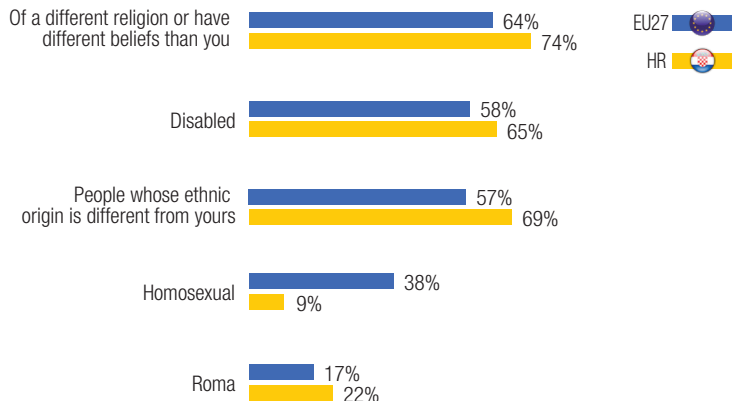


## 1. Context

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

Answer: Yes



Socio-demographic breakdown

ITEM: People whose ethnic origin is different from yours

% Yes	EU27	HR
Total	57%	69%

Gender		
Male	60%	72%
Female	54%	68%

1 Age		
15-24	71%	63%
25-39	65%	70%
40-54	60%	74%
55+	42%	68%

Education (end of)		
15-	41%	53%
16-19	56%	71%
20+	67%	84%
Still Studying	73%	65%

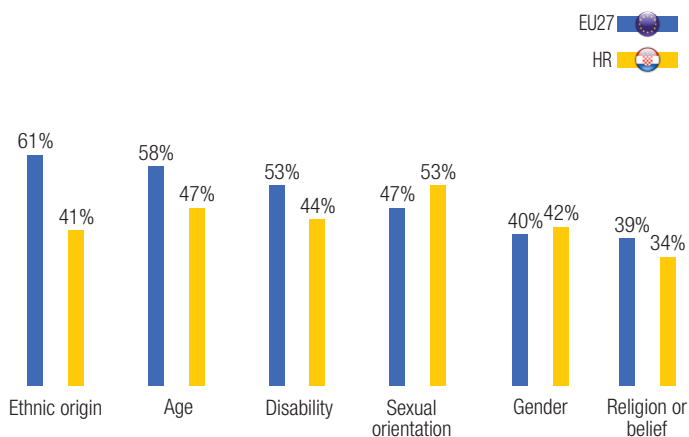
The majority of respondents in Croatia declared (every time with a score above the European average) that their circle of friends and acquaintances includes people of a different religion from theirs, disabled people, people from a different ethnic background and Roma. One notable exception: only 9% of respondents in Croatia (versus 38% in the European Union) declared that they mix with homosexuals.

The respondents who declared that their close circle of friends includes people from a different ethnic background are chiefly those who studied up to the age of 20 at least. This also applies to a majority of respondents in the 40-54 age group in contrast to the European average which mainly concerns those aged 15 to 24.

## 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"

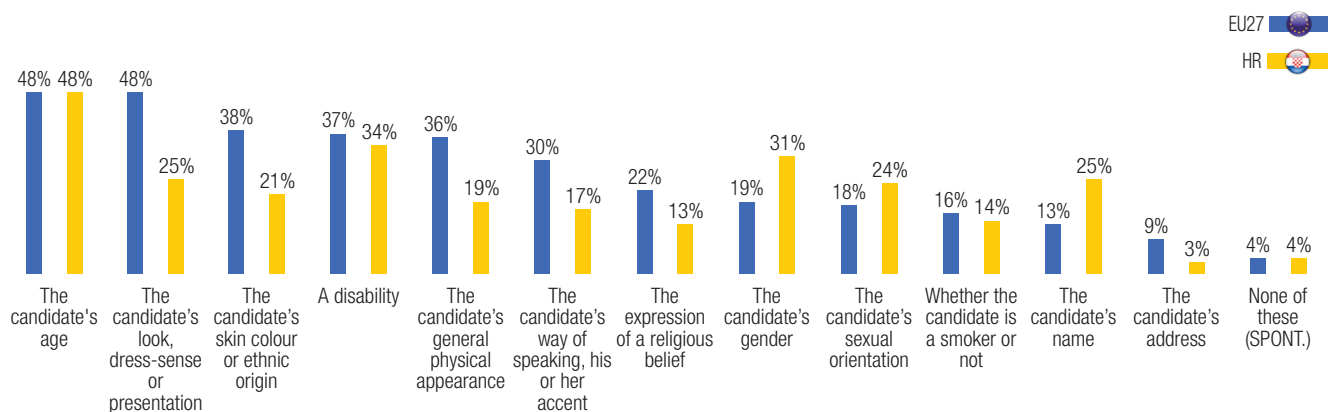


A minority of respondents in Croatia (but in smaller proportions than at European level) consider that the different types of discrimination on which they were polled in the survey are widespread in their country. There is one important exception: more than half of them (and more than in the European Union) consider that discrimination based on sexual orientation is widespread in their country, while only 9% declared that their circle of friends includes homosexuals.



## 3. Discrimination at work

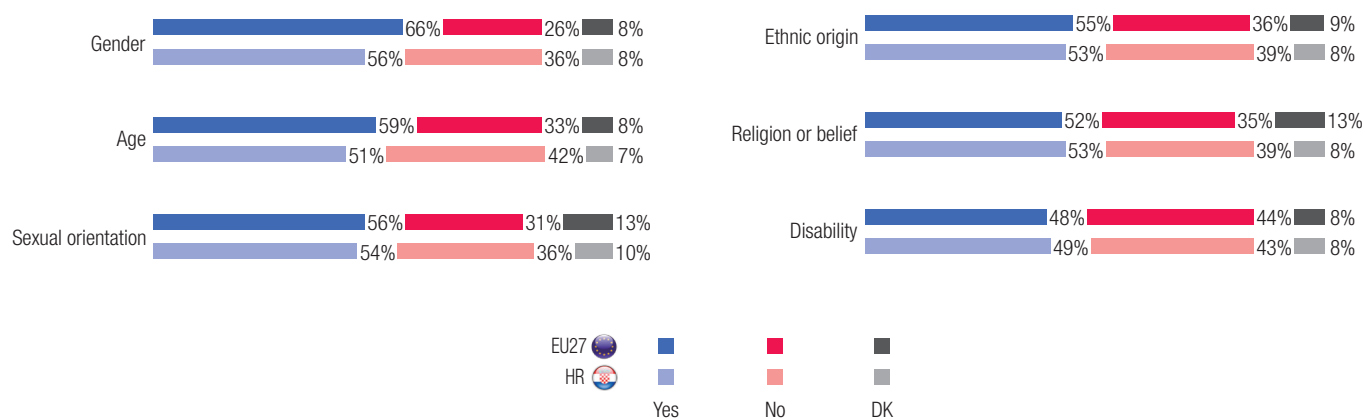
QE5 In (OUR COUNTRY), when a company wants to hire someone and has the choice between two candidates with equal skills and qualifications, which of the following criteria may, in your opinion, put one candidate at a disadvantage?



The order in which citizens in Croatia listed potential discriminatory recruitment criteria is very different from the rest of the European Union. The only common point: in both cases, 48% of respondents consider that age is the main discriminatory criterion faced by a job candidate. But citizens in Croatia consider that the second most discriminatory criterion is disability, followed by gender and the candidate's name.

## 4. Diversity in the media

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



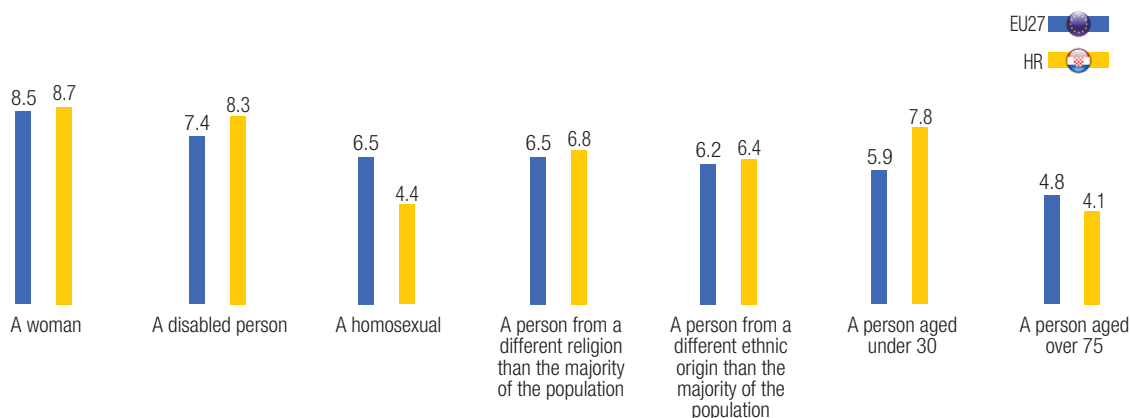
Like the European population as a whole, citizens in Croatia consider (but in slightly smaller proportions) that diversity is sufficiently represented in the media, with gender being the most frequently mentioned item (56%) and disability being the least frequently mentioned (49%).



## 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)?

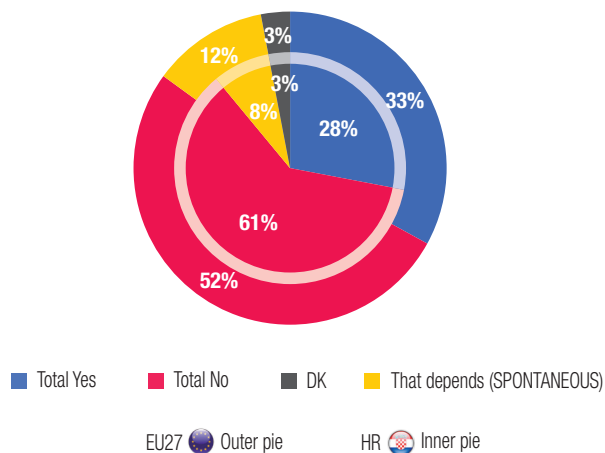
Answer: Average note



On the whole respondents in Croatia would not object to a leading political personality in their country being either a woman or a disabled person or a person aged under thirty. On the other hand, they would be far more reluctant to accept the idea of a person from a different religious or ethnic background than the majority of the population, a homosexual or a person aged over 75.

## 6. Fighting discrimination

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



### Socio-demographic breakdown

% Yes	EU27	HR
Total	33%	28%
<b>Gender</b>		
Male	35%	30%
Female	31%	26%
<b>Age</b>		
15-24	34%	27%
25-39	37%	33%
40-54	36%	31%
55 +	27%	21%
<b>Education (end of)</b>		
15-	21%	13%
16-19	33%	28%
20+	44%	40%
Still Studying	33%	32%

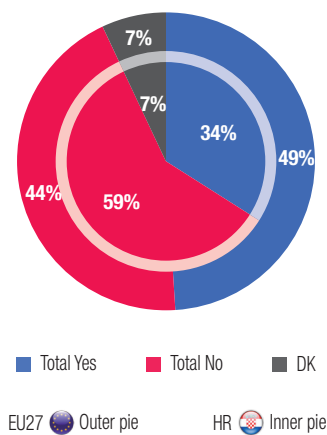
The Croatian results show a lack of knowledge of their rights when they are victim of discrimination or harassment more pronounced than at European level. Only just over one Croatian out of four says they know their rights in this regard compared to one out of three in the Union.

The categories at risk are those that say they are least aware of their rights: women, young people but also old people and less educated people.



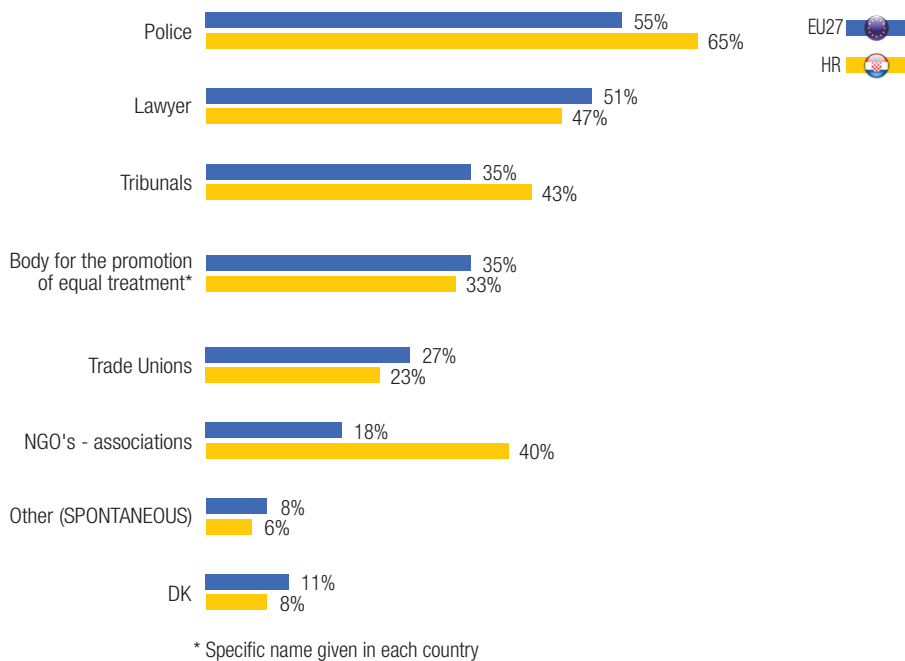
## 6. Fighting discrimination

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



The majority of respondents in Croatia (and far more than the European average) consider that not enough is being done in their country to combat all forms of discrimination. There is a gap of 15 percentage points between the national and European results.

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?



As at European level, if they were victims of discrimination or harassment, citizens in Croatia would turn first of all to the police. They would then choose to turn to a lawyer and the tribunals. But citizens in Croatia differ from Europeans as a whole on one point: 40% of them (versus 18% in the European Union) would seek help from an NGO or an association.

