

## 1. Context

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

Answer: Yes

Of a different religion or have different beliefs than you  64%  66%

Disabled  58%  59%

People whose ethnic origin is different from yours  57%  62%

Homosexual  38%  53%

Roma  17%  5%


Respondents in Denmark have a fairly diverse circle of friends and acquaintances when compared with the results noted at European level. Thus, in Denmark a majority of respondents are more likely than the European average to mix with people of a different religion or having different beliefs than them, disabled people, people from a different ethnic background and homosexuals. On the latter point, the difference with the European average is very significant (15 percentage points). On the other hand, their contacts with Roma seem to be very limited.


The youngest categories of respondents in Denmark clearly mix more than their elders with people from a different ethnic background. In addition, the longer the people interviewed stayed in full-time education, the more likely they are to know people whose ethnic origin is different from theirs.


### Socio-demographic breakdown

ITEM: People whose ethnic origin is different from yours

% Yes	 EU27	 DK
Total	57%	62%

 Gender		
Male	60%	62%
Female	54%	63%

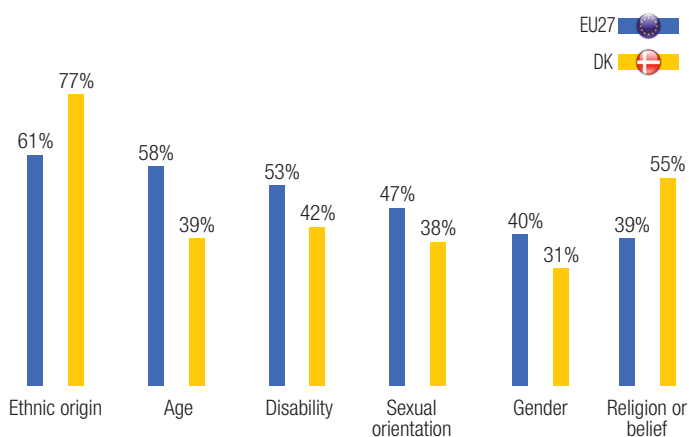
 Age		
15-24	71%	89%
25-39	65%	73%
40-54	60%	64%
55 +	42%	43%

 Education (end of)		
15-	41%	34%
16-19	56%	59%
20+	67%	61%
Still Studying	73%	88%

## 2. Perception and experience of discrimination

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...

Answer: Total "widespread"

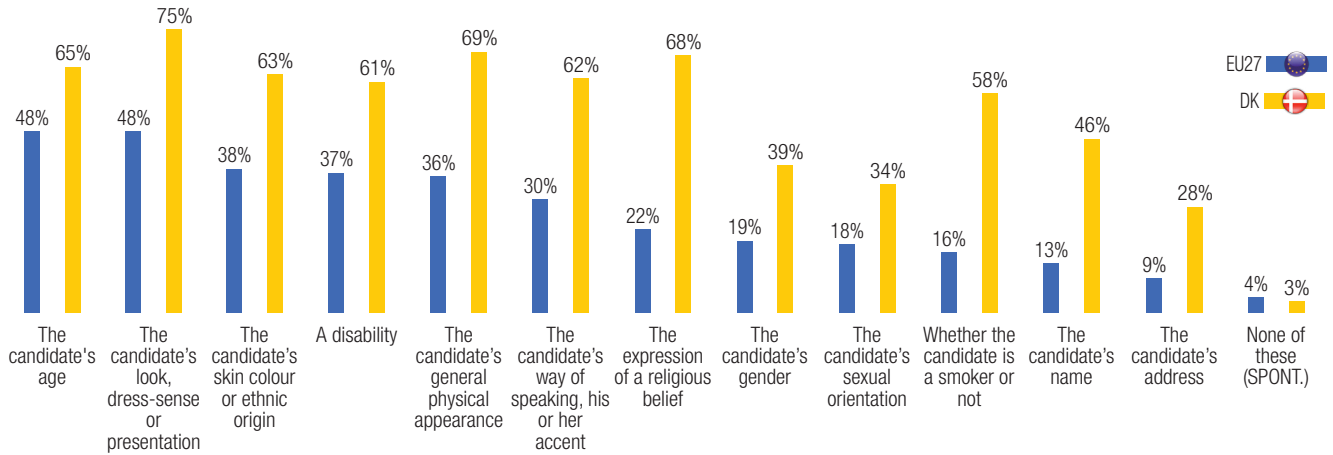


The most widespread forms of discrimination in Denmark seem to be those based on ethnic origin or religion and beliefs. These two types of discrimination were mentioned far more frequently than in the rest of the Member States (above all for the second point – a gap of 16 percentage points). On the other hand, age and gender based discrimination seem to be less common in Denmark than at European level.



## 3. Discrimination at work

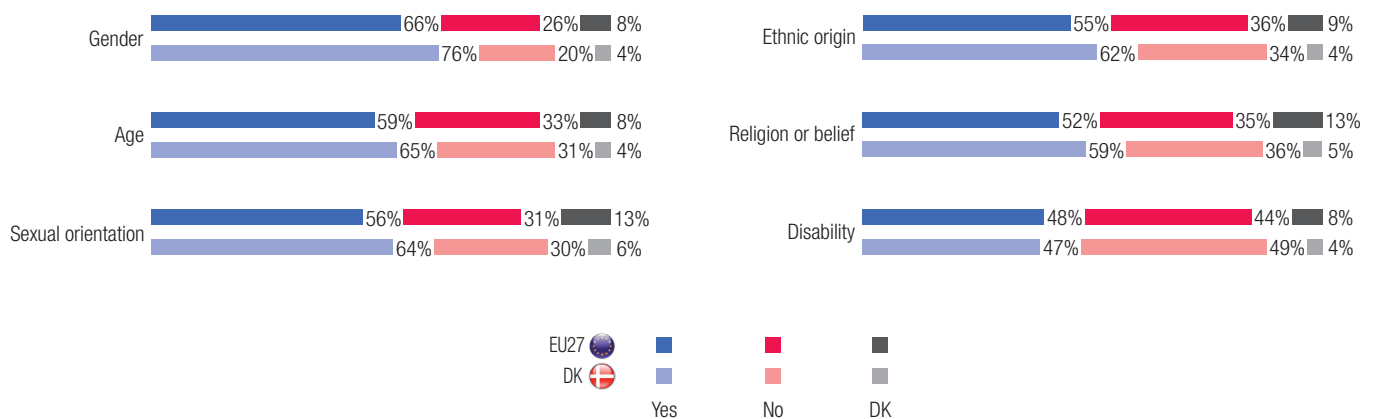
QE5 In (OUR COUNTRY), when a company wants to hire someone and has the choice between two candidates with equal skills and qualifications, which of the following criteria may, in your opinion, put one candidate at a disadvantage?



The Danish results stand out by the higher scores recorded there in comparison with the rest of the European Union, as if many of the criteria in question could be a real problem during the recruitment process. The candidate's presentation and appearance were mentioned the most frequently, closely followed by the expression of a religious belief, which was mentioned far more frequently than in the other member States (a difference of 46 percentage points). For a large majority of respondents in Denmark the fact of being a smoker is also a reason which could put a candidate at a disadvantage. The difference with the European average on the last aspect is also considerable (42 percentage points).

## 4. Diversity in the media

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



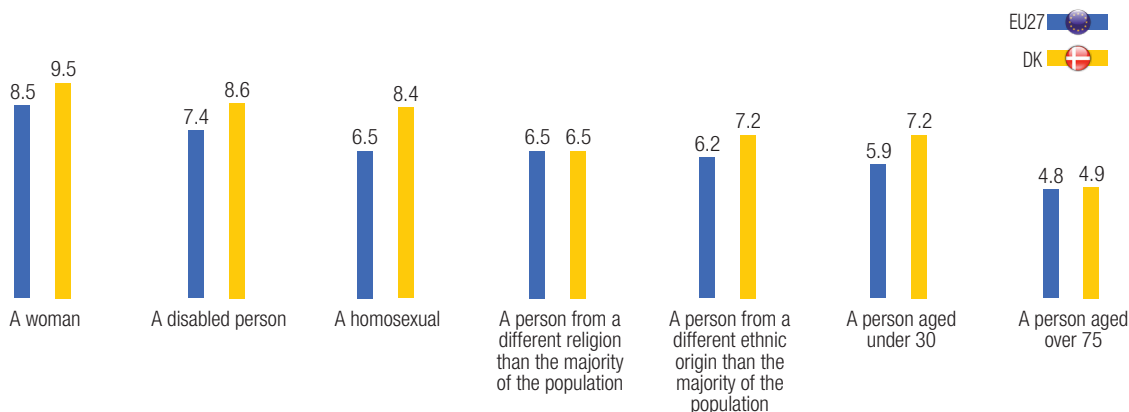
The vast majority of the people interviewed consider that the diversity of Danish society is adequately represented in the media. This is particularly true as regards gender, age and sexual orientation. On the other hand, respondents in Denmark seem to be very divided as to whether disabilities are sufficiently represented.



## 5. Attitudes towards diversity

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)?

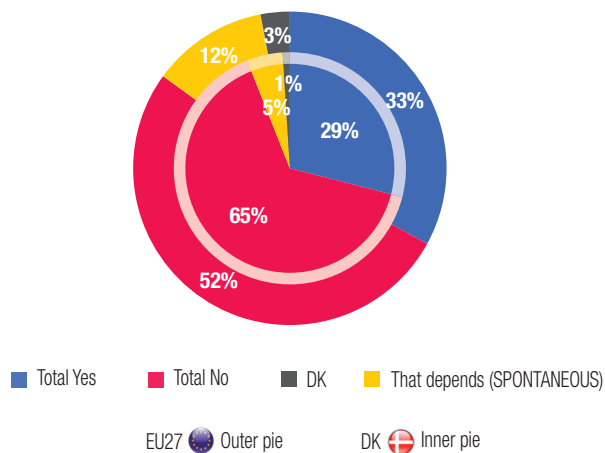
Answer: Average note



The levels of acceptance for all the scenarios on which respondents in Denmark were polled are relatively high. Only the idea of a political leader aged over 75 does not have the support of a majority of respondents. On certain items, the difference between the average score in Denmark and that recorded at European level is almost two points on a scale of ten. That is the case in particular as regards the idea of a homosexual political leader.

## 6. Fighting discrimination

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



### Socio-demographic breakdown

% Yes	EU27	DK
Total	33%	29%
<b>Gender</b>		
Male	35%	29%
Female	31%	28%
<b>Age</b>		
15-24	34%	34%
25-39	37%	24%
40-54	36%	31%
55+	27%	28%
<b>Education (end of)</b>		
15-	21%	18%
16-19	33%	33%
20+	44%	29%
Still Studying	33%	30%

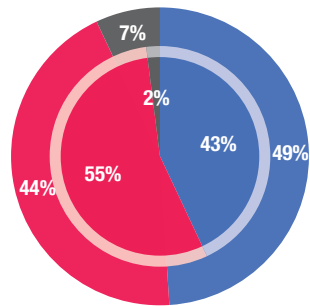
Almost two thirds of the Danish (in a much higher proportion than the European averages) declare that they do not know their rights if they are the subject of discrimination or harassment.

As we observed in the Union, the socio-demographic results show a level of knowledge not much differentiated in terms of age categories. Nevertheless the 15-24 and the 40-54 year olds seem more aware of their rights whilst the less educated suffered from a certain lack of knowledge.



## 6. Fighting discrimination

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



■ Total Yes ■ Total No ■ DK  
 EU27 Outer pie DK Inner pie

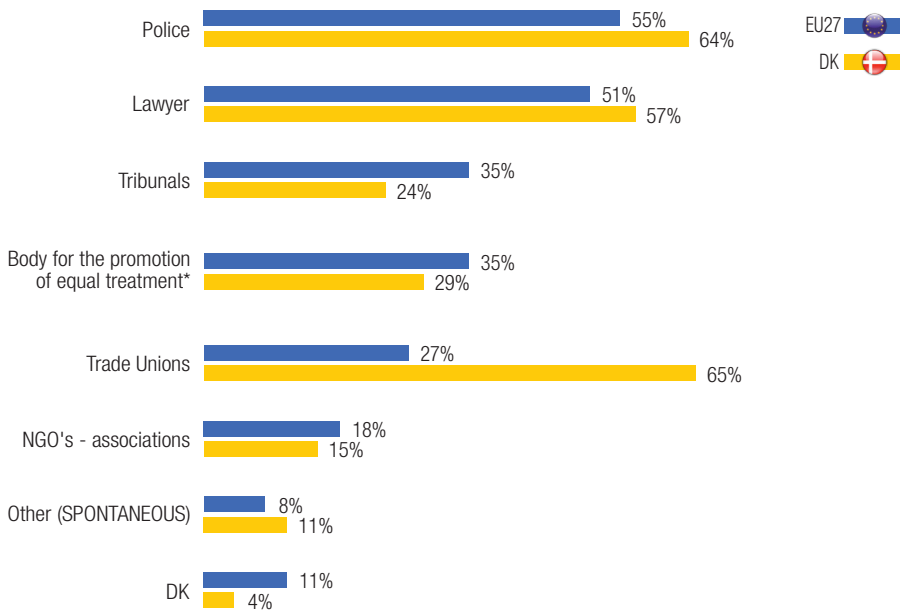
Evolution May-June 2009 - Feb-March 2008

	EU		DK	
	EB71.2	Diff EB71.2-EB69.1	EB71.2	Diff EB71.2-EB69.1
Total Yes	49%	+2	43%	-2
Total No	44%	-4	55%	+2
DK	7%	+2	2%	0

Respondents in Denmark seem to be very divided, indeed even critical when asked to judge the efforts made in their country to combat all forms of discrimination. Thus, the proportion of respondents who consider that not enough is being done in this area is 11 percentage points higher than the European average.

A comparison with last year's results shows that respondents in Denmark have the feeling that things have even deteriorated in this area over the last year.

QE15T In case you are the victim of discrimination or harassment, to whom would you prefer to report your case? Firstly? And then? And finally?



\* Specific name given in each country

The results to this question are atypical when compared with the European average. Respondents in Denmark would turn first of all to a trade union if they were a victim of discrimination or harassment. Trade unions were ranked only fifth in the rest of the Member States. On the other hand, respondents in Denmark would spontaneously rely less than their European counterparts on the tribunals or an equal opportunities organisation.

