

# Discrimination in the European Union:

## Perceptions, Experiences and Attitudes

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## Summary

This survey was requested by Directorate General Employment, Social Affairs and Equal Opportunities and coordinated by Directorate-General for 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.

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### Technical specifications

## INTRODUCTION

The European Union has every reason to be proud of its anti-discrimination legislation which is among the most extensive in the world. In 2000, the European Union adopted two very wide-ranging laws<sup>1</sup> to prohibit discrimination in the workplace based on racial or ethnic origin, religion or belief, disability, age or sexual orientation. 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 workplace<sup>2</sup>.

However, calling for equal rights and adopting laws to promote and protect them is not enough to ensure that equal opportunities are enjoyed by everyone in practice. 2007 was therefore designated as the **"European Year of Equal Opportunities for All"**. It was an initiative leading the way to a bolder strategy seeking to give momentum to the fight against discrimination in the EU<sup>3</sup>.

The aim of this European Year was to inform people of their rights, to celebrate diversity and to promote equal opportunities for everyone in the European Union. With more than 430 national actions and over 600 events spreading the messages of the Year in the 30 participating countries, significant gains were made in this respect<sup>4</sup>.

In anticipation of this Year of Equal Opportunities for All, the European Commission DG Employment, Social Affairs and Equal Opportunity Opportunities commissioned a survey about discrimination and inequality in Europe, conducted in the summer of 2006<sup>5</sup>.

In this summary we track how perceptions and opinion in this field have changed in the intervening year. Several new questions are also asked in the current survey, for example dealing with the subject of 'multiple discrimination'.

Both surveys were carried out by TNS Opinion & Social network – the current one between February 18th and March 22<sup>nd</sup>, 2008. The methodology used is that of Eurobarometer surveys as carried out by the Directorate General for Communication ("Research and Political Analysis" Unit)<sup>6</sup>. 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 intervals<sup>7</sup>.

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<sup>1</sup> Directive 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 sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation". Discrimination occurring in the workplace on the grounds of sex is prohibited by several other directives that have been adopted since 1975.

<sup>2</sup> For more information on the rights to non discrimination and equal opportunities, please see [www.equality2007.europa.eu](http://www.equality2007.europa.eu) or [www.stop-discrimination.info](http://www.stop-discrimination.info)

<sup>3</sup> 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](http://ec.europa.eu/employment_social/fundamental_rights/pdf/pubst/poldoc/com07_en.pdf)

<sup>4</sup> For more information on the 2007 European Year, please see [www.equality2007.europa.eu](http://www.equality2007.europa.eu)

<sup>5</sup> Discrimination in the European Union: (special Eurobarometer 263). Fieldwork June-July 2006.

<sup>6</sup> [http://ec.europa.eu/public\\_opinion/archives/ebs/ebs\\_263\\_en.pdf](http://ec.europa.eu/public_opinion/archives/ebs/ebs_263_en.pdf)

<sup>7</sup> [http://ec.europa.eu/public\\_opinion/index\\_en.htm](http://ec.europa.eu/public_opinion/index_en.htm)

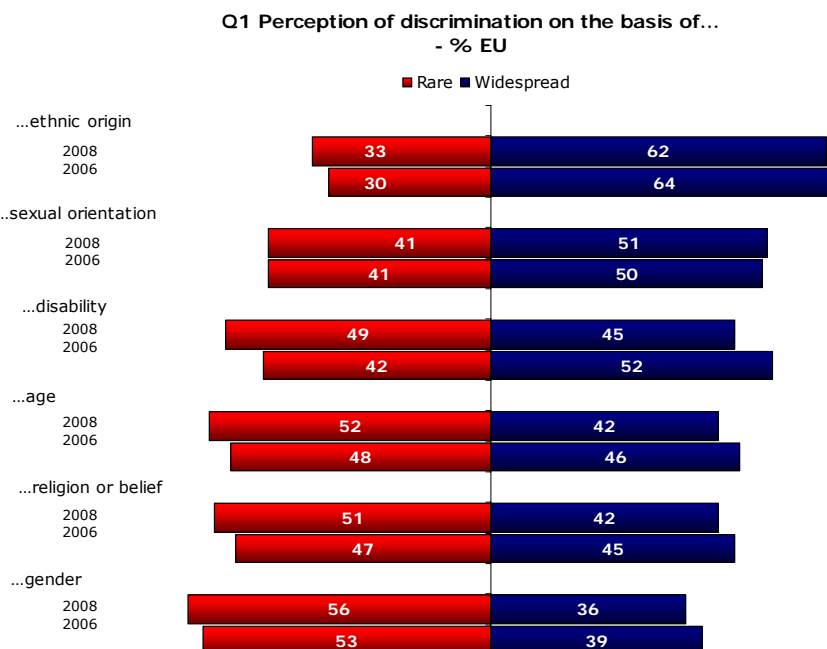
<sup>7</sup> The results tables are included in the annex. It should be noted that the total of the percentages in the tables of this report may exceed 100% when the respondent has the possibility to give several answers to the same question.

## 1. Discrimination in Europe: perception and attitudes

### 1.1 Overview of perceptions and attitudes

Discrimination based on ethnic origin (62%) is seen to be the most widespread form of discrimination in the EU, followed by discrimination on the grounds of sexual orientation (51%) and disability (45%).

Making the comparison with results from the 2006 survey, we can see there has been a decrease in the proportion of respondents who believe discrimination to be widespread. In most cases, this evolution is a slight one, although it is notable that there is a more substantial change in opinion on disability-based discrimination: 45% now consider this to be widespread compared to 52% in 2006.



NB: "Don't know" and "non-existent" (SPONTANEOUS) answers are not shown  
Note: 2008 figures based on EU27, 2006 based on EU25

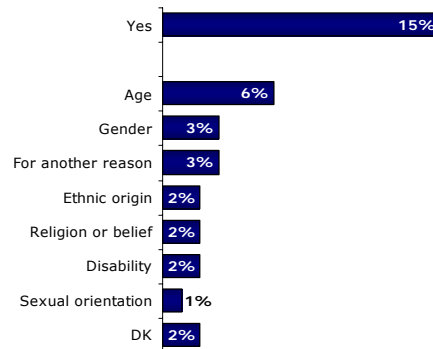
In this survey, respondents were also asked about their personal experiences of discrimination. In the course of the 12 months leading up to the survey, **15% of respondents report that they personally felt discriminated against or harassed** on the basis of at least one of the grounds under consideration here: disability, ethnic origin, age<sup>8</sup>, sexual orientation, religion or belief.<sup>9</sup> 85% of Europeans say that they have not felt discriminated against in the year prior to this survey.

The most common basis for self-reported discrimination is age (6%).

<sup>8</sup> Note: it was intentionally not specified in the questionnaire whether this would be being older or younger so as to allow the respondent to interpret 'age discrimination' as they see it.

<sup>9</sup> QA3 In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds?

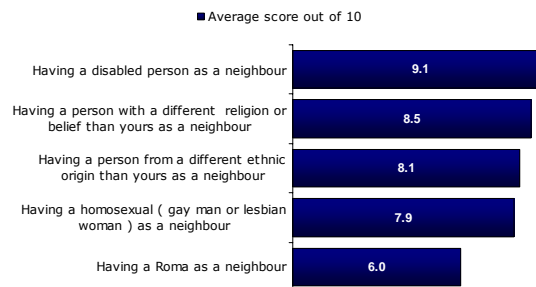
QA3 In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds? Was it a discrimination on basis of...? Please tell me all that apply. - % EU27



Respondents were also asked **two new questions, with the intention of uncovering their attitudes to different groups**<sup>10</sup>. These questions required the respondent to say how comfortable they would be having someone from these groups **either as a neighbour or in their country's highest political office**, using a scale from 1 to 10 where 10 represents being 'totally comfortable'<sup>11</sup>.

In general, for both scenarios, **respondents tend towards the 'comfortable' end of the scale**. This is especially true for having a disabled neighbour (9.1) and also for one with a different religion/belief (8.5) or ethnic origin (8.1) than the respondent, or a homosexual (7.9) neighbour. However, the level of comfort drops at the prospect of having a Roma neighbour (6.0).

Q6 For each of the following situations, please tell me using this scale from 1 to 10 how you would personally feel about it. On this scale, 1 means that you would be very uncomfortable and 10 means that you would be totally comfortable with the situation.



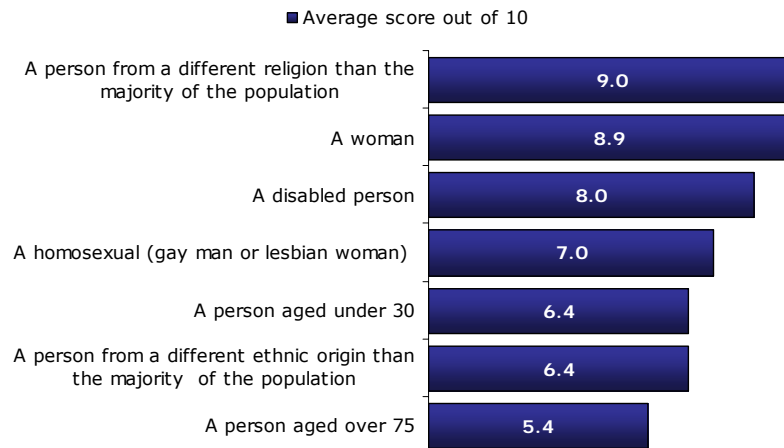
<sup>10</sup> QA6.1 For each of the following situations, please tell me using this scale from 1 to 10 how you would personally feel about it. On this scale, '1' means that you would be "very uncomfortable" and '10' means that you would be "totally comfortable" with this situation.

QA8.1 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)?

<sup>11</sup> The defined groups for these questions were tailored for each of the two scenarios. Thus for the neighbour situation, ethnicity was asked as 'having a person from a different ethnic origin *than yours* as a neighbour', whilst for the political office situation it was asked as 'a person from a different ethnic origin *than the majority of the population*'. Roma were tested only in the neighbour situation, whereas someone aged over 75, under 30 and a woman were tested only in the political office question.

**For the question on the highest political office, the picture is somewhat more varied.** People are less comfortable when it comes to homosexuality (7.0) and having a different ethnic origin than the rest of the population (6.4). Age is also an issue, especially if a person were to be over 75 (5.4), but also if they were to be under 30 (6.4).

**Q8. 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 (YOUR COUNTRY)?**

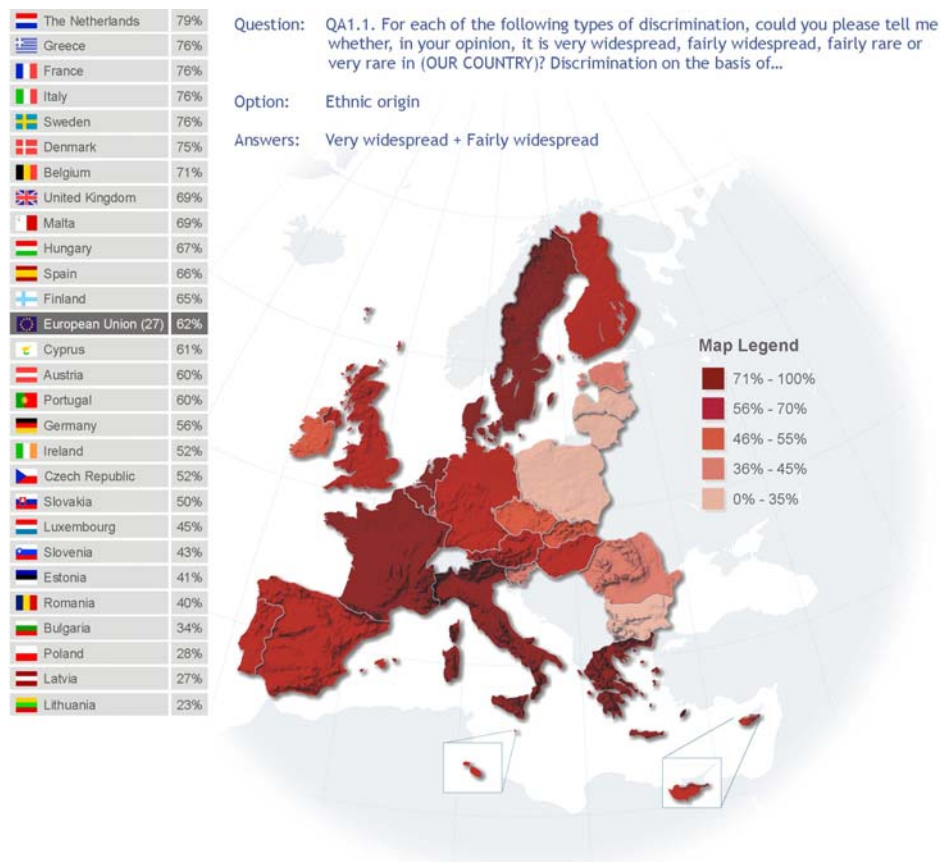


## 1.2 Ethnic origin

Of the six forms of discrimination examined in the survey, **discrimination on the ground of ethnic origin is seen as being the most widespread**: 16% think that this is very widespread in his or her country, whilst 46% think that it is fairly widespread. Just under a quarter think that it is fairly rare (24%) with a further 9% considering that it is 'very rare'.

Overall EU results show **a slight decrease compared to 2006 in the perception that ethnic discrimination is widespread** (from 64% to 62%) with an increase in the belief that it is rare (from 30% to 33%).

There is **a considerable degree of variation from one country to the next** in opinion on the prevalence of ethnic discrimination. Over three-quarters of respondents in the Netherlands (79%), Greece, France, Italy, Sweden (all 76%) and Denmark (75%) consider this to be widespread. Less than one in three hold the same view in Lithuania (23%), Latvia (27%) and Poland (28%).






















Having friends of a different ethnic origin<sup>12</sup> makes respondents more sensitive to discrimination on this basis. Of those respondents for whom this is the case, 67% say that discrimination is widespread in their country. The figure drops to 55% for those without such friends.

Interestingly, **those who consider themselves to be part of an ethnic minority<sup>13</sup> are not much more likely than average to think that ethnic discrimination is common** in their country.

Overall, **Europeans are very comfortable with the idea of having someone from a different ethnic origin than theirs as a neighbour.** On the scale of 1 to 10, with 10 representing 'Totally comfortable' and 1 'Very uncomfortable', 44% give the maximum 10 out of 10, with the average result being 8.1. The average respondent is less comfortable, however, when it comes to the idea of a political leader from a minority ethnic group (6.4). The table below shows the highest and lowest results for both measures on an individual country basis.

<sup>12</sup> D47 Do you have friends or acquaintances who are...?

<sup>13</sup> D51 Where you live, do you consider yourself to be part of any of the following? (A religious minority; an ethnic minority; a minority in terms of disability; a sexual minority; any other minority group).

	<u>Level of comfort with person from different ethnic origin as a neighbour</u>	<u>Level of comfort with someone from a different ethnic origin than majority of population in highest political office in one's country</u>
<b>EU figures</b>	 EU average 8.1	 EU average 6.4
<b>Highest results by country</b>	 Luxembourg (9.2)	 Sweden (8.1)
	     Lithuania, Estonia, Poland, Sweden (9.1)	    Spain, France, Poland (7.4)
<b>Lowest results by country</b>	 Italy (6.6)	 Greece (4.7)
	 Czech Republic (6.5)	 The Czech Republic (4.5)
	 Austria (6.3)	 Cyprus (3.9)

### 1.3 Roma

When it comes to the Roma, who collectively form the largest ethnic minority in the enlarged EU, the average 'comfort score' drops to 6.0 when respondents are asked how they would feel if their neighbour was a Roma. Around a quarter (24%) of Europeans would feel uncomfortable having a Roma neighbour: a striking difference to the level of comfort with a person from a different ethnic origin in general (where only 6% would feel uncomfortable).

The table below presents individual country results in two different forms: the average result on the 10 point scale and the percentage of respondents who give the three most comfortable (8, 9 or 10 points) and uncomfortable (1, 2 or 3 points) answers. We also show the percentage of respondents in each country who say they have friends and acquaintances who are Roma.

**Comfort with Roma neighbour: country results**

	Average (on scale from 1 to 10)	Comfortable (8,9,10)	Uncomfortable (1,2,3)	Friends/ acquaintances Roma
PL	7.5	58%	12%	7%
SE	7.1	52%	14%	9%
FR	6.9	48%	15%	14%
LU	6.9	36%	13%	6%
ES	6.8	42%	13%	32%
MT	6.8	43%	18%	2%
DK	6.7	47%	21%	4%
NL	6.7	40%	13%	5%
BE	6.6	45%	16%	6%
UK	6.3	40%	22%	11%
EL	6.2	42%	26%	6%
LT	6.2	42%	25%	12%
RO	6.2	34%	20%	42%
SI	6.1	36%	24%	13%
<b>EU27</b>	<b>6.0</b>	<b>36%</b>	<b>24%</b>	<b>14%</b>
EE	5.9	36%	28%	7%
DE	5.8	33%	25%	5%
PT	5.7	24%	19%	26%
CY	5.6	37%	34%	4%
HU	5.5	28%	28%	42%
FI	5.5	25%	25%	20%
AT	5.3	22%	28%	3%
LV	5.2	24%	28%	26%
BG	4.8	21%	36%	47%
IE	4.8	24%	40%	6%
SK	4.5	17%	38%	37%
IT	4.0	14%	47%	5%
CZ	3.7	9%	47%	18%

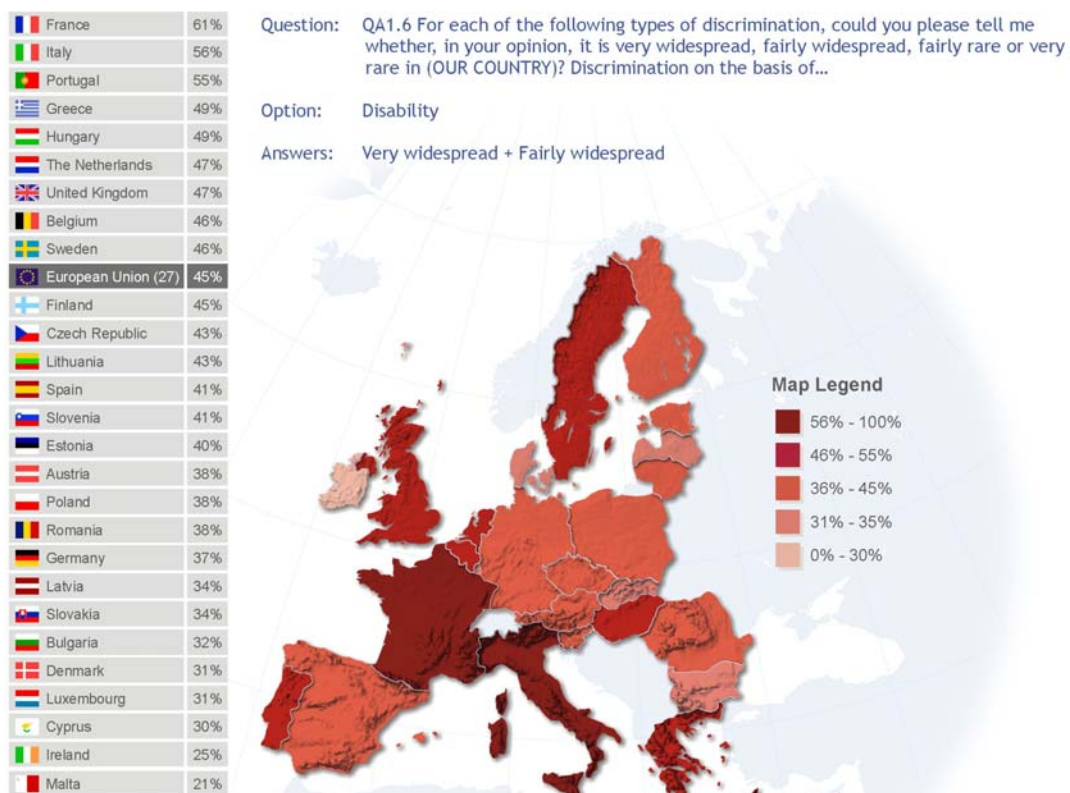
On both measures we see a large degree of variation – in Poland the average score is 7.5 and 58% say they would feel comfortable (an answer of 8, 9 or 10). Swedes are also on the whole comfortable (average score 7.1; 52% answering 8,9 or 10). By contrast, in the Czech Republic as well as in Italy almost half of respondents would feel uncomfortable (47% in both countries answering 1, 2 or 3; average Czech score, 3.7; average Italian score, 4.0).

## 1.4 Disability

A slightly higher proportion of respondents perceive discrimination on the basis of disability as being rare (49%; 15% very rare, 34% fairly rare) in their country than think that it is widespread (45%; 10% very widespread, 35% fairly widespread).















In this area there has been a **notable shift from the results recorded in 2006**, when 52% gave a 'widespread' answer (7 percentage points higher than this year) and 42% a 'rare' answer (7 points lower).

Country-by-country results exhibit a strong degree of variation. Over half of French (61%), Italian (56%) and Portuguese (55%) respondents say discrimination based on disability is widespread in their country; at the other end of the ranking, 21% of Maltese and 25% of Irish respondents think the same.



Those with disabled friends and the disabled themselves are the most likely to see discrimination on these grounds as widespread.

On the 10-point 'comfort-scale', the average European has a comfort level of 9.1 with the idea of having a disabled neighbour. This is the **highest rate of the 6 scenarios tested for this exercise**. Over 6 in 10 respondents answered 10 out of 10 – i.e. that they would be totally comfortable (61%). For the question on having a disabled person in the highest political office, there is a slightly lower average level of comfort, although this is still high at 8.0.

	<u>Level of comfort with disabled person as a neighbour</u>	<u>Level of comfort with a disabled person in highest political office in one's country</u>
<b>EU figures</b>	 EU average 9.1	 EU average 8.0
<b>Highest results by country</b>	 Cyprus (9.9)	 Finland (9.2)
	 UK (9.8)	 Denmark, UK (9.0)
	 Sweden (9.7)	
<b>Lowest results by country</b>	 Austria (8.3)	 Bulgaria (5.7)
	 Italy (8.2)	 Czech Republic, Portugal, Slovenia (6.2)
	 Czech Republic (7.2)	

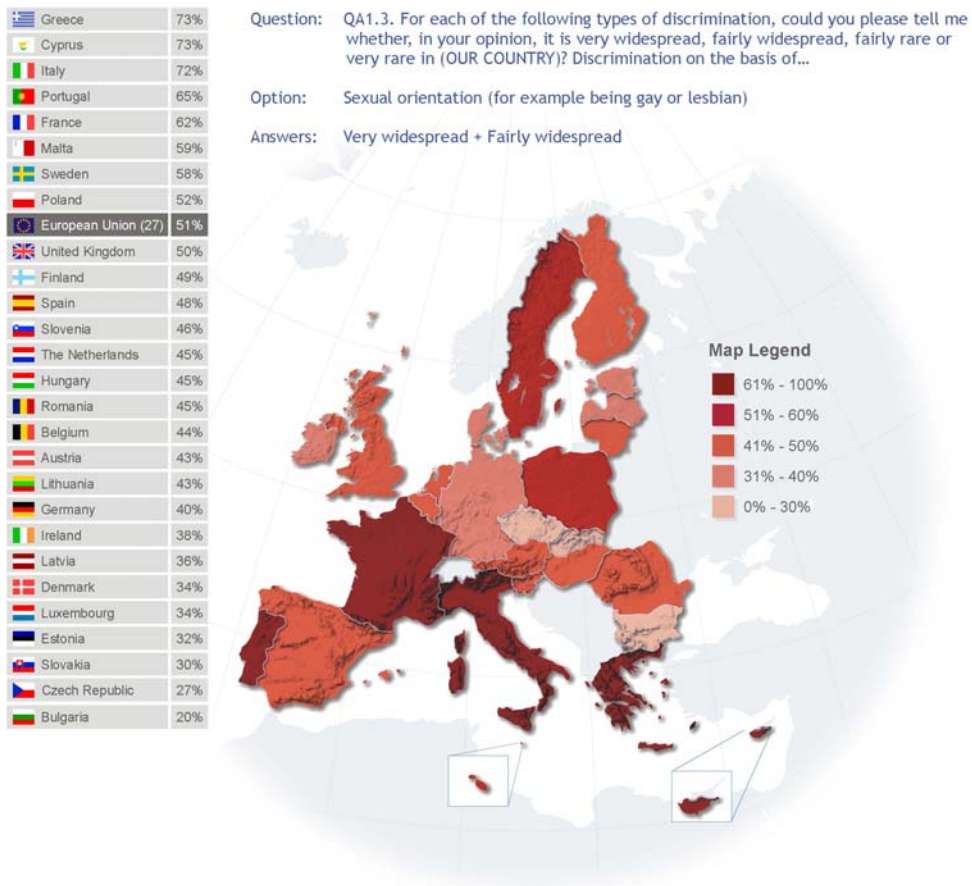
### 1.5 Sexual orientation

Discrimination on the basis of sexual orientation is seen by EU respondents as the **second most widespread form of discrimination in the EU**, behind that on the basis of ethnic origin. Over half think that it is widespread (51% widespread; 13% very widespread, 38% fairly widespread), as opposed to 41% who think that it is rare (30% fairly rare, 11% very rare).

The perception of how widespread discrimination on the grounds of homosexuality is has remained more or less stable since 2006 (whereas for other grounds it is generally seen as being slightly less widespread now than in 2006). The belief that it is widespread has increased by just 1 percentage point (from 50% in 2006) whilst the view that it is rare has stayed exactly the same (at 41%).















Examining country results, we can see that discrimination on grounds of sexual orientation is seen as being **particularly widespread in several of the Mediterranean countries (Greece, Cyprus, Italy) and Portugal**.

Looking towards the lower end of the ranking, we can see that **in many of the newer entrants to the EU discrimination on the basis of sexual orientation is perceived by people living in those countries as much less widespread, with the exception of Poland.**



Having homosexual friends makes one more likely to think that discrimination on these grounds is widespread.

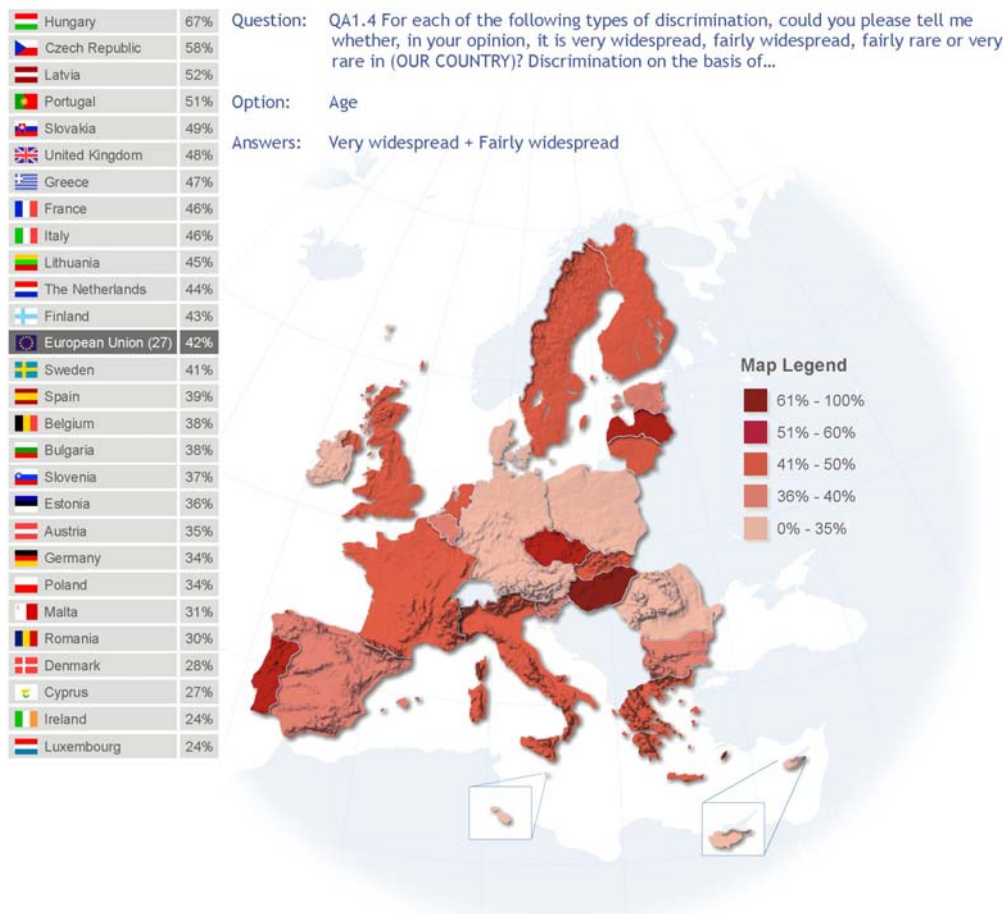
The average European is largely comfortable with the idea of having a homosexual person as a neighbour, with an average of 7.9 on the ten-point 'comfort scale'. Furthermore, 45% say that they would be totally comfortable with this (i.e. a score of 10/10). 9% give the spontaneous answer that they would be indifferent. The comfort level with a homosexual political leader is somewhat lower at 7.0.

	<u>Level of comfort with a homosexual person (gay man or lesbian woman) as a neighbour</u>	<u>Level of comfort with a homosexual person in highest political office in one's country</u>
<b>EU figures</b>	 EU average 7.9	 EU average 7.0
<b>Highest results by country</b>	 Sweden (9.5)	 Sweden (9.1)
	 Netherlands, Denmark (9.3)	 Denmark (9.0)
		 Netherlands (8.8)
<b>Lowest results by country</b>	 Lithuania (6.1)	 Romania (3.9)
	 Latvia (5.5)	 Bulgaria, Cyprus (3.5)
	 Bulgaria (5.3)	

## 1.6 Age

42% of people in the EU think of age discrimination as being widespread, with 52% saying it is rare. In more detailed terms, 8% of people in the EU think it is very widespread, 34% think it is fairly widespread, 35% fairly rare and 17% very rare. **Since 2006 the belief that age discrimination is widespread has dropped (-4 points from 46%),** whilst the view that is rare has increased (+4 points from 48%).

A very high share of Hungarian respondents say that age discrimination is widespread in their country (67%).















Older respondents are more likely to say age discrimination is widespread. This is logical and also in direct contrast to the other types of discrimination, which are more likely to be seen as widespread by the youngest group of respondents.

The 'neighbour scenario' question was not asked in the context of age discrimination, but we see interesting results for the 'political office scenario': 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 respondents.

Of the two, respondents are – on average – more comfortable with the idea of someone aged under 30 (6.4) than they are with that of someone aged over 75 (5.4) in this position.

Serious doubts are expressed over the highest political office-holder being aged over 75 (5.4), especially in Bulgaria and Latvia (3.6 both).

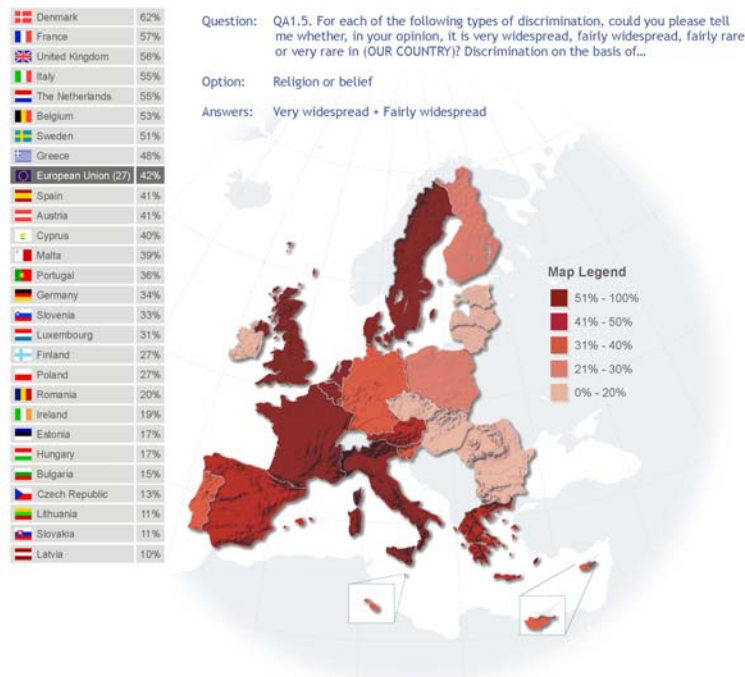
	<u>Level of comfort with someone aged under 30 in highest political office in one's country</u>	<u>Level of comfort with someone aged over 75 in highest political office in one's country</u>
<b>EU figures</b>	 EU average 6.4	 EU average 5.4
<b>Highest results by country</b>	 Romania (7.8)	 Spain (6.1)
	 Poland (7.6)	 Poland, United Kingdom (6.0)
	 Denmark (7.5)	
<b>Lowest results by country</b>	 Cyprus, Finland (5.7)	 Czech Republic (3.9)
	 Germany (4.8)	 Bulgaria, Latvia (3.6)

### 1.7 Religion or belief












Discrimination on the basis of religion or belief is perceived by more respondents as being rare than widespread: 51% think it is rare and 42% that it is widespread.

Overall, the opinion that discrimination on the basis of religion or belief is widespread has dropped since 2006 (-3 points from 45%), whilst the view that it is rare has increased (+4 from 47%).

The map below demonstrates that all the newest Member States are below the EU average and towards the bottom of the ranking. This indicates that discrimination based on religion and belief is considered to be significantly less widespread in these countries than in the 15 "old" Member States.



The average European is extremely comfortable with the idea of having someone of a different religion or belief as a neighbour - giving a rating of 8.5 out of 10 for how comfortable they would be. Respondents are even more comfortable with the idea of someone from a minority religious group occupying the highest political position in their country (9.0).

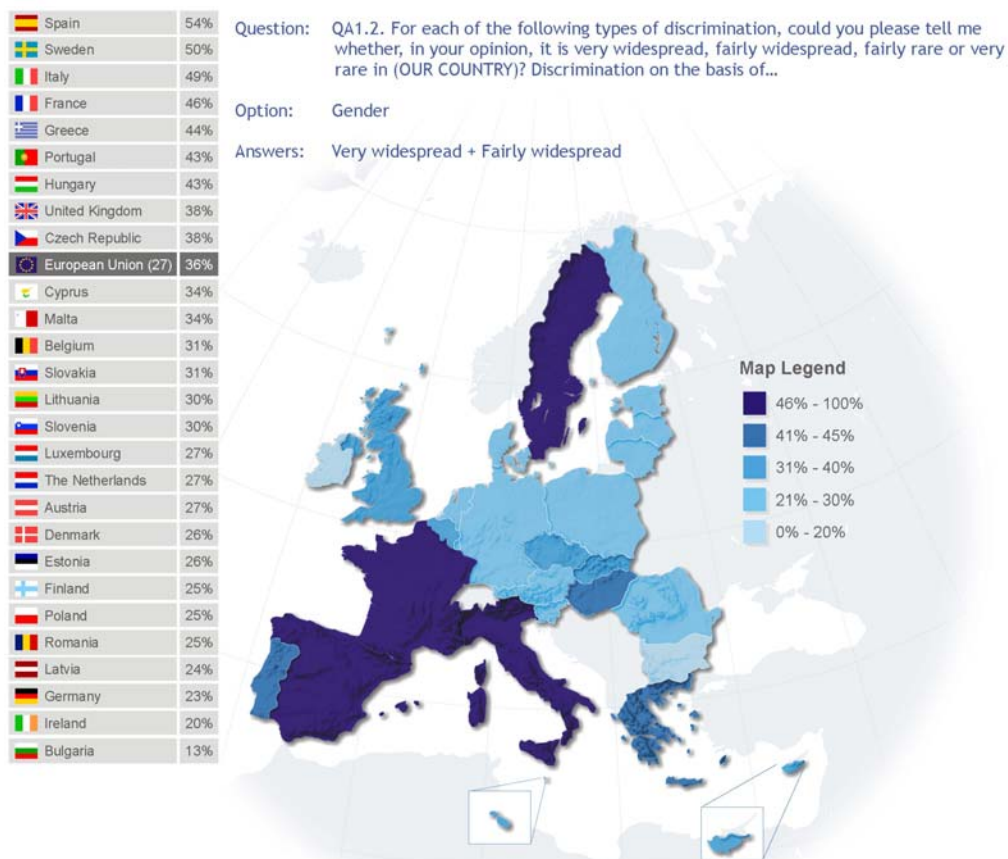
	<u>Level of comfort with someone of a different religion or belief as a neighbour</u>	<u>Level of comfort with someone from a minority religious group in highest political office in one's country</u>
<b>EU figures</b>	 EU average 8.5	 EU average 9.0
<b>Highest results by country</b>	 Poland, Sweden, UK, France, Ireland (9.2)	 Sweden (9.8)
		 Denmark, Luxembourg (9.6)
<b>Lowest results by country</b>	 Portugal (7.3)	 Austria (8.3)
	 Italy (7.2)	 Italy (8.2)
	 Austria (6.9)	 Portugal (8.1)

## 1.8 Gender

**Discrimination on the basis of gender is considered to be the least widespread form of discrimination in the EU:** yet still over 1 in 3 respondents (36%) say that this is widespread, with just 6% thinking it is 'very widespread' and 30% that it is 'fairly widespread'. Over half (56%) think that it is rare, this being comprised of 20% who consider it to be very rare and 36% who think it is fairly rare.







**Compared to the results from 2006, we now see that discrimination on gender grounds is now perceived as being less widespread.** The proportion answering either very or fairly widespread has decreased (-3 points, from 39%), with a corresponding increase in the share of those answering either fairly rare or very rare (+3 points, from 53%).

The overall pattern is reversed in Spain (54% 'widespread'), Sweden (50%) and Italy (49%) where more respondents think gender discrimination is widespread than think it is rare.



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

The idea of a female holding the highest political office causes little problem for the vast majority of Europeans surveyed, with the average 'comfort rating' being 8.9 out of a maximum of 10. Exactly 6 out of every 10 (60%) answer that they would be very comfortable to have a woman in this position. Just 1% would be very uncomfortable.

Level of comfort with a woman in highest political office of one's country	
EU figures	 EU average 8.9
Highest results by country	 Sweden (9.8)
	 Denmark (9.6)
	 Estonia, Ireland, Luxembourg (9.4)
Lowest results by country	 Austria, Italy (8.1)
	 Portugal (7.9)

### 1.9 Multiple Discrimination





























Multiple discrimination occurs when a person is discriminated against on more than one ground and can be experienced in different ways:

- Someone experiences discrimination on different grounds but each type of discrimination occurs on separate occasions.
- 'Additive' discrimination, where someone experiences discrimination at the same time on more than one ground, with the cumulative effect of this being greater than if they experienced discrimination on one ground only.
- 'Intersectional discrimination', which may be similar to 'additive' discrimination, except that the bases for discrimination may be highly interlinked and thus difficult to disentangle.

37% of respondents say that they consider multiple discrimination – regardless of the form it takes – to be widespread (4% very widespread; 33% fairly widespread), while 48% that they consider it to be rare (16% very rare; 32% fairly rare)<sup>14</sup>.

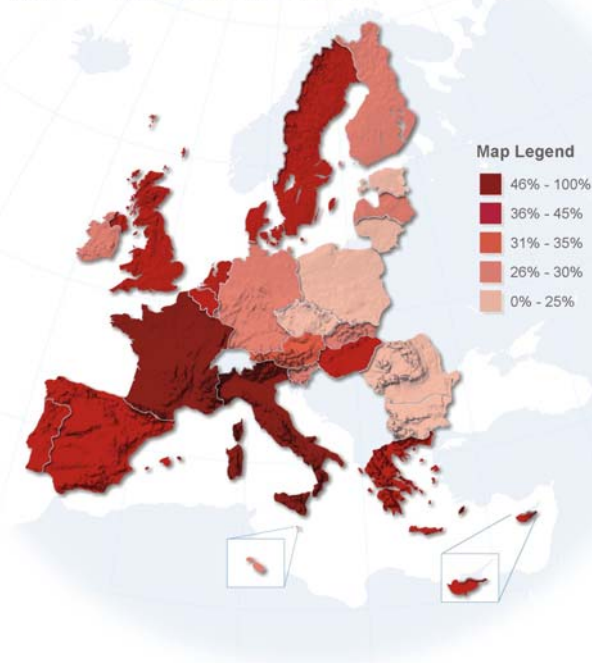
<sup>14</sup> QA5 We have just been discussing discrimination based on ethnic origin, gender, sexual orientation, age, religion or belief, and\ or disability. Some people may experience discrimination on the basis of more than only one of these characteristics. If they experience discrimination on several grounds, we call this 'multiple discrimination'. Could you please tell me whether, in your opinion, multiple discrimination is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)?

There are only two countries where more respondents think multiple discrimination is widespread than think it is rare: France and Italy.

 France	49%
 Italy	49%
 Sweden	45%
 The Netherlands	44%
 Denmark	42%
 Greece	42%
 United Kingdom	42%
 Belgium	40%
 Spain	40%
 Portugal	39%
 Cyprus	38%
 European Union (27)	37%
 Hungary	37%
 Austria	34%
 Ireland	29%
 Germany	28%
 Malta	28%
 Slovenia	28%
 Latvia	27%
 Slovakia	27%
 Luxembourg	26%
 Finland	26%
 Romania	24%
 Czech Republic	23%
 Poland	22%
 Bulgaria	20%
 Estonia	18%
 Lithuania	17%

Question: QA5. We have just been discussing discrimination based on ethnic origin, gender, sexual orientation, age, religion or belief, and/or disability. Some people may experience discrimination on the basis of more than only one of these characteristics. If they experience discrimination on several grounds, we call this 'multiple discrimination'. Could you please tell me whether, in your opinion, multiple discrimination is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)?

Answers: Very widespread + Fairly widespread



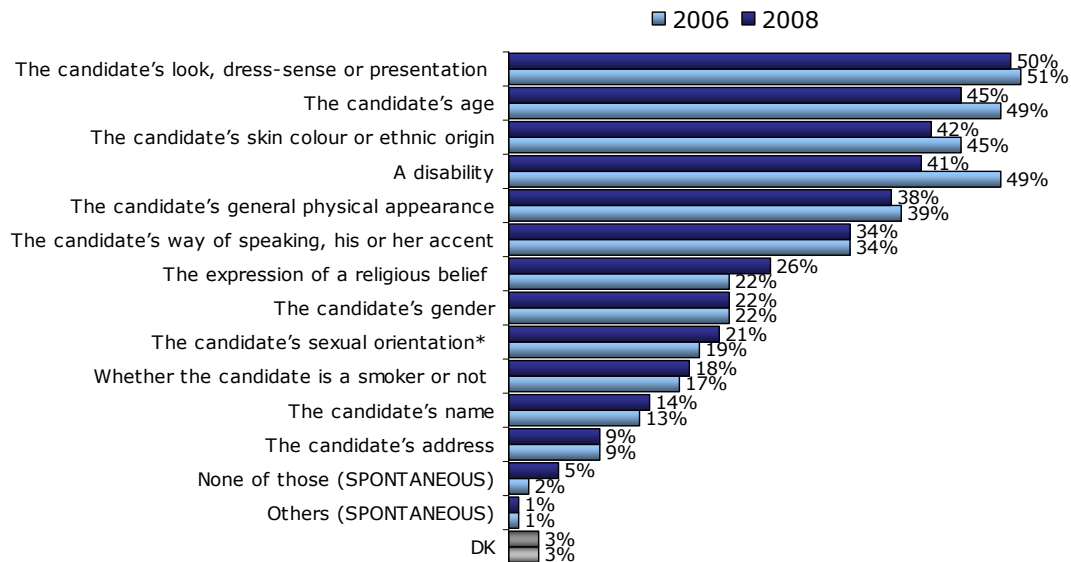
## 2. Views about equal opportunities in employment

### 2.1 Factors which put people at a disadvantage

When asked which criteria may put people at a disadvantage when a company can choose between two candidates with equal skills and qualifications, **the most commonly-mentioned of the criteria is the candidate's look, dress- sense or presentation, which 50% feel would be a disadvantage. This is followed by age (45%), skin colour or ethnic origin (42%) and having a disability (41%)**<sup>15</sup>.

Regarding the latter of these, it can be seen that compared to the previous report, there has been a drop of 8 points in the percentage of respondents who feel that disability would be a disadvantage (a drop from 49% to 41%).

Q7. In [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?



NB: 2006 results based on EU25 countries, 2008 based on EU27

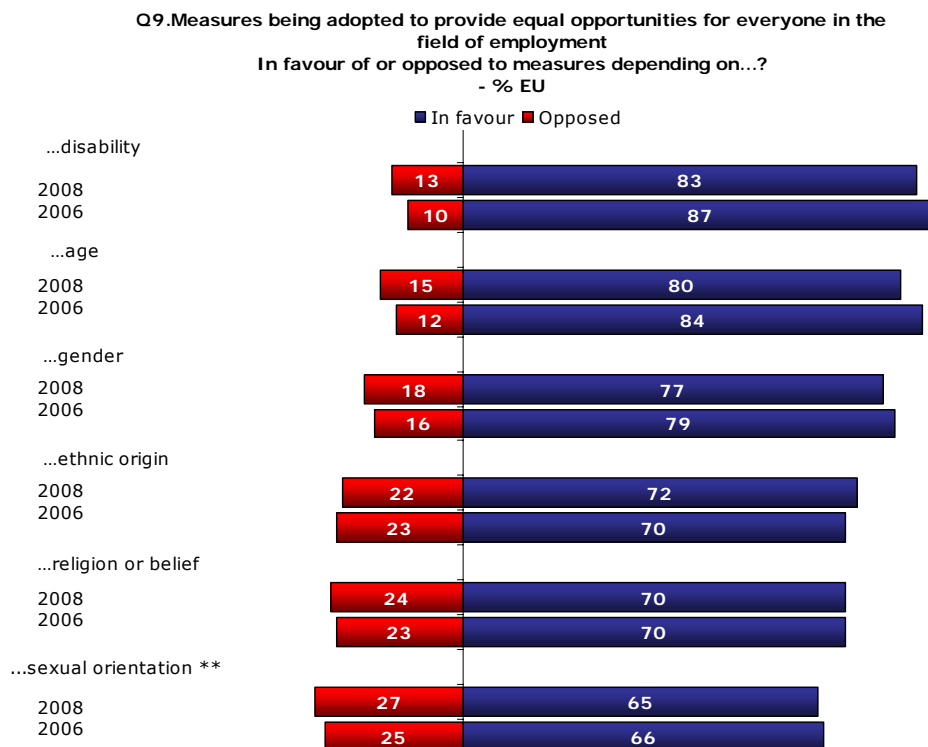
\*NB: in 2008 this item was given as 'The candidate's sexual orientation (for example, being gay or lesbian)'

<sup>15</sup>QA7 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?

## 2.2 Support for measures to provide equal opportunities in employment

There is **strong support for the implementation of specific measures aimed at providing equal opportunities in the field of employment**. This support ranges from 83% for specific measures depending on disability to 65% for measures depending on sexual orientation.

A similar question was asked in 2006, although it should be noted that the question wording has subsequently been modified to include specific examples of the types of 'measures' that could be implemented<sup>16</sup> (special training schemes or adapted selection and recruitment processes). Because of this, the evolutions shown in the graph below should be treated with caution. Overall, there appears to be a slight decline in support for special measures depending on disability, age and gender while the opposite is true for ethnic origin.



NB: 2006 results based on EU25 countries, 2008 based on EU27

\*NB: note different question wording in 2006 and 2008 (see footnote 17)

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

<sup>16</sup> 2008: Q9: 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...

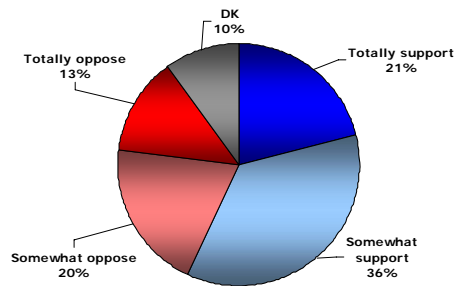
2006: Would you be in favour of or opposed to specific measures being adopted to provide equal opportunities for everyone in the field of employment? Specific measures for people depending on their...

### 2.3 Support for monitoring measures

Given that discrimination on the basis of ethnic origin is an important issue (for example see section 1.2), respondents were asked to indicate whether they support or oppose two measures:

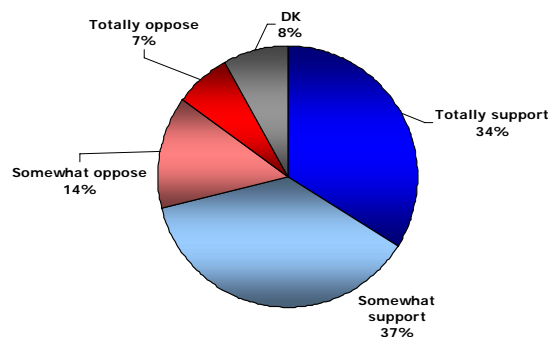
- Monitoring the composition of the work-force in order to evaluate the representation of people from ethnic minorities.
- Monitoring the recruitment procedures to ensure that candidates from ethnic minorities have the same chance of being selected for interview or hired as other candidates with similar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

QA10.1 Monitoring the composition of the work-force to evaluate the representation of people from ethnic minorities  
-% EU27



Overall respondents are favourable towards both of these proposals, although a greater proportion support monitoring recruitment procedures (71%) than support monitoring the composition of the work-force (57%). This provides clear evidence of strong support for active measures to ensure and monitor equality of opportunity at work. In general, the pattern of country results is similar for both measures – i.e. if there is above- or below-average support it is seen both for monitoring ethnic composition and for monitoring recruitment procedures.

QA10.2 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  
-% EU27

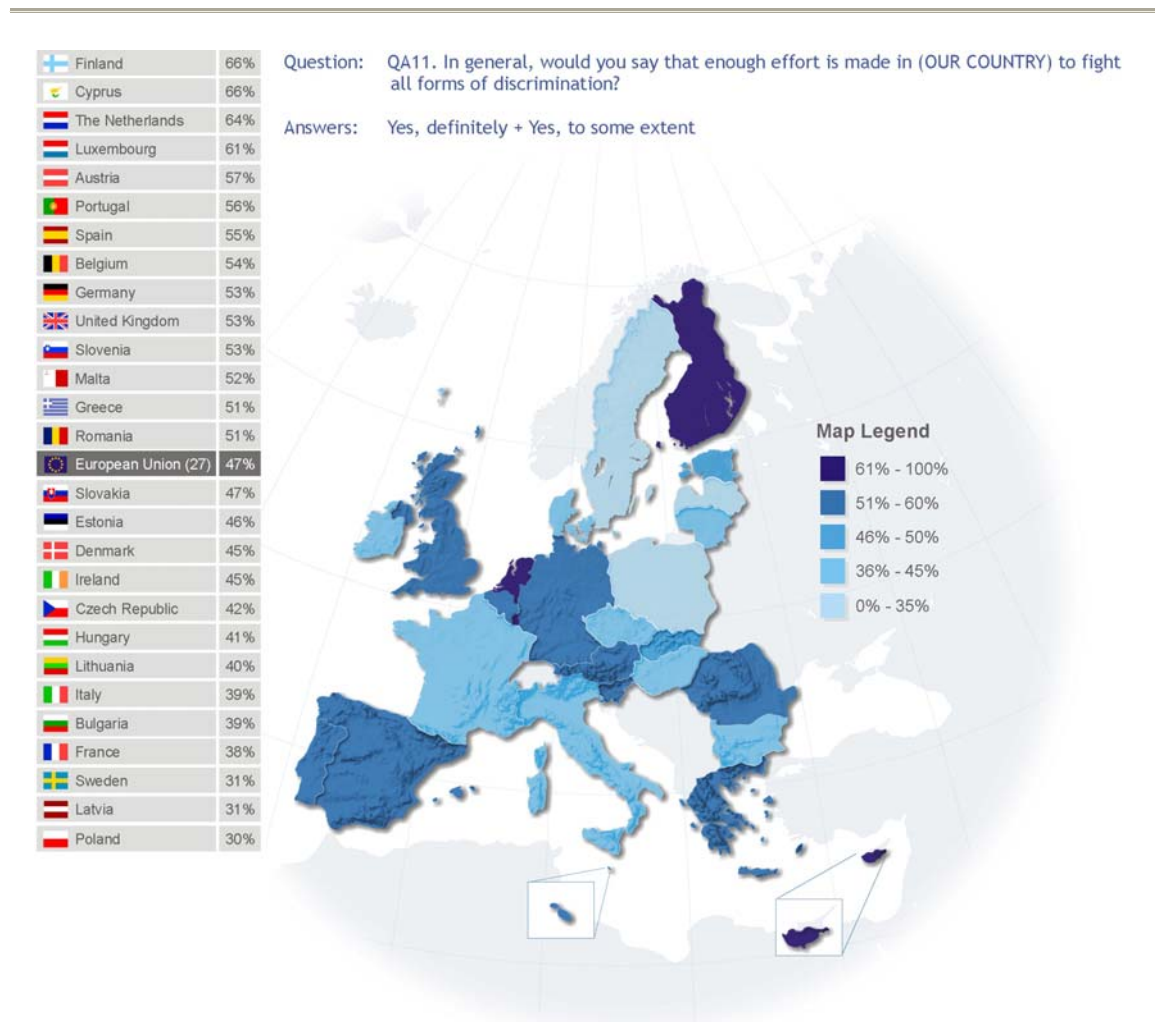


### 3. Combating Discrimination

Taking aggregate results at EU level, we can see that **opinion is evenly split as to whether sufficient efforts are being made in respondents' countries to fight all forms of discrimination**: 47% think that this is the case, with 48% expressing the opposite view<sup>17</sup>.

Compared to the results from the 2006 survey, we can see that **positive answers have increased slightly** (+2 from 45%) whilst negative answers have decreased (-3 from 51%).

The highest proportions who think that enough effort is being made are found in Finland and Cyprus (both 66%), followed by the Netherlands (64%). At the other end of the scale, 30% of Poles and 31% of Swedes and Latvians feel current efforts are sufficient.



<sup>17</sup> QA11 In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?

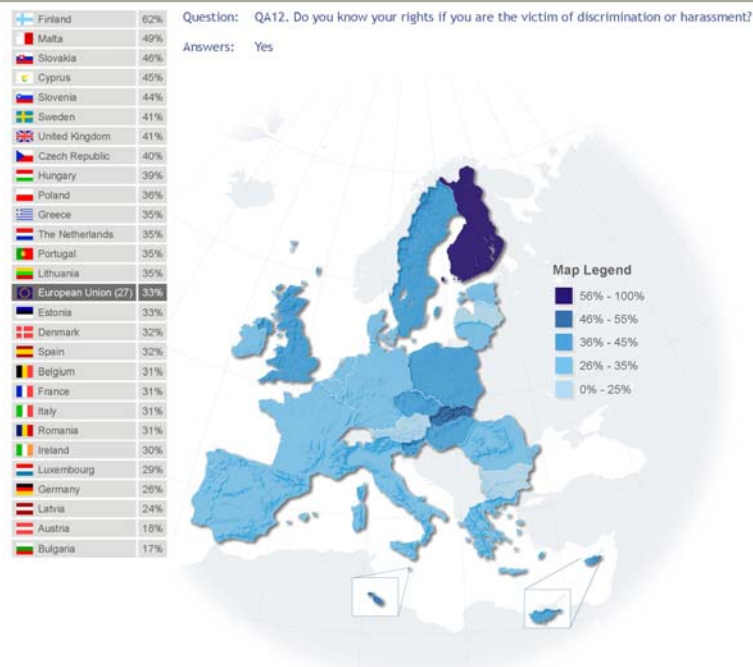
### 4. Knowledge of the Law

One-third of EU citizens say that they know their rights, should they be a victim of discrimination or harassment (33%). Over half (53%) give the opposite answer, with the remainder saying that 'it depends' (11%). As the graph below shows, these figures are very close to those recorded in 2006<sup>18</sup>.



NB: 2006 results based on EU25 countries, 2008 based on EU27

Although the direction of results in most countries is close to the overall EU average, there are nonetheless some countries where more respondents say they would know their rights than say they would not: Finland (62% would know vs. 30% would not), Malta (49% vs. 37%) and Slovenia (44% vs. 38%).



<sup>18</sup> QA12 Do you know your rights if you are the victim of discrimination or harassment?

## CONCLUSION

**Large proportions of Europeans think that discrimination is widespread in their country: 62% for ethnic origin (33% rare), 51% for sexual orientation (41% rare), 45% for disability (49% rare), 42% for age (52% rare) and for religion/belief (51% rare), and 36% for gender (56% rare).**

Interestingly, **discrimination tends to be seen as being on the decline, although not at a dramatic rate**: the perception that current discrimination is widespread has declined somewhat since 2006.

When it comes to individual forms of discrimination:

- We have seen **evolution in the perception of discrimination based on disability** compared to the previous survey: the belief that this is widespread has dropped by 7 percentage points since 2006.
- As in 2006, **ethnic origin is perceived as the most widespread source of discrimination.**

Regarding the question aimed at uncovering attitudes towards minority groups in the private sphere, we see that Europeans are highly comfortable with the idea of having a member of most minority groups as a neighbour. The idea of having a Roma neighbour forms a notable exception: a quarter of Europeans would be uncomfortable with a Roma neighbour, compared to just 6% stating the same for a neighbour from a different ethnic origin than theirs.

In terms of measuring actual incidents of discrimination rather than perceptions, this survey has established useful benchmarks: **15% of respondents claim they were discriminated against in the 12 month period before the survey**, with the most common form being age discrimination (6%). Twenty-nine percent say they witnessed discrimination happening to someone else over the same period.

This survey also breaks new ground in providing an initial examination of **'multiple discrimination'** – where people are discriminated against on more than one ground, either on the same or different occasions. This is a not insignificant phenomenon, with **3% experiencing this over the course of a year** (12% experience single-ground discrimination) and the wider public seeing it as being roughly as widespread (37%) as most forms of single-ground discrimination.

With regards to opinions on efforts to combat discrimination, we can see that overall evaluations of the sufficiency of these in national contexts are evenly split: **Almost half of Europeans think current efforts suffice while the other half as think that more effort is required.** One area where more effort can undoubtedly be of help is to increase the knowledge Europeans have of their rights in the eventuality of being discriminated against: just 33% say they are currently aware of these. No significant improvement has been recorded on this measure since 2006 (32%).

More specifically, when it comes to employment issues, there is **strong support across the board for a range of measures aimed at increasing equal opportunities for all grounds examined.** This includes the monitoring of recruitment procedures and work-force composition for ethnic minorities (supported by 71% and 57% respectively).

## **EUROBAROMETRE SPECIAL N° 296**

### **« La discrimination dans l'Union européenne »**

### **SPECIFICATIONS TECHNIQUES**

Entre le 18 février et le 22 mars 2008, TNS Opinion & Social, un consortium créé entre Taylor Nelson Sofres et EOS Gallup Europe, a réalisé la vague 69.1 de l'EUROBAROMETRE à la demande de la COMMISSION EUROPEENNE, Direction générale de la Communication, unité « Recherche et Analyse Politique ».

L'EUROBAROMETRE SPECIAL N° 296 couvre la population de 15 ans et plus - ayant la nationalité d'un des Pays membres de l'Union européenne - et résidant dans un des pays Membres de l'Union européenne. Le principe d'échantillonnage appliqué dans tous les Etats participant à cette étude est une sélection aléatoire (probabiliste) à phases multiples. Dans chaque pays, divers points de chute ont été tirés avec une probabilité proportionnelle à la taille de la population (afin de couvrir la totalité du pays) et à la densité de la population.

A cette fin, ces points de chute ont été tirés systématiquement dans chacune des "unités régionales administratives", après avoir été stratifiés par unité individuelle et par type de région. Ils représentent ainsi l'ensemble du territoire des pays participant à l'étude, selon les EUROSTAT-NUTS II (ou équivalent) et selon la distribution de la population habitant dans le pays en termes de zones métropolitaines, urbaines et rurales. Dans chacun des points de chute sélectionnés, une adresse de départ a été tirée de manière aléatoire. D'autres adresses (chaque Nième adresse) ont ensuite été sélectionnées par une procédure de "random route" à partir de l'adresse initiale. Dans chaque ménage, le répondant a été tiré aléatoirement (suivant la règle du "plus proche anniversaire"). Toutes les interviews ont été réalisées en face à face chez les répondants et dans la langue nationale appropriée. En ce qui concerne la technique de collecte de données, le système CAPI (*Computer Assisted Personal Interview*) a été utilisé dans tous les pays où cela était possible.

ABREVIATIONS	PAYS	INSTITUTS	N° ENQUETES	DATES TERRAIN		POPULATION 15+
BE	Belgique	TNS Dimarso	1.012	21/02/2008	16/03/2008	8.786.805
BG	Bulgarie	TNS BBSS	1.000	18/02/2008	03/03/2008	6.647.375
CZ	Rép. Tchèque	TNS Aisa	1.070	22/02/2008	12/03/2008	8.571.710
DK	Danemark	TNS Gallup DK	1.032	18/02/2008	18/03/2008	4.432.931
DE	Allemagne	TNS Infratest	1.562	19/02/2008	16/03/2008	64.546.096
EE	Estonie	Emor	1.000	22/02/2008	17/03/2008	887.094
EL	Grèce	TNS ICAP	1.000	20/02/2008	11/03/2008	8.691.304
ES	Espagne	TNS Demoscopia	1.004	19/02/2008	16/03/2008	38.536.844
FR	France	TNS Sofres	1.054	18/02/2008	17/03/2008	46.425.653
IE	Irlande	TNS MRBI	1.000	18/02/2008	19/03/2008	3.375.399
IT	Italie	TNS Abacus	1.036	18/02/2008	07/03/2008	48.892.559
CY	Rép. de Chypre	Synovate	506	19/02/2008	16/03/2008	638.900
LV	Lettonie	TNS Latvia	1.004	22/02/2008	18/03/2008	1.444.884
LT	Lituanie	TNS Gallup Lithuania	1.009	20/02/2008	14/03/2008	2.846.756
LU	Luxembourg	TNS ILReS	513	18/02/2008	22/03/2008	388.914
HU	Hongrie	TNS Hungary	1.000	20/02/2008	17/03/2008	8.320.614
MT	Malte	MISCO	500	18/02/2008	15/03/2008	335.476
NL	Pays-Bas	TNS NIPO	1.023	18/02/2008	17/03/2008	13.017.690
AT	Autriche	Österreichisches Gallup-Institut	1.008	18/02/2008	10/03/2008	7.004.205
PL	Pologne	TNS OBOP	1.000	20/02/2008	12/03/2008	32.155.805
PT	Portugal	TNS EUROTESTE	1.000	20/02/2008	18/03/2008	8.080.915
RO	Roumanie	TNS CSOP	1.024	18/02/2008	13/03/2008	18.246.731
SI	Slovénie	RM PLUS	1.026	18/02/2008	18/03/2008	1.729.298
SK	Slovaquie	TNS AISA SK	1.049	20/02/2008	03/03/2008	4.316.438
FI	Finlande	TNS Gallup Oy	1.001	20/02/2008	20/03/2008	4.353.495
SE	Suède	TNS GALLUP	1.007	20/02/2008	16/03/2008	7.562.263
UK	Royaume-Uni	TNS UK	1.306	18/02/2008	13/03/2008	50.519.877
TOTAL			26746	18/02/2008	22/03/2008	400.756.031

Dans chaque pays, l'échantillon a été comparé à l'univers. La description de l'univers se base sur les données de population EUROSTAT ou provenant des Instituts nationaux de Statistique. Pour tous les pays couverts par l'étude, une procédure de pondération nationale a été réalisée (utilisant des pondérations marginales et croisées), sur base de cette description de l'univers. Dans tous les pays le sexe, l'âge, les régions et la taille de l'agglomération ont été introduits dans la procédure d'itération. Pour la pondération internationale (i.e. les moyennes UE), TNS Opinion & Social recourt aux chiffres officiels de population, publiés par EUROSTAT ou les instituts nationaux de Statistique. Les chiffres complets de la population, introduits dans cette procédure de post-pondération, sont indiqués ci-dessus.

Il importe de rappeler aux lecteurs que les résultats d'un sondage sont des estimations dont l'exactitude, toutes choses égales par ailleurs, dépend de la taille de l'échantillon et du pourcentage observé. Pour des échantillons d'environ 1.000 interviews, le pourcentage réel oscille dans les intervalles de confiance suivants :

<b>Pourcentages observés</b>	10% ou 90%	20% ou 80%	30% ou 70%	40% ou 60%	50%
<b>Limites de confiance</b>	± 1.9 points	± 2.5 points	± 2.7 points	± 3.0 points	± 3.1 points