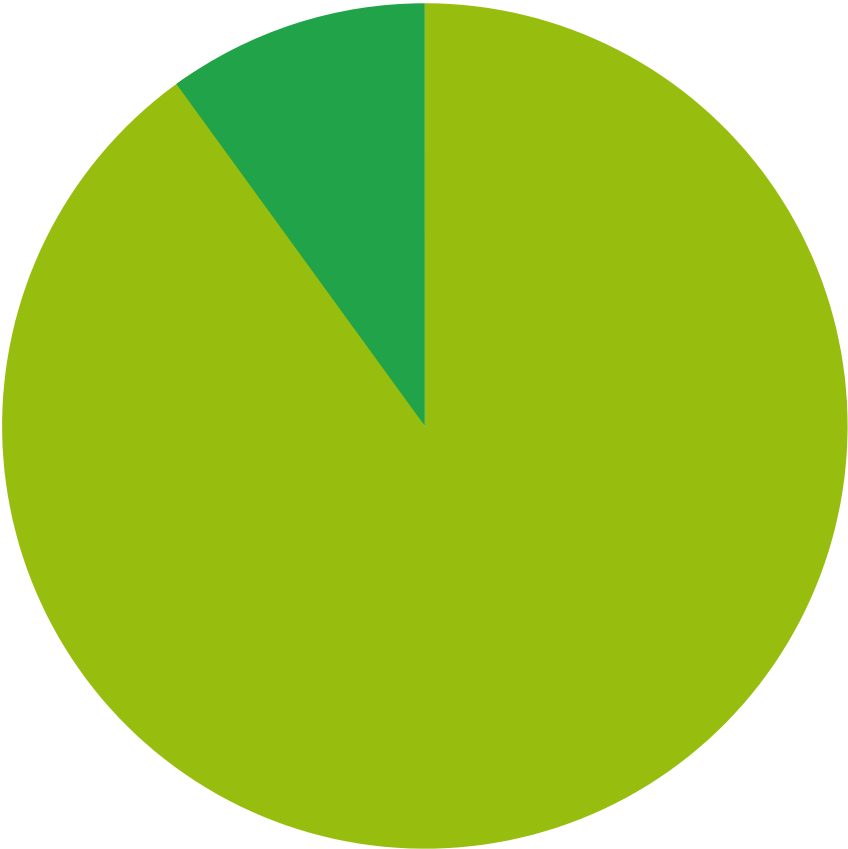
He doesn't employ

Usually an interview, a letter from the prison, a contract for a future contract and help to get on my feet :)

I'm not aware of such a person.

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

No/I don't know
10%

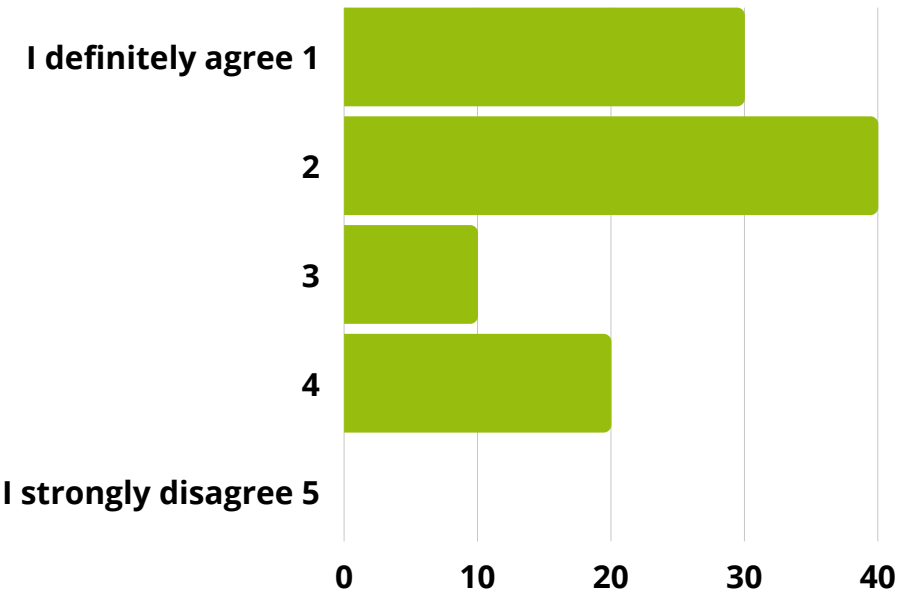
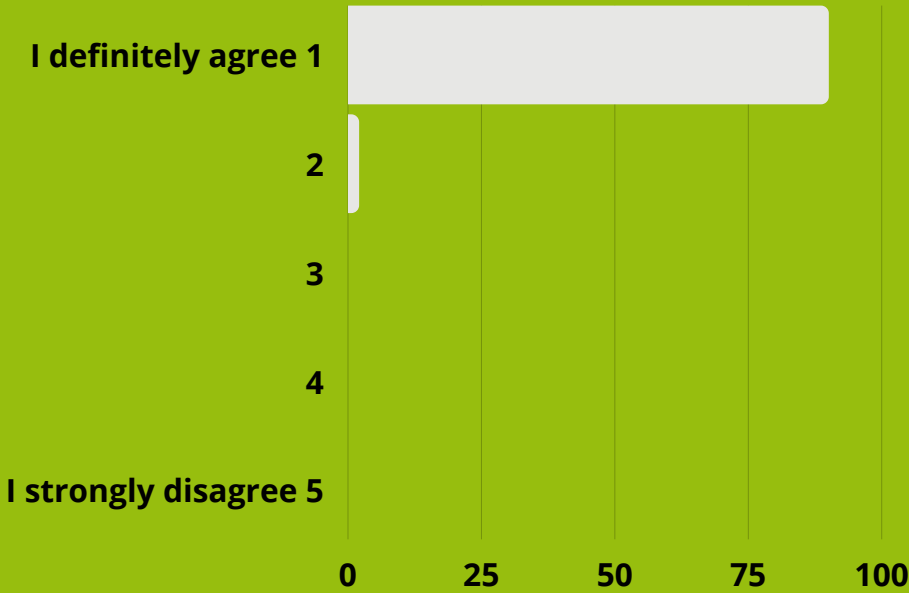


Yes
90%

20. Evaluate the following statement in your personal opinion:

PEOPLE WITH CRIMINAL BACKGROUNDS SHOULD BE GIVEN A SECOND CHANCE

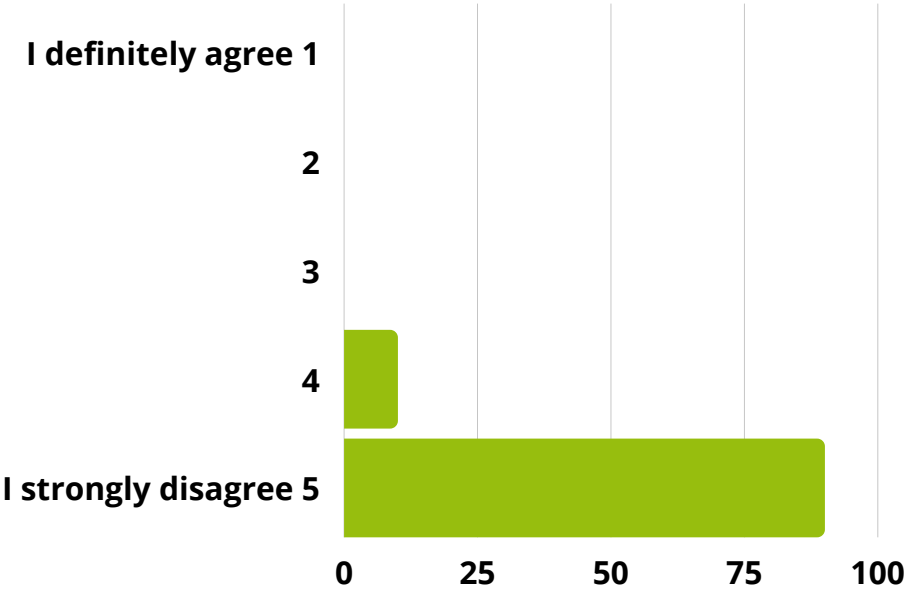
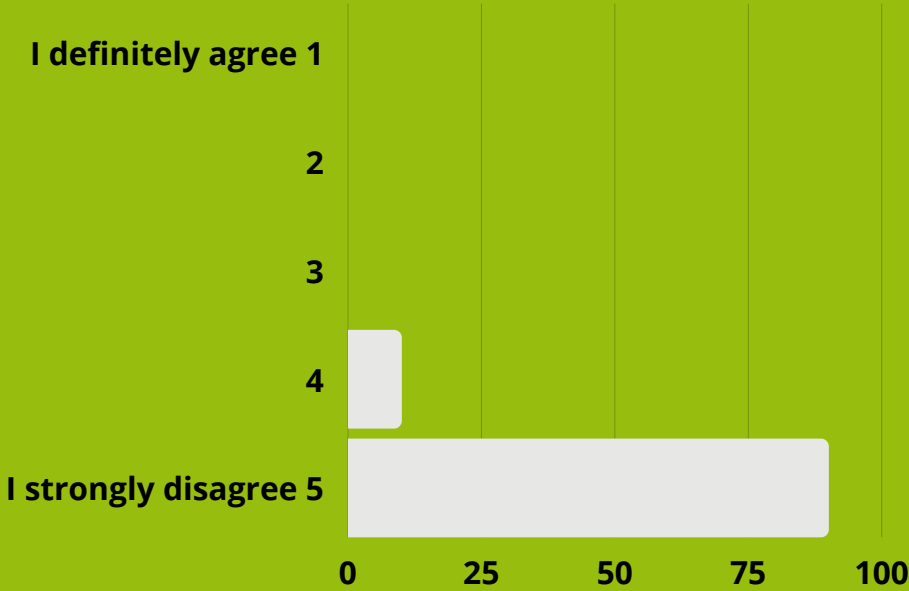
SOCIETY SHOULD NOT REMIND PEOPLE WITH A CRIMINAL HISTORY OF THEIR CRIMES



20. Evaluate the following statement in your personal opinion:

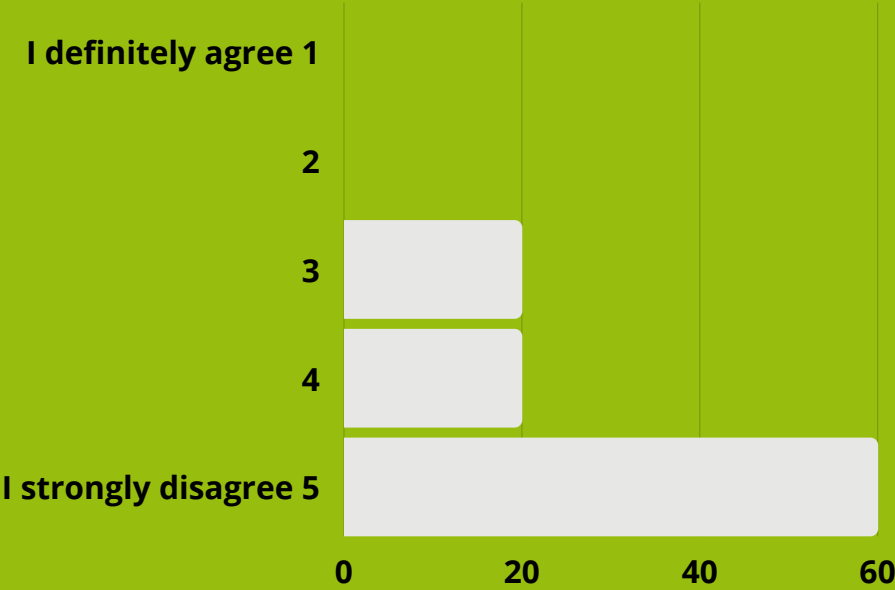
KNOWING THAT MY COLLEAGUE HAS A CRIMINAL HISTORY, I WOULD NOT FEEL SAFE IN THE WORKPLACE

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

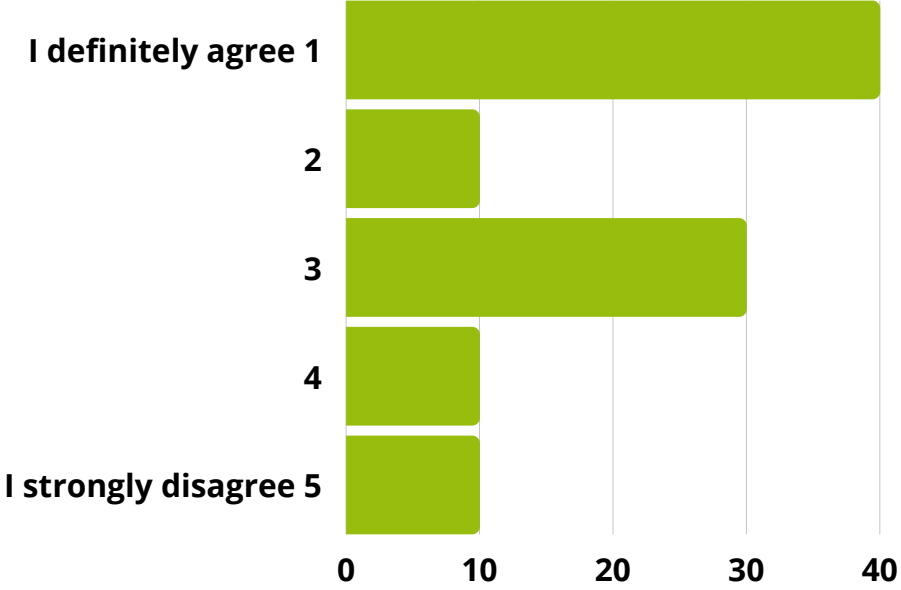


20. Evaluate the following statement in your personal opinion:

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

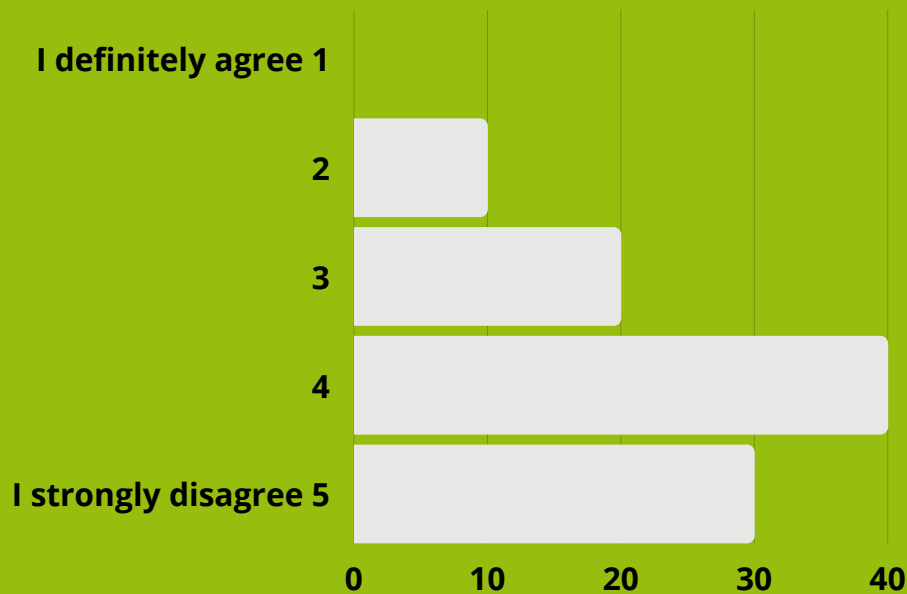


MY VIEW OF PEOPLE WITH A CRIMINAL HISTORY IS MOSTLY BASED ON PERSONAL EXPERIENCE

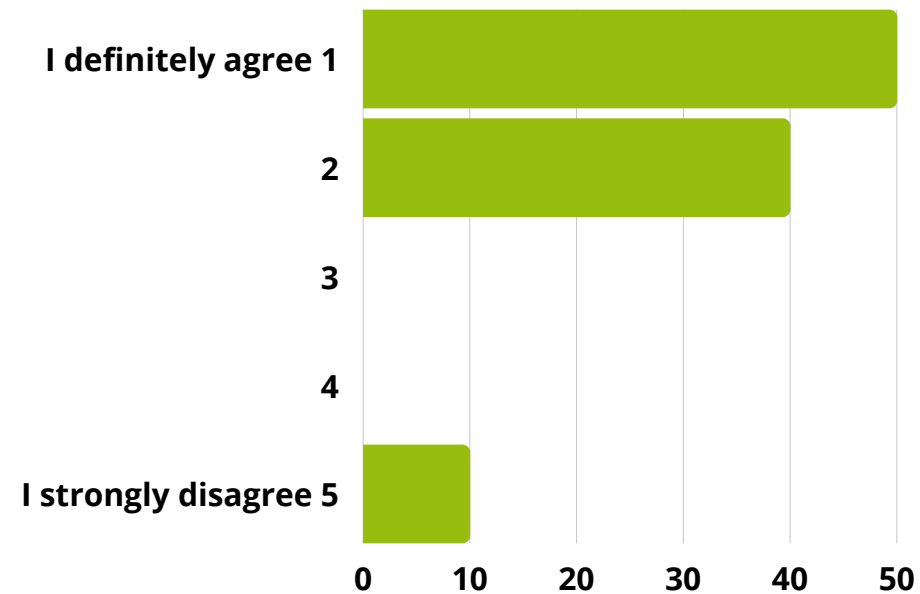


20. Evaluate the following statement in your personal opinion:

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

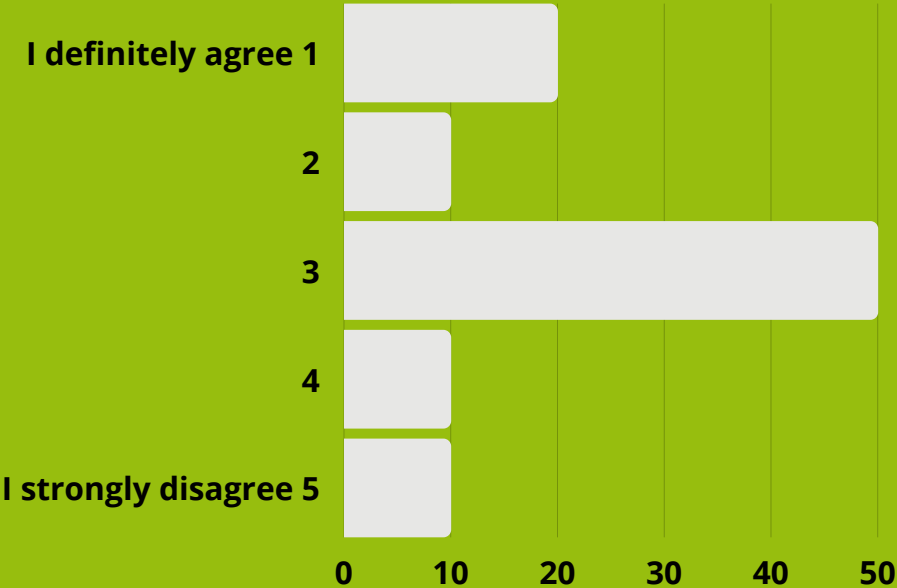


PEOPLE WITH CRIMINAL BACKGROUNDS ARE STIGMATIZED IN SOCIETY



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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