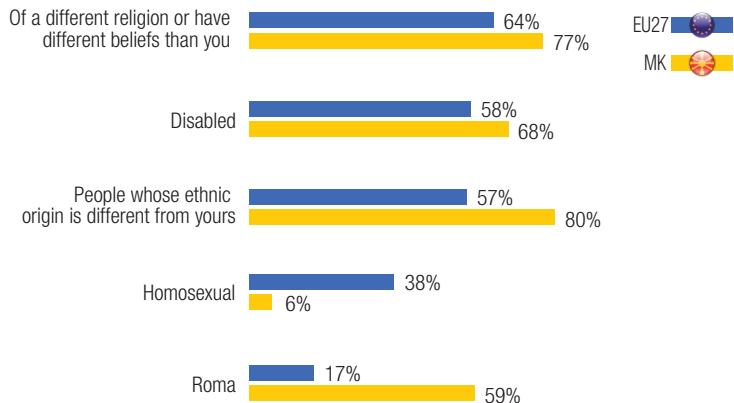


1. Context

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	MK
Total	57%	80%

Gender	EU27	MK
Male	60%	88%
Female	54%	73%

Age	EU27	MK
15-24	71%	85%
25-39	65%	81%
40-54	60%	82%
55+	42%	75%

Education (end of)	EU27	MK
15-	41%	65%
16-19	56%	86%
20+	67%	91%
Still Studying	73%	84%

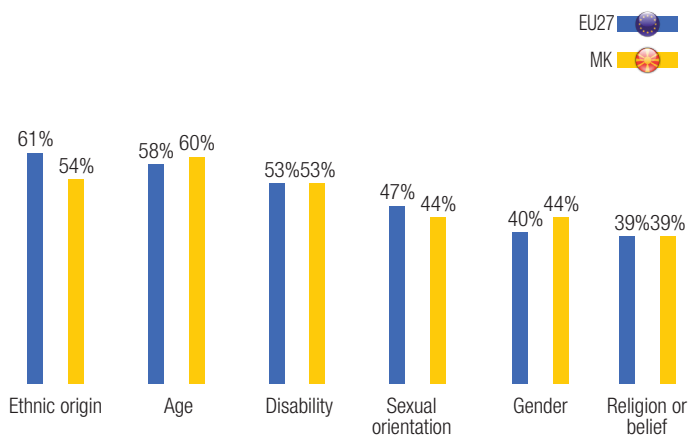
The results of this survey illustrate the multi-cultural and multi-ethnic richness that exist in the FYROM. There are in fact more Macedonians who know people of different ethnic origin or religion or different beliefs from theirs or Roma in their close personal circle than their European neighbours (the proportion obtained in the FYROM differed between 13 and 42 points). Nevertheless a small minority of Macedonians say they know homosexual people (only 6% compared to 38% in the Union).

As at the European level the age correlation (but also the level of education) and the fact of knowing people of different ethnic origin is very strong. Young people aged between 15 and 24 and people who have studied longest are more numerous in knowing people of an ethnic origin different from theirs.

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"

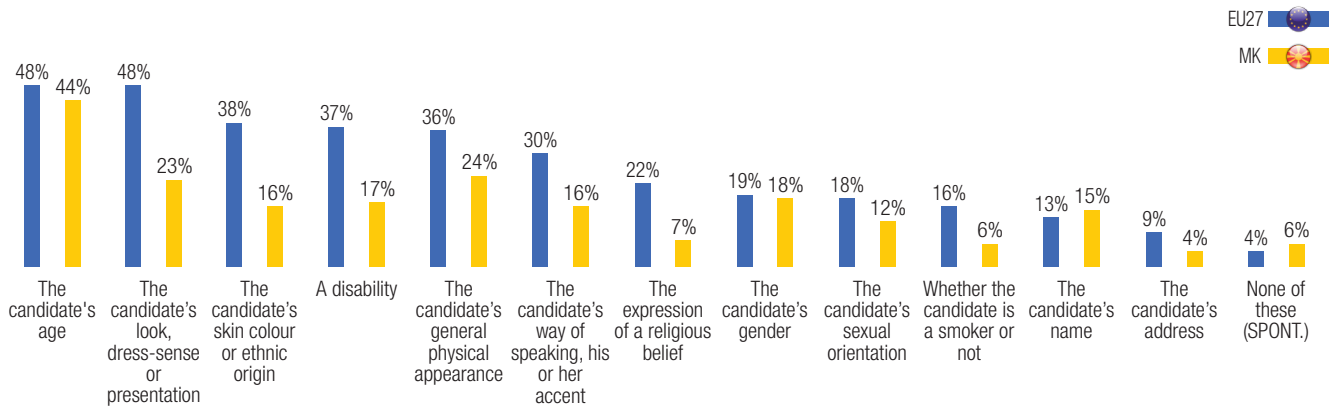


The Macedonian population considers that discrimination based on age is the most widespread in their country before ethnic origin and disability. Comparatively to European results, the Macedonians also think that discrimination based on gender is more common than in the member states of the Union (4 more points than the European average).



3. Discrimination at work

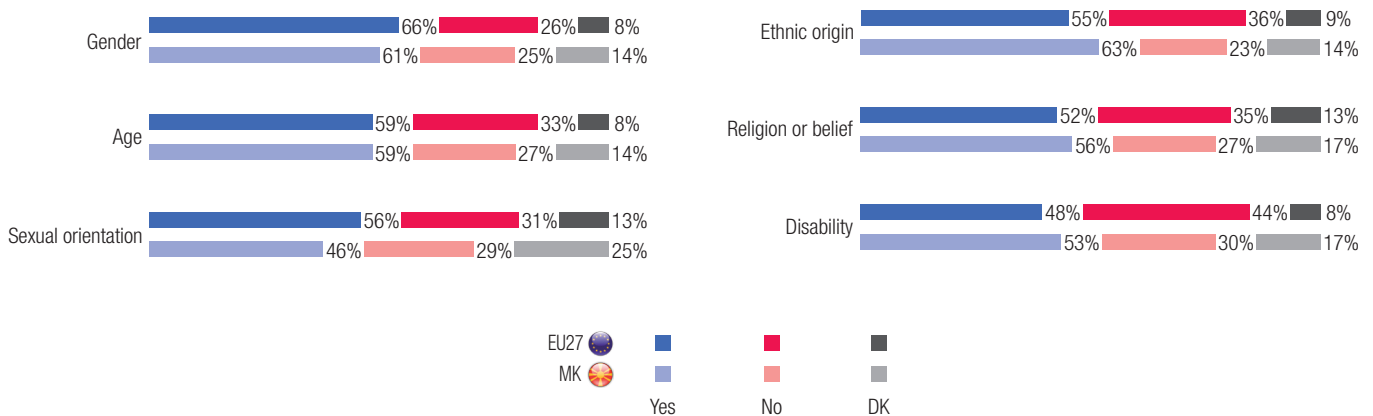
QE5 In (OUR COUNTRY), when a company wants to hire someone and has the choice between two candidates with equal skills and qualifications, which of the following criteria may, in your opinion, put one candidate at a disadvantage?



The volume of replies to this question is clearly lower than in the European Union. This could lead to thinking that the criteria presented here are less relevant for the situation in the FYROM. The applicant's age on recruitment is nevertheless one of the leading criteria that might disadvantage an applicant, far before their physical appearance or their way of dressing. We noted that the skin colour or the ethnic origin or disability are quoted about half less than at European level.

4. Diversity in the media

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



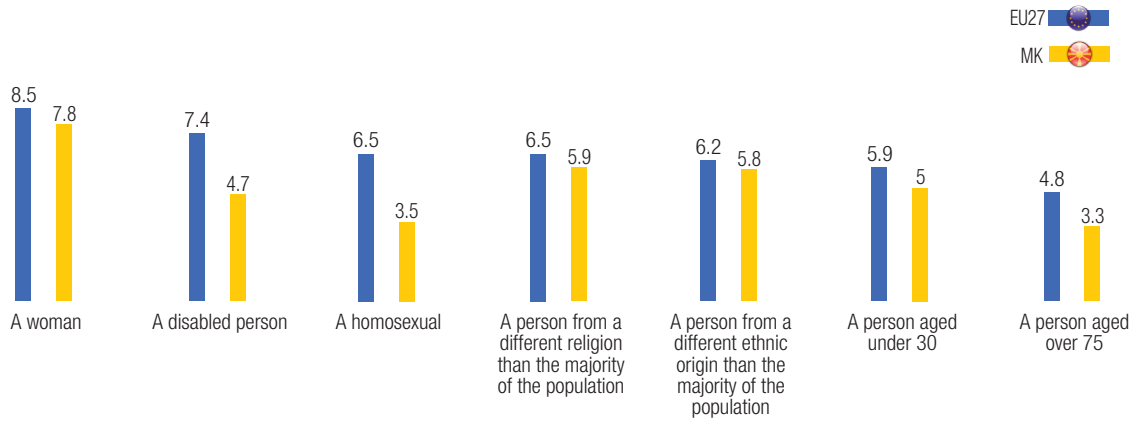
For a majority of Macedonians (and in a proportion similar to the European level) diversity in terms of ethnic origin, gender, age, religion and disability is sufficiently represented in the national media. The only dampening note: sexual orientation for which the situation in the FYROM seems less satisfactory than in the member states generally. We noted the rate of non-response was fairly high on this question, evidence of some difficulty in judging this point.



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)?

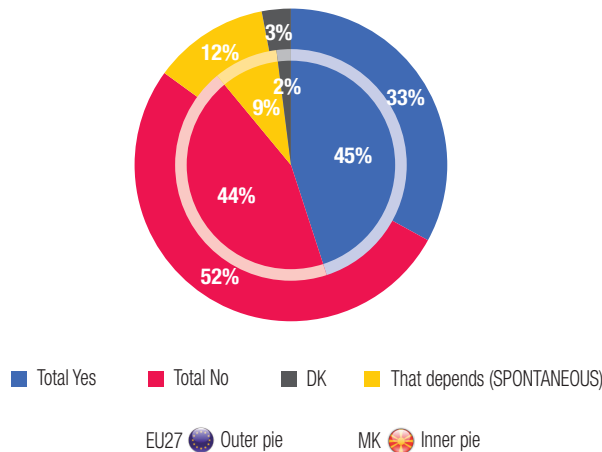
Answer: Average note



The Macedonians showed some reticence when asked to imagine a political leader elected to the highest national office and who might be aged over 75, be homosexual or disabled. The average scores obtained in this country are very significantly lower than those observed in the European Union. Only the prospect of a female political personality, or of another religion, a different ethnicity or under 30 received a majority response.

6. Fighting discrimination

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



Socio-demographic breakdown

% Yes	EU27	MK
Total	33%	45%
Gender		
Male	35%	47%
Female	31%	43%
Age		
15-24	34%	52%
25-39	37%	48%
40-54	36%	48%
55 +	27%	33%
Education (end of)		
15-	21%	32%
16-19	33%	47%
20+	44%	56%
Still Studying	33%	58%

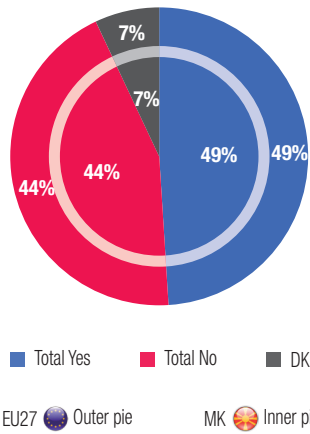
Nearly one Macedonian out of two says they know their rights if they were victim of discrimination or harassment. It is 12 points better than at the European level. This having been said, almost as many suffer from a lack of information on this point.

Women, people aged over 55 and people who stopped studying at the earliest, meaning populations the most likely to be the subject of such discrimination, seem to be the least aware of their rights.



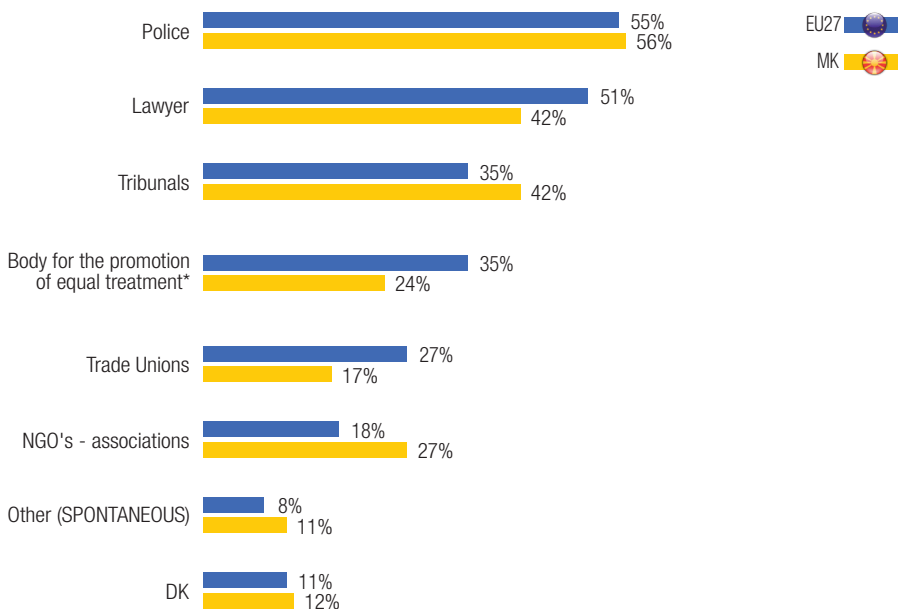
6. Fighting discrimination

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



The Macedonians are just as divided as the Europeans when drawing up a list of the efforts made in their country to combat all forms of discrimination. There is a small relative majority in thinking that these efforts are sufficient but almost as many think the contrary.

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

Like the Europeans as a whole, the Macedonians, if they were victims of discrimination or harassment would turn in the first place to the police, then to a lawyer or the tribunals. But whilst a third of Europeans would then turn towards an organisation for equal opportunities, only 24% in the FYROM would do the same (11 points less than at the European level) preferring to be helped by a NGO or an association.

