

Employee discrimination after the Crimea crisis

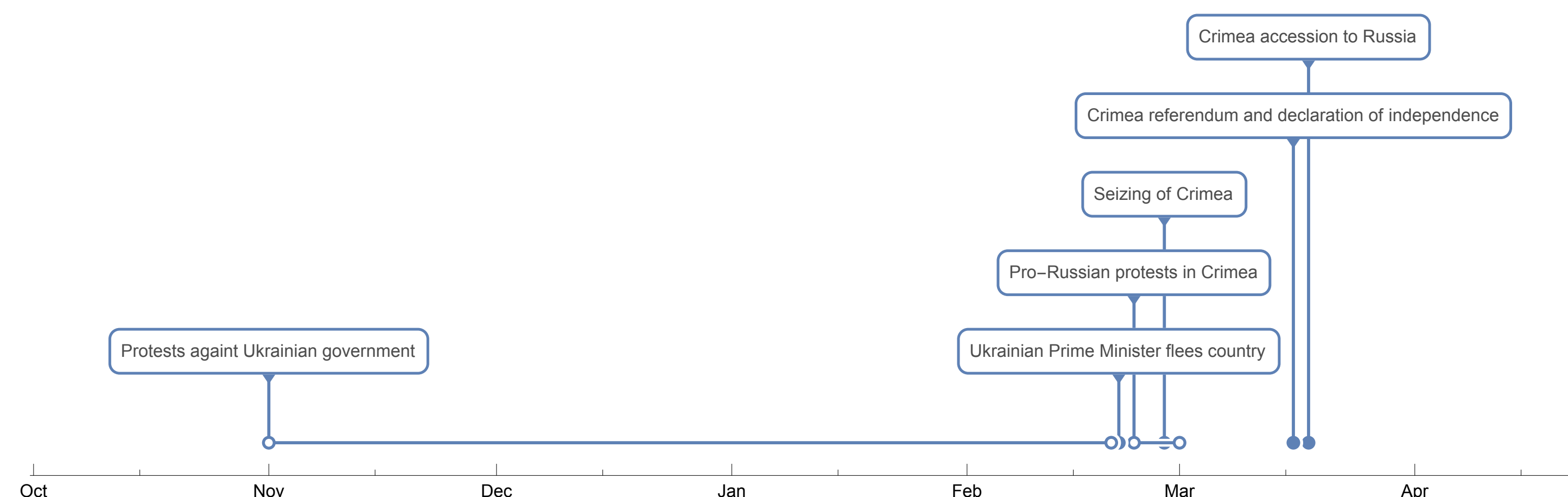
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Abstract

- We examine the issue of employee discrimination before and after a political crisis; the annexation of Crimea.
- The annexation, which resulted in a political crisis in the Russian-Ukrainian relations, is a setting which allows us to test if bilateral political issues cause discrimination.
- Even though the annexation of the Crimea is widely accepted in the Russian population and supported by the Russian government it has negative consequences for the employment situation for the population of both countries.

What happened in the Crimea 2013-2014?



Did the number of Russian employees in the Ukraine change?

Model	Ukraine	
	Soccer	Hockey
Dependent variable	Log(Average Minutes)	Matches played
Russian · After crisis	No more Russians	-3.33** (1.12)
Covariates	Y	Y
Observations	737	560
Adj. R ²	0.15	0.58

Robust standard errors in parentheses
*** p<0.01; ** p<0.05; * p<0.1

Did the number of Ukrainian employees in Russia change?

Model	Russia	
	Soccer	Hockey
Dependent variable	Log(Average Minutes)	Matches played
Ukrainian · After crisis	-0.60* (0.32)	6.29 (4.80)
Covariates	Y	Y
Observations	737	560
Adj. R ²	0.15	0.58

Robust standard errors in parentheses
*** p<0.01; ** p<0.05; * p<0.1

More details, more graphs, and more statistics here:



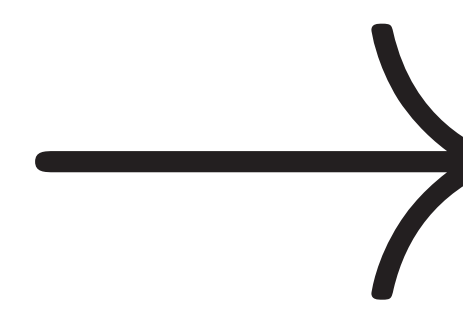
Were employees treated differently?

Soccer:

- More yellow (or red) cards for Ukrainians in Russia? **NO**
- More yellow (or red) cards for Russians in the Ukraine? **NO**

Hockey:

- More penalty minutes for Ukrainians in Russia? **YES**
- More penalty minutes for Russians in the Ukraine? **NO**



Conclusions

- The results from both industries show that the employment conditions for Ukrainians in Russia and for Russians in Ukraine significantly worsened since the Crimean crisis.
- As the countries share a border and used to have close (although problematic) economic and political relations the results show that collaboration currently is difficult and leads to an economic loss for all involved parties.

Where is the Crimea?

