



Special Eurobarometer 317



European
Commission

Discrimination in the EU in 2009

Fieldwork May-June 2009

Report Publication November 2009

Report

Special Eurobarometer 317 / Wave 71.2. – TNS Opinion & Social

This survey was requested by Directorate General Employment, Social Affairs and Equal Opportunities and coordinated by Directorate General Communication

This document does not represent the point of view of the European Commission. The interpretations and opinions contained in it are solely those of the authors.

TABLE OF CONTENTS

INTRODUCTION	4
1. SETTING THE CONTEXT	8
2. THE PERCEPTION OF DISCRIMINATION IN EUROPE	11
2.1 The perceived level of discrimination	11
2.2 Attitudes to diversity in public office	14
2.3 Diversity in the media	15
3. EXPERIENCE OF DISCRIMINATION	22
3.1 Personal experience of discrimination	22
3.2 Seeing others discriminated against	25
4. COMBATTING DISCRIMINATION	30
4.1 Assessment of efforts made to fight discrimination	30
5. KNOWLEDGE OF THE LAW	34
5.1 Knowledge of one's rights as a victim of discrimination	34
5.2 Preferred reporting 'points' in case of harassment or discrimination	38
6. VIEWS ABOUT EQUAL OPPORTUNITIES IN EMPLOYMENT	43
6.1 Factors which put citizens at a disadvantage	43
6.2 Support for measures to provide equal opportunities in employment.....	45
6.3 Support for monitoring measures.....	48
6.4 Perception of whether enough has been done to increase diversity in the work place.....	53
7. DISCRIMINATION ON GROUNDS OF ETHNIC ORIGIN	60
7.1 The perceived extent of ethnic discrimination	60
7.2 Changes in the perceptions of ethnic discrimination.....	64
7.3 Measuring discrimination on grounds of ethnic origin	67
7.4 Attitudes towards different ethnic groups	69

8. DISCRIMINATION ON GROUNDS OF AGE	71
8.1 The perceived extent of discrimination on grounds of age.....	71
8.2 Changes in the perceptions of discrimination on grounds of age	73
8.3 Experience of age discrimination.....	75
8.4 Attitudes to citizens aged under 30 and citizens aged over 75 in the highest political office	76
9. DISCRIMINATION ON GROUNDS OF DISABILITY	78
9.1 The perceived extent of disability discrimination.....	78
9.2 Changes in the perceptions of discrimination on grounds of disability	81
9.3 Measuring disability discrimination	83
9.4 Attitudes towards disabled people in public office	84
10. DISCRIMINATION ON GROUNDS OF SEXUAL ORIENTATION	85
10.1 The perceived extent of discrimination on grounds of sexual orientation	85
10.2 Changes in the perceptions of discrimination on grounds of sexual orientation	88
10.3 Measuring discrimination on grounds of sexual orientation.....	90
10.4 Attitudes to LGBT people	91
11. DISCRIMINATION ON GROUNDS OF GENDER.....	92
11.1 The perceived extent of discrimination on grounds of gender	92
11.2 Changes in the perceptions of discrimination on grounds of gender.....	95
11.3 Experience of discrimination on grounds of gender	97
11.4 Attitudes to women in the highest political office	98
12. DISCRIMINATION ON GROUNDS OF RELIGION OR BELIEF	99
12.1 The perceived extent of discrimination on grounds of religion or belief.....	99
12.2 Changes in the perceptions of discrimination on grounds of religion or belief	102
12.3 Experience of discrimination on grounds of religion or belief.....	105
12.4 Attitudes to citizens of a different religion or belief in public office.....	106

13. THE IMPACT OF THE ECONOMIC AND FINANCIAL CRISIS	107
13.1 The perceived impact of the crisis on the importance and funding of equality and diversity policies	107
13.2 The perceived impact of the crisis on levels of discrimination in the labour market	109
CONCLUSION	117

ANNEXES

Technical specifications
Questionnaire
Data tables

INTRODUCTION

This report presents the results from a new Eurobarometer survey on discrimination. It is the third in a series of surveys commissioned by the European Commission DG Employment, Social Affairs and Equal Opportunities.

The European anti-discrimination legislation is one of the most extensive in the world. In 2000, the European Union adopted two very far-reaching laws¹ to prohibit discrimination in the workplace based on racial or ethnic origin, religion or belief, disability, age or sexual orientation². As far as racial and ethnic origin is concerned, this legislation extends to other aspects of daily life, such as education and social services. These texts come in addition to numerous laws that have been adopted at EU level since 1975 to promote equality between women and men in the workplace³.

The first survey⁴ was conducted in the summer of 2006 in anticipation of the 2007 **European Year of Equal Opportunities for All**. This European Year aimed to inform citizens of their rights, to celebrate diversity and to promote equal opportunities for everyone in the European Union. This initiative led the way to a bolder strategy seeking to give momentum to the fight against discrimination in the EU⁵. Drawing on the successful implementation of the 2007 European Year of Equal Opportunities for All⁶, the Commission adopted under its renewed social agenda on 2 July 2008 a non-discrimination package comprising: a proposal for a new directive on equal treatment prohibiting discrimination on grounds of age, disability, sexual orientation and religion or belief outside the employment sphere and a communication which presents a comprehensive approach to step up action against discrimination and promote equal opportunities⁷.

The second survey was conducted in early 2008 to track how perceptions and opinions in this field had changed in the intervening year⁸. The latest survey was conducted between 29 May and 15 June 2009. This time, new questions were added notably to measure the extent to which the economic crisis may hamper the implementation of anti-discrimination policies and efforts. In addition and for the first time, the survey also covered the three Candidate Countries: Croatia, the Former Yugoslav Republic of Macedonia (FYROM) and Turkey.

¹Directive 2000/43/EC of 29 June 2000 and Directive 2000/78/EC of 27 November 2000. Both directives are based on Article 13 of the Amsterdam Treaty establishing the European Community which reads: "the Council, acting unanimously on a proposal from the Commission and after consulting the European Parliament, may take appropriate action to combat discrimination based on gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation". Discrimination occurring in the workplace on the grounds of gender is prohibited by several other directives that have been adopted since 1975.

²Throughout the report we use the acronym LGBT to refer to Lesbian, Gay, Bisexual and Transgender people.

³For more information on the rights to non discrimination and equal opportunities, please see www.equality2007.europa.eu or www.stop-discrimination.info

⁴ Discrimination in the European Union: (special Eurobarometer 263). Fieldwork June-July 2006.

http://ec.europa.eu/public_opinion/archives/ebs/ebs_263_en.pdf

⁵ More details can be found in the 'Framework strategy for non-discrimination and equal opportunities for all' published by the European Commission in 2005, available at

http://ec.europa.eu/employment_social/fundamental_rights/pdf/pubst/poldoc/com07_en.pdf.

⁶ Communication from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions - Implementation, results and overall assessment of the 2007 European Year of Equal Opportunities for All COM/2009/0269 final

⁷ Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions - Non-discrimination and equal opportunities: A renewed commitment {SEC(2008) 2172} /* COM/2008/0420 final.

⁸ Discrimination in 2008: (Special Eurobarometer 296). Fieldwork February-March 2008.

http://ec.europa.eu/public_opinion/archives/ebs/ebs_296_en.pdf

All three surveys have been carried out by TNS Opinion & Social network. The methodology used is that of Eurobarometer surveys as carried out by the Directorate General for Communication ("Research and Political Analysis" Unit)⁹. A technical note on the manner in which interviews were conducted by the Institutes within the TNS Opinion & Social network is appended as an annex to this report. This note indicates the interview methods and the confidence intervals¹⁰.

The findings from this survey provide insight into the perceptions, attitudes, knowledge and awareness of discrimination and inequality in the European Union and the Candidate Countries in 2009.

In the report the six legally prohibited grounds of discrimination in the EU are examined:

1. Gender
2. Ethnic origin
3. Religion or beliefs
4. Age
5. Disability
6. Sexual orientation

The report proceeds with the following structure:

- ◆ Setting the context, including whether citizens think of themselves as belonging to a minority group and the diversity of citizens' social circles;
- ◆ Perceptions of discrimination covering attitudes to different groups and the perceived extent of discrimination in Europe;
- ◆ Measurements of discrimination in Europe, whether directly experienced by citizens or witnessed as happening to a third person;
- ◆ An examination of media coverage of diversity;
- ◆ Assessments of efforts made to combat discrimination;
- ◆ Knowledge of one's rights as a potential victim of discrimination;
- ◆ Views on equal opportunities in employment;
- ◆ A detailed analysis of discrimination on individual grounds;
- ◆ An examination of the effect of the economic crisis on the perceived extent of discrimination and on efforts to combat it.

In analysing each of these issues, the report firstly presents overall results at the EU level, noting any significant evolutions compared to the 2008 survey. This is followed by a breakdown of results by country, before providing a detailed look at relevant variations between different segments of society. The latter analysis groups are all derived from answers to socio-demographic questions asked in the survey:

- ◆ Age, gender, education, urbanisation and place of birth (the typical socio-demographic questions of the Eurobarometer);
- ◆ Diversity of the respondent's social circle¹¹ (a question that is also analysed in this survey);

⁹ http://ec.europa.eu/public_opinion/index_en.htm

¹⁰ The result tables are included in the annex. It should be noted that the total of the percentages in the tables of this report may exceed 100% when the respondent has the possibility of giving several answers to the same question.

¹¹ QE16 Do you have friends or acquaintances who are...?

- ◆ Whether the respondent has been discriminated against or witnessed discrimination occurring (two further questions which are also analysed in this survey¹²).

In addition some results are strongly linked with key attitudinal positions, namely:

- ◆ Perceptions of how widespread discrimination is in one's country¹³;
- ◆ Whether respondents consider being part of a minority group¹⁴.

In understanding the focus of this study, readers are reminded that the Eurobarometer is a general population survey of EU citizens aged 15 and, in some instances, of citizens in the Candidate Countries and/or EFTA countries. Whilst the Eurobarometer covers a cross-section of Europeans, this implies that only a small number of citizens belonging to the various minority groups in the EU will have been included in this study. Any analysis of the results pertaining to these specific sub-groups must therefore be treated with caution¹⁵.

The Eurobarometer website can be consulted at the following address:

http://ec.europa.eu/public_opinion/index_en.htm

We would like to take the opportunity to thank all the respondents across the continent who have given their time to take part in this survey. Without their active participation, this study would not have been possible.

¹² QE3 In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds? Was it discrimination on the basis of...?

QE4 In the past 12 months, have you witnessed someone being discriminated against or harassed on the basis of one or more of the following grounds? Was it discrimination on basis of...?

¹³ QE1 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

¹⁴ QE17 Where you live, do you consider yourself to be part of any of the following? Please tell me all that apply.

¹⁵ The EU27 sample sizes of the minority groups covered by the survey are as follows: Ethnic minority: n=1210 (5%); Religious minority: n=1092 (4%); Minority in terms of disability: n=586 (2%); Sexual minority: n=255 (1%).

In this report, the countries are represented by their official abbreviations. The abbreviations used in this report correspond to¹⁶:

ABBREVIATIONS

EU27	European Union – 27 Member States
BE	Belgium
BG	Bulgaria
CZ	Czech Republic
DK	Denmark
<i>D-E</i>	<i>East Germany</i>
DE	Germany
<i>D-W</i>	<i>West Germany</i>
EE	Estonia
EL	Greece
ES	Spain
FR	France
IE	Ireland
IT	Italy
CY	Republic of Cyprus*
CY (tcc)	Area not controlled by the government of the Republic of Cyprus
LT	Lithuania
LV	Latvia
LU	Luxembourg
HU	Hungary
MT	Malta
NL	The Netherlands
AT	Austria
PL	Poland
PT	Portugal
RO	Romania
SI	Slovenia
SK	Slovakia
FI	Finland
SE	Sweden
UK	The United Kingdom
HR	Croatia
TR	Turkey
MK	The former Yugoslav Republic of Macedonia**

*Cyprus as a whole is one of the 27 European Union Member States. However, the "*acquis communautaire*" is suspended in the part of the country that is not controlled by the government of the Republic of Cyprus. For practical reasons, only the interviews conducted in the part of the country controlled by the government of the Republic of Cyprus are recorded in the category "CY" and included in the EU27 average. The interviews conducted in the part of the country not controlled by the government of the Republic of Cyprus are recorded in the category "CY (tcc)" [tcc: *Turkish Cypriot Community*].

** Provisional code which does not prejudge in any way the definitive nomenclature for this country, which will be agreed following the conclusion of negotiations currently taking place at the United Nations.

¹⁶ Readers should note that the report includes graphs showing the break-down of responses to questions at the EU27 level. In these graphs, the abbreviation "DK" refers to "don't know" responses.

1. SETTING THE CONTEXT

This chapter aims at establishing the background to the topic of discrimination. We look at the extent of diversity in Europeans' social networks and how many citizens define themselves as belonging to a minority group.

- Diversity in friends is most widespread in terms of religion, disability and ethnicity -

As noted in the earlier surveys, an important analytical distinction to be made when analysing different levels of discrimination is whether citizens count members of different groups amongst their own social circle¹⁷. This has considerable impact on attitudes to the subject.

The latest survey reveals that the social circle of Europeans has become more diverse: close to two out three Europeans have friends or acquaintances who are of a different religion or have different beliefs to them (64%; +3 percentage points) and close to three out of five have friends or acquaintances who are disabled (58%; +3 percentage points) or of a different ethnic origin to them (57%; +2 percentage points). Despite slight increases since 2008, it remains comparatively rarer for citizens to have gay, lesbian, bisexual or transgender (LGBT) friends or acquaintances (38%; +4 percentage points) or to have Roma friends (17%; +3 percentage points).

There is **wide variation here between countries, which are in part explained by demographics**. For example, close to six out of ten Macedonians say that they have friends who are Roma (59%), compared to just four percent of Cypriots who give the same answer. Clearly this is related to the respective proportions of the local populations who are Roma.

However, **cultural attitudes also play a factor, particularly with regard to sexual orientation**. Whilst close to seven out of ten Dutch citizens say they have LGBT friends (68%), just three percent of Romanians say the same. This reflects - inter alia - varying attitudes towards homosexuality, which will be explored in greater detail below.

It can be observed that citizens' contact with others who are "different" from themselves varies depending on the citizens' socio-demographic characteristics¹⁸. For each type of friend/acquaintance included in the survey, the main determining factors are:

- ◆ **Having friends/acquaintances of different ethnic origin:**
 - Naturally, more common amongst those not living in their country of birth;
 - Becomes less common with age;
 - Becomes more common the longer one stays in full-time education;
 - Is more common in urban areas than rural areas;
 - Is somewhat more common among men than it is among women;
 - Is somewhat more common among citizens with a political orientation that is to the left of the spectrum.

¹⁷ QE16 Do you have friends or acquaintances who are...?

¹⁸ Full results for this question can be found in the annexes of this report

- ◆ Having Roma friends/acquaintances:
 - This is least likely among citizens aged 55 and over.

- ◆ Having LGBT friends/acquaintances:
 - Is much less likely amongst those aged 55 or above;
 - Becomes considerably more likely the longer citizens stayed in education;
 - Is more common among citizens with a political orientation that is to the left of the spectrum;
 - Is somewhat more common in urban areas than rural areas.

- ◆ Having disabled friends/acquaintances:
 - Is considerably more common when citizens themselves have a chronic physical or mental health problem;
 - The longer citizens stayed in full-time education, the more likely it is.

- ◆ Having friends/acquaintances of a different religion or different beliefs:
 - Is less likely among citizens aged 55 and over;
 - The longer citizens stayed in full-time education, the more likely it is;
 - Is more common amongst those not living in their country of birth.

- Few citizens feel they are part of a minority group –

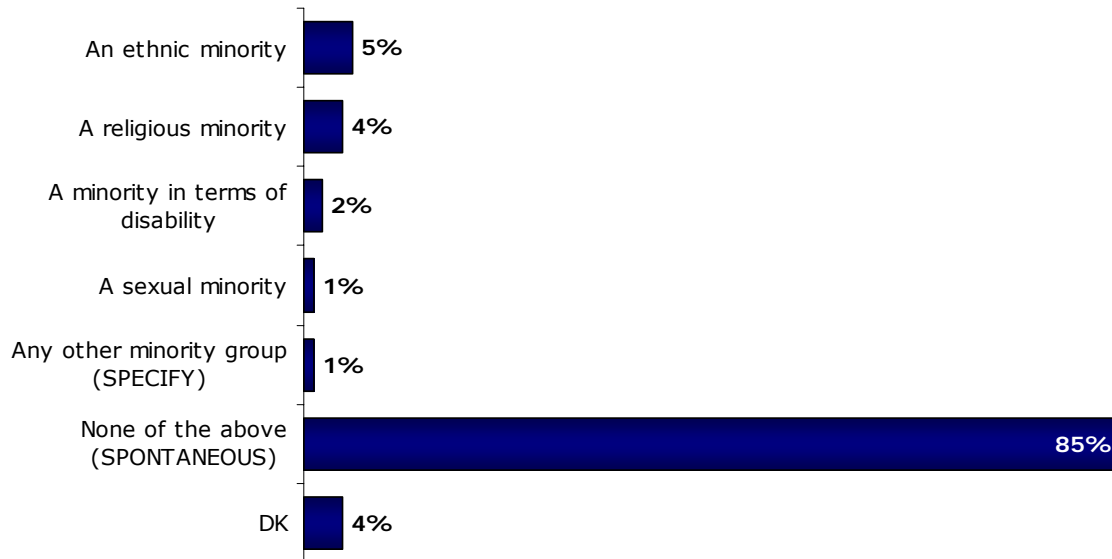
As already noted in the previous surveys, there are very few citizens who consider themselves as part of a minority group where they live¹⁹. Overall 85% do not define themselves as being part of any minority group, whilst only a minimal proportion consider themselves as falling into any of the minority groups under discussion here²⁰. Four percent of Europeans are unable to answer to this question.²¹

¹⁹ No general definition of minority was offered to the interviewees when they were asked this question. A list of the minority groups under discussion here was read out.

²⁰ QE17 Where you live, do you consider yourself to be part of any of the following? Please tell me all that apply. (MULTIPLE ANSWERS POSSIBLE)

²¹ As noted in the introduction, the Eurobarometer is a general population survey. Consequently, minorities are under-represented. In reality, the proportion of the EU population that does not belong to majority ethnic/religious groups, that is LGBT or disabled is higher. For example, the percentage of disabled citizens in the total EU population has been variously estimated at between 16% and 20%, depending on the definition of disability used.

QE17. Where you live, do you consider yourself to be part of any of the following? Please tell me all that apply. (MULTIPLE ANSWERS POSSIBLE)
- % EU27



* The abbreviation DK refers to the respondents stating "Don't know". It is used throughout the whole document.

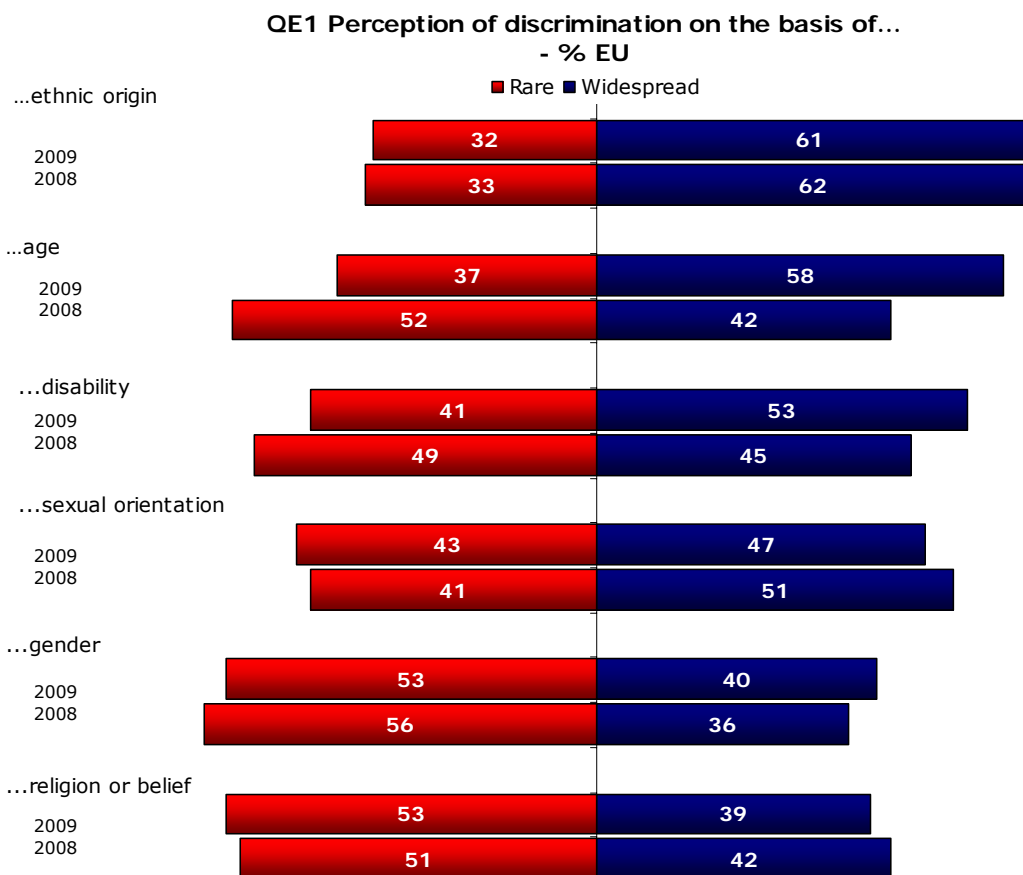
2. THE PERCEPTION OF DISCRIMINATION IN EUROPE

2.1 The perceived level of discrimination

- Discrimination on ethnic grounds is considered the most widespread -

Discrimination on grounds of ethnic origin (61%) is seen to be the most widespread form of discrimination in the EU, followed by discrimination on grounds of age (58%) and disability (53%).

Whilst the former has seen no significant change since 2008, we note a large shift in public opinion over the past year on the latter: **Europeans now far more often perceive discrimination on grounds of age (+16 percentage points since 2008). This holds also true for disability, with an increase of +8 percentage points in perceptions that this is widespread.** Whilst in 2008 the majority view was that discrimination on these two grounds was rare, more than half of Europeans now consider these two grounds for discrimination to be widespread.²²



NB: "Don't know" and "non-existent" (SPONTANEOUS) answers are not shown

²² QE1: For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

Hence in 2009, for four of the six grounds of discrimination examined in this survey (all those on which discrimination is legally prohibited in the EU²³), a higher proportion of Europeans consider discrimination to be widespread than to be rare: apart from discrimination on grounds of ethnic origin, age and disability this also applies to sexual orientation (47%)²⁴, although discrimination on these grounds was considered more widespread in 2008 (-4 points). One possible explanation of the increased perception of discrimination on the grounds of age and disability is that the 2007 **“European Year of Equal Opportunities for All”** has increased awareness of these two grounds among Europeans, an impact that may not yet have been registered in the 2008 survey. However, there is also evidence that the economic crisis has impacted people’s views. This argument is further developed in subsequent chapters.

It is also the case that a substantial proportion of Europeans – over one third - think that discrimination on the grounds of gender and religion or belief is widespread. It can be noted at the same time, however, that both of these two grounds are perceived to be ‘rare’ by an absolute majority (both 53%).

Later in the report, these results are analysed in greater detail, highlighting considerable differences in perception between countries and by socio-demographic and cultural factors as well as personal experience of discrimination.

It should also be noted that citizens were also able to give the spontaneous answer that they consider a particular type of discrimination to be non-existent in their country. Although a different type of response to that of the two ‘rare’ answers (fairly rare and very rare), a ‘non-existent’ answer should be seen as a highly positive response. The proportions of EU citizens giving such answers are four percent for discrimination on religious grounds, three percent for discrimination on ethnicity, gender and sexual orientation grounds and two percent on age and disability grounds.

- Discrimination overall is perceived as less common now than five years ago -

When asked to make a comparison with the situation five years ago, **citizens are more likely to say that discrimination on all six grounds has become less widespread.**²⁵ This is particularly true for discrimination on the basis of gender where around two-thirds (65%) consider that this has become less widespread. Furthermore, six out of ten citizens think that discrimination regarding sexual orientation and disability has become less widespread and around half hold this view with regard to discrimination on the basis of religion and belief (56%), ethnic origin (48%) and age (47%). However, there still exist sizable proportions who express contrary views.

Comparing results with those of 2008, the same shift in views concerning discrimination on the basis of age and disability is found. For both **age and disability, there are notable increases in the share of ‘more widespread’ answers** (+9 and +5 percentage points respectively).

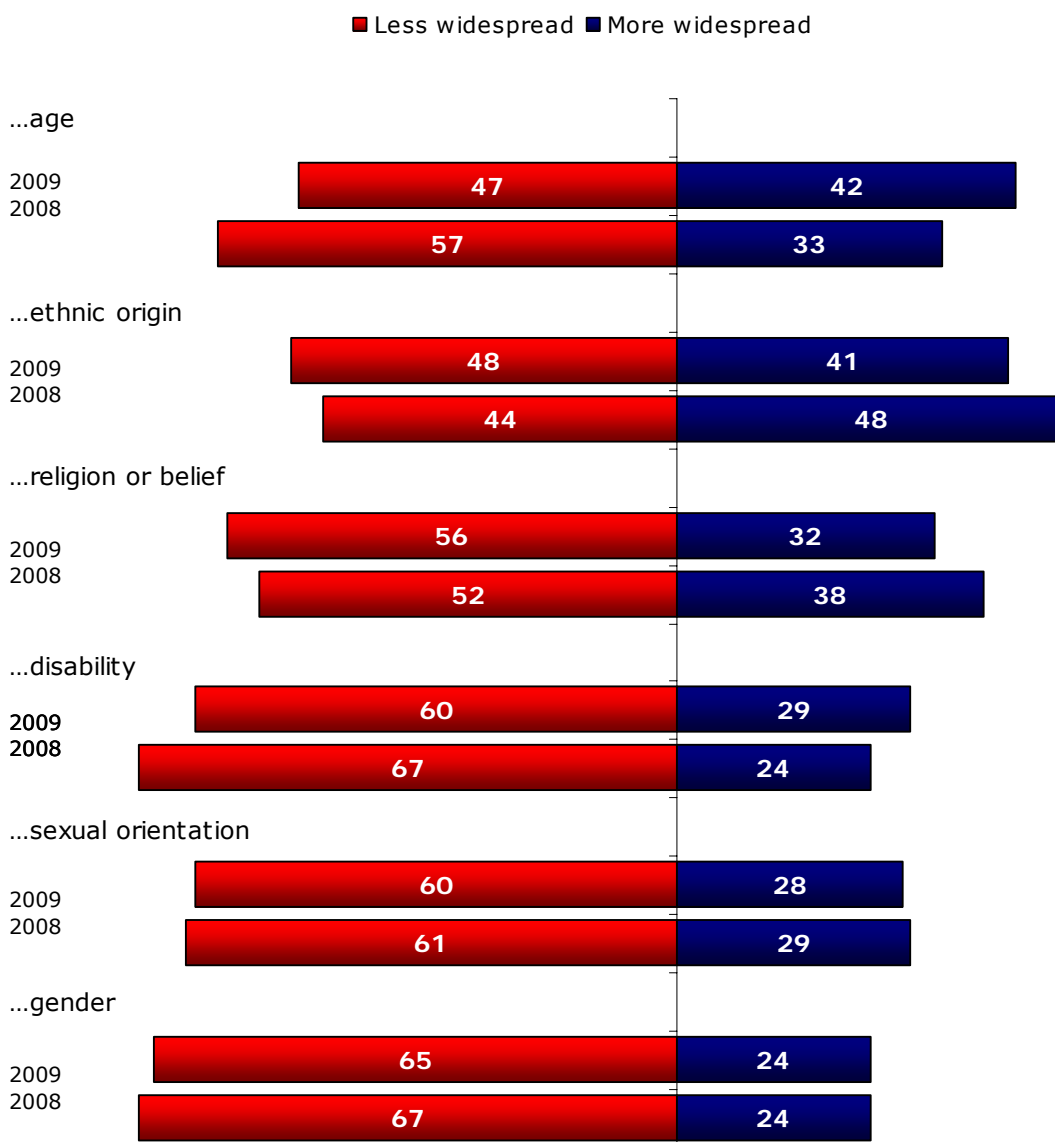
²³ The EU Member States are free to adopt stricter anti-discrimination legislation, for example prohibiting discrimination based on additional grounds, and many have done so.

²⁴ QE1 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)?

²⁵ QE2 If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...

At the same time, **further improvements concerning discrimination on the basis of ethnic origin and religion or belief** are noted. For these two grounds, the share of 'less widespread' answer has steadily increased since 2008.

QE2. If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...
- % EU



NB: "Don't know" answers are not shown

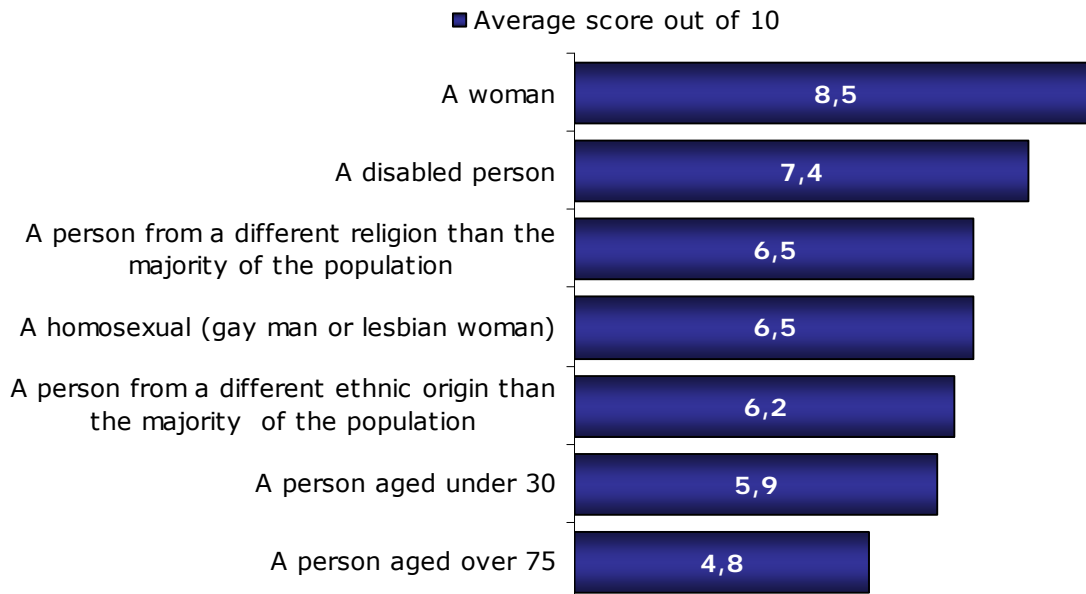
2.2 Attitudes to diversity in public office

In order to further uncover citizens' attitudes to different groups, a question that was introduced for the first time in 2008 has been asked again this year²⁶. The question requires the respondent to say how comfortable they would be having someone from a specific group assigned to their country's highest political office, using a scale from 1 to 10 where 10 represents being 'totally comfortable'²⁷.

- Acceptance of diversity in the public sphere varies -

Europeans make strong distinctions depending on the group in question. They have relatively few qualms with the highest political office being occupied by a woman (8.5) or a disabled person (7.4). There is more reluctance when it comes to homosexuality, religion (6.5 each) or having a different ethnic origin than the rest of the population (6.2). Age is also an issue, especially if the person were over 75 (4.8), but also if they were under 30 (5.9).

QE6. And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?
- % EU27



²⁶ QE6 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)? On this scale, '1' means that you would be "very uncomfortable" and '10' means that you would be "totally comfortable" with this situation.

²⁷ The responses are considerably more negative than those given in 2008. It appears that this is due to a context effect: in 2008, citizens were first asked how they feel about having citizens from different minority groups as a neighbour. However, in the 2009 survey this question has not been asked. For 2008 results, please see Special Eurobarometer 296: http://ec.europa.eu/public_opinion/archives/ebs/ebs_296_en.pdf

Again, these overall figures mask variations according to socio-demographic groupings and between countries, which are treated further down in the report (see chapters 7 to 12).

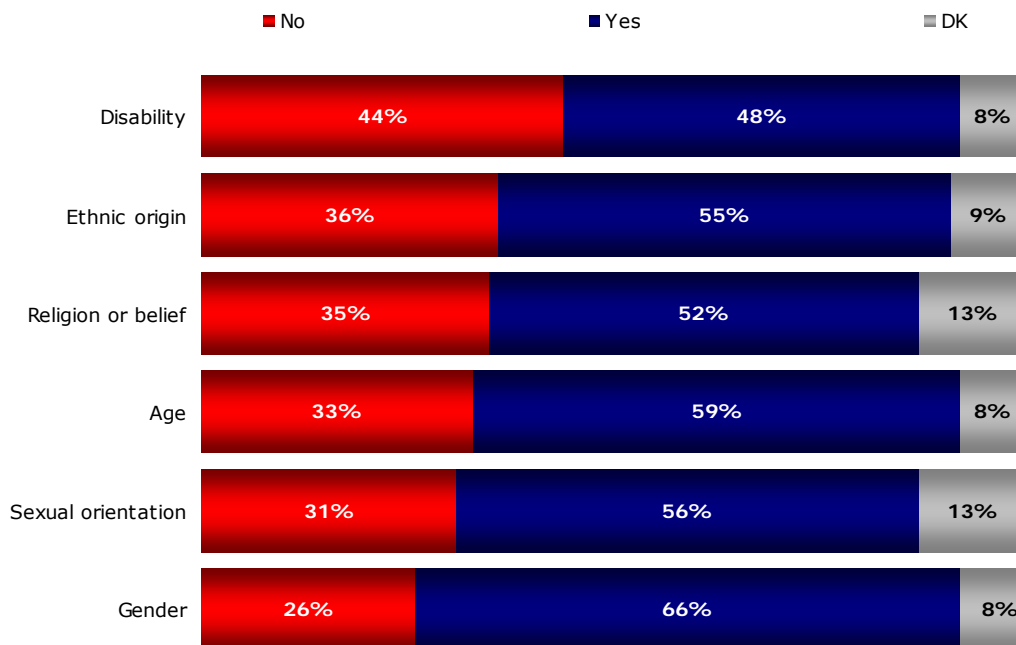
2.3 Diversity in the media

- A significant share of Europeans feels that diversity is not sufficiently reflected in the media -

In wave 71.2 a new question was added to ascertain to what extent Europeans see diversity reflected in the media. Again, the various grounds for discrimination were measured. Across all grounds for discrimination, a significant share of Europeans is of the view that diversity is not sufficiently reflected in the media.²⁸

As illustrated in the below graph, this perception is particularly widespread for 'disability', with 44% of Europeans feeling that diversity on this aspect is not sufficiently reflected in the media. Around a third of Europeans also holds this view when it comes to 'ethnic origin' (36%), 'religion or belief' (35%), 'age' (33%) and 'sexual orientation' (31%). In terms of 'gender', around a quarter of Europeans feel that diversity is not sufficiently reflected in the media (26%).²⁹

QE11. Do you think that diversity is sufficiently reflected in the media, in terms of...?



²⁸ QE11: Do you think that diversity is sufficiently reflected in the media, in terms of

²⁹ The total 'No' answers are reported, which combine 'No definitely not' and 'No, not really.'

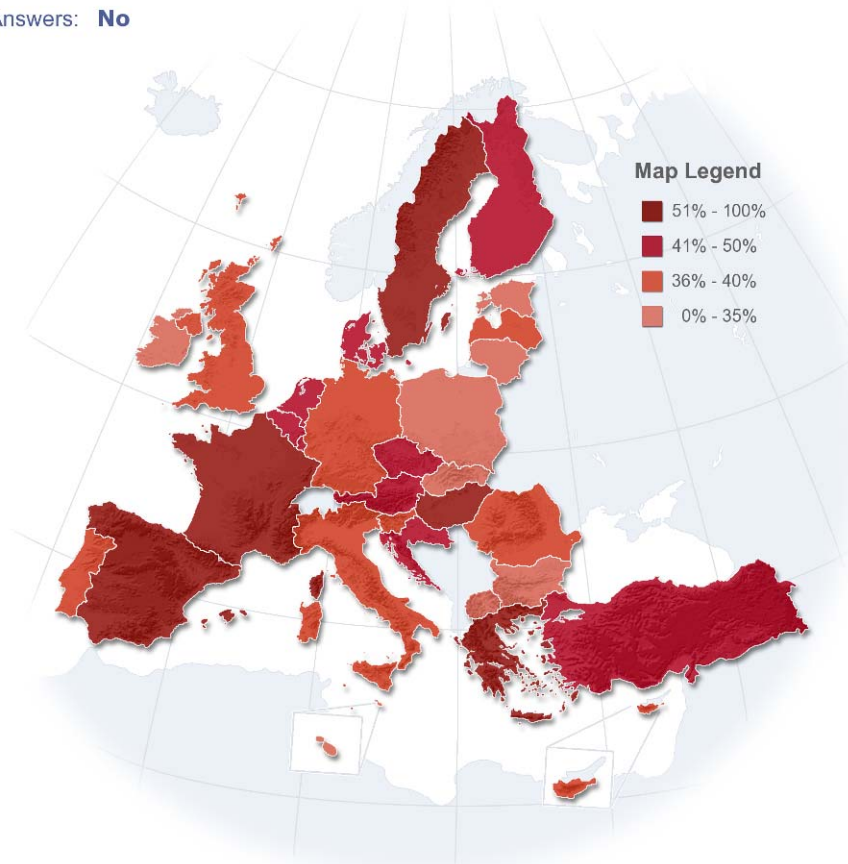
Looking at the national level, the following pattern emerges: For the aspect of 'disability', the highest proportion of 'Total No' responses can be seen in France, with 65% of citizens feeling that diversity is not sufficiently reflected in the media in this respect. Other countries where at least half of the respondents share this view are Sweden (58%), Greece, Hungary (each 53%), Spain (51%) and Belgium (50%).

 FR	65%
 SE	58%
 EL	53%
 HU	53%
 ES	51%
 BE	50%
 DK	49%
 NL	46%
 AT	45%
 LU	45%
 EU27	44%
 CZ	42%
 FI	41%
 UK	40%
 IT	40%
 DE	38%
 CY	38%
 RO	37%
 LV	36%
 PT	36%
 SI	36%
 SK	34%
 PL	34%
 EE	34%
 BG	34%
 IE	33%
 LT	30%
 MT	29%
 HR	43%
 TR	43%
 MK	30%

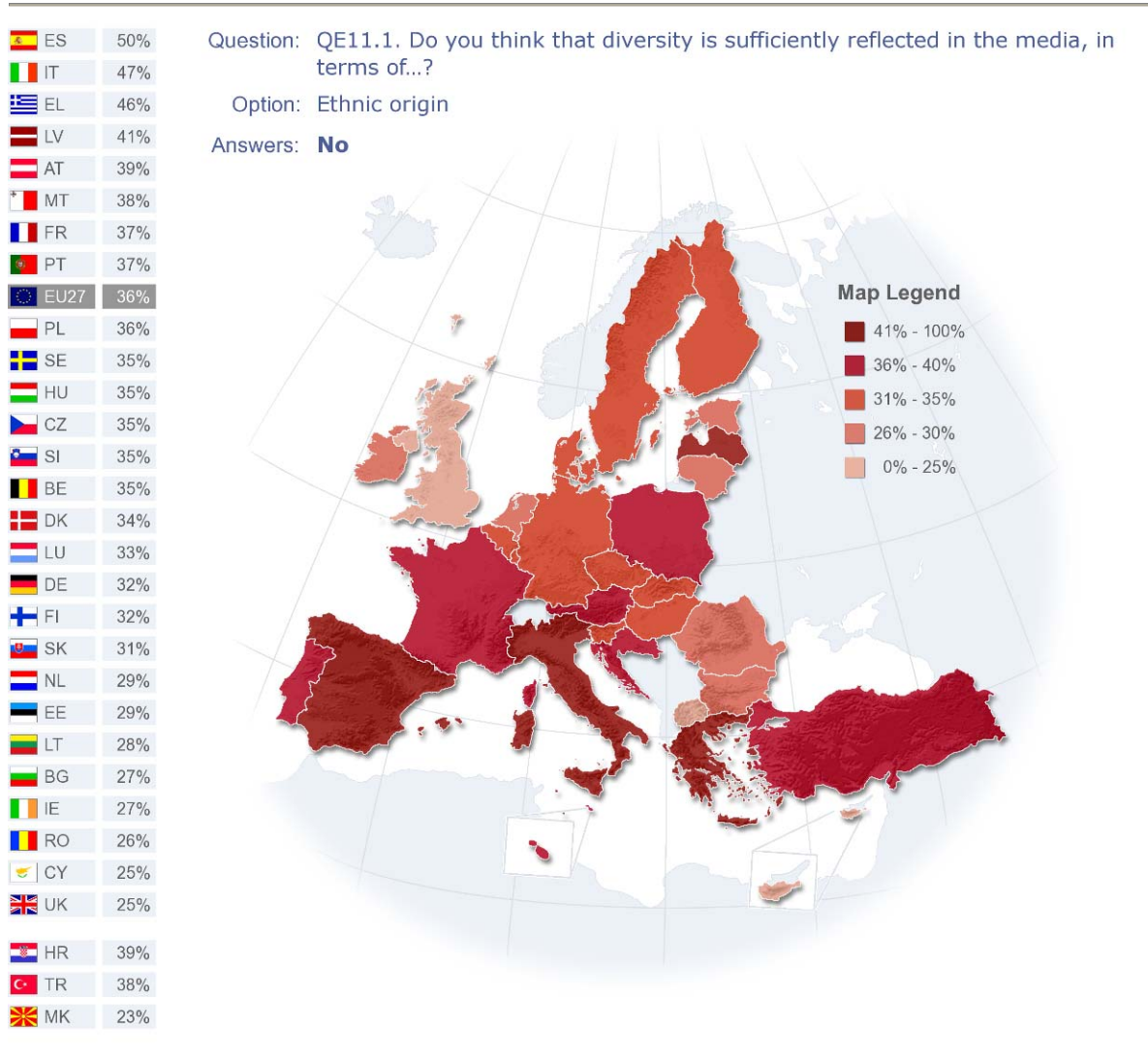
Question: QE11.6. Do you think that diversity is sufficiently reflected in the media, in terms of...?

Option: Disability

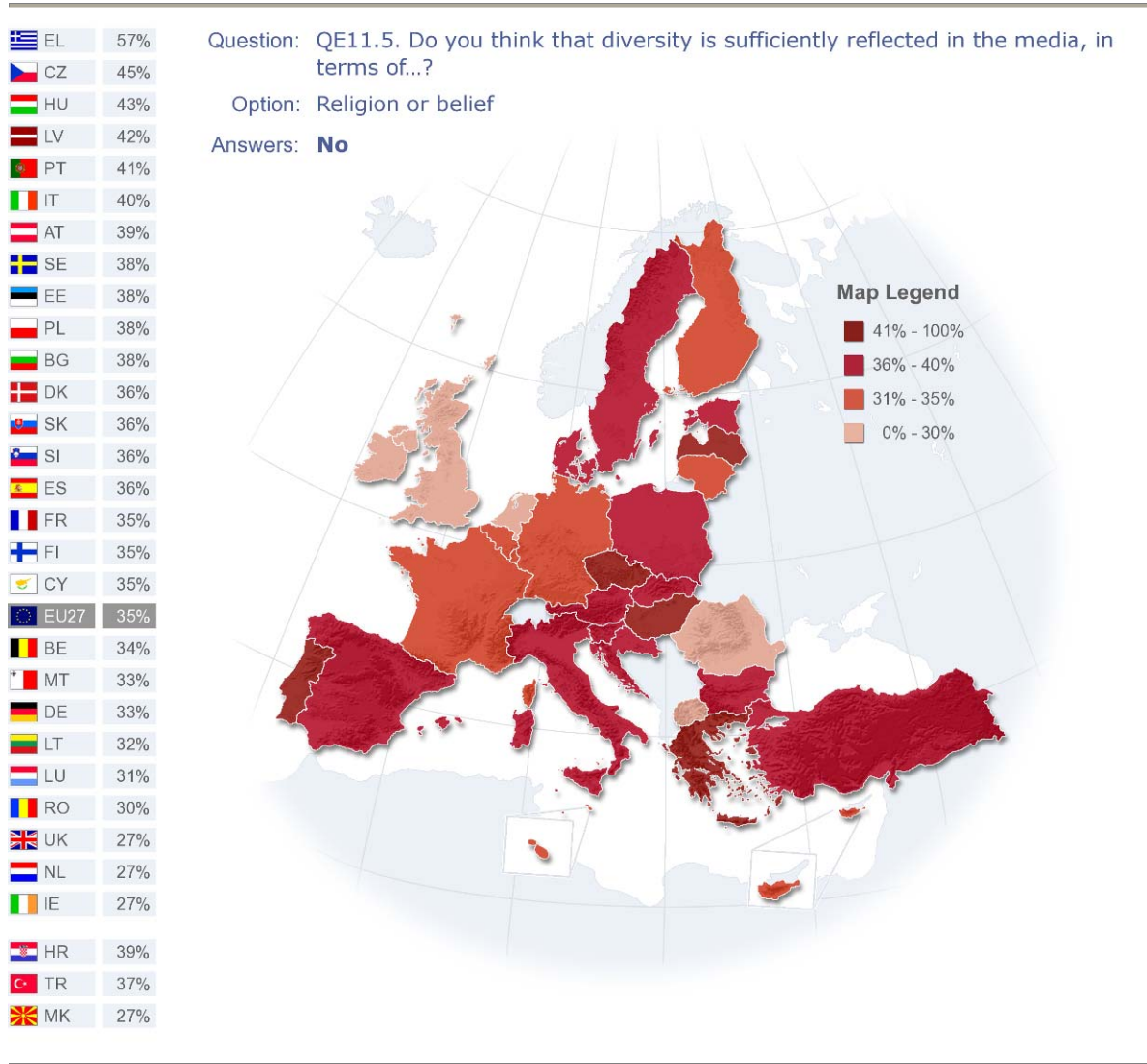
Answers: **No**


































Regarding 'ethnic origin', the survey shows that one respondent in two in Spain feels that it is not sufficiently reflected in the media (50%), with this view next most pronounced in Italy (47%) and Greece (46%).



In terms of 'religion or belief', the survey shows that over half of the respondents in Greece feel that it is not sufficiently reflected in the media (57%). As such, the Greeks voice a significantly higher level of criticism than other Europeans with the next highest level of 'Total No' responses recorded in the Czech Republic (45%).



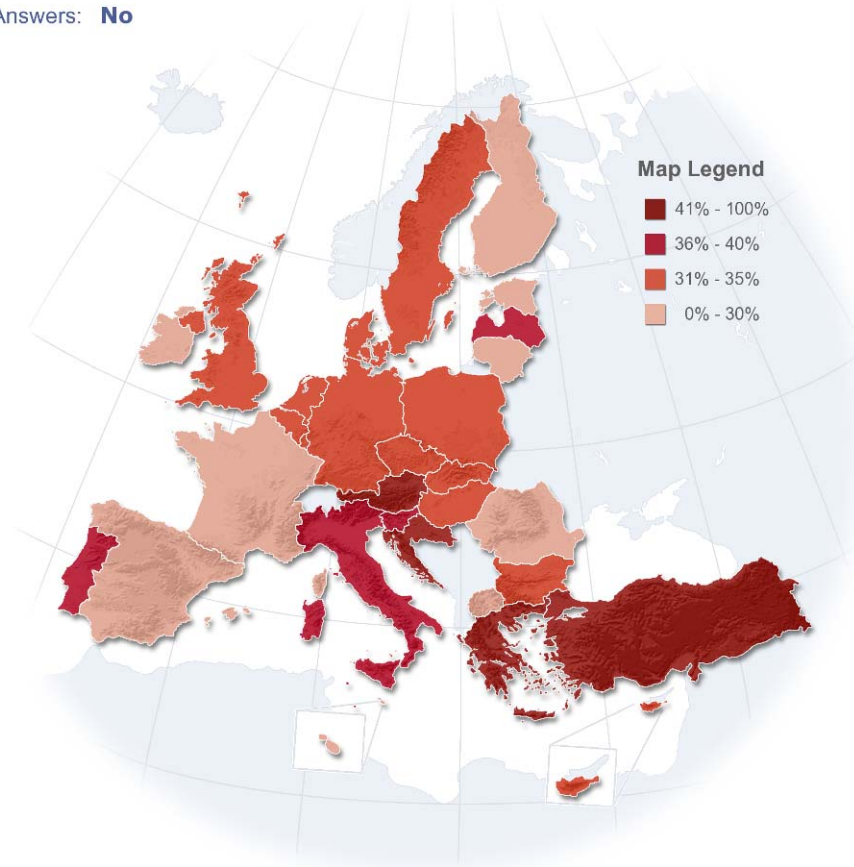
The response pattern for 'age' sees Greece again as the country where responses on diversity in the media are least positive, with a total of 58% saying that this kind of diversity is not sufficiently reflected. Turkey (50%) and Austria (48%) follow.

 EL	58%
 AT	48%
 IT	40%
 PT	38%
 LV	36%
 SI	36%
 PL	35%
 CZ	35%
 CY	34%
 SE	33%
 HU	33%
 NL	33%
 EU27	33%
 BG	33%
 SK	32%
 LU	32%
 BE	32%
 DE	31%
 DK	31%
 UK	31%
 EE	30%
 RO	29%
 FR	29%
 LT	29%
 FI	28%
 ES	28%
 MT	27%
 IE	25%
 TR	50%
 HR	42%
 MK	27%
































Question: QE11.4. Do you think that diversity is sufficiently reflected in the media, in terms of...?

Option: Age

Answers: **No**



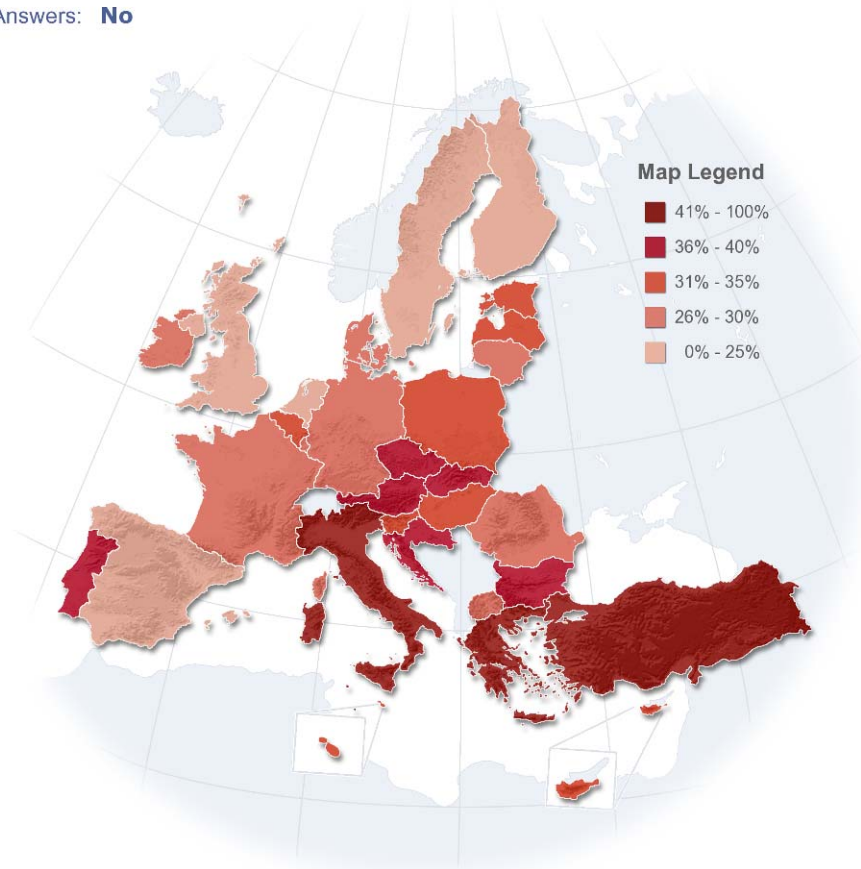
Greece also records the highest 'Total No' responses in terms of 'sexual orientation', (51%), although similar observations are recorded in Turkey (49%).

 EL	51%
 IT	45%
 AT	40%
 BG	40%
 CZ	39%
 SK	37%
 PT	36%
 HU	35%
 MT	35%
 CY	34%
 EE	33%
 BE	32%
 SI	32%
 LV	32%
 PL	32%
 EU27	31%
 FR	30%
 LU	30%
 DK	30%
 DE	29%
 IE	28%
 RO	28%
 LT	27%
 SE	25%
 FI	24%
 UK	24%
 NL	24%
 ES	21%
 TR	49%
 HR	36%
 MK	29%

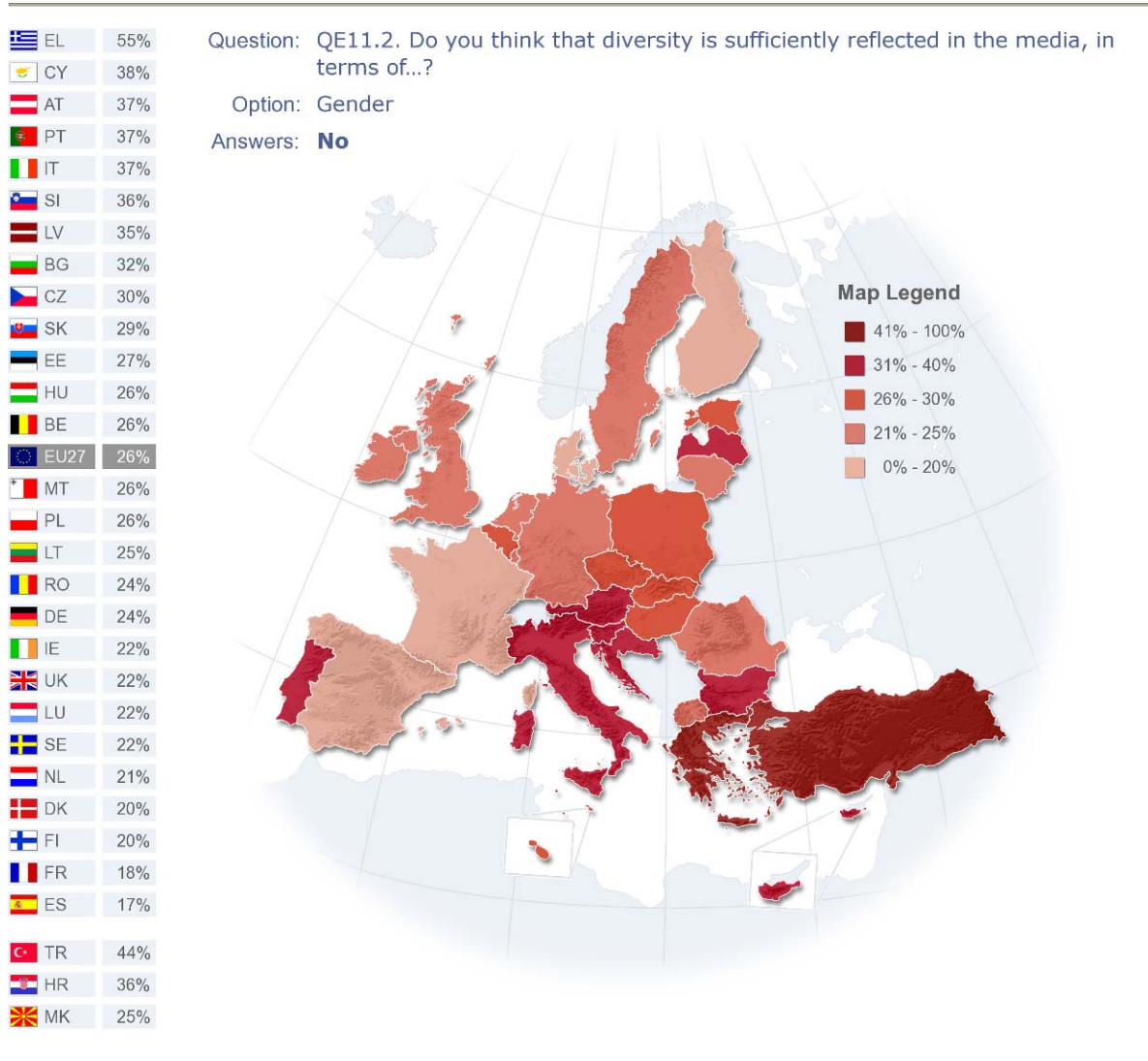
Question: QE11.3. Do you think that diversity is sufficiently reflected in the media, in terms of...?

Option: Sexual orientation

Answers: **No**



Finally, the survey shows that particularly in Greece, a large share of people feel that diversity in terms of gender is not sufficiently reflected in the media (55%). The next highest proportion of 'Total No' responses is recorded in Turkey (44%).



3. EXPERIENCE OF DISCRIMINATION

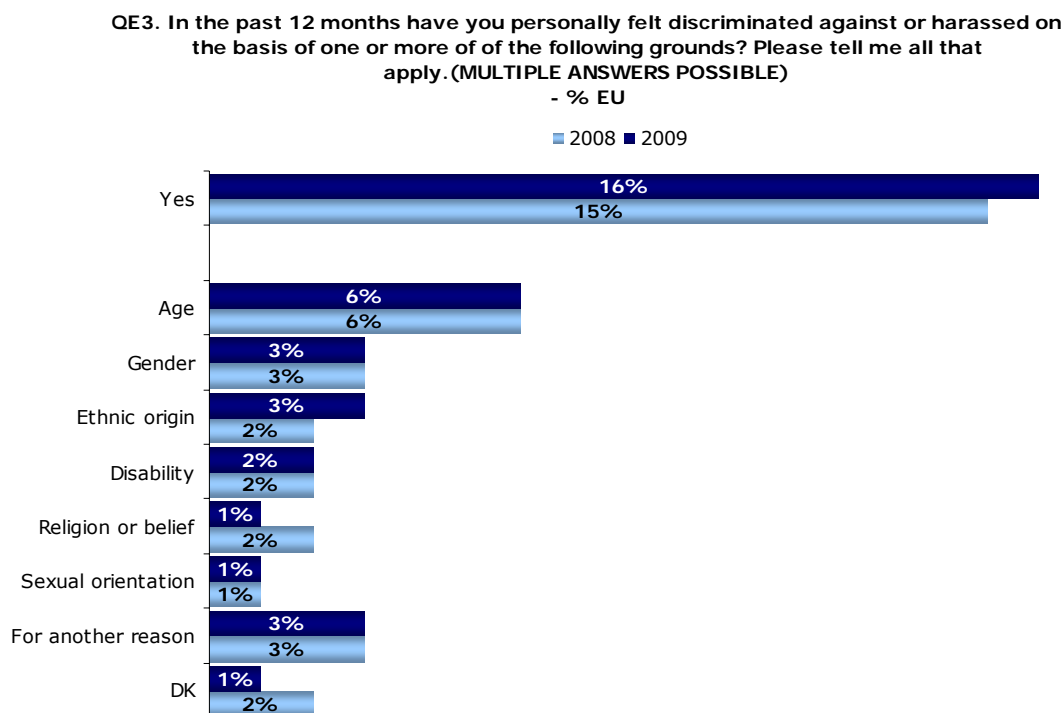
Thus far we have seen evidence of the perceived extent of discrimination in Europe. Overall, the proportions answering that discrimination is widespread are substantial. For four of the six grounds, it is still more likely to be seen as widespread rather than rare, even with the evident positive development that Europeans believe it to be on the decrease rather than on the rise. In this chapter we analyse discrimination, either as directly experienced by the respondent or when witnessed as a third party.

3.1 Personal experience of discrimination

- 16% of Europeans say they were discriminated against in the last year -

In the course of the 12 months leading up to the survey, 16% of citizens report that they personally felt discriminated against or harassed for at least one of the grounds under consideration here: gender, disability, ethnic origin, age³⁰, sexual orientation, religion or belief.³¹ 83% of Europeans say that they have not felt discriminated against in the year prior to this survey and one percent lacks an opinion.

As in 2008, **age is the most common ground of self-reported discrimination**, with six percent experiencing this over the course of the year. This is followed by discrimination on the grounds of gender and ethnic origin, which three percent report having experienced³².


































³⁰ Note: it was intentionally not specified in the questionnaire whether this was on the grounds of age or youth, so as to allow the respondent to interpret 'age discrimination' as they see it.

³¹ QE3 In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds? Please tell me all that apply. (MULTIPLE ANSWERS POSSIBLE)

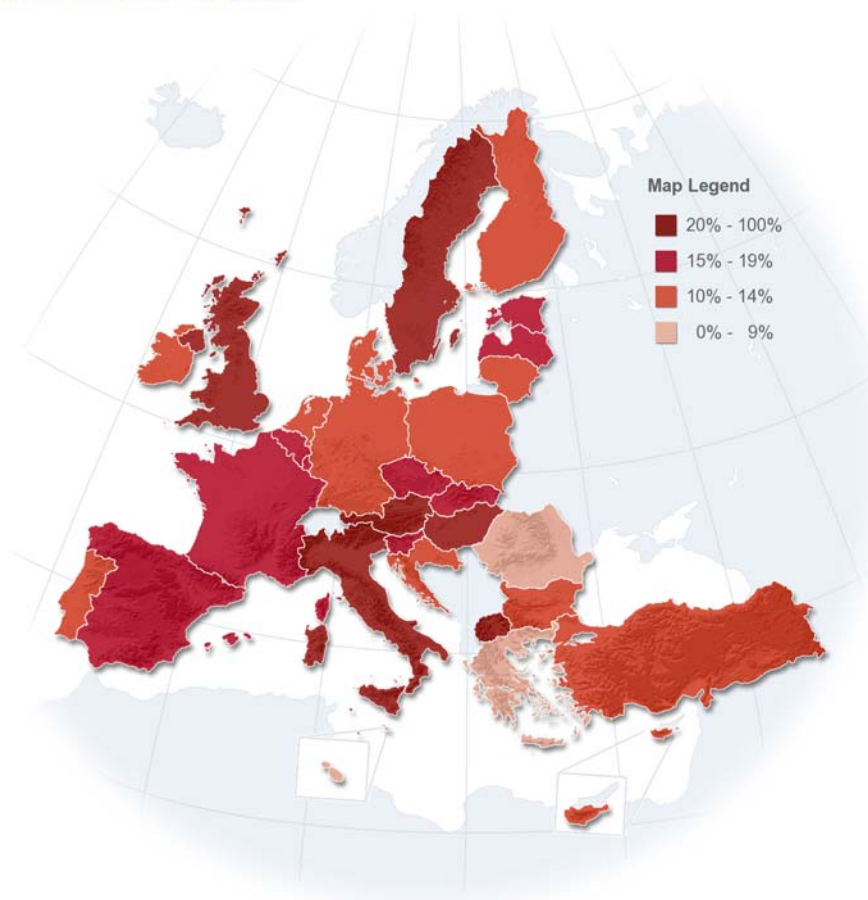
³² A further 3% indicate that they have been discriminated on a different ground than any of the six 'official' grounds.

In terms of national results, the variations are rather moderate. The highest rate of self-reported discrimination is seen in the Former Yugoslav Republic of Macedonia (25%), with discrimination on the ground of ethnic origin and age accounting for a large share of this (8% each). In fact, self-reported discrimination on the ground of ethnic origin is highest among Macedonians. After the Macedonians, Austrians and Italians have the highest self-reported discrimination (22% each). In Austria, age discrimination represents the largest share of this (7%) while in Italy gender is most commonly reported (7%). Single-digit self-reporting levels are noted only in Greece (6%), Malta (7%) and Romania (9%).

 IT	22%
 AT	22%
 HU	20%
 UK	20%
 SE	20%
 CZ	18%
 LU	17%
 BE	17%
 SK	17%
 EU27	16%
 FR	16%
 EE	16%
 SI	16%
 LV	15%
 ES	15%
 DK	14%
 BG	13%
 PT	13%
 DE	13%
 FI	12%
 NL	12%
 LT	11%
 IE	11%
 PL	10%
 CY	10%
 RO	9%
 MT	7%
 EL	6%
 MK	25%
 TR	13%
 HR	12%

Question:QE3. In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds? Please tell me all that apply.

Answers: Yes (at least one ground)

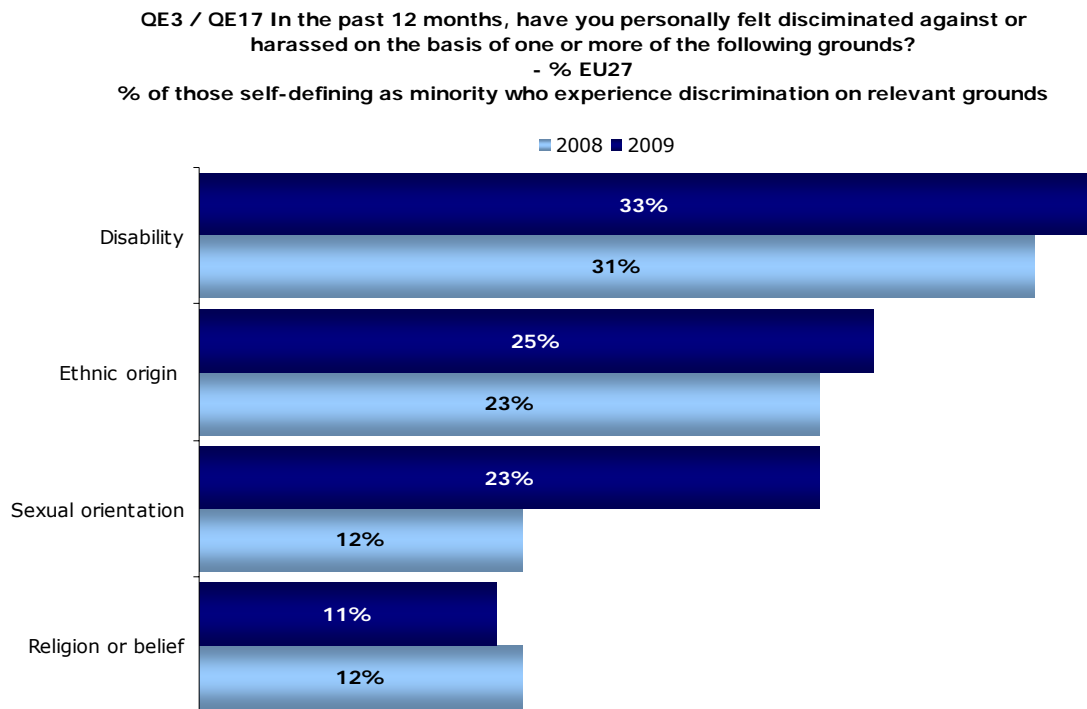


- There is a clear link between experiencing discrimination and feeling part of a minority -

The data point to a strong **relationship between citizens defining themselves as part of a minority group and the experience of discrimination**, with this particularly notable in the case of discrimination on the grounds of disability, ethnicity and sexual orientation.

This suggests either that self-perceived minorities are more likely to experience discrimination or that the experience of discrimination or harassment is a significant factor in citizens perceiving themselves to be a 'minority' in these terms.

The graph below illustrates this link. For example, a quarter of those Europeans who say that they belong to a minority group in terms of their ethnic origin also say that they have felt discriminated against on these grounds in the last 12 months. In contrast, the reported rate of experienced ethnic discrimination stands at only three percent when we consider all Europeans and not just those who define themselves as belonging to a minority group.



Bases: All self-defining as a minority for grounds under consideration (Disability n=586; Ethnic origin n=1210; Sexual orientation n=255; Religion or belief n=1092). Caution: small bases.

NB: For the question on self-defining as part of a minority, there were no options for 'age' or 'gender'.

These findings are generally very similar to those obtained in 2008. The recorded increase among respondents who self-define themselves as belonging to a minority in terms of sexual orientation is based on very small sample sizes which do not make it possible to validate the shift since 2008.³³

³³ In 2009, 255 respondents self-defined themselves as belonging to a sexual minority. In 2008, this figure was even lower (n=190).

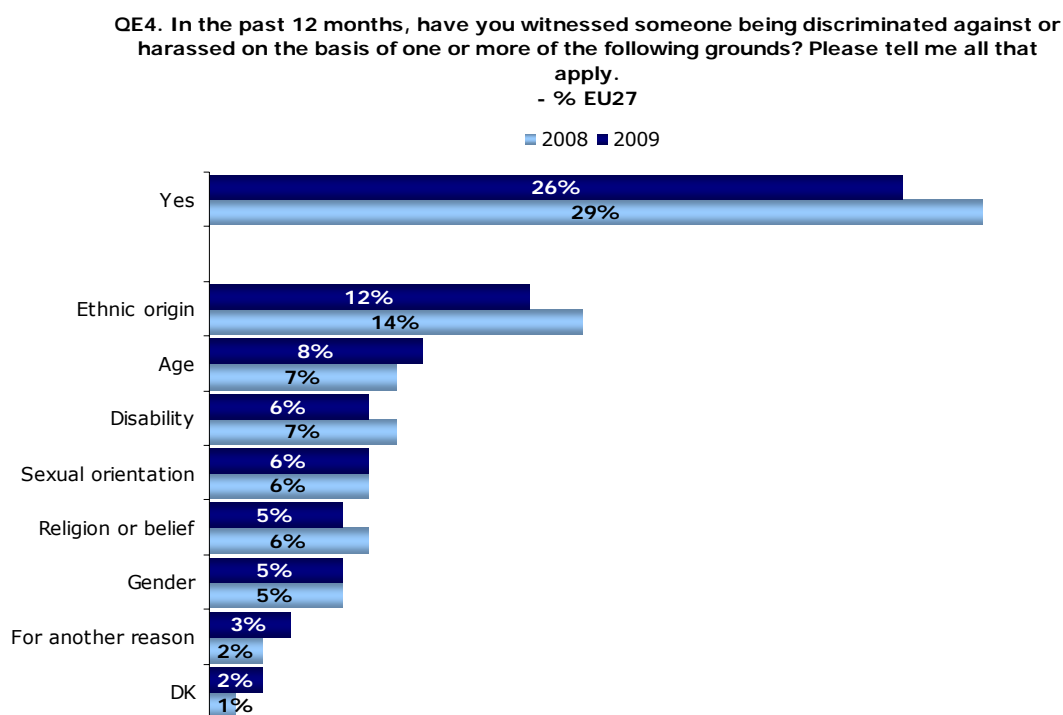
3.2 Seeing others discriminated against

- Around a quarter of Europeans report witnessing discrimination or harassment in the past year -

An alternative measure of the extent of discrimination is to ask whether citizens have witnessed other citizens being discriminated against or harassed.

Around a quarter (26%) say they have seen this happening in the 12 months leading up to their interview³⁴. It is quite logical that this figure is higher than that for self-reported discrimination, for a number of reasons:

- There may be more than one witness to an incident of discrimination (i.e. it would be 'double-reported').
- A given respondent may also witness more than one incident of discrimination over the course of a year and thus be 'double counted' in this way.
- Perceptual factors: if a respondent is to some extent sensitive to the idea of discrimination they are more likely to perceive an incident as being one of discrimination.

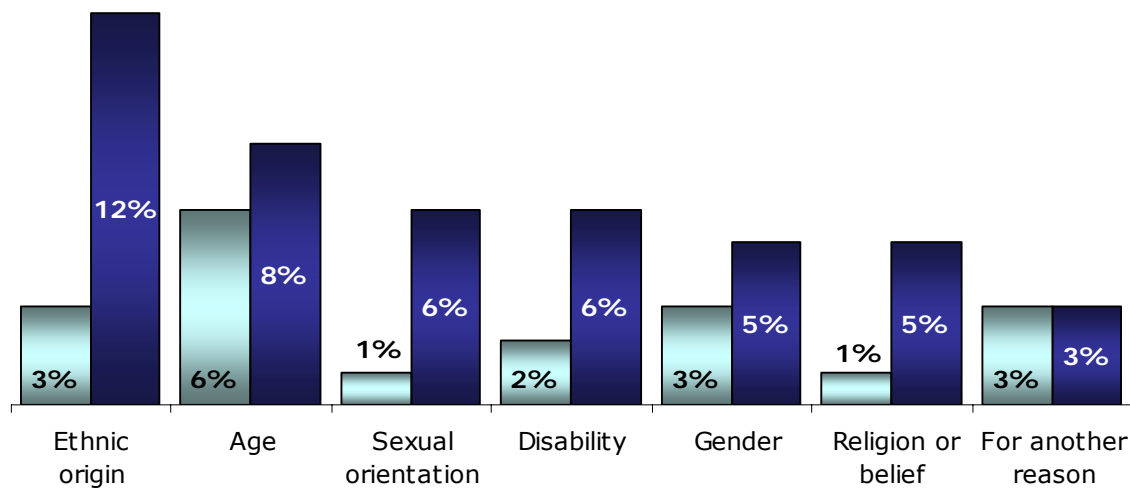


³⁴ QE4 In the past 12 months, have you witnessed someone being discriminated against or harassed on the basis of one or more of the following grounds? Please tell me all that apply.

We also notice that, when we examine specific grounds for discrimination, **the order of results differs between self-reported and third party-witnessed discrimination**. Considering the latter, ethnic origin is the most common with 12% saying they have witnessed discrimination on these grounds, whilst age is the second most common with eight percent saying they have witnessed this. This order represents a reversal of the top two items seen for the question on self-reported discrimination.

QE3/QE4 - Experience of discrimination
-% EU27

□ % personally experienced ■ % witnessed

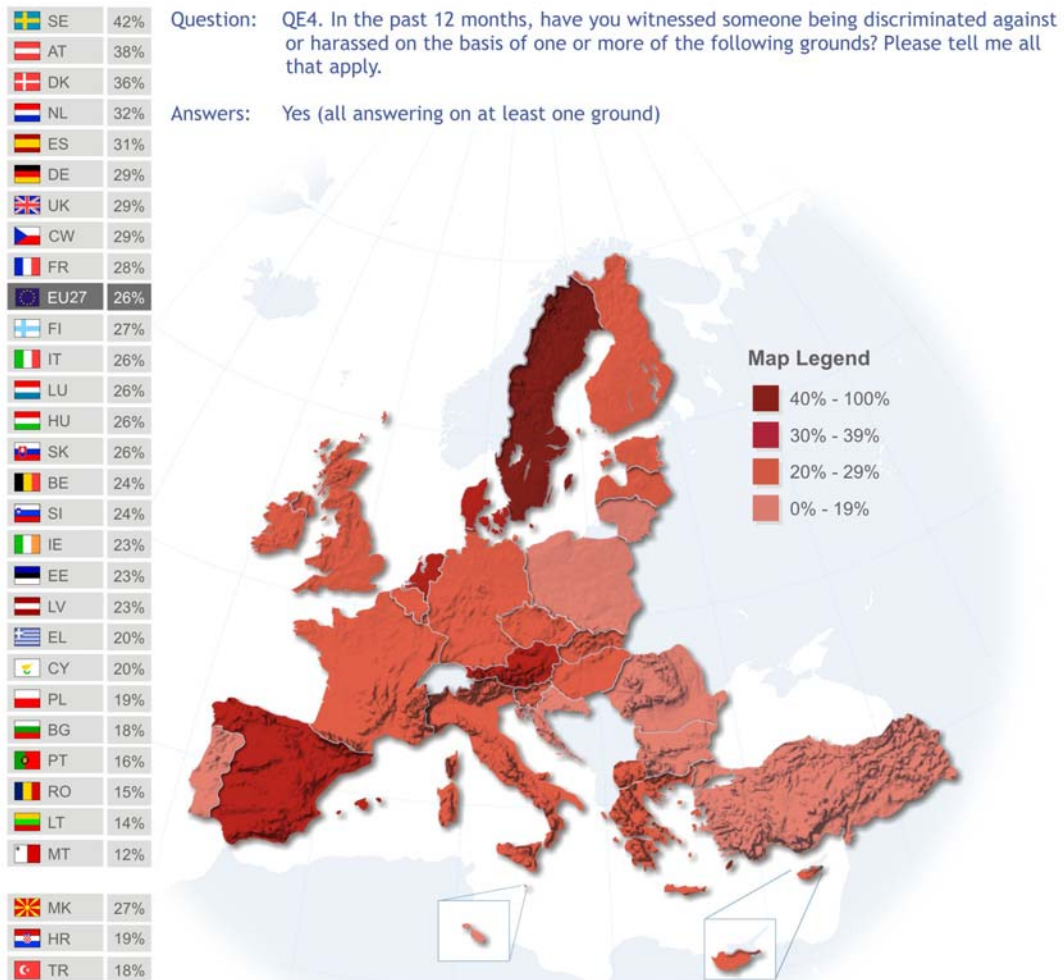


Again, the results are broadly similar to those obtained in 2008 when 14% of Europeans had witnessed ethnic discrimination and seven percent had witnessed age discrimination.

- Wide variation in results from one country to the next -

Looking at the national results, we see that over a third of Swedes (42%), Austrians (38%) and Danes (36%) say that they witnessed discrimination over the period in question. In all three countries, the large overall figure is in particular a result of high rates of claims to have witnessed discrimination on ethnic grounds (23% in Denmark, 20% in Sweden and 16% in Austria).

Third-party reported discrimination, on any grounds, is lowest in Malta (12%).



- Several factors influence how likely someone is to say that they have seen discrimination or harassment -

We can distinguish between four layers that influence results for these questions:

1. **General factors** that make a respondent more likely to witness discrimination,
2. **Belonging to a minority** (self-defined membership),
3. **Personal experience** of discrimination and
4. **The effect of social contact** with citizens from minority groups.

Concerning general factors, the following are likely to increase a respondent's chances of claiming to have witnessed discrimination:

- **Being younger rather than older:** 35% of those aged 15-24 report witnessing discrimination or harassment, compared to 19% of those aged 55+.
- **Staying in full-time education for longer:** 32% of citizens staying in education until the age of 20 or above have witnessed discrimination compared to 18% of those finishing at the age of 15 or earlier.
- **Living in an urban area** (30%) rather than a rural village (23%).

It should be noted that all these groups are more likely to have diverse social circles (see chapter 1) and this is a key factor in making citizens more likely to report having witnessed discrimination (see below). All these groups are also more likely to have higher levels of media access, thereby making them more 'sensitive' to discrimination issues.

Citizens who belong to a particular minority (self-defined) are much more likely to witness discrimination on the grounds of that minority classification. In other words, 33% of citizens who define themselves as belonging to an ethnic minority witnessed discrimination on the grounds of ethnic origin; 26% who belong to a sexual minority witnessed discrimination on the grounds of sexual orientation; 23% of disabled citizens witnessed discrimination on the grounds of disability.

There is a **very strong relationship between having experienced discrimination oneself and witnessing it happening to others:** 17% of those who were not discriminated against themselves in the period in question report having seen it happening elsewhere, compared to 69% of citizens who were discriminated against on one ground and 77% of those discriminated against on multiple grounds (these being citizens who report experiencing discrimination on multiple grounds in the 12 months before the survey)³⁵.

³⁵ Caution: note small base size here (812 respondents report being discriminated against on multiple grounds)

Having a social network characterised by diversity clearly has an effect in making a respondent more likely to witness discrimination on the relevant grounds, particularly when it concerns racial discrimination.

QE4 In the past 12 months, have you witnessed someone being discriminated against or harassed on the basis of one or more of the following grounds?	Total % Yes	QE16. BY HAVING FRIENDS WHO ARE...			
		Different ethnic origin	Roma	Disabled	LGBT
Ethnic origin	12%	17%	19%		
Disability	6%			8%	
Sexual orientation	6%				10%

There is also a strong link between having witnessed discrimination happening (or indeed being discriminated against) and the belief that discrimination is widespread. We explore this in more detail in the chapters below on specific forms of discrimination.

4. COMBATTING DISCRIMINATION

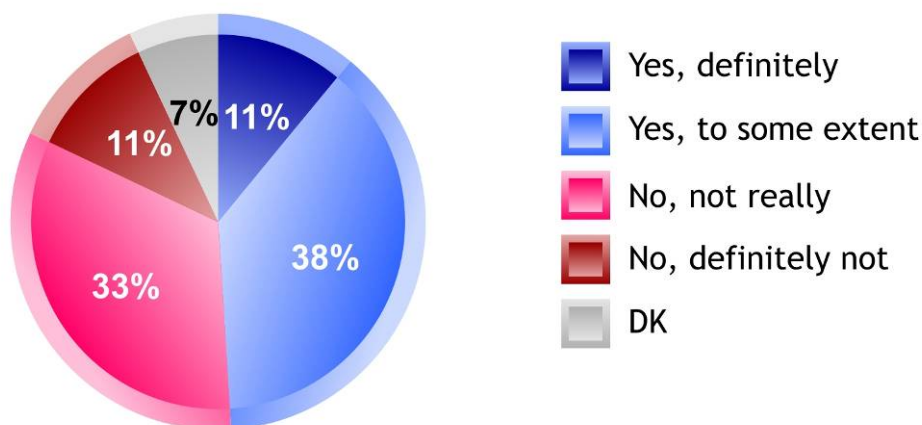
4.1 Assessment of efforts made to fight discrimination

- Opinion of national efforts made to combat discrimination is divided between those who think these are sufficient and those who do not -

Taking aggregate results at EU level, we can see that **opinion is divided as to whether sufficient efforts are being made in citizens' countries to fight all forms of discrimination**: Whilst a slight majority of 49% think that this is the case, 44% express the opposite view. Seven percent give a 'don't know' answer indicating that awareness is high for this topic³⁶.

Opinion tends to be more qualified than absolute, with answers for 'yes', to some extent' (38%) and 'no, not really' (33%) outnumbering those for 'yes, definitely' and 'no, definitely not' (11% each).

Question: QE9. In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?

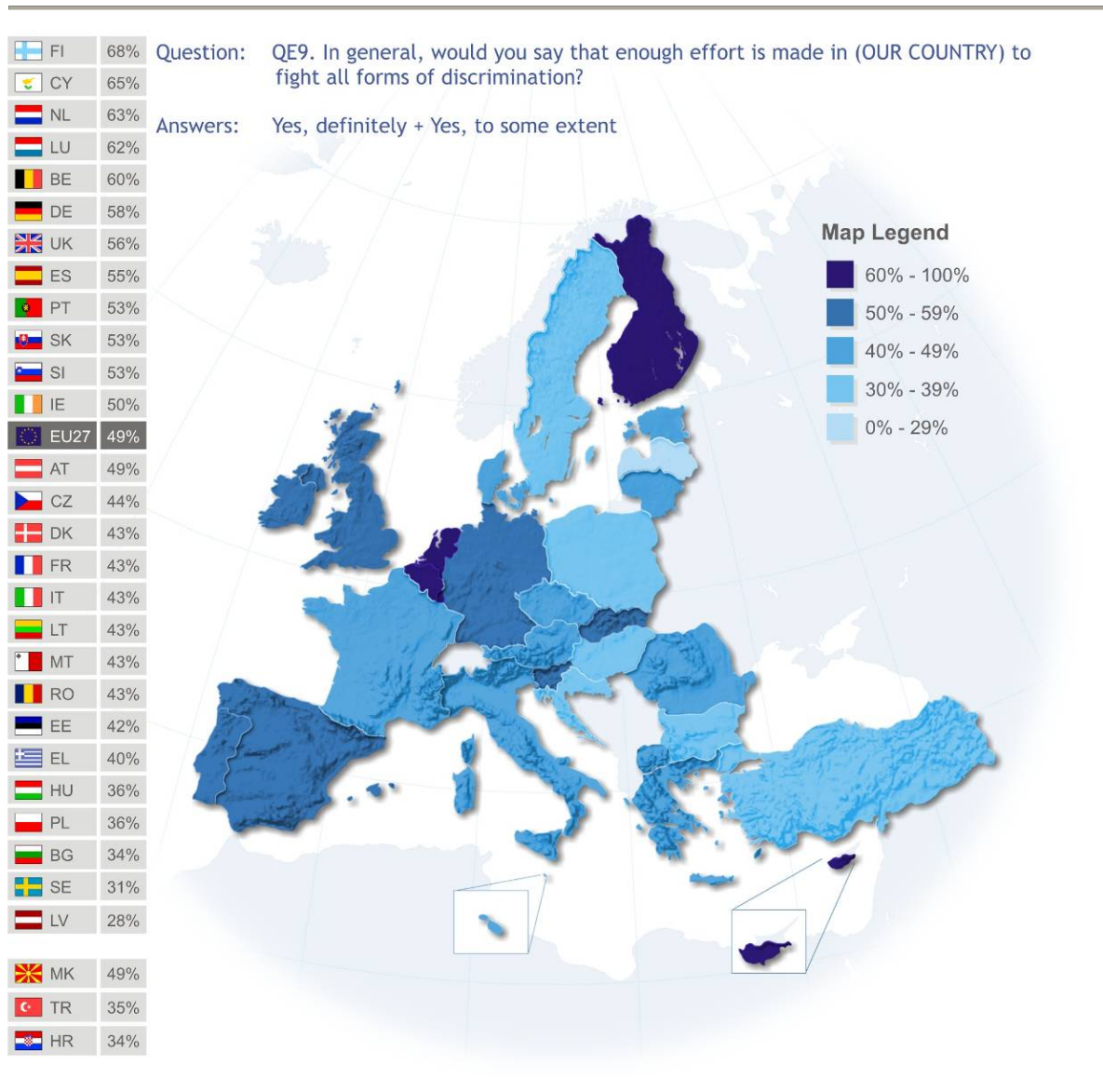


A positive development has now been recorded for the second successive time since the survey was first carried out in 2006. Over the past year, **positive answers have increased by 2 percentage points** whilst **negative answers have decreased by 4 percentage points**.

³⁶ QE9 In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?

As in 2008, the highest proportions who think that enough effort is being made are found in Finland (68%), followed by Cyprus (65%), the Netherlands (63%) and Luxembourg (62%). At the other end of the scale, 28% of Latvians and 31% of Swedes feel current efforts are sufficient.

The relationship between evaluations of the efforts being made to combat discrimination and perceptions of it being widespread or not is present in some countries but not in others (see chapters 6-12). As just one example, Sweden and Latvia are both countries where a low proportion of citizens think that current efforts suffice, but in Latvia discrimination is generally seen as very rare whilst in Sweden it is seen as much more widespread.

















Considering the evolutions at national level, we see that citizens in Greece are now much more critical than was the case in 2008 (-11 points). A significantly more critical stance concerning the national efforts made to fight all forms of discrimination is also noted in Malta (-9), Romania and Austria (both -8).

Conversely, in a number of countries, higher levels of satisfaction are reported.

QE9: Assessment of efforts: Notable changes 2008 – 2009

Note: Figures shown = % 'yes'

	2008	2009	Change (% points)
 Belgium	54%	60%	+6
 Slovakia	47%	53%	+6
 Poland	30%	36%	+6
 Germany	53%	58%	+5
 Ireland	45%	50%	+5
 France	38%	43%	+5
 Italy	39%	43%	+4
<hr/>			
 Estonia	46%	42%	-4
 Bulgaria	39%	34%	-5
 Hungary	41%	36%	-5
 Austria	57%	49%	-8
 Romania	51%	43%	-8
 Malta	52%	43%	-9
 Greece	51%	40%	-11

-Evaluations differ depending on minority membership-

The survey reveals that **citizens who belong to a sexual minority are particularly likely to feel that not enough effort is being made in their country to fight all forms of discrimination (58%)**. This sentiment is even more widely voiced by **citizens who say they belong to a minority group not specified by the interviewer (62%)**. Conversely, half of citizens who say they belong to an ethnic minority feel that enough effort is being made in their country. They do not differ as such from citizens who do not belong to a minority group.

QE9. In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?	Total %	QE17. CITIZENS WHO SELF-DEFINE AS BELONGING TO ...					
		Ethnic minority	Religious minority	Sexual minority	Minority in terms of disability	Other	None
Yes	49%	50%	45%	40%	44%	30%	50%
No	44%	45%	50%	58%	53%	62%	44%

- Those that think discrimination is widespread are more likely to feel that current efforts to fight it are insufficient -

It is important to note that evaluations of measures being taken at national level are very much related to views on the pervasiveness of discrimination in society. **Citizens who perceive discrimination to be widespread are more likely to feel efforts are insufficient.**

QE9. In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?	Total %	QE1. CITIZENS PERCEIVING DISCRIMINATION IN (OUR COUNTRY) TO BE WIDESPREAD					
		Ethnic origin	Gender	Sexual orientation	Age	Religion or belief	Disability
Yes	49%	44%	41%	41%	45%	42%	41%
No	44%	52%	55%	55%	50%	54%	54%

Similarly, **experience of discrimination – whether it has happened to the respondent personally or whether they claim to have witnessed it happening to someone else – is also an important influence** on opinions of the sufficiency of efforts made to fight discrimination. Those who have witnessed discrimination are more likely to think these efforts sufficient.

QE9. In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?	Total %	QE3. EXPERIENCED DISCRIMINATION IN LAST 12 MONTHS			QE4. WITNESSED DISCRIMINATION IN LAST 12 MONTHS	
		No	Single Ground	Multiple Grounds*	Yes	No
Yes	49%	51%	41%	32%	53%	39%
No	44%	43%	54%	65%	40%	58%

*Note: Results for multiple grounds should be considered as indicative due to the small base (n=812), i.e. only 3% of Europeans have experienced multiple discrimination in the last 12 months.

In terms of general socio-demographic factors, citizens are more likely to say that enough effort is made in their country if they are:

- Male: 51% of men think current efforts suffice, compared to 47% of women.
- Aged 55 and over: 52% of those aged 55 and over say enough effort is made compared to 44% of those aged 15 to 24.

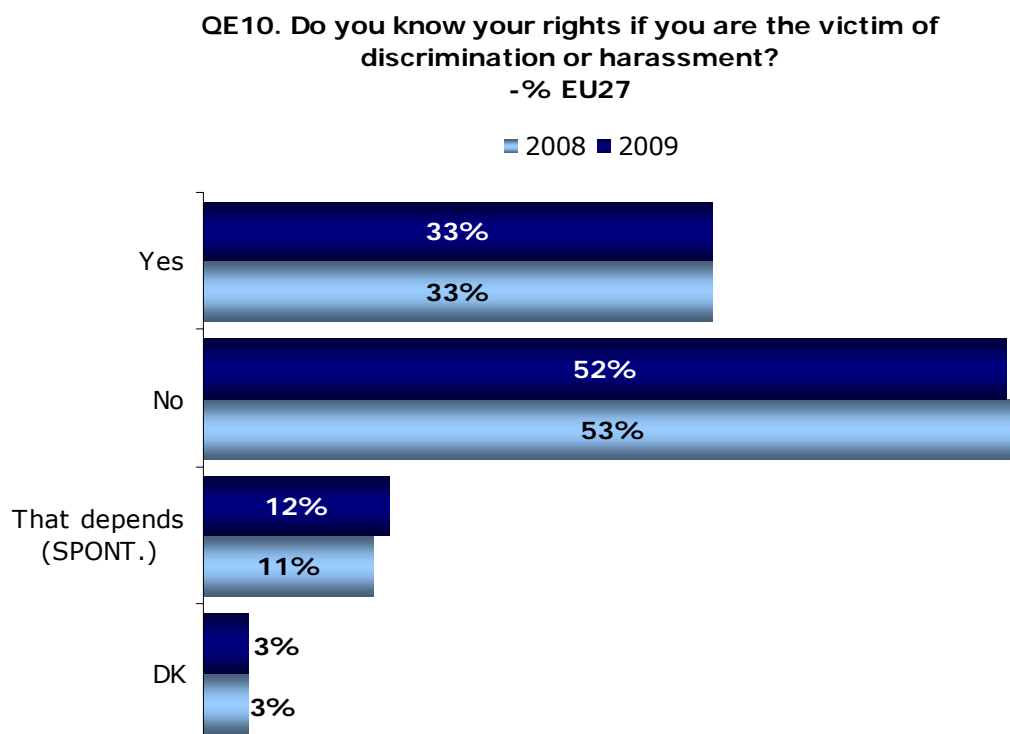
5. KNOWLEDGE OF THE LAW

In this brief chapter we examine the extent to which citizens are aware of their rights in cases of discrimination and harassment. We also test a newly added question to ascertain which reporting points citizens prefer in the event that they have been a victim of harassment or discrimination.

5.1 Knowledge of one's rights as a victim of discrimination

- The majority of Europeans still do not know their rights related to discrimination or harassment -

As in 2008, only one-third of EU citizens say that they know their rights, should they be a victim of discrimination or harassment (33%). Over half (52%) give the opposite answer, with the remainder saying that 'it depends' (12%). As the graph below shows, views in this regard have not changed much since 2008³⁷.

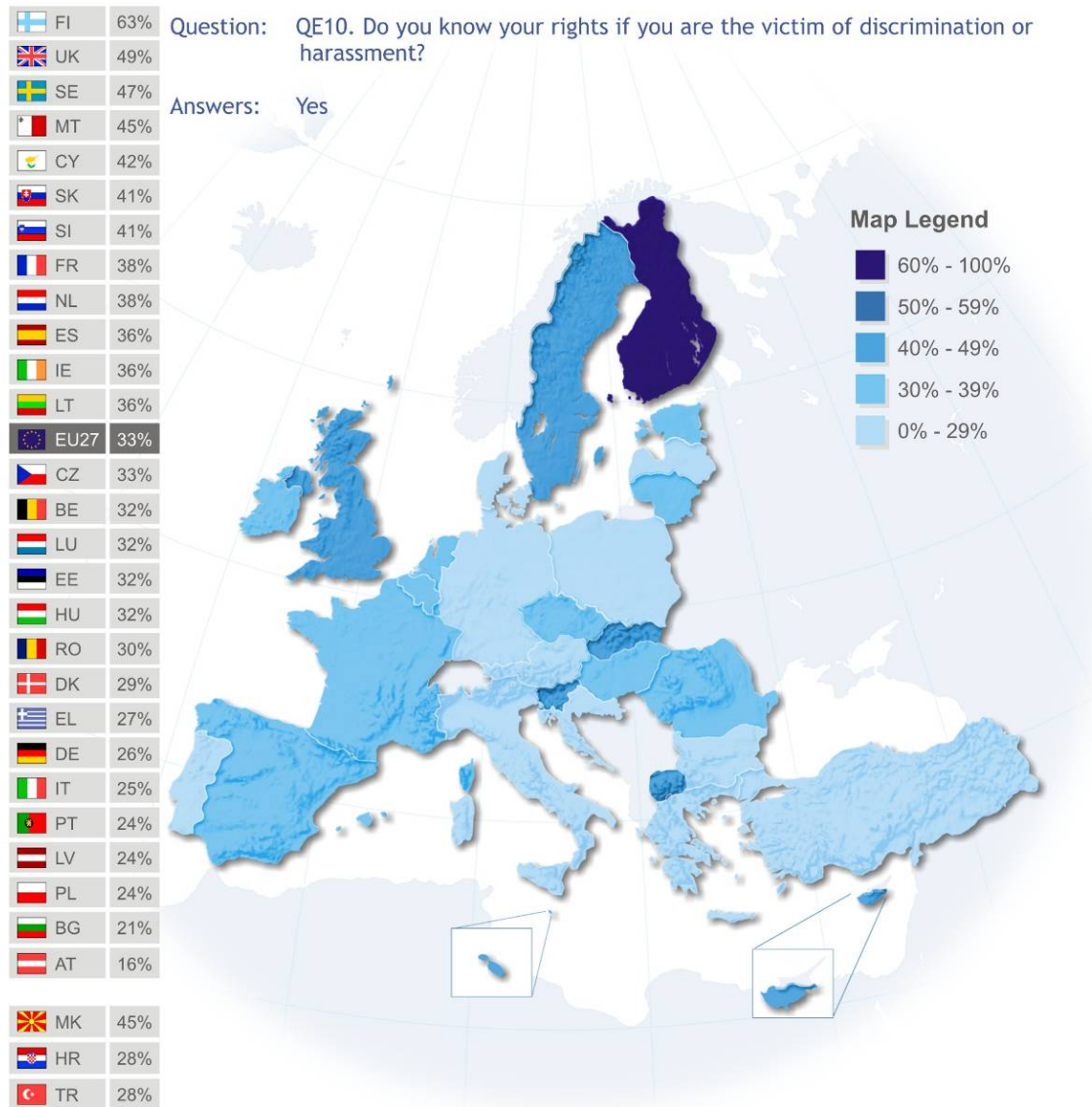


Although the direction of results in most countries is close to the overall EU average, there are nonetheless some countries where more citizens say they would know their rights rather than they would not: Finland (63% would know vs. 27% would not), the UK (49% vs. 44%), Sweden (47% vs. 43%), Malta (45% vs. 41%) and Slovenia (41% vs. 38%).

³⁷ QE10 Do you know your rights if you are the victim of discrimination or harassment?

In the Former Yugoslav Republic of Macedonia, there is a nearly even split (45% vs. 44%). The lowest proportions knowing their rights are recorded in Austria (16%).















It can be noted in this context that in Austria the proportion of citizens saying they have suffered discriminated in the past year (22%) is above the EU average of 16%.



Although the EU average has remained stable over the last year, there are a number of countries that have seen substantial fluctuations in knowledge of rights since the last survey.

Knowledge of rights: Notable changes 2008 – 2009

Note: Figures shown = % 'yes'

	2008	2009	Change (% points)
 UK	41%	49%	+8
 France	31%	38%	+7
 Sweden	41%	47%	+6
 Ireland	30%	36%	+6
 Spain	32%	36%	+4
 Bulgaria	17%	21%	+4
 Malta	49%	45%	-4
 Slovakia	46%	41%	-5
 Italy	31%	25%	-6
 Czech Republic	40%	33%	-7
 Hungary	39%	32%	-7
 Greece	35%	27%	-8
 Portugal	35%	24%	-11
 Poland	36%	24%	-12

- Awareness levels not much higher among minority respondents -

The survey reveals that citizens who belong to a minority only slightly more often report awareness than other citizens. The only group that stands out are citizens who say they belong to a minority group not specified by the interviewer: four out of ten feel they know their rights if they are the victim of discrimination or harassment, compared to, on average, a third of European citizens³⁸.

QE10 Do you know your rights if you are the victim of discrimination or harassment?	Total %	QE17. CITIZENS WHO SELF-DEFINE AS BELONGING TO ...					
		Ethnic minority	Religious minority	Sexual minority	Minority in terms of disability	Other	None
Yes	33%	37%	34%	35%	37%	40%	33%
No	52%	47%	49%	43%	51%	45%	53%

³⁸ These findings need to be seen as only indicative due to the small proportion of self defined minorities interviewed.

- Victimization does not increase awareness -

It is important here to consider whether citizens have actually experienced discrimination or not, as these citizens would most need to be aware of their rights.

We can see that these citizens do have a slightly higher level of awareness – 35% of those experiencing discrimination on a single grounds and 37% of those experiencing it on multiple grounds say that they know their rights, compared to 33% of those who did not experience discrimination. However, this gap is not a large one and it could be argued that raising awareness amongst those who have already experienced discrimination or are liable to do so in future is a matter of high importance.

QE10 Do you know your rights if you are the victim of discrimination or harassment	Total % Yes	QE3. BY EXPERIENCE OF DISCRIMINATION LAST 12 MONTHS		
		NO	SINGLE GROUND	MULTIPLE GROUNDS*
Yes	33%	33%	35%	37%
No	52%	53%	48%	45%

*All citizens who experienced discrimination on more than one grounds over the course of the last 12 months. Caution: small bases.

- Length of education an important influence on knowledge -

Education is a much more telling factor of claimed knowledge, with the latter generally increasing the longer a respondent has spent in education. We see that the knowledge gap between those who stayed in full-time education the shortest and the longest is very large and in fact even larger than it was in 2008³⁹.

QE10 Do you know your rights if you are the victim of discrimination or harassment?	Total % Yes	BY AGE OF FINISHING FULL-TIME EDUCATION			
		15-	16-19	20+	Still studying
Yes	33%	21%	33%	44%	33%
No	52%	64%	52%	42%	51%

³⁹ Discrimination in 2008: (special Eurobarometer 296). Fieldwork February-March 2008. http://ec.europa.eu/public_opinion/archives/ebs/ebs_296_en.pdf

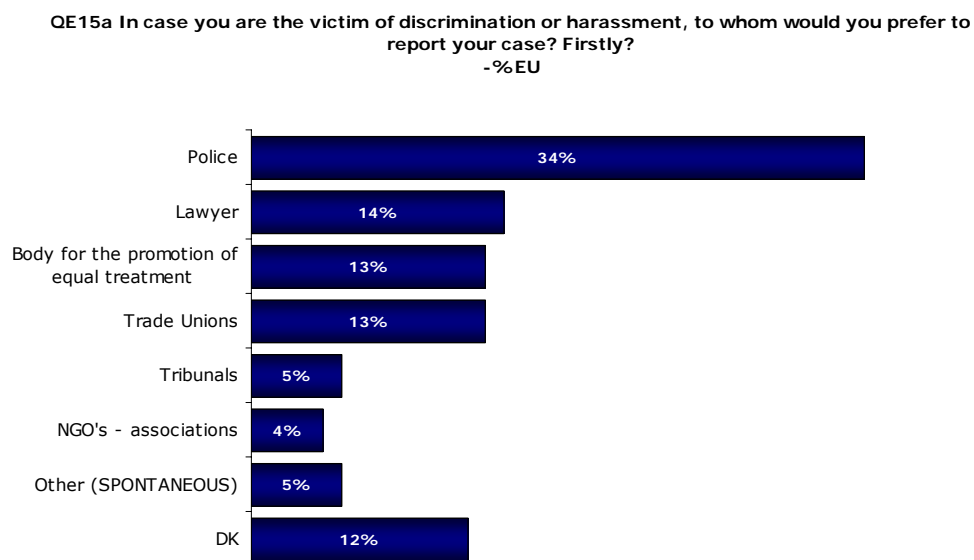
5.2 Preferred reporting 'points' in case of harassment or discrimination

-In the event of becoming a victim of discrimination or harassment, the majority of EU citizens prefer to report the case to the police or a lawyer -

One of the newly added questions in this wave aimed at ascertaining which reporting points citizens preferred in the event that they became a victim of discrimination or harassment.

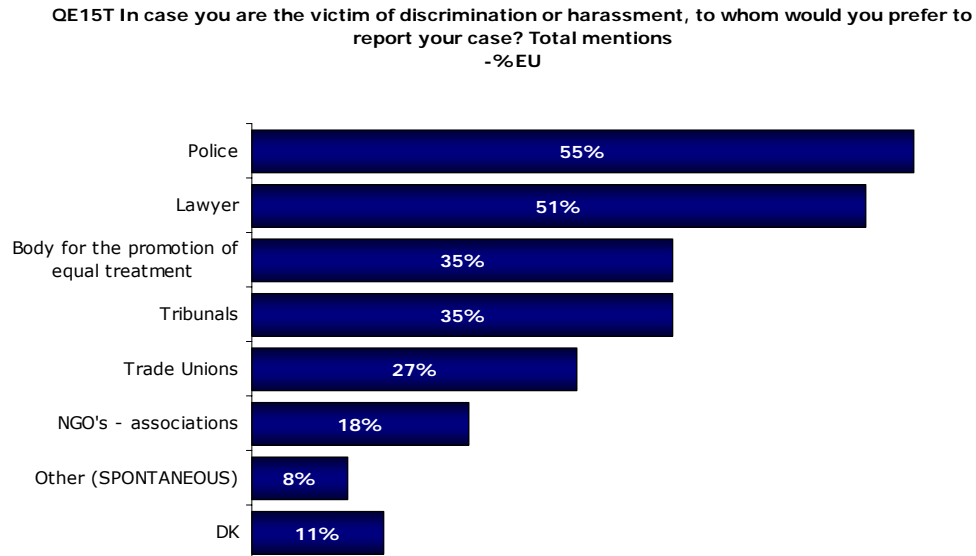
From a list of possible answers that were polled, the majority of European citizens mentioned 'the police' or 'lawyer' first as a preferred reporting point. The gap between the former and the latter is considerable, with the police being mentioned by 34% of EU citizens and 'a lawyer' by 14%. It can be hypothesised, especially when looking at the total mentions later on, that a lawyer is the second step in a reporting process, with the police being the preferred first reporting point.⁴⁰

As can be seen in the chart below, further mentions of preferred reporting points are for the 'body for the promotion of equal treatment in one's country' and a 'trade union' (13% of Europeans mention these respectively as a first mention). All other reporting points receive equal or less than five percent of mentions. Just over one European in ten spontaneously mentioned 'don't know' (12%).



⁴⁰ QE15a In case you are the victim of discrimination or harassment, to whom would you prefer to report your case? Firstly?

Citizens were given the opportunity to provide second and third mentions as well. **The aggregated analysis of total mentions sees the above results repeated, with 'lawyer' now being mentioned by 51% of Europeans after 'police' at 55%:**



Looking at the national level for total mentions, we see the following results:

QE15. To whom would you prefer to report your case of discrimination?

	Body for the promotion of equal treatment (SPECIFY THE NAME ACCORDING THE COUNTRY)						
	Police	Lawyer	Tribunals	Trade Unions	NGO's - associations	Other (SPONTANEOUS)	DK
EU27	55%	51%	35%	27%	18%	8%	11%
BE	64%	50%	34%	41%	17%	10%	5%
BG	52%	41%	47%	16%	23%	5%	15%
CZ	66%	55%	43%	22%	21%	4%	11%
DK	64%	57%	24%	65%	15%	11%	4%
DE	47%	65%	29%	24%	17%	9%	12%
EE	52%	27%	32%	17%	12%	11%	20%
IE	43%	38%	11%	45%	14%	14%	19%
EL	64%	71%	44%	18%	22%	3%	3%
ES	58%	52%	46%	27%	20%	8%	11%
FR	58%	50%	38%	33%	25%	6%	5%
IT	65%	60%	35%	26%	21%	4%	8%
CY	53%	61%	38%	28%	10%	9%	4%
LV	46%	28%	38%	19%	12%	14%	18%
LT	48%	45%	48%	13%	6%	9%	16%
LU	71%	59%	36%	38%	13%	12%	4%
HU	59%	37%	44%	13%	9%	6%	18%
MT	62%	56%	18%	36%	16%	7%	10%
NL	65%	35%	16%	31%	11%	15%	10%
AT	44%	53%	35%	36%	20%	7%	15%
PL	50%	42%	44%	19%	27%	4%	21%
PT	44%	28%	39%	15%	26%	4%	28%
RO	61%	47%	53%	13%	10%	4%	14%
SI	58%	59%	23%	20%	28%	17%	8%
SK	71%	54%	40%	24%	11%	9%	8%
FI	55%	43%	27%	50%	20%	13%	7%
SE	46%	39%	11%	56%	17%	14%	5%
UK	48%	45%	28%	32%	7%	16%	14%
HR	65%	47%	43%	23%	40%	6%	8%
TR	62%	45%	59%	11%	13%	9%	15%
MK	56%	42%	42%	17%	27%	11%	12%
	Highest percentage by item			Lowest percentage by item			
	Highest percentage by country			Lowest percentage by country			

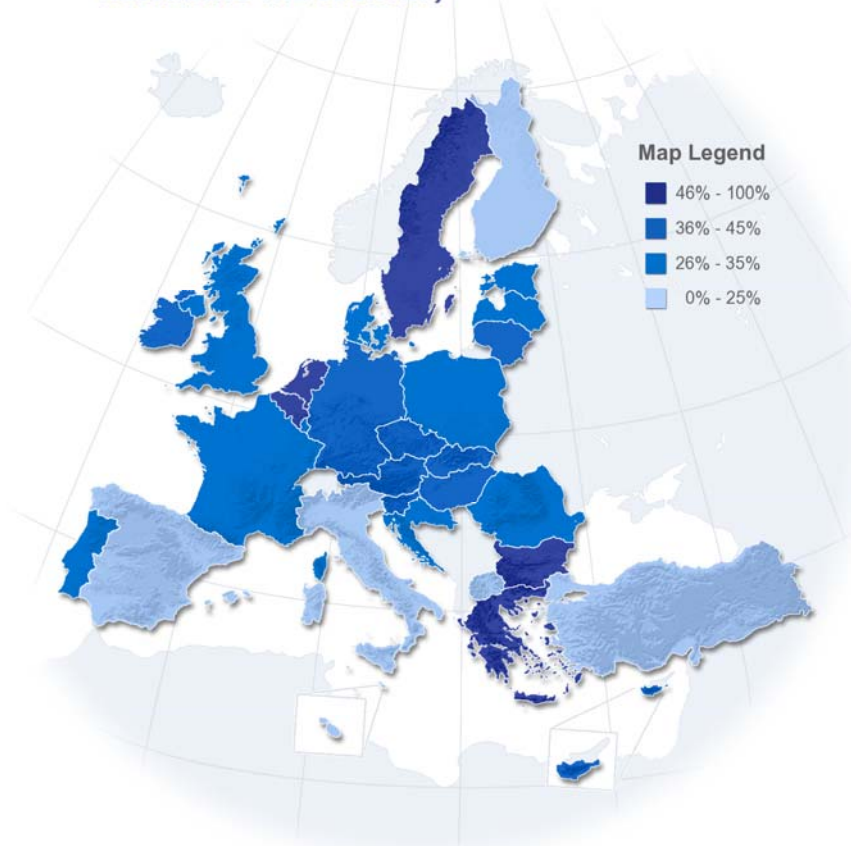
-Diverse reporting preferences at country level -

An examination of the national results reveals a strongly diverse pattern of preferences. For instance, the extent to which Europeans would report their case of discrimination to a lawyer ranges from 27% in Estonia to 71% in Greece. The country results are even more extreme in the case of national bodies for the promotion of equal treatment. The proportion of citizens who would prefer reporting to this body in the case of victimisation ranges from 18% in Spain to 74% in Sweden. The strong diversity of preferences reflect different attitudes and relations with official instances as well as varying degrees to which specific bodies have been set up and operationalised in the Member States.

 SE	74%
 NL	53%
 BE	51%
 EL	50%
 BG	47%
 LT	45%
 DE	44%
 SK	42%
 CY	42%
 IE	40%
 SI	39%
 CZ	38%
 HU	37%
 AT	36%
 EU27	35%
 RO	34%
 FR	33%
 LV	33%
 UK	32%
 EE	32%
 PT	31%
 DK	29%
 PL	29%
 LU	26%
 FI	25%
 IT	25%
 MT	21%
 ES	18%
 HR	33%
 TR	24%
 MK	24%

Question: QE15. In case you are the victim of discrimination or harassment, to whom would you prefer to report your case?

Answers: **Body for the promotion of equal treatment (SPECIFY THE NAME ACCORDING THE COUNTRY)**



In terms of general socio-demographic factors, citizens in the different socio-demographic groups show the following preferences in reporting (looking at 'total mentions'):

- For the 'police' (55% EU average), females are slightly more likely to express a preference compared to men (57% vs. 53%).
- Regarding the various age groups, the youngest age group of 15-24 years show a preference for the 'police' (61% vs. 55% average) as well as for a 'body for the promotion of equal treatment in one's country', with 38% of these mentioning this preference vs. 35% at EU average. We also see a preference in those in the older age group of 40-54 years of age for this reporting point. For the 'police' we see similar figures repeated with those who have ended their education at 15 years of age also showing a preference (59%) as well as those who are still studying (62%). With regards to 'lawyer' as a preferred reporting point (51% EU average), those somewhat older (25-39 year age group) as well as those having ended their education at 20+ years of age indicate a preference (55% and 56% respectively).
- For 'tribunals' (35% EU average), those in the 25-54 age group indicate a preference (38% and 37% for the 25-39 years and 40-54 years groupings) as do those still studying (37%). This is repeated when looking at the 'body for the promotion of equal treatment' (35% EU average) with these age groups as well as those with higher education levels or those still studying showing higher figures (44% and 41% respectively). The latter education categories also show a preference for NGOs, with 21% and 23% respectively compared to the EU average of 18%. A similar picture is seen for 'trade unions' (at 27% EU average) with those in the age group of 25-54 years of age indicating a preference (33% and 32% for the 25-39 years and 40-54 years groupings) as well as those with longer time spent in education (34% for those who have ended their education at 20+ years of age).
- In terms of occupation we see preferences by those self-employed for 'lawyer' and 'NGOs' with 59% and 21% compared to EU averages of 51% and 18% for these reporting points.

6. VIEWS ABOUT EQUAL OPPORTUNITIES IN EMPLOYMENT

The European Union Equality in Employment Directive implements the principle of equal treatment in employment and training irrespective of religion or belief, disability, sexual orientation and age⁴¹. The Racial Equality Directive⁴² provides the same protection regarding race and ethnic origin, as well as applying outside the labour market, for example to social protection and access to goods and services. This is in addition to the numerous laws adopted in the past 30 years to fight discrimination based on gender and to allow for equal treatment of women and men in the workplace.

In this chapter we examine three aspects of equal opportunities in employment plus a question newly added in 2009:

1. Factors which are seen as putting someone at a disadvantage,
2. Support for measures aimed at ensuring equal opportunities, and
3. Support for the monitoring of the implementation of equal opportunities policies.
4. Whether citizens feel that is enough is being done to increase diversity in the workplace

6.1 Factors which put citizens at a disadvantage

In order to test perceptions of equal opportunities in the workplace, citizens were asked which factors they feel may put job applicants at a disadvantage if a company had to choose between two candidates with otherwise equal skills and qualifications⁴³.

- A job candidate's look and age are seen as the factors most likely to put them at a disadvantage; disability and ethnic origin now feature less -

As can be seen from the chart below, it is clear that **the EU public still feels that a 'level playing field' in employment is far from a reality**, with significant proportions of citizens seeing a range of criteria as being likely to lead to disadvantage.

In analysing these results, it should be borne in mind that there may be some degree of 'under-claim' in that some citizens may feel it is more socially acceptable to give certain answers (particularly if they are thinking about the question in terms of whether they themselves were to be hiring).

Close to half of Europeans (48%) in 2009 believe that **a candidate's look, dress-sense or presentation and the candidate's age** would be a disadvantage. **This is followed by skin colour or ethnic origin (38%), having a disability (37%) and the candidate's general physical appearance (36%).**

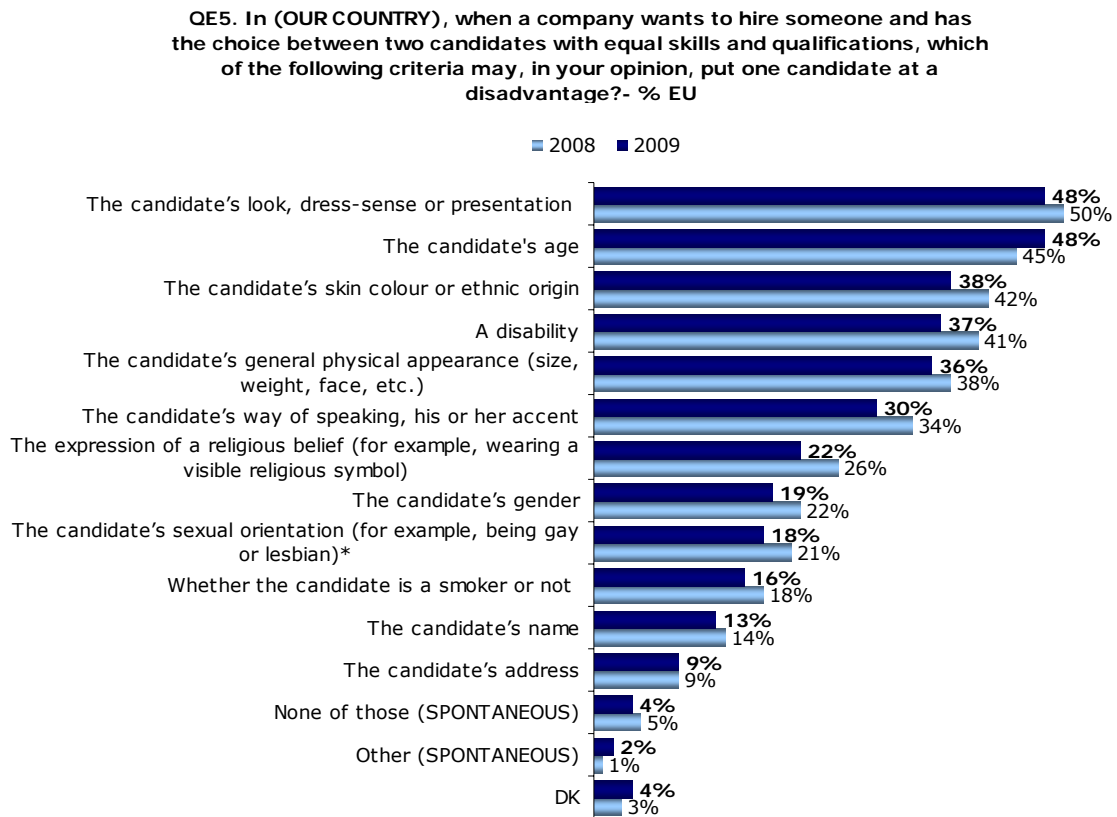
⁴¹ EC Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation.

⁴² EC Directive/2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin. This Directive offers a more comprehensive protection than the EC Directive 2000/78/EC (see above foot note): it covers employment and occupation and also education, social protection (including social security and healthcare), social advantages and access to goods and services, including housing.

⁴³QE5 In (OUR COUNTRY), when a company wants to hire someone and has the choice between two candidates with equal skills and qualifications, which of the following criteria may, in your opinion, put one candidate at a disadvantage?

We see that ethnic origin and disability are less and less seen as a disadvantage. Following a drop of eight points in the percentage of citizens who feel that disability would be a disadvantage between 2006 and 2008 a further fall has now been noted (-4 from 41% to 37%). Concerning skin colour or ethnic origin, the percentage of citizens who feel that this would be a disadvantage decreased from 42% to 38% in the latest survey following a drop of 4 points between 2008 and 2009.

Conversely, the percentage of citizens who feel that age would be a disadvantage has increased since 2008 (+3 points). This is in line with the fact that – compared to 2008 – citizens are now considerably more likely to say that discrimination on the basis of age is widespread in their country (see chapter 10, below).



*NB: Since 2008 this item was given as 'The candidate's sexual orientation (for example, being gay or lesbian)'

It is important to note that whilst most of the factors examined in this question represent 'discrimination' if they are used as the basis for a hiring decision, this is not the case for the factor seen as most likely to lead to disadvantage – look, dress sense or presentation. For many jobs, presenting a professional appearance will be as important an aspect as skills and qualifications.

6.2 Support for measures to provide equal opportunities in employment

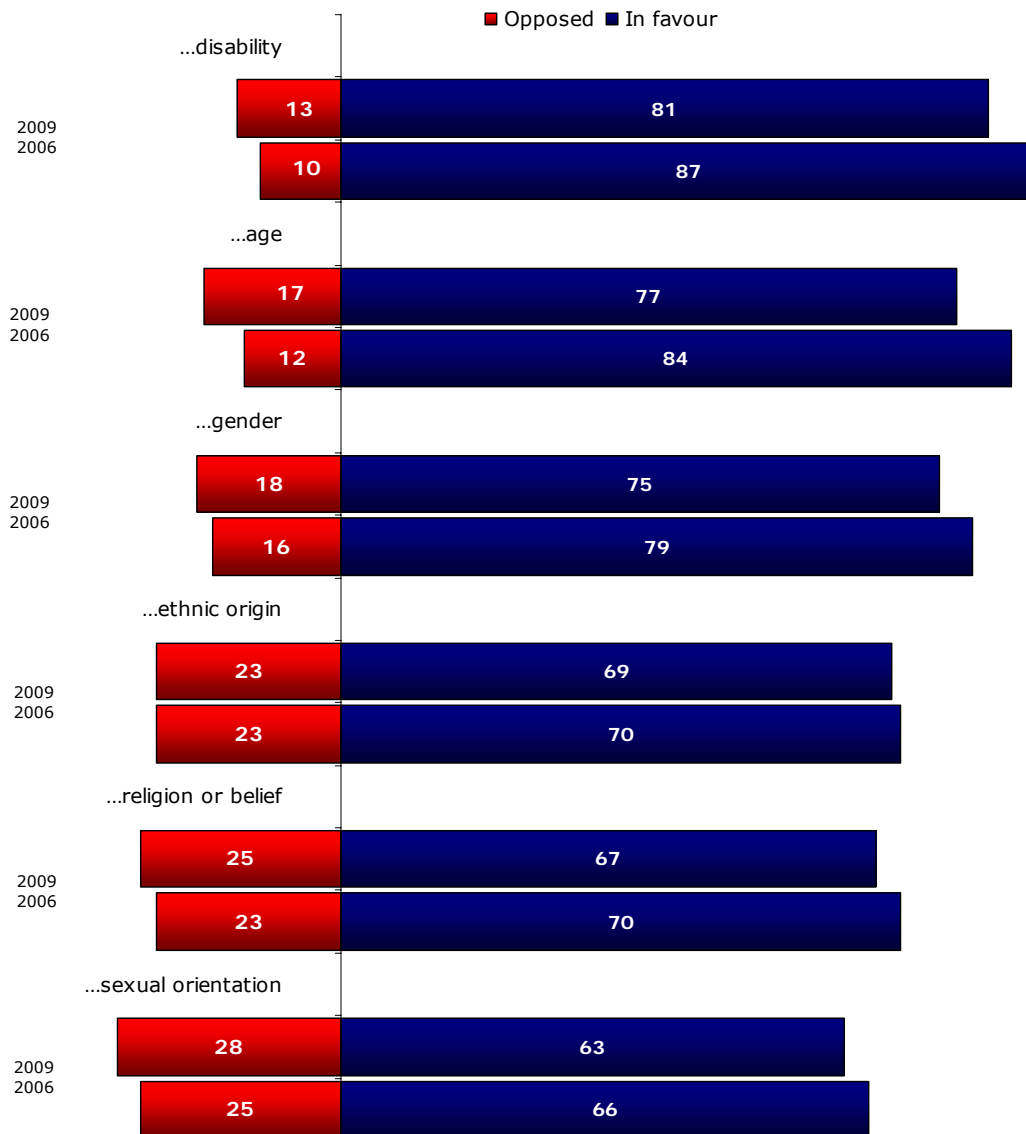
- EU citizens are highly supportive of equal opportunities measures -

As we have seen above, citizens consider that several factors other than skills and qualifications play a role in the selection of job applicants. Perhaps because of this, there is **strong support for the implementation of specific measures aimed at providing equal opportunities in the field of employment**⁴⁴. This support ranges from 63% for specific measures related to sexual orientation to 81% for measures related to disability.

This question was also asked in 2006 and 2008. However, in 2008, a slightly modified version was fielded to include specific examples of the types of 'measures' that could be implemented (special training schemes or adapted selection and recruitment processes). These were not included in the 2006 and 2009 versions. Because of this, it is best to focus on the evolution between 2006 and 2009. Over time, we have seen a **slight decline in support for special measures, with the exception of ethnic origin where opinions have not evolved**. However, the ranking of the grounds for special measures was identical in all three surveys.

⁴⁴ QE7: Would you be in favour of or opposed to specific measures being adopted to provide equal opportunities for everyone in the field of employment? Specific measures for people depending on their...

QE7. Measures being adopted to provide equal opportunities for everyone in the field of employment
In favour or opposed to measures depending on ...?
 -%EU



An analysis as to whether support for specific measures is higher when people are personally affected provides interesting insight. It shows that **disabled people are particularly supportive of specific measures being adopted to provide equal opportunities for everyone in the field of employment.** Not only are disabled people more in favour when the measures concern them, they are also more supportive when the measures concern other minorities. For example, when the measures concern religion or belief, 72% of disabled respondents express support, compared to 66% of respondents for whom the measures are meant, namely those who say they belong to a religious minority.

QE7 In favour of specific measures being adopted to provide equal opportunities for everyone in the field of employment...depending on..	Total	QE17. CITIZENS WHO SELF-DEFINE AS BELONGING TO ...					
		Ethnic minority	Religious minority	Sexual minority	Minority in terms of disability	Other	None
Disability	81%	77%	73%	70%	82%	73%	81%
Ethnic origin	69%	71%	68%	64%	73%	56%	70%
Religion or belief	67%	66%	66%	61%	72%	53%	68%
Sexual orientation	63%	59%	59%	59%	66%	48%	64%

As an overall pattern, it can be seen that **the youngest age group is more favourable towards the adoption of specific measures.** This is not so true for measures based on age, where the difference is that those aged 55+ are slightly less supportive.

QE7 In favour of specific measures being adopted to provide equal opportunities for everyone in the field of employment...depending on.	Total	BY AGE			
		Age 15-24	Age 25-39	Age 40-54	Age 55+
Disability	81%	82%	80%	82%	78%
Age	77%	79%	78%	78%	75%
Gender	75%	77%	75%	75%	73%
Ethnic origin	69%	74%	69%	70%	66%
Religion or belief	67%	72%	69%	67%	64%
Sexual orientation	63%	67%	65%	65%	58%

Ultimately, however, we stress that any variations in results between different groups represent minor variations in the overall pattern, which is that of wide support amongst EU citizens for equal opportunities measures.

6.3 Support for monitoring measures

As in 2008, citizens were also asked a further question⁴⁵ about equal opportunities measures in the workplace, applying more specifically to ethnic origin. This question arose from the results revealed by the 2006 Eurobarometer: discrimination on the basis of ethnic origin was perceived as the most widespread throughout the EU and, as we have already seen, in 2009 this was still the case.

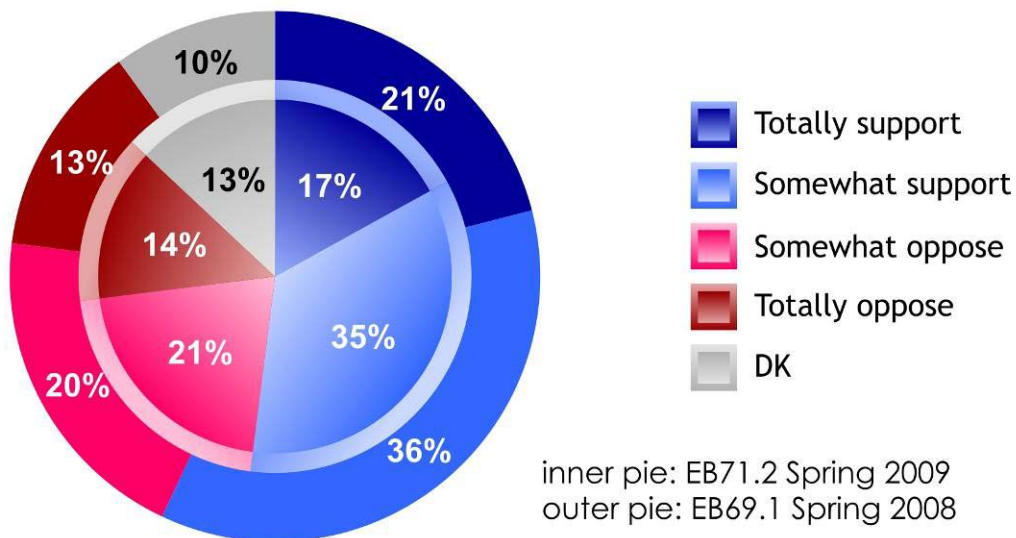
Citizens were asked to indicate whether they support or oppose two measures:

1. Monitoring the **composition of the work-force** in order to evaluate the representation of citizens from ethnic minorities.
2. Monitoring **recruitment procedures** to ensure that candidates from ethnic minorities have the same chance of being selected for interview or hired as other candidates with similar skills and qualifications.

- The majority of Europeans support monitoring measures aimed at evaluating equality in the workplace based on ethnicity -

Question: QE8.1. To what extent do you support or oppose the following in the work place?

Option: Monitoring the composition of the work-force to evaluate the representation of people from ethnic minorities

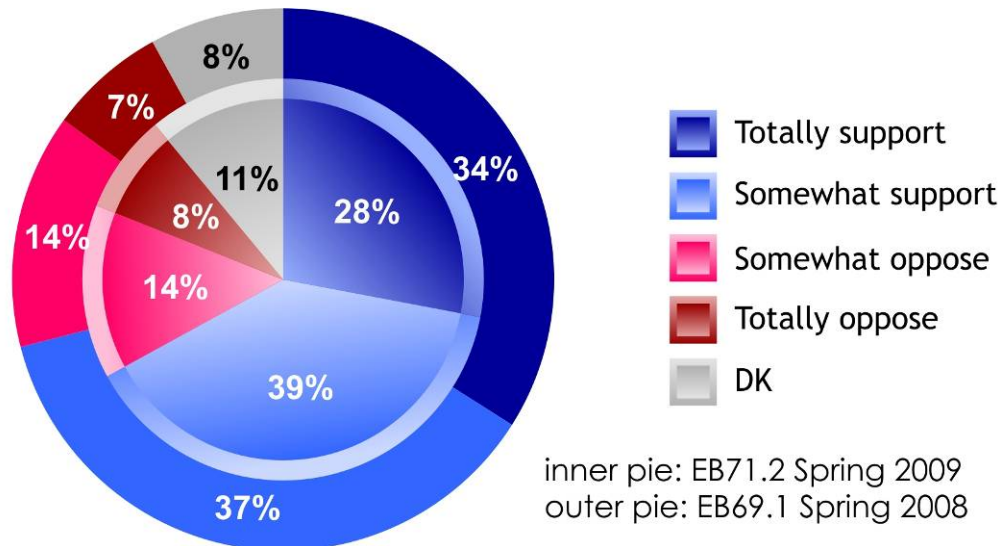


Europeans remain favourable towards both of these proposals, although it should be noted that public opinion is less positive than in 2008. Support for monitoring recruitment procedures (67%; -4) remains more widespread than support for monitoring the composition of the work-force (52%; -5). Despite the falls recorded since 2008, these results continue to provide clear evidence of strong support for active measures to ensure and monitor equality of opportunity at work.

⁴⁵ QE8. To what extent do you support or oppose the following in the workplace?

Question: QE8.2. To what extent do you support or oppose the following in the work place?

Option: Monitoring the recruitment procedures to ensure that candidates from ethnic minorities have the same chance of being selected for interview or hired as other candidates with similar skills and qualifications



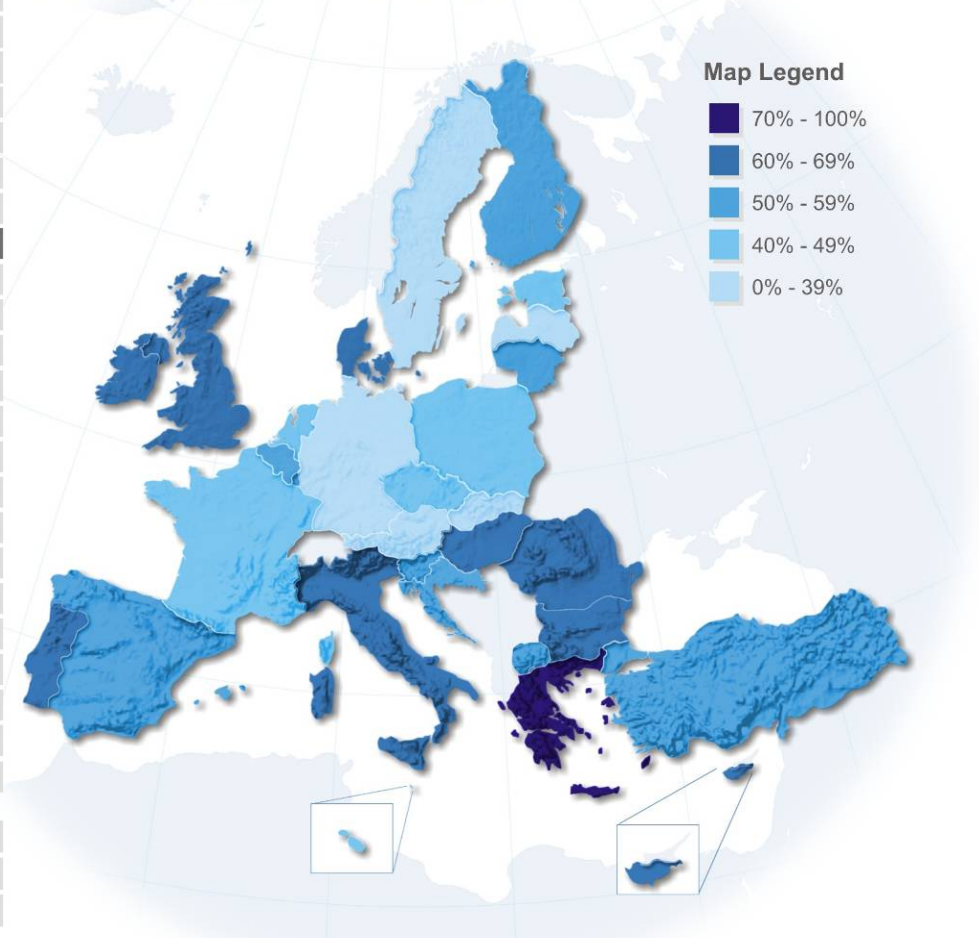
For the first item, **monitoring the composition of the work-force** for representation, the most supportive publics are found in Greece (78%; +1) Cyprus (67%; -11), and Denmark (66%; -5). Conversely, in Austria, Germany, Sweden and Slovakia an outright majority rejects these measures. Support is weakest in Austria (31%; -11) and Germany (33%; -7).

	EL	78%
	CY	67%
	DK	66%
	IE	63%
	UK	63%
	HU	63%
	BG	63%
	RO	63%
	IT	61%
	PT	60%
	FI	58%
	BE	55%
	EU27	52%
	ES	52%
	LT	52%
	SI	51%
	LU	50%
	CZ	49%
	EE	49%
	FR	48%
	NL	48%
	MT	45%
	PL	45%
	SK	39%
	SE	38%
	LV	36%
	DE	33%
	AT	31%
	HR	56%
	MK	53%
	TR	52%

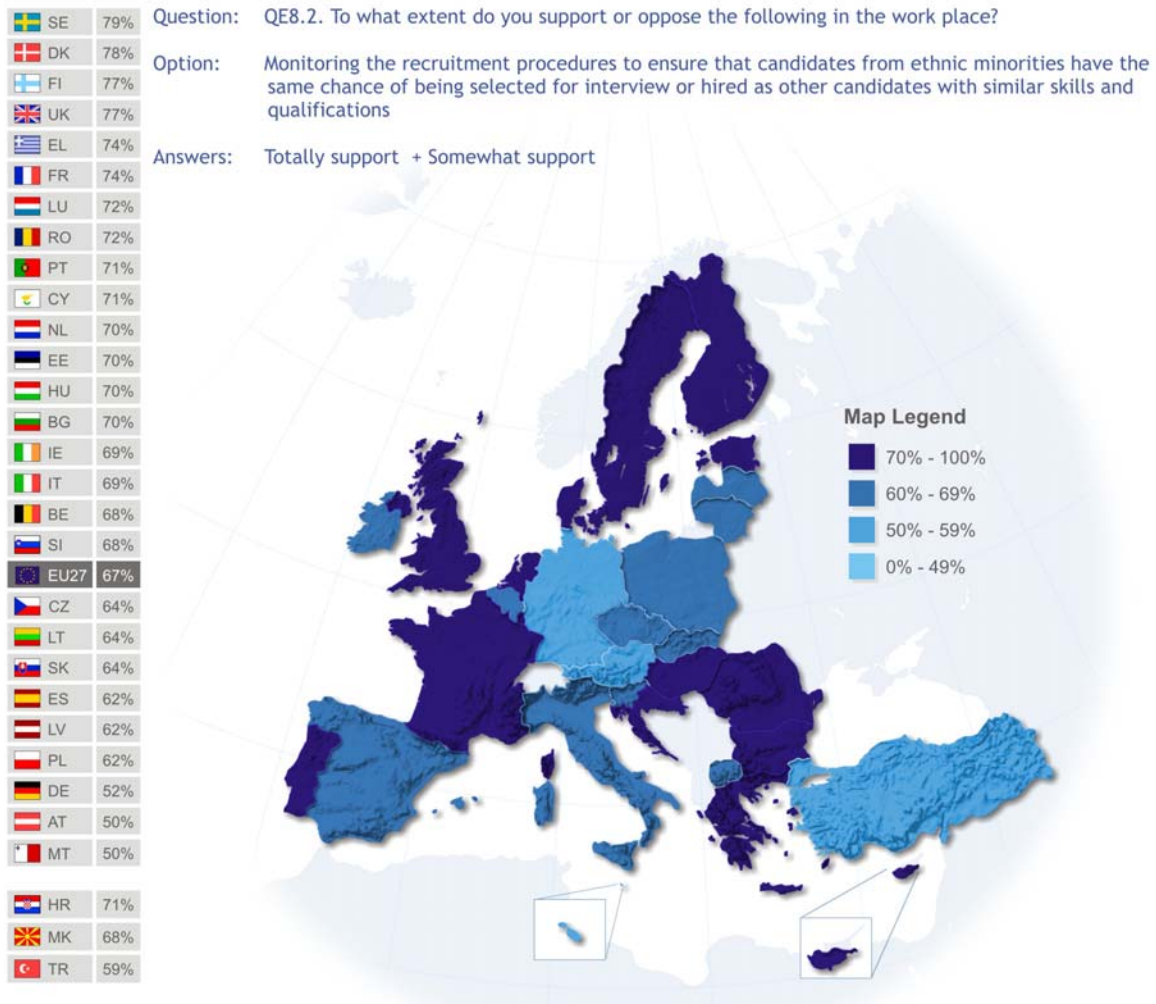
Question: QE8.1. To what extent do you support or oppose the following in the work place?

Option: Monitoring the composition of the work-force to evaluate the representation of people from ethnic minorities

Answers: Totally support + Somewhat support



For the second item, **concerned with recruitment procedures**, the country-by-country picture is more homogenous, with an absolute majority in all countries being in support. In Sweden, for instance, with 78% of citizens feeling that discrimination is widespread, there is strong support for monitoring recruitment procedures (79%; -4). The most favourable citizens of all after Sweden are found in Denmark (78%;-6), Finland (77%; -1) and the UK (77%; -1). The lowest support is noted in Malta (50%; -10) and Austria (50%; -5).



The results point to a strong distinction between the two measures and it must be noted that there does not appear to be a relationship between support for these measures and the extent to which discrimination on the ground of ethnic origin is perceived to take place. Hence we find that for instance in Sweden – where 78% of citizens feel that discrimination is widespread – there is strong support for monitoring recruitment procedures (79%), yet a majority rejects the monitoring of the composition of the work-force (57%).

- Support is related to personal experience and age -

As for the measures examined in the preceding section, support for these monitoring measures depends on people's personal situation and experiences.

Among citizens **belonging to an ethnic minority (self-defined)**:

- 71% (+4 compared to EU average) support monitoring recruitment procedures;
- 58% (+6) support monitoring workplace composition.

Among citizens **born outside Europe**:

- 73% (+6 compared to EU average) support monitoring recruitment procedures;
- 59% (+7) support monitoring workplace composition.

Among citizens **with Roma friends**:

- 72% (+5 compared to EU average) support monitoring recruitment procedures;
- 58% (+6) support monitoring workplace composition.

Among citizens who have **experienced multiple discrimination** in the past year:

- 72% (+5 compared to EU average) support monitoring recruitment procedures;
- 54% (+2) support monitoring workplace composition.

Age is also important with **youngest citizens** being more supportive than 'older' Europeans:

- 73% (+11 compared to those 55 years of age and over) support monitoring recruitment procedures;
- 56% (+10) support monitoring workplace composition.

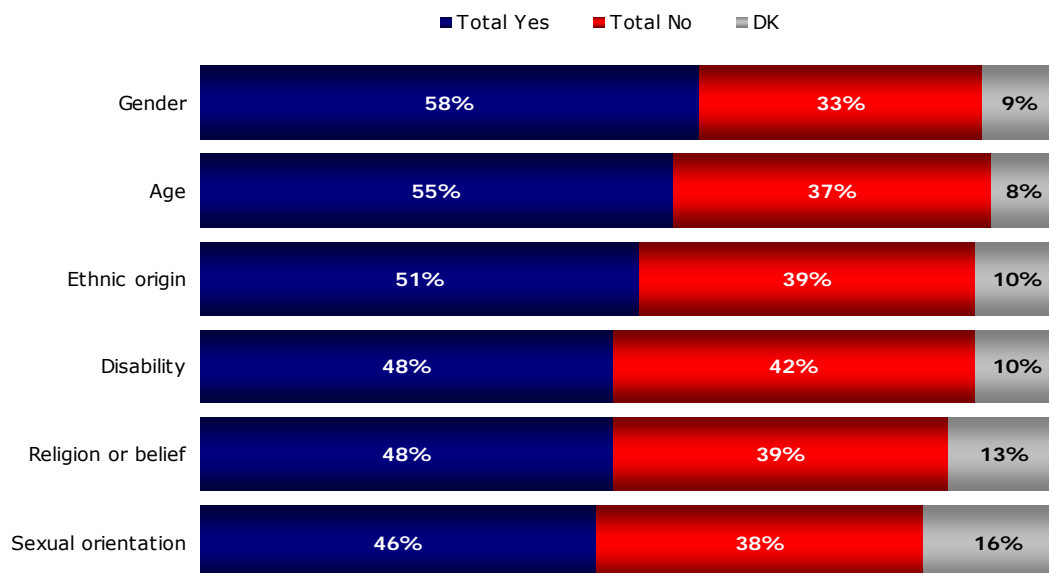
6.4 Perception of whether enough has been done to increase diversity in the work place

As part of the newly added questions in this wave, citizens were asked whether they felt that enough has been done to increase diversity in the work place for the six grounds of potential discrimination.⁴⁶

- The majority of citizens in the workplace are positive about the level of what has been done to increase diversity in the workplace -

As this question is specifically asked in the workplace context, more than half of European citizens (54%) spontaneously said that the question and the various grounds of discrimination about which it asked were 'not applicable'. This percentage of Europeans includes those who are not in work: the unemployed, the retired, students, house persons or those of other status who are not in the workplace (sickness, maternity leave, etc.). For the purpose of analysis, the 'not applicable' responses have been excluded and the percentages have been recalculated on the base of the remaining respondents⁴⁷.

QE14. Do you think that enough is being done to increase diversity in your work place as far as... is concerned? - %EU27

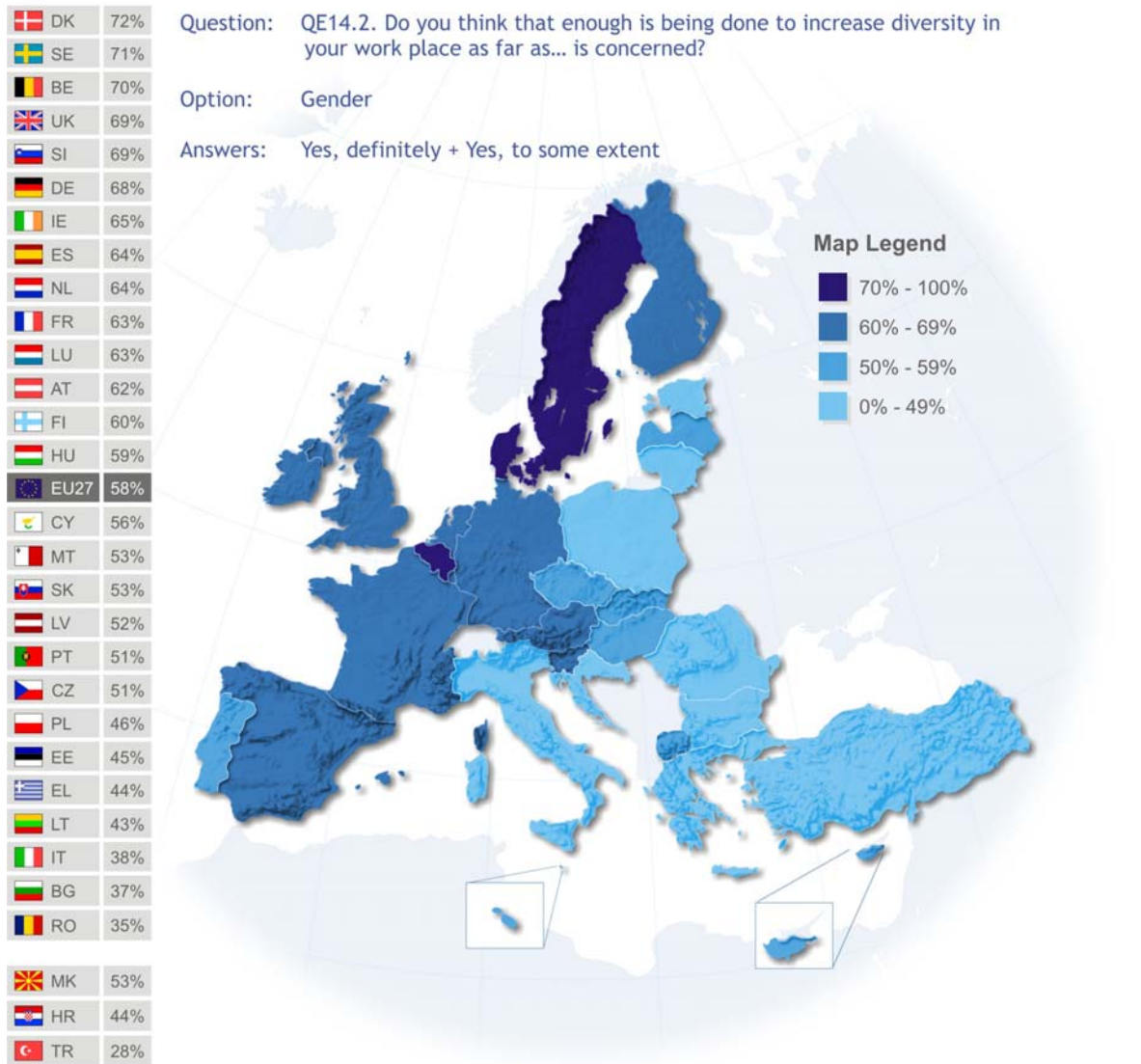


⁴⁶ QE14: Do you think that enough is being done to increase diversity in your work place as far as... is concerned? Total Yes' combines 'Yes definitely' and 'Yes, to some extent'; 'Total No' combines 'no, definitely not' and 'no, not really' from the scale.

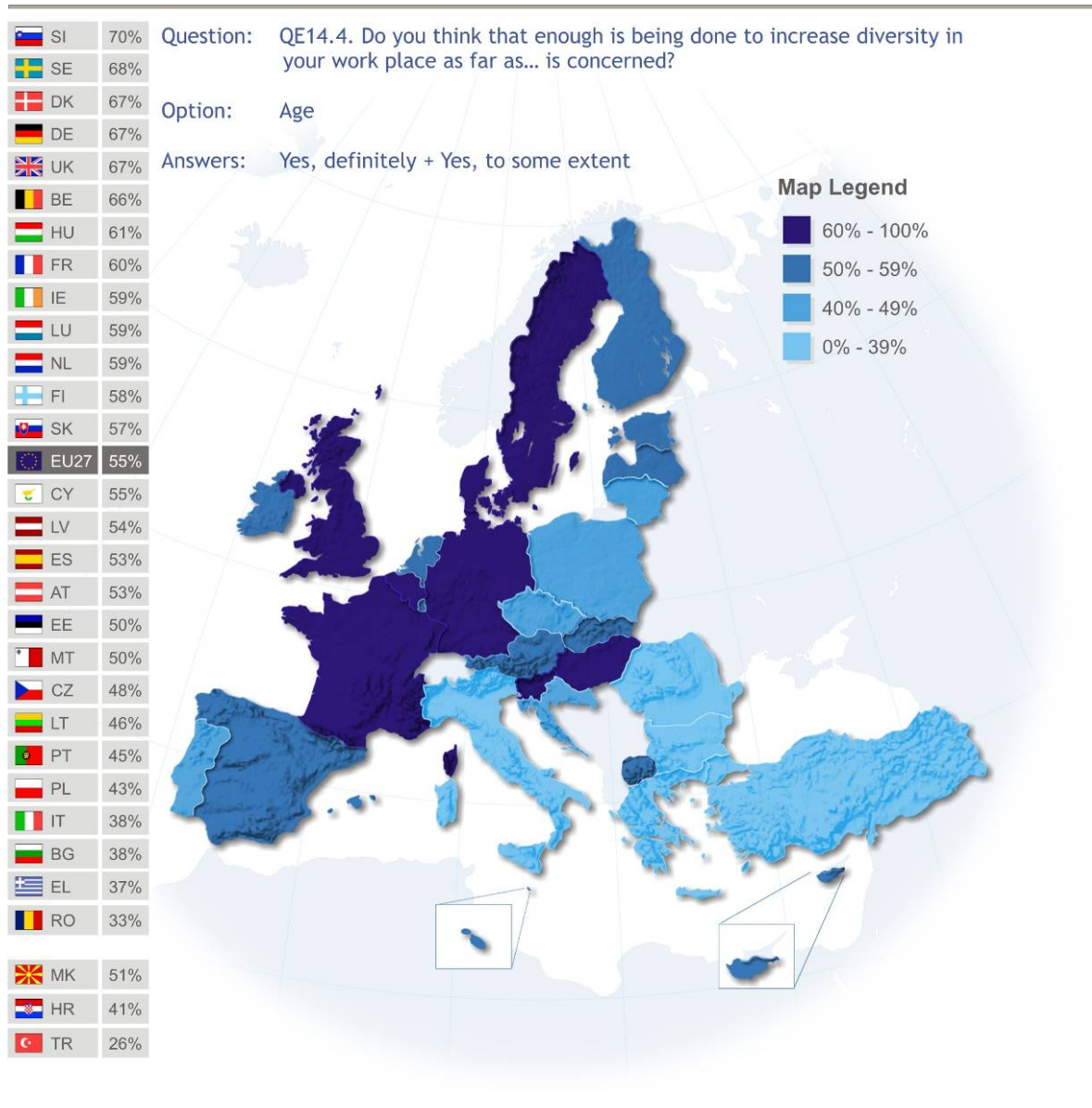
⁴⁷ The bases are: Ethnic origin (QE14.1) - n = 12389; Gender (QE14.2) - n = 12426; Sexual orientation (QE14.3) - n = 12248; Age (QE14.4) - n = 12507; Religion or belief (QE14.5) - n = 12296; Disability (QE14.6) - n = 12328.

Amongst those in the workplace, the survey thus shows that the absolute majority feels that enough is being done to increase diversity in the workplace for all grounds for discrimination, with 'gender', 'age', and 'ethnic origin' showing 50% results for 'total yes'. 'Sexual orientation' shows the lowest figure at 46%; this aspect also generates the highest level of 'don't know' responses.

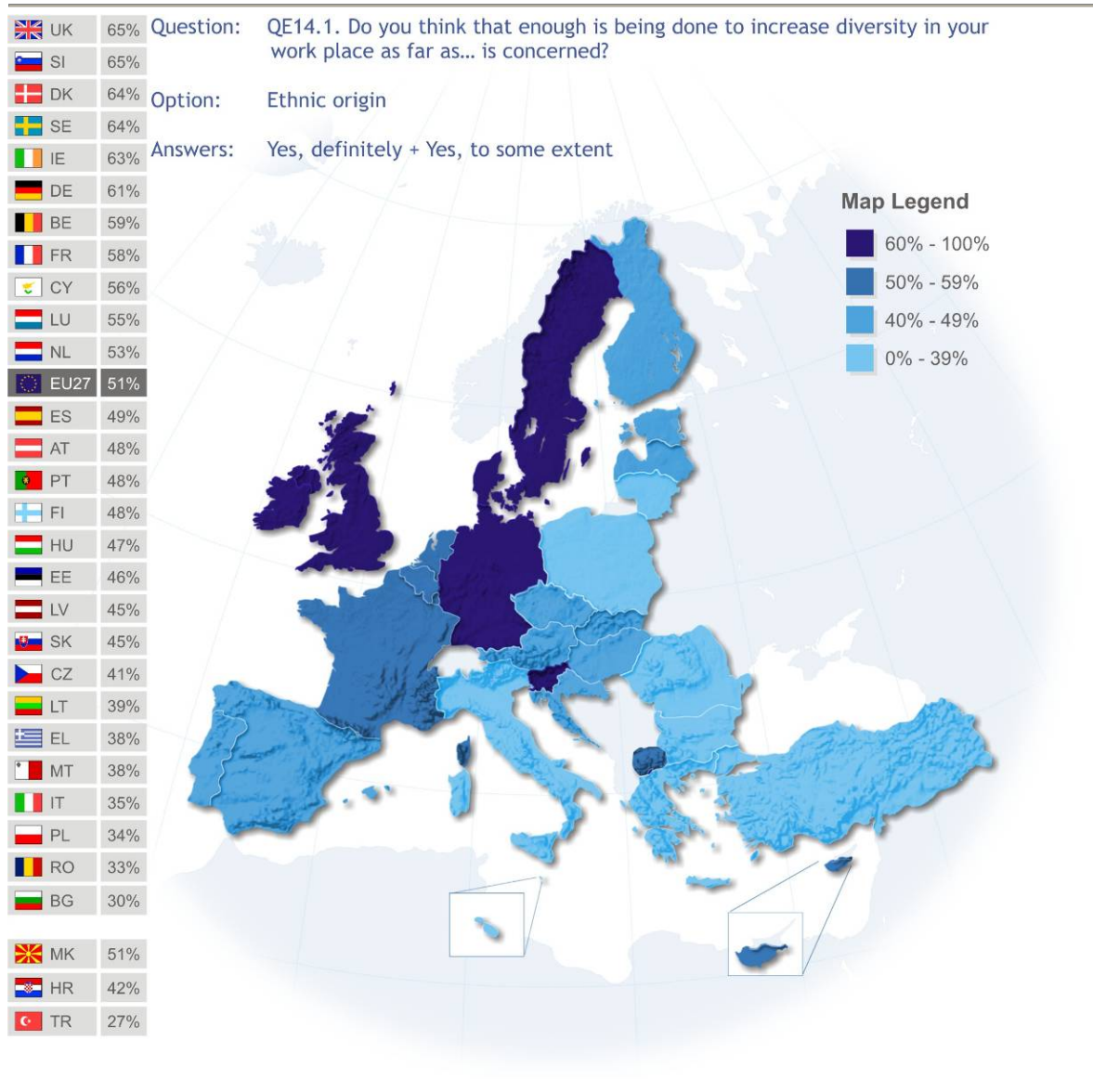
Turning to the national analysis and looking at the 'total yes' responses, we see that the Nordic countries such as Denmark (72%) and Sweden (71%) emerge as those where the majority of citizens in the workplace state that enough has been done to increase diversity in the workplace in terms of 'gender' (58% EU average). Belgium follows suit at 70%. The lowest levels of 'total yes' responses are noted in Turkey and Romania (28% and 35% respectively).



In terms of 'age' (EU average 'total yes' of 55%), we see the lowest levels of 'total yes' again occurring in Turkey with 26%, followed by Romania (33%). However, citizens in the workplace in Slovenia and Sweden, as well as Denmark, Germany and the UK are more positive with levels of 67%+.

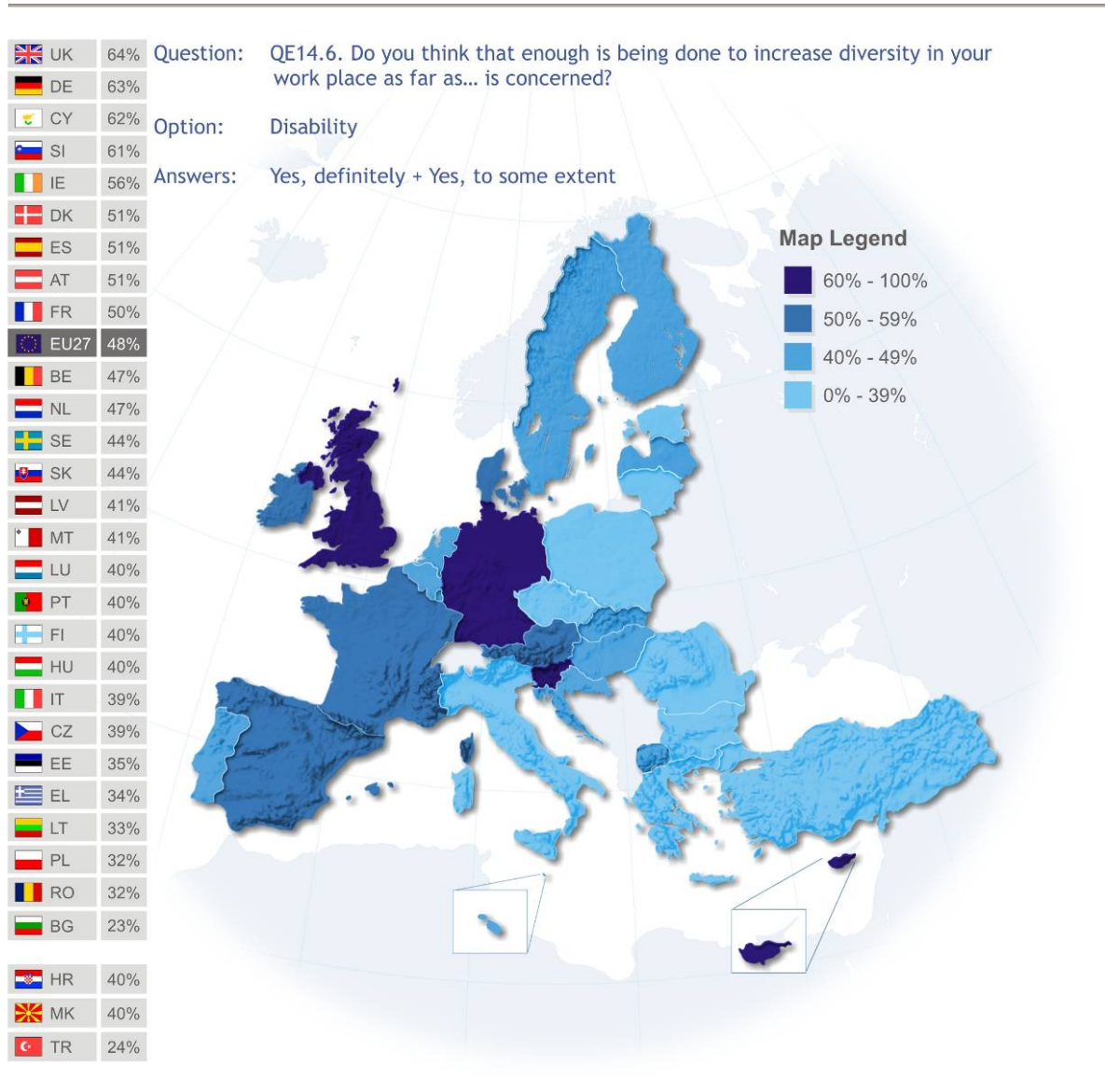


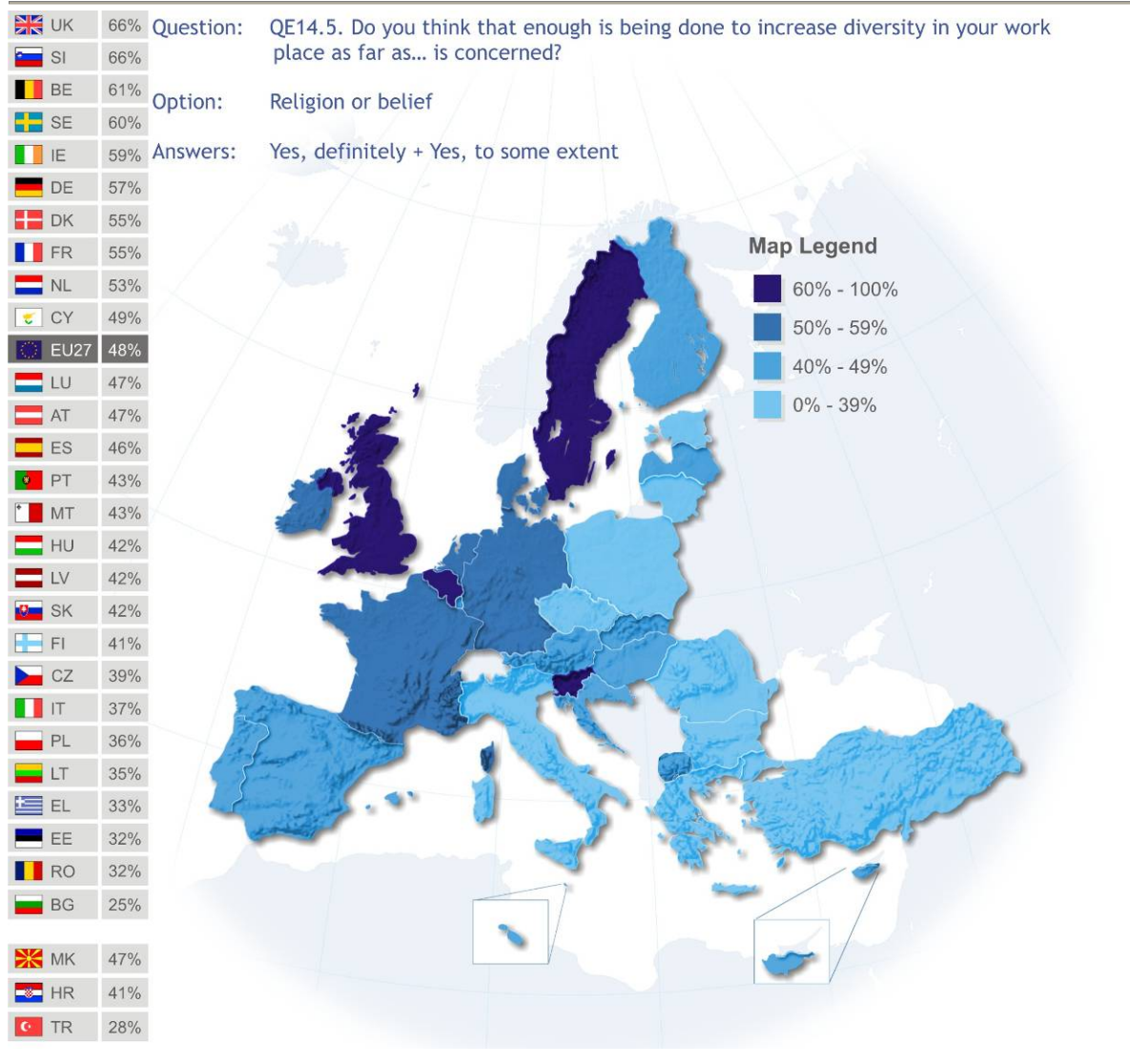
The picture for 'ethnic origin' (51% yes at EU average) is somewhat similar. Levels are highest for Slovenia and the UK, where 65% of citizens think that measures are adequate, followed closely by the Nordic countries of Denmark and Sweden at 64%. The countries with the lowest levels in this respect are Turkey and Bulgaria where less than a third feels that enough has been done (27% for Turkey and 30% for Bulgaria).

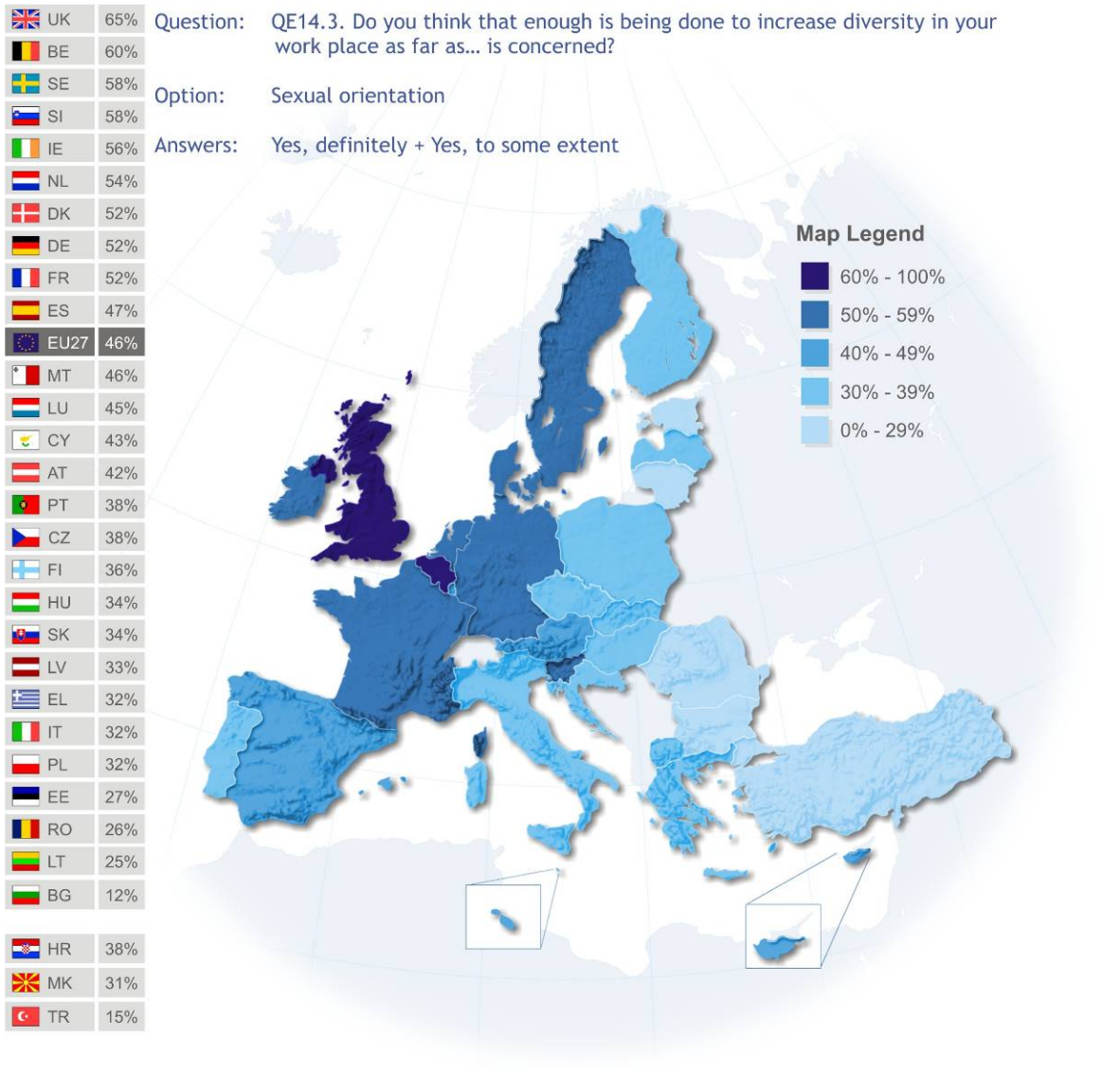


A similar pattern emerges across the remaining three grounds for discrimination, with the UK and Slovenia showing higher levels for **'disability'** and **'religion or belief'** as well as **'sexual orientation'**, with Belgium also reporting high levels for the latter aspect.

In terms of lower levels of approval for all three aspects, Turkey and Bulgaria consistently report similar results.







7. DISCRIMINATION ON GROUNDS OF ETHNIC ORIGIN

From this chapter onwards, we conduct a more detailed examination of discrimination on the six different grounds. This covers the following areas:

- The perceived extent of the type of discrimination in the respondent's country.
- How these views have changed over time.
- National differences for measures of reported discrimination – both as experienced by the citizen and witnessed as happening to someone else.
- Attitudes to the particular group in question, as measured by the question on comfort with having a member of that group elected to the highest political office of one's country.

7.1 The perceived extent of ethnic discrimination

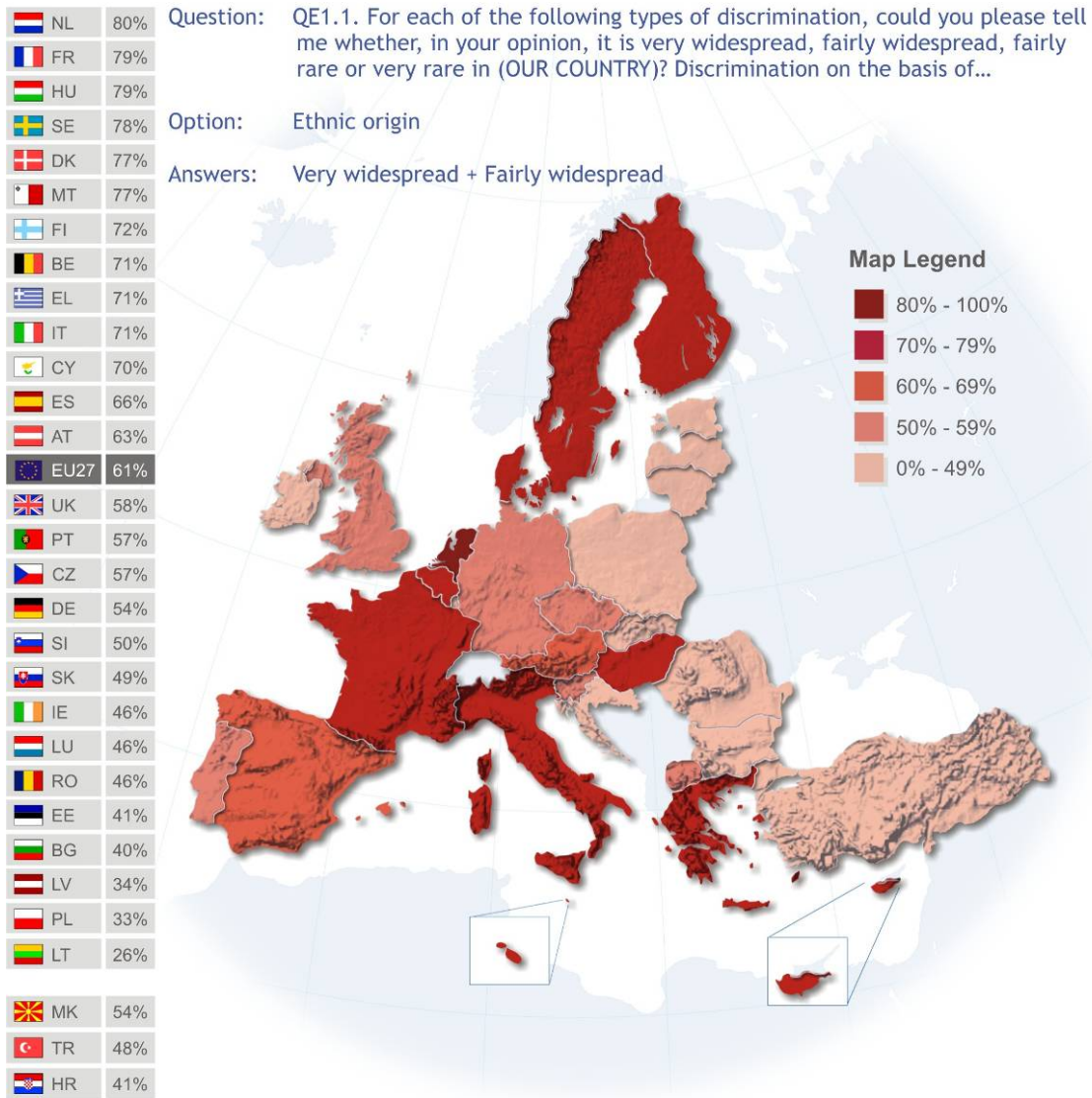
- Ethnic discrimination continues to be seen as widespread by the majority of Europeans-

Of the six grounds of discrimination examined in the survey, **discrimination on grounds of ethnic origin is seen as the most widespread**: 16% of European citizens think that this is very widespread in their country, whilst 45% think that it is fairly widespread. A quarter think that it is fairly rare with a further seven percent considering that it is very rare and just three percent giving the spontaneous answer that it is non-existent in their country. Four percent say that they 'don't know'.⁴⁸

There is a **considerable degree of variation from one country to the next** in opinions of the prevalence of ethnic discrimination. It is seen as widespread by at least three-quarters of Dutch (80%), French, Hungarian (both 79%), Swedish (78%), Danish and Maltese (both 77%) citizens. At the other end of the scale, fewer than 4 in 10 Lithuanians (26%), Poles (33%) and Latvians (34%) share this view. In these three countries we also find an above average proportion of citizens saying that discrimination on the grounds of ethnic origin is non-existent (10%, 9% and 11%, respectively compared to EU average of 3%). In Bulgaria and Estonia, this figure is even higher (12%).

The above figures should be interpreted in context of the particular ethnic profiles of the given countries and the extent to which issues such as ethnicity, immigration and multiculturalism feature in public discourse.

⁴⁸ QE1. For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...












- National variations in perceptions of ethnic discrimination defy a simple explanation -

This wide difference between national results is a complex phenomenon that defies a simple explanation. In the first place, the *perception* of ethnic discrimination as widespread is not related to more citizens actually *experiencing* discrimination in these countries: none of the countries where at least three-quarters see ethnic discrimination as widespread have above average self-reported discrimination levels on ethnic grounds (see chapter 3).

Again, an explanation for this could be that the perception of ethnic discrimination in national contexts is driven by the prominence of related issues in the national media and the visibility of ethnic minority populations.

Nonetheless, in some countries there is a **relationship between ethnic discrimination reported as witnessed (rather than experienced) by a citizen and the belief that discrimination is widespread**, as shown in the table below.

		Ethnic Discrimination widespread % (diff from EU)	Witnessed discrimination on ethnic grounds % (diff from EU)
High perception of ethnic discrimination as widespread (75% or over)			
	Netherlands	80% (+19)	19% (+7)
	France	79% (+18)	15% (+3)
	Hungary	79% (+18)	11% (-1)
	Sweden	78% (+17)	20% (+8)
	Denmark	77% (+16)	23% (+11)
	Malta	77% (+16)	6% (-6)
Low perception of ethnic discrimination as widespread (30%) or under			
	Lithuania	26% (-35)	4% (-8)
	Poland	33% (-28)	4% (-8)
	Latvia	34% (-27)	7% (-5)

We can see that:

- The Netherlands, Sweden and Denmark are countries where higher than average proportions of citizens claim to have witnessed ethnic discrimination, and think that this is widespread in their country.
- This link is weaker in France and does not hold for Hungary and Malta.
- The reverse link (fewer witnessing ethnic discrimination, fewer believing it is widespread) is evident in Lithuania, Poland and Latvia.

An alternative means of exploring different perceptions is to look at how they differ according to socio-demographic and political factors.

- Having friends of a different ethnic origin makes citizens more sensitive to discrimination on this ground -

Here **an important factor is having friends who are of a different ethnic origin**. 67% of citizens for whom this is the case say that discrimination is widespread in their country. The figure drops to 54% for those without such friends⁴⁹.

We have already noted (see chapter 2) that citizens with friends who represent a certain type of minority are more likely to say they have witnessed discrimination on those particular grounds. Given that the same is also true for believing this kind of discrimination to be widespread, we can conclude that the make-up of one's social circle is key in making the individual more 'sensitive' to perceiving different grounds for discrimination and to believing them to be common.

Interestingly, **those who consider themselves to be part of an ethnic minority are only slightly more likely than average to think that ethnic discrimination is common** in their country.

QE1.1 DISCRIMINATION ON GROUND OF ETHNIC ORIGIN	Total %	QE16. FRIENDS WITH DIFFERENT ETHNIC ORIGIN		QE17. SELF-DEFINED MINORITY
		Yes	No	Ethnic*
Widespread	61%	67%	54%	65%
Rare	32%	29%	36%	31%

*Note: In this table, the figures for those who say that they belong to an ethnic minority should be considered as indicative due to the small base (n=1210). In other words, 5% of citizens consider themselves to be part of an ethnic minority.

⁴⁹ It should be noted that having Roma friends is less of a distinguishing factor: overall, 64% of citizens with Roma friends believe discrimination is widespread, compared to 61% of citizens without Roma friends.

Finally, we note that the belief that ethnic discrimination is more widespread is:

- more common amongst the youngest group of citizens (65%) compared to the oldest (57%).
- more frequent amongst citizens who spent the longest time in education (66%) compared to those who spent the shortest time (57%).
- more likely to be held by citizens with left-wing political views (69%) than by those with centrist or right-wing views (both 59%).

As will be shown below, these distinctions hold for most grounds for discrimination, rather than being specific to ethnicity.

7.2 Changes in the perceptions of ethnic discrimination

Having examined in detail the static picture in terms of perceived ethnic discrimination, we now briefly examine the dynamic view. This can be done in two ways:

1. By looking at the evolution of opinion since 2006.
2. Through examining the question of whether ethnic discrimination is perceived to be more or less widespread than it was five years ago.















- Perceived extent of ethnic discrimination remains widespread -

Taking the first approach, we see that at the EU level **the perception that ethnic discrimination is widespread** is slowly decreasing (from 64% in 2006 to 62% in 2008 to 61% now) although the view that it is rare is more volatile (30% in 2006 vs. 33% in 2008 and 32% in 2009).

However, if we focus on the most recent changes at national level, we find a more mixed situation with large improvements in some countries mirrored by a more negative view in others. Thus, we find that the proportion of citizens who think that ethnic discrimination is widespread has gone down most in the UK (-11) but this is mirrored by an even larger increase in Hungary (+12).

**Perception of ethnic discrimination as widespread in country:
Notable changes 2008 – 2009**

Note: Figures shown = % 'very widespread' + % 'fairly widespread'

	2008	2009	Change (% points)
 UK	69%	58%	-11
 Ireland	52%	46%	-6
 Greece	76%	71%	-5
 Italy	76%	71%	-5
 Poland	28%	33%	+5
 Czech Republic	52%	57%	+5
 Bulgaria	34%	40%	+6
 Romania	40%	46%	+6
 Latvia	27%	34%	+7
 Slovenia	43%	50%	+7
 Finland	65%	72%	+7
 Malta	69%	77%	+8
 Cyprus	61%	70%	+9
 Hungary	67%	79%	+12

Despite these variations, it should be noted that the same extremity of views noted in 2008 also exists in 2009. As in 2008, discrimination on ethnic grounds is perceived to be least widespread in Lithuania (26% vs. 23% in 2008) and most widespread in The Netherlands (80% vs. 79%).

- A small majority feel that ethnic discrimination is now less widespread than five years ago -

Taking the second approach, based on a more medium-term comparison with five years ago, we see that just over four in ten citizens feel that ethnic discrimination is now more widespread (41%). Close to half of citizens feel that the opposite is the case (48%). These figures reflect more positive perceptions than the previous two surveys when close to half of respondents still perceived discrimination on the grounds of ethnic origin to be widespread (49% in 2006 and 48% in 2008).⁵⁰

Despite these improvements, there are only seven countries where an absolute majority feel that ethnic discrimination has become less widespread over the past five years led by Cyprus (70%) and Croatia (65%). Conversely, there are six countries where an absolute majority believe that discrimination is now more widespread, led by Hungary (73%) and Malta (66%).

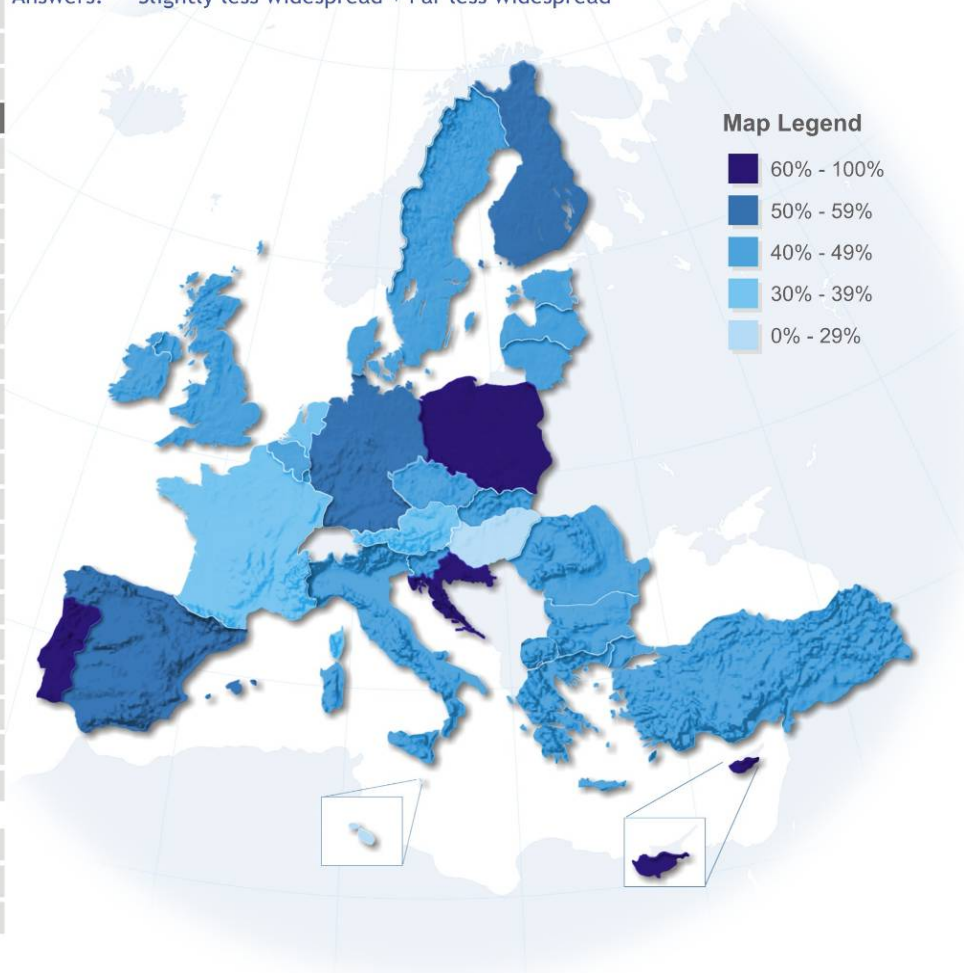
⁵⁰ QE2.If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...

	CY	70%
	PT	62%
	PL	62%
	ES	53%
	DE	52%
	FI	51%
	BE	49%
	RO	49%
	EU27	48%
	UK	48%
	LV	48%
	LT	48%
	SK	48%
	BG	48%
	EL	47%
	IT	46%
	LU	46%
	IE	45%
	SE	45%
	CZ	45%
	EE	45%
	SI	45%
	DK	41%
	AT	39%
	FR	37%
	NL	35%
	MT	28%
	HU	21%
	HR	65%
	MK	48%
	TR	42%

Question: QE2.1. If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...

Option: Ethnic origin

Answers: Slightly less widespread + Far less widespread



7.3 Measuring discrimination on grounds of ethnic origin
































In this survey we have used two methods to measure discrimination – whether someone has personally felt discriminated against in the last 12 months⁵¹, and whether people think they have seen someone discriminated against in the same period.⁵²

Regarding the measure of personal experience of discrimination, we do not present the results for each country here, as on the whole these do not much exceed the overall EU average of three percent. We do note, however, that **eight percent of Macedonians and six percent of Bulgarians and Turkish citizens say that they had been discriminated against on grounds of ethnicity in the 12 months leading up to the survey.** This may well be linked to particular ethnic groups who live in these countries.

National results for witnessing discrimination on ethnic grounds vary from the EU average (12%) more than they do for witnessing discrimination on the basis of other grounds. As was demonstrated earlier, those countries with the highest proportions of citizens who think that they have seen discrimination on the grounds of ethnicity occur (Sweden, Denmark and the Netherlands) also rank among the highest when it comes to feeling that this form of discrimination is widespread.

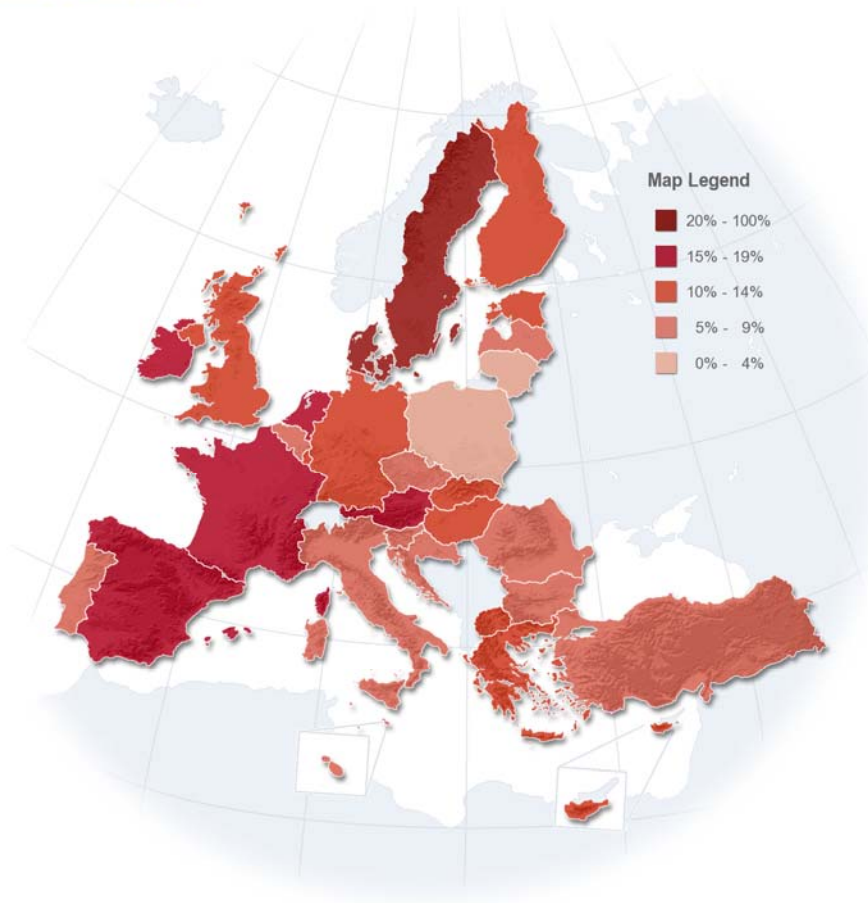
⁵¹ QE3. In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds? Please tell me all that apply.

⁵² QE4. In the past 12 months, have you witnessed someone being discriminated against or harassed on the basis of one or more of the following grounds? Please tell me all that apply.

 DK	23%
 SE	20%
 NL	19%
 ES	17%
 AT	16%
 FR	15%
 IE	15%
 EL	14%
 CY	14%
 LU	12%
 EU	12%
 DE	12%
 FI	12%
 UK	12%
 HU	11%
 SK	10%
 EE	10%
 IT	9%
 BG	9%
 CZ	9%
 SI	8%
 BE	8%
 LV	7%
 MT	6%
 PT	6%
 RO	5%
 PL	4%
 LT	4%
 MK	11%
 TR	9%
 HR	7%

Question:QE4. In the past 12 months, have you witnessed someone being discriminated against or harassed on the basis of one or more of the following grounds? Please tell me all that apply.

Answers: Ethnic origin













7.4 Attitudes towards different ethnic groups

We end this chapter by examining attitudes to ethnic diversity as measured by the question on how 'comfortable' or not citizens would be with having someone of a different ethnic origin from the majority of the population in the highest elected political position in their country⁵³.

- Strong national variations in the extent to which Europeans feel comfortable about having a different ethnic majority in their country's highest elected political position -

For the EU as a whole, the average 'comfortable' score on a scale from 1 to 10 is 6.2. However, this average figure conceals wide variations at the national level: the results range from 3.5 in Cyprus to 8.0 in Sweden.

<u>Level of comfort with person from different ethnic origin in the highest elected political position in (YOUR COUNTRY)</u>	
EU average	 EU average 6.2
Highest results by country	 Sweden (8.0)
	 France (7.3)
	 Denmark, Poland (7.2) 
Lowest results by country	 Austria, The Czech Republic (4.6) 
	 Malta (4.4)
	 Greece (4.2)
	 Cyprus (3.5)

⁵³ QE6.3 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?... A person from a different ethnic origin than the majority of the population?

As seen throughout the survey, **the composition of a respondent's social circle is an important factor**. We see that citizens with friends or acquaintances of a different ethnic origin tend to feel more comfortable (average of 6.8 compared to 5.5 for those without such friends or neighbours)⁵⁴.

Linked to this, the groups that are most comfortable with having someone of a different ethnicity elected to the highest political office are also those who we have seen earlier are most likely to have a diverse social circle. On average:

- Citizens born outside Europe (7.3)⁵⁵ are more comfortable than those born in the country in question (6.2)
- Citizens with the longest educations (6.8) are more comfortable than those with the shortest educations (5.6).
- The youngest citizens (6.7) are more comfortable than the oldest (5.7).
- Citizens with left wing views (6.7) are more comfortable than those with right wing views (5.8).

The survey shows that the average comfort level among citizens who define themselves as belonging to an ethnic minority is – for the EU as a whole – not much higher than average (6.5 vs. 6.2)⁵⁶. This result should be seen in the context of the question wording which stresses “someone from a different ethnic majority”. In other words, respondents from an ethnic minority are – as other respondents - asked how they feel about having someone from a different ethnic group than themselves in the highest political office.

Finally, it is interesting to note that disabled respondents tend to feel more comfortable than those who say they belong to an ethnic minority about having a person from a different ethnic origin elected to the highest national political position (6.8 vs. 6.5).

⁵⁴ Contrary to what we noted earlier, citizens with Roma friends or neighbours feel even more comfortable (7.0) than those with friends or neighbours from 'ethnic minorities'.

⁵⁵ Due to the small number of citizens who were born outside Europe (n=574) these results can only be regarded as indicative.

⁵⁶ Due to small bases (n=1210 for self-defined ethnic minority), we cannot examine the extent to which comfort levels among ethnic minorities would differ between countries.

8. DISCRIMINATION ON GROUNDS OF AGE

8.1 The perceived extent of discrimination on grounds of age

- Public opinion has shifted considerably since 2008: the majority of Europeans now perceive discrimination on grounds of age to be widespread -

As noted in chapter 1, **opinions about the extent of discrimination on grounds of age have turned around in the course of a single year.** If in 2008 an outright majority of Europeans perceived discrimination on this ground to be rare (52%), the balance has shifted in 2009 with 58% now perceiving it to be widespread (16% very widespread, 42% fairly widespread) compared to 37% who believe it is rare (10% very rare, 27% fairly rare). Two percent think that discrimination on grounds of age is non-existent in their country and a further three percent say that they 'don't know'.⁵⁷

It is important to remember that when citizens were asked to estimate the extent of age discrimination, they were not asked to differentiate between whether it is on the grounds of old age or youth. Thus citizens will have had different ideas in mind when thinking about this question.

Regardless of the above distinction, the majority view in all but six countries⁵⁸ is that age discrimination is widespread. In fact, in 22 of the 30 countries surveyed this opinion is held by an absolute majority. Hungarian citizens top the list, with 79% saying that age discrimination is widespread in their country, followed by citizens in the Czech Republic (74%), France (68%), Latvia (67%) and The Netherlands (66%).

⁵⁷ QE1. For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

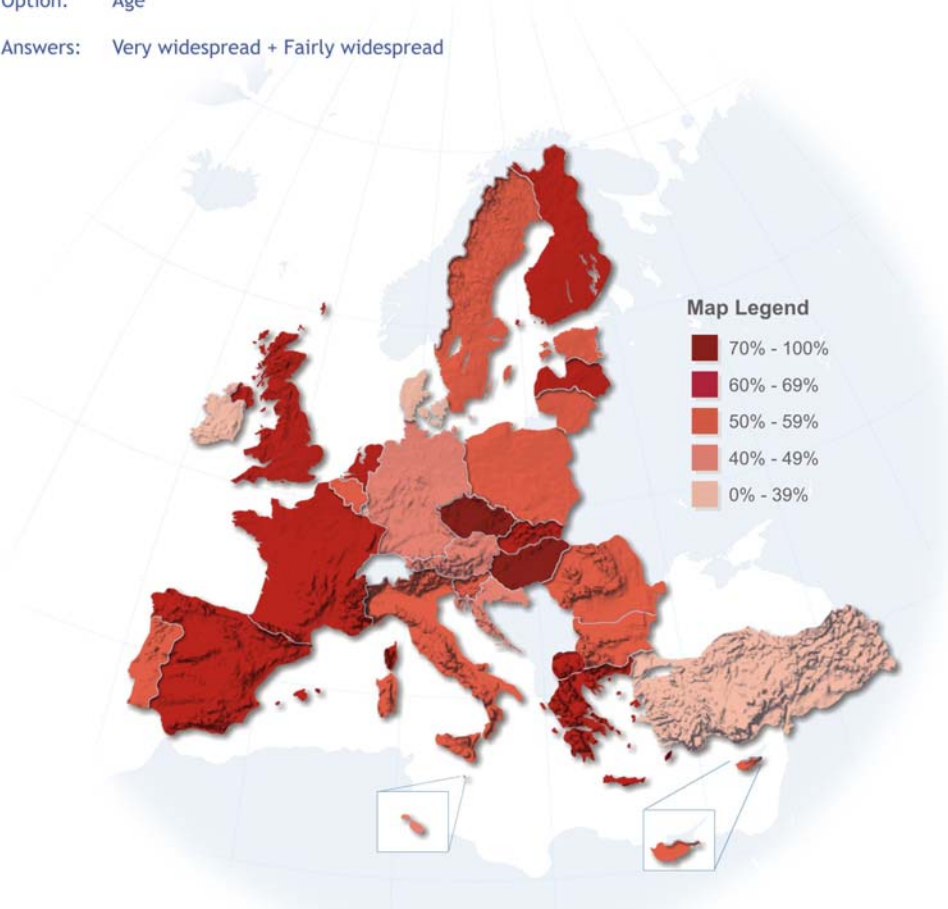
⁵⁸ The six countries are Turkey, Ireland, Luxembourg, Denmark, Malta and Germany.

	HU	79%
	CZ	74%
	FR	68%
	LV	67%
	NL	66%
	SK	64%
	FI	63%
	ES	61%
	UK	61%
	EL	60%
	LT	59%
	EU27	58%
	BG	58%
	SE	55%
	RO	55%
	IT	54%
	CY	54%
	BE	53%
	PT	53%
	SI	52%
	EE	51%
	PL	51%
	DE	48%
	AT	46%
	MT	44%
	DK	39%
	LU	37%
	IE	36%
	MK	60%
	HR	47%
	TR	33%

Question: QE1.4. For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

Option: Age

Answers: Very widespread + Fairly widespread



- Older citizens are more likely to say age discrimination is widespread -

As already noted we cannot be sure whether a respondent associates 'age discrimination' with a specific age group. The only thing we can say on the basis of the survey is that **citizens aged 40 or over are more likely to say that discrimination on ground of age is widespread**. This is in direct contrast to the other grounds, which are more likely to be seen as widespread by the youngest group of citizens.

QE1.4 DISCRIMINATION ON GROUNDS OF AGE	Total %	BY AGE			
		15-24	25-39	40-54	55+
Widespread	58%	49%	56%	60%	60%
Rare	37%	45%	40%	36%	33%

Other distinctions are more along typical lines seen for other grounds for discrimination:

- Women (60%) are more likely to see age discrimination as widespread than men (55%) are;
- Left-wing citizens (63%) think it is more common than do those with centrist (54%) or right-wing views (57%).

8.2 Changes in the perceptions of discrimination on grounds of age

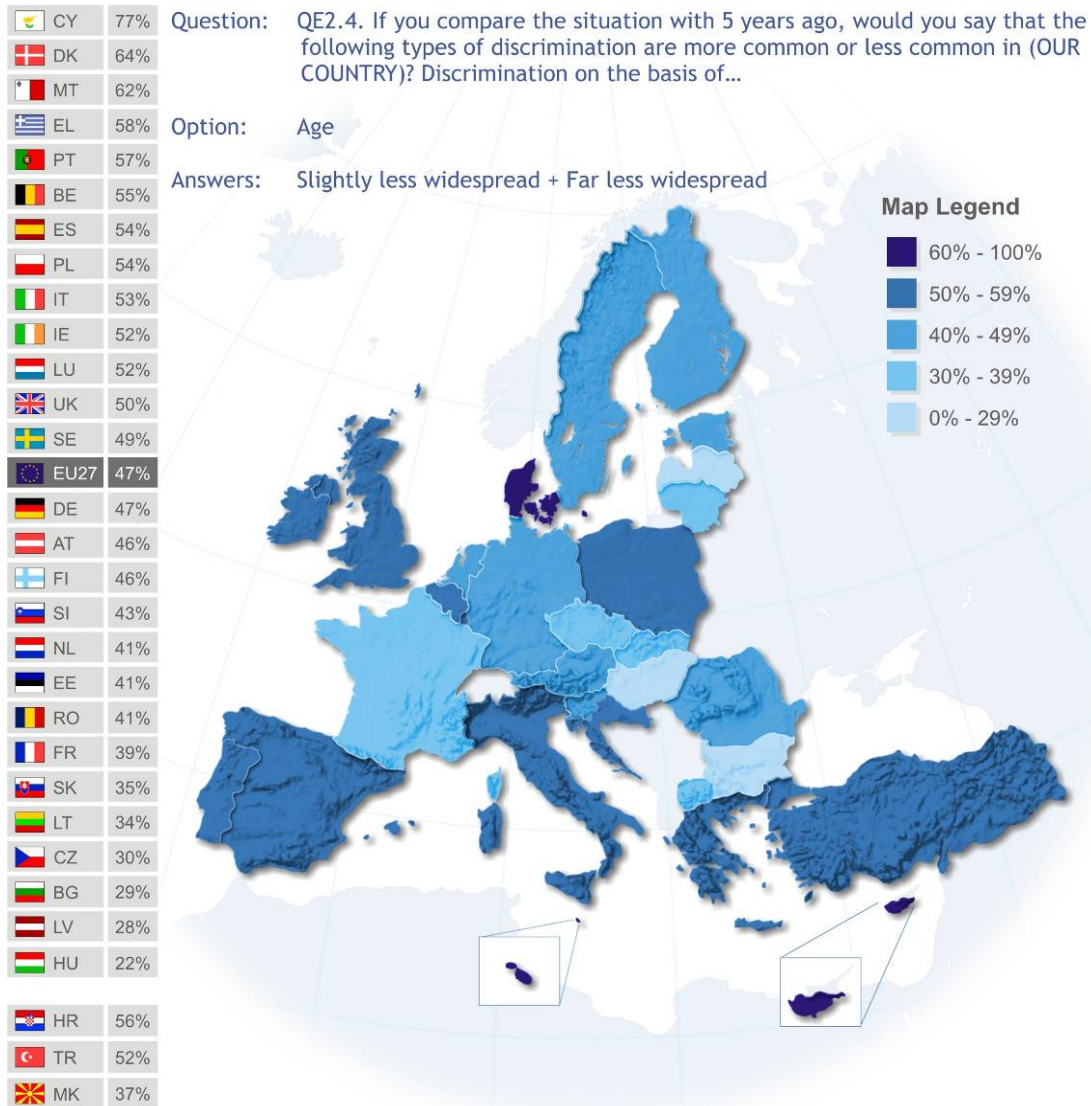
- Perception that age discrimination is widespread has increased throughout the EU -

Since 2008, the perception that age discrimination is widespread has increased from 42% to 58% (+16 points). This trend is noted in all countries surveyed, with the exception of Portugal where only a minor increase has been recorded (+2). Furthermore, apart from Italy (+8), these shifts are above 10 percentage points in all other countries surveyed. The largest increases have been recorded in Cyprus (+27), Romania (+25), France and The Netherlands (both +22). **The economic crisis seems to lie at the core of this shift in opinion: one of the perceived consequences of the crisis is that the jobs of older Europeans are less secure.**

Despite the significant shift in opinion since 2008, **when invited to make a comparison with the situation five years previously the proportion of citizens who feel that such discrimination is now less widespread (47%; 38% slightly less widespread, 9% far less widespread) still slightly outnumbers the percentage that feels it is now more widespread (42%; 10% far more widespread, 32% slightly more widespread).**⁵⁹ However, the difference between these two opinions is now considerably smaller than it was in 2008 (+5 points vs. +24 points).

⁵⁹ QE2.4 If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...Age

In fourteen of the thirty countries surveyed the majority view is that age discrimination is now less widespread. This view is particularly strong in Cyprus (77%) and is next highest in Denmark (64%) and Malta (62%). Conversely, there are also three countries where at least six out of ten citizens feel the contrary: 73% of Hungarians, 65% of Czech and 60% of Slovaks think it is now more widespread.



8.3 Experience of age discrimination











- Age is the ground for discrimination that is most frequently experienced -

Whilst we have seen public perceptions of age discrimination shift in the course of the year, **the proportion of citizens reporting that they have been discriminated against has not changed.** However, at six percent, 'age' continues to represent the most common ground of self-reported discrimination.

Unlike ethnic discrimination, there is no significant gap between experienced and witnessed discrimination, with eight percent reporting the latter.

This comparatively high figure may well be due to the fact that age is a shared attribute relevant to all, and young and old may be susceptible to suffer discrimination under various (often differing) circumstances.

Age discrimination is 'most' prominent in the Czech Republic, with 11% saying they have experienced it and 17% that they have witnessed it. Other countries showing higher than average levels of reported discrimination – for both measures – are Sweden and Slovakia.

	EXPERIENCED AGE DISCRIMINATION (QE3)		WITNESSED AGE DISCRIMINATION (QE4)	
		EU average 6%		EU average 8%
1 (Highest)		Czech Rep. (11%)		Czech Rep. (17%)
2		Sweden (9%)		Sweden (14%)
2		Slovakia (9%)		Slovakia (14%)
Lowest		Cyprus (1%)		Cyprus, Malta (2%)

8.4 Attitudes to citizens aged under 30 and citizens aged over 75 in the highest political office








Next we present attitudes to having “young” or “old” people occupying the highest political position in the respondent’s country. Here, respondents were asked how comfortable they would be with someone aged under 30 or a person aged over 75 in this position.

- Relatively low levels of comfort with both a very young and a very old holder of the highest political office -

Having someone aged under 30 or above 75 in the highest political office of one’s country both provoke significantly more discomfort than some of the other scenarios presented to citizens - such as having someone from a religious minority or a woman in office (see section 1.3).

Of the two, Europeans are – on average – more comfortable with the idea of someone aged under 30 (5.9) than they are with that of someone aged over 75 (4.8) in this position.

Considering the example of a person aged under 30, the countries most receptive to having such a political leader are Croatia (7.8) Romania (7.7), Poland (7.3) and Denmark (7.2). A very low score is recorded in Germany (4.0)⁶⁰.






<u>Level of comfort with someone aged under 30 in highest political office in one's country</u>	
EU figure	 EU average 5.9
Highest results by country	 Croatia (7.8)
	 Romania (7.7)
	 Poland (7.3)
	 Denmark (7.2)
Lowest results by country	 FYROM (5.0)
	 Germany (4.0)

As would be expected, we can see a clear relationship between a respondent’s age and answers to this question, with the expressed level of comfort decreasing the older the respondent.

⁶⁰ The full results for this question can be found in the annexes of this report.

QE6.4 Level of comfort with a person aged under 30 in highest political position	EU average	BY AGE			
		Age 15-24	Age 25-39	Age 40-54	Age 55+
Average score out of 10	5.9	7.0	6.3	5.8	5.3

For the situation with a person older than 75, it is notable that the variation in average comfort levels among individual countries is less. Even in the country with the highest results - Poland (5.9) - the average score is just 1.1 points higher than the EU average (4.8). Citizens in Cyprus are least comfortable with the idea of being led by a person that is older than 75.

<u>Level of comfort with someone aged over 75 in highest political office in one's country</u>	
EU figure	 EU average 4.8
Highest results by country	 Poland (5.9)
	 Spain (5.7)
Lowest results by country	 Bulgaria, Latvia, FYROM (3.3)
	 Cyprus (3.1)

Having seen the link between being younger and feeling more comfortable with a younger political leader, we might suppose that the reverse would be true for having an older leader. In fact, we see that this is not the case - **it is the group of youngest respondents that is more comfortable with an older leader** - even if the difference in average comfort levels between the age groups is small.

QE6.7 Level of comfort with a person aged over 75 in highest political position	EU average	BY AGE			
		Age 15-24	Age 25-39	Age 40-54	Age 55+
Average score out of 10	4.8	5.1	5.0	4.6	4.5

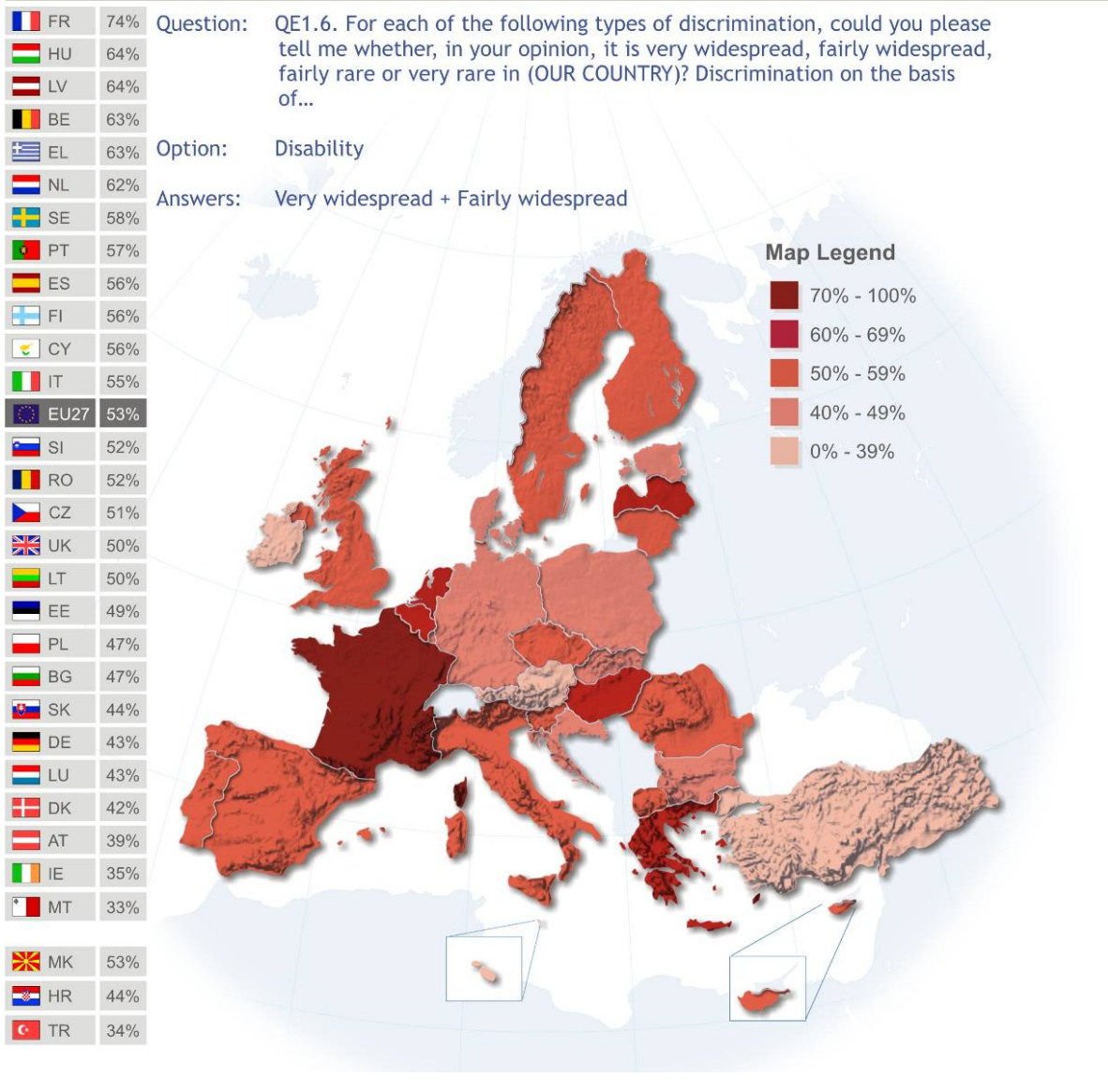
9. DISCRIMINATION ON GROUNDS OF DISABILITY

9.1 The perceived extent of disability discrimination

Just over half of Europeans perceive discrimination on grounds of disability to be widespread -

The same shift noted for age has occurred with regards to discrimination on grounds of disability. **If the majority view in 2008 was that discrimination on grounds of disability was rare (49%), the majority now feel that it is widespread (53%: 13% very widespread, 40% fairly widespread).** Just over four out of ten citizens now believe it is rare (41%: 10% very rare, 31% fairly rare). Two percent think that discrimination on the grounds of disability is non-existent in their country and a further four percent say that they 'don't know'.

As for the two other grounds of discrimination already discussed, country-by-country results exhibit a strong degree of variation, with the countries where discrimination is seen as most widespread being France (74% widespread), Latvia, Hungary (both 64%), Belgium, Greece (both 63%) and The Netherlands (62%). The countries where this perception is least common are Malta (33%), Turkey (34%), Ireland (35%), and Austria (39%).



- As can be expected, disabled citizens are most likely to see discrimination on this ground as widespread -

There are several variables that are linked to the perception of discrimination on grounds of disability being widespread.

For example, **having friends who are disabled makes one more likely to believe that discrimination is widespread in the country where one lives** – this same link was also seen for discrimination on ethnic grounds, although it should be noted that the link applies to having all kinds of different friends and is not limited to having disabled friends⁶¹.

However, unlike the results described earlier for ethnicity, **citizens who declare to belong to a minority in terms of disability much more often say that in their view discrimination on this ground is widespread.**

QE1.6 DISCRIMINATION ON GROUNDS OF DISABILITY	Total %	QE16.4 FRIENDS WHO ARE DISBALED		QE17 SELF-DEFINED MINORITY
		Yes	No	Disabled*
Widespread	53%	56%	50%	69%
Rare	41%	39%	43%	29%

*Note: Results for self defined minority as disabled should be considered as indicative due to the small base (n=586), i.e. only 2% of citizens consider themselves to belong to this minority group.

In fact, as already noted it appears that citizens who self-define themselves as being disabled are more likely to say that discrimination on the various grounds is widespread.

Holding left-wing political views (60%) as opposed to centrist (52%) or right-wing views (51%) is a further factor that makes citizens more likely to consider discrimination on the grounds of disability as widespread. Factors such as age and gender have less impact on people's views concerning the extent of this ground of discrimination.

⁶¹ In fact, citizens with LGBT friends are even more likely to feel that discrimination against disabled citizens is widespread (60%).

9.2 Changes in the perceptions of discrimination on grounds of disability








- In most countries discrimination on grounds of disability is now perceived to be more widespread -

At EU level, the perception that discrimination on grounds of disability is widespread has increased from 45% to 53% (+8 points). Following a significant move away from the belief that discrimination on this ground was widespread in 2008, the 2009 results as such represent a return to the situation in 2006.

This trend is noted in nearly all countries surveyed, with the exception of Italy (-1), Austria (+1) and Portugal (+2). In 17 of the 27 EU Member States, shifts of at least 10 percentage points have been recorded, with Cyprus (+26) and Romania (+22) showing the largest shift in the percentage of citizens who now feel that discrimination on the grounds of disability is widespread in their country. Countries where this shift is 15 percentage points or more are shown in the table below.

Perception of discrimination on grounds of disability as widespread in country: Notable changes 2008 – 2009
































Note: Figures shown = % 'very widespread' + % 'fairly widespread'

	2008	2009	Change (% points)
 Cyprus	30%	56%	+26
 Romania	30%	52%	+22
 Belgium	46%	63%	+17
 Spain	41%	56%	+15
 Hungary	49%	64%	+15
 Netherlands	47%	62%	+15
 Bulgaria	32%	47%	+15

- Sixty percent say discrimination on grounds of disability is less widespread than five years ago -

When invited to make a comparison with the situation five years ago, we see a similar situation to that noted for age discrimination. Namely, that despite the notable increase since 2008 in the perception that discrimination on grounds of disability is widespread, **the majority of citizens nevertheless feel that it is less widespread than five years ago** (60%: 49% slightly less widespread, 11% far less widespread). Yet it should be noted that for this measure as well, the trend since 2008 is the same: the percentage of citizens believing that discrimination on the grounds of disability is now more widespread than five years ago has gone up since 2008 (29% vs. 24%) and the proportion that feels it is now less widespread has gone down (60% vs. 67%).

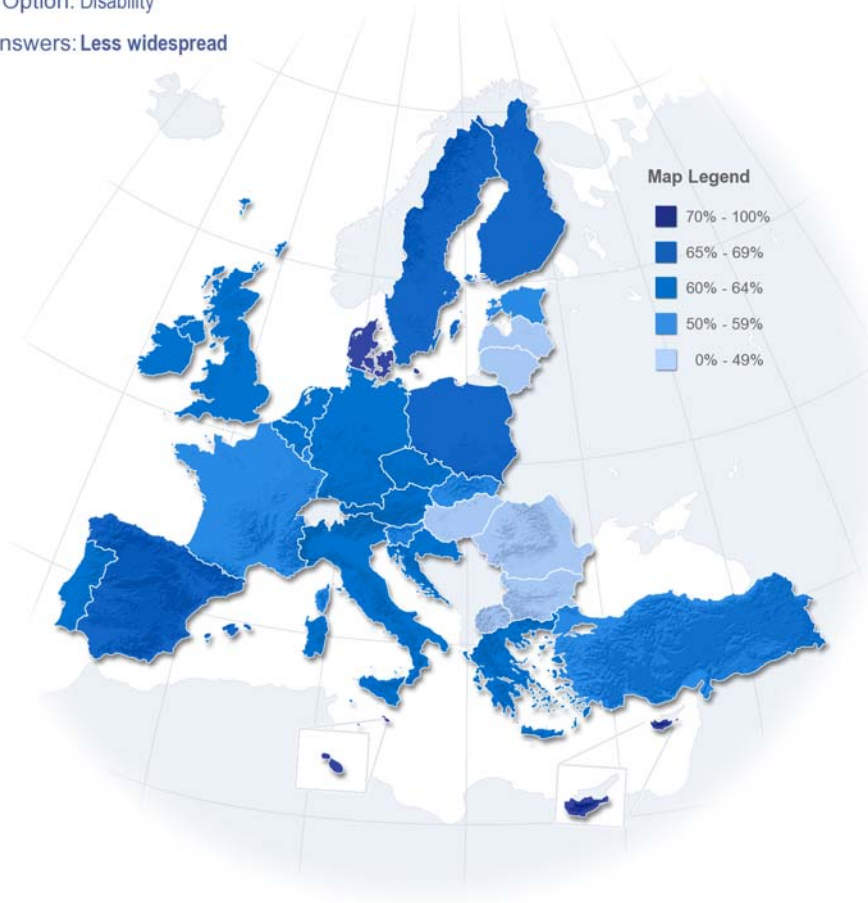
At the national level, the majority view in all countries except Latvia, Hungary and the Former Yugoslav Republic of Macedonia is that discrimination on this ground is now less widespread than it was five years ago.

 CY	81%
 MT	76%
 DK	73%
 ES	68%
 FI	68%
 SE	66%
 PL	66%
 DE	64%
 BE	63%
 PT	63%
 UK	63%
 EL	63%
 AT	61%
 CZ	61%
 IT	60%
 NL	60%
 IE	60%
 EU27	60%
 LU	58%
 SK	55%
 EE	54%
 FR	53%
 SI	50%
 RO	45%
 LT	44%
 BG	43%
 HU	43%
 LV	39%
 HR	64%
 TR	55%
 MK	43%

Question:QE2.6. If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...

Option: Disability






Answers: **Less widespread**



9.3 Measuring disability discrimination

- Self-reporting and witnessing of discrimination on grounds of disability over the course of a year remains at the same level as in 2008-

The increased perception that discrimination on the grounds of disability is widespread is not matched by increased levels of self-reporting of this ground for discrimination. As in 2008, two percent of citizens across Europe say they were discriminated against because of a disability in the 12 months preceding the survey⁶², with six percent saying that they have witnessed this happening to someone else.⁶³

Proportion of citizens witnessing discrimination on grounds of disability of 12 months	
EU figure	 EU average 6%
Highest results by country	 Sweden (12%)
	 Austria (9%)
Lowest results by country	 Croatia, Greece, Hungary, Lithuania, Portugal (3%)
	 Malta, Cyprus (2%)

⁶²QE3. In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds? Please tell me all that apply.







⁶³QE4. In the past 12 months, have you witnessed someone being discriminated against or harassed on the basis of one or more of the following grounds? Please tell me all that apply.

9.4 Attitudes towards disabled people in public office

- Relatively high acceptance of disabled persons in the highest political office-

Europeans are relatively comfortable with the idea of having a disabled person in the highest elected political office in their country.⁶⁴ Close to a third of Europeans report feeling totally comfortable with this idea. These respondents selected point 10 on the scale from 1 to 10 and the average comfort level is 7.4.

However, there are large variations at the country level with average 'comfort' scores ranging from 4.7 in the Former Yugoslav Republic of Macedonia to 8.8 in Sweden.

Level of comfort with a disabled person in the highest elected political position in one's country	
EU figure	 EU average 7.4
Highest results by country	 Sweden (8.8)
	 Ireland (8.7)
	 Denmark (8.6)
Lowest results by country	 Bulgaria, Hungary (5.6)
	 FYROM (4.7)

At a personal level, it is perhaps not surprising to find that respondents who say they are disabled feel more comfortable than average with the idea of having a disabled person in the highest elected national office (8.0 vs. 7.4).

The survey again highlights how important having a diverse circle of friends is. Europeans with LGBT friends feel most comfortable (8.1), followed by those with disabled friends or with friends of a different religion (both 7.7).

Finally, it is interesting to note that managers (8.0) are much more comfortable than the other occupational groups.

⁶⁴ QE6.6 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)? A disabled person.

10. DISCRIMINATION ON GROUNDS OF SEXUAL ORIENTATION

10.1 The perceived extent of discrimination on grounds of sexual orientation

- Just under half of EU citizens think that discrimination on grounds of sexual orientation is widespread in their country -

In contrast with what we found for discrimination on the grounds of age and disability, **Europeans are on average now less inclined to see sexual orientation as a widespread ground for discrimination in the EU than was the case in 2008.**⁶⁵ It is now seen as the fourth most widespread ground for discrimination in the EU. Just under half think that it is widespread (47% widespread: 12% very widespread, 35% fairly widespread), as opposed to 43% who think that it is rare (32% fairly rare, 11% very rare). Three percent think discrimination on grounds of sexual orientation is non-existent in their country and seven percent state 'don't know'.

Examining the national results we see the same pattern as in 2008, namely that discrimination on grounds of sexual orientation is seen as being **particularly widespread in many of the Mediterranean countries**. For example, the three countries where it is seen as being most widespread are Cyprus (66%) and Greece (64%). Italy and France (both 61%) also have results far above the EU average of 47%.

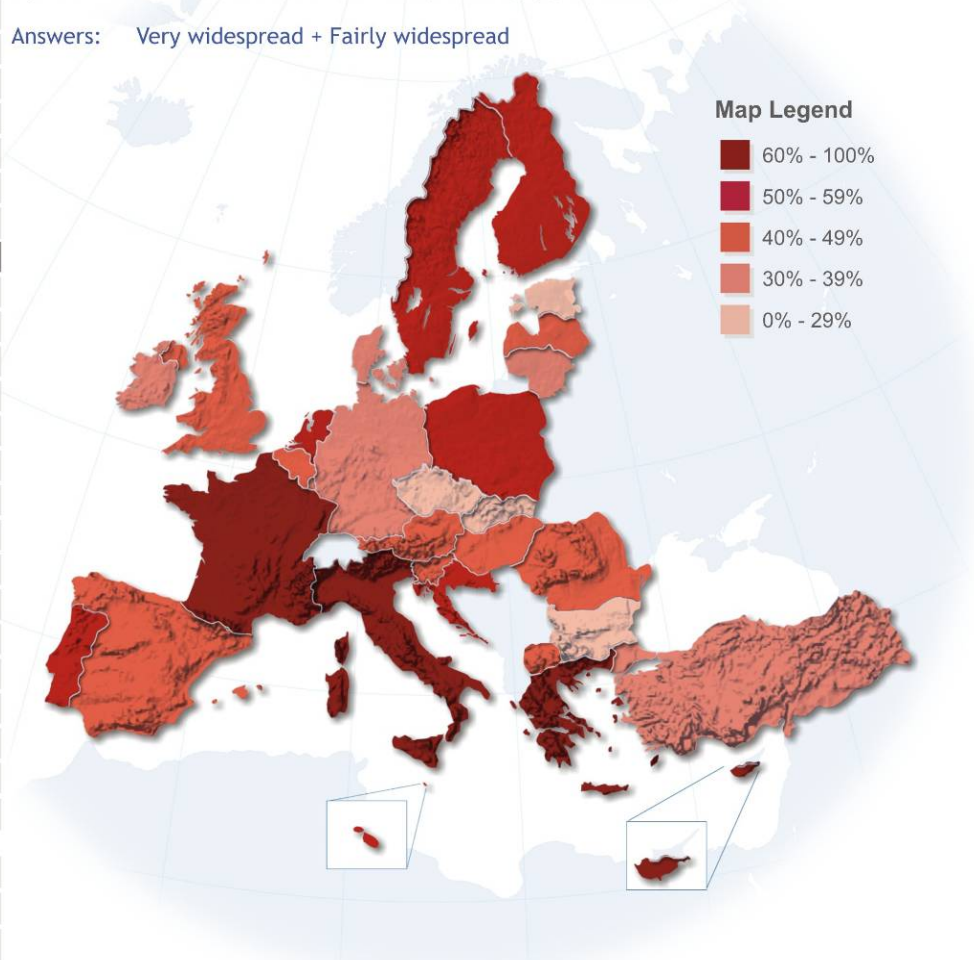
⁶⁵ QE 1.3 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of... Sexual orientation (for example being gay or lesbian)

	CY	66%
	EL	64%
	FR	61%
	IT	61%
	PT	58%
	SE	57%
	MT	57%
	NL	54%
	FI	50%
	PL	50%
	RO	49%
	EU27	47%
	SI	47%
	BE	45%
	ES	44%
	HU	44%
	AT	41%
	UK	40%
	LV	40%
	LU	39%
	DK	38%
	DE	36%
	LT	36%
	IE	30%
	EE	28%
	SK	27%
	CZ	22%
	BG	22%
	HR	53%
	MK	44%
	TR	37%

Question: QE1.3. For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

Option: Sexual orientation (for example being gay or lesbian)

Answers: Very widespread + Fairly widespread



Looking at the lower percentages, we can see that **discrimination on grounds of sexual orientation is perceived as much less widespread in many of the newer entrants to the EU** – the bottom four countries are Bulgaria, the Czech Republic (both 22%), Slovakia (27%) and Estonia (28%).

It can also be noted that a lower than average proportion of citizens in these countries report that they have LGBT friends⁶⁶. Conversely, in countries where an above average proportion reports having LGBT friends the perception that discrimination on grounds of sexual orientation is widespread is towards the higher end of the country ranking⁶⁷. Hence, we see that having LGBT friends makes one more likely to think that discrimination on this ground is widespread.

The results of the survey seem to indicate that people who feel they are part of a sexual minority more often perceive discrimination on this ground to be widespread. However due to small sample sizes, we can not attach any statistical proof to this finding.

QE1.3 DISCRIMINATION ON GROUNDS OF SEXUAL ORIENTATION	Total %	QE16. LGBT FRIENDS		QE17. SELF-DEFINED MINORITY
		Yes	No	Sexual*
Widespread	47%	53%	44%	57%
Rare	43%	43%	43%	39%

*Note: In this table, the result for those who say that they belong to a sexual minority should be treated with extreme caution due to very the small base (n=255). In other words, only 1% of citizens consider themselves to be part of a sexual minority.

The other relevant factors in the perception of the extent of discrimination on grounds of sexual orientation also follow the patterns examined above:

- The youngest citizens (53%) see it as being more widespread than the oldest (42%).
- It is seen as more common by citizens on the political left (51%) than those in the centre or on the right (both 45%).
- Citizens who stayed in education until at least the age of 20 (48%) are more likely to see it as being widespread than those who finished studying at the age of 15 or younger (44%).
- Men are slightly more likely to perceive it as rare than are women (45 vs. 42%).

⁶⁶ In Bulgaria, seven percent have LGBT friends; In the Czech Republic, 20%; In Estonia, 17%; In Slovakia, 15% vis-à-vis the EU average at 38%.

⁶⁷ The highest proportions are noted in The Netherlands (68%), followed by Sweden and France (both 59%).

10.2 Changes in the perceptions of discrimination on grounds of sexual orientation

















- Discrimination on sexual grounds in the EU is now perceived to be less widespread-

The perception of how widespread discrimination on the grounds of sexual orientation is has fallen since 2008 to a level below that recorded in 2006. The belief that it is widespread has dropped by four percentage point since 2008 (from 51%) whilst the view that it is rare has increased by two percentage points (from 41% in 2008). In 2006, the corresponding figures were 50% and 41%.

Although this drop in the perceived extent of discrimination is noted in many countries, there are a few exceptions. The most prominent instance is the **nine-point increase amongst the Dutch in the belief that discrimination on grounds of sexual orientation is widespread**. In fact these figures can be linked to the increased incidence of attacks against LGBT people in recent years, a topic that has been widely covered by the Dutch media⁶⁸. At the same time, significantly fewer citizens in Italy and the UK now believe that discrimination on grounds of sexual orientation is widespread in their country than was recorded in 2008.

Perception of discrimination on grounds of sexuality as widespread in country: Notable changes 2008 – 2009

Note: Figures shown = % 'very widespread' + % 'fairly widespread'

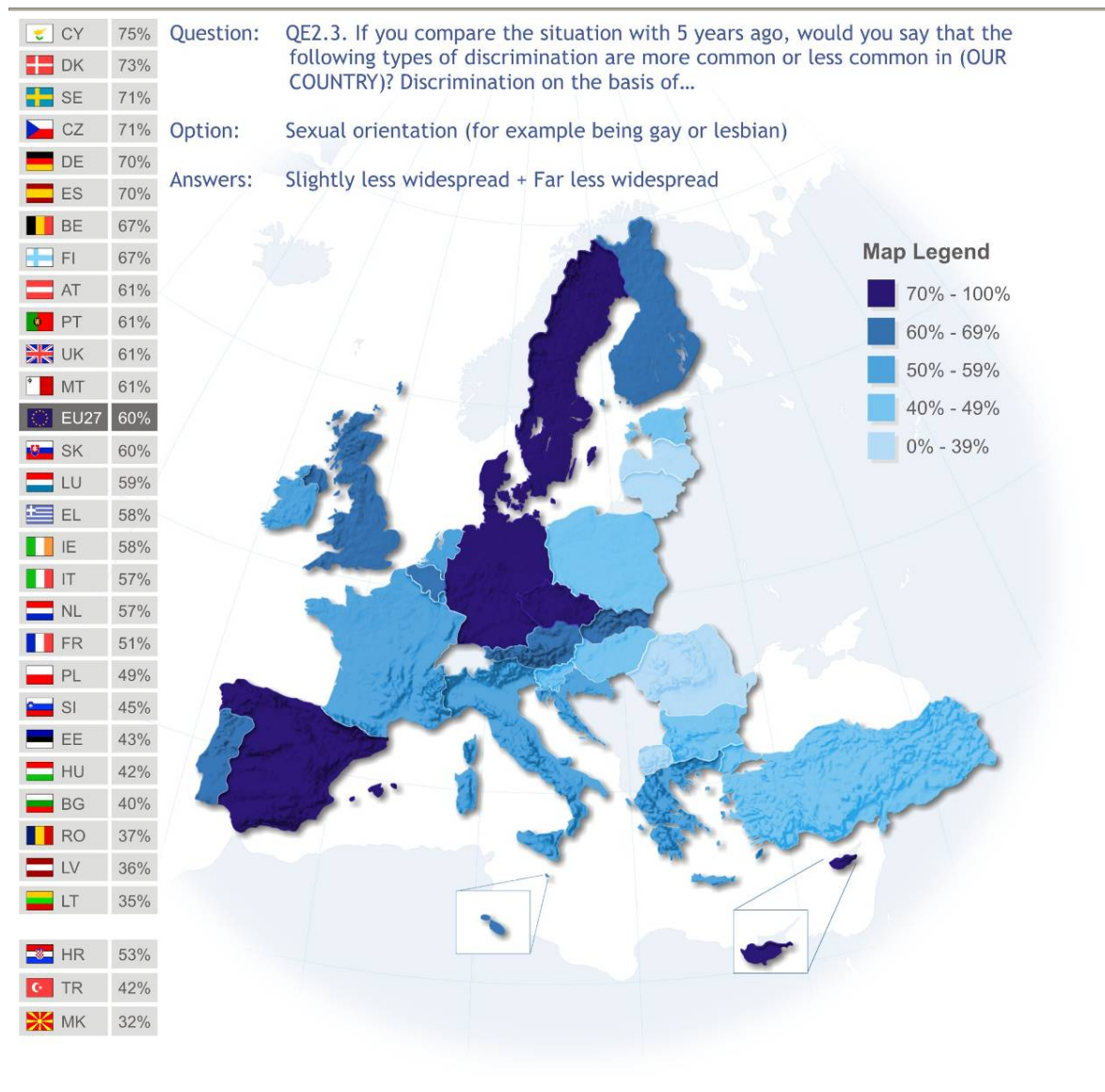
		2008	2009	Change (% points)
	Italy	72%	61%	-11
	UK	50%	40%	-10
	Greece	73%	64%	-9
	Ireland	38%	30%	-8
	Lithuania	43%	36%	-7
	Portugal	65%	58%	-7
	Cyprus	73%	66%	-7
	Czech Republic	27%	22%	-5
	Estonia	32%	28%	-4
	Germany	40%	36%	-4
	Spain	48%	44%	-4
	Denmark	34%	38%	+4
	Latvia	36%	40%	+4
	Romania	45%	49%	+4
	Luxembourg	34%	39%	+5
	Netherlands	45%	54%	+9

⁶⁸ See, for instance, a report from the Dutch news channel NOS on 20 November 2008: http://www.nos.nl/nosjournaal/artikelen/2008/11/20/201108_homos.html.

- Discrimination on grounds of sexual orientation is seen as less widespread now than five years ago -

When making a medium-term comparison with five years ago, **citizens are much more likely to say that discrimination on grounds of sexual orientation is now less widespread** (60%) than they are to say it is more widespread (28%). These figures are very similar to those obtained in 2008 (61% vs. 29%).⁶⁹

In virtually all countries of the EU, the majority opinion is that discrimination on grounds of sexual orientation is now less widespread. There are some exceptions with the Former Yugoslav Republic of Macedonia being the only one where citizens who think it is now more widespread significantly outnumber those who think that it is less widespread (39% vs. 32%).







⁶⁹ QE2.3 If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of... Sexual orientation (for example being gay or lesbian)

10.3 Measuring discrimination on grounds of sexual orientation

- Discrimination on grounds of sexual orientation much more likely to be witnessed than experienced -

Just one percent of citizens across the EU report experienced discrimination on the grounds of sexual orientation over the year before the survey. At four percent, the highest self-reported level is noted in Italy.

As with the general pattern, a higher proportion of citizens think they have witnessed this discrimination taking place (6%). The Dutch (10%), Swedes and Austrians (both 9%) are the most likely to say this.







Proportion of citizens witnessing discrimination on grounds of sexual orientation of 12 months		
EU figure		EU average 6%
Highest results by country		Netherlands (10%)
		Sweden, Austria (9%)
Lowest results by country		Bulgaria, Czech Republic, Cyprus (1%)

10.4 Attitudes to LGBT people

- Strong national variations in the degree to which people feel comfortable with having a LGBT leader in their country -

The survey reveals large variations in the extent to which Europeans feel comfortable with the idea of having a LGBT person holding the highest political office in their country.⁷⁰ On average, **around a quarter of Europeans (27%) would feel totally comfortable with this situation.**

If we examine the average scores on the comfort scale from 1 to 10, we find that people in Sweden (8.7), Denmark (8.4) and the Netherlands (8.2) feel most comfortable with having a LGBT leader in their country, while people in Bulgaria (3.2), Romania and Turkey (each 3.4) report feeling least comfortable.

Level of comfort with a LGBT person in highest political position		
EU figure		EU average 6.5
Highest results by country		Sweden (8.7)
		Denmark (8.4)
		Netherlands (8.2)
Lowest results by country		Romania, Turkey (3.4)
		Bulgaria(3.2)

In this context again, the importance of having LGBT friends or acquaintances in shaping opinions is evident. Europeans with LGBT friends are much more open to the idea of having them in political office than Europeans without LGBT friends.

QE6.3 Level of comfort with LGBT people in highest elected office	Total %	QE16.3 LGBT FRIENDS	
		Yes	No
Average	6.5	8.0	5.5

⁷⁰ QE6.2 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)? A homosexual (gay man or lesbian woman).

11. DISCRIMINATION ON GROUNDS OF GENDER

11.1 The perceived extent of discrimination on grounds of gender

- Over half of citizens in the EU think that gender discrimination is rare -

Discrimination on grounds of gender is one of the two forms of discrimination perceived by more citizens as being rare than widespread: 53% think it is rare (15% very rare and 38% fairly rare) and 40% that it is widespread (33% fairly widespread and 7% very widespread). Three percent say, spontaneously, that it is non-existent and four percent 'don't know'.⁷¹

This overall pattern is found to exist in all countries but a few. Looking at the exceptions, we find three countries where an outright majority feel gender discrimination is widespread: Hungary (57%), France (54%) and Sweden (52%). In five further countries public opinion is divided: Greece, Cyprus, Italy, FYROM and Turkey. At the other end of the scale, around two in three people in Luxembourg (69%), Denmark, Ireland, Finland (each 67%) and Germany (65%) think gender discrimination is rare in their country.

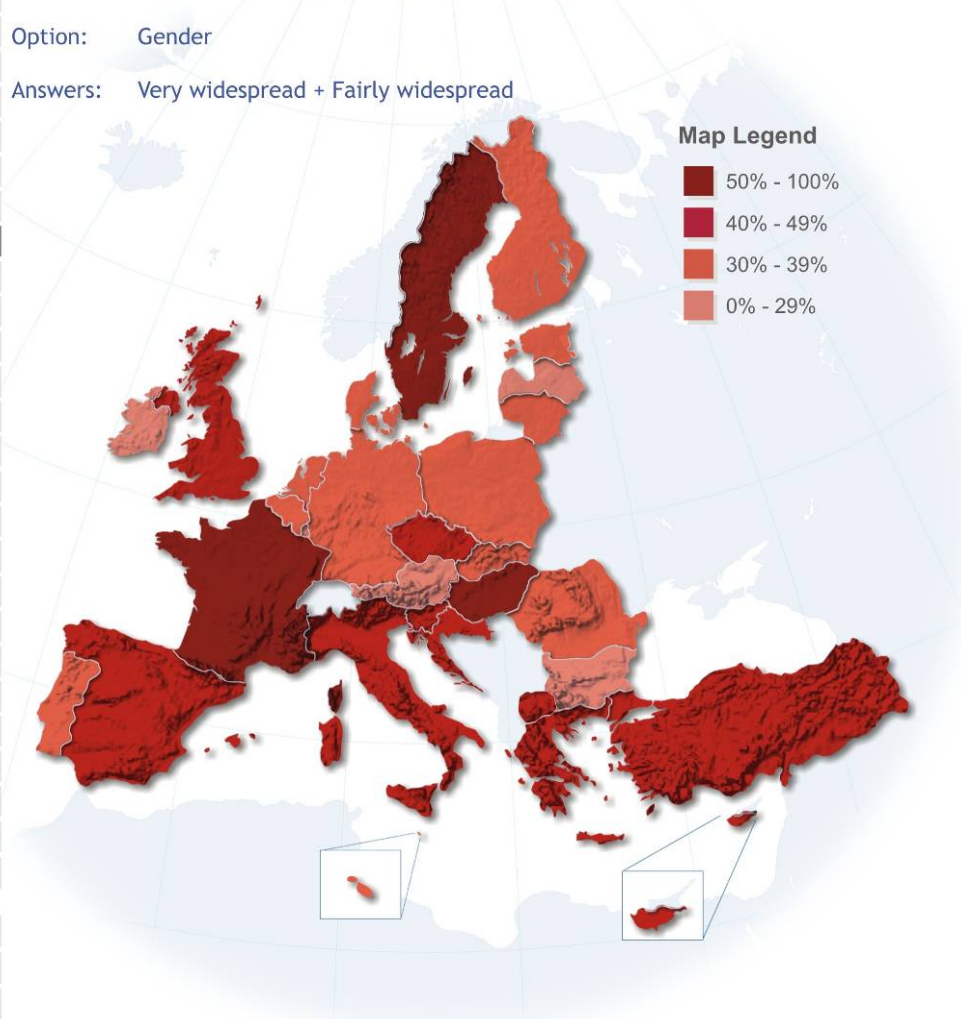
⁷¹ QE1.2 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of... Gender

	HU	57%
	FR	54%
	SE	52%
	EL	49%
	CY	48%
	IT	46%
	ES	45%
	CZ	45%
	UK	43%
	EU27	40%
	SI	40%
	BE	39%
	NL	38%
	RO	38%
	SK	36%
	PT	35%
	MT	34%
	EE	33%
	LT	33%
	DK	31%
	FI	31%
	DE	30%
	PL	30%
	LV	29%
	AT	28%
	LU	25%
	IE	20%
	BG	20%
	MK	44%
	HR	42%
	TR	41%

Question: QE1.2. For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

Option: Gender

Answers: Very widespread + Fairly widespread



- Women are much more likely than men to say gender discrimination is common -

Even if **both genders are more likely to see gender discrimination as rare rather than widespread**, the survey reveals a considerable gender gap: 44% of women in Europe believe it is widespread, compared to 37% of European men.

QE1.2 DISCRIMINATION ON BASIS OF GENDER	Total %	BY GENDER	
		MALE	FEMALE
Widespread	40%	37%	44%
Rare	53%	56%	49%

The usual differences according to political leanings – with **those to the left being more likely to think that discrimination is widespread** – are also strongly evident in the case of gender discrimination. Citizens on the political left are more likely to say that this is widespread than rare by a gap of just two percentage points, with this rising to 16 points for those in the centre and 17 points for those on the right.

QE1.2 DISCRIMINATION ON GROUNDS OF GENDER	Total %	POLITICAL VIEWS		
		LEFT	CENTRE	RIGHT
Widespread	40%	47%	39%	38%
Rare	53%	49%	55%	55%

11.2 Changes in the perceptions of discrimination on grounds of gender















- Gender discrimination is seen to be as widespread as in 2006 after a temporary decrease in 2008 -

The 2009 results are very similar to those obtained in 2006 and represent an **increase in the perception that gender discrimination is widespread since 2008**. The proportion answering either very or fairly widespread has increased (+4 points, from 36%), with a near-corresponding decrease in the share of those answering either fairly rare or very rare (-3 points, from 56%).

Many individual countries reflect this overall trend and many of these countries are those where the proportions considering gender discrimination to be widespread most decreased in 2008. In other words, in many countries we find a return to the 2006 situation. The largest increase has been recorded in Hungary and Cyprus (both +14). As is frequently the case with analyses of shifts, there are also some exceptions. In two Mediterranean countries in particular, we see that gender discrimination is now far less often seen to be widespread than was the case in 2008.

Perception of discrimination on grounds of gender as being widespread in country: Notable changes 2008 – 2009

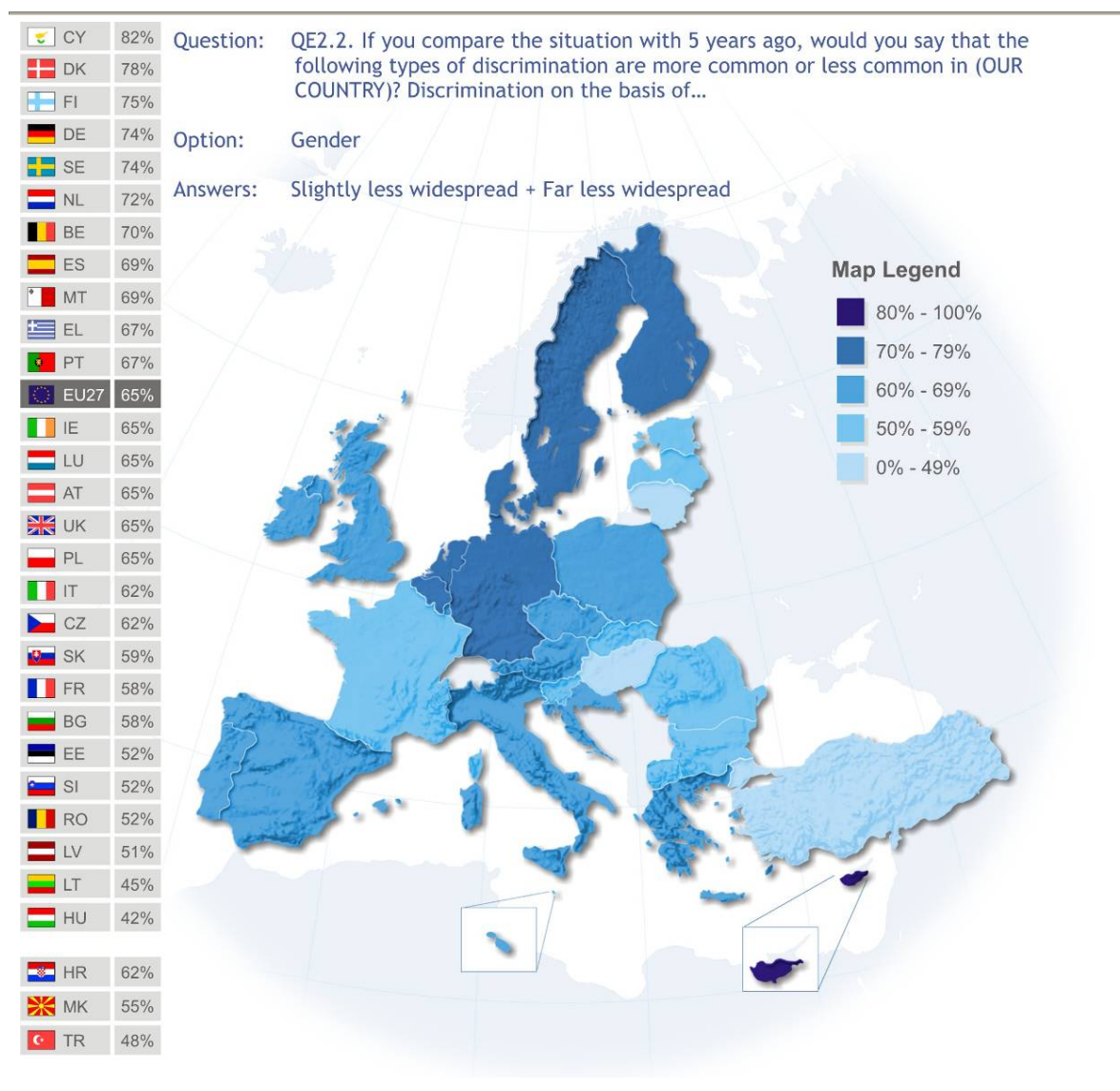
Note: Figures shown = % 'very widespread' + % 'fairly widespread'

	2008	2009	Change (% points)
 Spain	54%	45%	-9
 Portugal	43%	35%	-8
 Italy	49%	46%	-3
<hr/>			
 Germany	23%	30%	+7
 Bulgaria	13%	20%	+7
 Estonia	26%	33%	+7
 Czech Republic	38%	45%	+7
 Belgium	31%	39%	+8
 France	46%	54%	+8
 Slovenia	30%	40%	+10
 Netherlands	27%	38%	+11
 Romania	25%	38%	+13
 Cyprus	34%	48%	+14
 Hungary	43%	57%	+14

- However, around two-thirds say gender discrimination is less widespread than it was five years ago -

The shifts since 2008 regarding the measure which asked for a comparison with the situation five years previously are very minor and the dominant view remains that **gender discrimination has declined considerably**. Less than a quarter (24%) think that it is now more widespread than five years ago, whilst around two-thirds (65%) hold the contrary opinion.⁷²

In many countries, the opinion that discrimination is now less widespread reaches even higher proportions. This is especially the case in Cyprus (82%), Denmark (78%) and Finland (75%). As in 2008, Hungary is the only country where more citizens think that gender discrimination is now more widespread than five years ago (51%) than think it is now less widespread (42%).












⁷²QE2.2 If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of... Gender

11.3 Experience of discrimination on grounds of gender

- Three percent of Europeans say they have experienced gender discrimination in the past 12 months -

In the EU as a whole, **three percent of citizens say that they experienced discrimination on the ground of gender in the 12 months before they were interviewed**, with this rising to eight percent in Hungary and seven percent in Italy and Sweden.⁷³

Five percent of the total sample report having witnessed gender discrimination in the year before interview.⁷⁴ A far higher than average proportion of Swedes (14%) say that they saw this happening during the 12 month period in question. This is considerably higher than the second-ranking country (Spain, at 8%).

	EXPERIENCED GENDER DISCRIMINATION (QE3)		WITNESSED GENDER DISCRIMINATION (QE4)		
<i>Highest</i>		EU average (3%)			EU average (5%)
1		Hungary (8%)	1		Sweden (14%)
2		Sweden (7%)	2		Spain (8%)
2		Italy (7%)	3	-	6 countries (7%)
<i>Lowest</i>		Poland (1%)			Portugal (1%)

- Gender discrimination is experienced much more by women than by men -

Although gender discrimination can encompass both sexes, it is experienced more often by women (5%) than men (2%). There is no difference between men and women when it comes to witnessing discrimination (5% of both genders have witnessed it).

⁷³ QE3 In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds? Please tell me all that apply... Gender.







⁷⁴ QE4. In the past 12 months, have you witnessed someone being discriminated against or harassed on the basis of one or more of the following grounds? Please tell me all that apply...Gender

11.4 Attitudes to women in the highest political office

- The average European is very comfortable with a female holding the highest political office -

The idea of having a woman in the highest elected political position causes little discomfort for the vast majority of Europeans surveyed, with the average 'comfort rating' being 8.5 out of a maximum of 10⁷⁵. Around half of respondents (49%) answer that they would be totally comfortable with having a woman in this position (point 10 on the scale). Just 1% would be very uncomfortable.

All countries record a very high average result here, with the Swedes and Lithuanians being most comfortable of all with the idea (average score is 9.6 out of 10 for both countries). Over 8 out of 10 citizens in these two countries (84% and 81%) and in Denmark (81%) feel totally comfortable.

<u>Level of comfort with a woman in highest political office of one's country</u>	
EU figures	 EU average 8.5
Highest results by country	 Sweden, Lithuania (9.6)
	 Denmark (9.5)
	 Ireland, Slovenia (9.3)
Lowest results by country	 Italy, FYROM (7.8)
	 Portugal (7.6)

Whilst there is something of a gender difference here with women showing an average level of comfort higher than that for men (8.8 vs. 8.3), we emphasise that this is a minor variation on the overall pattern, which is that EU citizens show very little prejudice in terms of gender when it comes to the issue of political office⁷⁶.

⁷⁵ QE6.1 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)? A woman

⁷⁶ There are also small differences depending on education with citizens who stayed in full-time education giving a higher score (8.9) than citizens who left school aged 15 or younger (8.2).

12. DISCRIMINATION ON GROUNDS OF RELIGION OR BELIEF

12.1 The perceived extent of discrimination on grounds of religion or belief

- Discrimination on grounds of religion or belief is now seen as the least widespread form in the EU, although still perceived as widespread by close to four out of ten Europeans -

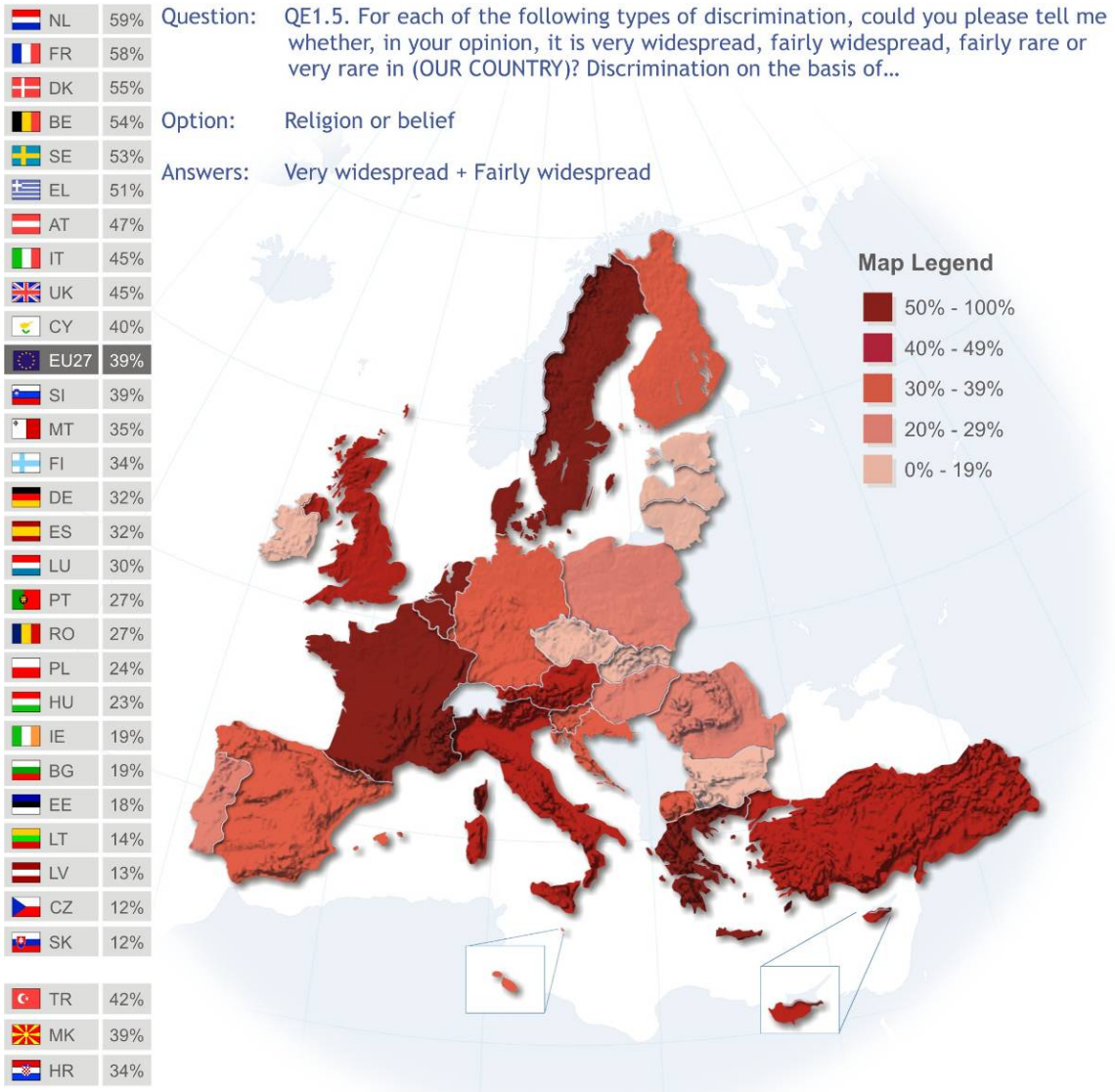
Discrimination on grounds of religion or belief is considered to be the least widespread form of discrimination in the EU: 39% of citizens say that this is widespread and over half (53%) think that it is rare⁷⁷. Four percent think that it does not exist in their country and the same proportion is unable to answer.

Again responses are more moderate than extreme, with 30% and 37% respectively saying that this type of discrimination is fairly widespread or fairly rare, compared to 9% saying it is very widespread and 16% that it is very rare.

Discrimination based on religion/belief is seen as most widespread of all in the Netherlands (59%) and France (58%), followed by Denmark (55%), Belgium (54%), Sweden (53%) and Greece (51%). We note that these are all countries where immigration issues feature prominently in the public debate. At the other end of the scale, just 12% of Czechs and Slovaks, 13% of Latvians and 14% of Lithuanians think this type of discrimination is common in their country. These are all countries where there is relatively little religious diversity.

The map below demonstrates that all the new Member States except Cyprus and Slovenia are below the EU average and towards the bottom of the ranking. In the three Candidate Countries views are closer to the EU average.

⁷⁷ QE1.5 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of... Religion or belief



In terms of social groupings, opinion follows the familiar pattern, with this type of discrimination being more likely to be perceived as widespread by:

- The youngest citizens (43%) rather than the oldest (34%).
- Citizens with left-wing views (44%) more than those with right-wing views (36%).
- Citizens with friends who have a different religion or belief from their own (41% vs. 36% of those without such friends).
- Citizens who self-define as a religious minority (51%).

QE1.5 DISCRIMINATION ON BASIS OF RELIGION OR BELIEF	Total %	QE16.5 FRIENDS WHO HAVE DIFFERENT RELIGION OR BELIEF		QE17. SELF-DEFINED MINORITY
		Yes	No	Religious*
Widespread	39%	41%	36%	51%
Rare	53%	53%	53%	45%

*Note: Results for those who consider themselves to be part of a religious minority should be considered as indicative due to the small base (1092), i.e. only 4% of citizens say that they belong to a religious minority.

Again we note that citizens with LGBT friends are more inclined to feel that discrimination on the grounds of religion or belief is widespread (47%) than those with friends belonging to the group of citizens that is perceived as suffering discrimination. This indicates that having a social circle that includes friends or acquaintances of a different sexual orientation may make citizens more perceptive of the issue of discrimination in general.

DISCRIMINATION IS WIDESPREAD ON GROUNDS OF...	EU27 TOTAL	LGBT FRIENDS	FRIENDS OF A DIFFERENT ETHNIC ORIGIN	ROMA FRIENDS	DISABLED FRIENDS	FRIENDS WITH DIFFERENT RELIGION
...Ethnic origin	61%	71%	67%	64%	65%	65%
...Gender	40%	46%	42%	44%	42%	42%
...Sexual orientation	47%	53%	50%	51%	49%	48%
...Age	58%	61%	59%	62%	60%	59%
...Religion	39%	47%	42%	40%	41%	41%
...Disability	53%	60%	56%	58%	56%	56%

12.2 Changes in the perceptions of discrimination on grounds of religion or belief














- Overall, the perception that discrimination on religious or belief grounds is widespread continues to decline -

Overall, the opinion that discrimination on the basis of religion or belief is widespread continues to fall since it was first measured by this survey in 2006. Following a three point drop between 2006 and 2008, we now note a further decline of three points (from 42% in 2008). This drop is matched by an increased tendency to believe this form of discrimination is rare: from 47% to 51% in 2008 with a further increase of two points noted in the latest survey. Thus since 2006, we have moved from a state of opinion that was split roughly evenly to one where a majority think discrimination is rare.

Despite this overall shift, the belief that discrimination on grounds of religion or belief is widespread has increased significantly in a number of countries, with the largest shifts noted in Finland and Romania (both +7). The most notable shifts in the opposite direction have occurred in the UK (-11) and Italy (-10) where 45% now believe discrimination on the basis of religion or belief is widespread.

Perception of discrimination on grounds of religion or belief as widespread in country: Notable changes 2008 – 2009

Note: Figures shown = % 'very widespread' + % 'fairly widespread'

		2008	2009	Change (% points)
	UK	56%	45%	-11
	Italy	55%	45%	-10
	Portugal	36%	27%	-9
	Spain	41%	32%	-9
	Denmark	62%	55%	-7
	Malta	39%	35%	-4
	Bulgaria	15%	19%	+4
	Netherlands	55%	59%	+4
	Hungary	17%	23%	+6
	Slovenia	33%	39%	+6
	Austria	41%	47%	+6
	Romania	20%	27%	+7
	Finland	27%	34%	+7

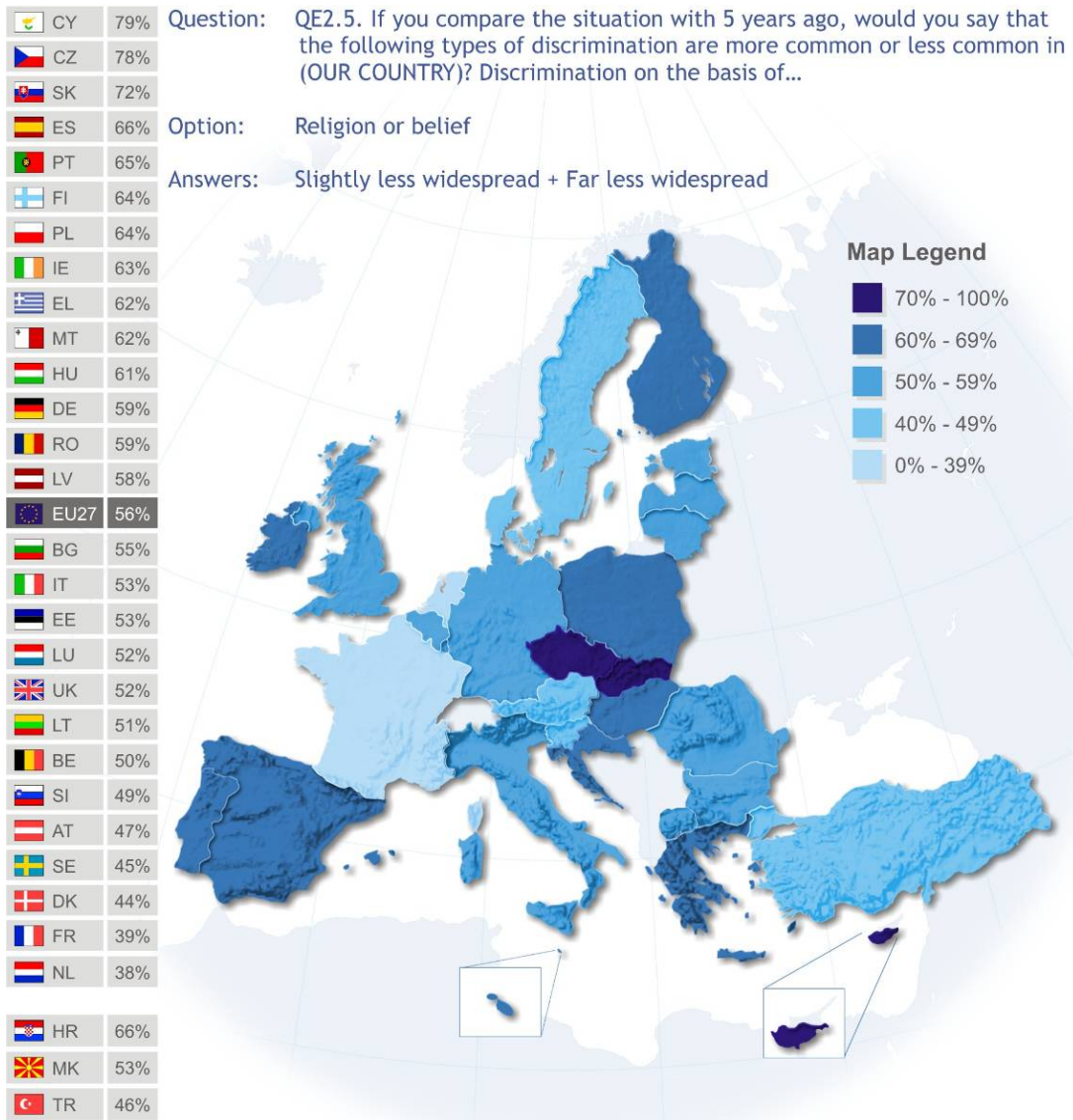
- Overall, the majority view is that discrimination on religious grounds is less widespread than five years ago -

There has been a **further increase since 2008 in the proportion of citizens who feel that discrimination on grounds of religion or belief is now less widespread than it was five years ago⁷⁸**. An outright majority holds this view (56%; +4) and less than a third think it is more widespread than it was five years ago (32%; -6).

Most countries follow the general pattern, with more citizens thinking discrimination is now less widespread. This belief is expressed at extremely high levels in Cyprus (79%) the Czech Republic (78%), and Slovakia (72%).

At the same time, in the Netherlands and Denmark, an outright majority of citizens consider discrimination to be more widespread than it was five years ago (55% and 52%, respectively). In France, this is also the majority view (46% 'more widespread' vs. 39% 'less widespread') whilst public opinion is divided in Sweden (46% vs. 45%) and Austria (45% vs. 47%).

⁷⁸ QE2.5 If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of... Religion or belief







12.3 Experience of discrimination on grounds of religion or belief

- One percent of citizens report experiencing discrimination on grounds of religion or belief in the past year -

Across the EU, only **one percent of citizens say that they experienced discriminated on the grounds of religion or belief in the year leading up to their interview**⁷⁹. Apart from the Former Yugoslav Republic of Macedonia (6%), Austria (5%) and Italy (3%), the proportion of citizens who report this form of discrimination is two percent or less in all surveyed countries.

In terms of witnessing discrimination, five percent say that they saw this happen on the grounds of religion or belief in the year before interview⁸⁰. By far the highest result here is recorded in Denmark (15%), followed by Sweden (11%), Austria and the Netherlands (each 10%). At one percent, witnessing discrimination on grounds of religion or belief is least common in the Czech Republic, Hungary, Malta, Romania and Portugal.

Proportion of citizens witnessing discrimination on grounds of religion or belief over 12 months	
EU figure	 EU average 5%
Highest results by country	 Denmark (15%)
	 Sweden (11%)
	 Austria, The Netherlands (10%)

From the country ranking it is apparent that witnessing this form of discrimination is related to the extent to which countries are culturally diverse. This is also evident when the influence of origin is considered:

- 16% of citizens who belong to a religious minority have witnessed this form of discrimination.
- 11% of citizens born outside of the EU and 10% of citizens born in the EU but outside the country of survey have witnessed this form of discrimination.








⁷⁹ QE3. In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds? Please tell me all that apply... Religion or belief

⁸⁰ QE4. In the past 12 months, have you witnessed someone being discriminated against or harassed on the basis of one or more of the following grounds? Please tell me all that apply... Religion or belief

12.4 Attitudes to citizens of a different religion or belief in public office

- Close to a quarter of Europeans would feel totally comfortable with having a person from a religious minority as political leader in their country -

Finally, we see that on average close to a quarter of Europeans (24%) would feel **totally comfortable with the idea of a person from a minority religion holding the highest political office in their country, giving a rating of 10 out of 10**⁸¹. On the comfort scale from 1 to 10, the EU average is 6.5. This average figure conceals high variations at the national level: the results range from 3.7 in Cyprus to 8.1 in Poland.

Level of comfort with a political leader with a different religion than the majority of the population	
EU figure	 EU average 6.5
Highest results by country	 Poland (8.1)
	 Ireland (7.8)
	 Sweden (7.2)
Lowest results by country	 Austria (4.8)
	 Malta (4.6)
	 Cyprus (3.7)

⁸¹ QE6.5 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)? A person from a different religion than the majority of the population

13. THE IMPACT OF THE ECONOMIC AND FINANCIAL CRISIS

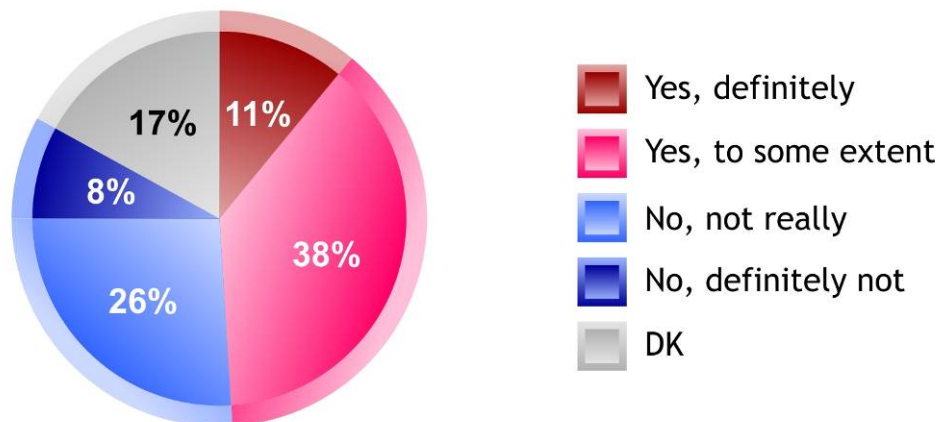
13.1 The perceived impact of the crisis on the importance and funding of equality and diversity policies

- Almost half of Europeans see the crisis as having a negative impact on the importance and funding of policies promoting equality and diversity -

As part of the newly added questions in the wave under discussion, Europeans were asked about their views on how the crisis would impact the importance of equality and diversity policies in their countries and whether these policies would receive less funding due to the crisis.

As can be seen throughout all Eurobarometer questions that deal with the crisis, the mood in spring 2009 is indeed somber and Europeans at this time have few illusions about the impact of the crisis on all types of policies. Equality and diversity policies are no exception to this rule. When asked whether they thought that "due to the economical crisis the policies promoting equality and diversity in (our country), will be considered less important and receive less funding", 49% of Europeans stated that this would definitely (11%) or to some extent (38%) have an impact. Just over a third felt it would have no impact (26% 'not really' and 8% 'no, definitely not'), with about one in six (17%) stating 'don't know' on this question.⁸²










Question: QE12. Do you think that due to the economical crisis the policies promoting equality and diversity in (OUR COUNTRY), will be considered less important and receive less funding?



⁸² QE12 Do you think that due to the economical crisis the policies promoting equality and diversity in (OUR COUNTRY), will be considered less important and receive less funding?

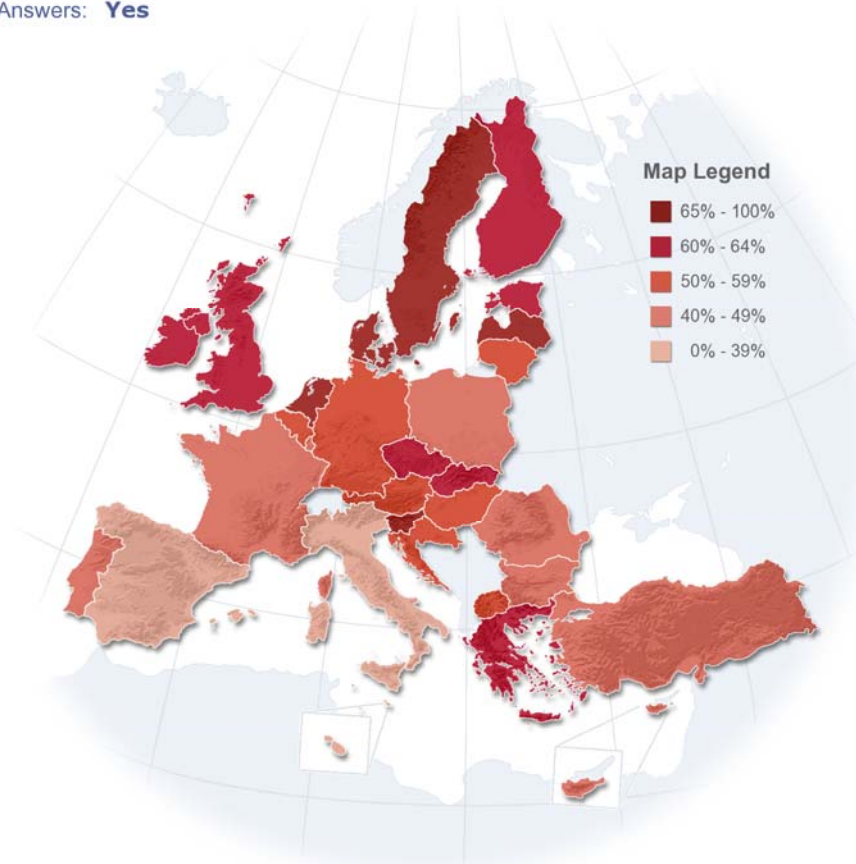
As might be expected, across countries wide variations can be seen. The country with the most somber assessment is Sweden, where 68% of citizens feel that the crisis will have an impact. Denmark and the Netherlands follow closely at 67% and 66%, with 65% of Slovenians and Latvians also feeling that the crisis will have an impact on equality and diversity policies in their countries.

Conversely, Spanish citizens do not share this view, with 55% expecting no impact (versus EU average of 34% 'Total No' answers to this question). The highest 'don't know' responses can be found in Malta and Bulgaria with 39% and 37% respectively. Further countries where more than 30% of citizens answer 'don't know' are Portugal and Cyprus, at 32% and 33% respectively).

 SE	68%
 DK	67%
 NL	66%
 SI	65%
 LV	65%
 FI	64%
 IE	63%
 SK	63%
 EL	61%
 CZ	61%
 EE	60%
 UK	60%
 HU	56%
 LT	52%
 AT	52%
 BE	51%
 DE	51%
 EU27	49%
 PL	48%
 LU	47%
 PT	46%
 FR	44%
 RO	44%
 BG	41%
 CY	40%
 IT	39%
 ES	35%
 MT	31%
 MK	59%
 HR	50%
 TR	46%

Question: QE12. Do you think that due to the economical crisis the policies promoting equality and diversity in (OUR COUNTRY), will be considered less important and receive less funding?

Answers: **Yes**



13.2 The perceived impact of the crisis on levels of discrimination in the labour market

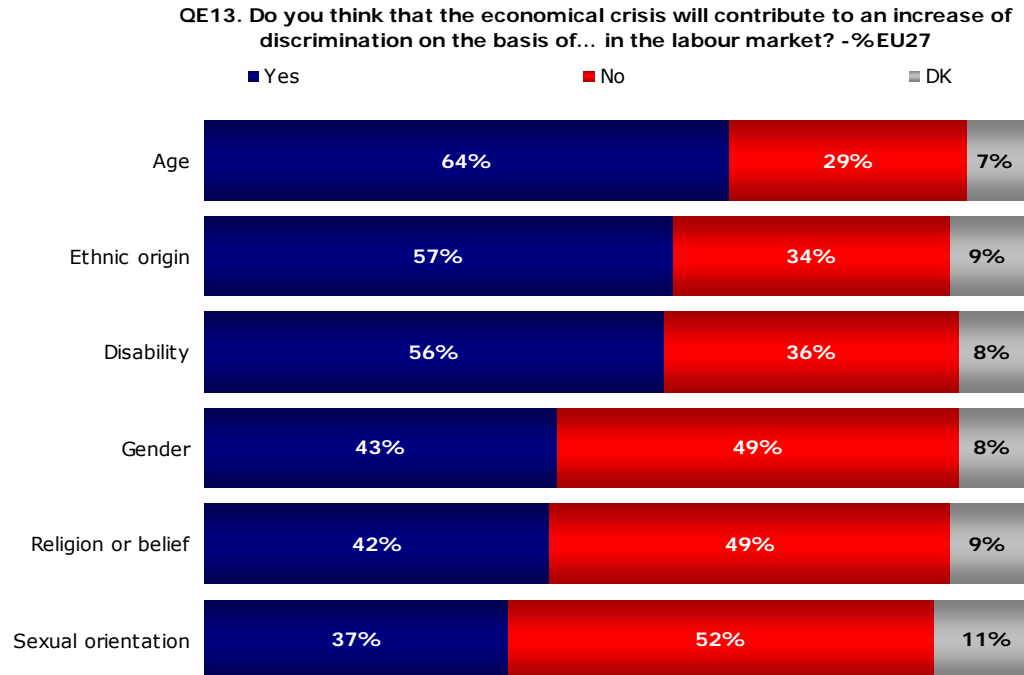
- The crisis is seen as most contributing to an increase in levels of discrimination in the labour market on grounds of 'age' -

The crisis was further discussed with European citizens in terms of discrimination in the labour market and the extent to which it may contribute to discrimination on various grounds in the labour market.

As illustrated in the graph, the greatest contribution of the crisis to an increase in discrimination levels is on the grounds of 'age'. In earlier chapters, we already made the link between the crisis and the increased perception of age discrimination. This link is further confirmed by the results presented here: 64% of European citizens indicate that the economic crisis will contribute to an increase of discrimination on the grounds of age in the labour market. Just under a third (29%) disagrees and less than a tenth (7%) doesn't know.⁸³ Looking later at the 'don't know' levels in more detail, we see opinions on this particular ground for discrimination being most firm.

A possible increase in the levels of discrimination in the labour market on grounds of 'ethnic origin' and 'disability' is perceived by more than 50% of Europeans (57% for the former and 56% for the latter). More than 40% of Europeans state that the crisis will contribute to increased levels of discrimination in the labour market on grounds of 'gender' (43%) and 'religion or belief' (42%), with half of Europeans giving 'Total No' answers to these two grounds of discrimination (49% respectively). The crisis is seen to have less of an impact on grounds of 'sexual orientation' in the labour market, with fewer than four in ten Europeans seeing the crisis contributing to this aspect (37%).

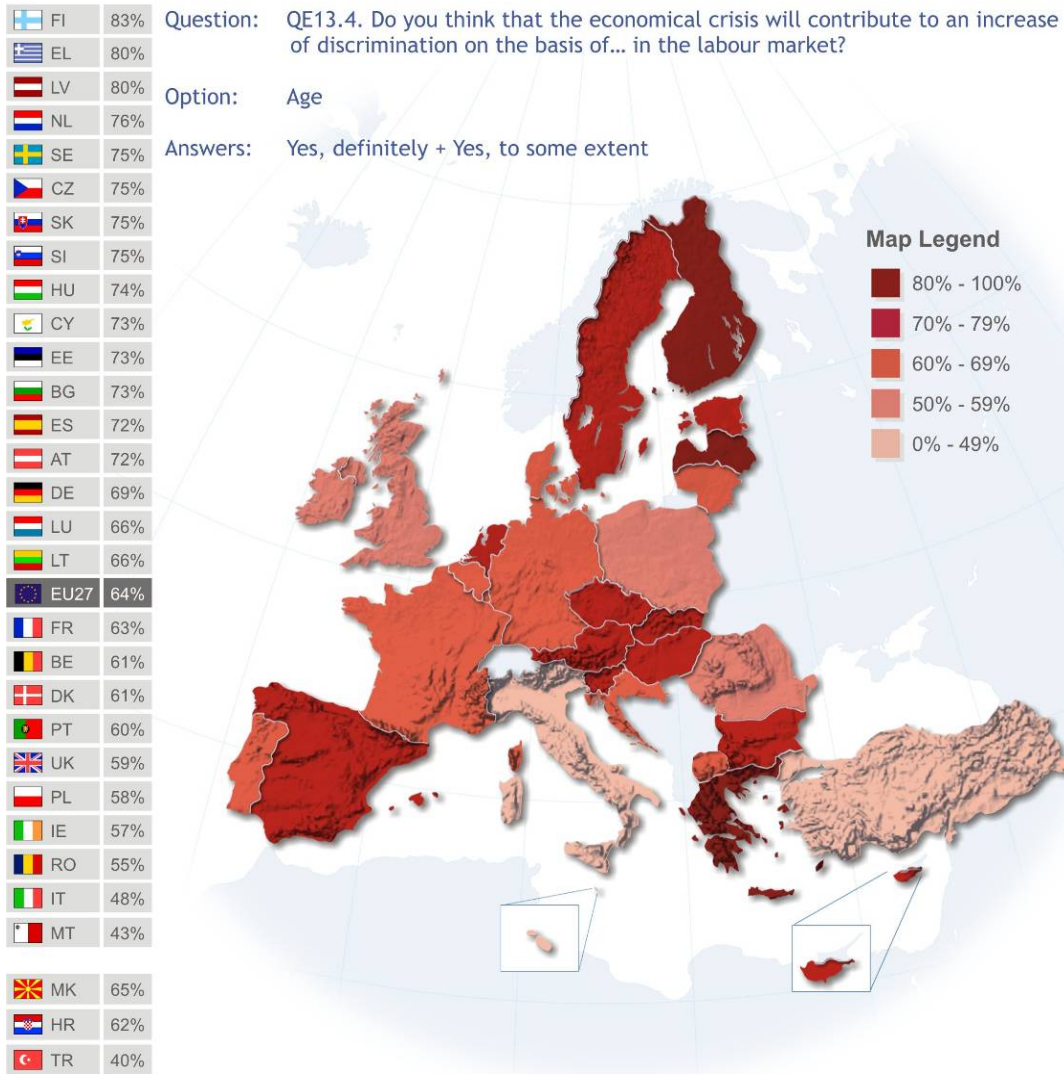
⁸³ QE13: Do you think that the economic crisis will contribute to an increase of discrimination on the basis of...in the labour market? 'Total Yes' combines 'Yes definitely' and 'Yes, to some extent'; 'Total No' combines 'no, definitely not' and 'no, not really' from the scale.



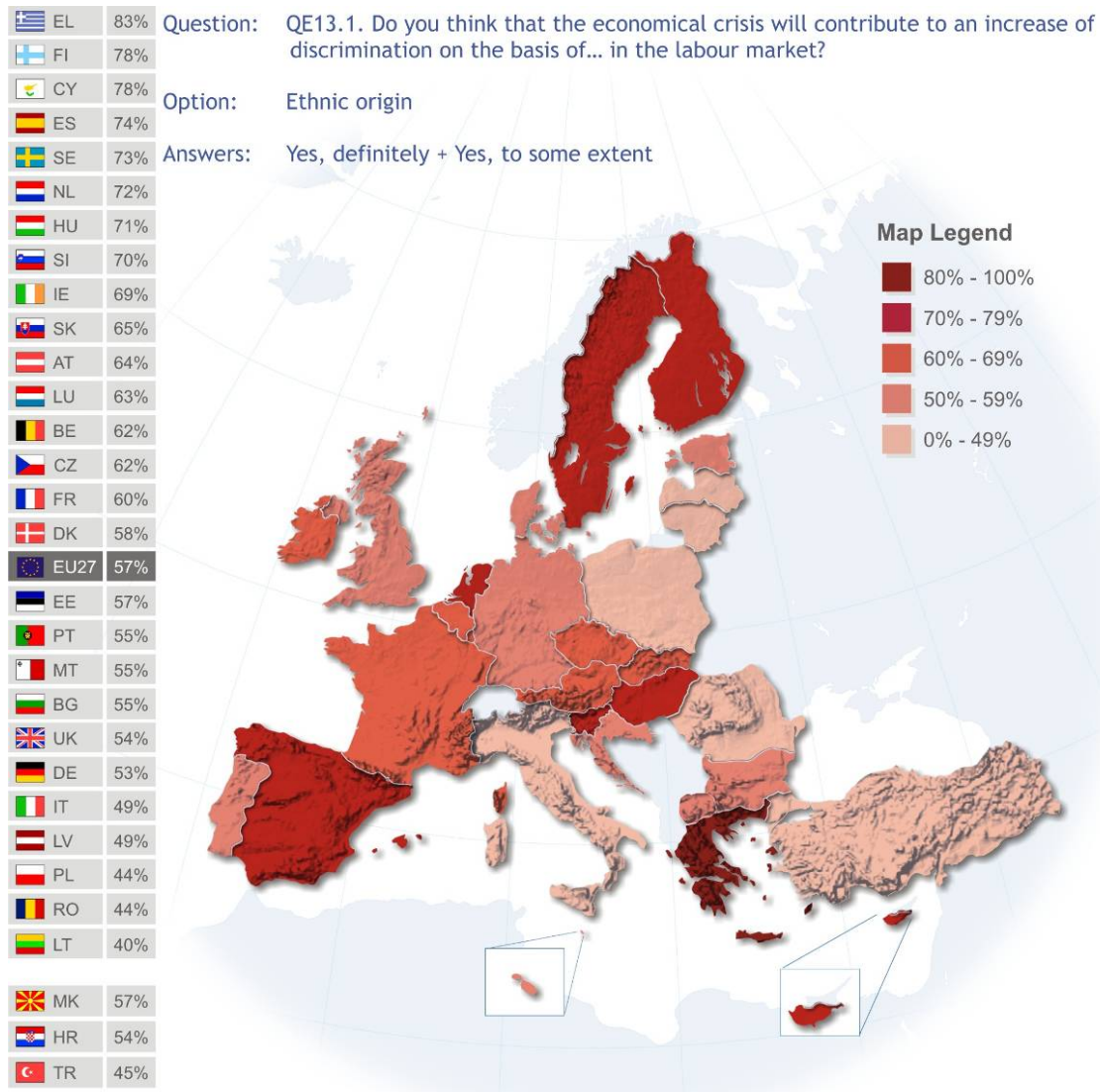
Looking at the national level, a clear trend in terms of highest 'Total Yes' responses on each grounds of discrimination emerges:

High proportions of Greek and Slovenian as well as Finnish citizens feel that the crisis will contribute to an increase in levels of discrimination on all grounds in the labour market.

On the grounds of 'age' the picture is somewhat more varied, with 83% of Finns thinking that the crisis may contribute to increased levels of age discrimination in the labour market. Greece and Latvia follow suit with 80% of citizens feeling this way.

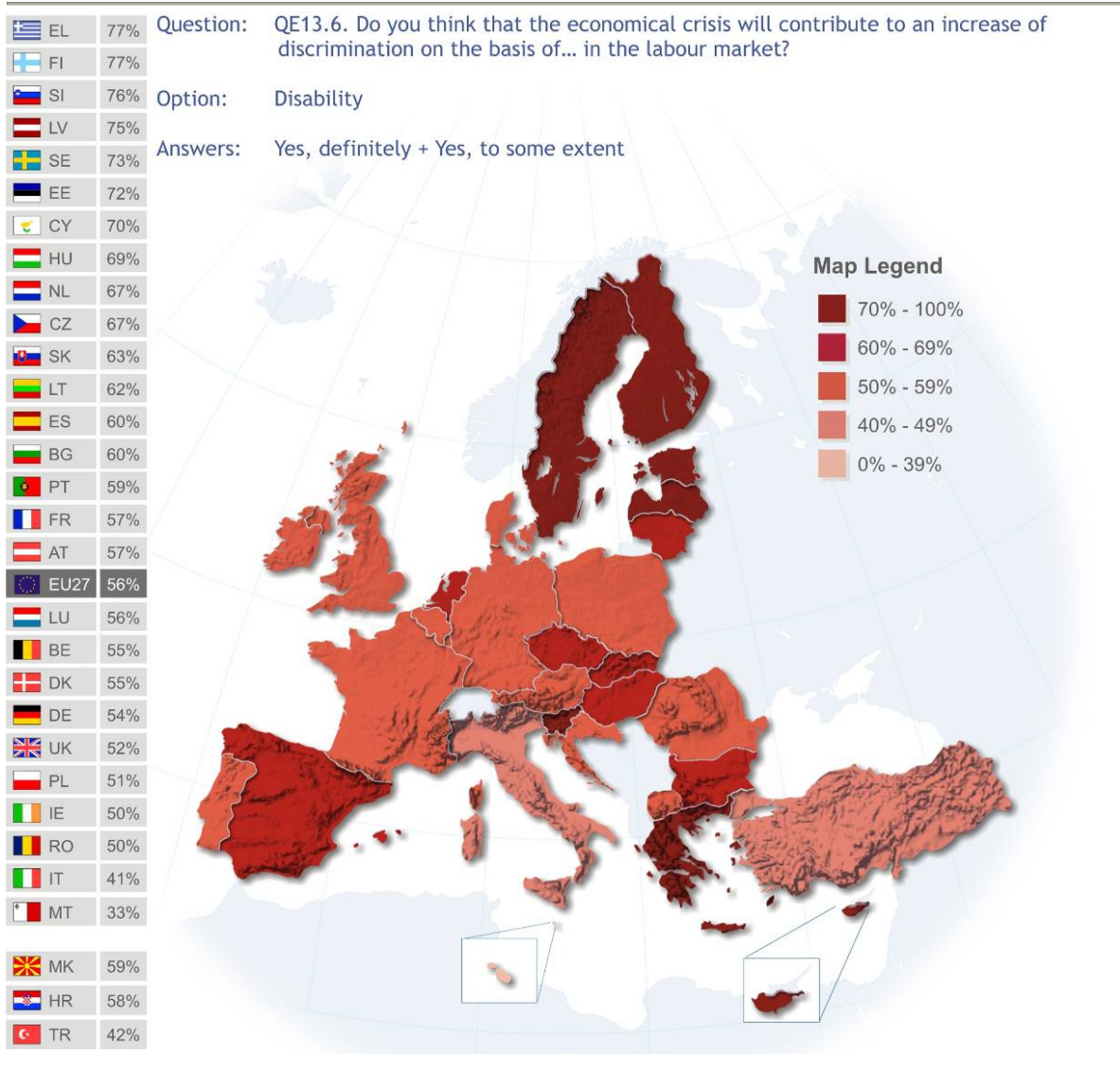


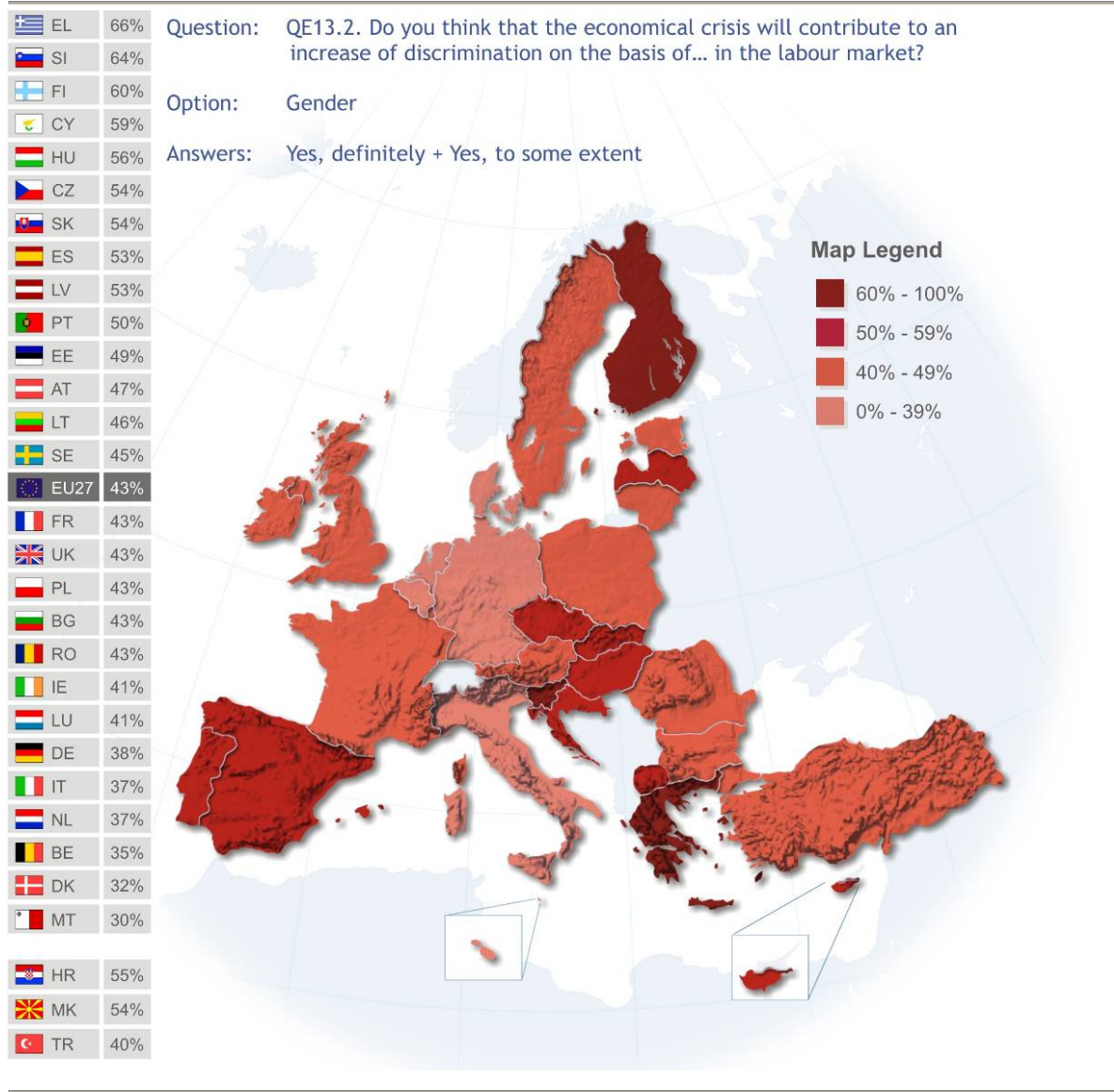
Over eight out of ten Greeks (83%) believe that the crisis may contribute to increased discrimination on the grounds of ethnic origin, with Cyprus and Finland following at 78%. Seventy percent of Slovenians also share this view.

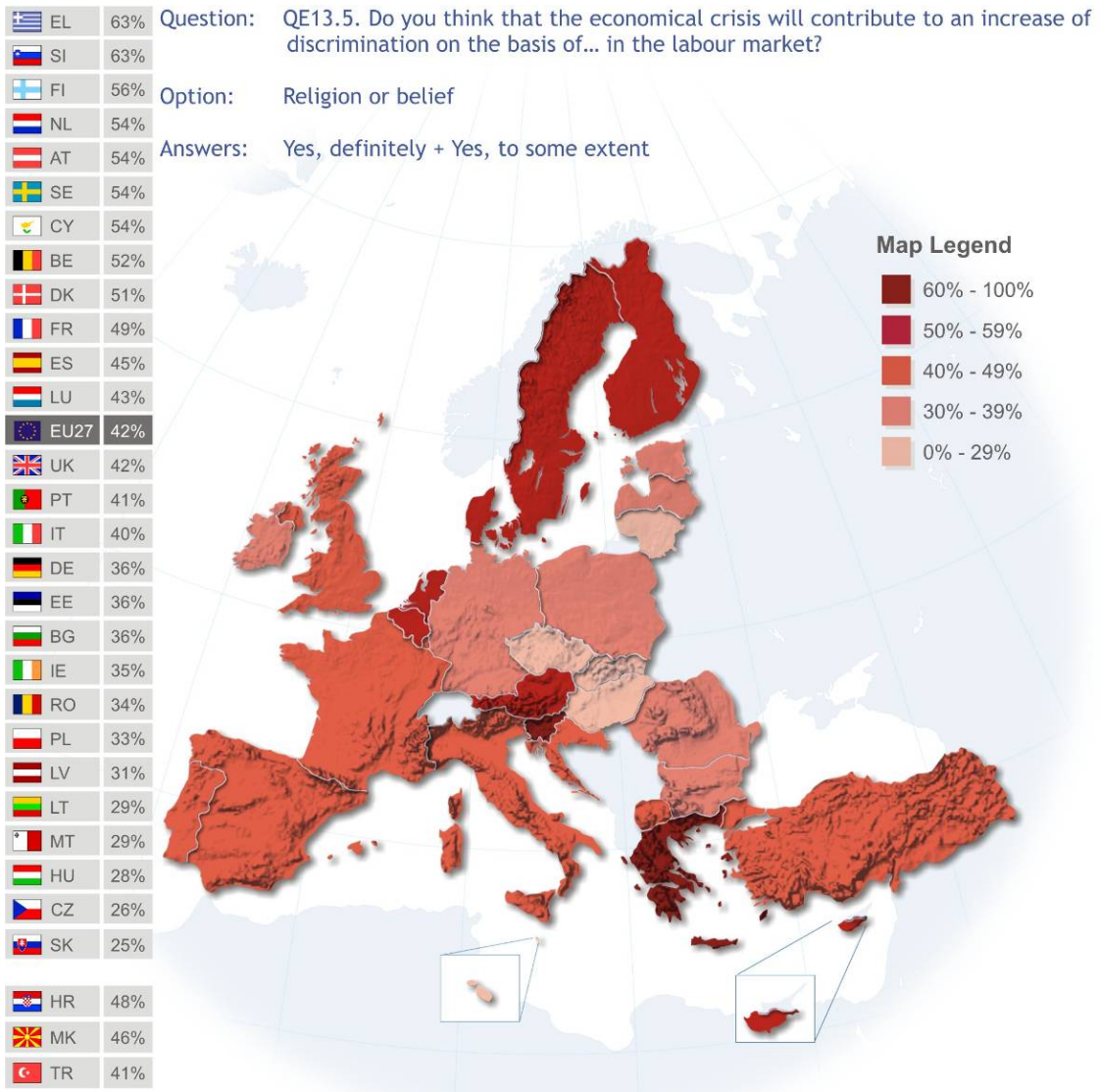


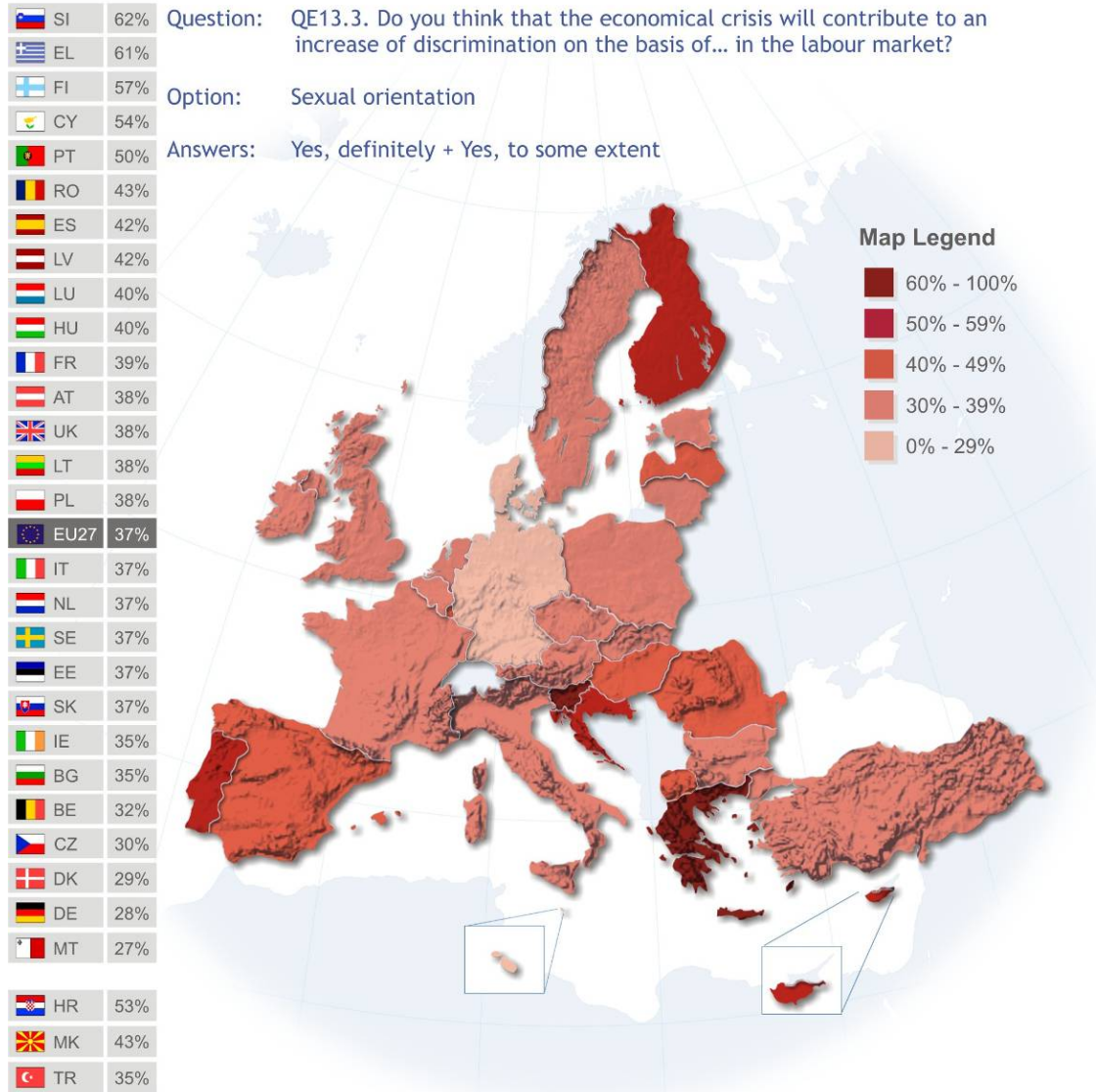
Over three quarters of Greek and Finnish citizens (each 77%) see a potential increase of discrimination on the basis of disability in the labour market, with 76% of Slovenians following suit; 66% of Greeks and 64% of Slovenians see the crisis as potentially contributing to discrimination on grounds of gender.

Results for these two countries are similar for the grounds of 'religion or belief' and 'sexual orientation': 63% of Greeks and Slovenians feel that the crisis will contribute to an increase in discrimination levels on the former aspect, with 62% of Slovenians and 61% of Greek citizens seeing such a potential increase on grounds of 'sexual orientation'.









It is worthwhile looking at patterns emerging in the 'don't know' levels. Three countries consistently record the highest levels for all grounds of discrimination compared to the EU averages for 'don't know' on these aspects: about one in five Portuguese (18%) state 'don't know' for 'age' (versus the EU average of 7%), whereas more than one in five Maltese and Bulgarians state 'don't know' for the other grounds of discrimination (which is double or more than the relevant EU averages for 'don't know').

CONCLUSION

As with its predecessors, this study analysed the opinions and perceptions of Europeans on issues and public policies that relate to discrimination. This Eurobarometer has further extended our analysis of how these perceptions and opinions change through time (this being the third such study). Cognisant of the global financial crisis that the European Union has found itself very much a part of, a decision was taken to broaden this year's study to include an examination of how this crisis would be effecting European perceptions and opinions when it came to discrimination. The results are very illuminating. In general, the survey highlights the following:

Personal experience of discrimination

Personal experience of discrimination remains largely at 2008 levels, with "age" being the most common (6%) grounds upon which discrimination was experienced in the 12 months leading up to the study. Overall, 16% of Europeans reported experiencing discrimination in 12 months leading up to the study.

Perceptions of discrimination

Ethnic origin remains the most widely perceived ground for discrimination in Europe (61% vs. 62% in 2008) in 2009, although it is now closely followed by age (58% in 2009 vs. 42% in 2008).

Europeans would also feel least comfortable with someone from an ethnic minority or non-middle-aged as measured by the comfort rating for a person so described attaining to the highest elected position in their country. Europeans would be most comfortable with a woman attaining to such an office, followed by a person with a disability.

Just less than half of Europeans (47%) considered discrimination based on sexual orientation to be widespread, this is 4% lower than last year. The degree to which this was considered widespread varied importantly by country, with many Mediterranean countries considering discrimination in this regard to be quite widespread, while new entrants to the EU particularly did not seem to think that this form of discrimination is widespread. Overall, Europeans appear comfortable with a LGBT person attaining to the highest elected office in their country, but this varies with the respect to whether LGBT people form part of a person's social circle as well as again by country with the Scandinavians countries appearing more comfortable than countries newer to the EU.

Discrimination on the grounds of gender or religion/belief was not perceived by Europeans to be widespread. There is a particularly high degree of comfort with a woman attaining to the highest elected office in a country, with a shade under half (49%) of Europeans being "totally fine" with this. Comfort with those of religious minorities varied quite widely, with noticeably lower levels of comfort being reported in countries where immigration particularly, was noted to form an important part of the public debate. However, religion/belief was considered by Europeans to be the least widespread form of discrimination. This profile of perceptions of discrimination on the grounds of religion/belief suggests that the issue remains largely latent but potentially troublesome.

The report also examined, where possible, the views of minority groups although these results can only be seen as indicative due to small sample sizes.

Views of respondents who belong to an ethnic minority

The 1210 interviewees – five percent of the total sample - who indicated they belong to an ethnic minority on average only slightly more frequently perceive ethnic discrimination as being widespread in their country (65% vs. 61% EU average).

Views of respondents who belong to a religious minority

There were 1092 interviewees who indicated that they belong to a religious minority, representing four percent of the total sample. Of these respondents, just over half perceive discrimination on grounds of religion or belief to be widespread (51%). This compares starkly with the EU average of 39% and it would thus appear that belonging to a religious minority makes citizens much more perceptive of the occurrence of discrimination on this ground. A quarter of these respondents personally felt discriminated against on the ground of their ethnicity.

Views of disabled respondents

The survey includes 586 respondents who self-define themselves as disabled, two percent of the total sample. This group of Europeans much more often says that in their view discrimination on grounds of disability is widespread (69% vs. 53% EU average) and a third of them have personally felt discriminated against because of their disability. Overall, it appears that disabled Europeans are more likely to feel that discrimination in general (i.e. on the various grounds) is widespread. Again, these results are only indicative and need to be treated with caution.

Views of respondents who belong to a sexual minority

Only 255 of the interviewees indicated that they belong to a sexual minority. The results of the survey seem to indicate that people who feel they are part of a sexual minority more often perceive discrimination on this ground to be widespread and more frequently report having been discriminated against. However the sample is too small to give these findings any statistical weight.

Finally, the five following findings stand out clearly from the data of which the first two may well be of a short term nature.

1. This wave saw an increase in the perception that discrimination occurred with respect to *age* and *disability* compared to 2008.

In 2009 an outright majority of Europeans (58%) considered discrimination *on the basis of age* to be widespread; this is significantly more than in 2008 when 42% of Europeans considered it to be widespread. The perception that discrimination upon the grounds of age is widespread is noticeably more prevalent amongst those who are 40 years or older (60% of those aged 40-54 hold this view, while 49% of those aged 15-24 hold this view).

Considering the current economic crisis, this perception around age found an ominously strong expression in views about discrimination in the labour market, with 48% of respondents considering one's age to be a disadvantage when seeking employment. This increase of three percent on last year's level sees age becoming the most common perceived disadvantage when seeking a job (together with a candidate's look, dress and presentation) and will no doubt colour public perception of the crisis as jobs become more scarce than they have been in many years.

Having a disability is the only other ground for discrimination that is now seen by more Europeans as being widespread than was the case last year (53% in 2009 vs. 45% in 2008).

2. The advent of the financial crisis has lowered confidence that European governments will continue to address issues of discrimination with the same level of funding and sense of priority.

Europeans expect that the financial crisis will see less funding allocated to policies aimed at combating discrimination as well as these policies declining in priority. Considering the above finding around age and disability, it is important to note that the majority of Europeans think that the economic crisis will lead to an increase of discrimination in three specific areas: on the grounds of age (with 64% of Europeans believing this), ethnic origin (57%) and disability (56%).

However, it should be noted that a positive evolution has been noted now for two surveys in a row when it comes to combatting discrimination in general, with slightly more (49%, +2 percentage points) people saying that enough is being done and fewer people (44%, -4 points) saying that not enough is being done than was the case last year. Yet, where citizens perceive discrimination to be widespread (on any of the six grounds specified by the EU), they are less likely to consider efforts to combat discrimination to be sufficient.

Finally, in this context, support for equal opportunities measures in the workplace appears to have remained at the high levels reported in 2008 (ranging from 81% for disability-targeted measures to 63% for measures dependent upon sexual orientation). With respect to particular workforce monitoring policies, support remains firmer for policies that monitor recruitment processes (67%) rather than composition of the workforce (52%).

3. The most important determinant of sensitivity to discrimination, as well as comfort with minorities, continues to be the degree of diversity to be found in one's social circle.

It is quite stunning how potent an influence diversity in one's social circle is upon attitudes to minorities. Being open-minded and having contact with minorities is the factor with the most positive influence on people's attitudes. When rating out of 10 how comfortable (with 10 being completely comfortable) they would feel with a LGBT person attaining the highest elected office in the land, those with LGBT friends gave an average rating of 8.5, while those without gave an average rating of 5.5 – a significantly lower rating. This sort of finding is now consistent across three waves of this Eurobarometer study and is, no doubt, going to continue being so.

Given the positive association between high levels of diversity in one's social circle and acceptance of minorities, it is encouraging that this wave saw a net increase in the diversity to be found in Europeans' social circles with respect to at least five minority groups. Nearly two out of three people have friends who hold different beliefs to them (64%), are disabled (58%) or are of different ethnic origin (57%); this is an increase on the last wave of three percent, three percent and two percent respectively. Increases of similar magnitude were noted for the incidence of people with LGBT friends and Roma friends, although these remained at lower levels (38% and 14% respectively).

People who are more likely to have a diverse social circle appear to be those who are younger, have spent longer in full-time education, live in urban areas and who describe themselves as holding political views that are more to the left of the political spectrum. Finally, it appears in particular that having a social circle that includes friends or acquaintances of a different sexual orientation may make citizens more perceptive of the issue of discrimination in general.

4. Diversity is not sufficiently reflected in the media.

Whilst the latest survey thus reveals a positive shift in that the social circle of Europeans has become more diverse, a significant proportion of Europeans does not feel that diversity is sufficiently reflected in the media. This is particularly a concern when it comes to 'disability', with 44% of Europeans feeling that diversity on this aspect is not sufficiently reflected in the media. Around a third of Europeans also holds this view when it comes to 'ethnic origin' (36%), 'religion or belief' (35%), 'age' (33%) and 'sexual orientation' (31%). In terms of 'gender', around a quarter of Europeans feel that diversity is not sufficiently reflected in the media (26%).

5. Europeans are not sufficiently aware of their rights.

Only a third of Europeans say they know their rights should they be a victim of discrimination or harassment (33%). Knowledge levels have not improved since 2008. This lack of awareness also affects citizens who belong to a minority. These citizens only slightly more often report awareness than average. Furthermore, the survey reveals that citizens who have actually experienced discrimination are also not significantly more aware of their rights: 35% of those experiencing discrimination on a single grounds and 37% of those experiencing it on multiple grounds say that they know their rights. This lack of knowledge is further evident from the finding that the majority of Europeans would prefer to report to the police if they felt they had been discriminated against. Awareness of the existence of special agencies, such as bodies for the promotion of equal treatment or tribunals appears to be low with fewer citizens selecting these as the preferred reporting point. Hence the survey highlights that raising the awareness of all Europeans in terms of discrimination laws is a matter of high importance.

With the clouds of recession hanging over many European economies, it is encouraging to see the progress that the European Union has made in a number of ways when it comes to reducing discrimination. This report does, however, point to an immediate challenge in that discrimination on the grounds of age and disability is perceived as being more widespread than last year. Encouragingly, the data has also begun to reveal the social mechanism by which such discrimination may be resolved—the social circle and the role of education and awareness raising. Efforts and policies that seek to work with this reality will no doubt go some way to ensuring that the other major finding of this report—that Europeans largely believe that the economic crisis will reduce the efforts made to combat discrimination—will remain largely that, expectations.

ANNEXES

TECHNICAL SPECIFICATIONS

SPECIAL EUROBAROMETER 317

“Discrimination in the EU in 2009”

TECHNICAL SPECIFICATIONS

Between the 25th of May and the 17th of June 2009, TNS Opinion & Social, a consortium created between TNS plc and TNS opinion, carried out wave 71.2 of the EUROBAROMETER, on request of the EUROPEAN COMMISSION, Directorate-General for Communication, “Research and Political Analysis”.

The SPECIAL EUROBAROMETER 317 is part of the wave 71.2 and covers the population of the respective nationalities of the European Union Member States, resident in each of the Member States and aged 15 years and over. The SPECIAL EUROBAROMETER 317 has also been conducted in the three candidate countries (Croatia, Turkey and the Former Yugoslav Republic of Macedonia). In these countries, the survey covers the national population of citizens and the population of citizens of all the European Union Member States that are residents in these countries and have a sufficient command of the national languages to answer the questionnaire. The basic sample design applied in all states is a multi-stage, random (probability) one. In each country, a number of sampling points was drawn with probability proportional to population size (for a total coverage of the country) and to population density.

In order to do so, the sampling points were drawn systematically from each of the “administrative regional units”, after stratification by individual unit and type of area. They thus represent the whole territory of the countries surveyed according to the EUROSTAT NUTS II (or equivalent) and according to the distribution of the resident population of the respective nationalities in terms of metropolitan, urban and rural areas. In each of the selected sampling points, a starting address was drawn, at random. Further addresses (every Nth address) were selected by standard “random route” procedures, from the initial address. In each household, the respondent was drawn, at random (following the “closest birthday rule”). All interviews were conducted face-to-face in people's homes and in the appropriate national language. As far as the data capture is concerned, CAPI (Computer Assisted Personal Interview) was used in those countries where this technique was available.

ABBREVIATIONS	COUNTRIES	INSTITUTES	N° INTERVIEWS	FIELDWORK DATES	POPULATION 15+
BE	Belgium	TNS Dimarso	1.000	29/05/2009	8.786.805
BG	Bulgaria	TNS BBSS	1.009	29/05/2009	6.647.375
CZ	Czech Rep.	TNS Alisa	1.033	29/05/2009	8.571.710
DK	Denmark	TNS Gallup DK	1.001	25/05/2009	4.432.931
DE	Germany	TNS Infratest	1.523	29/05/2009	64.546.096
EE	Estonia	Emor	1.007	29/05/2009	887.094
IE	Ireland	TNS MRBI	1.007	29/05/2009	3.375.399
EL	Greece	TNS ICAP	1.000	29/05/2009	8.691.304
ES	Spain	TNS Demoscopia	1.007	29/05/2009	38.536.844
FR	France	TNS Sofres	1.078	29/05/2009	46.425.653
IT	Italy	TNS Infratest	1.048	29/05/2009	48.892.559
CY	Rep. of Cyprus	Synovate	501	27/05/2009	638.900
LV	Latvia	TNS Latvia	1.012	29/05/2009	1.444.884
LT	Lithuania	TNS Gallup Lithuania	1.022	29/05/2009	2.846.756
LU	Luxembourg	TNS ILReS	504	25/05/2009	388.914
HU	Hungary	TNS Hungary	1.000	29/05/2009	8.320.614
MT	Malta	MISCO	500	29/05/2009	335.476
NL	Netherlands	TNS NIPO	1.079	28/05/2009	13.017.690
AT	Austria	Osterreichisches Gallup-Institut	1.001	29/05/2009	7.004.205
PL	Poland	TNS OBOP	1.000	29/05/2009	32.155.805
PT	Portugal	TNS EUROTESTE	1.020	29/05/2009	8.080.915
RO	Romania	TNS CSOP	1.023	29/05/2009	18.246.731
SI	Slovenia	RM PLUS	1.022	28/05/2009	1.729.298
SK	Slovakia	TNS AISA SK	1.037	29/05/2009	4.316.438
FI	Finland	TNS Gallup Oy	999	29/05/2009	4.353.495
SE	Sweden	TNS GALLUP	1.006	29/05/2009	7.562.263
UK	United Kingdom	TNS UK	1.317	29/05/2009	50.519.877
HR	Croatia	Puls	1.000	28/05/2009	3.734.300
TR	Turkey	TNS PIAR	1.003	29/05/2009	47.583.830
MK	Former Yugoslav Rep. of Macedonia	TNS Brima	1.009	29/05/2009	1.648.012
TOTAL			26.756	25/05/2009	453.722.173

For each country a comparison between the sample and the universe was carried out. The Universe description was derived from Eurostat population data or from national statistics offices. For all countries surveyed, a national weighting procedure, using marginal and intercellular weighting, was carried out based on this Universe description. In all countries, gender, age, region and size of locality were introduced in the iteration procedure. For international weighting (i.e. EU averages), TNS Opinion & Social applies the official population figures as provided by EUROSTAT or national statistic offices. The total population figures for input in this post-weighting procedure are listed above.

Readers are reminded that survey results are estimations; the accuracy of which, everything being equal, rests upon the sample size and upon the observed percentage. With samples of about 1,000 interviews, the real percentages vary within the following confidence limits:

Observed percentages	10% or 90%	20% or 80%	30% or 70%	40% or 60%	50%
Confidence limits	± 1.9 points	± 2.5 points	± 2.7 points	± 3.0 points	± 3.1 points

QUESTIONNAIRE

Let's talk about another topic.

ASK QE TO UE27 + HR + TR + MK

Discrimination is understood to mean when a person or group is treated less favourably than others because of specific personal characteristics.

QE1 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)?
Discrimination on the basis of...

(SHOW CARD WITH SCALE – ONE ANSWER PER LINE)

	Very widespread	Fairly widespread	Fairly rare	Very rare	Non-existent	DK
(READ OUT – ROTATE)						

(434)	1	2	3	4	5	6
(435)	1	2	3	4	5	6
(436)	1	2	3	4	5	6
(437)	1	2	3	4	5	6
(438)	1	2	3	4	5	6
(439)	1	2	3	4	5	6

EB69.1 QA1 TREND MODIFIED

Parlons d'un autre sujet.

POSER QE EN UE27 + HR + TR + MK

Discrimination is understood to mean when a person or group is treated less favourably than others because of specific personal characteristics.

QE1 Pour chacun des types de discrimination suivants, dites-moi si, selon vous, il s'agit de quelque chose de très répandu, assez répandu, plutôt rare ou très rare en (NOTRE PAYS).
Des discriminations sur base ...

(MONTRER CARTE AVEC ECHELLE – UNE REPONSE PAR LIGNE)

	Très répandu	Plutôt répandu	Plutôt rare	Très rare	Inexistant	NSP
(LIRE – ROTATION)						

(434)	1	2	3	4	5	6
(435)	1	2	3	4	5	6
(436)	1	2	3	4	5	6
(437)	1	2	3	4	5	6
(438)	1	2	3	4	5	6
(439)	1	2	3	4	5	6

EB69.1 QA1 TREND MODIFIED

QE2	Et diriez-vous que, par rapport à il y a 5 ans, les discriminations suivantes sont plus répandues ou moins répandues en (NOTRE PAYS) ? Des discriminations sur base ...

(MONTRER CARTE AVEC ECHELLE – UNE REPONSE PAR LIGNE)

	(LIRE – ROTATION)	Beaucoup plus répandues	Un peu plus répandues	Un peu moins répandues	Beaucoup moins répandues	NSP
1	De l'origine ethnique	1	2	3	4	5
2	Du sexe	1	2	3	4	5
3	De l'orientation sexuelle (par exemple être homosexuel ou lesbienne) (M)	1	2	3	4	5
4	De l'âge	1	2	3	4	5
5	De la religion ou des convictions (M)	1	2	3	4	5
6	D'un handicap	1	2	3	4	5

EB69.1 QAZ TREND MODIFIED

QE2	If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...

(SHOW CARD WITH SCALE – ONE ANSWER PER LINE)

	(READ OUT – ROTATE)	Far more widespread	Slightly more widespread	Slightly less widespread	Far less widespread	DK
(440)	1	1	2	3	4	5
(441)	2	1	2	3	4	5
(442)	3	1	2	3	4	5
(443)	4	1	2	3	4	5
(444)	5	1	2	3	4	5
(445)	6	1	2	3	4	5

EB69.1 QAZ TREND MODIFIED

QE3

Au cours des 12 derniers mois, vous êtes-vous personnellement senti(e) discriminé(e) ou harcelé(e) à cause de l'une ou plusieurs des raisons suivantes ? S'agissait-il d'une discrimination ou d'un harcèlement sur base ... ? Veuillez me donner toutes les réponses qui s'appliquent à la situation.

(NE PAS LIRE - MONTRER CARTE AVEC LETTRES - PLUSIEURS REPONSES POSSIBLES)

(446-454)

De l'origine ethnique	1,
Du sexe	2,
De l'orientation sexuelle	3,
De l'âge	4,
De la religion ou des convictions	5,
D'un handicap	6,
Pour une autre raison (M)	7,
Non (M)	8,
NSP	9,

EB69.1 QA3 TREND MODIFIED

QE3

In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds? Please tell me all that apply.

(DO NOT READ OUT - SHOW CARD WITH LETTERS - MULTIPLE ANSWERS POSSIBLE)

(446-454)

Ethnic origin	1,
Gender	2,
Sexual orientation	3,
Age	4,
Religion or belief	5,
Disability	6,
For another reason (M)	7,
No (M)	8,
DK	9,

EB69.1 QA3 TREND MODIFIED

QE4

Au cours des 12 derniers mois, avez-vous été le témoin d'une discrimination ou du harcèlement d'une personne à cause de l'une ou plusieurs des raisons suivantes ? Veuillez me donner toutes les réponses qui s'appliquent à la situation.

(MONTRER CARTE - LIRE - PLUSIEURS REPONSES POSSIBLES)

(455-463)

De l'origine ethnique	1,
Du sexe	2,
De l'orientation sexuelle	3,
De l'âge	4,
De la religion ou des convictions	5,
D'un handicap	6,
Pour une autre raison (M)	7,
Non (M)	8,
NSP	9,

EB69.1 QA4 TREND MODIFIED

QE4

In the past 12 months, have you witnessed someone being discriminated against or harassed on the basis of one or more of the following grounds? Please tell me all that apply.

(SHOW CARD - READ OUT - MULTIPLE ANSWERS POSSIBLE)

(455-463)

Ethnic origin	1,
Gender	2,
Sexual orientation	3,
Age	4,
Religion or belief	5,
Disability	6,
For another reason (M)	7,
No (M)	8,
DK	9,

EB69.1 QA4 TREND MODIFIED

QE5	In (OUR COUNTRY), when a company wants to hire someone and has the choice between two candidates with equal skills and qualifications, which of the following criteria may, in your opinion, put one candidate at a disadvantage?
-----	---

(SHOW CARD – READ OUT – ROTATE – MULTIPLE ANSWERS POSSIBLE)
(464-478)

1, The candidate's name
2, The candidate's address
3, The candidate's way of speaking, his or her accent
4, The candidate's skin colour or ethnic origin
5, The candidate's gender
6, The candidate's sexual orientation (for example, being gay or lesbian)
7, The candidate's age
8, A disability
9, The expression of a religious belief (for example wearing a visible religious symbol)
10, Whether the candidate is a smoker or not
11, The candidate's look, dress-sense or presentation
12, The candidate's general physical appearance (size, weight, face, etc.)
13, Others (SPONTANEOUS) (M)
14, None of those (SPONTANEOUS) (M)
15, DK

EB69.1 QAT TREND MODIFIED

QE5	En (NOTRE PAYS), lorsqu'une entreprise cherche à embaucher quelqu'un et qu'elle a le choix entre deux candidats de compétences et de qualifications égales, quels sont, dans la liste suivante, tous les critères qui, selon vous, peuvent défavoriser un candidat ?
-----	--

(MONTRER CARTE – LIRE – ROTATION – PLUSIEURS REPONSES POSSIBLES)
(464-478)

1, Le nom du candidat
2, L'adresse du candidat
3, La façon de parler, l'accent du candidat
4, La couleur de peau ou l'origine ethnique du candidat
5, Le sexe du candidat
6, L'orientation sexuelle du candidat (par exemple être homosexuel ou lesbienne) (M)
7, L'âge du candidat
8, L'existence d'un handicap
9, L'expression d'une conviction religieuse (par exemple le port d'un signe religieux visible)
10, Le fait que le candidat fume ou pas
11, Le look, la façon de s'habiller ou de se présenter du candidat
12, L'apparence physique générale du candidat (taille, poids, visage, etc.)
13, Autres (SPONTANÉ) (M)
14, Aucun de ceux-là (SPONTANÉ) (M)
15, NSP

EB69.1 QAT TREND MODIFIED

QE6	And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?
-----	--

QE6	Et sur une échelle de 1 à 10, pourriez-vous me dire ce que vous ressentiriez si une personne appartenant à chacune des catégories suivantes était élue au plus haut poste politique en (NOTRE PAYS).
-----	--

(SHOW CARD WITH SCALE - ONE ANSWER PER LINE) - (IF NECESSARY, EXPLAIN TO THE RESPONDENT THAT THIS WOULD BE THE PRESIDENT, PRIME MINISTER, CHANCELLOR, ETC. AS RELEVANT IN YOUR NATIONAL CONTEXT)

(MONTRER CARTE AVEC ECHELLE - UNE REPONSE PAR LIGNE) - (SI NECESSAIRE, EXPLIQUER AU REpondANT QU'IL S'AGIRAIT DU PRESIDENT, PREMIER MINISTRE, CHANCELLIER, ETC., SELON LE CONTEXTE NATIONAL)

	1 Very uncomf ortable	2	3	4	5	6	7	8	9	10 Total ly comf ortab le	Indiff DK (SP ONT ANE OUS)		
(479-480)	1 A woman	1	2	3	4	5	6	7	8	9	10	11	12
(481-482)	2 A homosexual (gay man or lesbian woman)	1	2	3	4	5	6	7	8	9	10	11	12
(483-484)	3 A person from a different ethnic origin than the majority of the population	1	2	3	4	5	6	7	8	9	10	11	12
(485-486)	4 A person aged under 30	1	2	3	4	5	6	7	8	9	10	11	12
(487-488)	5 A person from a different religion than the majority of the population	1	2	3	4	5	6	7	8	9	10	11	12
(489-490)	6 A disabled person	1	2	3	4	5	6	7	8	9	10	11	12
(491-492)	7 A person aged over 75	1	2	3	4	5	6	7	8	9	10	11	12

EB69.1 QAB

	(LIRE - ROTATION)	1 Très mal aise	2	3	4	5	6	7	8	9	10 Tout à fait aise	Indiff NSP (SP ONT ANE)	
(479-480)	1 Une femme	1	2	3	4	5	6	7	8	9	10	11	12
(481-482)	2 Un homosexuel (un homme homosexuel ou une femme lesbienne)	1	2	3	4	5	6	7	8	9	10	11	12
(483-484)	3 Une personne d'une origine ethnique différente de la majorité de la population	1	2	3	4	5	6	7	8	9	10	11	12
(485-486)	4 Une personne âgée de moins de 30 ans	1	2	3	4	5	6	7	8	9	10	11	12
(487-488)	5 Une personne d'une religion différente de la majorité de la population	1	2	3	4	5	6	7	8	9	10	11	12
(489-490)	6 Une personne handicapée	1	2	3	4	5	6	7	8	9	10	11	12
(491-492)	7 Une personne âgée de plus de 75 ans	1	2	3	4	5	6	7	8	9	10	11	12

EB69.1 QAB

QE7	Would you be in favour of or opposed to specific measures being adopted to provide equal opportunities for everyone in the field of employment? Measures such as, for example special training schemes or adapted selection and recruitment processes, for people depending on their....
-----	--

QE7	Serez-vous favorable ou opposé(e) à la mise en place de mesures spéciales destinées à donner des chances égales à tous dans le domaine de l'emploi ? Des mesures comme, par exemple, des programmes de formation spéciaux ou processus de sélection et recrutement adaptés à des personnes en fonction ?
-----	---

(SHOW CARD WITH SCALE – ONE ANSWER PER LINE)

(MONTRER CARTE AVEC ECHELLE – UNE SEULE REPONSE PAR LIGNE)

	(READ OUT – ROTATE)	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK
(493)	1 Ethnic origin	1	2	3	4	5
(494)	2 Gender	1	2	3	4	5
(495)	3 Sexual orientation (M)	1	2	3	4	5
(496)	4 Age	1	2	3	4	5
(497)	5 Religion or belief (M)	1	2	3	4	5
(498)	6 Disability	1	2	3	4	5

	(LIRE – ROTATION)	Tout à fait favorable	Plutôt favorable	Plutôt opposé(e)	Tout à fait opposé(e)	NSP
1	De l'origine ethnique	1	2	3	4	5
2	Du sexe	1	2	3	4	5
3	De l'orientation sexuelle (M)	1	2	3	4	5
4	De l'âge	1	2	3	4	5
5	De la religion ou des convictions (M)	1	2	3	4	5
6	D'un handicap	1	2	3	4	5

EB69.1 QA9 TREND MODIFIED

EB69.1 QA9 TREND MODIFIED

QE8	To what extent do you support or oppose the following in the work place?
-----	--

(SHOW CARD WITH SCALE - ONE ANSWER PER LINE)

	(READ OUT - ROTATE)	Totally support	Somewhat support	Somewhat oppose	Totally oppose	DK
1	Monitoring the composition of the work-force to evaluate the representation of people from ethnic minorities	1	2	3	4	5
2	Monitoring the recruitment procedures to ensure that candidates from ethnic minorities have the same chance of being selected for interview or hired as other candidates with similar skills and qualifications	1	2	3	4	5

(499)

(500)

EB69.1 QA10

QE8	Dans quelle mesure soutenez-vous ou vous opposez-vous aux mesures suivantes sur le lieu de travail ?
-----	--

(MONTRER CARTE AVEC ECHELLE - UNE REPONSE PAR LIGNE)

	(LIRE - ROTATION)	Vous soutenez tout à fait	Vous soutenez plutôt	Vous êtes plutôt opposé(e)	Vous êtes tout à fait opposé(e)	NSP
1	Surveillance de la composition de l'ensemble des employés pour évaluer la représentation des personnes issues de minorités ethniques	1	2	3	4	5
2	Surveillance des procédures de recrutement pour s'assurer que les candidats issus de minorités ethniques ont autant de chances d'être invités à des entretiens ou embauchés que d'autres candidats à compétences et qualifications égales	1	2	3	4	5

(499)

(500)

EB69.1 QA10

<p>QE9</p> <p>In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?</p>	<p>(SHOW CARD – READ OUT – ONE ANSWER ONLY)</p> <p>(501)</p> <table border="1"> <tr><td>Yes, definitely</td><td>1</td></tr> <tr><td>Yes, to some extent</td><td>2</td></tr> <tr><td>No, not really</td><td>3</td></tr> <tr><td>No, definitely not</td><td>4</td></tr> <tr><td>DK</td><td>5</td></tr> </table> <p>EB69.1 QA11</p>	Yes, definitely	1	Yes, to some extent	2	No, not really	3	No, definitely not	4	DK	5
Yes, definitely	1										
Yes, to some extent	2										
No, not really	3										
No, definitely not	4										
DK	5										
<p>QE9</p> <p>D'une manière générale, diriez-vous que l'on fait suffisamment d'efforts en (NOTRE PAYS) pour lutter contre toute forme de discrimination ?</p>	<p>(MONTRER CARTE – LIRE – UNE SEULE REPONSE)</p> <p>(501)</p> <table border="1"> <tr><td>Oui, tout à fait</td><td>1</td></tr> <tr><td>Oui, plutôt</td><td>2</td></tr> <tr><td>Non, plutôt pas</td><td>3</td></tr> <tr><td>Non, pas du tout</td><td>4</td></tr> <tr><td>NSP</td><td>5</td></tr> </table> <p>EB69.1 QA11</p>	Oui, tout à fait	1	Oui, plutôt	2	Non, plutôt pas	3	Non, pas du tout	4	NSP	5
Oui, tout à fait	1										
Oui, plutôt	2										
Non, plutôt pas	3										
Non, pas du tout	4										
NSP	5										
<p>QE10</p> <p>Do you know your rights if you are the victim of discrimination or harassment?</p>	<p>(READ OUT)</p> <p>(502)</p> <table border="1"> <tr><td>Yes</td><td>1</td></tr> <tr><td>No</td><td>2</td></tr> <tr><td>That depends (SPONTANEOUS)</td><td>3</td></tr> <tr><td>DK</td><td>4</td></tr> </table> <p>EB69.1 QA12</p>	Yes	1	No	2	That depends (SPONTANEOUS)	3	DK	4		
Yes	1										
No	2										
That depends (SPONTANEOUS)	3										
DK	4										
<p>QE10</p> <p>Connaissez-vous vos droits si vous faites l'objet d'une discrimination ou d'un harcèlement ?</p>	<p>(LIRE)</p> <p>(502)</p> <table border="1"> <tr><td>Oui</td><td>1</td></tr> <tr><td>Non</td><td>2</td></tr> <tr><td>Cela dépend (SPONTANE)</td><td>3</td></tr> <tr><td>NSP</td><td>4</td></tr> </table> <p>EB69.1 QA12</p>	Oui	1	Non	2	Cela dépend (SPONTANE)	3	NSP	4		
Oui	1										
Non	2										
Cela dépend (SPONTANE)	3										
NSP	4										

QE11	Do you think that diversity is sufficiently reflected in the media, in terms of...?	
QE11	Pensez-vous que la diversité est suffisamment représentée dans les médias, en ce qui concerne... ?	

(SHOW CARD WITH SCALE – ONE ANSWER PER LINE)

	(READ OUT – ROTATE)	Yes, definitely	No, not really	No, definitely not	DK	
(503)	1 Ethnic origin	1	2	3	4	5
(504)	2 Gender	1	2	3	4	5
(505)	3 Sexual orientation	1	2	3	4	5
(506)	4 Age	1	2	3	4	5
(507)	5 Religion and belief	1	2	3	4	5
(508)	6 Disability	1	2	3	4	5

NEW

QE12	Do you think that due to the economical crisis the policies promoting equality and diversity in (OUR COUNTRY), will be considered less important and receive less funding?
------	--

QE12	Pensez-vous que, en raison de la crise économique, les politiques encourageant l'égalité et la diversité en (NOTRE PAYS) vont être considérées comme moins importantes et donc recevoir moins de fonds ?
------	--

(READ OUT – ONE ANSWER ONLY)

(509)	1 Yes, definitely
	2 Yes, to some extent
	3 No, not really
	4 No, definitely not
	5 DK
	NEW

(MONTRER CARTE AVEC ECHELLE – UNE REPONSE PAR LIGNE)

	(LIRE – ROTATION)	Oui, tout à fait	Oui, plutôt	Non, plutôt pas	Non, pas du tout	NSP
1	De l'origine ethnique	1	2	3	4	5
2	De l'âge	1	2	3	4	5
3	De l'orientation sexuelle	1	2	3	4	5
4	De l'âge	1	2	3	4	5
5	De la religion ou des convictions	1	2	3	4	5
6	D'un handicap	1	2	3	4	5

NEW

(LIRE – UNE SEULE REPONSE)

(509)	1 Oui, tout à fait
	2 Oui, plutôt
	3 Non, plutôt pas
	4 Non, pas du tout
	5 NSP
	NEW

QE15a	In case you are the victim of discrimination or harassment, to whom would you prefer to report your case? Firstly?
QE15b	And then?
QE15c	And finally?

QE15a	Au cas où vous seriez victime de discrimination ou de harcèlement, à qui préféreriez-vous vous adresser ? En premier ?
QE15b	Et ensuite ?
QE15c	Et enfin ?

(ONE ANSWER PER COLUMN)			
(522)	(523)	(524)	(524)
(READ OUT – ROTATE)	QE15a FIRSTLY	QE15b AND THEN	QE15c AND FINALLY
Trade Unions	1	1	1
NGO's - associations	2	2	2
Tribunals	3	3	3
Body for the promotion of equal treatment (SPECIFY THE NAME ACCORDING THE COUNTRY)	4	4	4
Lawyer	5	5	5
Police	6	6	6
Other (SPONTANEOUS)	7	7	7
DK	8	8	8

(UNE REPONSE PAR COLONNE)			
(522)	(523)	(524)	(524)
(LIRE – ROTATION)	QE15a EN PREMIER	QE15b ET ENSUITE	QE15c ET ENFIN
A des syndicats	1	1	1
A des ONG – associations	2	2	2
Aux tribunaux	3	3	3
A un organisme pour l'égalité des chances (SPECIFIER EN FONCTION DU PAYS)	4	4	4
A un avocat	5	5	5
A la police	6	6	6
Autre (SPONTANE)	7	7	7
NSP	8	8	8

QE16	Do you have friends or acquaintances who are...?
------	--

QE16	Avez-vous des amis ou des relations ... ?
------	---

(ONE ANSWER PER LINE)			
(READ OUT)	Yes	No	DK
1 People whose ethnic origin is different from yours	1	2	3
2 Roma	1	2	3
3 Homosexual	1	2	3
4 Disabled	1	2	3
5 Of a different religion or have different beliefs than you	1	2	3

(UNE REPONSE PAR LIGNE)			
(LIRE)	Oui	Non	NSP
1 D'une autre origine ethnique que la vôtre	1	2	3
2 Roms	1	2	3
3 Homosexuel(le)s	1	2	3
4 Atteint(e)s d'un handicap	1	2	3
5 D'une religion ou de convictions différentes des vôtres	1	2	3

EB69.1 D47

EB69.1 D47

QE17	Where you live, do you consider yourself to be part of any of the following? Please tell me all that apply.

(READ OUT - ROTATE - MULTIPLE ANSWERS POSSIBLE)	
(530-536)	
1,	An ethnic minority
2,	A religious minority
3,	A sexual minority
4,	A minority in terms of disability
5,	None of the above (SPONTANEOUS)
6,	Any other minority group (SPONTANEOUS - SPECIFY)
7,	DK

EB69.1 D51	
ASK QE17o IF "ANY OTHER MINORITY GROUP", CODE 6 IN QE17 - OTHERS GO TO QE18	

QE17o	Which other(s)?
5	2
(WRITE DOWN - CODE AT THE OFFICE)	
(537,538-547)	

EB69.1 D51	
ASK QE17o IF "UN AUTRE GROUPE MINORITAIRE", CODE 6 EN QE17 - LES AUTRES ALLER EN QE18	

QE17o	Quel(s) autre(s)?
5	2
(NOTER EN CLAIR - CODER AU BUREAU)	
(537,538-547)	

EB69.1 D51	
ASK QE17o IF "UN AUTRE GROUPE MINORITAIRE", CODE 6 EN QE17 - LES AUTRES ALLER EN QE18	

ASK ALL

D44 Do you consider yourself to be...?

(DO NOT READ - SHOW CARD - PRECODED LIST - ONE ANSWER ONLY)

- | | |
|-----------------------|----|
| Catholic | 1 |
| Orthodox | 2 |
| Protestant | 3 |
| Other Christian | 4 |
| Jewish | 5 |
| Muslim | 6 |
| Sikh | 7 |
| Buddhist | 8 |
| Hindu | 9 |
| Atheist | 10 |
| Non believer/Agnostic | 11 |
| Other (SPONTANEOUS) | 12 |
| DK | 13 |

EB69.1 D44

QE18 Do you suffer from a chronic physical or mental health problem which affects you in your daily activities?

- | | |
|-----------------------|---|
| Yes | 1 |
| No | 2 |
| Refusal (SPONTANEOUS) | 3 |

EB69.1 D48

A TOUS

D44 Vous-même, vous considérez-vous comme étant ...?

(NE PAS LIRE - MONTRER CARTE - LISTE PRE-CODEE - UNE SEULE REPONSE)

- | | |
|--------------------------|----|
| Catholique | 1 |
| Orthodoxe | 2 |
| Protestant | 3 |
| Autre chrétien | 4 |
| Juif | 5 |
| Musulman | 6 |
| Sikh | 7 |
| Bouddhiste | 8 |
| Hindouiste | 9 |
| Athéiste | 10 |
| Non croyant \ agnostique | 11 |
| Autre (SPONTANEE) | 12 |
| NSP | 13 |

EB69.1 D44

QE18 Souffrez-vous d'un problème de santé chronique physique ou mental qui vous gêne dans vos activités quotidiennes ?

- | | |
|-------------------|---|
| Oui | 1 |
| Non | 2 |
| Refus (SPONTANEE) | 3 |

EB69.1 D48

TABLES

QE1.1 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...
Ethnic origin

	TOTAL	Very widespread	Fairly widespread	Fairly rare	Very rare	Non-existent (SP.)	DK	Widespread	Rare
EU27	26756	16%	45%	25%	7%	3%	4%	61%	32%
BE	1000	23%	48%	22%	5%	-	2%	71%	27%
BG	1009	10%	30%	28%	14%	12%	6%	40%	42%
CZ	1033	15%	42%	32%	7%	2%	2%	57%	39%
DK	1001	26%	51%	19%	3%	-	1%	77%	22%
D-W	1092	10%	45%	31%	8%	2%	4%	55%	39%
DE	1523	11%	43%	32%	8%	2%	4%	54%	40%
D-E	431	11%	37%	35%	9%	-	8%	48%	44%
EE	1007	8%	33%	30%	13%	12%	4%	41%	43%
IE	1007	10%	36%	26%	18%	4%	6%	46%	44%
EL	1000	26%	45%	19%	9%	1%	-	71%	28%
ES	1007	15%	51%	23%	8%	1%	2%	66%	31%
FR	1078	25%	54%	15%	1%	-	5%	79%	16%
IT	1048	18%	53%	19%	5%	1%	4%	71%	24%
CY	501	19%	51%	20%	8%	1%	1%	70%	28%
LV	1012	5%	29%	34%	16%	11%	5%	34%	50%
LT	1022	4%	22%	34%	23%	10%	7%	26%	57%
LU	504	11%	35%	38%	10%	1%	5%	46%	48%
HU	1000	33%	46%	15%	3%	1%	2%	79%	18%
MT	500	37%	40%	14%	3%	1%	5%	77%	17%
NL	1079	28%	52%	15%	3%	-	2%	80%	18%
AT	1001	15%	48%	23%	6%	3%	5%	63%	29%
PL	1000	5%	28%	37%	13%	9%	8%	33%	50%
PT	1020	9%	48%	28%	6%	4%	5%	57%	34%
RO	1023	11%	35%	23%	14%	10%	7%	46%	37%
SI	1022	11%	39%	33%	11%	3%	3%	50%	44%
SK	1037	10%	39%	36%	11%	1%	3%	49%	47%
FI	999	12%	60%	25%	2%	-	1%	72%	27%
SE	1006	19%	59%	18%	2%	-	2%	78%	20%
UK	1317	16%	42%	30%	5%	1%	6%	58%	35%
HR	1000	8%	33%	30%	20%	5%	4%	41%	50%
TR	1003	17%	31%	25%	12%	7%	8%	48%	37%
MK	1009	27%	27%	18%	18%	5%	5%	54%	36%

QE1.2 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

Gender

	TOTAL	Very widespread	Fairly widespread	Fairly rare	Very rare	Non-existent (SP.)	DK	Widespread	Rare
EU27	26756	7%	33%	38%	15%	3%	4%	40%	53%
BE	1000	9%	30%	41%	18%	1%	1%	39%	59%
BG	1009	4%	16%	30%	26%	19%	5%	20%	56%
CZ	1033	12%	33%	39%	12%	3%	1%	45%	51%
DK	1001	5%	26%	47%	20%	1%	1%	31%	67%
D-W	1092	4%	25%	40%	26%	2%	3%	29%	66%
DE	1523	5%	25%	41%	24%	2%	3%	30%	65%
D-E	431	9%	26%	43%	18%	2%	2%	35%	61%
EE	1007	5%	28%	32%	16%	14%	5%	33%	48%
IE	1007	3%	17%	36%	31%	7%	6%	20%	67%
EL	1000	14%	35%	30%	19%	2%	-	49%	49%
ES	1007	7%	38%	35%	14%	3%	3%	45%	49%
FR	1078	10%	44%	36%	6%	-	4%	54%	42%
IT	1048	8%	38%	33%	12%	4%	5%	46%	45%
CY	501	9%	39%	29%	18%	3%	2%	48%	47%
LV	1012	5%	24%	39%	17%	10%	5%	29%	56%
LT	1022	6%	27%	34%	17%	9%	7%	33%	51%
LU	504	4%	21%	47%	22%	3%	3%	25%	69%
HU	1000	13%	44%	29%	10%	2%	2%	57%	39%
MT	500	10%	24%	34%	20%	5%	7%	34%	54%
NL	1079	6%	32%	46%	14%	-	2%	38%	60%
AT	1001	6%	22%	40%	18%	11%	3%	28%	58%
PL	1000	5%	25%	44%	13%	8%	5%	30%	57%
PT	1020	5%	30%	44%	12%	5%	4%	35%	56%
RO	1023	6%	32%	27%	16%	11%	8%	38%	43%
SI	1022	7%	33%	38%	16%	3%	3%	40%	54%
SK	1037	5%	31%	41%	18%	2%	3%	36%	59%
FI	999	4%	27%	56%	11%	1%	1%	31%	67%
SE	1006	8%	44%	37%	9%	-	2%	52%	46%
UK	1317	8%	35%	40%	10%	1%	6%	43%	50%
HR	1000	8%	34%	29%	19%	6%	4%	42%	48%
TR	1003	12%	29%	26%	17%	8%	8%	41%	43%
MK	1009	16%	28%	21%	23%	7%	5%	44%	44%

QE1.3 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...
Sexual orientation (for example being gay or lesbian)

	TOTAL	Very widespread	Fairly widespread	Fairly rare	Very rare	Non-existent (SP.)	DK	Widespread	Rare
EU27	26756	12%	35%	32%	11%	3%	7%	47%	43%
BE	1000	11%	34%	36%	13%	3%	3%	45%	49%
BG	1009	5%	17%	22%	17%	12%	27%	22%	39%
CZ	1033	4%	18%	48%	22%	5%	3%	22%	70%
DK	1001	9%	29%	44%	15%	1%	2%	38%	59%
D-W	1092	8%	28%	41%	17%	2%	4%	36%	58%
DE	1523	8%	28%	40%	18%	2%	4%	36%	58%
D-E	431	9%	24%	38%	23%	2%	4%	33%	61%
EE	1007	8%	20%	29%	16%	13%	14%	28%	45%
IE	1007	9%	21%	32%	23%	5%	10%	30%	55%
EL	1000	22%	42%	23%	11%	2%	-	64%	34%
ES	1007	10%	34%	35%	14%	2%	5%	44%	49%
FR	1078	16%	45%	29%	3%	1%	6%	61%	32%
IT	1048	15%	46%	23%	9%	2%	5%	61%	32%
CY	501	25%	41%	21%	7%	1%	5%	66%	28%
LV	1012	11%	29%	26%	13%	10%	11%	40%	39%
LT	1022	12%	24%	24%	14%	7%	19%	36%	38%
LU	504	10%	29%	38%	14%	1%	8%	39%	52%
HU	1000	15%	29%	32%	12%	4%	8%	44%	44%
MT	500	22%	35%	23%	10%	2%	8%	57%	33%
NL	1079	13%	41%	36%	8%	-	2%	54%	44%
AT	1001	7%	34%	35%	13%	4%	7%	41%	48%
PL	1000	16%	34%	23%	7%	8%	12%	50%	30%
PT	1020	13%	45%	26%	7%	4%	5%	58%	33%
RO	1023	19%	30%	16%	12%	8%	15%	49%	28%
SI	1022	16%	31%	31%	12%	5%	5%	47%	43%
SK	1037	6%	21%	39%	22%	5%	7%	27%	61%
FI	999	7%	43%	40%	6%	1%	3%	50%	46%
SE	1006	10%	47%	35%	5%	-	3%	57%	40%
UK	1317	10%	30%	39%	9%	1%	11%	40%	48%
HR	1000	20%	33%	20%	14%	5%	8%	53%	34%
TR	1003	18%	19%	20%	14%	10%	19%	37%	34%
MK	1009	28%	16%	12%	14%	9%	21%	44%	26%

QE1.4 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

Age

	TOTAL	Very widespread	Fairly widespread	Fairly rare	Very rare	Non-existent (SP.)	DK	Widespread	Rare
EU27	26756	16%	42%	27%	10%	2%	3%	58%	37%
BE	1000	12%	41%	31%	13%	2%	1%	53%	44%
BG	1009	17%	41%	16%	11%	9%	6%	58%	27%
CZ	1033	29%	45%	19%	4%	2%	1%	74%	23%
DK	1001	6%	33%	41%	17%	1%	2%	39%	58%
D-W	1092	10%	36%	34%	16%	1%	3%	46%	50%
DE	1523	12%	36%	34%	15%	1%	2%	48%	49%
D-E	431	20%	36%	31%	11%	-	2%	56%	42%
EE	1007	9%	42%	26%	10%	9%	4%	51%	36%
IE	1007	9%	27%	31%	22%	5%	6%	36%	53%
EL	1000	20%	40%	26%	12%	2%	-	60%	38%
ES	1007	16%	45%	25%	10%	1%	3%	61%	35%
FR	1078	21%	47%	25%	5%	-	2%	68%	30%
IT	1048	15%	39%	27%	12%	3%	4%	54%	39%
CY	501	11%	43%	26%	16%	2%	2%	54%	42%
LV	1012	20%	47%	19%	7%	4%	3%	67%	26%
LT	1022	14%	45%	23%	11%	4%	3%	59%	34%
LU	504	7%	30%	39%	18%	2%	4%	37%	57%
HU	1000	33%	46%	15%	4%	1%	1%	79%	19%
MT	500	14%	30%	29%	19%	3%	5%	44%	48%
NL	1079	18%	48%	26%	7%	-	1%	66%	33%
AT	1001	10%	36%	32%	12%	6%	4%	46%	44%
PL	1000	13%	38%	29%	11%	5%	4%	51%	40%
PT	1020	9%	44%	30%	8%	5%	4%	53%	38%
RO	1023	13%	42%	20%	10%	8%	7%	55%	30%
SI	1022	14%	38%	31%	11%	3%	3%	52%	42%
SK	1037	20%	44%	24%	8%	1%	3%	64%	32%
FI	999	11%	52%	32%	4%	-	1%	63%	36%
SE	1006	12%	43%	36%	8%	-	1%	55%	44%
UK	1317	18%	43%	27%	6%	1%	5%	61%	33%
HR	1000	15%	32%	26%	18%	5%	4%	47%	44%
TR	1003	9%	24%	29%	19%	11%	8%	33%	48%
MK	1009	29%	31%	17%	15%	4%	4%	60%	32%

QE1.5 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...
Religion or belief

	TOTAL	Very widespread	Fairly widespread	Fairly rare	Very rare	Non-existent (SP.)	DK	Widespread	Rare
EU27	26756	9%	30%	37%	16%	4%	4%	39%	53%
BE	1000	15%	39%	32%	11%	1%	2%	54%	43%
BG	1009	3%	16%	30%	22%	19%	10%	19%	52%
CZ	1033	2%	10%	47%	32%	7%	2%	12%	79%
DK	1001	14%	41%	33%	9%	1%	2%	55%	42%
D-W	1092	6%	27%	43%	19%	2%	3%	33%	62%
DE	1523	6%	26%	43%	20%	2%	3%	32%	63%
D-E	431	4%	20%	43%	27%	2%	4%	24%	70%
EE	1007	3%	15%	34%	21%	19%	8%	18%	55%
IE	1007	4%	15%	35%	32%	8%	6%	19%	67%
EL	1000	15%	36%	29%	16%	4%	-	51%	45%
ES	1007	5%	27%	38%	23%	3%	4%	32%	61%
FR	1078	17%	41%	33%	4%	-	5%	58%	37%
IT	1048	10%	35%	37%	10%	3%	5%	45%	47%
CY	501	7%	33%	30%	25%	2%	3%	40%	55%
LV	1012	2%	11%	33%	30%	18%	6%	13%	63%
LT	1022	3%	11%	31%	30%	19%	6%	14%	61%
LU	504	6%	24%	43%	20%	1%	6%	30%	63%
HU	1000	4%	19%	36%	29%	9%	3%	23%	65%
MT	500	10%	25%	33%	18%	7%	7%	35%	51%
NL	1079	15%	44%	32%	7%	-	2%	59%	39%
AT	1001	11%	36%	34%	10%	5%	4%	47%	44%
PL	1000	5%	19%	41%	20%	10%	5%	24%	61%
PT	1020	3%	24%	47%	14%	7%	5%	27%	61%
RO	1023	4%	23%	29%	24%	13%	7%	27%	53%
SI	1022	8%	31%	38%	16%	4%	3%	39%	54%
SK	1037	1%	11%	33%	37%	14%	4%	12%	70%
FI	999	4%	30%	54%	10%	-	2%	34%	64%
SE	1006	10%	43%	36%	8%	-	3%	53%	44%
UK	1317	11%	34%	37%	10%	1%	7%	45%	47%
HR	1000	8%	26%	33%	22%	7%	4%	34%	55%
TR	1003	16%	26%	26%	16%	9%	7%	42%	42%
MK	1009	18%	21%	18%	26%	12%	5%	39%	44%

QE1.6 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

Disability

	TOTAL	Very widespread	Fairly widespread	Fairly rare	Very rare	Non-existent (SP.)	DK	Widespread	Rare
EU27	26756	13%	40%	31%	10%	2%	4%	53%	41%
BE	1000	16%	47%	26%	8%	1%	2%	63%	34%
BG	1009	12%	35%	21%	10%	9%	13%	47%	31%
CZ	1033	11%	40%	36%	9%	2%	2%	51%	45%
DK	1001	8%	34%	40%	16%	-	2%	42%	56%
D-W	1092	8%	33%	41%	14%	2%	2%	41%	55%
DE	1523	9%	34%	41%	13%	1%	2%	43%	54%
D-E	431	12%	36%	39%	11%	-	2%	48%	50%
EE	1007	10%	39%	27%	11%	9%	4%	49%	38%
IE	1007	8%	27%	30%	23%	6%	6%	35%	53%
EL	1000	22%	41%	24%	11%	2%	-	63%	35%
ES	1007	11%	45%	28%	10%	2%	4%	56%	38%
FR	1078	22%	52%	20%	3%	-	3%	74%	23%
IT	1048	14%	41%	28%	10%	2%	5%	55%	38%
CY	501	10%	46%	27%	13%	1%	3%	56%	40%
LV	1012	17%	47%	21%	6%	4%	5%	64%	27%
LT	1022	10%	40%	28%	12%	4%	6%	50%	40%
LU	504	8%	35%	37%	15%	1%	4%	43%	52%
HU	1000	20%	44%	24%	7%	2%	3%	64%	31%
MT	500	10%	23%	36%	21%	4%	6%	33%	57%
NL	1079	15%	47%	28%	7%	-	3%	62%	35%
AT	1001	7%	32%	38%	14%	5%	4%	39%	52%
PL	1000	11%	36%	35%	9%	5%	4%	47%	44%
PT	1020	12%	45%	29%	7%	3%	4%	57%	36%
RO	1023	15%	37%	22%	11%	7%	8%	52%	33%
SI	1022	15%	37%	31%	11%	3%	3%	52%	42%
SK	1037	8%	36%	35%	15%	2%	4%	44%	50%
FI	999	8%	48%	37%	5%	-	2%	56%	42%
SE	1006	14%	44%	31%	7%	-	4%	58%	38%
UK	1317	13%	37%	34%	9%	1%	6%	50%	43%
HR	1000	14%	30%	27%	19%	6%	4%	44%	46%
TR	1003	12%	22%	28%	19%	11%	8%	34%	47%
MK	1009	25%	28%	20%	15%	4%	8%	53%	35%

QE2.1 If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...
Ethnic origin

	TOTAL	Far more widespread	Slightly more widespread	Slightly less widespread	Far less widespread	DK	More widespread	Less widespread
EU27	26756	9%	32%	39%	9%	11%	41%	48%
BE	1000	12%	35%	40%	9%	4%	47%	49%
BG	1009	6%	24%	29%	19%	22%	30%	48%
CZ	1033	9%	39%	34%	11%	7%	48%	45%
DK	1001	16%	39%	36%	5%	4%	55%	41%
D-W	1092	5%	31%	44%	8%	12%	36%	52%
DE	1523	4%	32%	43%	9%	12%	36%	52%
D-E	431	5%	35%	38%	10%	12%	40%	48%
EE	1007	5%	26%	34%	11%	24%	31%	45%
IE	1007	15%	27%	29%	16%	13%	42%	45%
EL	1000	21%	32%	36%	11%	-	53%	47%
ES	1007	6%	37%	44%	9%	4%	43%	53%
FR	1078	11%	38%	35%	2%	14%	49%	37%
IT	1048	11%	36%	38%	8%	7%	47%	46%
CY	501	6%	22%	55%	15%	2%	28%	70%
LV	1012	6%	25%	36%	12%	21%	31%	48%
LT	1022	4%	23%	35%	13%	25%	27%	48%
LU	504	8%	27%	40%	6%	19%	35%	46%
HU	1000	32%	41%	18%	3%	6%	73%	21%
MT	500	35%	31%	23%	5%	6%	66%	28%
NL	1079	14%	44%	33%	2%	7%	58%	35%
AT	1001	13%	41%	33%	6%	7%	54%	39%
PL	1000	2%	15%	45%	17%	21%	17%	62%
PT	1020	6%	23%	53%	9%	9%	29%	62%
RO	1023	7%	25%	31%	18%	19%	32%	49%
SI	1022	9%	36%	39%	6%	10%	45%	45%
SK	1037	9%	36%	38%	10%	7%	45%	48%
FI	999	6%	39%	48%	3%	4%	45%	51%
SE	1006	8%	40%	43%	2%	7%	48%	45%
UK	1317	12%	29%	40%	8%	11%	41%	48%
HR	1000	6%	21%	49%	16%	8%	27%	65%
TR	1003	13%	31%	26%	16%	14%	44%	42%
MK	1009	20%	24%	32%	16%	8%	44%	48%

QE2.2 If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...

Gender

	TOTAL	Far more widespread	Slightly more widespread	Slightly less widespread	Far less widespread	DK	More widespread	Less widespread
EU27	26756	5%	19%	51%	14%	11%	24%	65%
BE	1000	5%	21%	53%	17%	4%	26%	70%
BG	1009	3%	16%	30%	28%	23%	19%	58%
CZ	1033	9%	23%	45%	17%	6%	32%	62%
DK	1001	2%	15%	64%	14%	5%	17%	78%
D-W	1092	1%	13%	56%	19%	11%	14%	75%
DE	1523	2%	14%	56%	18%	10%	16%	74%
D-E	431	4%	20%	56%	13%	7%	24%	69%
EE	1007	4%	19%	40%	12%	25%	23%	52%
IE	1007	5%	14%	42%	23%	16%	19%	65%
EL	1000	9%	24%	45%	22%	-	33%	67%
ES	1007	5%	21%	53%	16%	5%	26%	69%
FR	1078	6%	22%	52%	6%	14%	28%	58%
IT	1048	6%	23%	48%	14%	9%	29%	62%
CY	501	3%	13%	57%	25%	2%	16%	82%
LV	1012	6%	24%	39%	12%	19%	30%	51%
LT	1022	6%	25%	35%	10%	24%	31%	45%
LU	504	4%	13%	54%	11%	18%	17%	65%
HU	1000	13%	38%	34%	8%	7%	51%	42%
MT	500	9%	14%	46%	23%	8%	23%	69%
NL	1079	3%	17%	64%	8%	8%	20%	72%
AT	1001	6%	22%	45%	20%	7%	28%	65%
PL	1000	3%	15%	50%	15%	17%	18%	65%
PT	1020	6%	18%	55%	12%	9%	24%	67%
RO	1023	7%	22%	31%	21%	19%	29%	52%
SI	1022	6%	32%	43%	9%	10%	38%	52%
SK	1037	7%	28%	45%	14%	6%	35%	59%
FI	999	2%	19%	65%	10%	4%	21%	75%
SE	1006	2%	18%	67%	7%	6%	20%	74%
UK	1317	5%	18%	53%	12%	12%	23%	65%
HR	1000	5%	24%	47%	15%	9%	29%	62%
TR	1003	9%	29%	28%	20%	14%	38%	48%
MK	1009	14%	23%	37%	18%	8%	37%	55%

QE2.3 If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...
Sexual orientation (for example being gay or lesbian)

	TOTAL	Far more widespread	Slightly more widespread	Slightly less widespread	Far less widespread	DK	More widespread	Less widespread
EU27	26756	7%	21%	46%	14%	12%	28%	60%
BE	1000	9%	20%	48%	19%	4%	29%	67%
BG	1009	5%	13%	21%	19%	42%	18%	40%
CZ	1033	4%	15%	46%	25%	10%	19%	71%
DK	1001	4%	18%	58%	15%	5%	22%	73%
D-W	1092	3%	16%	51%	20%	10%	19%	71%
DE	1523	4%	16%	50%	20%	10%	20%	70%
D-E	431	7%	14%	47%	23%	9%	21%	70%
EE	1007	6%	19%	31%	12%	32%	25%	43%
IE	1007	8%	16%	38%	20%	18%	24%	58%
EL	1000	14%	28%	42%	16%	-	42%	58%
ES	1007	5%	18%	54%	16%	7%	23%	70%
FR	1078	9%	27%	46%	5%	13%	36%	51%
IT	1048	9%	26%	46%	11%	8%	35%	57%
CY	501	5%	15%	63%	12%	5%	20%	75%
LV	1012	9%	29%	27%	9%	26%	38%	36%
LT	1022	9%	27%	26%	9%	29%	36%	35%
LU	504	6%	15%	49%	10%	20%	21%	59%
HU	1000	15%	29%	30%	12%	14%	44%	42%
MT	500	14%	17%	47%	14%	8%	31%	61%
NL	1079	9%	29%	52%	5%	5%	38%	57%
AT	1001	8%	21%	46%	15%	10%	29%	61%
PL	1000	7%	22%	37%	12%	22%	29%	49%
PT	1020	7%	23%	52%	9%	9%	30%	61%
RO	1023	11%	26%	23%	14%	26%	37%	37%
SI	1022	10%	34%	38%	7%	11%	44%	45%
SK	1037	4%	23%	40%	20%	13%	27%	60%
FI	999	3%	25%	59%	8%	5%	28%	67%
SE	1006	3%	20%	59%	12%	6%	23%	71%
UK	1317	7%	18%	48%	13%	14%	25%	61%
HR	1000	11%	25%	40%	13%	11%	36%	53%
TR	1003	9%	23%	23%	19%	26%	32%	42%
MK	1009	20%	19%	20%	12%	29%	39%	32%

QE2.4 If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...

Age

	TOTAL	Far more widespread	Slightly more widespread	Slightly less widespread	Far less widespread	DK	More widespread	Less widespread
EU27	26756	10%	32%	38%	9%	11%	42%	47%
BE	1000	10%	30%	43%	12%	5%	40%	55%
BG	1009	17%	33%	18%	11%	21%	50%	29%
CZ	1033	24%	41%	23%	7%	5%	65%	30%
DK	1001	4%	26%	54%	10%	6%	30%	64%
D-W	1092	8%	36%	37%	9%	10%	44%	46%
DE	1523	9%	35%	38%	9%	9%	44%	47%
D-E	431	13%	34%	38%	9%	6%	47%	47%
EE	1007	9%	29%	32%	9%	21%	38%	41%
IE	1007	10%	21%	34%	18%	17%	31%	52%
EL	1000	13%	29%	41%	17%	-	42%	58%
ES	1007	8%	33%	44%	10%	5%	41%	54%
FR	1078	11%	37%	35%	4%	13%	48%	39%
IT	1048	10%	28%	42%	11%	9%	38%	53%
CY	501	2%	18%	60%	17%	3%	20%	77%
LV	1012	20%	37%	22%	6%	15%	57%	28%
LT	1022	13%	36%	26%	8%	17%	49%	34%
LU	504	4%	22%	43%	9%	22%	26%	52%
HU	1000	31%	42%	18%	4%	5%	73%	22%
MT	500	9%	21%	42%	20%	8%	30%	62%
NL	1079	9%	42%	37%	4%	8%	51%	41%
AT	1001	12%	34%	34%	12%	8%	46%	46%
PL	1000	5%	23%	43%	11%	18%	28%	54%
PT	1020	9%	26%	49%	8%	8%	35%	57%
RO	1023	10%	30%	24%	17%	19%	40%	41%
SI	1022	12%	37%	37%	6%	8%	49%	43%
SK	1037	20%	40%	28%	7%	5%	60%	35%
FI	999	7%	42%	42%	4%	5%	49%	46%
SE	1006	5%	34%	45%	4%	12%	39%	49%
UK	1317	9%	29%	42%	8%	12%	38%	50%
HR	1000	9%	26%	43%	13%	9%	35%	56%
TR	1003	7%	25%	29%	23%	16%	32%	52%
MK	1009	25%	31%	26%	11%	7%	56%	37%

OE2.5. If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...
Religion or belief

	TOTAL	Far more widespread	Slightly more widespread	Slightly less widespread	Far less widespread	DK	More widespread	Less widespread
EU27	26756	6%	26%	42%	14%	12%	32%	56%
BE	1000	9%	36%	38%	12%	5%	45%	50%
BG	1009	3%	16%	30%	25%	26%	19%	55%
CZ	1033	1%	11%	46%	32%	10%	12%	78%
DK	1001	14%	38%	38%	6%	4%	52%	44%
D-W	1092	3%	26%	46%	14%	11%	29%	60%
DE	1523	4%	26%	45%	14%	11%	30%	59%
D-E	431	5%	26%	41%	17%	11%	31%	58%
EE	1007	4%	13%	38%	15%	30%	17%	53%
IE	1007	5%	16%	38%	25%	16%	21%	63%
EL	1000	10%	28%	43%	19%	-	38%	62%
ES	1007	3%	22%	49%	17%	9%	25%	66%
FR	1078	10%	36%	36%	3%	15%	46%	39%
IT	1048	8%	30%	42%	11%	9%	38%	53%
CY	501	2%	16%	59%	20%	3%	18%	79%
LV	1012	2%	16%	39%	19%	24%	18%	58%
LT	1022	3%	18%	35%	16%	28%	21%	51%
LU	504	4%	25%	44%	8%	19%	29%	52%
HU	1000	6%	21%	35%	26%	12%	27%	61%
MT	500	9%	21%	44%	18%	8%	30%	62%
NL	1079	13%	42%	35%	3%	7%	55%	38%
AT	1001	11%	34%	38%	9%	8%	45%	47%
PL	1000	2%	13%	45%	19%	21%	15%	64%
PT	1020	5%	20%	52%	13%	10%	25%	65%
RO	1023	4%	17%	33%	26%	20%	21%	59%
SI	1022	7%	35%	42%	7%	9%	42%	49%
SK	1037	3%	15%	39%	33%	10%	18%	72%
FI	999	2%	28%	60%	4%	6%	30%	64%
SE	1006	6%	40%	42%	3%	9%	46%	45%
UK	1317	9%	26%	43%	9%	13%	35%	52%
HR	1000	5%	20%	49%	17%	9%	25%	66%
TR	1003	12%	28%	28%	18%	14%	40%	46%
MK	1009	15%	21%	29%	24%	11%	36%	53%

QE2.6 If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...
Disability

	TOTAL	Far more widespread	Slightly more widespread	Slightly less widespread	Far less widespread	DK	More widespread	Less widespread
EU27	26756	6%	23%	49%	11%	11%	29%	60%
BE	1000	7%	26%	51%	12%	4%	33%	63%
BG	1009	10%	21%	29%	14%	26%	31%	43%
CZ	1033	7%	25%	48%	13%	7%	32%	61%
DK	1001	2%	20%	62%	11%	5%	22%	73%
D-W	1092	2%	22%	52%	13%	11%	24%	65%
DE	1523	3%	23%	52%	12%	10%	26%	64%
D-E	431	7%	24%	51%	11%	7%	31%	62%
EE	1007	6%	21%	40%	14%	19%	27%	54%
IE	1007	8%	16%	37%	23%	16%	24%	60%
EL	1000	10%	27%	46%	17%	-	37%	63%
ES	1007	4%	22%	54%	14%	6%	26%	68%
FR	1078	7%	26%	48%	5%	14%	33%	53%
IT	1048	7%	24%	48%	12%	9%	31%	60%
CY	501	3%	13%	64%	17%	3%	16%	81%
LV	1012	13%	30%	32%	7%	18%	43%	39%
LT	1022	7%	29%	33%	11%	20%	36%	44%
LU	504	6%	18%	48%	10%	18%	24%	58%
HU	1000	15%	34%	34%	9%	8%	49%	43%
MT	500	6%	11%	49%	27%	7%	17%	76%
NL	1079	5%	25%	55%	5%	10%	30%	60%
AT	1001	7%	23%	44%	17%	9%	30%	61%
PL	1000	3%	17%	52%	14%	14%	20%	66%
PT	1020	7%	22%	54%	9%	8%	29%	63%
RO	1023	8%	27%	28%	17%	20%	35%	45%
SI	1022	8%	35%	42%	8%	7%	43%	50%
SK	1037	7%	30%	41%	14%	8%	37%	55%
FI	999	2%	25%	61%	7%	5%	27%	68%
SE	1006	3%	21%	59%	7%	10%	24%	66%
UK	1317	6%	19%	52%	11%	12%	25%	63%
HR	1000	6%	20%	47%	17%	10%	26%	64%
TR	1003	6%	23%	31%	24%	16%	29%	55%
MK	1009	18%	26%	30%	13%	13%	44%	43%

QE3 In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds? Please tell me all that apply.
(DO NOT READ OUT – MULTIPLE ANSWERS POSSIBLE)

	TOTAL	Ethnic origin	Gender	Sexual orientation	Age	Religion or belief	Disability	For another reason	No	DK
EU27	26756	3%	3%	1%	6%	1%	2%	3%	83%	1%
BE	1000	3%	4%	2%	5%	2%	4%	4%	82%	0%
BG	1009	6%	2%	1%	5%	2%	1%	2%	85%	3%
CZ	1033	3%	4%	1%	11%	1%	2%	2%	82%	0%
DK	1001	3%	4%	1%	5%	2%	1%	3%	86%	0%
D-W	1092	2%	2%	1%	5%	1%	1%	3%	86%	1%
DE	1523	2%	2%	1%	5%	1%	2%	3%	87%	0%
D-E	431	1%	3%	2%	5%	1%	3%	2%	87%	0%
EE	1007	5%	2%	1%	6%	1%	2%	2%	82%	2%
IE	1007	3%	3%	3%	3%	1%	1%	3%	87%	2%
EL	1000	1%	2%	1%	2%	0%	1%	0%	94%	-
ES	1007	2%	4%	2%	5%	0%	1%	3%	85%	-
FR	1078	3%	3%	1%	5%	1%	2%	5%	83%	1%
IT	1048	4%	7%	4%	5%	3%	2%	3%	76%	2%
CY	501	1%	2%	0%	1%	1%	1%	5%	90%	-
LV	1012	3%	2%	0%	8%	1%	2%	2%	84%	1%
LT	1022	1%	2%	1%	5%	0%	2%	2%	88%	1%
LU	504	4%	4%	1%	5%	2%	3%	4%	83%	0%
HU	1000	3%	8%	1%	8%	1%	2%	1%	80%	1%
MT	500	1%	3%	-	2%	0%	1%	2%	90%	3%
NL	1079	2%	2%	1%	5%	2%	2%	1%	88%	0%
AT	1001	5%	6%	2%	7%	5%	2%	4%	76%	2%
PL	1000	0%	1%	1%	4%	1%	1%	2%	87%	4%
PT	1020	1%	3%	3%	4%	1%	1%	2%	85%	3%
RO	1023	1%	2%	0%	5%	1%	1%	2%	85%	5%
SI	1022	2%	4%	1%	8%	1%	2%	6%	83%	2%
SK	1037	2%	3%	0%	9%	0%	1%	6%	81%	2%
FI	999	1%	2%	1%	5%	1%	1%	3%	88%	0%
SE	1006	3%	7%	1%	9%	1%	3%	2%	79%	1%
UK	1317	4%	3%	1%	8%	2%	3%	4%	79%	1%
HR	1000	2%	2%	0%	5%	1%	1%	4%	87%	1%
TR	1003	6%	4%	1%	2%	2%	1%	1%	81%	6%
MK	1009	8%	5%	1%	8%	6%	3%	6%	72%	3%

OE4 In the past 12 months, have you witnessed someone being discriminated against or harassed on the basis of one or more of the following grounds? Please tell me all that apply. (MULTIPLE ANSWERS POSSIBLE)

	TOTAL	Ethnic origin	Gender	Sexual orientation	Age	Religion or belief	Disability	For another reason	No	DK
EU27	26756	12%	5%	6%	8%	5%	6%	3%	72%	2%
BE	1000	8%	3%	6%	6%	4%	5%	3%	75%	1%
BG	1009	9%	2%	1%	7%	2%	4%	1%	78%	4%
CZ	1033	9%	7%	1%	17%	1%	4%	3%	70%	1%
DK	1001	23%	7%	7%	8%	15%	7%	3%	64%	0%
D-W	1092	14%	4%	5%	8%	7%	7%	3%	69%	1%
DE	1523	12%	4%	5%	9%	7%	7%	3%	70%	1%
D-E	431	7%	5%	8%	13%	5%	8%	3%	72%	1%
EE	1007	10%	4%	4%	9%	2%	6%	2%	75%	2%
IE	1007	15%	2%	5%	4%	4%	4%	2%	75%	2%
EL	1000	14%	3%	3%	3%	4%	3%	0%	80%	-
ES	1007	17%	8%	6%	9%	2%	6%	4%	69%	0%
FR	1078	15%	5%	6%	4%	6%	6%	4%	72%	0%
IT	1048	9%	6%	8%	5%	3%	4%	1%	71%	2%
CY	501	14%	2%	1%	2%	2%	2%	3%	80%	0%
LV	1012	7%	2%	2%	11%	3%	5%	1%	76%	2%
LT	1022	4%	3%	2%	6%	2%	3%	2%	85%	1%
LU	504	12%	4%	8%	7%	5%	8%	4%	74%	0%
HU	1000	11%	7%	2%	8%	1%	3%	0%	73%	1%
MT	500	6%	3%	3%	2%	1%	2%	1%	86%	3%
NL	1079	19%	5%	10%	9%	10%	8%	3%	68%	0%
AT	1001	16%	6%	9%	10%	10%	9%	4%	59%	3%
PL	1000	4%	3%	5%	8%	3%	3%	2%	78%	3%
PT	1020	6%	1%	5%	5%	1%	3%	2%	81%	3%
RO	1023	5%	4%	2%	6%	1%	4%	2%	79%	5%
SI	1022	8%	6%	2%	8%	5%	4%	6%	73%	2%
SK	1037	10%	7%	3%	14%	1%	7%	5%	72%	1%
FI	999	12%	6%	5%	8%	5%	7%	3%	73%	0%
SE	1006	20%	14%	9%	14%	11%	12%	5%	58%	0%
UK	1317	12%	4%	6%	9%	6%	7%	2%	70%	1%
HR	1000	7%	4%	3%	7%	4%	3%	2%	80%	1%
TR	1003	9%	7%	2%	4%	6%	5%	1%	76%	6%
MK	1009	11%	7%	3%	7%	8%	4%	5%	69%	4%

QE6.1 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?
A woman

TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SP.)	DK	Average
EU27	1%	1%	1%	2%	6%	4%	7%	12%	9%	49%	7%	1%	8,5
BE	2%	1%	1%	1%	4%	3%	8%	13%	12%	53%	2%	-	8,6
BG	2%	-	1%	2%	4%	3%	5%	7%	8%	47%	18%	3%	8,6
CZ	-	-	1%	1%	7%	7%	7%	15%	12%	36%	14%	-	8,3
DK	1%	-	-	1%	2%	1%	4%	3%	6%	81%	1%	-	9,5
D-W	2%	1%	1%	1%	7%	3%	5%	11%	7%	48%	14%	-	8,5
DE	2%	1%	1%	1%	8%	3%	5%	11%	7%	47%	14%	-	8,4
D-E	3%	1%	1%	2%	10%	4%	5%	10%	8%	44%	12%	-	8,1
EE	1%	-	1%	2%	6%	3%	4%	6%	8%	60%	8%	1%	8,9
IE	1%	-	-	1%	2%	1%	3%	8%	8%	69%	5%	2%	9,3
EL	4%	1%	2%	2%	5%	3%	5%	15%	13%	49%	1%	-	8,3
ES	-	1%	1%	1%	5%	6%	11%	13%	12%	49%	1%	-	8,6
FR	1%	-	1%	1%	6%	4%	5%	14%	11%	56%	1%	-	8,8
IT	1%	1%	3%	3%	5%	8%	13%	15%	13%	28%	9%	1%	7,8
CY	4%	-	1%	1%	6%	3%	5%	11%	8%	60%	-	1%	8,6
LV	2%	1%	1%	1%	8%	3%	4%	10%	8%	49%	12%	1%	8,5
LT	1%	-	-	-	2%	1%	1%	5%	5%	81%	3%	1%	9,6
LU	1%	-	1%	1%	8%	3%	6%	7%	5%	50%	17%	1%	8,6
HU	1%	-	2%	3%	7%	6%	8%	13%	8%	42%	9%	1%	8,2
MT	1%	-	-	1%	5%	3%	4%	9%	11%	58%	7%	1%	9,0
NL	1%	-	-	1%	3%	3%	9%	17%	11%	53%	2%	-	8,8
AT	2%	1%	2%	4%	10%	5%	7%	11%	6%	38%	13%	1%	7,9
PL	1%	-	1%	1%	3%	2%	4%	8%	7%	64%	8%	1%	9,1
PT	-	-	2%	3%	7%	6%	8%	17%	9%	16%	29%	3%	7,6
RO	2%	1%	2%	2%	5%	3%	8%	10%	10%	36%	17%	4%	8,1
SI	1%	-	1%	1%	3%	1%	3%	7%	6%	75%	2%	-	9,3
SK	2%	1%	2%	4%	8%	8%	8%	14%	13%	36%	3%	1%	7,9
FI	-	1%	1%	1%	7%	6%	7%	15%	16%	37%	9%	-	8,4
SE	1%	-	-	-	3%	1%	1%	4%	3%	84%	2%	1%	9,6
UK	3%	1%	1%	1%	6%	3%	3%	9%	6%	64%	3%	-	8,8
HR	2%	1%	1%	1%	6%	3%	5%	9%	8%	62%	1%	1%	8,7
TR	4%	2%	1%	2%	3%	5%	8%	11%	8%	36%	17%	3%	8,0
MK	10%	1%	2%	2%	7%	4%	5%	7%	7%	51%	3%	1%	7,8

QE6.1 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A woman

	TOTAL	Uncomfortable	A little uncomfortable	Comfortable	Average
EU27	26756	3%	18%	70%	8,5
BE	1000	4%	16%	78%	8,6
BG	1009	3%	14%	62%	8,6
CZ	1033	1%	22%	62%	8,3
DK	1001	1%	7%	90%	9,5
D-W	1092	4%	16%	66%	8,5
DE	1523	4%	17%	65%	8,4
D-E	431	6%	20%	62%	8,1
EE	1007	3%	14%	74%	8,9
IE	1007	1%	7%	85%	9,3
EL	1000	7%	15%	76%	8,3
ES	1007	2%	23%	74%	8,6
FR	1078	2%	16%	80%	8,8
IT	1048	5%	29%	56%	7,8
CY	501	6%	15%	79%	8,6
LV	1012	4%	17%	67%	8,5
LT	1022	1%	5%	90%	9,6
LU	504	2%	18%	62%	8,6
HU	1000	3%	23%	63%	8,2
MT	500	1%	12%	78%	9,0
NL	1079	2%	15%	81%	8,8
AT	1001	5%	26%	55%	7,9
PL	1000	2%	10%	79%	9,1
PT	1020	2%	24%	42%	7,6
RO	1023	5%	18%	56%	8,1
SI	1022	2%	8%	88%	9,3
SK	1037	5%	27%	63%	7,9
FI	999	2%	21%	68%	8,4
SE	1006	1%	5%	91%	9,6
UK	1317	4%	13%	79%	8,8
HR	1000	4%	15%	79%	8,7
TR	1003	7%	18%	55%	8,0
MK	1009	13%	18%	65%	7,8

QE6.2 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?
A homosexual (gay man or lesbian woman)

	TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SP.)	DK	Average
EU27	26756	12%	4%	5%	4%	10%	6%	7%	9%	6%	27%	8%	2%	6,5
BE	1000	6%	1%	3%	3%	8%	6%	10%	14%	10%	36%	3%	-	7,6
BG	1009	33%	10%	6%	4%	6%	3%	2%	1%	1%	6%	15%	13%	3,2
CZ	1033	8%	1%	5%	7%	17%	11%	7%	7%	3%	6%	26%	2%	5,5
DK	1001	4%	3%	3%	3%	5%	2%	5%	5%	4%	65%	1%	-	8,4
D-W	1092	9%	4%	5%	3%	15%	5%	4%	7%	6%	24%	17%	1%	6,5
DE	1523	9%	4%	5%	3%	16%	5%	4%	7%	6%	24%	16%	1%	6,4
D-E	431	9%	3%	7%	6%	16%	6%	4%	7%	3%	24%	15%	-	6,2
EE	1007	31%	3%	6%	5%	9%	4%	4%	5%	5%	15%	10%	3%	4,7
IE	1007	7%	2%	3%	2%	6%	5%	5%	9%	7%	43%	7%	4%	7,7
EL	1000	32%	5%	6%	6%	8%	8%	8%	7%	5%	12%	3%	-	4,6
ES	1007	4%	2%	4%	4%	9%	9%	14%	11%	9%	32%	2%	-	7,4
FR	1078	6%	2%	3%	2%	9%	5%	7%	12%	7%	44%	2%	1%	7,8
IT	1048	12%	5%	7%	5%	9%	11%	12%	11%	5%	11%	10%	2%	5,7
CY	501	51%	6%	5%	4%	8%	3%	2%	3%	3%	14%	-	1%	3,7
LV	1012	34%	7%	7%	4%	11%	4%	3%	3%	3%	9%	13%	2%	3,8
LT	1022	45%	4%	5%	3%	7%	2%	2%	3%	3%	17%	4%	5%	4,0
LU	504	8%	3%	3%	3%	8%	3%	7%	7%	3%	28%	25%	2%	7,0
HU	1000	21%	6%	8%	6%	11%	6%	6%	5%	3%	9%	15%	4%	4,6
MT	500	11%	2%	4%	4%	11%	8%	6%	8%	6%	29%	6%	5%	6,7
NL	1079	2%	1%	1%	2%	4%	5%	13%	18%	11%	40%	2%	1%	8,2
AT	1001	12%	3%	8%	8%	15%	8%	8%	8%	3%	12%	13%	2%	5,4
PL	1000	15%	5%	6%	5%	7%	4%	5%	8%	4%	26%	9%	6%	6,1
PT	1020	7%	4%	6%	6%	10%	6%	6%	9%	3%	7%	31%	5%	5,6
RO	1023	37%	8%	6%	5%	6%	4%	5%	4%	2%	6%	9%	8%	3,4
SI	1022	27%	7%	5%	4%	8%	4%	5%	6%	3%	26%	4%	1%	5,4
SK	1037	23%	6%	7%	6%	10%	12%	8%	8%	4%	5%	7%	4%	4,6
FI	999	10%	7%	8%	6%	17%	6%	7%	11%	7%	11%	9%	1%	5,6
SE	1006	3%	1%	2%	1%	4%	3%	5%	7%	4%	67%	2%	1%	8,7
UK	1317	11%	2%	4%	3%	7%	3%	6%	8%	6%	45%	4%	1%	7,4
HR	1000	37%	5%	6%	4%	9%	4%	6%	6%	4%	14%	3%	2%	4,4
TR	1003	47%	9%	6%	3%	3%	2%	1%	1%	2%	14%	3%	9%	3,4
MK	1009	47%	7%	4%	1%	5%	3%	2%	3%	2%	13%	4%	9%	3,5

QE6.2 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A homosexual (gay man or lesbian woman)

	TOTAL	Uncomfortable	A little uncomfortable	Comfortable	Average
EU27	26756	20%	27%	42%	6,5
BE	1000	10%	26%	60%	7,6
BG	1009	49%	15%	8%	3,2
CZ	1033	14%	42%	16%	5,5
DK	1001	10%	14%	75%	8,4
D-W	1092	18%	28%	37%	6,5
DE	1523	18%	28%	37%	6,4
D-E	431	19%	32%	34%	6,2
EE	1007	40%	22%	25%	4,7
IE	1007	12%	19%	59%	7,7
EL	1000	43%	30%	24%	4,6
ES	1007	9%	36%	52%	7,4
FR	1078	11%	23%	64%	7,8
IT	1048	24%	38%	27%	5,7
CY	501	61%	17%	21%	3,7
LV	1012	48%	22%	15%	3,8
LT	1022	54%	15%	23%	4,0
LU	504	14%	21%	39%	7,0
HU	1000	36%	28%	17%	4,6
MT	500	17%	28%	43%	6,7
NL	1079	5%	23%	69%	8,2
AT	1001	23%	39%	22%	5,4
PL	1000	26%	20%	39%	6,1
PT	1020	17%	27%	20%	5,6
RO	1023	52%	19%	12%	3,4
SI	1022	38%	21%	36%	5,4
SK	1037	36%	35%	18%	4,6
FI	999	24%	36%	30%	5,6
SE	1006	6%	13%	78%	8,7
UK	1317	17%	20%	58%	7,4
HR	1000	47%	23%	25%	4,4
TR	1003	62%	9%	17%	3,4
MK	1009	57%	12%	18%	3,5

QE6.3 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A person from a different ethnic origin than the majority of the population

	TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SP.)	DK	Average
EU27	26756	10%	5%	6%	6%	12%	7%	9%	9%	5%	22%	7%	2%	6,2
BE	1000	15%	5%	10%	7%	14%	6%	9%	11%	5%	15%	2%	1%	5,5
BG	1009	17%	7%	6%	6%	13%	6%	6%	5%	4%	13%	11%	6%	5,0
CZ	1033	12%	6%	10%	11%	16%	12%	5%	5%	1%	4%	16%	2%	4,6
DK	1001	9%	5%	6%	4%	7%	3%	7%	8%	5%	44%	1%	1%	7,2
D-W	1092	13%	9%	8%	5%	14%	5%	5%	7%	5%	16%	12%	1%	5,4
DE	1523	15%	8%	8%	6%	15%	5%	5%	7%	4%	15%	11%	1%	5,2
D-E	431	21%	6%	9%	8%	19%	6%	4%	4%	3%	11%	7%	2%	4,6
EE	1007	12%	3%	8%	6%	13%	6%	6%	9%	6%	21%	8%	2%	6,1
IE	1007	12%	4%	4%	5%	9%	7%	8%	7%	6%	29%	5%	4%	6,5
EL	1000	34%	7%	8%	7%	10%	7%	7%	8%	4%	8%	-	-	4,2
ES	1007	3%	3%	6%	7%	11%	9%	12%	10%	8%	29%	2%	-	7,1
FR	1078	5%	4%	3%	5%	11%	6%	10%	12%	6%	35%	2%	1%	7,3
IT	1048	9%	5%	7%	9%	12%	13%	12%	9%	4%	9%	9%	2%	5,6
CY	501	48%	5%	8%	4%	9%	4%	4%	4%	1%	11%	-	2%	3,5
LV	1012	12%	7%	9%	6%	15%	6%	6%	7%	4%	13%	13%	2%	5,4
LT	1022	25%	7%	6%	6%	10%	3%	4%	6%	3%	23%	4%	3%	5,2
LU	504	9%	3%	5%	3%	9%	5%	7%	10%	2%	23%	21%	3%	6,5
HU	1000	11%	4%	9%	9%	16%	10%	8%	8%	3%	12%	8%	2%	5,4
MT	500	26%	9%	5%	9%	13%	6%	4%	5%	1%	13%	5%	4%	4,4
NL	1079	8%	4%	7%	7%	11%	9%	15%	14%	6%	17%	1%	1%	6,4
AT	1001	16%	8%	11%	9%	16%	10%	7%	5%	3%	6%	6%	3%	4,6
PL	1000	4%	3%	7%	5%	8%	6%	7%	10%	6%	32%	9%	3%	7,2
PT	1020	2%	2%	5%	6%	11%	6%	9%	13%	3%	8%	31%	4%	6,4
RO	1023	8%	3%	5%	6%	13%	7%	9%	8%	6%	15%	15%	5%	6,2
SI	1022	15%	7%	8%	6%	11%	4%	6%	7%	5%	28%	3%	-	5,9
SK	1037	9%	6%	9%	9%	12%	12%	11%	11%	5%	8%	5%	3%	5,5
FI	999	6%	6%	9%	12%	16%	8%	13%	11%	5%	8%	5%	1%	5,5
SE	1006	4%	2%	3%	4%	7%	4%	8%	11%	6%	49%	1%	1%	8,0
UK	1317	11%	2%	4%	4%	10%	6%	8%	8%	4%	38%	4%	1%	7,0
HR	1000	10%	5%	6%	4%	14%	7%	10%	8%	7%	25%	3%	1%	6,4
TR	1003	15%	7%	6%	5%	12%	6%	5%	4%	5%	17%	13%	5%	5,4
MK	1009	16%	6%	6%	6%	13%	5%	8%	8%	7%	20%	3%	2%	5,8

QE6.3 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A person from a different ethnic origin than the majority of the population

	TOTAL	Uncomfortable	A little uncomfortable	Comfortable	Average
EU27	26756	21%	34%	37%	6,2
BE	1000	30%	37%	31%	5,5
BG	1009	31%	31%	21%	5,0
CZ	1033	28%	44%	11%	4,6
DK	1001	20%	20%	58%	7,2
D-W	1092	30%	29%	28%	5,4
DE	1523	31%	31%	26%	5,2
D-E	431	36%	37%	18%	4,6
EE	1007	23%	31%	36%	6,1
IE	1007	20%	29%	42%	6,5
EL	1000	49%	31%	20%	4,2
ES	1007	12%	38%	47%	7,1
FR	1078	12%	32%	53%	7,3
IT	1048	21%	47%	22%	5,6
CY	501	62%	20%	17%	3,5
LV	1012	27%	34%	24%	5,4
LT	1022	38%	23%	33%	5,2
LU	504	17%	25%	35%	6,5
HU	1000	24%	43%	22%	5,4
MT	500	40%	33%	19%	4,4
NL	1079	18%	41%	38%	6,4
AT	1001	35%	42%	14%	4,6
PL	1000	14%	26%	48%	7,2
PT	1020	9%	32%	25%	6,4
RO	1023	16%	35%	29%	6,2
SI	1022	30%	27%	39%	5,9
SK	1037	24%	44%	24%	5,5
FI	999	22%	49%	23%	5,5
SE	1006	9%	23%	66%	8,0
UK	1317	17%	28%	50%	7,0
HR	1000	20%	36%	40%	6,4
TR	1003	28%	27%	26%	5,4
MK	1009	28%	32%	35%	5,8

QE6.4 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?
A person aged under 30

	TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SP.)	DK	Average
EU27	26756	10%	5%	9%	8%	12%	8%	9%	10%	5%	18%	5%	1%	5,9
BE	1000	7%	3%	8%	8%	13%	9%	12%	13%	8%	17%	2%	-	6,4
BG	1009	11%	5%	6%	6%	10%	5%	7%	8%	6%	22%	9%	5%	6,2
CZ	1033	4%	2%	6%	8%	13%	9%	11%	13%	8%	14%	11%	1%	6,4
DK	1001	5%	3%	5%	7%	12%	5%	8%	10%	6%	38%	1%	-	7,2
D-W	1092	22%	11%	14%	10%	11%	3%	4%	6%	3%	7%	8%	1%	4,1
DE	1523	25%	10%	14%	9%	11%	3%	5%	6%	3%	7%	7%	-	4,0
D-E	431	33%	8%	11%	9%	13%	4%	6%	5%	2%	6%	3%	-	3,7
EE	1007	12%	4%	9%	6%	14%	6%	6%	8%	5%	22%	7%	1%	6,0
IE	1007	8%	5%	5%	8%	11%	7%	6%	7%	6%	31%	4%	2%	6,6
EL	1000	10%	4%	6%	8%	10%	9%	11%	12%	10%	19%	1%	-	6,3
ES	1007	3%	4%	7%	6%	12%	9%	17%	11%	8%	22%	1%	-	6,8
FR	1078	7%	6%	8%	8%	16%	9%	10%	11%	5%	19%	1%	-	6,1
IT	1048	6%	3%	7%	8%	11%	13%	14%	12%	6%	12%	6%	2%	6,1
CY	501	22%	6%	9%	6%	8%	6%	9%	6%	6%	21%	-	1%	5,4
LV	1012	9%	4%	9%	6%	14%	7%	9%	9%	6%	20%	6%	1%	6,1
LT	1022	16%	6%	7%	7%	13%	4%	4%	5%	4%	30%	2%	2%	6,0
LU	504	9%	5%	6%	8%	15%	6%	8%	11%	4%	15%	12%	1%	5,9
HU	1000	6%	5%	10%	8%	10%	8%	10%	10%	5%	20%	6%	2%	6,2
MT	500	8%	2%	3%	7%	11%	6%	7%	10%	9%	27%	6%	4%	6,9
NL	1079	8%	5%	11%	11%	16%	11%	13%	10%	4%	10%	1%	-	5,5
AT	1001	9%	4%	11%	10%	12%	8%	9%	9%	4%	15%	7%	2%	5,7
PL	1000	6%	3%	5%	4%	7%	4%	7%	10%	7%	36%	9%	2%	7,3
PT	1020	5%	3%	8%	8%	12%	8%	10%	11%	3%	8%	20%	4%	5,8
RO	1023	2%	2%	2%	3%	9%	5%	9%	12%	9%	29%	14%	4%	7,7
SI	1022	14%	7%	9%	6%	12%	5%	6%	9%	5%	25%	2%	-	5,9
SK	1037	7%	5%	9%	8%	9%	12%	9%	12%	9%	16%	2%	2%	6,1
FI	999	7%	8%	15%	12%	15%	9%	11%	9%	6%	6%	2%	-	5,2
SE	1006	7%	4%	6%	8%	14%	10%	12%	10%	4%	24%	1%	-	6,4
UK	1317	14%	6%	10%	9%	14%	5%	6%	7%	3%	23%	2%	1%	5,6
HR	1000	3%	4%	4%	3%	8%	6%	9%	8%	7%	46%	1%	1%	7,8
TR	1003	7%	4%	6%	7%	10%	6%	6%	7%	9%	22%	12%	4%	6,5
MK	1009	24%	9%	7%	5%	12%	6%	5%	7%	5%	17%	2%	1%	5,0

QE6.4 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A person aged under 30

	TOTAL	Uncomfortable	A little uncomfortable	Comfortable	Average
EU27	26756	24%	37%	33%	5,9
BE	1000	17%	41%	39%	6,4
BG	1009	22%	28%	36%	6,2
CZ	1033	13%	41%	35%	6,4
DK	1001	13%	31%	55%	7,2
D-W	1092	48%	28%	16%	4,1
DE	1523	49%	29%	15%	4,0
D-E	431	52%	31%	13%	3,7
EE	1007	25%	33%	35%	6,0
IE	1007	18%	32%	44%	6,6
EL	1000	21%	37%	42%	6,3
ES	1007	14%	44%	41%	6,8
FR	1078	21%	42%	35%	6,1
IT	1048	16%	45%	30%	6,1
CY	501	37%	30%	33%	5,4
LV	1012	23%	36%	34%	6,1
LT	1022	29%	27%	40%	6,0
LU	504	20%	36%	30%	5,9
HU	1000	21%	35%	36%	6,2
MT	500	14%	31%	46%	6,9
NL	1079	24%	50%	24%	5,5
AT	1001	24%	40%	28%	5,7
PL	1000	15%	22%	53%	7,3
PT	1020	16%	37%	22%	5,8
RO	1023	5%	26%	49%	7,7
SI	1022	30%	29%	39%	5,9
SK	1037	21%	38%	36%	6,1
FI	999	30%	47%	22%	5,2
SE	1006	17%	44%	38%	6,4
UK	1317	30%	35%	32%	5,6
HR	1000	11%	25%	62%	7,8
TR	1003	17%	29%	37%	6,5
MK	1009	40%	27%	30%	5,0

QE6.5 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?
A person from a different religion than the majority of the population

	TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SP.)	DK	Average
EU27	26756	7%	4%	5%	6%	13%	7%	9%	9%	6%	24%	8%	2%	6,5
BE	1000	14%	9%	9%	8%	13%	6%	11%	10%	5%	14%	1%	-	5,4
BG	1009	15%	6%	6%	6%	10%	7%	6%	6%	5%	15%	12%	6%	5,3
CZ	1033	4%	3%	4%	7%	19%	12%	8%	7%	3%	8%	24%	1%	5,8
DK	1001	13%	6%	5%	5%	11%	4%	9%	8%	4%	33%	1%	1%	6,5
D-W	1092	8%	6%	6%	6%	16%	5%	6%	8%	4%	21%	13%	1%	6,1
DE	1523	9%	6%	6%	6%	17%	6%	6%	7%	4%	19%	13%	1%	5,9
D-E	431	17%	4%	6%	6%	22%	8%	4%	6%	4%	12%	10%	1%	5,2
EE	1007	10%	3%	6%	5%	13%	7%	7%	8%	5%	23%	12%	1%	6,3
IE	1007	5%	3%	2%	3%	7%	5%	7%	8%	8%	44%	6%	2%	7,8
EL	1000	25%	6%	6%	7%	10%	9%	8%	9%	7%	12%	1%	-	5,0
ES	1007	2%	3%	4%	6%	11%	10%	15%	11%	7%	28%	3%	-	7,1
FR	1078	6%	4%	6%	6%	14%	5%	10%	11%	5%	29%	2%	2%	6,8
IT	1048	7%	4%	7%	8%	12%	10%	13%	10%	6%	11%	10%	2%	5,9
CY	501	45%	7%	7%	5%	11%	3%	2%	4%	2%	13%	-	1%	3,7
LV	1012	11%	5%	9%	5%	16%	4%	7%	7%	5%	14%	15%	2%	5,6
LT	1022	20%	5%	6%	5%	9%	3%	4%	6%	5%	28%	5%	4%	5,8
LU	504	7%	3%	5%	5%	13%	5%	8%	9%	4%	18%	21%	2%	6,3
HU	1000	4%	2%	4%	5%	14%	9%	9%	10%	5%	21%	15%	2%	6,8
MT	500	25%	9%	8%	6%	12%	5%	4%	3%	4%	15%	5%	4%	4,6
NL	1079	8%	4%	7%	8%	12%	8%	14%	14%	4%	18%	2%	1%	6,2
AT	1001	14%	5%	9%	12%	15%	10%	9%	6%	1%	7%	8%	4%	4,8
PL	1000	2%	1%	3%	4%	8%	4%	6%	8%	6%	46%	10%	2%	8,1
PT	1020	2%	1%	3%	4%	11%	7%	9%	12%	3%	9%	35%	4%	6,6
RO	1023	4%	1%	3%	4%	13%	6%	8%	10%	8%	20%	18%	5%	7,0
SI	1022	12%	5%	6%	4%	11%	5%	6%	8%	6%	33%	3%	1%	6,6
SK	1037	2%	2%	3%	4%	10%	13%	8%	13%	12%	19%	11%	3%	7,1
FI	999	3%	5%	9%	9%	21%	11%	12%	10%	4%	8%	7%	1%	5,7
SE	1006	6%	3%	4%	5%	11%	7%	10%	11%	6%	34%	1%	2%	7,2
UK	1317	10%	3%	4%	5%	11%	5%	8%	9%	5%	35%	4%	1%	7,0
HR	1000	7%	5%	4%	3%	15%	6%	9%	11%	6%	30%	2%	2%	6,8
TR	1003	21%	7%	8%	7%	9%	5%	5%	3%	3%	16%	11%	5%	4,9
MK	1009	15%	6%	6%	5%	12%	7%	7%	10%	7%	20%	3%	2%	5,9

QE6.5 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A person from a different religion than the majority of the population

	TOTAL	Uncomfortable	A little uncomfortable	Comfortable	Average
EU27	26756	16%	35%	39%	6,5
BE	1000	32%	38%	29%	5,4
BG	1009	28%	28%	25%	5,3
CZ	1033	11%	45%	18%	5,8
DK	1001	24%	29%	46%	6,5
D-W	1092	20%	34%	33%	6,1
DE	1523	21%	35%	30%	5,9
D-E	431	27%	40%	22%	5,2
EE	1007	19%	32%	36%	6,3
IE	1007	10%	22%	59%	7,8
EL	1000	37%	33%	28%	5,0
ES	1007	9%	42%	46%	7,1
FR	1078	15%	35%	46%	6,8
IT	1048	19%	43%	27%	5,9
CY	501	59%	21%	19%	3,7
LV	1012	25%	32%	26%	5,6
LT	1022	31%	21%	38%	5,8
LU	504	15%	31%	31%	6,3
HU	1000	10%	36%	36%	6,8
MT	500	41%	28%	22%	4,6
NL	1079	19%	42%	36%	6,2
AT	1001	29%	45%	14%	4,8
PL	1000	6%	21%	61%	8,1
PT	1020	6%	30%	25%	6,6
RO	1023	8%	31%	38%	7,0
SI	1022	23%	26%	47%	6,6
SK	1037	8%	35%	44%	7,1
FI	999	17%	54%	22%	5,7
SE	1006	13%	32%	52%	7,2
UK	1317	16%	29%	49%	7,0
HR	1000	16%	33%	47%	6,8
TR	1003	36%	26%	22%	4,9
MK	1009	27%	31%	37%	5,9

QE6.6 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?
A disabled person

	TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SP.)	DK	Average
EU27	26756	4%	2%	3%	4%	11%	7%	9%	11%	7%	32%	8%	2%	7,4
BE	1000	5%	2%	3%	4%	10%	7%	11%	15%	11%	28%	3%	1%	7,3
BG	1009	13%	4%	5%	5%	15%	8%	7%	7%	3%	14%	10%	9%	5,6
CZ	1033	3%	1%	4%	5%	16%	14%	11%	12%	5%	9%	18%	2%	6,4
DK	1001	2%	1%	2%	2%	6%	3%	7%	7%	8%	60%	1%	1%	8,6
D-W	1092	3%	2%	4%	3%	16%	6%	7%	8%	7%	28%	15%	1%	7,2
DE	1523	3%	2%	4%	3%	16%	6%	8%	8%	6%	28%	15%	1%	7,1
D-E	431	7%	3%	6%	4%	18%	7%	8%	7%	3%	23%	12%	2%	6,4
EE	1007	15%	4%	7%	5%	11%	6%	5%	7%	7%	23%	8%	2%	6,0
IE	1007	1%	1%	1%	2%	3%	5%	6%	11%	9%	53%	6%	2%	8,7
EL	1000	5%	2%	3%	4%	8%	7%	12%	17%	12%	29%	1%	-	7,4
ES	1007	3%	2%	3%	4%	11%	11%	14%	14%	8%	27%	2%	1%	7,3
FR	1078	2%	1%	2%	3%	10%	5%	9%	14%	11%	40%	2%	1%	8,0
IT	1048	2%	3%	4%	6%	9%	11%	14%	14%	8%	16%	11%	2%	6,8
CY	501	12%	2%	3%	5%	12%	6%	9%	10%	6%	34%	-	1%	6,9
LV	1012	7%	4%	5%	5%	15%	6%	7%	10%	7%	20%	13%	1%	6,4
LT	1022	20%	4%	6%	5%	11%	3%	4%	7%	5%	28%	4%	3%	5,9
LU	504	5%	2%	2%	2%	7%	3%	7%	11%	7%	27%	25%	2%	7,5
HU	1000	13%	5%	7%	7%	12%	9%	8%	9%	5%	14%	8%	3%	5,6
MT	500	5%	1%	2%	4%	10%	6%	7%	12%	10%	29%	9%	5%	7,5
NL	1079	2%	1%	2%	3%	6%	6%	13%	19%	10%	35%	2%	1%	7,9
AT	1001	4%	-	3%	7%	19%	10%	13%	11%	4%	15%	12%	2%	6,5
PL	1000	2%	-	2%	2%	7%	3%	6%	9%	7%	51%	8%	3%	8,5
PT	1020	5%	3%	7%	7%	12%	5%	7%	13%	3%	7%	24%	7%	5,9
RO	1023	9%	5%	6%	7%	11%	6%	9%	8%	5%	13%	13%	8%	5,8
SI	1022	12%	5%	7%	5%	12%	4%	8%	8%	5%	30%	4%	-	6,4
SK	1037	4%	4%	5%	6%	10%	13%	10%	14%	10%	15%	6%	3%	6,6
FI	999	3%	3%	6%	8%	17%	12%	15%	15%	7%	8%	5%	1%	6,2
SE	1006	2%	-	1%	2%	5%	3%	5%	10%	7%	62%	1%	2%	8,8
UK	1317	3%	2%	2%	2%	7%	3%	7%	10%	7%	53%	3%	1%	8,3
HR	1000	1%	2%	2%	2%	8%	4%	9%	12%	11%	46%	1%	2%	8,3
TR	1003	7%	5%	4%	6%	11%	8%	7%	7%	6%	20%	14%	5%	6,3
MK	1009	24%	10%	8%	4%	11%	5%	6%	6%	6%	13%	3%	4%	4,7

QE6.6 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?
A disabled person

	TOTAL	Uncomfortable	A little uncomfortable	Comfortable	Average
EU27	26756	9%	31%	51%	7,4
BE	1000	10%	32%	54%	7,3
BG	1009	22%	34%	24%	5,6
CZ	1033	8%	46%	26%	6,4
DK	1001	5%	18%	75%	8,6
D-W	1092	9%	32%	44%	7,2
DE	1523	10%	33%	42%	7,1
D-E	431	15%	37%	34%	6,4
EE	1007	26%	27%	37%	6,0
IE	1007	4%	16%	73%	8,7
EL	1000	11%	31%	57%	7,4
ES	1007	8%	39%	49%	7,3
FR	1078	5%	27%	66%	8,0
IT	1048	10%	40%	38%	6,8
CY	501	17%	31%	50%	6,9
LV	1012	16%	33%	36%	6,4
LT	1022	30%	23%	40%	5,9
LU	504	9%	20%	44%	7,5
HU	1000	25%	36%	27%	5,6
MT	500	8%	27%	51%	7,5
NL	1079	5%	28%	63%	7,9
AT	1001	7%	50%	30%	6,5
PL	1000	4%	18%	67%	8,5
PT	1020	14%	31%	23%	5,9
RO	1023	20%	33%	26%	5,8
SI	1022	24%	29%	43%	6,4
SK	1037	13%	40%	39%	6,6
FI	999	11%	53%	30%	6,2
SE	1006	3%	15%	79%	8,8
UK	1317	7%	19%	70%	8,3
HR	1000	5%	23%	69%	8,3
TR	1003	17%	32%	32%	6,3
MK	1009	42%	26%	25%	4,7

QE6.7 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?
A person aged over 75

	TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SP.)	DK	Average
EU27	26756	19%	9%	11%	9%	11%	7%	7%	7%	3%	11%	5%	1%	4,8
BE	1000	15%	9%	13%	9%	12%	7%	8%	9%	4%	12%	2%	-	5,1
BG	1009	34%	11%	10%	7%	9%	3%	3%	1%	1%	7%	8%	6%	3,3
CZ	1033	22%	8%	16%	12%	10%	9%	6%	4%	1%	3%	8%	1%	3,8
DK	1001	20%	10%	12%	5%	14%	5%	7%	6%	4%	17%	-	-	4,9
D-W	1092	24%	12%	13%	8%	10%	4%	5%	5%	2%	9%	7%	1%	4,2
DE	1523	29%	11%	12%	7%	10%	4%	5%	5%	2%	8%	6%	1%	3,9
D-E	431	50%	9%	9%	5%	8%	6%	3%	3%	1%	2%	3%	1%	2,8
EE	1007	23%	7%	12%	7%	11%	6%	5%	7%	3%	12%	6%	1%	4,7
IE	1007	19%	8%	6%	6%	8%	8%	7%	7%	4%	19%	4%	4%	5,4
EL	1000	29%	10%	10%	9%	10%	9%	8%	5%	4%	5%	1%	-	4,1
ES	1007	8%	8%	10%	11%	11%	9%	12%	8%	6%	15%	2%	-	5,7
FR	1078	21%	10%	12%	13%	15%	6%	6%	7%	2%	8%	-	-	4,4
IT	1048	10%	7%	7%	9%	11%	11%	13%	9%	5%	7%	10%	1%	5,4
CY	501	55%	5%	6%	8%	5%	4%	3%	4%	2%	8%	-	-	3,1
LV	1012	35%	13%	14%	7%	9%	4%	3%	2%	2%	5%	5%	1%	3,3
LT	1022	38%	8%	8%	6%	9%	3%	4%	4%	3%	13%	3%	1%	3,9
LU	504	31%	10%	10%	6%	11%	5%	7%	5%	2%	6%	5%	2%	3,8
HU	1000	17%	8%	12%	8%	13%	7%	7%	7%	3%	9%	8%	1%	4,7
MT	500	33%	6%	8%	8%	12%	6%	5%	5%	3%	9%	2%	3%	4,1
NL	1079	18%	8%	13%	10%	12%	10%	10%	9%	2%	7%	1%	-	4,7
AT	1001	13%	5%	11%	10%	12%	11%	9%	6%	3%	10%	8%	2%	5,1
PL	1000	12%	6%	11%	6%	9%	5%	6%	7%	4%	24%	7%	3%	5,9
PT	1020	9%	7%	10%	9%	13%	6%	7%	9%	3%	4%	19%	4%	4,9
RO	1023	22%	11%	9%	7%	10%	5%	5%	4%	3%	9%	9%	6%	4,2
SI	1022	28%	7%	9%	8%	13%	7%	7%	5%	3%	10%	3%	-	4,4
SK	1037	28%	12%	12%	8%	10%	8%	5%	6%	3%	3%	2%	3%	3,8
FI	999	15%	16%	18%	14%	10%	7%	8%	5%	2%	3%	2%	-	4,0
SE	1006	16%	6%	11%	11%	11%	8%	9%	9%	5%	13%	-	1%	5,2
UK	1317	20%	8%	11%	9%	11%	6%	6%	6%	3%	17%	2%	1%	5,0
HR	1000	33%	11%	8%	4%	10%	6%	8%	4%	4%	9%	2%	1%	4,1
TR	1003	33%	12%	6%	5%	7%	4%	2%	4%	3%	13%	7%	4%	4,0
MK	1009	51%	10%	5%	4%	6%	4%	2%	3%	2%	11%	1%	1%	3,3

QE6.7 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?
A person aged over 75

	TOTAL	Uncomfortable	A little uncomfortable	Comfortable	Average
EU27	26756	38%	35%	21%	4,8
BE	1000	37%	36%	25%	5,1
BG	1009	55%	22%	9%	3,3
CZ	1033	46%	37%	7%	3,8
DK	1001	43%	30%	26%	4,9
D-W	1092	48%	27%	17%	4,2
DE	1523	52%	26%	15%	3,9
D-E	431	67%	22%	6%	2,8
EE	1007	41%	29%	22%	4,7
IE	1007	33%	28%	30%	5,4
EL	1000	49%	36%	14%	4,1
ES	1007	27%	43%	29%	5,7
FR	1078	43%	40%	17%	4,4
IT	1048	23%	45%	21%	5,4
CY	501	66%	20%	14%	3,1
LV	1012	62%	23%	9%	3,3
LT	1022	55%	22%	19%	3,9
LU	504	52%	29%	13%	3,8
HU	1000	38%	35%	18%	4,7
MT	500	47%	31%	17%	4,1
NL	1079	40%	41%	18%	4,7
AT	1001	29%	42%	19%	5,1
PL	1000	28%	26%	36%	5,9
PT	1020	26%	35%	16%	4,9
RO	1023	42%	28%	15%	4,2
SI	1022	44%	35%	18%	4,4
SK	1037	52%	31%	13%	3,8
FI	999	49%	39%	10%	4,0
SE	1006	34%	38%	27%	5,2
UK	1317	38%	32%	26%	5,0
HR	1000	52%	28%	17%	4,1
TR	1003	51%	19%	20%	4,0
MK	1009	66%	15%	16%	3,3

QE7.1 Would you be in favour of or opposed to specific measures being adopted to provide equal opportunities for everyone in the field of employment? Measures such as, for example special training schemes or adapted selection and recruitment processes, for people depending on their...
Ethnic origin

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
EU27	26756	27%	42%	15%	8%	8%	69%	23%
BE	1000	20%	39%	26%	12%	3%	59%	38%
BG	1009	35%	39%	8%	4%	14%	74%	12%
CZ	1033	19%	41%	23%	8%	9%	60%	31%
DK	1001	29%	33%	17%	18%	3%	62%	35%
D-W	1092	27%	41%	17%	9%	6%	68%	26%
DE	1523	26%	41%	17%	9%	7%	67%	26%
D-E	431	21%	40%	20%	12%	7%	61%	32%
EE	1007	37%	41%	8%	6%	8%	78%	14%
IE	1007	35%	37%	13%	5%	10%	72%	18%
EL	1000	30%	42%	20%	7%	1%	72%	27%
ES	1007	31%	48%	10%	6%	5%	79%	16%
FR	1078	27%	41%	14%	12%	6%	68%	26%
IT	1048	17%	47%	18%	8%	10%	64%	26%
CY	501	41%	31%	15%	10%	3%	72%	25%
LV	1012	21%	39%	18%	9%	13%	60%	27%
LT	1022	16%	46%	12%	6%	20%	62%	18%
LU	504	38%	35%	12%	5%	10%	73%	17%
HU	1000	27%	46%	17%	5%	5%	73%	22%
MT	500	21%	34%	20%	11%	14%	55%	31%
NL	1079	24%	34%	19%	20%	3%	58%	39%
AT	1001	12%	39%	32%	7%	10%	51%	39%
PL	1000	21%	53%	10%	3%	13%	74%	13%
PT	1020	26%	49%	11%	5%	9%	75%	16%
RO	1023	41%	36%	8%	4%	11%	77%	12%
SI	1022	38%	42%	11%	4%	5%	80%	15%
SK	1037	19%	50%	20%	5%	6%	69%	25%
FI	999	23%	51%	18%	5%	3%	74%	23%
SE	1006	35%	33%	14%	14%	4%	68%	28%
UK	1317	38%	36%	11%	7%	8%	74%	18%
HR	1000	31%	49%	9%	4%	7%	80%	13%
TR	1003	26%	39%	12%	6%	17%	65%	18%
MK	1009	39%	30%	12%	11%	8%	69%	23%

QE7.2 Would you be in favour of or opposed to specific measures being adopted to provide equal opportunities for everyone in the field of employment? Measures such as, for example special training schemes or adapted selection and recruitment processes, for people depending on their...

Gender

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
EU27	26756	36%	39%	10%	8%	7%	75%	18%
BE	1000	32%	40%	15%	12%	1%	72%	27%
BG	1009	50%	31%	4%	4%	11%	81%	8%
CZ	1033	37%	36%	12%	8%	7%	73%	20%
DK	1001	32%	24%	16%	24%	4%	56%	40%
D-W	1092	36%	36%	13%	10%	5%	72%	23%
DE	1523	37%	35%	13%	10%	5%	72%	23%
D-E	431	39%	30%	12%	13%	6%	69%	25%
EE	1007	42%	36%	7%	8%	7%	78%	15%
IE	1007	46%	35%	6%	3%	10%	81%	9%
EL	1000	58%	38%	3%	1%	-	96%	4%
ES	1007	41%	44%	5%	5%	5%	85%	10%
FR	1078	30%	40%	12%	13%	5%	70%	25%
IT	1048	26%	46%	11%	8%	9%	72%	19%
CY	501	68%	22%	3%	4%	3%	90%	7%
LV	1012	27%	37%	16%	8%	12%	64%	24%
LT	1022	23%	45%	8%	5%	19%	68%	13%
LU	504	42%	33%	9%	7%	9%	75%	16%
HU	1000	42%	41%	10%	3%	4%	83%	13%
MT	500	45%	43%	3%	1%	8%	88%	4%
NL	1079	28%	27%	20%	23%	2%	55%	43%
AT	1001	28%	44%	14%	7%	7%	72%	21%
PL	1000	30%	49%	7%	3%	11%	79%	10%
PT	1020	26%	49%	11%	5%	9%	75%	16%
RO	1023	48%	31%	6%	4%	11%	79%	10%
SI	1022	49%	40%	4%	3%	4%	89%	7%
SK	1037	28%	47%	14%	6%	5%	75%	20%
FI	999	26%	45%	17%	8%	4%	71%	25%
SE	1006	37%	25%	14%	20%	4%	62%	34%
UK	1317	44%	34%	8%	7%	7%	78%	15%
HR	1000	38%	46%	7%	3%	6%	84%	10%
TR	1003	29%	39%	9%	7%	16%	68%	16%
MK	1009	43%	30%	9%	11%	7%	73%	20%

QE7.3 Would you be in favour of or opposed to specific measures being adopted to provide equal opportunities for everyone in the field of employment? Measures such as, for example special training schemes or adapted selection and recruitment processes, for people depending on their...
Sexual orientation

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
EU27	26756	26%	37%	16%	12%	9%	63%	28%
BE	1000	26%	40%	18%	15%	1%	66%	33%
BG	1009	22%	28%	17%	11%	22%	50%	28%
CZ	1033	24%	38%	19%	10%	9%	62%	29%
DK	1001	26%	36%	18%	16%	4%	62%	34%
D-W	1092	25%	32%	20%	15%	8%	57%	35%
DE	1523	24%	32%	20%	16%	8%	56%	36%
D-E	431	20%	33%	19%	20%	8%	53%	39%
EE	1007	29%	33%	15%	11%	12%	62%	26%
IE	1007	41%	35%	8%	4%	12%	76%	12%
EL	1000	30%	44%	18%	8%	-	74%	26%
ES	1007	32%	44%	9%	8%	7%	76%	17%
FR	1078	29%	36%	14%	15%	6%	65%	29%
IT	1048	18%	46%	16%	9%	11%	64%	25%
CY	501	45%	32%	11%	7%	5%	77%	18%
LV	1012	16%	31%	23%	15%	15%	47%	38%
LT	1022	10%	34%	16%	15%	25%	44%	31%
LU	504	36%	29%	16%	9%	10%	65%	25%
HU	1000	21%	36%	25%	8%	10%	57%	33%
MT	500	38%	43%	6%	3%	10%	81%	9%
NL	1079	25%	25%	21%	26%	3%	50%	47%
AT	1001	15%	38%	26%	9%	12%	53%	35%
PL	1000	18%	41%	16%	8%	17%	59%	24%
PT	1020	26%	46%	12%	5%	11%	72%	17%
RO	1023	25%	27%	18%	14%	16%	52%	32%
SI	1022	36%	39%	14%	6%	5%	75%	20%
SK	1037	16%	41%	26%	9%	8%	57%	35%
FI	999	18%	41%	23%	12%	6%	59%	35%
SE	1006	33%	22%	16%	24%	5%	55%	40%
UK	1317	38%	34%	11%	8%	9%	72%	19%
HR	1000	27%	40%	14%	10%	9%	67%	24%
TR	1003	16%	20%	18%	22%	24%	36%	40%
MK	1009	21%	22%	16%	24%	17%	43%	40%

Q.E7.4 Would you be in favour of or opposed to specific measures being adopted to provide equal opportunities for everyone in the field of employment? Measures such as, for example special training schemes or adapted selection and recruitment processes, for people depending on their...

Age

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
EU27	26756	32%	45%	11%	6%	6%	77%	17%
BE	1000	28%	48%	16%	7%	1%	76%	23%
BG	1009	40%	38%	7%	3%	12%	78%	10%
CZ	1033	34%	42%	12%	6%	6%	76%	18%
DK	1001	23%	27%	23%	23%	4%	50%	46%
D-W	1092	33%	43%	15%	5%	4%	76%	20%
DE	1523	33%	43%	15%	5%	4%	76%	20%
D-E	431	34%	43%	10%	8%	5%	77%	18%
EE	1007	36%	43%	10%	4%	7%	79%	14%
IE	1007	43%	38%	8%	3%	8%	81%	11%
EL	1000	45%	45%	8%	2%	-	90%	10%
ES	1007	40%	47%	5%	4%	4%	87%	9%
FR	1078	31%	45%	11%	9%	4%	76%	20%
IT	1048	23%	52%	11%	6%	8%	75%	17%
CY	501	50%	37%	6%	4%	3%	87%	10%
LV	1012	25%	43%	17%	5%	10%	68%	22%
LT	1022	20%	48%	10%	3%	19%	68%	13%
LU	504	37%	36%	13%	5%	9%	73%	18%
HU	1000	39%	45%	9%	3%	4%	84%	12%
MT	500	39%	47%	4%	1%	9%	86%	5%
NL	1079	23%	43%	18%	14%	2%	66%	32%
AT	1001	24%	45%	18%	6%	7%	69%	24%
PL	1000	26%	53%	8%	3%	10%	79%	11%
PT	1020	28%	52%	8%	4%	8%	80%	12%
RO	1023	37%	38%	11%	3%	11%	75%	14%
SI	1022	43%	42%	9%	2%	4%	85%	11%
SK	1037	26%	49%	16%	4%	5%	75%	20%
FI	999	24%	51%	16%	5%	4%	75%	21%
SE	1006	27%	32%	20%	16%	5%	59%	36%
UK	1317	40%	39%	9%	4%	8%	79%	13%
HR	1000	35%	48%	8%	2%	7%	83%	10%
TR	1003	22%	41%	13%	7%	17%	63%	20%
MK	1009	39%	33%	10%	10%	8%	72%	20%

QE7.5 Would you be in favour of or opposed to specific measures being adopted to provide equal opportunities for everyone in the field of employment? Measures such as, for example special training schemes or adapted selection and recruitment processes, for people depending on their...
Religion or belief

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
EU27	26756	27%	40%	15%	10%	8%	67%	25%
BE	1000	20%	39%	24%	14%	3%	59%	38%
BG	1009	35%	36%	10%	3%	16%	71%	13%
CZ	1033	25%	37%	18%	11%	9%	62%	29%
DK	1001	42%	35%	10%	10%	3%	77%	20%
D-W	1092	25%	38%	18%	12%	7%	63%	30%
DE	1523	24%	37%	19%	13%	7%	61%	32%
D-E	431	19%	35%	22%	17%	7%	54%	39%
EE	1007	36%	38%	9%	9%	8%	74%	18%
IE	1007	43%	33%	10%	5%	9%	76%	15%
EL	1000	36%	44%	15%	5%	-	80%	20%
ES	1007	29%	47%	10%	7%	7%	76%	17%
FR	1078	24%	39%	16%	15%	6%	63%	31%
IT	1048	17%	49%	17%	7%	10%	66%	24%
CY	501	46%	37%	9%	6%	2%	83%	15%
LV	1012	20%	37%	19%	10%	14%	57%	29%
LT	1022	16%	47%	9%	7%	21%	63%	16%
LU	504	35%	31%	14%	9%	11%	66%	23%
HU	1000	36%	41%	13%	4%	6%	77%	17%
MT	500	32%	46%	8%	2%	12%	78%	10%
NL	1079	19%	27%	24%	26%	4%	46%	50%
AT	1001	12%	39%	29%	9%	11%	51%	38%
PL	1000	24%	50%	10%	4%	12%	74%	14%
PT	1020	25%	48%	11%	6%	10%	73%	17%
RO	1023	42%	34%	8%	4%	12%	76%	12%
SI	1022	39%	43%	9%	4%	5%	82%	13%
SK	1037	24%	44%	16%	10%	6%	68%	26%
FI	999	18%	49%	19%	10%	4%	67%	29%
SE	1006	27%	27%	19%	21%	6%	54%	40%
UK	1317	37%	35%	12%	8%	8%	72%	20%
HR	1000	33%	47%	9%	4%	7%	80%	13%
TR	1003	25%	37%	13%	9%	16%	62%	22%
MK	1009	39%	28%	11%	13%	9%	67%	24%

QE7.6 Would you be in favour of or opposed to specific measures being adopted to provide equal opportunities for everyone in the field of employment? Measures such as, for example special training schemes or adapted selection and recruitment processes, for people depending on their...

Disability

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
EU27	26756	37%	44%	8%	5%	6%	81%	13%
BE	1000	33%	48%	11%	6%	2%	81%	17%
BG	1009	42%	38%	6%	2%	12%	80%	8%
CZ	1033	27%	47%	14%	5%	7%	74%	19%
DK	1001	24%	22%	21%	28%	5%	46%	49%
D-W	1092	41%	41%	9%	5%	4%	82%	14%
DE	1523	41%	42%	9%	4%	4%	83%	13%
D-E	431	40%	43%	9%	4%	4%	83%	13%
EE	1007	39%	41%	10%	2%	8%	80%	12%
IE	1007	51%	34%	4%	3%	8%	85%	7%
EL	1000	51%	43%	5%	1%	-	94%	6%
ES	1007	42%	48%	3%	3%	4%	90%	6%
FR	1078	35%	46%	7%	8%	4%	81%	15%
IT	1048	25%	51%	11%	4%	9%	76%	15%
CY	501	54%	35%	3%	5%	3%	89%	8%
LV	1012	30%	40%	14%	5%	11%	70%	19%
LT	1022	21%	48%	9%	4%	18%	69%	13%
LU	504	45%	31%	9%	7%	8%	76%	16%
HU	1000	36%	44%	13%	3%	4%	80%	16%
MT	500	45%	43%	3%	1%	8%	88%	4%
NL	1079	41%	36%	11%	10%	2%	77%	21%
AT	1001	27%	45%	16%	5%	7%	72%	21%
PL	1000	31%	50%	7%	2%	10%	81%	9%
PT	1020	30%	51%	8%	2%	9%	81%	10%
RO	1023	40%	35%	10%	4%	11%	75%	14%
SI	1022	44%	43%	7%	2%	4%	87%	9%
SK	1037	23%	49%	16%	5%	7%	72%	21%
FI	999	29%	51%	13%	4%	3%	80%	17%
SE	1006	42%	31%	10%	12%	5%	73%	22%
UK	1317	45%	37%	7%	4%	7%	82%	11%
HR	1000	38%	46%	6%	3%	7%	84%	9%
TR	1003	28%	37%	13%	6%	16%	65%	19%
MK	1009	41%	28%	11%	11%	9%	69%	22%

QE8.1 To what extent do you support or oppose the following in the work place?

Monitoring the composition of the work-force to evaluate the representation of people from ethnic minorities

	TOTAL	Totally support	Somewhat support	Somewhat oppose	Totally oppose	DK	Supports	Opposes
EU27	26756	17%	35%	21%	14%	13%	52%	35%
BE	1000	16%	39%	29%	10%	6%	55%	39%
BG	1009	24%	39%	10%	5%	22%	63%	15%
CZ	1033	11%	38%	27%	13%	11%	49%	40%
DK	1001	32%	34%	17%	13%	4%	66%	30%
D-W	1092	9%	24%	32%	27%	8%	33%	59%
DE	1523	8%	25%	33%	27%	7%	33%	60%
D-E	431	7%	24%	36%	27%	6%	31%	63%
EE	1007	14%	35%	15%	20%	16%	49%	35%
IE	1007	25%	38%	12%	8%	17%	63%	20%
EL	1000	27%	51%	15%	6%	1%	78%	21%
ES	1007	17%	35%	15%	8%	25%	52%	23%
FR	1078	16%	32%	24%	16%	12%	48%	40%
IT	1048	15%	46%	21%	5%	13%	61%	26%
CY	501	28%	39%	12%	2%	19%	67%	14%
LV	1012	9%	27%	29%	18%	17%	36%	47%
LT	1022	13%	39%	13%	5%	30%	52%	18%
LU	504	19%	31%	19%	11%	20%	50%	30%
HU	1000	19%	44%	15%	8%	14%	63%	23%
MT	500	18%	27%	14%	5%	36%	45%	19%
NL	1079	15%	33%	24%	23%	5%	48%	47%
AT	1001	6%	25%	38%	22%	9%	31%	60%
PL	1000	10%	35%	24%	11%	20%	45%	35%
PT	1020	19%	41%	15%	3%	22%	60%	18%
RO	1023	25%	38%	8%	8%	21%	63%	16%
SI	1022	19%	32%	24%	16%	9%	51%	40%
SK	1037	7%	32%	35%	16%	10%	39%	51%
FI	999	13%	45%	23%	9%	10%	58%	32%
SE	1006	13%	25%	25%	32%	5%	38%	57%
UK	1317	30%	33%	14%	12%	11%	63%	26%
HR	1000	15%	41%	20%	12%	12%	56%	32%
TR	1003	21%	31%	9%	3%	36%	52%	12%
MK	1009	23%	30%	17%	16%	14%	53%	33%

Q8.2 To what extent do you support or oppose the following in the work place?
 Monitoring the recruitment procedures to ensure that candidates from ethnic minorities have the same chance of being selected for interview or hired as other candidates with similar skills and qualifications

	TOTAL	Totally support	Somewhat support	Somewhat oppose	Totally oppose	DK	Supports	Opposes
EU27	26756	28%	39%	14%	8%	11%	67%	22%
BE	1000	25%	43%	22%	5%	5%	68%	27%
BG	1009	30%	40%	6%	2%	22%	70%	8%
CZ	1033	18%	46%	21%	6%	9%	64%	27%
DK	1001	49%	29%	8%	10%	4%	78%	18%
D-W	1092	21%	32%	24%	16%	7%	53%	40%
DE	1523	21%	31%	25%	17%	6%	52%	42%
D-E	431	19%	30%	28%	19%	4%	49%	47%
EE	1007	34%	36%	9%	9%	12%	70%	18%
IE	1007	34%	35%	8%	6%	17%	69%	14%
EL	1000	30%	44%	19%	6%	1%	74%	25%
ES	1007	21%	41%	9%	6%	23%	62%	15%
FR	1078	33%	41%	10%	7%	9%	74%	17%
IT	1048	19%	50%	16%	4%	11%	69%	20%
CY	501	30%	41%	10%	3%	16%	71%	13%
LV	1012	26%	36%	16%	8%	14%	62%	24%
LT	1022	21%	43%	9%	3%	24%	64%	12%
LU	504	37%	35%	12%	5%	11%	72%	17%
HU	1000	27%	43%	14%	3%	13%	70%	17%
MT	500	21%	29%	15%	6%	29%	50%	21%
NL	1079	34%	36%	13%	14%	3%	70%	27%
AT	1001	11%	39%	26%	13%	11%	50%	39%
PL	1000	16%	46%	14%	6%	18%	62%	20%
PT	1020	29%	42%	8%	1%	20%	71%	9%
RO	1023	34%	38%	5%	4%	19%	72%	9%
SI	1022	32%	36%	15%	9%	8%	68%	24%
SK	1037	17%	47%	22%	6%	8%	64%	28%
FI	999	31%	46%	13%	5%	5%	77%	18%
SE	1006	56%	23%	8%	10%	3%	79%	18%
UK	1317	44%	33%	9%	6%	8%	77%	15%
HR	1000	26%	45%	13%	5%	11%	71%	18%
TR	1003	28%	31%	7%	3%	31%	59%	10%
MK	1009	38%	30%	8%	11%	13%	68%	19%

QE9 In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	DK	Yes	No
EU27	26756	11%	38%	33%	11%	7%	49%	44%
BE	1000	13%	47%	29%	7%	4%	60%	36%
BG	1009	6%	28%	40%	11%	15%	34%	51%
CZ	1033	8%	36%	38%	15%	3%	44%	53%
DK	1001	11%	32%	38%	17%	2%	43%	55%
D-W	1092	18%	41%	29%	8%	4%	59%	37%
DE	1523	17%	41%	29%	9%	4%	58%	38%
D-E	431	11%	41%	31%	15%	2%	52%	46%
EE	1007	9%	33%	35%	11%	12%	42%	46%
IE	1007	17%	33%	29%	10%	11%	50%	39%
EL	1000	8%	32%	40%	20%	-	40%	60%
ES	1007	11%	44%	28%	11%	6%	55%	39%
FR	1078	8%	35%	38%	15%	4%	43%	53%
IT	1048	5%	38%	41%	9%	7%	43%	50%
CY	501	20%	45%	22%	9%	4%	65%	31%
LV	1012	4%	24%	47%	14%	11%	28%	61%
LT	1022	8%	35%	32%	10%	15%	43%	42%
LU	504	19%	43%	28%	6%	4%	62%	34%
HU	1000	7%	29%	40%	19%	5%	36%	59%
MT	500	6%	37%	37%	13%	7%	43%	50%
NL	1079	15%	48%	28%	7%	2%	63%	35%
AT	1001	13%	36%	34%	11%	6%	49%	45%
PL	1000	3%	33%	37%	11%	16%	36%	48%
PT	1020	7%	46%	27%	6%	14%	53%	33%
RO	1023	8%	35%	30%	12%	15%	43%	42%
SI	1022	7%	46%	35%	10%	2%	53%	45%
SK	1037	12%	41%	30%	13%	4%	53%	43%
FI	999	10%	58%	27%	3%	2%	68%	30%
SE	1006	7%	24%	40%	27%	2%	31%	67%
UK	1317	17%	39%	28%	11%	5%	56%	39%
HR	1000	5%	29%	41%	18%	7%	34%	59%
TR	1003	8%	27%	26%	25%	14%	35%	51%
MK	1009	7%	42%	24%	20%	7%	49%	44%

QE10 Do you know your rights if you are the victim of discrimination or harassment?

	TOTAL	Yes	No	That depends (SP.)	DK
EU27	26756	33%	52%	12%	3%
BE	1000	32%	54%	11%	3%
BG	1009	21%	52%	17%	10%
CZ	1033	33%	49%	15%	3%
DK	1001	29%	65%	5%	1%
D-W	1092	27%	51%	18%	4%
DE	1523	26%	51%	19%	4%
D-E	431	24%	53%	22%	1%
EE	1007	32%	53%	13%	2%
IE	1007	36%	44%	15%	5%
EL	1000	27%	63%	10%	-
ES	1007	36%	54%	8%	2%
FR	1078	38%	59%	2%	1%
IT	1048	25%	48%	21%	6%
CY	501	42%	49%	9%	-
LV	1012	24%	64%	11%	1%
LT	1022	36%	49%	10%	5%
LU	504	32%	56%	8%	4%
HU	1000	32%	52%	12%	4%
MT	500	45%	41%	8%	6%
NL	1079	38%	55%	5%	2%
AT	1001	16%	47%	33%	4%
PL	1000	24%	63%	9%	4%
PT	1020	24%	56%	14%	6%
RO	1023	30%	51%	13%	6%
SI	1022	41%	38%	18%	3%
SK	1037	41%	48%	7%	4%
FI	999	63%	27%	8%	2%
SE	1006	47%	43%	8%	2%
UK	1317	49%	44%	5%	2%
HR	1000	28%	61%	8%	3%
TR	1003	28%	45%	10%	17%
MK	1009	45%	44%	9%	2%

QE11.1 Do you think that diversity is sufficiently reflected in the media, in terms of...?
Ethnic origin

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	DK	Yes	No
EU27	26756	12%	43%	30%	6%	9%	55%	36%
BE	1000	15%	45%	29%	6%	5%	60%	35%
BG	1009	20%	43%	22%	5%	10%	63%	27%
CZ	1033	13%	44%	29%	6%	8%	57%	35%
DK	1001	15%	47%	28%	6%	4%	62%	34%
D-W	1092	19%	44%	25%	5%	7%	63%	30%
DE	1523	18%	43%	26%	6%	7%	61%	32%
D-E	431	15%	39%	29%	9%	8%	54%	38%
EE	1007	12%	47%	26%	3%	12%	59%	29%
IE	1007	11%	43%	24%	3%	19%	54%	27%
EL	1000	14%	40%	38%	8%	-	54%	46%
ES	1007	10%	33%	40%	10%	7%	43%	50%
FR	1078	9%	46%	29%	8%	8%	55%	37%
IT	1048	6%	40%	39%	8%	7%	46%	47%
CY	501	14%	47%	21%	4%	14%	61%	25%
LV	1012	5%	43%	36%	5%	11%	48%	41%
LT	1022	10%	49%	24%	4%	13%	59%	28%
LU	504	15%	39%	30%	3%	13%	54%	33%
HU	1000	21%	37%	27%	8%	7%	58%	35%
MT	500	7%	34%	30%	8%	21%	41%	38%
NL	1079	17%	49%	25%	4%	5%	66%	29%
AT	1001	12%	42%	32%	7%	7%	54%	39%
PL	1000	8%	45%	30%	6%	11%	53%	36%
PT	1020	6%	36%	33%	4%	21%	42%	37%
RO	1023	10%	41%	23%	3%	23%	51%	26%
SI	1022	14%	46%	28%	7%	5%	60%	35%
SK	1037	12%	49%	26%	5%	8%	61%	31%
FI	999	10%	55%	31%	1%	3%	65%	32%
SE	1006	18%	40%	29%	6%	7%	58%	35%
UK	1317	16%	47%	21%	4%	12%	63%	25%
HR	1000	12%	41%	33%	6%	8%	53%	39%
TR	1003	11%	37%	26%	12%	14%	48%	38%
MK	1009	24%	39%	17%	6%	14%	63%	23%

QE11.2 Do you think that diversity is sufficiently reflected in the media, in terms of...?

Gender

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	DK	Yes	No
EU27	26756	20%	46%	22%	4%	8%	66%	26%
BE	1000	26%	44%	21%	5%	4%	70%	26%
BG	1009	21%	36%	25%	7%	11%	57%	32%
CZ	1033	21%	42%	24%	6%	7%	63%	30%
DK	1001	25%	51%	17%	3%	4%	76%	20%
D-W	1092	27%	44%	18%	5%	6%	71%	23%
DE	1523	27%	43%	18%	6%	6%	70%	24%
D-E	431	22%	40%	20%	11%	7%	62%	31%
EE	1007	16%	44%	23%	4%	13%	60%	27%
IE	1007	17%	42%	19%	3%	19%	59%	22%
EL	1000	12%	33%	42%	13%	-	45%	55%
ES	1007	35%	43%	15%	2%	5%	78%	17%
FR	1078	21%	55%	15%	3%	6%	76%	18%
IT	1048	8%	49%	32%	5%	6%	57%	37%
CY	501	11%	37%	26%	12%	14%	48%	38%
LV	1012	7%	46%	32%	3%	12%	53%	35%
LT	1022	11%	50%	22%	3%	14%	61%	25%
LU	504	22%	46%	20%	2%	10%	68%	22%
HU	1000	27%	40%	22%	4%	7%	67%	26%
MT	500	16%	39%	19%	7%	19%	55%	26%
NL	1079	22%	50%	17%	4%	7%	72%	21%
AT	1001	15%	42%	31%	6%	6%	57%	37%
PL	1000	13%	51%	23%	3%	10%	64%	26%
PT	1020	6%	37%	32%	5%	20%	43%	37%
RO	1023	14%	40%	21%	3%	22%	54%	24%
SI	1022	15%	45%	29%	7%	4%	60%	36%
SK	1037	19%	45%	25%	4%	7%	64%	29%
FI	999	15%	62%	19%	1%	3%	77%	20%
SE	1006	38%	36%	19%	3%	4%	74%	22%
UK	1317	19%	48%	19%	3%	11%	67%	22%
HR	1000	15%	41%	31%	5%	8%	56%	36%
TR	1003	10%	32%	29%	15%	14%	42%	44%
MK	1009	22%	39%	19%	6%	14%	61%	25%

QE11.3 Do you think that diversity is sufficiently reflected in the media, in terms of...?
Sexual orientation

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	DK	Yes	No
EU27	26756	15%	41%	25%	6%	13%	56%	31%
BE	1000	18%	42%	26%	6%	8%	60%	32%
BG	1009	15%	30%	28%	12%	15%	45%	40%
CZ	1033	13%	39%	32%	7%	9%	52%	39%
DK	1001	16%	48%	26%	4%	6%	64%	30%
D-W	1092	23%	41%	24%	4%	8%	64%	28%
DE	1523	22%	41%	25%	4%	8%	63%	29%
D-E	431	19%	38%	26%	8%	9%	57%	34%
EE	1007	12%	40%	28%	5%	15%	52%	33%
IE	1007	12%	38%	23%	5%	22%	50%	28%
EL	1000	11%	38%	40%	11%	-	49%	51%
ES	1007	23%	44%	17%	4%	12%	67%	21%
FR	1078	9%	38%	22%	8%	23%	47%	30%
IT	1048	5%	42%	38%	7%	8%	47%	45%
CY	501	7%	40%	26%	8%	19%	47%	34%
LV	1012	13%	43%	28%	4%	12%	56%	32%
LT	1022	14%	44%	23%	4%	15%	58%	27%
LU	504	13%	36%	26%	4%	21%	49%	30%
HU	1000	16%	30%	27%	8%	19%	46%	35%
MT	500	9%	35%	27%	8%	21%	44%	35%
NL	1079	17%	52%	21%	3%	7%	69%	24%
AT	1001	9%	44%	33%	7%	7%	53%	40%
PL	1000	10%	45%	25%	7%	13%	55%	32%
PT	1020	7%	36%	31%	5%	21%	43%	36%
RO	1023	12%	32%	21%	7%	28%	44%	28%
SI	1022	17%	46%	25%	7%	5%	63%	32%
SK	1037	10%	41%	30%	7%	12%	51%	37%
FI	999	14%	58%	23%	1%	4%	72%	24%
SE	1006	24%	36%	21%	4%	15%	60%	25%
UK	1317	17%	43%	21%	3%	16%	60%	24%
HR	1000	15%	39%	29%	7%	10%	54%	36%
TR	1003	7%	23%	31%	18%	21%	30%	49%
MK	1009	15%	31%	19%	10%	25%	46%	29%

QE11.4 Do you think that diversity is sufficiently reflected in the media, in terms of...?

Age

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	DK	Yes	No
EU27	26756	14%	45%	27%	6%	8%	59%	33%
BE	1000	18%	45%	27%	5%	5%	63%	32%
BG	1009	17%	38%	26%	7%	12%	55%	33%
CZ	1033	15%	43%	26%	9%	7%	58%	35%
DK	1001	13%	52%	27%	4%	4%	65%	31%
D-W	1092	21%	45%	23%	6%	5%	66%	29%
DE	1523	20%	44%	24%	7%	5%	64%	31%
D-E	431	16%	39%	29%	11%	5%	55%	40%
EE	1007	12%	46%	27%	3%	12%	58%	30%
IE	1007	14%	42%	20%	5%	19%	56%	25%
EL	1000	8%	33%	45%	13%	1%	41%	58%
ES	1007	27%	40%	23%	5%	5%	67%	28%
FR	1078	14%	51%	25%	4%	6%	65%	29%
IT	1048	6%	48%	33%	7%	6%	54%	40%
CY	501	8%	44%	27%	7%	14%	52%	34%
LV	1012	6%	48%	32%	4%	10%	54%	36%
LT	1022	11%	47%	25%	4%	13%	58%	29%
LU	504	15%	43%	29%	3%	10%	58%	32%
HU	1000	18%	42%	27%	6%	7%	60%	33%
MT	500	11%	41%	22%	5%	21%	52%	27%
NL	1079	12%	50%	27%	6%	5%	62%	33%
AT	1001	7%	39%	38%	10%	6%	46%	48%
PL	1000	10%	45%	30%	5%	10%	55%	35%
PT	1020	6%	36%	33%	5%	20%	42%	38%
RO	1023	11%	38%	25%	4%	22%	49%	29%
SI	1022	13%	47%	29%	7%	4%	60%	36%
SK	1037	14%	46%	27%	5%	8%	60%	32%
FI	999	11%	58%	27%	1%	3%	69%	28%
SE	1006	22%	39%	27%	6%	6%	61%	33%
UK	1317	13%	45%	26%	5%	11%	58%	31%
HR	1000	12%	39%	34%	8%	7%	51%	42%
TR	1003	7%	27%	32%	18%	16%	34%	50%
MK	1009	20%	39%	20%	7%	14%	59%	27%

QE11.5 Do you think that diversity is sufficiently reflected in the media, in terms of...?
Religion or belief

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	DK	Yes	No
EU27	26756	11%	41%	29%	6%	13%	52%	35%
BE	1000	14%	44%	28%	6%	8%	58%	34%
BG	1009	14%	35%	30%	8%	13%	49%	38%
CZ	1033	9%	36%	35%	10%	10%	45%	45%
DK	1001	13%	46%	30%	6%	5%	59%	36%
D-W	1092	20%	42%	27%	4%	7%	62%	31%
DE	1523	18%	42%	27%	6%	7%	60%	33%
D-E	431	12%	43%	28%	11%	6%	55%	39%
EE	1007	9%	40%	33%	5%	13%	49%	38%
IE	1007	13%	40%	22%	5%	20%	53%	27%
EL	1000	9%	34%	44%	13%	-	43%	57%
ES	1007	11%	36%	27%	9%	17%	47%	36%
FR	1078	9%	35%	27%	8%	21%	44%	35%
IT	1048	6%	47%	34%	6%	7%	53%	40%
CY	501	6%	44%	28%	7%	15%	50%	35%
LV	1012	4%	43%	36%	6%	11%	47%	42%
LT	1022	9%	46%	27%	5%	13%	55%	32%
LU	504	13%	35%	28%	3%	21%	48%	31%
HU	1000	12%	27%	33%	10%	18%	39%	43%
MT	500	8%	36%	26%	7%	23%	44%	33%
NL	1079	17%	50%	23%	4%	6%	67%	27%
AT	1001	10%	44%	33%	6%	7%	54%	39%
PL	1000	8%	43%	31%	7%	11%	51%	38%
PT	1020	5%	32%	35%	6%	22%	37%	41%
RO	1023	9%	36%	26%	4%	25%	45%	30%
SI	1022	14%	46%	28%	8%	4%	60%	36%
SK	1037	12%	41%	26%	10%	11%	53%	36%
FI	999	9%	53%	33%	2%	3%	62%	35%
SE	1006	15%	33%	32%	6%	14%	48%	38%
UK	1317	13%	46%	23%	4%	14%	59%	27%
HR	1000	11%	42%	31%	8%	8%	53%	39%
TR	1003	13%	37%	24%	13%	13%	50%	37%
MK	1009	21%	35%	18%	9%	17%	56%	27%

QE11.6 Do you think that diversity is sufficiently reflected in the media, in terms of...?
Disability

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	DK	Yes	No
EU27	26756	10%	38%	34%	10%	8%	48%	44%
BE	1000	11%	34%	38%	12%	5%	45%	50%
BG	1009	17%	39%	27%	7%	10%	56%	34%
CZ	1033	10%	42%	34%	8%	6%	52%	42%
DK	1001	8%	39%	40%	9%	4%	47%	49%
D-W	1092	18%	40%	30%	6%	6%	58%	36%
DE	1523	16%	40%	31%	7%	6%	56%	38%
D-E	431	11%	38%	37%	9%	5%	49%	46%
EE	1007	9%	45%	30%	4%	12%	54%	34%
IE	1007	13%	35%	25%	8%	19%	48%	33%
EL	1000	9%	37%	41%	12%	1%	46%	53%
ES	1007	9%	34%	35%	16%	6%	43%	51%
FR	1078	5%	22%	43%	22%	8%	27%	65%
IT	1048	6%	47%	34%	6%	7%	53%	40%
CY	501	8%	39%	28%	10%	15%	47%	38%
LV	1012	6%	49%	32%	4%	9%	55%	36%
LT	1022	8%	49%	25%	5%	13%	57%	30%
LU	504	12%	31%	34%	11%	12%	43%	45%
HU	1000	10%	27%	38%	15%	10%	37%	53%
MT	500	12%	38%	23%	6%	21%	50%	29%
NL	1079	7%	41%	38%	8%	6%	48%	46%
AT	1001	8%	41%	36%	9%	6%	49%	45%
PL	1000	9%	48%	28%	6%	9%	57%	34%
PT	1020	6%	37%	32%	4%	21%	43%	36%
RO	1023	7%	32%	31%	6%	24%	39%	37%
SI	1022	14%	46%	29%	7%	4%	60%	36%
SK	1037	10%	47%	27%	7%	9%	57%	34%
FI	999	7%	50%	38%	3%	2%	57%	41%
SE	1006	8%	23%	39%	19%	11%	31%	58%
UK	1317	10%	38%	32%	8%	12%	48%	40%
HR	1000	11%	38%	33%	10%	8%	49%	43%
TR	1003	8%	33%	27%	16%	16%	41%	43%
MK	1009	17%	36%	21%	9%	17%	53%	30%

QE12 Do you think that due to the economical crisis the policies promoting equality and diversity in (OUR COUNTRY), will be considered less important and receive less funding?

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	DK	Yes	No
EU27	26756	11%	38%	26%	8%	17%	49%	34%
BE	1000	9%	42%	33%	6%	10%	51%	39%
BG	1009	9%	32%	20%	2%	37%	41%	22%
CZ	1033	17%	44%	23%	5%	11%	61%	28%
DK	1001	19%	48%	23%	6%	4%	67%	29%
D-W	1092	14%	38%	23%	10%	15%	52%	33%
DE	1523	15%	36%	24%	11%	14%	51%	35%
D-E	431	16%	29%	29%	12%	14%	45%	41%
EE	1007	19%	41%	19%	4%	17%	60%	23%
IE	1007	21%	42%	14%	4%	19%	63%	18%
EL	1000	17%	44%	28%	7%	4%	61%	35%
ES	1007	6%	29%	32%	23%	10%	35%	55%
FR	1078	10%	34%	29%	8%	19%	44%	37%
IT	1048	6%	33%	32%	6%	23%	39%	38%
CY	501	6%	34%	16%	11%	33%	40%	27%
LV	1012	21%	44%	17%	5%	13%	65%	22%
LT	1022	11%	41%	19%	5%	24%	52%	24%
LU	504	7%	40%	27%	4%	22%	47%	31%
HU	1000	13%	43%	24%	6%	14%	56%	30%
MT	500	7%	24%	21%	9%	39%	31%	30%
NL	1079	22%	44%	22%	4%	8%	66%	26%
AT	1001	9%	43%	28%	8%	12%	52%	36%
PL	1000	9%	39%	24%	4%	24%	48%	28%
PT	1020	8%	38%	17%	5%	32%	46%	22%
RO	1023	13%	31%	20%	9%	27%	44%	29%
SI	1022	19%	46%	20%	6%	9%	65%	26%
SK	1037	11%	52%	23%	4%	10%	63%	27%
FI	999	11%	53%	24%	2%	10%	64%	26%
SE	1006	20%	48%	18%	9%	5%	68%	27%
UK	1317	13%	47%	22%	4%	14%	60%	26%
HR	1000	10%	40%	27%	9%	14%	50%	36%
TR	1003	13%	33%	21%	12%	21%	46%	33%
MK	1009	17%	42%	16%	8%	17%	59%	24%

QE13.1 Do you think that the economical crisis will contribute to an increase of discrimination on the basis of in the labour market?
Ethnic origin

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	DK	Yes	No
EU27	26756	16%	41%	26%	8%	9%	57%	34%
BE	1000	17%	45%	27%	7%	4%	62%	34%
BG	1009	17%	38%	26%	7%	12%	55%	33%
CZ	1033	20%	42%	25%	8%	5%	62%	33%
DK	1001	13%	45%	31%	8%	3%	58%	39%
D-W	1092	13%	40%	28%	12%	7%	53%	40%
DE	1523	14%	39%	29%	11%	7%	53%	40%
D-E	431	15%	34%	33%	10%	8%	49%	43%
EE	1007	16%	41%	26%	9%	8%	57%	35%
IE	1007	29%	40%	14%	7%	10%	69%	21%
EL	1000	34%	49%	14%	3%	-	83%	17%
ES	1007	25%	49%	16%	5%	5%	74%	21%
FR	1078	19%	41%	24%	7%	9%	60%	31%
IT	1048	10%	39%	32%	7%	12%	49%	39%
CY	501	34%	44%	9%	6%	7%	78%	15%
LV	1012	12%	37%	32%	10%	9%	49%	42%
LT	1022	7%	33%	33%	13%	14%	40%	46%
LU	504	24%	39%	23%	6%	8%	63%	29%
HU	1000	27%	44%	18%	4%	7%	71%	22%
MT	500	20%	35%	14%	9%	22%	55%	23%
NL	1079	21%	51%	20%	5%	3%	72%	25%
AT	1001	15%	49%	22%	7%	7%	64%	29%
PL	1000	8%	36%	33%	8%	15%	44%	41%
PT	1020	11%	44%	21%	6%	18%	55%	27%
RO	1023	14%	30%	27%	14%	15%	44%	41%
SI	1022	30%	40%	22%	5%	3%	70%	27%
SK	1037	19%	46%	24%	8%	3%	65%	32%
FI	999	21%	57%	19%	1%	2%	78%	20%
SE	1006	26%	47%	18%	7%	2%	73%	25%
UK	1317	13%	41%	31%	5%	10%	54%	36%
HR	1000	13%	41%	29%	11%	6%	54%	40%
TR	1003	15%	30%	28%	11%	16%	45%	39%
MK	1009	21%	36%	19%	14%	10%	57%	33%

QE13.2 Do you think that the economical crisis will contribute to an increase of discrimination on the basis of in the labour market?
Gender

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	DK	Yes	No
EU27	26756	10%	33%	37%	12%	8%	43%	49%
BE	1000	9%	26%	46%	15%	4%	35%	61%
BG	1009	11%	32%	36%	9%	12%	43%	45%
CZ	1033	14%	40%	29%	13%	4%	54%	42%
DK	1001	5%	27%	49%	16%	3%	32%	65%
D-W	1092	7%	29%	40%	19%	5%	36%	59%
DE	1523	9%	29%	39%	18%	5%	38%	57%
D-E	431	16%	32%	34%	13%	5%	48%	47%
EE	1007	11%	38%	31%	12%	8%	49%	43%
IE	1007	11%	30%	36%	13%	10%	41%	49%
EL	1000	22%	44%	27%	7%	-	66%	34%
ES	1007	14%	39%	30%	11%	6%	53%	41%
FR	1078	13%	30%	38%	11%	8%	43%	49%
IT	1048	7%	30%	40%	11%	12%	37%	51%
CY	501	16%	43%	23%	10%	8%	59%	33%
LV	1012	13%	40%	30%	10%	7%	53%	40%
LT	1022	9%	37%	29%	12%	13%	46%	41%
LU	504	12%	29%	43%	9%	7%	41%	52%
HU	1000	13%	43%	29%	7%	8%	56%	36%
MT	500	5%	25%	33%	17%	20%	30%	50%
NL	1079	6%	31%	46%	13%	4%	37%	59%
AT	1001	8%	39%	33%	14%	6%	47%	47%
PL	1000	8%	35%	36%	8%	13%	43%	44%
PT	1020	9%	41%	26%	5%	19%	50%	31%
RO	1023	11%	32%	28%	14%	15%	43%	42%
SI	1022	27%	37%	25%	8%	3%	64%	33%
SK	1037	13%	41%	34%	10%	2%	54%	44%
FI	999	13%	47%	34%	5%	1%	60%	39%
SE	1006	12%	33%	37%	16%	2%	45%	53%
UK	1317	10%	33%	40%	7%	10%	43%	47%
HR	1000	12%	43%	30%	9%	6%	55%	39%
TR	1003	13%	27%	28%	15%	17%	40%	43%
MK	1009	18%	36%	22%	14%	10%	54%	36%

QE13.3 Do you think that the economical crisis will contribute to an increase of discrimination on the basis of in the labour market?
Sexual orientation

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	DK	Yes	No
EU27	26756	9%	28%	39%	13%	11%	37%	52%
BE	1000	8%	24%	49%	16%	3%	32%	65%
BG	1009	11%	24%	30%	10%	25%	35%	40%
CZ	1033	5%	25%	38%	26%	6%	30%	64%
DK	1001	4%	25%	50%	18%	3%	29%	68%
D-W	1092	5%	23%	43%	22%	7%	28%	65%
DE	1523	5%	23%	42%	22%	8%	28%	64%
D-E	431	6%	22%	42%	21%	9%	28%	63%
EE	1007	11%	26%	33%	17%	13%	37%	50%
IE	1007	8%	27%	39%	12%	14%	35%	51%
EL	1000	19%	42%	31%	7%	1%	61%	38%
ES	1007	11%	31%	36%	14%	8%	42%	50%
FR	1078	13%	26%	39%	12%	10%	39%	51%
IT	1048	7%	30%	41%	10%	12%	37%	51%
CY	501	15%	39%	21%	12%	13%	54%	33%
LV	1012	11%	31%	32%	13%	13%	42%	45%
LT	1022	8%	30%	28%	13%	21%	38%	41%
LU	504	12%	28%	41%	9%	10%	40%	50%
HU	1000	10%	30%	39%	9%	12%	40%	48%
MT	500	6%	21%	38%	14%	21%	27%	52%
NL	1079	7%	30%	47%	12%	4%	37%	59%
AT	1001	5%	33%	39%	14%	9%	38%	53%
PL	1000	8%	30%	35%	8%	19%	38%	43%
PT	1020	10%	40%	25%	5%	20%	50%	30%
RO	1023	18%	25%	24%	12%	21%	43%	36%
SI	1022	27%	35%	25%	8%	5%	62%	33%
SK	1037	9%	28%	43%	14%	6%	37%	57%
FI	999	13%	44%	36%	3%	4%	57%	39%
SE	1006	9%	28%	40%	18%	5%	37%	58%
UK	1317	8%	30%	44%	8%	10%	38%	52%
HR	1000	15%	38%	28%	11%	8%	53%	39%
TR	1003	15%	20%	26%	18%	21%	35%	44%
MK	1009	16%	27%	18%	16%	23%	43%	34%

QE13.4 Do you think that the economical crisis will contribute to an increase of discrimination on the basis of in the labour market?
Age

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	DK	Yes	No
EU27	26756	22%	42%	22%	7%	7%	64%	29%
BE	1000	16%	45%	28%	7%	4%	61%	35%
BG	1009	33%	40%	12%	5%	10%	73%	17%
CZ	1033	36%	39%	15%	6%	4%	75%	21%
DK	1001	12%	49%	29%	8%	2%	61%	37%
D-W	1092	24%	45%	17%	9%	5%	69%	26%
DE	1523	26%	43%	18%	9%	4%	69%	27%
D-E	431	34%	35%	24%	4%	3%	69%	28%
EE	1007	32%	41%	16%	4%	7%	73%	20%
IE	1007	18%	39%	24%	8%	11%	57%	32%
EL	1000	33%	47%	16%	4%	-	80%	20%
ES	1007	26%	46%	18%	5%	5%	72%	23%
FR	1078	21%	42%	22%	8%	7%	63%	30%
IT	1048	12%	36%	33%	8%	11%	48%	41%
CY	501	23%	50%	13%	6%	8%	73%	19%
LV	1012	36%	44%	11%	4%	5%	80%	15%
LT	1022	24%	42%	16%	7%	11%	66%	23%
LU	504	22%	44%	22%	6%	6%	66%	28%
HU	1000	34%	40%	16%	4%	6%	74%	20%
MT	500	12%	31%	26%	10%	21%	43%	36%
NL	1079	27%	49%	17%	4%	3%	76%	21%
AT	1001	28%	44%	17%	6%	5%	72%	23%
PL	1000	14%	44%	24%	7%	11%	58%	31%
PT	1020	17%	43%	18%	4%	18%	60%	22%
RO	1023	20%	35%	19%	11%	15%	55%	30%
SI	1022	38%	37%	17%	5%	3%	75%	22%
SK	1037	30%	45%	16%	6%	3%	75%	22%
FI	999	26%	57%	15%	1%	1%	83%	16%
SE	1006	23%	52%	17%	6%	2%	75%	23%
UK	1317	18%	41%	27%	5%	9%	59%	32%
HR	1000	18%	44%	24%	8%	6%	62%	32%
TR	1003	14%	26%	28%	16%	16%	40%	44%
MK	1009	27%	38%	15%	10%	10%	65%	25%

QE13.5 Do you think that the economical crisis will contribute to an increase of discrimination on the basis of in the labour market?
Religion or belief

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	DK	Yes	No
EU27	26756	10%	32%	36%	13%	9%	42%	49%
BE	1000	14%	38%	35%	10%	3%	52%	45%
BG	1009	10%	26%	38%	11%	15%	36%	49%
CZ	1033	5%	21%	40%	29%	5%	26%	69%
DK	1001	10%	41%	36%	10%	3%	51%	46%
D-W	1092	8%	28%	38%	20%	6%	36%	58%
DE	1523	9%	27%	39%	19%	6%	36%	58%
D-E	431	10%	25%	42%	16%	7%	35%	58%
EE	1007	9%	27%	38%	17%	9%	36%	55%
IE	1007	7%	28%	37%	16%	12%	35%	53%
EL	1000	19%	44%	28%	9%	-	63%	37%
ES	1007	12%	33%	33%	15%	7%	45%	48%
FR	1078	15%	34%	31%	10%	10%	49%	41%
IT	1048	7%	33%	39%	9%	12%	40%	48%
CY	501	13%	41%	26%	12%	8%	54%	38%
LV	1012	6%	25%	41%	19%	9%	31%	60%
LT	1022	5%	24%	36%	20%	15%	29%	56%
LU	504	13%	30%	40%	9%	8%	43%	49%
HU	1000	6%	22%	40%	21%	11%	28%	61%
MT	500	7%	22%	34%	16%	21%	29%	50%
NL	1079	14%	40%	35%	7%	4%	54%	42%
AT	1001	10%	44%	28%	10%	8%	54%	38%
PL	1000	5%	28%	42%	11%	14%	33%	53%
PT	1020	7%	34%	30%	10%	19%	41%	40%
RO	1023	10%	24%	34%	17%	15%	34%	51%
SI	1022	26%	37%	26%	7%	4%	63%	33%
SK	1037	5%	20%	43%	28%	4%	25%	71%
FI	999	11%	45%	38%	4%	2%	56%	42%
SE	1006	12%	42%	31%	11%	4%	54%	42%
UK	1317	10%	32%	40%	7%	11%	42%	47%
HR	1000	10%	38%	33%	12%	7%	48%	45%
TR	1003	17%	24%	30%	14%	15%	41%	44%
MK	1009	18%	28%	24%	18%	12%	46%	42%

QE13.6 Do you think that the economical crisis will contribute to an increase of discrimination on the basis of in the labour market?
Disability

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	DK	Yes	No
EU27	26756	16%	40%	28%	8%	8%	56%	36%
BE	1000	14%	41%	33%	9%	3%	55%	42%
BG	1009	20%	40%	20%	5%	15%	60%	25%
CZ	1033	21%	46%	23%	6%	4%	67%	29%
DK	1001	11%	44%	32%	10%	3%	55%	42%
D-W	1092	14%	39%	29%	13%	5%	53%	42%
DE	1523	16%	38%	29%	12%	5%	54%	41%
D-E	431	22%	34%	30%	9%	5%	56%	39%
EE	1007	26%	46%	16%	4%	8%	72%	20%
IE	1007	11%	39%	28%	11%	11%	50%	39%
EL	1000	26%	51%	18%	5%	-	77%	23%
ES	1007	18%	42%	25%	8%	7%	60%	33%
FR	1078	18%	39%	27%	9%	7%	57%	36%
IT	1048	8%	33%	37%	10%	12%	41%	47%
CY	501	14%	56%	13%	9%	8%	70%	22%
LV	1012	30%	45%	14%	5%	6%	75%	19%
LT	1022	20%	42%	17%	8%	13%	62%	25%
LU	504	17%	39%	30%	7%	7%	56%	37%
HU	1000	23%	46%	20%	4%	7%	69%	24%
MT	500	8%	25%	31%	16%	20%	33%	47%
NL	1079	16%	51%	24%	6%	3%	67%	30%
AT	1001	11%	46%	26%	11%	6%	57%	37%
PL	1000	10%	41%	29%	7%	13%	51%	36%
PT	1020	16%	43%	19%	4%	18%	59%	23%
RO	1023	17%	33%	22%	12%	16%	50%	34%
SI	1022	35%	41%	17%	4%	3%	76%	21%
SK	1037	16%	47%	23%	9%	5%	63%	32%
FI	999	18%	59%	20%	1%	2%	77%	21%
SE	1006	25%	48%	17%	7%	3%	73%	24%
UK	1317	14%	38%	33%	5%	10%	52%	38%
HR	1000	16%	42%	26%	9%	7%	58%	35%
TR	1003	15%	27%	28%	15%	15%	42%	43%
MK	1009	24%	35%	15%	13%	13%	59%	28%

QE14.1 Do you think that enough is being done to increase diversity in your work place as far as... is concerned?
Ethnic origin

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	Not applicable (SP.)	DK	Yes	No
EU27	26756	7%	16%	13%	5%	54%	5%	23%	18%
BE	1000	7%	20%	14%	3%	54%	2%	27%	17%
BG	1009	4%	10%	16%	10%	51%	9%	14%	26%
CZ	1033	4%	17%	18%	7%	48%	6%	21%	25%
DK	1001	12%	19%	13%	4%	51%	1%	31%	17%
D-W	1092	10%	19%	11%	5%	52%	3%	29%	16%
DE	1523	10%	19%	11%	5%	52%	3%	29%	16%
D-E	431	9%	18%	12%	4%	54%	3%	27%	16%
EE	1007	9%	13%	14%	7%	52%	5%	22%	21%
IE	1007	10%	20%	8%	3%	53%	6%	30%	11%
EL	1000	5%	13%	18%	9%	53%	2%	18%	27%
ES	1007	5%	16%	12%	6%	58%	3%	21%	18%
FR	1078	7%	21%	12%	4%	51%	5%	28%	16%
IT	1048	2%	14%	18%	6%	53%	7%	16%	24%
CY	501	6%	21%	13%	5%	52%	3%	27%	18%
LV	1012	5%	19%	12%	5%	46%	13%	24%	17%
LT	1022	5%	9%	7%	5%	65%	9%	14%	12%
LU	504	10%	17%	11%	4%	50%	8%	27%	15%
HU	1000	5%	13%	13%	4%	62%	3%	18%	17%
MT	500	5%	12%	10%	8%	54%	11%	17%	18%
NL	1079	8%	20%	19%	3%	48%	2%	28%	22%
AT	1001	4%	20%	17%	7%	49%	3%	24%	24%
PL	1000	3%	11%	13%	5%	59%	9%	14%	18%
PT	1020	3%	17%	13%	3%	58%	6%	20%	16%
RO	1023	3%	12%	14%	7%	55%	9%	15%	21%
SI	1022	10%	16%	8%	3%	60%	3%	26%	11%
SK	1037	5%	20%	17%	9%	45%	4%	25%	26%
FI	999	5%	20%	21%	3%	48%	3%	25%	24%
SE	1006	19%	18%	10%	4%	43%	6%	37%	14%
UK	1317	12%	17%	11%	2%	55%	3%	29%	13%
HR	1000	5%	12%	12%	7%	60%	4%	17%	19%
TR	1003	2%	7%	11%	6%	67%	7%	9%	17%
MK	1009	7%	10%	7%	5%	66%	5%	17%	12%

QE14.2 Do you think that enough is being done to increase diversity in your work place as far as... is concerned?

Gender

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	Not applicable (SP.)	DK	Yes	No
EU27	26756	9%	18%	12%	4%	53%	4%	27%	16%
BE	1000	10%	22%	10%	3%	54%	1%	32%	13%
BG	1009	6%	13%	14%	8%	51%	8%	19%	22%
CZ	1033	7%	20%	15%	7%	47%	4%	27%	22%
DK	1001	17%	19%	9%	4%	50%	1%	36%	13%
D-W	1092	15%	17%	10%	4%	52%	2%	32%	14%
DE	1523	15%	17%	10%	4%	52%	2%	32%	14%
D-E	431	17%	18%	8%	4%	52%	1%	35%	12%
EE	1007	8%	13%	14%	7%	52%	6%	21%	21%
IE	1007	11%	20%	8%	3%	53%	5%	31%	11%
EL	1000	6%	15%	15%	9%	53%	2%	21%	24%
ES	1007	7%	20%	9%	4%	58%	2%	27%	13%
FR	1078	8%	23%	11%	3%	51%	4%	31%	14%
IT	1048	3%	15%	18%	4%	53%	7%	18%	22%
CY	501	5%	21%	13%	5%	53%	3%	26%	18%
LV	1012	7%	21%	9%	5%	46%	12%	28%	14%
LT	1022	5%	10%	8%	5%	64%	8%	15%	13%
LU	504	12%	20%	9%	3%	49%	7%	32%	12%
HU	1000	7%	17%	10%	3%	60%	3%	24%	13%
MT	500	11%	13%	9%	5%	54%	8%	24%	14%
NL	1079	11%	22%	14%	3%	48%	2%	33%	17%
AT	1001	8%	24%	13%	4%	48%	3%	32%	17%
PL	1000	4%	15%	11%	4%	59%	7%	19%	15%
PT	1020	3%	18%	12%	3%	57%	7%	21%	15%
RO	1023	4%	12%	13%	7%	55%	9%	16%	20%
SI	1022	12%	16%	7%	3%	60%	2%	28%	10%
SK	1037	7%	22%	16%	8%	44%	3%	29%	24%
FI	999	8%	24%	16%	2%	48%	2%	32%	18%
SE	1006	25%	15%	10%	3%	43%	4%	40%	13%
UK	1317	13%	18%	9%	2%	55%	3%	31%	11%
HR	1000	5%	13%	11%	8%	60%	3%	18%	19%
TR	1003	2%	7%	10%	6%	68%	7%	9%	16%
MK	1009	6%	12%	7%	4%	66%	5%	18%	11%

QE14.3 Do you think that enough is being done to increase diversity in your work place as far as... is concerned?
Sexual orientation

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	Not applicable (SP.)	DK	Yes	No
EU27	26756	6%	15%	13%	5%	54%	7%	21%	18%
BE	1000	7%	20%	13%	4%	55%	1%	27%	17%
BG	1009	2%	4%	11%	14%	51%	18%	6%	25%
CZ	1033	5%	14%	15%	9%	50%	7%	19%	24%
DK	1001	10%	15%	13%	7%	51%	4%	25%	20%
D-W	1092	11%	14%	12%	5%	53%	5%	25%	17%
DE	1523	11%	14%	12%	5%	53%	5%	25%	17%
D-E	431	11%	14%	10%	5%	54%	6%	25%	15%
EE	1007	5%	8%	13%	11%	52%	11%	13%	24%
IE	1007	8%	18%	9%	2%	54%	9%	26%	11%
EL	1000	3%	12%	18%	12%	53%	2%	15%	30%
ES	1007	4%	15%	11%	5%	59%	6%	19%	16%
FR	1078	7%	19%	11%	4%	51%	8%	26%	15%
IT	1048	2%	13%	18%	5%	53%	9%	15%	23%
CY	501	4%	16%	16%	6%	52%	6%	20%	22%
LV	1012	3%	14%	11%	7%	47%	18%	17%	18%
LT	1022	3%	6%	7%	6%	65%	13%	9%	13%
LU	504	8%	15%	12%	3%	49%	13%	23%	15%
HU	1000	4%	9%	11%	5%	64%	7%	13%	16%
MT	500	6%	15%	11%	5%	54%	9%	21%	16%
NL	1079	10%	18%	15%	4%	49%	4%	28%	19%
AT	1001	3%	19%	16%	7%	49%	6%	22%	23%
PL	1000	2%	11%	11%	5%	59%	12%	13%	16%
PT	1020	2%	14%	15%	3%	58%	8%	16%	18%
RO	1023	2%	9%	14%	9%	56%	10%	11%	23%
SI	1022	9%	14%	9%	2%	60%	6%	23%	11%
SK	1037	4%	14%	17%	13%	46%	6%	18%	30%
FI	999	4%	14%	24%	4%	48%	6%	18%	28%
SE	1006	19%	14%	9%	3%	44%	11%	33%	12%
UK	1317	11%	18%	9%	2%	55%	5%	29%	11%
HR	1000	5%	10%	11%	9%	61%	4%	15%	20%
TR	1003	2%	3%	10%	8%	67%	10%	5%	18%
MK	1009	4%	6%	6%	7%	66%	11%	10%	13%

QE14.4 Do you think that enough is being done to increase diversity in your work place as far as... is concerned?

Age

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	Not applicable (SP.)	DK	Yes	No
EU27	26756	8%	18%	13%	4%	53%	4%	26%	17%
BE	1000	9%	22%	13%	2%	53%	1%	31%	15%
BG	1009	5%	14%	13%	9%	51%	8%	19%	22%
CZ	1033	7%	19%	17%	8%	46%	3%	26%	25%
DK	1001	14%	19%	12%	4%	50%	1%	33%	16%
D-W	1092	13%	19%	10%	4%	52%	2%	32%	14%
DE	1523	13%	19%	10%	4%	52%	2%	32%	14%
D-E	431	14%	18%	9%	5%	52%	2%	32%	14%
EE	1007	9%	15%	13%	6%	52%	5%	24%	19%
IE	1007	8%	19%	9%	3%	54%	7%	27%	12%
EL	1000	4%	14%	17%	10%	53%	2%	18%	27%
ES	1007	5%	17%	13%	5%	58%	2%	22%	18%
FR	1078	8%	21%	11%	4%	51%	5%	29%	15%
IT	1048	3%	15%	18%	5%	53%	6%	18%	23%
CY	501	6%	21%	15%	4%	51%	3%	27%	19%
LV	1012	8%	21%	10%	4%	46%	11%	29%	14%
LT	1022	6%	11%	7%	4%	64%	8%	17%	11%
LU	504	11%	19%	10%	3%	50%	7%	30%	13%
HU	1000	6%	18%	11%	3%	60%	2%	24%	14%
MT	500	8%	15%	8%	6%	54%	9%	23%	14%
NL	1079	9%	22%	16%	4%	47%	2%	31%	20%
AT	1001	5%	23%	16%	6%	47%	3%	28%	22%
PL	1000	3%	14%	13%	4%	59%	7%	17%	17%
PT	1020	3%	16%	14%	4%	57%	6%	19%	18%
RO	1023	3%	12%	14%	8%	55%	8%	15%	22%
SI	1022	10%	18%	8%	3%	59%	2%	28%	11%
SK	1037	7%	25%	14%	7%	44%	3%	32%	21%
FI	999	7%	23%	17%	3%	48%	2%	30%	20%
SE	1006	17%	22%	9%	4%	43%	5%	39%	13%
UK	1317	12%	19%	10%	2%	55%	2%	31%	12%
HR	1000	5%	12%	13%	7%	60%	3%	17%	20%
TR	1003	2%	7%	11%	6%	67%	7%	9%	17%
MK	1009	7%	11%	7%	4%	66%	5%	18%	11%

QE14.5 Do you think that enough is being done to increase diversity in your work place as far as... is concerned?
Religion or belief

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	Not applicable (SP.)	DK	Yes	No
EU27	26756	6%	16%	13%	5%	54%	6%	22%	18%
BE	1000	6%	21%	12%	4%	55%	2%	27%	16%
BG	1009	4%	8%	15%	10%	51%	12%	12%	25%
CZ	1033	6%	14%	15%	9%	49%	7%	20%	24%
DK	1001	11%	16%	14%	6%	51%	2%	27%	20%
D-W	1092	11%	16%	12%	5%	52%	4%	27%	17%
DE	1523	11%	15%	12%	5%	53%	4%	26%	17%
D-E	431	10%	15%	12%	7%	53%	3%	25%	19%
EE	1007	6%	9%	16%	9%	52%	8%	15%	25%
IE	1007	9%	18%	8%	3%	54%	8%	27%	11%
EL	1000	3%	12%	19%	11%	53%	2%	15%	30%
ES	1007	4%	14%	12%	6%	59%	5%	18%	18%
FR	1078	7%	19%	11%	5%	51%	7%	26%	16%
IT	1048	2%	15%	17%	5%	53%	8%	17%	22%
CY	501	5%	19%	16%	6%	52%	2%	24%	22%
LV	1012	5%	17%	10%	6%	47%	15%	22%	16%
LT	1022	5%	7%	7%	5%	65%	11%	12%	12%
LU	504	7%	16%	12%	3%	50%	12%	23%	15%
HU	1000	5%	10%	11%	5%	63%	6%	15%	16%
MT	500	5%	15%	10%	6%	54%	10%	20%	16%
NL	1079	9%	18%	17%	4%	49%	3%	27%	21%
AT	1001	4%	20%	16%	7%	48%	5%	24%	23%
PL	1000	2%	12%	12%	4%	60%	10%	14%	16%
PT	1020	2%	16%	13%	4%	58%	7%	18%	17%
RO	1023	3%	11%	14%	8%	55%	9%	14%	22%
SI	1022	9%	17%	7%	3%	60%	4%	26%	10%
SK	1037	7%	16%	15%	12%	45%	5%	23%	27%
FI	999	4%	17%	23%	3%	48%	5%	21%	26%
SE	1006	16%	18%	11%	4%	43%	8%	34%	15%
UK	1317	11%	18%	10%	2%	56%	3%	29%	12%
HR	1000	4%	12%	12%	8%	60%	4%	16%	20%
TR	1003	2%	7%	10%	7%	67%	7%	9%	17%
MK	1009	6%	10%	6%	6%	66%	6%	16%	12%

QE14.6 Do you think that enough is being done to increase diversity in your work place as far as... is concerned?
Disability

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	Not applicable (SP.)	DK	Yes	No
EU27	26756	6%	16%	14%	6%	54%	4%	22%	20%
BE	1000	6%	16%	17%	6%	54%	1%	22%	23%
BG	1009	3%	8%	14%	13%	51%	11%	11%	27%
CZ	1033	4%	16%	19%	8%	48%	5%	20%	27%
DK	1001	8%	17%	16%	6%	51%	2%	25%	22%
D-W	1092	11%	19%	11%	4%	52%	3%	30%	15%
DE	1523	11%	19%	11%	4%	53%	2%	30%	15%
D-E	431	11%	19%	12%	3%	54%	1%	30%	15%
EE	1007	6%	10%	14%	10%	53%	7%	16%	24%
IE	1007	9%	16%	10%	4%	55%	6%	25%	14%
EL	1000	2%	14%	18%	11%	53%	2%	16%	29%
ES	1007	4%	17%	12%	6%	59%	2%	21%	18%
FR	1078	7%	18%	13%	8%	51%	3%	25%	21%
IT	1048	3%	16%	16%	5%	53%	7%	19%	21%
CY	501	8%	22%	12%	3%	53%	2%	30%	15%
LV	1012	5%	17%	11%	6%	46%	15%	22%	17%
LT	1022	3%	8%	8%	6%	66%	9%	11%	14%
LU	504	7%	14%	17%	6%	49%	7%	21%	23%
HU	1000	4%	12%	13%	5%	62%	4%	16%	18%
MT	500	6%	13%	10%	6%	54%	11%	19%	16%
NL	1079	6%	18%	20%	5%	48%	3%	24%	25%
AT	1001	5%	21%	16%	6%	49%	3%	26%	22%
PL	1000	2%	11%	14%	5%	60%	8%	13%	19%
PT	1020	3%	14%	16%	3%	58%	6%	17%	19%
RO	1023	3%	11%	13%	8%	56%	9%	14%	21%
SI	1022	9%	15%	9%	4%	60%	3%	24%	13%
SK	1037	5%	19%	17%	10%	45%	4%	24%	27%
FI	999	4%	16%	24%	4%	49%	3%	20%	28%
SE	1006	12%	13%	17%	8%	43%	7%	25%	25%
UK	1317	11%	18%	11%	3%	55%	2%	29%	14%
HR	1000	4%	12%	12%	8%	60%	4%	16%	20%
TR	1003	2%	6%	11%	7%	67%	7%	8%	18%
MK	1009	5%	8%	8%	7%	66%	6%	13%	15%

QE15a In case you are the victim of discrimination or harassment, to whom would you prefer to report your case? Firstly?

	TOTAL	Trade Unions	NGO's - associations	Tribunals	Body for the promotion of equal treatment	Lawyer	Police	Other (SP.)	DK
EU27	26756	13%	4%	5%	13%	14%	34%	5%	12%
BE	1000	19%	4%	3%	20%	8%	34%	7%	5%
BG	1009	6%	3%	8%	21%	10%	33%	4%	15%
CZ	1033	10%	6%	3%	10%	14%	43%	3%	11%
DK	1001	49%	2%	1%	4%	8%	26%	6%	4%
D-W	1092	10%	4%	2%	19%	21%	27%	5%	12%
DE	1523	10%	3%	3%	19%	20%	27%	6%	12%
D-E	431	12%	2%	3%	18%	14%	31%	8%	12%
EE	1007	7%	2%	4%	14%	8%	36%	9%	20%
IE	1007	27%	3%	1%	13%	8%	20%	9%	19%
EL	1000	8%	6%	5%	22%	16%	37%	3%	3%
ES	1007	14%	6%	9%	4%	16%	36%	4%	11%
FR	1078	17%	7%	5%	14%	13%	35%	4%	5%
IT	1048	10%	5%	7%	7%	18%	44%	1%	8%
CY	501	18%	2%	2%	17%	14%	35%	8%	4%
LV	1012	9%	3%	5%	14%	7%	32%	12%	18%
LT	1022	5%	1%	3%	25%	10%	34%	6%	16%
LU	504	22%	4%	2%	6%	9%	46%	7%	4%
HU	1000	5%	2%	6%	17%	6%	42%	4%	18%
MT	500	19%	6%	2%	5%	13%	39%	6%	10%
NL	1079	8%	2%	2%	23%	2%	42%	11%	10%
AT	1001	20%	5%	5%	14%	12%	24%	5%	15%
PL	1000	7%	7%	10%	8%	18%	27%	2%	21%
PT	1020	5%	8%	9%	13%	7%	28%	2%	28%
RO	1023	7%	2%	7%	14%	10%	44%	2%	14%
SI	1022	10%	11%	2%	11%	16%	35%	7%	8%
SK	1037	11%	2%	4%	9%	14%	47%	5%	8%
FI	999	35%	4%	3%	7%	10%	27%	7%	7%
SE	1006	36%	2%	1%	31%	5%	12%	8%	5%
UK	1317	18%	2%	5%	8%	10%	33%	10%	14%
HR	1000	11%	16%	4%	8%	10%	40%	3%	8%
TR	1003	6%	3%	12%	7%	8%	45%	4%	15%
MK	1009	9%	9%	8%	9%	10%	36%	7%	12%

QE15b In case you are the victim of discrimination or harassment, to whom would you prefer to report your case? Secondly?

	TOTAL	Trade Unions	NGO's - associations	Tribunals	Body for the promotion of equal treatment	Lawyer	Police	Other (SP.)	DK
EU27	23683	9%	8%	14%	13%	26%	15%	3%	12%
BE	949	13%	7%	9%	20%	23%	18%	4%	6%
BG	857	6%	13%	17%	20%	21%	14%	2%	7%
CZ	924	6%	9%	17%	15%	29%	16%	1%	7%
DK	963	12%	6%	4%	10%	31%	28%	4%	5%
D-W	962	8%	9%	11%	17%	33%	11%	3%	8%
DE	1341	8%	8%	12%	17%	32%	12%	3%	8%
D-E	379	7%	6%	11%	16%	30%	16%	4%	10%
EE	802	8%	7%	13%	15%	14%	14%	3%	26%
IE	814	15%	6%	5%	21%	20%	16%	4%	13%
EL	967	4%	7%	13%	18%	38%	15%	-	5%
ES	897	8%	8%	17%	7%	26%	17%	4%	13%
FR	1025	9%	10%	17%	11%	21%	16%	2%	14%
IT	965	9%	9%	13%	8%	31%	15%	1%	14%
CY	479	7%	4%	8%	16%	35%	13%	2%	15%
LV	831	8%	7%	16%	14%	16%	12%	2%	25%
LT	862	6%	3%	22%	15%	25%	11%	4%	14%
LU	482	10%	5%	8%	12%	34%	17%	4%	10%
HU	825	6%	5%	19%	14%	22%	12%	2%	20%
MT	448	10%	6%	8%	10%	30%	16%	2%	18%
NL	967	15%	4%	4%	24%	16%	16%	6%	15%
AT	854	11%	10%	12%	14%	29%	11%	3%	10%
PL	789	6%	12%	25%	12%	19%	15%	2%	9%
PT	739	6%	15%	23%	14%	14%	13%	3%	12%
RO	877	4%	5%	21%	11%	30%	15%	1%	13%
SI	938	6%	10%	9%	17%	26%	16%	4%	12%
SK	955	8%	5%	13%	19%	27%	19%	2%	7%
FI	929	11%	10%	12%	10%	20%	17%	7%	13%
SE	952	15%	6%	2%	33%	17%	16%	4%	7%
UK	1137	9%	2%	14%	14%	24%	11%	7%	19%
HR	921	7%	13%	16%	15%	24%	15%	2%	8%
TR	856	3%	5%	24%	8%	28%	14%	5%	13%
MK	887	5%	14%	17%	8%	24%	12%	4%	16%

QE15c In case you are the victim of discrimination or harassment, to whom would you prefer to report your case? Thirdly?

	TOTAL	Trade Unions	NGO's - associations	Tribunals	Body for the promotion of equal treatment	Lawyer	Police	Other (SP.)	DK
EU27	20797	8%	9%	22%	13%	19%	11%	3%	15%
BE	893	11%	8%	24%	13%	23%	14%	2%	5%
BG	794	6%	11%	30%	13%	16%	10%	2%	12%
CZ	862	8%	8%	30%	18%	19%	9%	1%	7%
DK	915	4%	9%	21%	16%	21%	13%	5%	11%
D-W	887	8%	8%	19%	13%	20%	12%	3%	17%
DE	1230	8%	8%	20%	13%	21%	11%	3%	16%
D-E	341	9%	7%	23%	12%	27%	6%	3%	13%
EE	594	6%	8%	30%	11%	14%	8%	2%	21%
IE	708	9%	8%	10%	14%	20%	14%	3%	22%
EL	923	6%	10%	29%	12%	19%	14%	-	10%
ES	777	9%	9%	28%	9%	17%	9%	5%	14%
FR	885	9%	11%	21%	10%	21%	10%	1%	17%
IT	832	10%	10%	21%	13%	16%	10%	2%	18%
CY	405	5%	5%	35%	12%	17%	8%	1%	17%
LV	619	5%	6%	33%	13%	13%	7%	2%	21%
LT	738	5%	3%	37%	10%	20%	6%	5%	14%
LU	433	8%	6%	30%	10%	20%	11%	4%	11%
HU	660	5%	4%	34%	13%	20%	10%	1%	13%
MT	366	11%	7%	12%	9%	21%	11%	2%	27%
NL	821	13%	8%	14%	12%	24%	11%	4%	14%
AT	772	9%	8%	25%	13%	19%	13%	3%	10%
PL	720	10%	14%	20%	16%	13%	16%	2%	9%
PT	651	7%	11%	22%	13%	17%	10%	4%	16%
RO	763	4%	5%	38%	14%	14%	6%	2%	17%
SI	826	5%	10%	17%	16%	24%	10%	7%	11%
SK	888	6%	6%	28%	17%	18%	8%	3%	14%
FI	812	6%	9%	15%	11%	18%	14%	7%	20%
SE	884	7%	11%	9%	13%	20%	21%	6%	13%
UK	925	8%	4%	16%	17%	21%	7%	6%	21%
HR	847	8%	13%	29%	13%	17%	13%	1%	6%
TR	741	3%	8%	36%	13%	17%	7%	6%	10%
MK	745	5%	9%	26%	10%	15%	12%	5%	18%

QE15T To whom would you prefer to report your case of discrimination? (MAX. 3 ANSWERS)

	TOTAL	Trade Unions	NGO's - associations	Tribunals	Body for the promotion of equal treatment	Lawyer	Police	Other (SP.)	DK
EU27	26756	27%	18%	35%	35%	51%	55%	8%	11%
BE	1000	41%	17%	34%	51%	50%	64%	10%	5%
BG	1009	16%	23%	47%	47%	41%	52%	5%	15%
CZ	1033	22%	21%	43%	38%	55%	66%	4%	11%
DK	1001	65%	15%	24%	29%	57%	64%	11%	4%
D-W	1092	24%	18%	28%	45%	66%	46%	8%	12%
DE	1523	24%	17%	29%	44%	65%	47%	9%	12%
D-E	431	25%	13%	31%	41%	62%	50%	11%	12%
EE	1007	17%	12%	32%	32%	27%	52%	11%	20%
IE	1007	45%	14%	11%	40%	38%	43%	14%	19%
EL	1000	18%	22%	44%	50%	71%	64%	3%	3%
ES	1007	27%	20%	46%	18%	52%	58%	8%	11%
FR	1078	33%	25%	38%	33%	50%	58%	6%	5%
IT	1048	26%	21%	35%	25%	60%	65%	4%	8%
CY	501	28%	10%	38%	42%	61%	53%	9%	4%
LV	1012	19%	12%	38%	33%	28%	46%	14%	18%
LT	1022	13%	6%	48%	45%	45%	48%	9%	16%
LU	504	38%	13%	36%	26%	59%	71%	12%	4%
HU	1000	13%	9%	44%	37%	37%	59%	6%	18%
MT	500	36%	16%	18%	21%	56%	62%	7%	10%
NL	1079	31%	11%	16%	53%	35%	65%	15%	10%
AT	1001	36%	20%	35%	36%	53%	44%	7%	15%
PL	1000	19%	27%	44%	29%	42%	50%	4%	21%
PT	1020	15%	26%	39%	31%	28%	44%	4%	28%
RO	1023	13%	10%	53%	34%	47%	61%	4%	14%
SI	1022	20%	28%	23%	39%	59%	58%	17%	8%
SK	1037	24%	11%	40%	42%	54%	71%	9%	8%
FI	999	50%	20%	27%	25%	43%	55%	13%	7%
SE	1006	56%	17%	11%	74%	39%	46%	14%	5%
UK	1317	32%	7%	28%	32%	45%	48%	16%	14%
HR	1000	23%	40%	43%	33%	47%	65%	6%	8%
TR	1003	11%	13%	59%	24%	45%	62%	9%	15%
MK	1009	17%	27%	42%	24%	42%	50%	11%	12%

QE16.1 Do you have friends or acquaintances who are...?
 People whose ethnic origin is different from yours

	TOTAL	Yes	No	DK
EU27	26756	57%	42%	1%
BE	1000	58%	42%	-
BG	1009	67%	32%	1%
CZ	1033	41%	59%	-
DK	1001	62%	38%	-
D-W	1092	57%	42%	1%
DE	1523	51%	48%	1%
D-E	431	27%	72%	1%
EE	1007	79%	21%	-
IE	1007	52%	47%	1%
EL	1000	53%	47%	-
ES	1007	65%	35%	-
FR	1078	74%	25%	1%
IT	1048	50%	48%	2%
CY	501	70%	30%	-
LV	1012	66%	33%	1%
LT	1022	59%	40%	1%
LU	504	75%	24%	1%
HU	1000	50%	49%	1%
MT	500	31%	66%	3%
NL	1079	63%	37%	-
AT	1001	44%	55%	1%
PL	1000	25%	74%	1%
PT	1020	60%	38%	2%
RO	1023	55%	42%	3%
SI	1022	65%	34%	1%
SK	1037	47%	52%	1%
FI	999	47%	52%	1%
SE	1006	75%	24%	1%
UK	1317	71%	28%	1%
HR	1000	69%	30%	1%
TR	1003	38%	56%	6%
MK	1009	80%	19%	1%

QE16.2 Do you have friends or acquaintances who are...?

Roma

	TOTAL	Yes	No	DK
EU27	26756	17%	82%	1%
BE	1000	6%	89%	5%
BG	1009	51%	47%	2%
CZ	1033	22%	78%	-
DK	1001	5%	91%	4%
D-W	1092	8%	91%	1%
DE	1523	6%	93%	1%
D-E	431	2%	98%	-
EE	1007	12%	88%	-
IE	1007	5%	94%	1%
EL	1000	7%	93%	-
ES	1007	38%	62%	-
FR	1078	15%	83%	2%
IT	1048	10%	88%	2%
CY	501	4%	96%	-
LV	1012	27%	73%	-
LT	1022	12%	87%	1%
LU	504	8%	91%	1%
HU	1000	51%	48%	1%
MT	500	6%	91%	3%
NL	1079	5%	95%	-
AT	1001	7%	90%	3%
PL	1000	7%	92%	1%
PT	1020	20%	78%	2%
RO	1023	42%	55%	3%
SI	1022	12%	87%	1%
SK	1037	46%	53%	1%
FI	999	22%	78%	-
SE	1006	9%	90%	1%
UK	1317	16%	83%	1%
HR	1000	22%	78%	-
TR	1003	10%	85%	5%
MK	1009	59%	40%	1%

QE16.3 Do you have friends or acquaintances who are...?
Homosexual

	TOTAL	Yes	No	DK
EU27	26756	38%	58%	4%
BE	1000	53%	45%	2%
BG	1009	7%	83%	10%
CZ	1033	20%	78%	2%
DK	1001	53%	44%	3%
D-W	1092	35%	61%	4%
DE	1523	34%	62%	4%
D-E	431	29%	67%	4%
EE	1007	17%	81%	2%
IE	1007	40%	55%	5%
EL	1000	17%	83%	-
ES	1007	56%	42%	2%
FR	1078	59%	39%	2%
IT	1048	32%	65%	3%
CY	501	16%	83%	1%
LV	1012	12%	84%	4%
LT	1022	7%	88%	5%
LU	504	57%	41%	2%
HU	1000	11%	77%	12%
MT	500	32%	66%	2%
NL	1079	68%	31%	1%
AT	1001	26%	67%	7%
PL	1000	11%	83%	6%
PT	1020	21%	70%	9%
RO	1023	3%	84%	13%
SI	1022	17%	77%	6%
SK	1037	15%	80%	5%
FI	999	35%	61%	4%
SE	1006	59%	36%	5%
UK	1317	56%	42%	2%
HR	1000	9%	86%	5%
TR	1003	5%	89%	6%
MK	1009	6%	80%	14%

QE16.4 Do you have friends or acquaintances who are...?
Disabled

	TOTAL	Yes	No	DK
EU27	26756	58%	41%	1%
BE	1000	62%	38%	-
BG	1009	60%	37%	3%
CZ	1033	51%	49%	-
DK	1001	59%	41%	-
D-W	1092	52%	47%	1%
DE	1523	52%	47%	1%
D-E	431	51%	48%	1%
EE	1007	65%	35%	-
IE	1007	62%	37%	1%
EL	1000	38%	62%	-
ES	1007	68%	32%	-
FR	1078	65%	34%	1%
IT	1048	55%	44%	1%
CY	501	55%	44%	1%
LV	1012	68%	32%	-
LT	1022	63%	36%	1%
LU	504	66%	33%	1%
HU	1000	48%	51%	1%
MT	500	42%	57%	1%
NL	1079	58%	42%	-
AT	1001	48%	51%	1%
PL	1000	47%	52%	1%
PT	1020	58%	39%	3%
RO	1023	38%	59%	3%
SI	1022	64%	36%	-
SK	1037	67%	32%	1%
FI	999	57%	43%	-
SE	1006	63%	36%	1%
UK	1317	73%	27%	-
HR	1000	65%	35%	-
TR	1003	43%	53%	4%
MK	1009	68%	31%	1%

QE16.5 Do you have friends or acquaintances who are...?
Of a different religion or have different beliefs than you

	TOTAL	Yes	No	DK
EU27	26756	64%	33%	3%
BE	1000	62%	36%	2%
BG	1009	59%	36%	5%
CZ	1033	44%	50%	6%
DK	1001	66%	32%	2%
D-W	1092	73%	25%	2%
DE	1523	69%	29%	2%
D-E	431	53%	44%	3%
EE	1007	61%	37%	2%
IE	1007	73%	25%	2%
EL	1000	38%	62%	-
ES	1007	63%	33%	4%
FR	1078	75%	23%	2%
IT	1048	51%	46%	3%
CY	501	62%	38%	-
LV	1012	78%	20%	2%
LT	1022	55%	43%	2%
LU	504	76%	21%	3%
HU	1000	65%	26%	9%
MT	500	37%	60%	3%
NL	1079	80%	18%	2%
AT	1001	61%	37%	2%
PL	1000	44%	53%	3%
PT	1020	61%	32%	7%
RO	1023	54%	41%	5%
SI	1022	72%	27%	1%
SK	1037	78%	20%	2%
FI	999	66%	32%	2%
SE	1006	70%	26%	4%
UK	1317	79%	19%	2%
HR	1000	74%	26%	-
TR	1003	24%	70%	6%
MK	1009	77%	22%	1%

QE17 Where you live, do you consider yourself to be part of any of the following? Please tell me all that apply. (ROTATE – MULTIPLE ANSWERS POSSIBLE)

	TOTAL	An ethnic minority	A religious minority	A sexual minority	A minority in terms of disability	None of the above (SP.)	Any other minority group (SP.)	DK
EU27	26756	5%	4%	1%	2%	85%	1%	4%
BE	1000	5%	4%	2%	3%	83%	1%	4%
BG	1009	15%	6%	0%	1%	77%	-	6%
CZ	1033	5%	2%	1%	3%	86%	-	5%
DK	1001	3%	3%	1%	2%	90%	1%	2%
D-W	1092	5%	3%	0%	1%	89%	0%	3%
DE	1523	5%	3%	1%	1%	89%	0%	3%
D-E	431	2%	2%	1%	2%	90%	0%	3%
EE	1007	8%	2%	0%	3%	71%	0%	16%
IE	1007	3%	3%	0%	2%	89%	1%	2%
EL	1000	1%	1%	-	1%	97%	-	-
ES	1007	4%	3%	1%	2%	89%	1%	2%
FR	1078	3%	3%	1%	3%	87%	1%	3%
IT	1048	4%	6%	2%	2%	81%	0%	7%
CY	501	1%	1%	-	1%	97%	-	-
LV	1012	6%	3%	0%	2%	84%	-	6%
LT	1022	3%	2%	0%	3%	85%	0%	7%
LU	504	6%	6%	1%	1%	82%	1%	4%
HU	1000	5%	3%	1%	3%	85%	1%	4%
MT	500	1%	5%	1%	1%	85%	-	7%
NL	1079	3%	5%	1%	2%	87%	1%	2%
AT	1001	5%	8%	3%	4%	81%	2%	4%
PL	1000	1%	3%	0%	2%	91%	0%	3%
PT	1020	2%	3%	1%	1%	85%	0%	8%
RO	1023	8%	10%	0%	0%	79%	0%	6%
SI	1022	6%	6%	1%	3%	84%	-	5%
SK	1037	7%	7%	0%	3%	76%	2%	8%
FI	999	3%	4%	1%	2%	86%	1%	4%
SE	1006	4%	4%	2%	4%	84%	1%	4%
UK	1317	8%	5%	1%	3%	81%	1%	1%
HR	1000	3%	3%	0%	1%	91%	0%	2%
TR	1003	5%	2%	0%	1%	83%	0%	9%
MK	1009	10%	3%	0%	3%	81%	1%	5%

QE18 Do you suffer from a chronic physical or mental health problem which affects you in your daily activities?

	TOTAL	Yes	No	Refusal (SP.)
EU27	26756	14%	85%	1%
BE	1000	17%	82%	1%
BG	1009	12%	87%	1%
CZ	1033	12%	87%	1%
DK	1001	24%	76%	-
D-W	1092	12%	86%	2%
DE	1523	13%	86%	1%
D-E	431	15%	84%	1%
EE	1007	22%	78%	-
IE	1007	6%	94%	-
EL	1000	9%	91%	-
ES	1007	8%	92%	-
FR	1078	19%	81%	-
IT	1048	3%	96%	1%
CY	501	18%	82%	-
LV	1012	18%	82%	-
LT	1022	13%	86%	1%
LU	504	14%	84%	2%
HU	1000	19%	80%	1%
MT	500	11%	89%	-
NL	1079	21%	79%	-
AT	1001	18%	79%	3%
PL	1000	20%	79%	1%
PT	1020	13%	85%	2%
RO	1023	16%	83%	1%
SI	1022	18%	80%	2%
SK	1037	14%	84%	2%
FI	999	16%	84%	-
SE	1006	27%	73%	-
UK	1317	21%	79%	-
HR	1000	20%	79%	1%
TR	1003	9%	86%	5%
MK	1009	15%	84%	1%