European Commission

Analysis and comparative review of equality data collection practices in the European Union

Equality data indicators:

Methodological approach

Overview per EU Member State

Technical annex

Justice and Consumers

EUROPEAN COMMISSION

Directorate-General for Justice and Consumers
Directorate D — Equality
Unit JUST/D1

European Commission
B-1049 Brussels

EUROPEAN COMMISSION

Analysis and comparative review of equality data collection practices in the European Union

Equality data indicators: Methodological approach Overview per EU Member State Technical annex

Author: Thomas Huddleston

Directorate-General for Justice and Consumers

2017

This report has been drafted for the project Analysis and comparative review of equality data collection practices in the EU with contributions from:
International team
Mark Bell, Isabelle Chopin, Lilla Farkas, Catharina Germaine, Stefanos Grammenos, Thomas Huddleston, Timo Makkonen, Michelle Troost, Marcel Zwamborn.
National experts
AT: Katrin Wladasch, BE: Hannah Vermaut and Louise Callier, BG: Daniela Mihailova, CY: Nicos Trimikliniotis, CZ: Miroslav Dvorak, DE: Andreas Hieronymus, DK: Ruth Emerek, EE: Jelena Helemae, EL: Berry (Varvara) Lalioti, ES: Jose Manuel Fresno, FI: Simo Mannila, FR: Thomas Kirszbaum, HR: Antonija Petričušić, HU: Balazs Toth, IE: Ursula Barry, IT: Chiara Favilli, LV: Tana Lace, LT: Boguslavas Gruzevkis and Vaida Jusaite, LU: Claudia Hartmann Hirsch, MT: Romina Bartolo, NL: Tanja van den Berge, PL: Lukasz Bojarski, PT: Rosário Mauritti, RO: Romanita Iordache, SK: Sarlota Pufflerova, SI: Sara Brezigar, SE: Yamam Al-Zubaidi, UK: Omar Khan.

Europe Direct is a service to help you find answers to your questions about the European Union.

Freephone number (*)**:**

00 800 6 7 8 9 10 11

(*) The information given is free, as are most calls (though some operators, phone boxes or hotels may charge you).

LEGAL NOTICE

This document has been prepared for the European Commission however it reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

More information on the European Union is available on the Internet (http://www.europa.eu).

Luxembourg: Publications Office of the European Union, 2017

ISBN 978-92-79-66079-5 doi:10.2838/142 DS-04-17-179-EN-N

© European Union, 2017

Contents

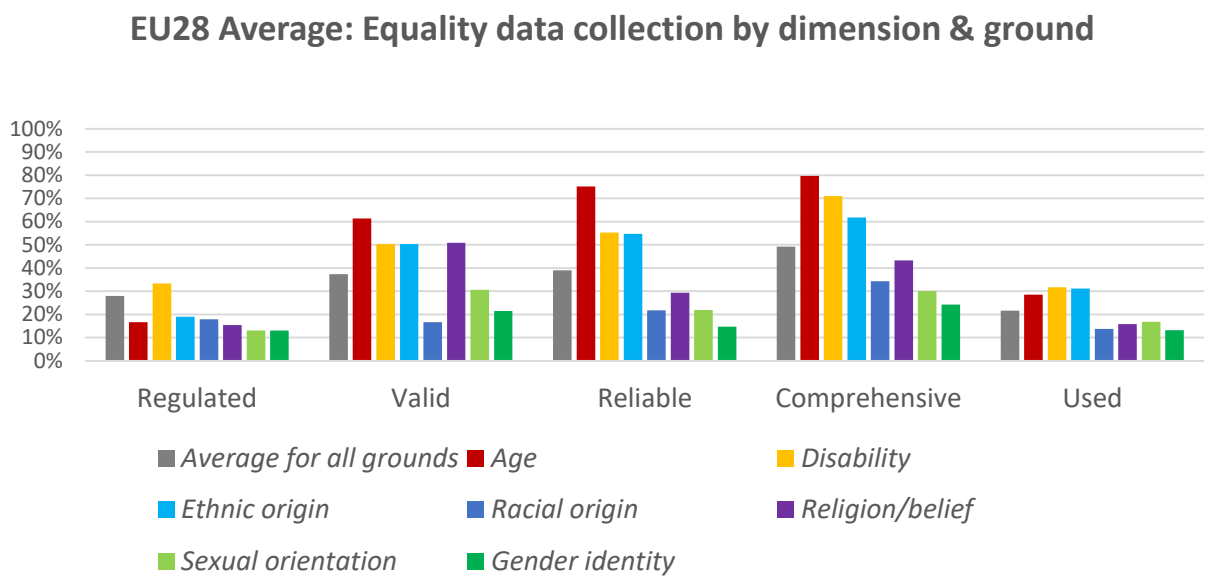
Methodological approach
Executive summary 5
Background on indicators of equality data collection 9
Dimension 1: Regulation of equality data 12
Dimension 2: Validity of equality data 14
Dimension 3: Reliabilty of equality data 17
Dimension 4: Comprehensiveness of equality data 20
Dimension 5: Use of equality data to promote equality in practice 23

Overview per EU Member State
Austria 25
Belgium 26
Bulgaria 27
Croatia 28
Cyprus 29
Czech Republic 30
Denmark 31
Estonia 32
Finland 33
France 34
Germany 35
Greece 36
Hungary 37
Ireland 38
Italy 39
Latvia 40
Lithuania 41
Luxembourg 42
Malta 43
Netherlands 44
Poland 45
Portugal 46
Romania 47
Slovakia 48
Slovenia 49
Spain 50
Sweden 51
UK 52

Technical annex
Comparative summary 53
Austria 55
Belgium 57
Bulgaria 59
Croatia 61
Cyprus 63
Czech Republic 65
Denmark 67
Estonia 69
Finland 71
France 73
Germany 75
Greece 77
Hungary 79
Ireland 81

Italy 83
Latvia 85
Lithuania 87
Luxembourg 89
Malta 91
Netherlands 93
Poland 95
Portugal 97
Romania 99
Slovakia 101
Slovenia 103
Spain 105
Sweden 107
UK 109

Executive summary



EU28 Average	*Regulated*	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**28%**	**37%**	**39%**	**49%**	**22%**	**34%**
Age	17%	61%	75%	80%	29%	**52%**
Disability	33%	50%	55%	71%	32%	**48%**
Ethnic origin	19%	50%	55%	62%	31%	**43%**
Racial origin	18%	17%	22%	34%	14%	**21%**
Religion/belief	15%	51%	29%	43%	16%	**31%**
Sexual orientation	13%	31%	22%	30%	17%	**22%**
Gender identity	13%	21%	15%	24%	13%	**17%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- Equality data collection is allowed based on specific exemptions in all EU Member States, but is a relative weakness in nearly all EU Member States' equality policies
- In most EU Member States, equality data is poorly regulated & little used in practice beyond basic monitoring & planning on the grounds of age, disability & ethnic origin
- Data on equality grounds is usually designed without community consultations, options for self-definition, or common definitions for the purposes of equality
- Available data on age is more complete, reliable & comprehensive, while data on religion/belief is less regular & data on disability & ethnic origin is often proxy-based
- Beyond complaints, little statistical data exists in most areas on racial origin & LGBTI persons

Equality data collection indicators: methodological approach

Is equality data collection…	UK	FI	NL	IE	PT	BE	HU	HR	IT	EU28	FR	BG	CZ	SE	DE	RO	EE	LU	AT	PL	DK	ES	GR	LT	LV	MT	SI	CY	SK
Regulated	100%	100%	71%	42%	38%	11%	67%	44%	17%	28%	15%	33%	17%	13%	16%	13%	8%	14%	17%	11%	13%	25%	17%	13%	13%	17%	17%	13%	13%
Valid	98%	83%	96%	76%	65%	54%	27%	31%	60%	37%	33%	27%	30%	41%	9%	27%	32%	33%	15%	31%	25%	20%	14%	24%	25%	19%	21%	8%	20%
Reliable	91%	94%	82%	50%	57%	51%	35%	39%	31%	39%	51%	17%	37%	29%	47%	23%	42%	37%	32%	28%	28%	30%	34%	32%	29%	21%	15%	12%	16%
Comprehensive	90%	90%	90%	44%	44%	59%	39%	74%	50%	49%	53%	66%	53%	64%	44%	31%	47%	50%	44%	47%	49%	26%	49%	36%	26%	39%	29%	36%	10%
Used	92%	71%	53%	45%	18%	43%	33%	4%	27%	22%	12%	16%	18%	0%	29%	51%	12%	0%	24%	14%	10%	12%	0%	0%	10%	2%	6%	0%	0%

Legend:
Red (Scores 01-19) = Major weakness
Orange (Scores 20-39) = Area of Weakness
Yellow (Scores 40-60) = Mixed Area with Strengths and Weaknesses
Light green (Scores 61-80) = Area of Strength
Green (Scores 81-100) = Major strength
Note: Table ranked by overall average across all 5 dimensions

- Only Finland, the Netherlands & UK have successful systems for equality data collection to promote equality in practice, although Ireland & Portugal are not far behind despite their weaknesses on data regulation, reliability, comprehensiveness & use
- Equality data collection is a key measure of the strength of the implementation of anti-discrimination law. The strength of equality data collection, as measured by these indicators, is strongly & positively correlated to the strength of anti-discrimination laws, definitions & equality policies. The strength of anti-discrimination laws is measured by the Migrant Integration Policy Index (see www.mipex.eu/anti-discrimination). The strength of equality data collection is also strongly & positively correlated to the public's level of awareness about their rights as discrimination victims, as measured by Eurobarometer
- Accordingly, equality data collection, particularly its regulation & use, tends to be weaker in countries with more recent anti-discrimination laws and more recent EU membership
- Each dimension of equality data collection is strongly & positively correlated to each other. Equality data is generally regulated, valid, reliable, comprehensive & used to a similar extent within the same country. A few countries have highly regulated, valid, reliable, comprehensive & used data, while many more have data with limited regulation, validity, reliability, comprehensiveness & use.
- The collection of data on equality grounds is also strongly & positively linked together. Countries with more robust data on several grounds tend to collect robust data on all grounds, while countries with less robust data tend to have similar problems on data collection across all equality grounds. The differences in equality grounds are also generally similar across EU Member States. Countries generally collect more robust data on age &, to a lesser extent, disability & ethnic origin and less robust data on religion/belief, racial origin, sexual orientation & gender identity.

Equality data collection indicators: methodological approach

1. **Dimension 1: Regulation of equality data:** Although all EU Member States' laws allow for equality data based on several sensitive data exemptions, only around one-third mandate equality data collection for equality bodies in all grounds or for employers on the ground of disability, with little guidance from the law on how to collect this data.

   Conclusions:

   - *Limited mandate and resources for equality bodies & employers to collect equality data beyond the ground of disability*
   - *Little official guidance provided on how to collect valid, reliable and comprehensive equality data*

2. **Validity of equality data:** Available equality data in most EU Member States raises major issues of data validity except on the ground of age. The groups concerned are hardly ever consulted in the design of equality data and the resulting data is too often based on proxies for disability, ethnicity and religion/belief and completely missing on racial origin, sexual orientation, gender identity and multiple grounds.

   Conclusions:

   - *Little-to-no community consultations with the groups concerned to set the national definitions for equality data on all grounds*
   - *Few options are given to people for self-definition in the national census or surveys on any grounds of disability, racial or ethnic origin, religion/belief, sexual orientation and gender identity*

3. **Reliability of equality data:** While reliable data is collected for age and, to some extent, disability, most other equality data in EU Member States is not well defined, comparable, regular, diversified or disaggregated. Relatively few national actors collect data on grounds other than age. Their national survey or administrative data on LGBTI, race, religion/belief are rare and incomparable at national or international level. Proxy-based ethnicity data is more readily available from national survey and administrative sources, but often not comparable across countries. For most grounds and countries, the most reliable and regular sources are European data and surveys and national complaints data, which are critical for filling these major data gaps.

   Conclusions:

   - *Few national surveys & few initiatives conducted by a wide variety of methods and actors (i.e. NGOs, researchers, equality bodies, local and regional statistical bodies)*
   - *National surveys or administrative data often are not disaggregated due to small sample sizes or incomplete datasets*
   - *European sources (e.g. FRA surveys, European Social Survey, LFS/SILC ad hoc modules) are often the only major source on disability, ethnic/racial origin, religion, sexual orientation & gender identity*

4. **Comprehensiveness of equality data:** Comprehensive data is only collected for age and, to some extent, disability. Data on access to justice is a major gap. While most EU Member States systematically data on discrimination complaints and hate crimes disaggregated by ground, hardly any do so for crime victimisation or for the number and outcomes of discrimination cases brought to court. Most equality data provide general estimates of the population and data on employment and education based on age, disability and proxy-based ethnic origins. Very few EU Member States collect comprehensive data on racial origin, religion/belief, sexual orientation and gender identity. Major data gaps also emerge in the area on social inclusion (i.e. housing, health, poverty, social exclusion).

Equality data collection indicators: methodological approach

Conclusions:

- *Social inclusion and living conditions are a major gap for many equality grounds*
- *Targeted comprehensive surveys may be the necessary solution for the under-sampling of small or under-sampled groups (i.e. LGBTI, immigrants, religions) in mainstream surveys*
- *The number and outcomes of discrimination cases are rarely collected or disaggregated*

5. **Use of equality data to promote equality in practice:** On all grounds, the available national and EU-wide equality data, even the most reliable and comprehensive data, seems to be significantly underused and likely little known, as equality data is hardly ever given a structural role in policymaking and service-delivery. A minority of EU Member States require that equality data on age, disability and ethnicity are used for positive actions, remedies or sanctions or national monitors. Additional examples emerge of local monitors on all grounds, including under-covered grounds like sexual orientation, gender identity and religion/belief. Very few Member States go further to systemically use equality data in discrimination cases, lawmaking or evaluation.

Conclusions:

- *On most grounds, available equality data is usually not a systematic or obligatory part of policymaking, planning, implementation and evaluation*
- *Few national and local equality monitors have been created on equality grounds in order to raise awareness and use of equality data*
- *Equality data is rarely used in discrimination cases and the design of remedies, sanctions and positive actions*

Background on indicators of equality data collection

Introduction

The purpose of the equality data collection indicators was twofold:

a) indicators to evaluate Member States practices in the field of equality data collection relating to:
   - the extent a Member States collects equality data;
   - the sources that are used;
   - the existing national legislation or action plans relevant to data collection.

b) country fact sheets describing the state of art in each EU Member State:
   - a summary of the relevant legal framework for equality data collection;
   - how equality data is collected;
   - who is responsible for equality data collection;
   - cases of best practice in equality data collection.

The paradigm called an evidence-based approach to good governance – integrating expertise, research and evaluation on policies to improve decision-making and accountability- is becoming dominant in the public sector. The European Commission has indeed actively promoted the collection and use of data in the context of equality and non-discrimination, and quite rightly continues to do so, as the present Invitation to tender for its part demonstrates. Without reliable and adequate data, it is impossible to know whether the existing equality legislation and policies are having the desired impacts or to make informed decisions about future action.

Indicators can be quantitative or qualitative and are essentially of instrumental value, as they serve the purpose of measuring the degree of progress in achieving a particular goal. In short, indicators allow for monitoring and comparison and serve as a basis for policymaking. In the terminology of Eurostat : "[an indicator is a s]ummary measure related to a key issue or phenomenon and derived from a series of observed facts. Indicators can be used to reveal relative positions and/or show positive or negative change."[1]

Indicators on equality data collection measure the existence nationally of a comprehensive and reliable monitoring system on discrimination through assessment of the following: a) extent to which each country collects data; b) sources that are used; c) legal framework and action plans for data collection. The monitoring system itself serves the broader objective of ensuring that equal treatment legislation is implemented in practice and is yielding the desired results. The design of the indicators were grounded in European and international norms and the highest benchmarks on anti-discrimination law, data protection and equality data collection. Top scores were given to laws, procedures and uses of equality data that meet European norms and standards, while middle and lower scores were given in cases where equality data is impossible, obstructed or unavailable/unused. The exact benchmarks and structures of the indicators were agreed with the European Commission in the design phase of the project and reconfirmed after the calculation of the indicator results. These norms and benchmarks had been mapped in this project's handbook and national mapping reports. Overall, these equality data indicators analyse and compare to what extent equality data can be and is being used by Member States. This benchmarking exercise also allows Member States to identify potential areas for improvement in their current equality data legislation, practice or use and clearly identify best practices and trends in other EU Member States.

[1] Eurostat, RAMON – Eurostat's Concepts and Definitions Database. http://ec.europa.eu/eurostat/data/metadata.

Equality data collection indicators: methodological approach

Methodology & scoring

The indicators aimed to measure distinct dimensions of equality data collection from law to practice:

- Legal and policy indicators: Do laws and policies allow for the collection of equality data for all grounds and areas of life?
- Process/implementation indicators: Is equality data properly and regularly collected for all grounds and areas of life?
- Indicators of use in practice: Is equality data regularly used by policy actors to promote equality for all grounds and areas of life?

The indicators equally aim to present the situation disaggregated for each ground and area of life. Based on this overall structure, five dimensions of equality data collection were identified through the handbook and mapping reports: data regulation, data validity, data reliability, data comprehensiveness and data use. For each dimension, individual indicators were designed to capture the many elements that compose this dimension, based on the approaches recommended in the handbook and the range of practices observed in the Member States. Each indicator was turned into questions with a few answer options for each question, so as to do justice to the complexity of the realities in Member States. Each answer option reflects the relative distance to the ultimate benchmark and is given a scoring number.

Each individual indicator was structured in such a way to allow for disaggregated comparison between grounds. Similar indicators were constructed about data collection on age, ethnic or racial origin, gender identity, religion/belief, sexual orientation and multiple grounds, so that data availability can be compared between the different grounds. The construction of sub-ground indicators (e.g. age disaggregated by age brackets or ethnicity disaggregated by type of group) did not prove necessary to capture the range of policies in the Member States. Indicators under the 'comprehensiveness' dimension were also be structured in a similar way for each area of life (e.g. employment, vocational training, education, health and housing). This comparable structure by ground and by area allow for comparisons of data availability by ground across all areas (e.g. age data in country X may be better available in education and health than in employment and housing?) or by area across all grounds (e.g. equality data on health in country Y may be fully available for age, gender and sexual orientation but missing for race, ethnicity and religion).

This list of indicators was assembled into a questionnaire answered by the national expert, who is best equipped to provide the qualitative information necessary for scoring. The MPG central team pre-completed the questionnaire based on the experts' national mapping reports, as these sources were sufficiently comprehensive to provide most of the data necessary for the indicators. Where data was missing or confusing, these gaps were highlighted for the experts by the central team. Using the experts' comments and scores for these indicators, the central team was able to conduct a final quality and consistency check of the data to guarantee that the questions were understood in a proper and consistent way across all countries. Any final recodings of the indicators was then checked with the national experts where necessary. In the end, only two initial indicators were dropped due to concerns of a lack of comparable answers between experts and a lack of coherent variation between countries (i.e. on coverage of vocational training and the international comparability of definitions).

In the final scoring process, equal weighting was given to each indicator and ground in order to guarantee an equal consideration of all aspects and to ensure the greatest transparency and usability of the results. Each indicator received one of several possible scores which were generally

translated into a 0-1 or 0% to 100% scale. Certain questions were aggregated together to create one indicator. Individual indicator scores were then be averaged together by ground (e.g. all age questions on validity were averaged together) and then these ground averages were averaged together to obtain the average per dimension (e.g. average score on validity for age, disability, ethnic origin, racial origin, religion/belief, sexual orientation & gender identity). A simple average of all dimensions was calculated by ground and overall, but not used in the graphical representations of the indicators, as the variations between the EU Member States was often too marginal for ranking purposes.

Overall, comparison and rankings can then be made based on these scores as a means to provide a broad-brush overview for policy comparison. The meaning of the score in terms of its favourability of equality data collection is described on the table below. These descriptions should be read as the "key" to the assessment of Member State performance—they give indications of what a country's equality data policies look like:

1-19 = Major weakness

21-39 = Area of weakness

40-60 = Mixed area of strengths & weaknesses

61-80 = Area of strength

81-100 = Major strength

Dimension 1: Regulation of equality data

List of indicators

1. Regulated
A) Sensitive data exemptions allowed (as per Directive 95/46/EC) *Note: This indicator was aggregated into the dimension score but not the dimension's sub-scores by equality ground*
B) Anti-discrimination legislation (equality data duty on equality bodies)
C) Anti-discrimination legislation (equality data duty on employers)
D) Specific equality data legislation or guidance

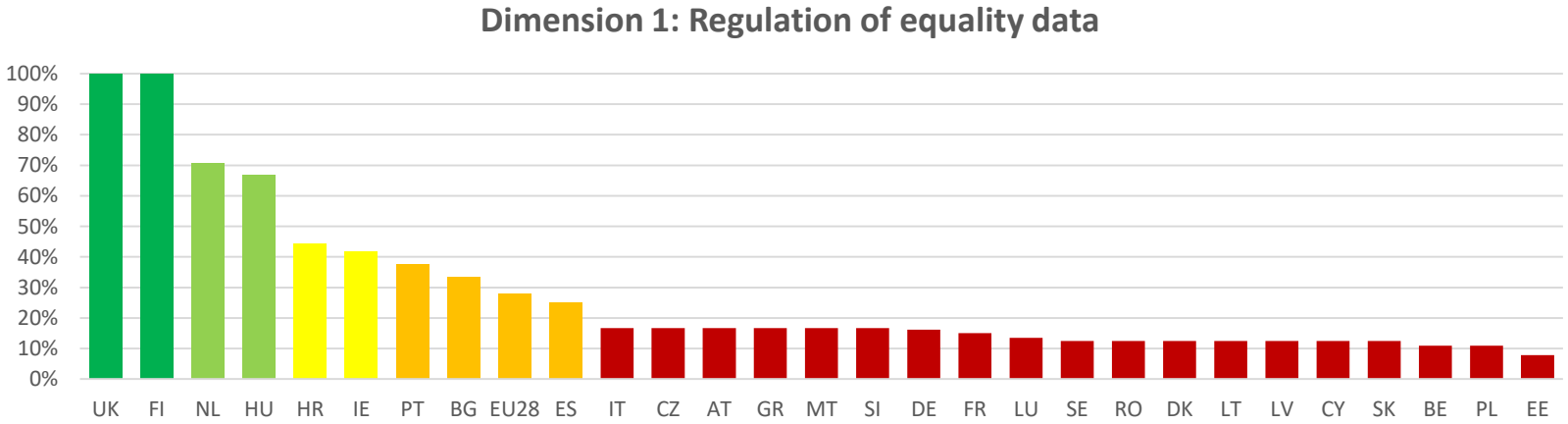
Key findings

Key findings: Although all EU Member States' laws allow for equality data based on several sensitive data exemptions, only around one-third mandate equality data collection for equality bodies in all grounds or for employers on the ground of disability, with little guidance from the law on how to collect this data.

1. *Limited mandate and resources for equality bodies & employers to collect equality data beyond the ground of disability*

2. *Little official guidance provided on how to collect valid, reliable and comprehensive equality data*

Comparative overview



Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

1. Regulated *# of countries with relevant provision*	*Consent*	*Employment*	*Health/life*	*Public*	*Members*	*Legal claim*	*Medicine*	*Public interest*
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	28	24	28	27	25	27	28	25
	Age	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	
B) Anti-discrimination legislation (equality data duty on equality bodies)	5	8	7	7	5	5	5	
C) Anti-discrimination legislation (equality data duty on employers)	4	13	3	3	3	3	3	
D) Specific equality data legislation or guidance	5	7	6	5	5	3	3	

Dimension 2: Validity of equality data

List of indicators

2. Valid *Note: Data on multiple grounds was not aggregated into the dimension score*
A) The group concerned was consulted in the design of the definitions used
B) Coverage of group: *1.0 = Complete* *0.75 = Complete proxy* *0.5 = Partial* *0.25 = Partial proxy* *0 = No coverage* *Complete means entire group covered. Proxy means indirect method of identification used.*
C) Self-definition is also used in equality data

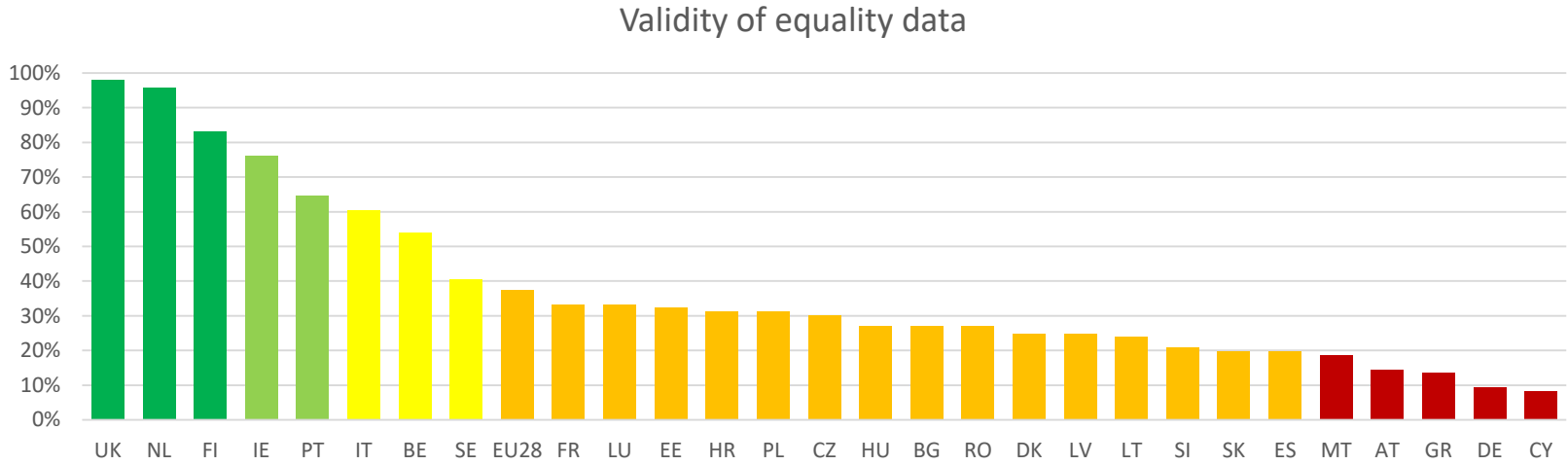
Key findings

Key findings: Available equality data in most EU Member States raises major issues of data validity except on the ground of age. The groups concerned are hardly ever consulted in the design of equality data and the resulting data is too often based on proxies for disability, ethnicity and religion/belief and completely missing on racial origin, sexual orientation, gender identity and multiple grounds.

1. *Little-to-no community consultations with the groups concerned to set the national definitions for equality data on all grounds*

2. *Few options are given to people for self-definition in the national census or surveys on any grounds of disability, racial or ethnic origin, religion/belief, sexual orientation and gender identity*

Comparative overview



Red (Score 01-19):	*Major weakness*
Orange (Score 20-39):	*Area of Weakness*
Yellow (Score 40-60):	*Mixed Area of Strengths & Weaknesses*
Light green (Score 61-80):	*Area of Strength*
Green (Score 81-100):	*Major strength*

Equality data collection indicators: methodological approach

2. Valid *# of countries with relevant provision or (average of countries' scores)*	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*Multiple grounds*
A) The group concerned was consulted in the design of the definitions used	5	5	9	5	5	6	6	5
B) Coverage of group: *1.0 = Complete* *0.75 = Complete proxy* *0.5 = Partial* *0.25 = Partial proxy* *0 = No coverage* *Complete means entire group covered. Proxy means indirect method of identification used.*	(0.98)	(0.72)	(0.62)	(0.21)	(0.63)	(0.31)	(0.18)	(0.12)
	Complete: 27 *Complete proxy: 0* *Partial: 1* *Partial proxy: 0* *No coverage: 0*	*Complete: 15* *Complete proxy: 2* *Partial: 4* *Partial proxy: 7* *No coverage: 0*	*Complete: 6* *Complete proxy: 8* *Partial: 7* *Partial proxy: 7* *No coverage: 0*	*Complete: 2* *Complete proxy: 0* *Partial: 0* *Partial proxy: 14* *No coverage: 12*	*Complete: 14* *Complete proxy: 0* *Partial: 5* *Partial proxy: 5* *No coverage: 4*	*Complete: 7* *Complete proxy: 0* *Partial: 2* *Partial proxy: 3* *No coverage: 16*	*Complete: 3* *Complete proxy: 0* *Partial: 3* *Partial proxy: 2* *No coverage: 20*	*Complete: 1* *Complete proxy: 0* *Partial: 3* *Partial proxy: 3* *No coverage: 21*
C) Self-definition is also used in equality data	19	17	16	3	20	11	7	6

Dimension 3: Reliability of equality data

List of indicators

3. Reliable
A) Nationally comparable: Common definitions collected for equality data at national level
B) Regularity of national survey collection (option D under 3C) *1.0 = Annually (Every Year)* *0.75 = Regularly (e.g. Every two years)* *0.5 = Ad hoc (e.g. Every 2-5 years)* *0.25 = Irregularly (e.g. Every 10 years)* *0 = Only once, not repeated yet*
C) Regularity of national administrative data collection (options A and B under 3C) *1.0 = Annually (Every Year)* *0.75 = Regularly (e.g. Every two years)* *0.5 = Ad hoc (e.g. Every 2-5 years)* *0.25 = Irregularly (e.g. Every 10 years)* *0 = Only once, not repeated yet*
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) *a) National official bodies (incl. national statistical institute)* *b) Local or regional official bodies* *c) Equality body/bodies* *d) Research/academia* *e) Non-governmental organisations* *Note that the collection of complaints data should not be counted more than once.*
E) Controls & disaggregation of data used to control for other key factors determining inequalities (e.g. socio-economic status)

Key findings

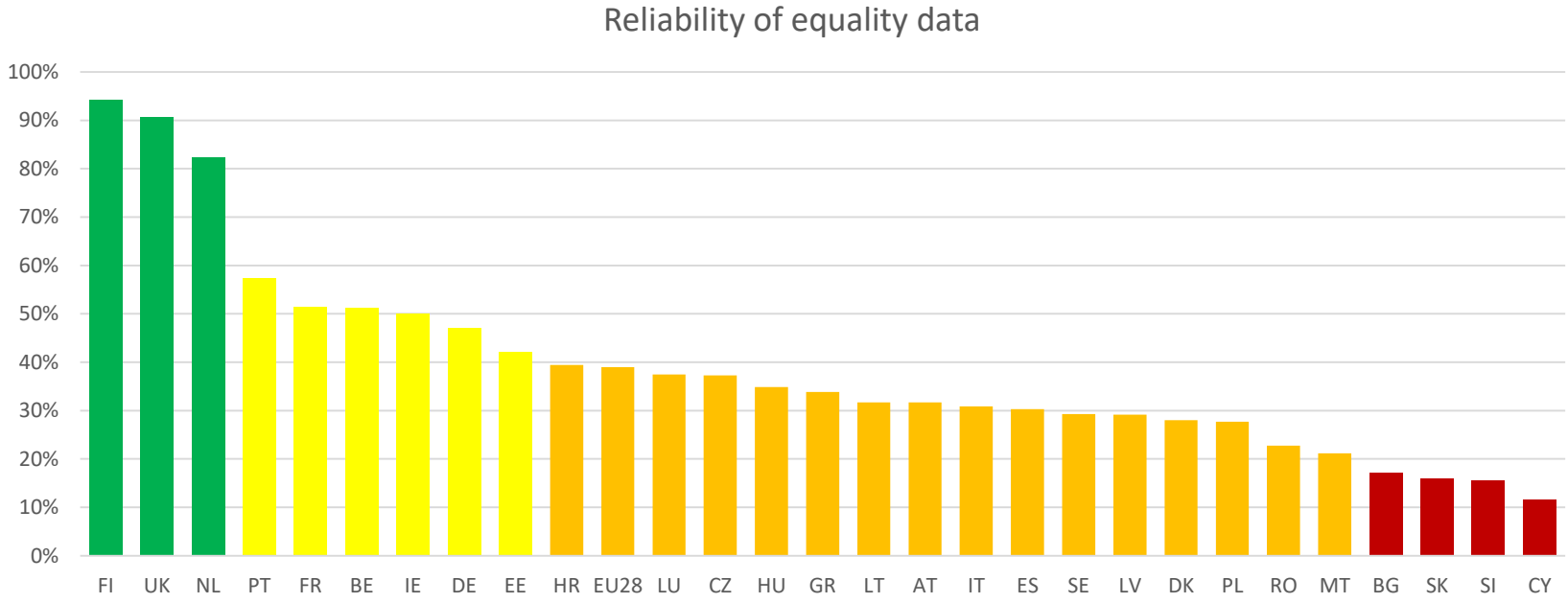
Key findings: While reliable data is collected for age and, to some extent, disability, most other equality data in EU Member States is not well defined, comparable, regular, diversified or disaggregated. Relatively few national actors collect data on grounds other than age. Their national survey or administrative data on LGBTI, race, religion/belief are often rare and incomparable at national or international level. Proxy-based ethnicity data is more often available from national survey and administrative sources, but often not comparable across countries. For most grounds and countries, the most reliable and regular sources are European data and surveys and national complaints data, which are critical for filling these major data gaps.

1. *Few national surveys & few initiatives conducted by a wide variety of methods and actors (i.e. NGOs, researchers, equality bodies, local and regional statistical bodies)*

2. *National surveys or administrative data are usually not disaggregated due to small sample sizes or incomplete datasets*

3. *European sources (e.g. FRA surveys, European Social Survey, LFS/SILC ad hoc modules) are the only major source on disability, ethnic/racial origin, religion, sexual orientation & gender identity*

Comparative overview



Red (Score 01-19):	*Major weakness*
Orange (Score 20-39):	*Area of Weakness*
Yellow (Score 40-60):	*Mixed Area of Strengths & Weaknesses*
Light green (Score 61-80):	*Area of Strength*
Green (Score 81-100):	*Major strength*

Equality data collection indicators: methodological approach

3. Reliable *# of countries with relevant provision or (average of countries' scores)*	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	25	11	15	4	11	4	2
B) Regularity of national survey collection (option D under 3C) *1.0 = Annually (Every Year)* *0.75 = Regularly (e.g. Every two years)* *0.5 = Ad hoc (e.g. Every 2-5 years)* *0.25 = Irregularly (e.g. Every 10 years)* *0 = Only once, not repeated yet*	(0.87)	(0.64)	(0.58)	(0.25)	(0.26)	(0.25)	(0.13)
C) Regularity of national administrative data collection (options A and B under 3C) *1.0 = Annually (Every Year)* *0.75 = Regularly (e.g. Every two years)* *0.5 = Ad hoc (e.g. Every 2-5 years)* *0.25 = Irregularly (e.g. Every 10 years)* *0 = Only once, not repeated yet*	(0.93)	(0.86)	(0.62)	(0.18)	(0.22)	(0.12)	(0.09)
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) *a) National official bodies (incl. national statistical institute)* *b) Local or regional official bodies* *c) Equality body/bodies* *d) Research/academia* *e) Non-governmental organisations* *Note that the collection of complaints data should not be counted more than once.*	(0.50)	(0.51)	(0.61)	(0.34)	(0.38)	(0.41)	(0.34)
E) Controls & disaggregation of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	16	10	11	5	6	5	3

Dimension 4: Comprehensiveness of equality data

Indicators: Definition & finalisation

4. Comprehensive
A) Population estimation
B) Employment
C) Education
D) Housing
E) Health
F) Poverty/Social Exclusion
G) Crime victimisation
H) Discrimination complaints
I) Discrimination cases
J) Outcomes of discrimination cases

Key findings

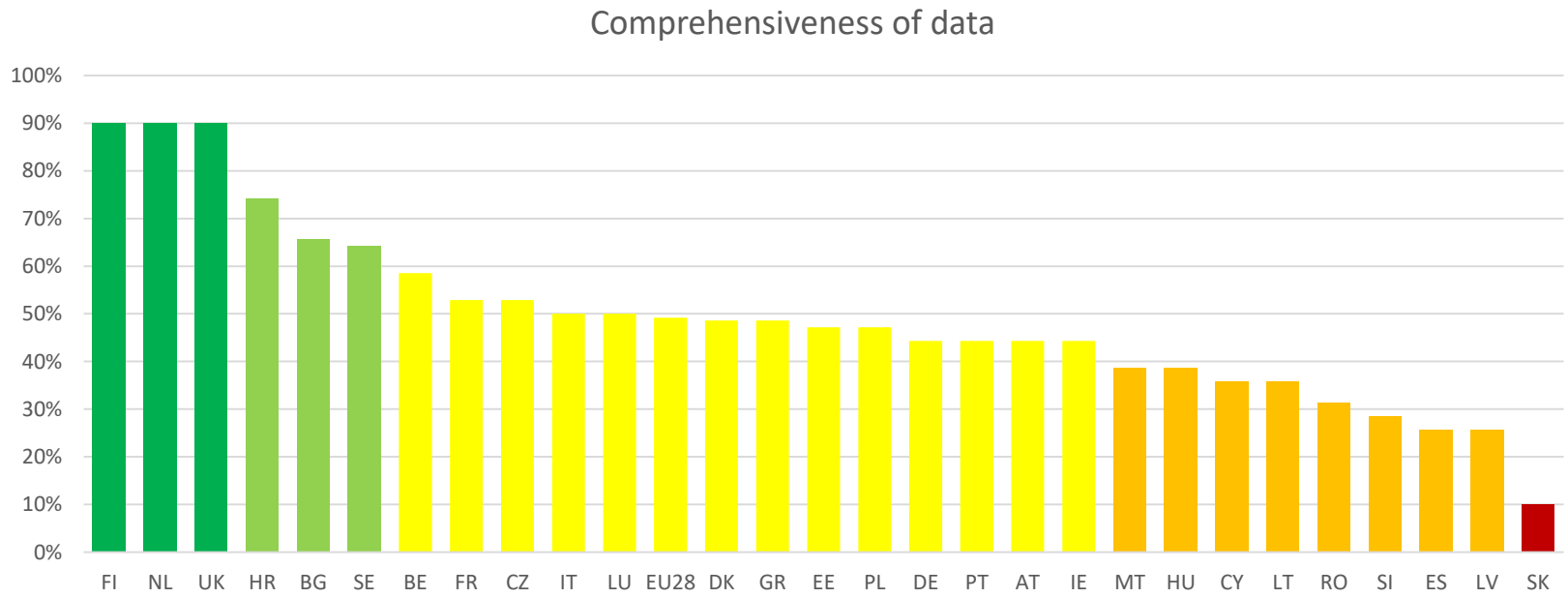
Key findings: Comprehensive data is only collected for age and, to some extent, disability. Data on access to justice is a major gap. While most EU Member States systematically data on discrimination complaints and hate crimes disaggregated by ground, hardly any do so for crime victimisation or for the number and outcomes of discrimination cases brought to court. Most equality data provide general estimates of the population and data on employment and education based on age, disability and proxy-based ethnic origins. Very few EU Member States collect comprehensive data on racial origin, religion/belief, sexual orientation and gender identity. Major data gaps also emerge in the area on social inclusion (i.e. housing, health, poverty, social exclusion).

1. *Social inclusion and living conditions are a major gap for many equality grounds*

2. *Targeted comprehensive surveys may be the necessary solution for the under-sampling of small or under-sampled groups (i.e. LGBTI, immigrants, religions) in mainstream surveys*

3. *The number and outcomes of discrimination cases are rarely collected or disaggregated*

Comparative overview



Red (Score 01-19):	*Major weakness*
Orange (Score 20-39):	*Area of Weakness*
Yellow (Score 40-60):	*Mixed Area of Strengths & Weaknesses*
Light green (Score 61-80):	*Area of Strength*
Green (Score 81-100):	*Major strength*

Equality data collection indicators: methodological approach

4. Comprehensive *# of countries with relevant provision*	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*
A) Population estimation	28	24	23	7	19	5	2
B) Employment	28	28	20	8	11	8	4
C) Education	28	26	23	9	11	6	4
D) Housing	27	24	17	8	10	4	2
E) Health	27	24	17	6	9	5	4
F) Poverty/Social Exclusion	27	24	18	6	8	4	3
G) Crime victimisation	21	13	17	16	16	14	12
H) Discrimination complaints	24	24	25	24	24	25	24
I) Discrimination cases	8	8	8	8	8	8	8
J) Outcomes of discrimination cases	5	4	5	4	5	5	5

Dimension 5: Use of equality data to promote equality in practice

List of indicators

5. Used
A) Official national monitors (discrimination, equality, integration)
B) Official local monitors (discrimination, equality, integration)
C) Proof in discrimination cases
D) Use of remedies & sanctions
E) Planning for equality or positive actions
F) Law- and policy-making
G) Evaluation of anti-discrimination legislation

Key findings

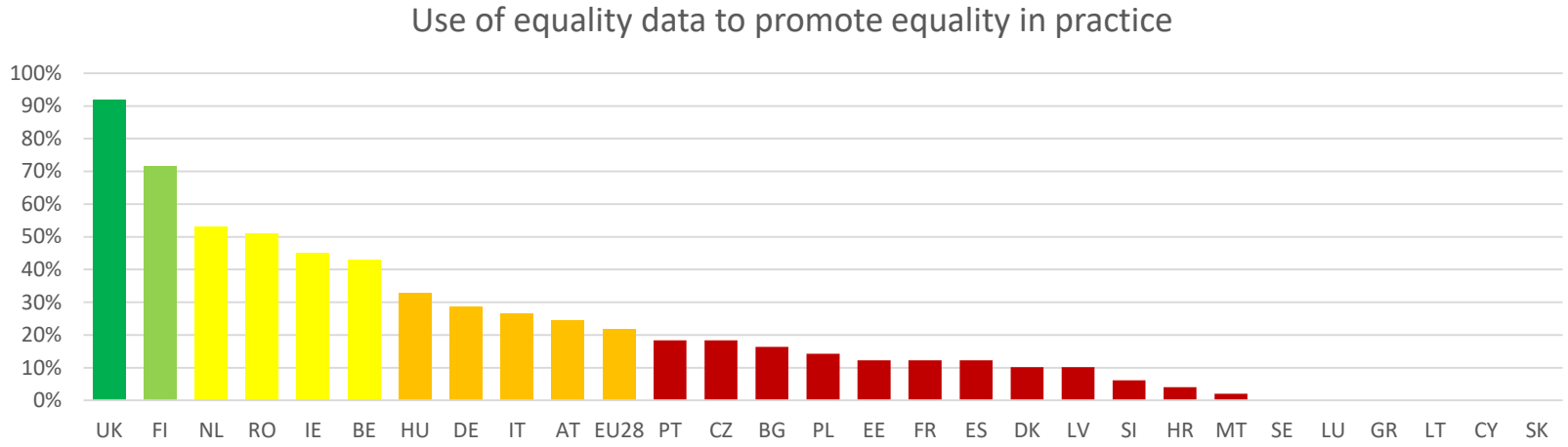
Key findings: On all grounds, the available national and EU-wide equality data, even the most reliable and comprehensive data, seems to be significantly underused and probably not well-known, as equality data is hardly ever given a structural role in policymaking and service-delivery. A minority of EU Member States require that equality data on age, disability and ethnicity are used for positive actions, remedies or sanctions or national monitors. Additional examples emerge of local monitors on all grounds, including under-covered grounds like sexual orientation, gender identity and religion/belief. Very few Member States go further to systemically use equality data in discrimination cases, lawmaking or evaluation.

1. *On most grounds, available equality data is usually not a systematic or obligatory part of policymaking, planning, implementation and evaluation*

2. *Few national and local equality monitors have been created on equality grounds in order to raise awareness and use of equality data*

3. *Equality data is rarely used in discrimination cases and the design of remedies, sanctions and positive actions*

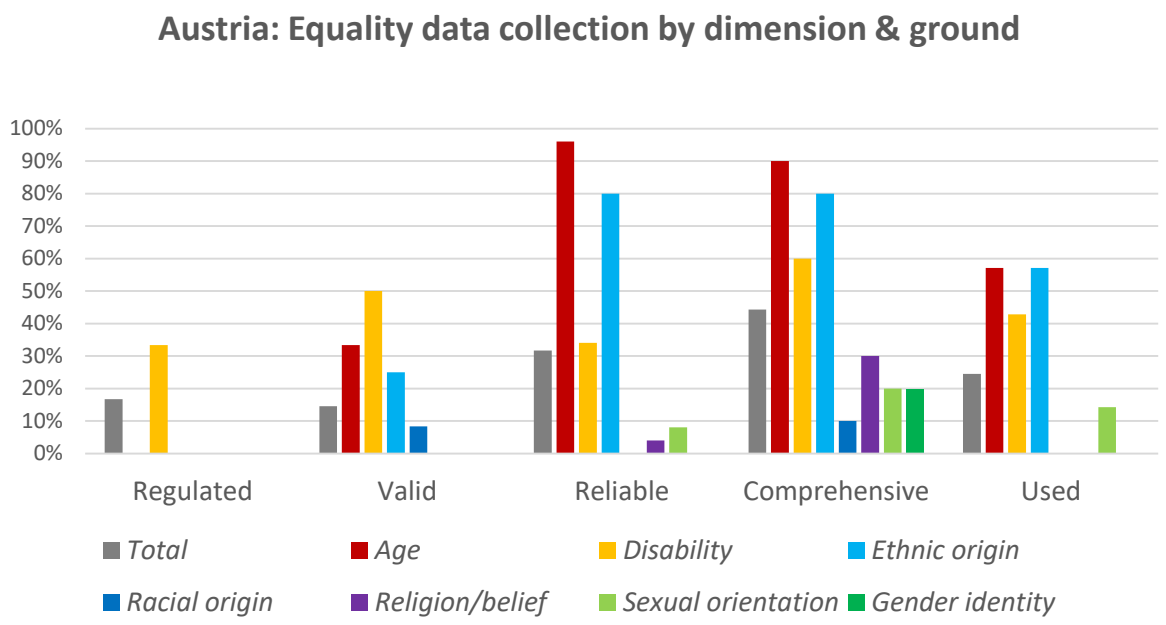
Comparative overview



Red (Score 01-19): *Major weakness*
Orange (Score 20-39): *Area of Weakness*
Yellow (Score 40-60): *Mixed Area of Strengths & Weaknesses*
Light green (Score 61-80): *Area of Strength*
Green (Score 81-100): *Major strength*

5. Used *# of countries with relevant provision*	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*
A) Official national monitors (discrimination, equality, integration)	8	10	13	5	5	6	4
B) Official local monitors	7	6	9	3	3	5	3
C) Proof in discrimination cases	10	8	9	8	8	8	7
D) Use of remedies & sanctions	4	7	2	2	2	2	1
E) Planning for equality or positive actions	11	14	11	2	4	3	3
F) Law- and policy-making	10	11	11	3	4	4	3
G) Evaluation of anti-discrimination legislation	6	6	6	4	5	5	5

Equality data collection indicators: Overview per EU Member State

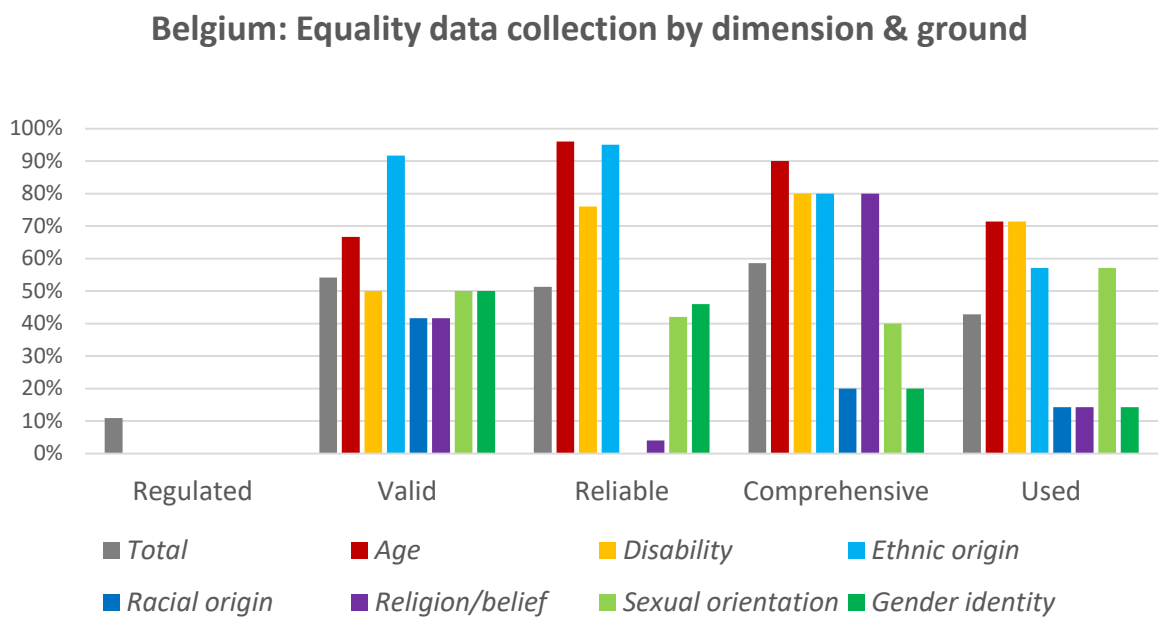


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**17%**	**15%**	**32%**	**44%**	**24%**	**24%**
Age	0%	33%	96%	90%	57%	**55%**
Disability	33%	50%	34%	60%	43%	**44%**
Ethnic origin	0%	25%	80%	80%	57%	**48%**
Racial origin	0%	8%	0%	10%	0%	**4%**
Religion/belief	0%	0%	4%	30%	0%	**7%**
Sexual orientation	0%	0%	8%	20%	14%	**8%**
Gender identity	0%	0%	0%	20%	0%	**4%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- Equality data collection is a greater area of weakness in Austria than in most EU countries, critically so on grounds of racial origin, religion/belief, sexual orientation & gender identity
- As in most EU countries, Austria's data is poor or very poor on all grounds except disability in terms of data regulation, validity & reliability, due to a lack of clear mandates & guidance, the frequent use of proxies & limited community consultation
- Data on age, disability & ethnic origin are sometimes used in Austria for monitoring, planning & policymaking, but rarely on other grounds or for discrimination cases & sanctions

Equality data collection indicators: Overview per EU Member State

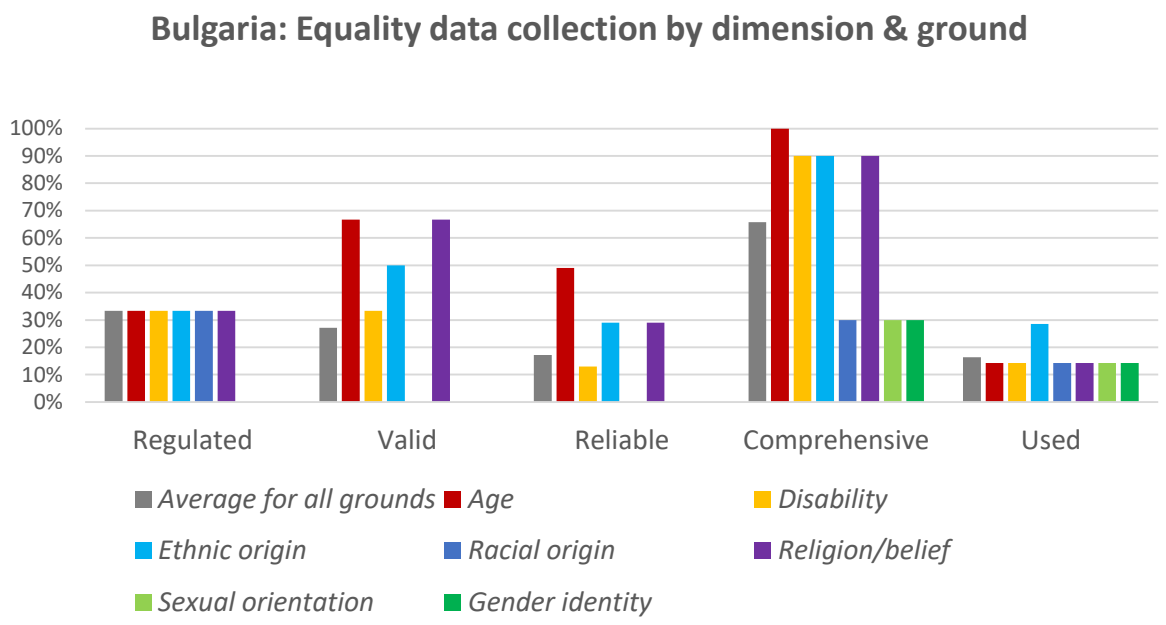


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**11%**	**54%**	**51%**	**59%**	**43%**	**42%**
Age	0%	67%	96%	90%	71%	**65%**
Disability	0%	50%	76%	80%	71%	**55%**
Ethnic origin	0%	92%	95%	80%	57%	**65%**
Racial origin	0%	42%	0%	20%	14%	**15%**
Religion/belief	0%	42%	4%	80%	14%	**28%**
Sexual orientation	0%	50%	42%	40%	57%	**38%**
Gender identity	0%	50%	46%	20%	14%	**26%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- Equality data collection is slightly more developed in Belgium than in most EU countries, with more reliable data available & used on all grounds
- As in most EU countries, Belgium's equality data collection is based on limited formal guidance, the frequent use of proxies & limited community consultation
- Notwithstanding these weaknesses, data on age, disability & ethnic origin score relatively well in terms of validity, reliability & comprehensiveness as well as their increasing use in monitoring, policymaking, evaluation & sanctions

Equality data collection indicators: Overview per EU Member State

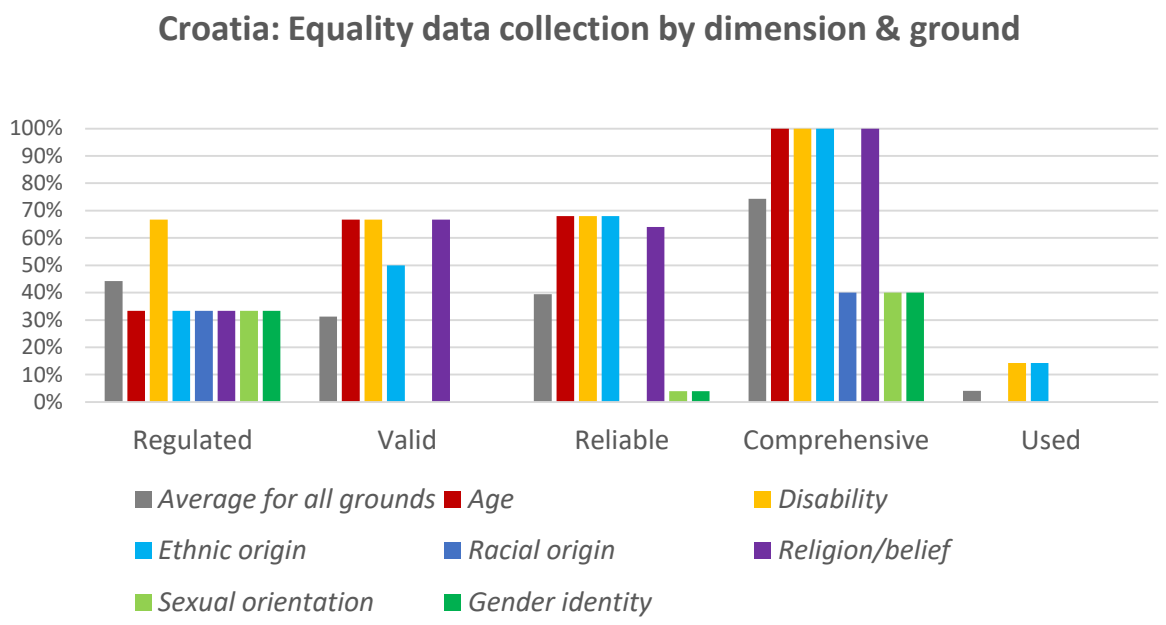


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**33%**	**27%**	**17%**	**66%**	**16%**	**31%**
Age	33%	67%	49%	100%	14%	**53%**
Disability	33%	33%	13%	90%	14%	**37%**
Ethnic origin	33%	50%	29%	90%	29%	**46%**
Racial origin	33%	0%	0%	30%	14%	**16%**
Religion/belief	33%	67%	29%	90%	14%	**47%**
Sexual orientation	0%	0%	0%	30%	14%	**9%**
Gender identity	0%	0%	0%	30%	14%	**9%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- As in most EU countries, equality data collection is an area of weakness for Bulgaria to promote equality in practice
- Critically, hardly any data is collected in Bulgaria on grounds of racial origin, sexual orientation or gender identity
- On age, disability, ethnicity & religion, data is more regulated & comprehensive, due to the census, but not very reliable, due to a lack of more regular, disaggregated & diverse sources
- The available data is rarely used to improve equality in Bulgaria except for the occasional use in discrimination cases & in positive measures based on ethnicity

Equality data collection indicators: Overview per EU Member State

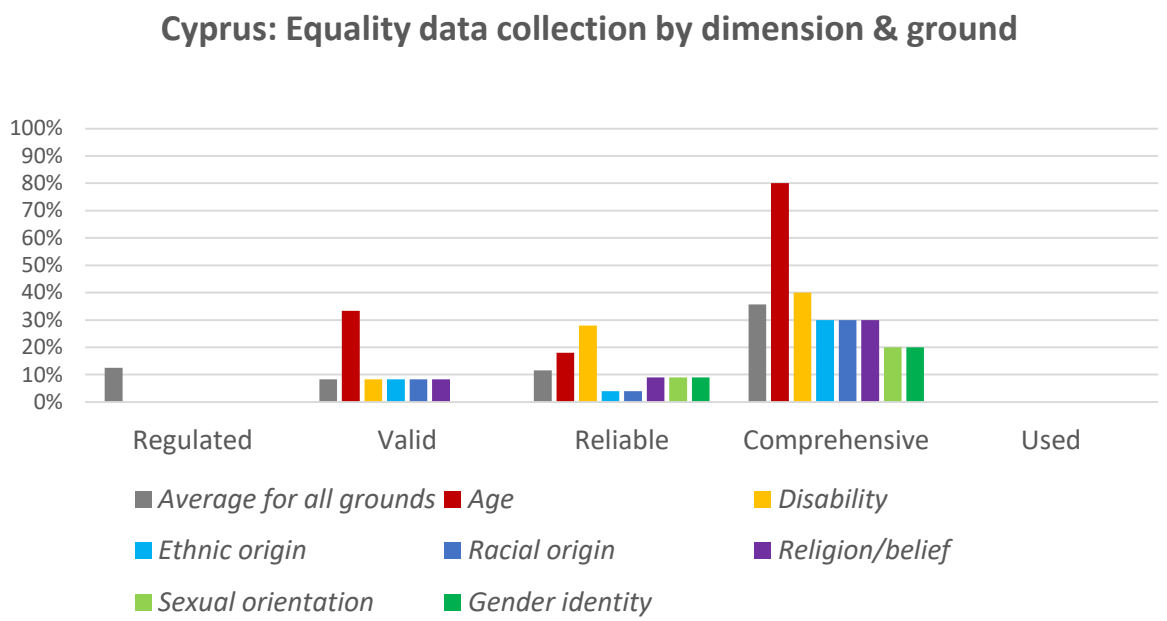


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**44%**	**31%**	**39%**	**74%**	**4%**	**38%**
Age	33%	67%	68%	100%	0%	**54%**
Disability	67%	67%	68%	100%	14%	**63%**
Ethnic origin	33%	50%	68%	100%	14%	**53%**
Racial origin	33%	0%	0%	40%	0%	**15%**
Religion/belief	33%	67%	64%	100%	0%	**53%**
Sexual orientation	33%	0%	4%	40%	0%	**15%**
Gender identity	33%	0%	4%	40%	0%	**15%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- As in most EU countries, equality data collection in Croatia is allowed, but uneven, with strengths on some grounds, weaknesses on others & a significant underuse in practice
- Critically, hardly any data is collected in Croatia on grounds of racial origin, sexual orientation or gender identity
- Better regulated, reliable & comprehensive data is available on grounds of age, disability, ethnic origin & religion/belief
- However, available data is hardly ever used to systematically improve equality in Croatia, except in the design of sanctions for disability discrimination in employment & the 2013-15 Action Plan for the Roma national minority

Equality data collection indicators: Overview per EU Member State



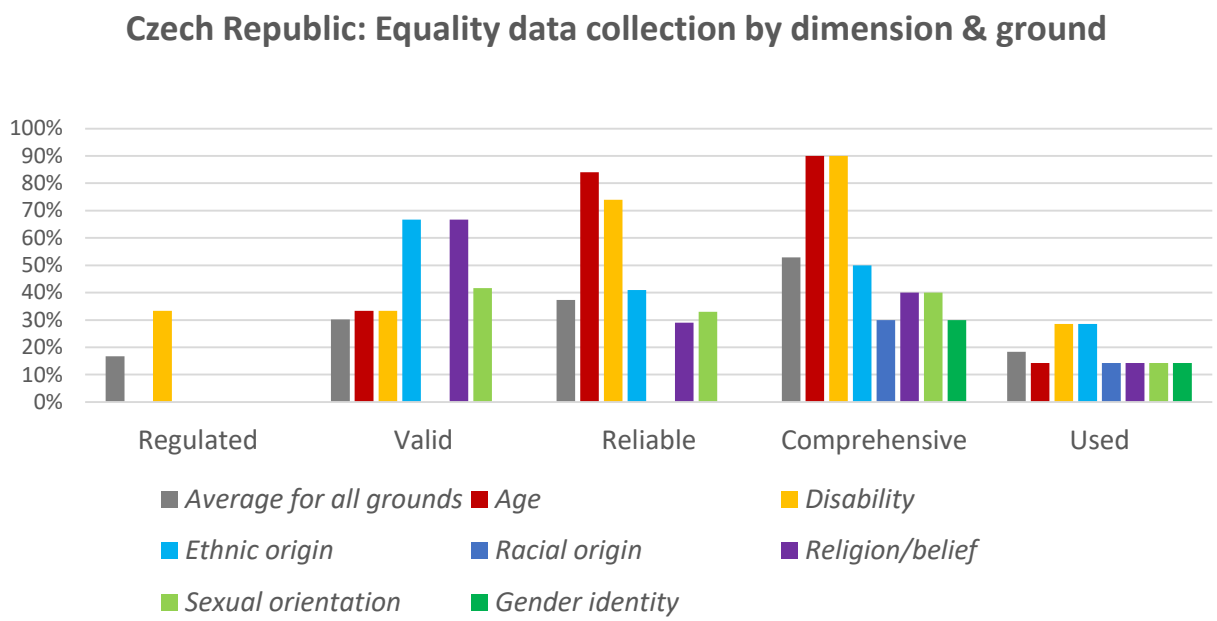
•

	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**13%**	**8%**	**12%**	**36%**	**0%**	**11%**
Age	0%	33%	18%	80%	0%	**26%**
Disability	0%	8%	28%	40%	0%	**15%**
Ethnic origin	0%	8%	4%	30%	0%	**8%**
Racial origin	0%	8%	4%	30%	0%	**8%**
Religion/belief	0%	8%	9%	30%	0%	**9%**
Sexual orientation	0%	0%	9%	20%	0%	**6%**
Gender identity	0%	0%	9%	20%	0%	**6%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- Equality data collection is critically weak in Cyprus, far below the efforts in most EU Member States to expand, improve & use the available data
- Equality data is not required in regulations or systematically used for monitoring, policymaking, planning or discrimination cases & sanctions
- Most available data raises concerns of data validity & reliability, while data on age is relatively comprehensive
- Critically, hardly any data is collected on grounds of ethnic & racial origin, sexual orientation or gender identity, far below the majority of other EU countries

Equality data collection indicators: Overview per EU Member State

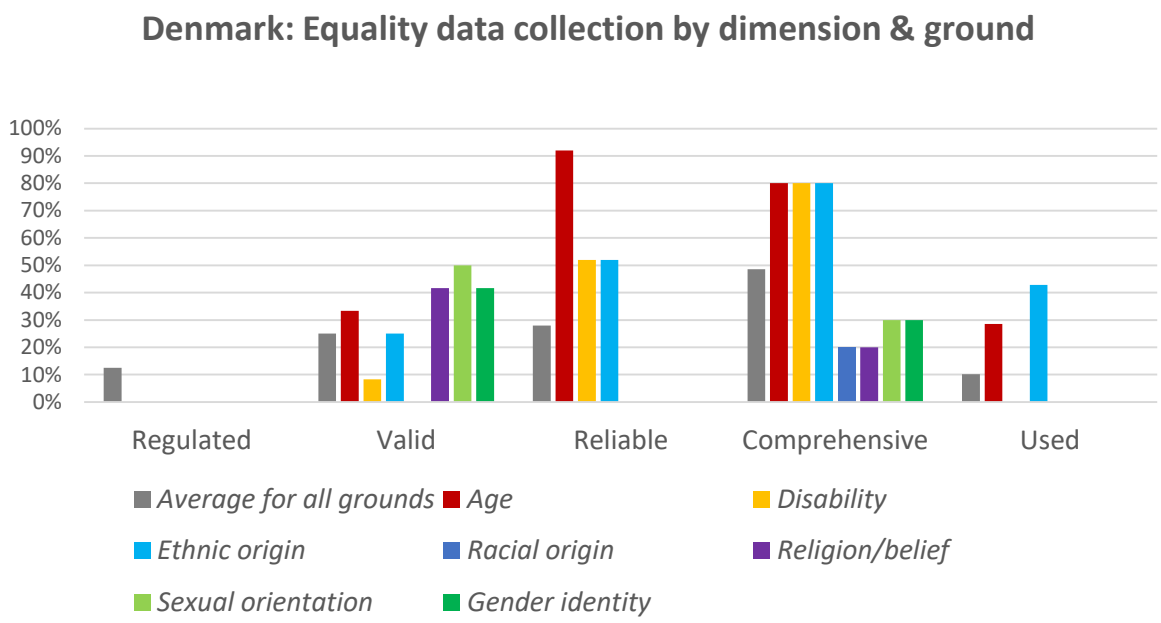


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**17%**	**30%**	**37%**	**53%**	**18%**	**30%**
Age	0%	33%	84%	90%	14%	**44%**
Disability	33%	33%	74%	90%	29%	**52%**
Ethnic origin	0%	67%	41%	50%	29%	**37%**
Racial origin	0%	0%	0%	30%	14%	**9%**
Religion/belief	0%	67%	29%	40%	14%	**30%**
Sexual orientation	0%	42%	33%	40%	14%	**26%**
Gender identity	0%	0%	0%	30%	14%	**9%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- As in most EU countries, equality data collection is an area of weakness for the Czech Republic to promote equality in practice
- Data on ethnicity & religion are captured in the census based on self-definition
- Data on age & disability are more reliable & comprehensive, with more regular, harmonised & disaggregated data
- Data on sexual orientation are partial & limited, while hardly any data is collected on the grounds of racial origin & gender identity
- Overall, the available data is rarely used for policymaking, except for the employment of the disabled & for the work of the Government Council for Roma Community Affairs

Equality data collection indicators: Overview per EU Member State

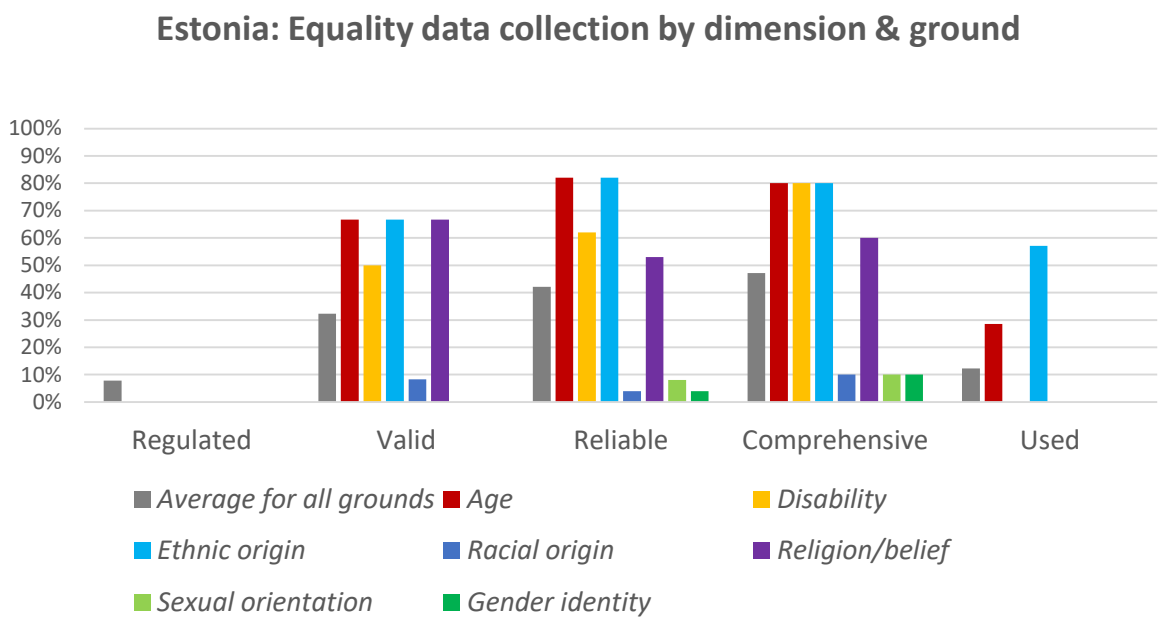


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**13%**	**25%**	**28%**	**49%**	**10%**	**23%**
Age	0%	33%	92%	80%	29%	**47%**
Disability	0%	8%	52%	80%	0%	**28%**
Ethnic origin	0%	25%	52%	80%	43%	**40%**
Racial origin	0%	0%	0%	20%	0%	**4%**
Religion/belief	0%	42%	0%	20%	0%	**12%**
Sexual orientation	0%	50%	0%	30%	0%	**16%**
Gender identity	0%	42%	0%	30%	0%	**14%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- Equality data collection is a greater area of weakness in Denmark than in most EU countries, critically so on grounds of racial origin, religion/belief, sexual orientation & gender identity
- Data collection is allowed but neither well-regulated in anti-discrimination law nor well-used in practice, except in integration monitors & some age employment discrimination cases
- Data on racial origin, religion & LGBTI are partial, irregular & missing in most areas of life
- While relatively comprehensive data is collected on age, disability & ethnic origin, the data on disability & ethnic origin are usually designed based on less reliable proxies, without community consultation in the process & without options for self-definition

Equality data collection indicators: Overview per EU Member State

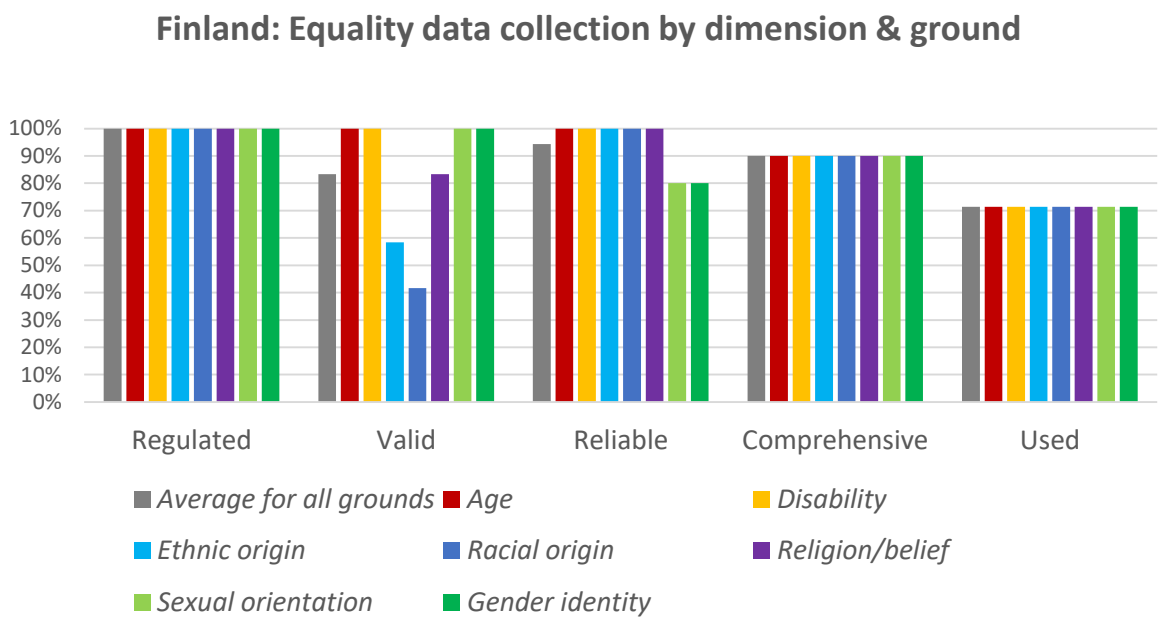


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**8%**	**32%**	**42%**	**47%**	**12%**	**28%**
Age	0%	67%	82%	80%	29%	**51%**
Disability	0%	50%	62%	80%	0%	**38%**
Ethnic origin	0%	67%	82%	80%	57%	**57%**
Racial origin	0%	8%	4%	10%	0%	**4%**
Religion/belief	0%	67%	53%	60%	0%	**36%**
Sexual orientation	0%	0%	8%	10%	0%	**4%**
Gender identity	0%	0%	4%	10%	0%	**3%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- As in most EU countries, equality data collection in Estonia is uneven & relatively weak for promoting equality in practice
- Data collection is allowed in Estonia but is one of the poorest regulated & least used in the EU for policymaking, with the exceptions of monitoring & planning on ethnicity & age
- Relatively reliable & comprehensive data is collected on grounds of age, disability, ethnic origin & religion/belief, although data on disability is partial & data on religion is irregular
- Critically, hardly any data is collected on grounds of racial origin, sexual orientation or gender identity in Estonia, far behind the majority of other EU countries

Equality data collection indicators: Overview per EU Member State

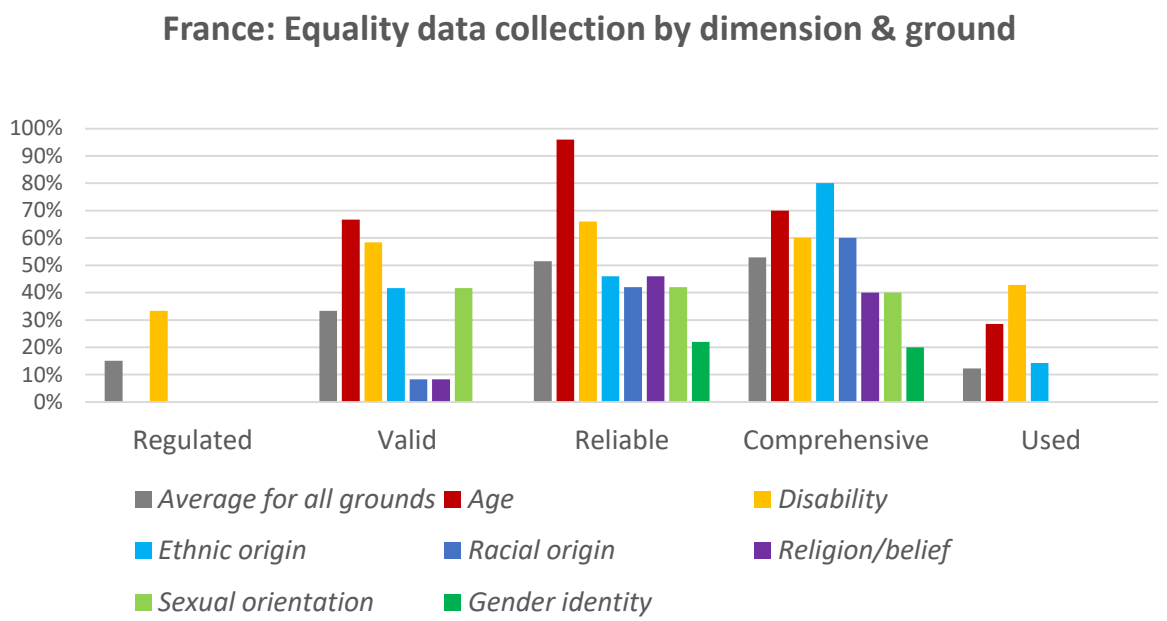


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**100%**	**83%**	**94%**	**90%**	**71%**	**88%**
Age	100%	100%	100%	90%	71%	**92%**
Disability	100%	100%	100%	90%	71%	**92%**
Ethnic origin	100%	58%	100%	90%	71%	**84%**
Racial origin	100%	42%	100%	90%	71%	**81%**
Religion/belief	100%	83%	100%	90%	71%	**89%**
Sexual orientation	100%	100%	80%	90%	71%	**88%**
Gender identity	100%	100%	80%	90%	71%	**88%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- Finland has one of the most successful systems for equality data collection in the EU, with highly regulated, valid, reliable & comprehensive data on nearly all grounds
- Equality data collection is based on clear mandates & guidance from the Non-Discrimination Act, government action plans bodies & community consultations
- Data on religion/belief are not complete in Finland, unlike in 14 other EU countries, while data on ethnic & racial origin are usually based on proxies (see instead Netherlands & UK)
- Finland's high quality available data could be used more systematically beyond policymaking, for example in discrimination cases, remedies & sanctions

Equality data collection indicators: Overview per EU Member State

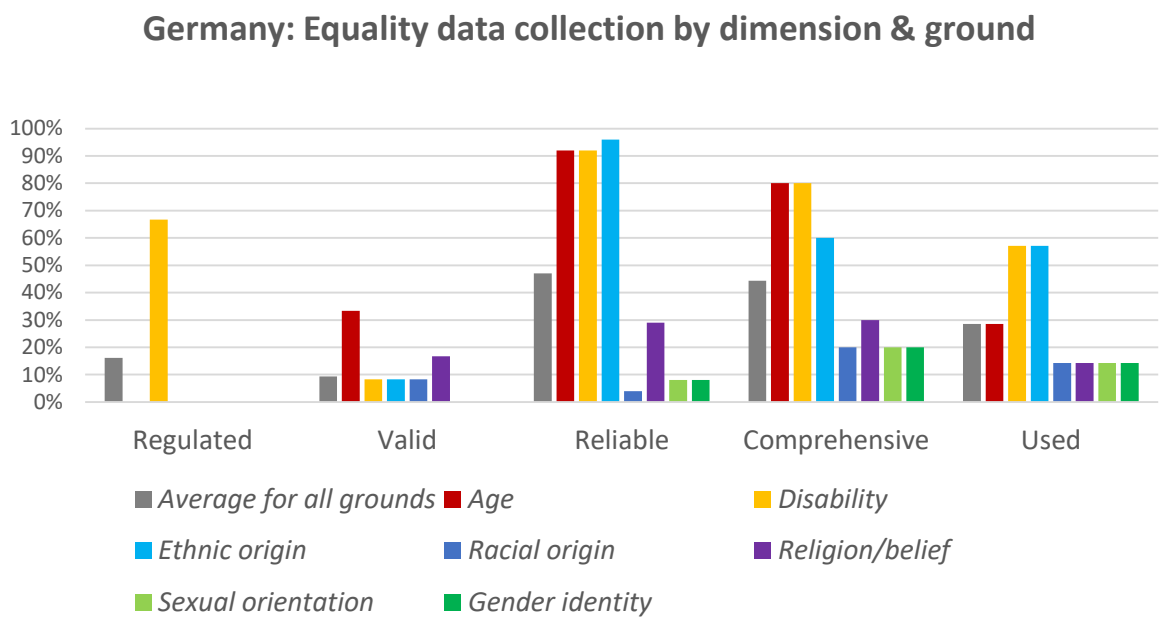


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**15%**	**33%**	**51%**	**53%**	**12%**	**31%**
Age	0%	67%	96%	70%	29%	**52%**
Disability	33%	58%	66%	60%	43%	**52%**
Ethnic origin	0%	42%	46%	80%	14%	**36%**
Racial origin	0%	8%	42%	60%	0%	**22%**
Religion/belief	0%	8%	46%	40%	0%	**19%**
Sexual orientation	0%	42%	42%	40%	0%	**25%**
Gender identity	0%	0%	22%	20%	0%	**8%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- As in most EU countries, equality data collection in France is allowed, but uneven, with a few strengths on some grounds & many weaknesses on others
- Available data is underused for equality (e.g. in discrimination cases, sanctions & evaluation)
- Equality data is systematically regulated & used only for the employment of the disabled
- Relatively complete, reliable & comprehensive data on age is little used for equality policies
- As a result, many actors are collecting data in many areas of life on the grounds of ethnic & racial origin, religion/belief & LGBTI, but only on an ad hoc basis, often based on imperfect proxies & without community consultations & common definitions

Equality data collection indicators: Overview per EU Member State

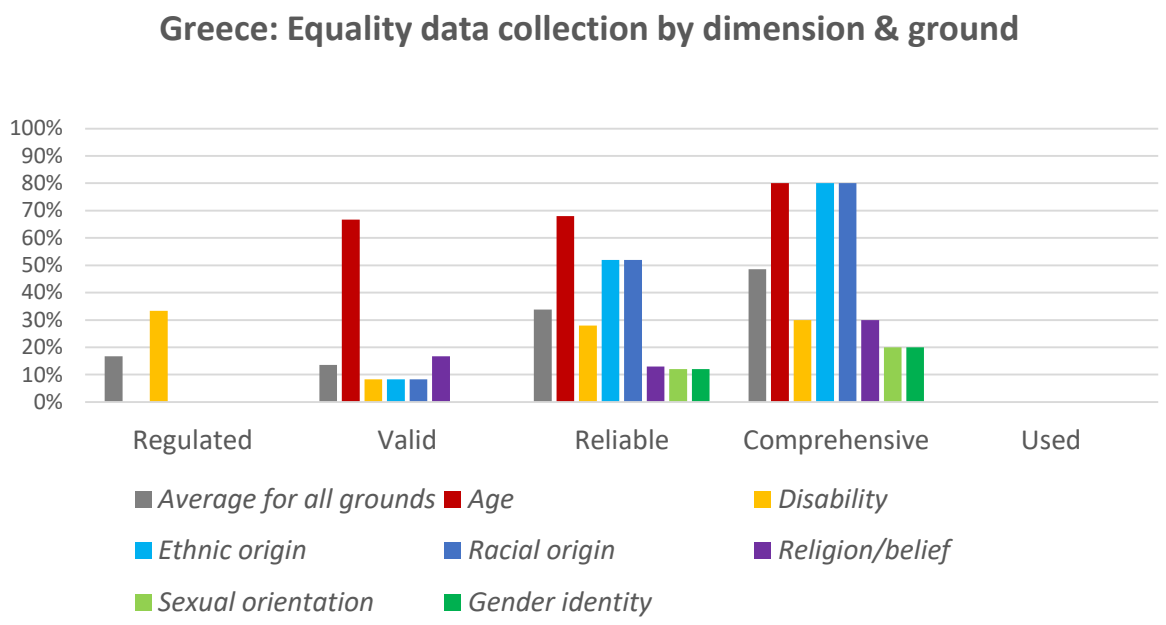


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**16%**	**9%**	**47%**	**44%**	**29%**	**28%**
Age	0%	33%	92%	80%	29%	**47%**
Disability	67%	8%	92%	80%	57%	**61%**
Ethnic origin	0%	8%	96%	60%	57%	**44%**
Racial origin	0%	8%	4%	20%	14%	**9%**
Religion/belief	0%	17%	29%	30%	14%	**18%**
Sexual orientation	0%	0%	8%	20%	14%	**8%**
Gender identity	0%	0%	8%	20%	14%	**8%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- As in most EU countries, equality data collection in Germany is allowed, but uneven, with strengths on some grounds & many weaknesses on others
- Data is regularly gathered in many areas of life on age, disability & ethnic origin
- However, Germany's available data is very poor in terms of data regulation & validity, due to the frequent use of partial proxies, little-to-no community consultation, few options for self-definition & a lack of clear mandates & guidance in anti-discrimination law
- Critically, hardly any reliable data is collected in Germany on grounds of religion/belief, racial origin, sexual orientation or gender identity

Equality data collection indicators: Overview per EU Member State

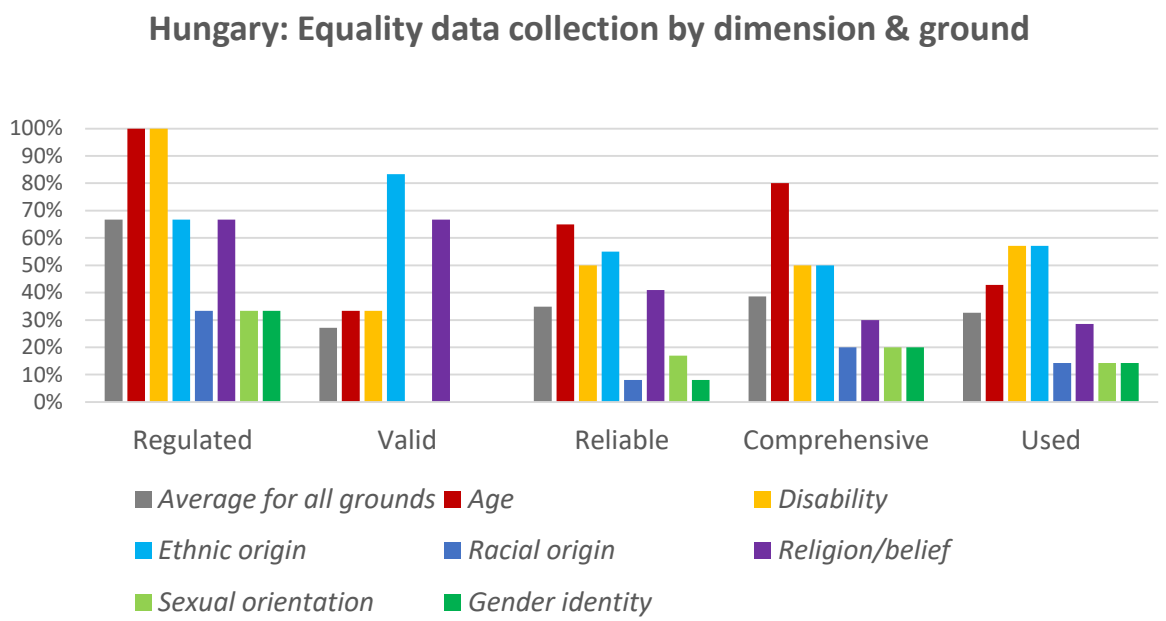


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**17%**	**14%**	**34%**	**49%**	**0%**	**21%**
Age	0%	67%	68%	80%	0%	**43%**
Disability	33%	8%	28%	30%	0%	**20%**
Ethnic origin	0%	8%	52%	80%	0%	**28%**
Racial origin	0%	8%	52%	80%	0%	**28%**
Religion/belief	0%	17%	13%	30%	0%	**12%**
Sexual orientation	0%	0%	12%	20%	0%	**6%**
Gender identity	0%	0%	12%	20%	0%	**6%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- Equality data collection is a greater area of weakness in Greece than in most EU countries, critically so on grounds of disability, religion/belief, sexual orientation & gender identity
- Equality data in Greece is one of the poorest regulated & least used in the EU for policy, with the one exception of its employment quota law for vulnerable groups e.g. disabled
- Only data on age obtains high scores for its validity, reliability & comprehensiveness
- Greece's available data on grounds of ethnic/racial origin & disability are based on partial proxies without community consultation, common definitions & options for self-definition

Equality data collection indicators: Overview per EU Member State

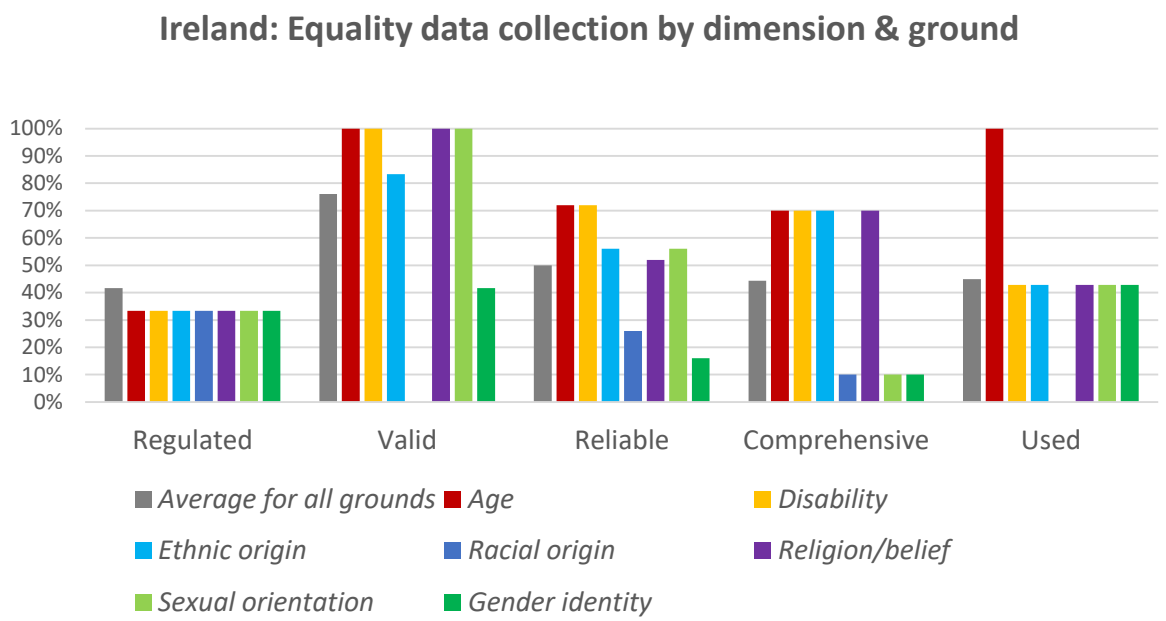


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**67%**	**27%**	**35%**	**39%**	**33%**	**40%**
Age	100%	33%	65%	80%	43%	**64%**
Disability	100%	33%	50%	50%	57%	**58%**
Ethnic origin	67%	83%	55%	50%	57%	**62%**
Racial origin	33%	0%	8%	20%	14%	**15%**
Religion/belief	67%	67%	41%	30%	29%	**47%**
Sexual orientation	33%	0%	17%	20%	14%	**17%**
Gender identity	33%	0%	8%	20%	14%	**15%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- Equality data collection in Hungary is uneven, with some strengths on age, ethnic origin & disability, major weaknesses on racial origin & LGBTI as well as issues of data validity, reliability & comprehensiveness across grounds
- Equality data is regulated by the Census, Equal Treatment Authority & a few positive actions
- However this data is often not regular, disaggregated or covering key areas (housing, health, poverty, discrimination cases & their outcomes)
- Critically, hardly any data is collected in Hungary on grounds of racial origin, sexual orientation or gender identity

Equality data collection indicators: Overview per EU Member State



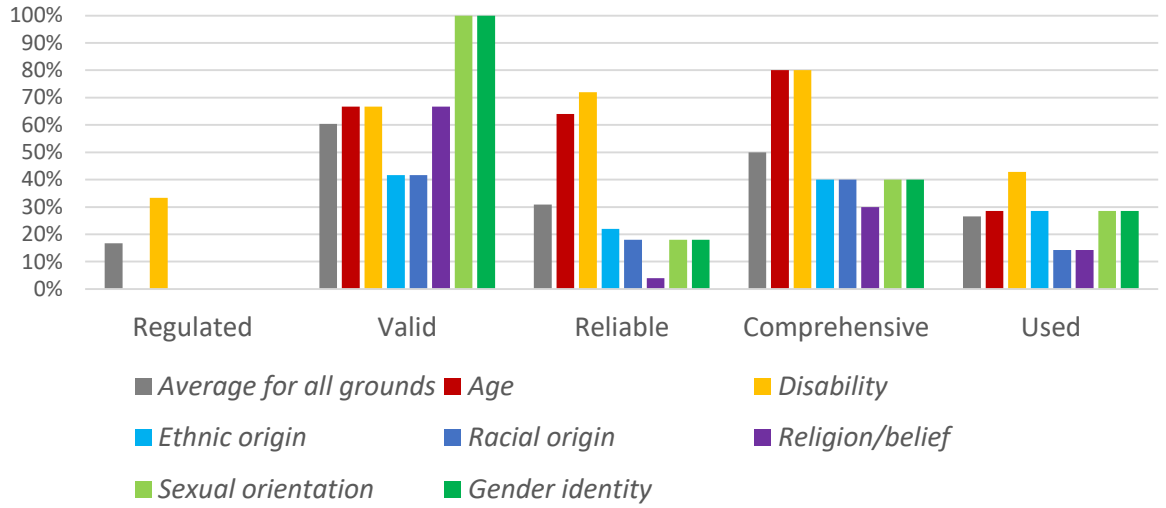
	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**42%**	**76%**	**50%**	**44%**	**45%**	**50%**
Age	33%	100%	72%	70%	100%	**75%**
Disability	33%	100%	72%	70%	43%	**64%**
Ethnic origin	33%	83%	56%	70%	43%	**57%**
Racial origin	33%	0%	26%	10%	0%	**14%**
Religion/belief	33%	100%	52%	70%	43%	**60%**
Sexual orientation	33%	100%	56%	10%	43%	**48%**
Gender identity	33%	42%	16%	10%	43%	**29%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- Despite its weaknesses, equality data collection in Ireland is one of the more advanced in the EU, but far behind Finland, Netherlands & UK in terms of regulation, reliability & coverage
- Data on age & disability are complete & regular, while well-designed data on other grounds is more ad hoc & missing in areas like crime victimisation & discrimination cases/outcomes
- Data is not collected on racial origin or gender identity & limited to the number of discrimination complaints, while data on sexual orientation is also very limited

Equality data collection indicators: Overview per EU Member State

Italy: Equality data collection by dimension & ground

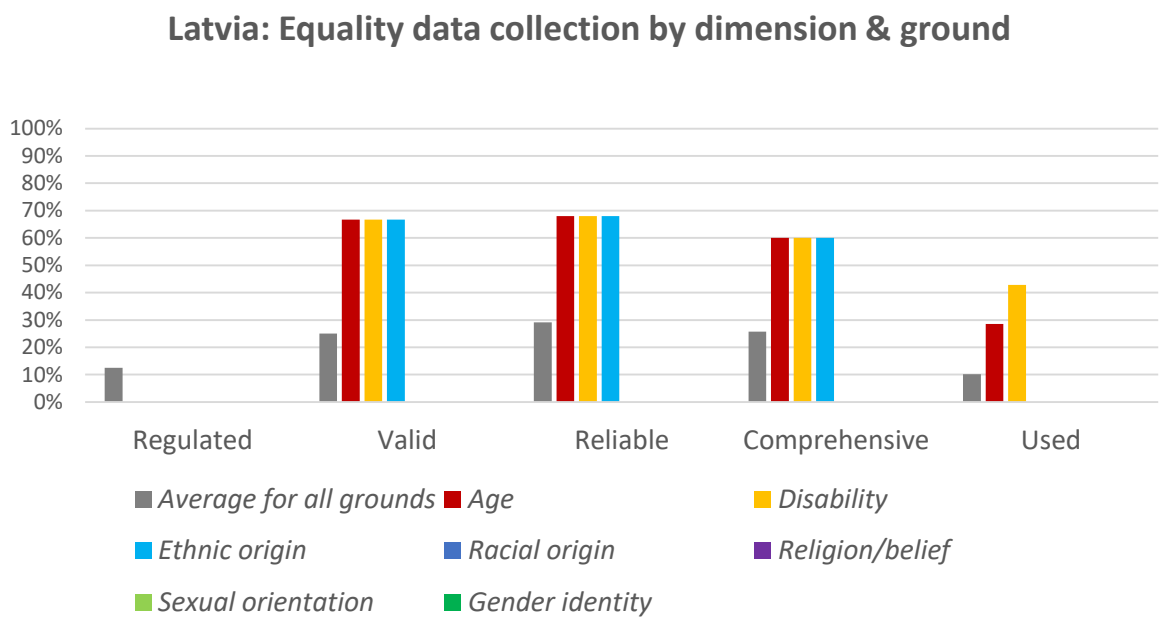


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**17%**	**60%**	**31%**	**50%**	**27%**	**36%**
Age	0%	67%	64%	80%	29%	**48%**
Disability	33%	67%	72%	80%	43%	**59%**
Ethnic origin	0%	42%	22%	40%	29%	**26%**
Racial origin	0%	42%	18%	40%	14%	**23%**
Religion/belief	0%	67%	4%	30%	14%	**23%**
Sexual orientation	0%	100%	18%	40%	29%	**37%**
Gender identity	0%	100%	18%	40%	29%	**37%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- As in most EU countries, equality data collection in Italy is allowed, but uneven, poorly regulated & little used to promote equality, with some strengths on grounds of age & disability but many weaknesses on others, especially ethnic/racial origin & religion/belief
- Equality data collection is only promoted through the Framework Law on Disability
- Despite ad hoc consultations with community organisations, common definitions on ethnic/racial origin & LGBTI have not been added into regular data sources & surveys
- As a result, this data is often not regular, disaggregated or covering key areas (housing, health, poverty, discrimination cases & their outcomes)

Equality data collection indicators: Overview per EU Member State

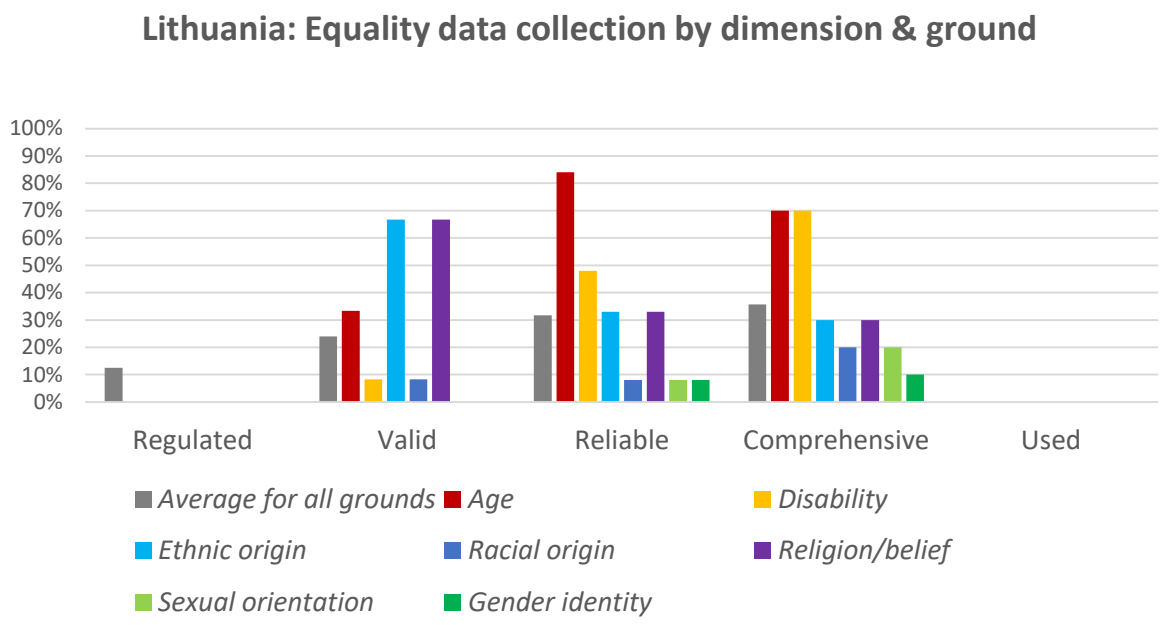


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**13%**	**25%**	**29%**	**26%**	**10%**	**19%**
Age	0%	67%	68%	60%	29%	**45%**
Disability	0%	67%	68%	60%	43%	**48%**
Ethnic origin	0%	67%	68%	60%	0%	**39%**
Racial origin	0%	0%	0%	0%	0%	**0%**
Religion/belief	0%	0%	0%	0%	0%	**0%**
Sexual orientation	0%	0%	0%	0%	0%	**0%**
Gender identity	0%	0%	0%	0%	0%	**0%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- Equality data collection is a greater area of weakness in Latvia & the Baltics than in most EU countries, critically so for race, religion/belief, sexual orientation & gender identity
- Equality data is allowed in Latvia as in all EU countries, but is one of the poorest regulated & least used in the EU
- Data on age, disability and ethnic origin is collected by a few actors, occasionally used in policy planning, relatively complete, regular & comprehensive, except in terms of crime victimisation, discrimination complaints, cases & their outcomes

Equality data collection indicators: Overview per EU Member State

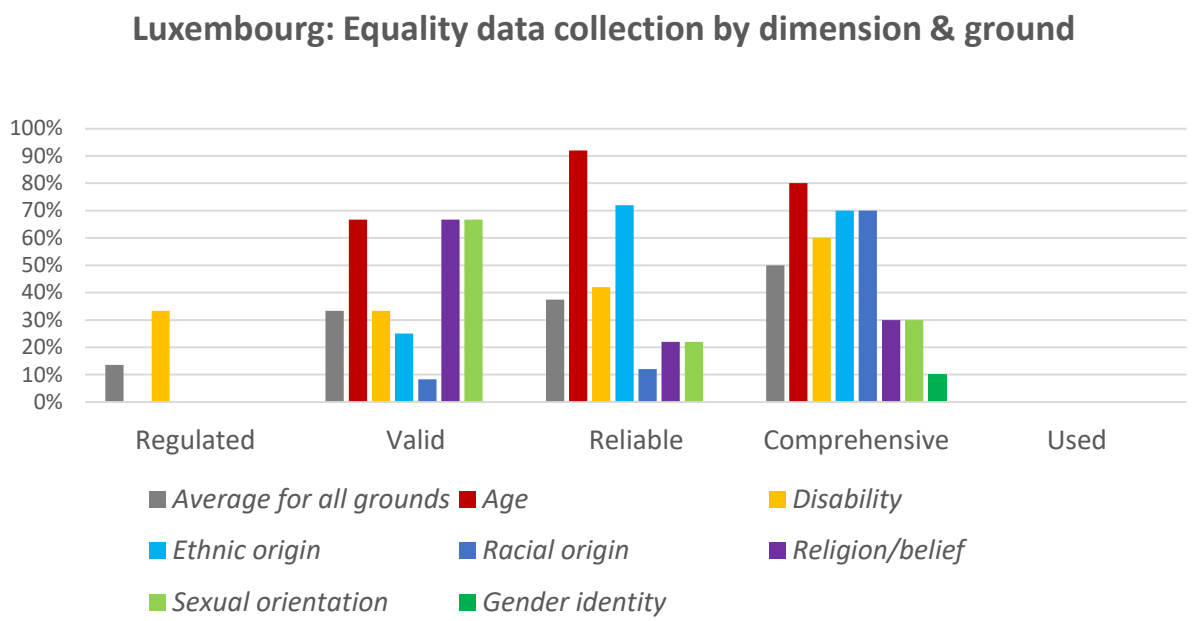


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**13%**	**24%**	**32%**	**36%**	**0%**	**19%**
Age	0%	33%	84%	70%	0%	**37%**
Disability	0%	8%	48%	70%	0%	**25%**
Ethnic origin	0%	67%	33%	30%	0%	**26%**
Racial origin	0%	8%	8%	20%	0%	**7%**
Religion/belief	0%	67%	33%	30%	0%	**26%**
Sexual orientation	0%	0%	8%	20%	0%	**6%**
Gender identity	0%	0%	8%	10%	0%	**4%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- Equality data collection is a greater area of weakness in Lithuania & the Baltics than in most EU countries, critically so for race, religion/belief, sexual orientation & gender identity
- Equality data in Lithuania is one of the poorest regulated & least used in the EU
- Even the relatively complete, regular & comprehensive data on age is not systematically used for policy & discrimination cases, while disability data is based on partial proxies
- The self-declared data on the grounds of ethnic origin & religion/belief in the census is too irregular & general to be a reliable & comprehensive source for equality data
- Critically, only complaints data exists on racial origin, sexual orientation & gender identity

Equality data collection indicators: Overview per EU Member State

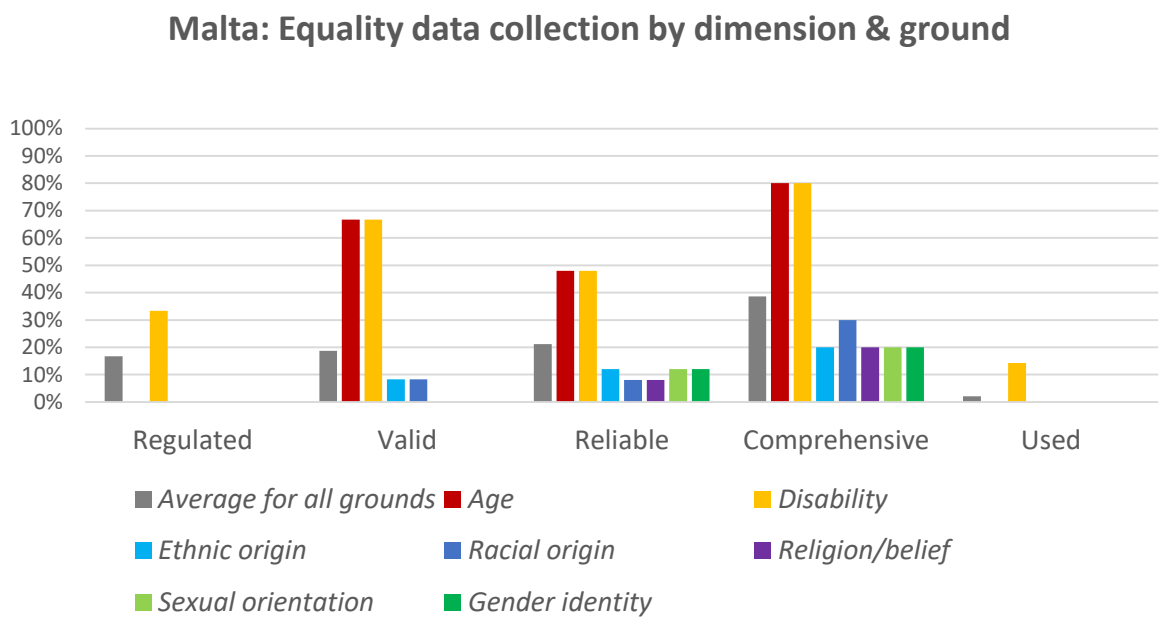


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**14%**	**33%**	**37%**	**50%**	**0%**	**26%**
Age	0%	67%	92%	80%	0%	**48%**
Disability	33%	33%	42%	60%	0%	**34%**
Ethnic origin	0%	25%	72%	70%	0%	**33%**
Racial origin	0%	8%	12%	70%	0%	**18%**
Religion/belief	0%	67%	22%	30%	0%	**24%**
Sexual orientation	0%	67%	22%	30%	0%	**24%**
Gender identity	0%	0%	0%	10%	0%	**2%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- Equality data collection is a greater area of weakness in Luxembourg than in most EU countries, similar to France & Germany but far behind Belgium & the Netherlands
- Equality data in Luxembourg is one of the poorest regulated & least used in the EU, with the exception of the employment of disabled persons under Law 12 September 2003
- Regular & comprehensive data on ethnic/racial origin are based on proxies, without community consultation & common definitions
- Data on disability, religion/belief & sexual orientation are less harmonised, more ad hoc & incomplete, e.g. in terms of crime victimisation & discrimination cases

Equality data collection indicators: Overview per EU Member State

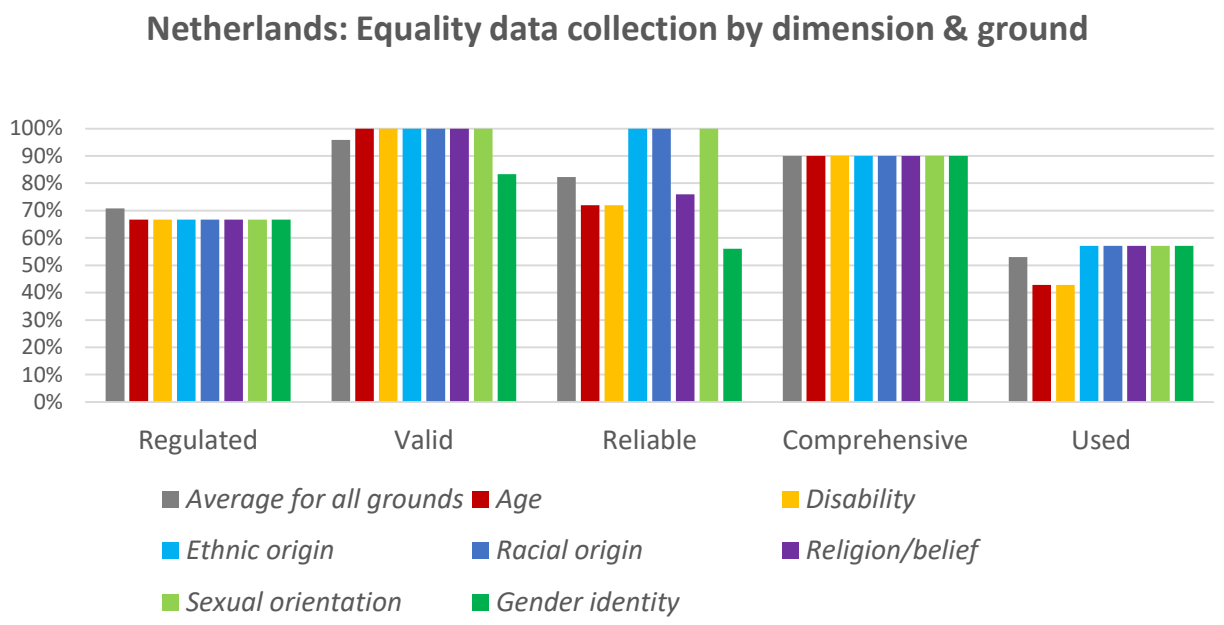


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**17%**	**19%**	**21%**	**39%**	**2%**	**18%**
Age	0%	67%	48%	80%	0%	**39%**
Disability	33%	67%	48%	80%	14%	**48%**
Ethnic origin	0%	8%	12%	20%	0%	**8%**
Racial origin	0%	8%	8%	30%	0%	**9%**
Religion/belief	0%	0%	8%	20%	0%	**6%**
Sexual orientation	0%	0%	12%	20%	0%	**6%**
Gender identity	0%	0%	12%	20%	0%	**6%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- Equality data collection is critically weak in Malta, far below the efforts in most EU Member States to expand, improve & use the available data
- Equality data is one of the poorest regulated & least used in the EU, except in the mandates of the National Commission Persons with Disability & Employment & Training Corporation
- A few actors collect relatively complete, regular & comprehensive data on age & disability
- Critically, data on grounds of ethnic/racial origin, sexual orientation & gender identity is largely limited to the number of discrimination complaints/cases

Equality data collection indicators: Overview per EU Member State



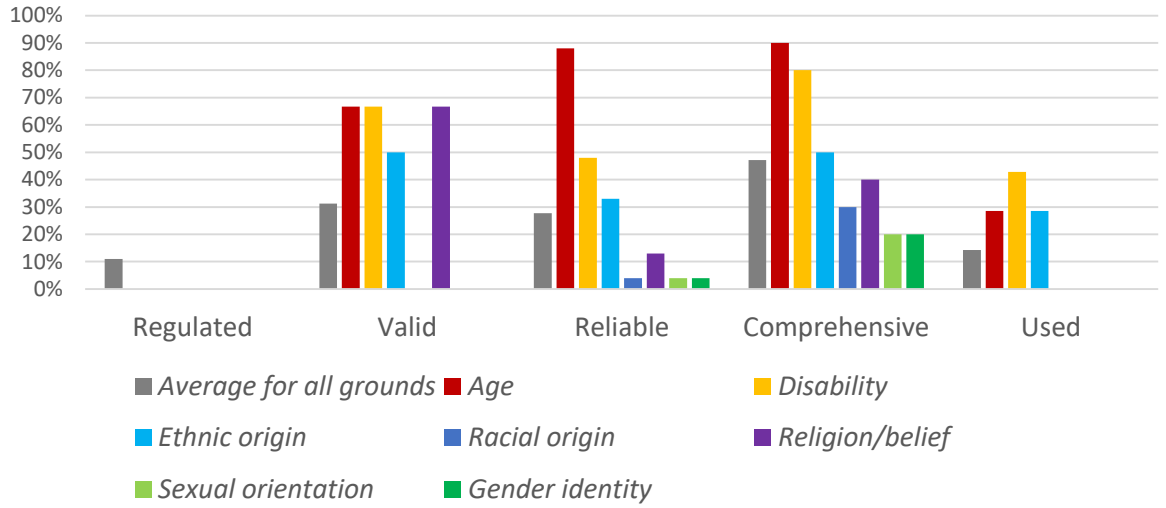
	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**71%**	**96%**	**82%**	**90%**	**53%**	**71%**
Age	67%	100%	72%	90%	43%	67%
Disability	67%	100%	72%	90%	43%	67%
Ethnic origin	67%	100%	100%	90%	57%	67%
Racial origin	67%	100%	100%	90%	57%	67%
Religion/belief	67%	100%	76%	90%	57%	67%
Sexual orientation	67%	100%	100%	90%	57%	67%
Gender identity	67%	83%	56%	90%	57%	67%

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- The Netherlands has one of the most successful systems for equality data in the EU
- Clear mandates & guidance exist for NIHR, municipalities & state services, but not employers
- Data on all grounds are well-defined through community consultations & self-definition & then collected in most major areas of life through regular, disaggregated & diverse sources
- Data on age, disability, religion & gender identity are collected by fewer actors & often without common definitions for the purposes of equality
- The Netherlands' high quality data could be used more systematically beyond monitoring, evaluation & discrimination cases, e.g. to design positive actions, remedies & sanctions

Equality data collection indicators: Overview per EU Member State

Poland: Equality data collection by dimension & ground

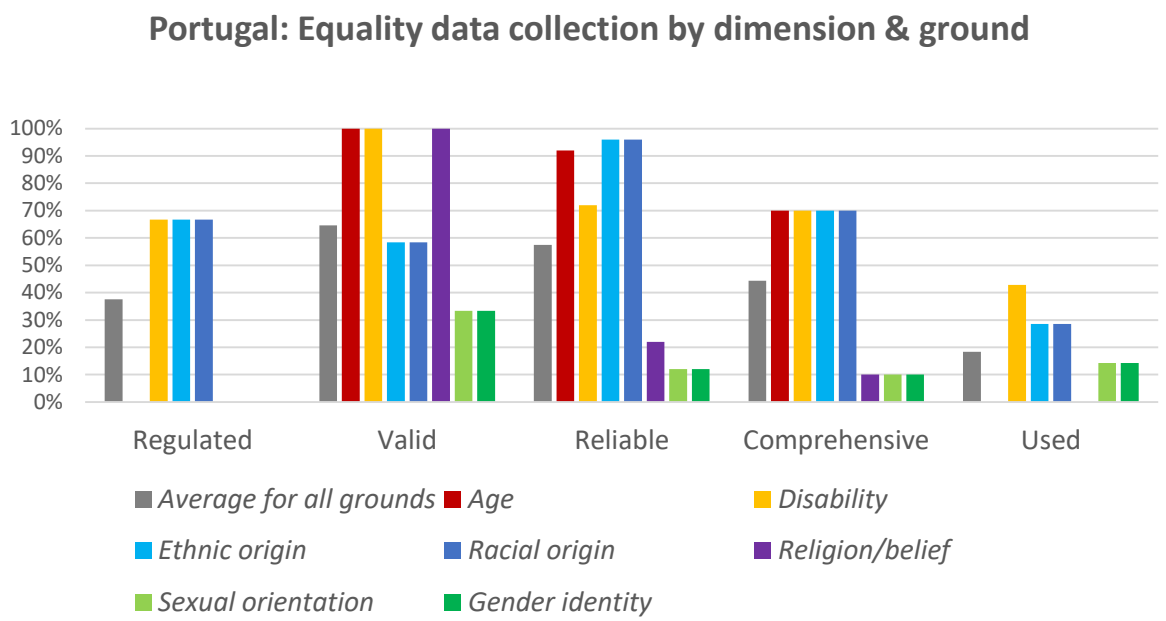


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**11%**	**31%**	**28%**	**47%**	**14%**	**25%**
Age	0%	67%	88%	90%	29%	**55%**
Disability	0%	67%	48%	80%	43%	**48%**
Ethnic origin	0%	50%	33%	50%	29%	**32%**
Racial origin	0%	0%	4%	30%	0%	**7%**
Religion/belief	0%	67%	13%	40%	0%	**24%**
Sexual orientation	0%	0%	4%	20%	0%	**5%**
Gender identity	0%	0%	4%	20%	0%	**5%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- Equality data collection is a greater area of weakness in Poland than in most EU countries, critically so on grounds of racial origin, religion/belief, sexual orientation & gender identity
- Data collection is allowed but neither well-regulated in anti-discrimination law nor well-used in practice, except occasionally in policymaking on the grounds of age, disability & ethnicity
- Beyond complaints data, little reliable statistical data is collected in most areas of life on grounds other than age & disability
- The self-declared data on the grounds of ethnic origin & religion/belief in the census is too irregular & general to be a reliable & comprehensive source for equality data

Equality data collection indicators: Overview per EU Member State

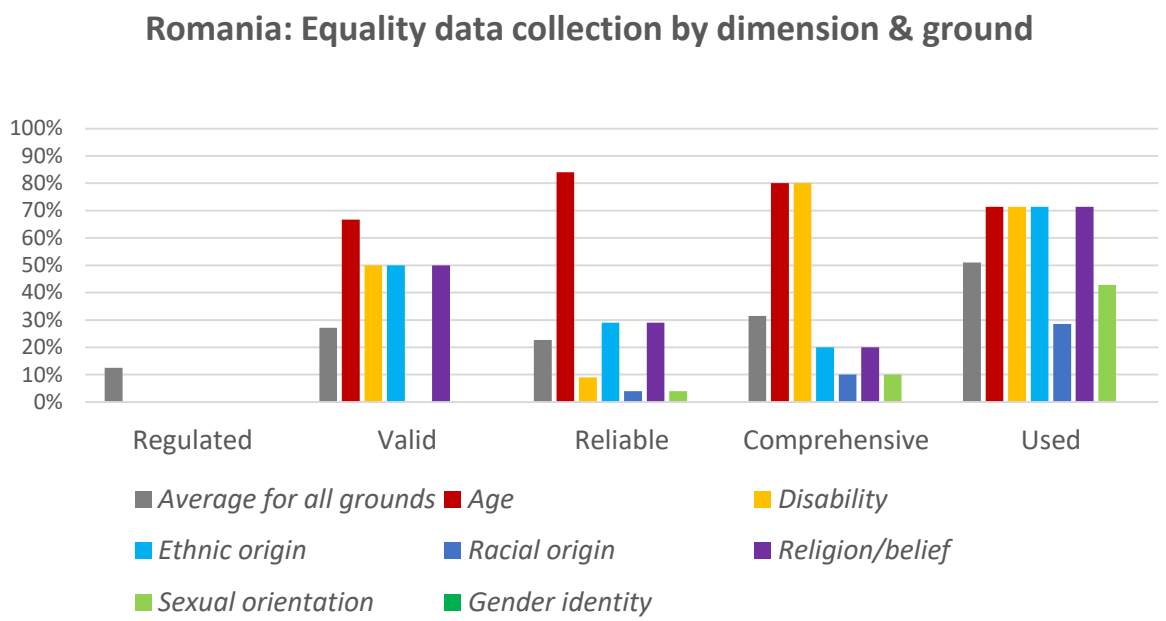


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**38%**	**65%**	**57%**	**44%**	**18%**	**44%**
Age	0%	100%	92%	70%	0%	**52%**
Disability	67%	100%	72%	70%	43%	**70%**
Ethnic origin	67%	58%	96%	70%	29%	**64%**
Racial origin	67%	58%	96%	70%	29%	**64%**
Religion/belief	0%	100%	22%	10%	0%	**26%**
Sexual orientation	0%	33%	12%	10%	14%	**14%**
Gender identity	0%	33%	12%	10%	14%	**14%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- Despite its weaknesses, equality data collection in Portugal is one of the more advanced in the EU, but behind Finland, Netherlands & UK in regulation, coverage & use on all grounds
- Equality data collection is regulated & used for policymaking on ethnic/racial origin in terms of the CICDR & immigrant integration as well as on disability in terms of employers' duties, while official monitoring is more recent on sexual orientation & sexual identity
- While data is often designed based on common definitions, self-definition & community consultation, data is irregular & incomplete on religion & proxy-based on ethnic/racial origin
- Data on victimisation, discrimination cases & outcomes is not fully available on all grounds

Equality data collection indicators: Overview per EU Member State



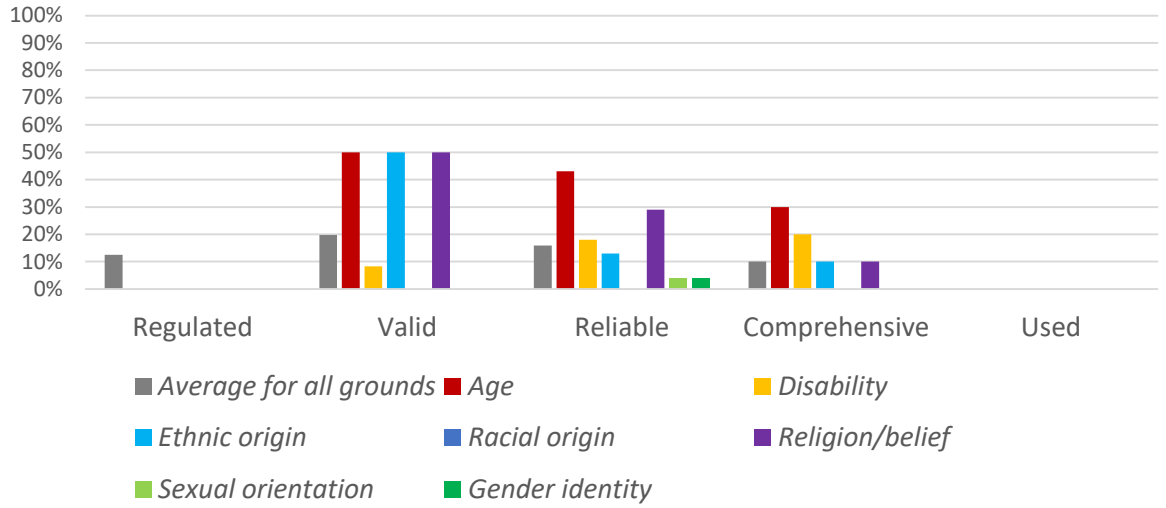
	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**13%**	**27%**	**23%**	**31%**	**51%**	**27%**
Age	0%	67%	84%	80%	71%	**60%**
Disability	0%	50%	9%	80%	71%	**42%**
Ethnic origin	0%	50%	29%	20%	71%	**34%**
Racial origin	0%	0%	4%	10%	29%	**9%**
Religion/belief	0%	50%	29%	20%	71%	**34%**
Sexual orientation	0%	0%	4%	10%	43%	**11%**
Gender identity	0%	0%	0%	0%	0%	**0%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- As in most EU countries, equality data collection in Romania is allowed, but weak, particularly in terms of data regulation, validity, reliability & comprehensiveness
- While equality data may be cited in discrimination cases & equality monitoring & strategies, only data on age is complete, regular & comprehensive & only comprehensive on disability
- Data on disability, ethnic origin & religion/belief are partial & irregular
- Little data exists on race & sexual orientation (complaints data) or gender identity (none)

Equality data collection indicators: Overview per EU Member State

Slovakia: Equality data collection by dimension & ground



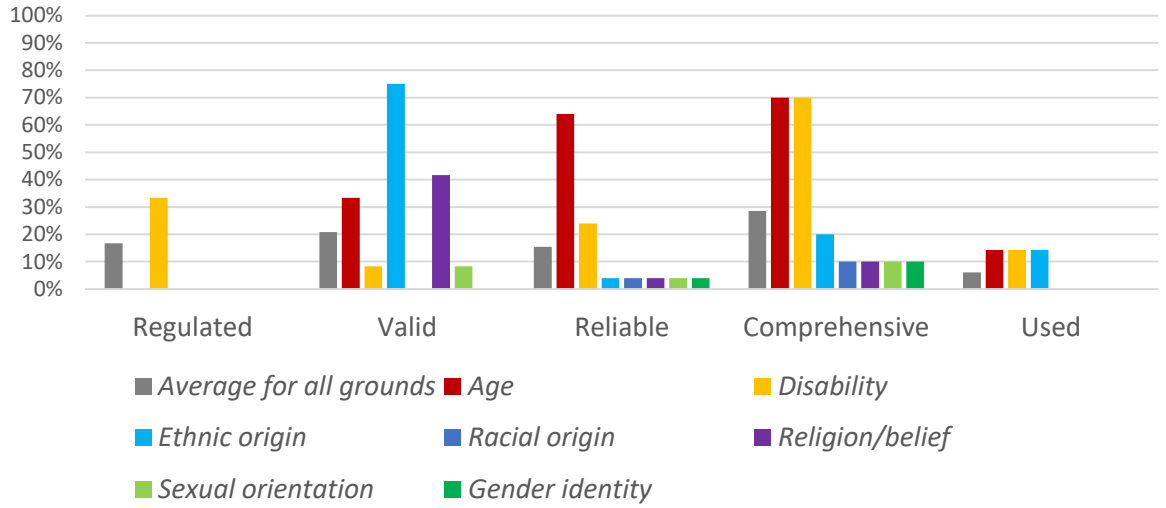
	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**13%**	**20%**	**16%**	**10%**	**0%**	**10%**
Age	0%	50%	43%	30%	0%	**25%**
Disability	0%	8%	18%	20%	0%	**9%**
Ethnic origin	0%	50%	13%	10%	0%	**15%**
Racial origin	0%	0%	0%	0%	0%	**0%**
Religion/belief	0%	50%	29%	10%	0%	**18%**
Sexual orientation	0%	0%	4%	0%	0%	**1%**
Gender identity	0%	0%	4%	0%	0%	**1%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- Equality data collection is critically weak in Slovakia, far below the efforts in most EU Member States to expand, improve & use the available data
- Equality data is not required in regulations or systematically used for monitoring, policymaking, planning or discrimination cases & sanctions
- Most available data raises concerns of validity, reliability & comprehensiveness due to a lack of common definitions, community consultations & regular, disaggregated & diverse sources
- Critically, hardly any reliable or comprehensive data is collected on disability, ethnic & racial origin, sexual orientation or gender identity, far below the majority of other EU countries

Equality data collection indicators: Overview per EU Member State

Slovenia: Equality data collection by dimension & ground

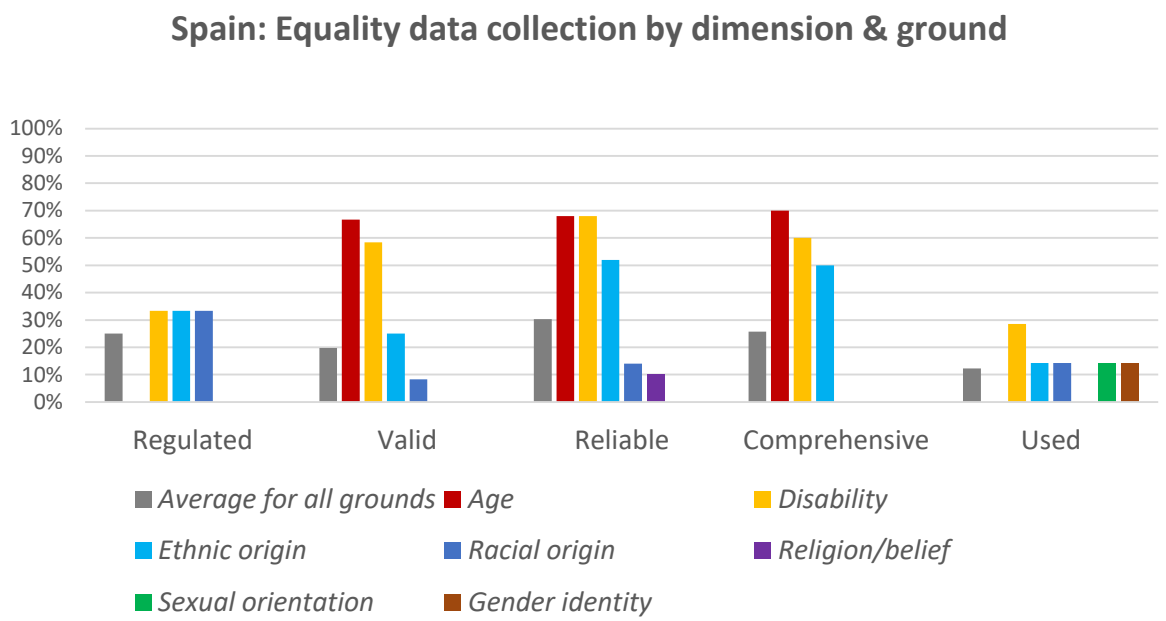


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**17%**	**21%**	**15%**	**29%**	**6%**	**16%**
Age	0%	33%	64%	70%	14%	**36%**
Disability	33%	8%	24%	70%	14%	**30%**
Ethnic origin	0%	75%	4%	20%	14%	**23%**
Racial origin	0%	0%	4%	10%	0%	**3%**
Religion/belief	0%	42%	4%	10%	0%	**11%**
Sexual orientation	0%	8%	4%	10%	0%	**4%**
Gender identity	0%	0%	4%	10%	0%	**3%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- Equality data collection is critically weak in Slovenia, far below the efforts in most EU Member States to expand, improve & use the available data
- Equality data is only required for monitoring on the ground of disability & used on an ad hoc basis to design positive actions e.g. employment for youth, disabled or the Roma minority
- Beyond complaints data, hardly any statistical data is collected through the partial proxies used on disability, ethnic origin, religion/belief & sexual orientation

Equality data collection indicators: Overview per EU Member State

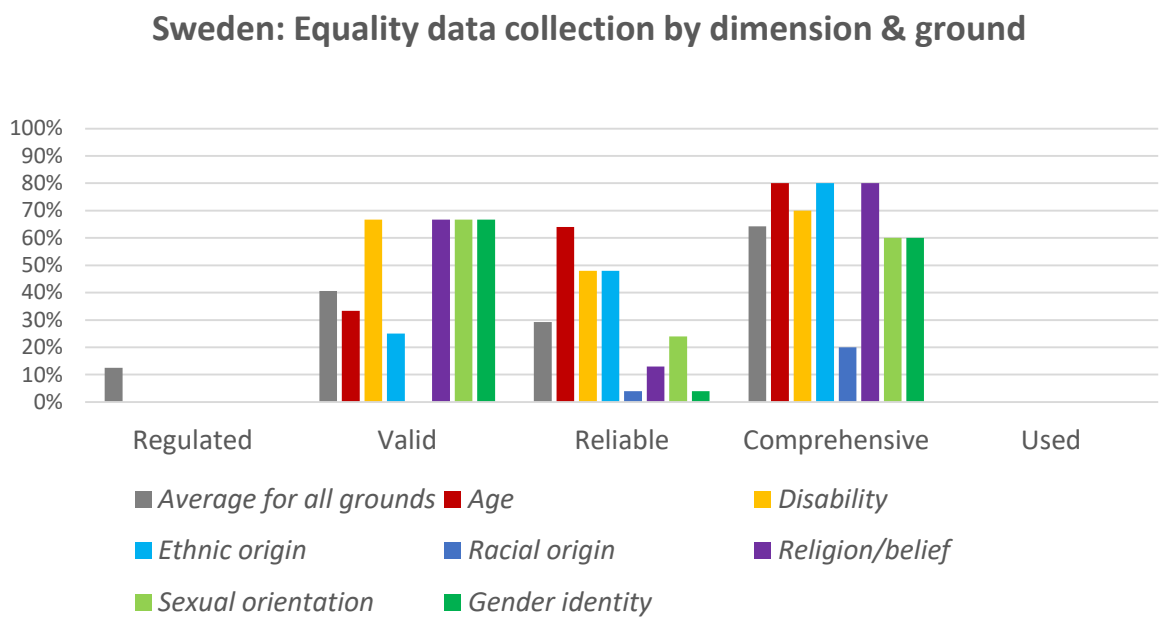


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**25%**	**20%**	**30%**	**26%**	**12%**	**21%**
Age	0%	67%	68%	70%	0%	**41%**
Disability	33%	58%	68%	60%	29%	**50%**
Ethnic origin	33%	25%	52%	50%	14%	**35%**
Racial origin	33%	8%	14%	0%	14%	**14%**
Religion/belief	0%	0%	10%	0%	0%	**2%**
Sexual orientation	0%	0%	0%	0%	14%	**3%**
Gender identity	0%	0%	0%	0%	14%	**3%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- Equality data collection is a greater area of weakness in Spain than in most EU countries, critically so on grounds of racial origin, religion/belief, sexual orientation & gender identity
- Even the complete, reliable & comprehensive data on age is little used for equality policies
- Data on disability & ethnic/racial origin is regular & comprehensive, but less complete, due to the reliance on proxies & limited community consultations
- Data is also missing on victimisation, discrimination complaints & cases on all grounds

Equality data collection indicators: Overview per EU Member State

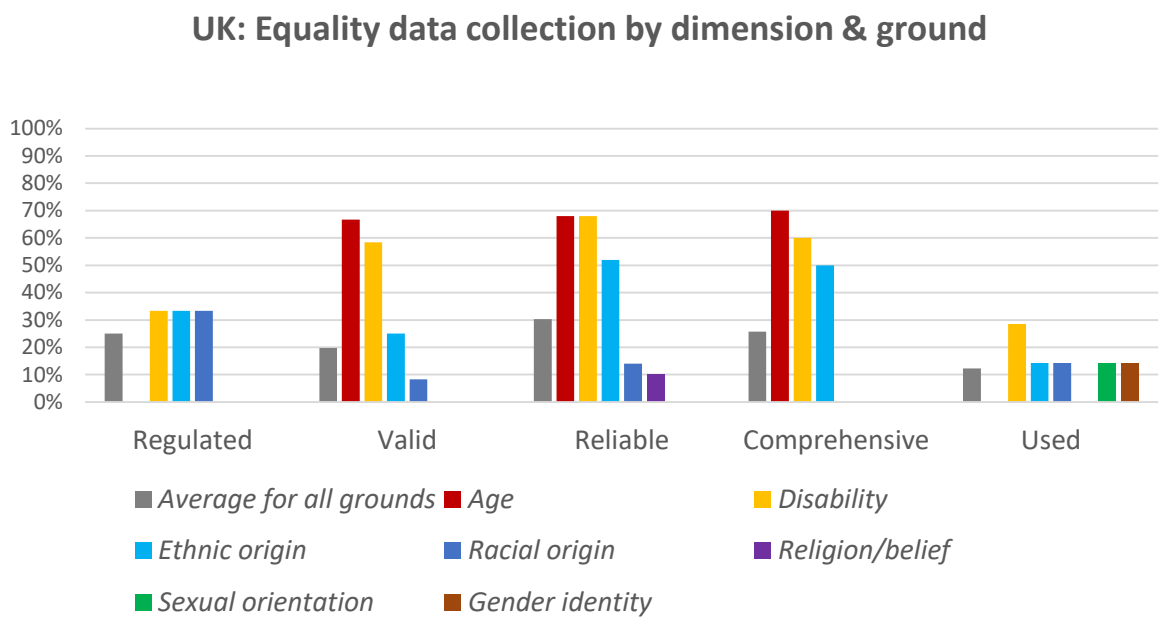


	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**13%**	**41%**	**29%**	**64%**	**0%**	**28%**
Age	0%	33%	64%	80%	0%	**35%**
Disability	0%	67%	48%	70%	0%	**37%**
Ethnic origin	0%	25%	48%	80%	0%	**31%**
Racial origin	0%	0%	4%	20%	0%	**5%**
Religion/belief	0%	67%	13%	80%	0%	**32%**
Sexual orientation	0%	67%	24%	60%	0%	**30%**
Gender identity	0%	67%	4%	60%	0%	**26%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- As in most EU countries, equality data collection in Sweden is allowed, but weak for promoting equality, far behind Finland, the Netherlands & UK on all dimensions & grounds
- Equality data is not required in regulations or systematically used for monitoring, policymaking, planning or discrimination cases & sanctions
- Sweden's relatively regular, complete & comprehensive data is usually designed by a few actors without community consultations, options for self-definition or common definitions for the purposes of equality
- Disaggregated data is also missing on discrimination cases & their outcomes for each ground

Equality data collection indicators: Overview per EU Member State



	Regulated	*Valid*	*Reliable*	*Comprehensive*	*Used*	*Average for all dimensions*
Average for all grounds	**100%**	**98%**	**91%**	**90%**	**92%**	**94%**
Age	100%	100%	96%	100%	100%	**99%**
Disability	100%	100%	96%	100%	100%	**99%**
Ethnic origin	100%	100%	96%	100%	100%	**99%**
Racial origin	100%	100%	96%	100%	100%	**99%**
Religion/belief	100%	100%	86%	100%	100%	**97%**
Sexual orientation	100%	100%	82%	100%	71%	**91%**
Gender identity	100%	83%	82%	30%	71%	**73%**

Red (Score 01-19): Major weakness
Orange (Score 20-39): Area of Weakness
Yellow (Score 40-60): Mixed Area of Strengths & Weaknesses
Light green (Score 61-80): Area of Strength
Green (Score 81-100): Major strength

- The UK has one of the most longstanding & successful systems for equality data collection in the EU, with highly regulated, valid, reliable & comprehensive data on nearly all grounds
- Equality data collection is systematically used & well-regulated on clear mandates & guidance from UK law, action plans, the EHRC & regular community consultations
- Data on all grounds except gender identity are complete, regular, diverse & comprehensive, including on crime victimisation, discrimination complaints, cases & outcomes
- Data on the grounds of sexual orientation & gender identity could be further mainstreamed into monitoring at national & local level in all areas of life (see good practice in Finland)

Comparative summary

1. Regulated	*Consent*	*Employment*	*Health/life*	*Public*	*Members*	*Legal claim*	*Medicine*	*Public interest*	*AVERAGE*	*RANGE*
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	28	24	28	27	25	27	28	25	*26,5*	*4*
	Age	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*			
B) Anti-discrimination legislation (equality data duty on equality bodies)	5	8	7	7	5	5	5		*6,0*	*3*
C) Anti-discrimination legislation (equality data duty on employers)	4	13	3	3	3	3	3		*4,6*	*10*
D) Specific equality data legislation or guidance	5	7	6	5	5	3	3		*4,9*	*4*

2. Valid	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*Multiple grounds*	*AVERAGE*	*RANGE*
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	5	5	9	5	5	6	6	5	*5,8*	*4*
B) Coverage of group: *1.0 = Complete* *0.75 = Complete proxy* *0.5 = Partial* *0.25 = Partial proxy* *0 = No coverage* *Complete means entire group covered. Proxy means indirect method of identification used.*	0,98	0,72	0,62	0,21	0,63	0,31	0,18	0,12	*0,47*	*0,61*
	Complete: 27 *Complete proxy: 0* *Partial: 1* *Partial proxy: 0* *No coverage: 0*	*Complete: 15* *Complete proxy: 2* *Partial: 4* *Partial proxy: 7* *No coverage: 0*	*Complete: 6* *Complete proxy: 8* *Partial: 7* *Partial proxy: 7* *No coverage: 0*	*Complete: 2* *Complete proxy: 1* *Partial: 0* *Partial proxy: 13* *No coverage: 12*	*Complete: 14* *Complete proxy: 0* *Partial: 5* *Partial proxy: 5* *No coverage: 4*	*Complete: 7* *Complete proxy: 0* *Partial: 2* *Partial proxy: 3* *No coverage: 16*	*Complete: 3* *Complete proxy: 0* *Partial: 3* *Partial proxy: 2* *No coverage: 20*	*Complete: 1* *Complete proxy: 0* *Partial: 3* *Partial proxy: 3* *No coverage: 21*		
C) Self-definition is also used in equality data (skip if no coverage)	19	17	16	3	20	11	7	6	*12,4*	*17*

3. Reliable	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*AVERAGE*	*RANGE*
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	25	11	15	4	11	4	2	*10,3*	*13*
B) Regularity of national survey collection (option D under 3C) *1.0 = Annually (Every Year)* *0.75 = Regularly (e.g. Every two years)* *0.5 = Ad hoc (e.g. Every 2-5 years)* *0.25 = Irregularly (e.g. Every 10 years)* *0 = Only once, not repeated yet* *(skip if no coverage)*	0,87	0,64	0,58	0,25	0,26	0,25	0,13		
C) Regularity of national administrative data collection (options A and B under 3C) *1.0 = Annually (Every Year)* *0.75 = Regularly (e.g. Every two years)* *0.5 = Ad hoc (e.g. Every 2-5 years)* *0.25 = Irregularly (e.g. Every 10 years)* *0 = Only once, not repeated yet* *(skip if no coverage)*	0,93	0,86	0,62	0,18	0,22	0,12	0,09	*0,4*	*1*

D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) *a) National official bodies (incl. national statistical institute)* *b) Local or regional official bodies* *c) Equality body/bodies* *d) Research/academia* *e) Non-governmental organisations* *(skip if no coverage)* *Note that the collection of complaints data should not be counted more than once.*	0,50	0,51	0,61	0,34	0,38	0,41	0,34	*0,4*	*0*
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	16	10	11	5	6	5	3	*8,0*	*8*
AVERAGE	8,66	4,60	5,56	1,95	3,57	1,95	1,11	*3,9*	*4*

4. Comprehensive	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*AVERAGE*	*RANGE*
A) Population estimation	28	24	23	7	19	5	2	*15,4*	*22*
B) Employment	28	28	20	8	11	8	4	*15,3*	*24*
C) Education	28	26	23	9	11	6	4	*15,3*	*22*
D) Housing	27	24	17	8	10	4	2	*13,1*	*22*
E) Health	27	24	17	6	9	5	4	*13,1*	*20*
F) Poverty/Social Exclusion	27	24	18	6	8	4	3	*12,9*	*21*
G) Crime victimisation	21	13	17	16	16	14	12	*15,6*	*5*
H) Discrimination complaints	24	24	25	24	24	25	24	*24,3*	*1*
I) Discrimination cases	8	8	8	8	8	8	8	*8,0*	*0*
J) Outcomes of discrimination cases	5	4	5	4	5	5	5	*4,7*	*1*

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*AVERAGE*	*RANGE*
A) Official national monitors (discrimination, equality, integration)	8	10	13	5	5	6	4	*7,3*	*9*
B) Official local monitors (discrimination, equality, integration)	7	6	9	3	3	5	3	*5,1*	*6*
C) Proof in discrimination cases	10	8	9	8	8	8	7	*8,3*	*2*
D) Use of remedies & sanctions	4	7	2	2	2	2	1	*2,9*	*6*
E) Planning for equality or positive actions	11	14	11	2	4	3	3	*6,9*	*12*
F) Law- and policy-making	10	11	11	3	4	4	3	*6,6*	*8*
G) Evaluation of anti-discrimination legislation	6	6	6	4	5	5	5	*5,3*	*2*

Austria

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	0	0	0	0	0		Since the amendments to the Equal Treatment Legislation on 1.8.2008, decisions of the Equal Treatment Commission have to be published in anonymous form at the website of the Federal Chancellery. Moreover, also judgements relating
C) Anti-discrimination legislation (equality data duty on employers)	0	1	0	0	0	0	0		Law on the employment of persons with disabilities: Obligation to maintain a register of the employment of registered disabled persons
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used	1	0,5	0,75	0,25	0	0	0	0	Policy measures in relation to the grounds of racial and ethnic origin are limited to those in the field of 'integration', where nationality or migration background are the indicators (proxies) applied. Data on Austrian national minorities (Croats, Slovenes, Hungarians, Slovacs, Tchechs and Roma) had been collected by the category of language until the last population census in 2001. Since then data that relates (also)is only available based on self-estimation and hence very vague. Data in relation to the ethnic affiliation or racial origin,race of groups that are not recognised as national minorities is collected by the proxies of nationality and/or migration background. Disability: only a specific group of persons with disabilities, namely regsitered ones, are counted
C) Self-definition is also used in equality data (skip if no coverage)	0	1	0	0					Ethnicity: Mixture of proxy and self-identification used

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	0	0	0	0	0	0	Disability: The proxy of health for disability is not used for collecting data, but would be the only reference, how protection of personal data in relation with disability could be addressed. Data on persons with disabilities is partly collected according to the EU-SILC definition covering are all those over 16 who themselves have indicated during the survey that they experience a subjectively perceived limitation during at least six months while carrying out daily work and partly based on the legal status of a person with disability. Ethnicity: Different proxies applied
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	0,5	1					
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1					
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,8	0,2	1		0,2	0,4		Data is collected on a regular basis segregated according to gender, age and nationality or migration background. Specific data is also collected on the situation of persons with disabilities and has been published twice in form of a report of the federal government on the situation of people with disabilities in Austria
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	1	0	1	0	0	0	0	Institute of Higher Studies (IHS) has conducted a research on discrimination of migrants at the Austrian labour market. Aim of the study was to identify the amount of discrimination in access to employment as well as in payment. In order to reach this aim two methods of data collection were applied. Differences between Austrians and migrants in payment were analysed based on data of the microcensus and of the labour market data base taking into consideration differences on grounds of different types of work and such with a mere discriminatory component.

4. Comprehensive	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Population estimation	1	1	0	0	0	0	0	
B) Employment	1	1	1	0	0	0	0	
D) Education	1	1	1	0	0	0	0	
E) Housing	1	1	1	0	0	0	0	
F) Health	1	1	1	0	0	0	0	
G) Poverty/Social Exclusion	1	1	1	0	0	0	0	
H) Crime victimisation	1	0	1	1	1	0	0	Only hate crime data collected broken down by movation, be it racist, xenophovic, anti-Semitic, Islamophobic or right-wing extremist.
I) Discrimination complaints	1	0	1	0	1	1	1	Equal Treatment Commission have to be publish all its own decision as well as judgments relating to a violation to the principle of non-discrimination
J) Discrimination cases	0	0	0	0	0	0	0	
K) Outcomes of discrimination cases	1	0	1	0	1	1	1	

5. Used	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Official national monitors (discrimination, equality, integration)	1	1	1	0	0	0	0	The Federal Ministry for European and International Affairs, in charge of 'integration', has elaborated a national action plan for integration, which entered into force in 2011. It defines 25 indicators for integration in the fields of education, labour market, housing, social inclusion, health, political participation, etc., the progress of which is measured by Statistik Austrian and published in form of a statistical yearbook on migration and integration. Main points of criticism were and still are the approach oriented at deficits rather than at structural discrimination patterns
B) Official local monitors (discrimination, equality, integration)	1	0	1	0	0	1	0	The City of Vienna has started to monitor the level of diversity within their own staff as well as within their population by way of the so-called 'Diversity and Integration Monitor' in 2008. The Monitor aims at providing a picture of the Viennese population segregated in relation to gender, age and migration background in order to develop strategies fostering integration. IHS has undertaken research on situation of LGBTI people in Vienna contracted by the city of Vienna. Institute of Higher Studies (IHS) by order of the Austrian National Union of Students has undertaken a research on experiences of discrimination by Austrian students
C) Proof in discrimination cases	0	0	0	0	0	0	0	In Austria statistical evidence is permitted by national law in order to establish indirect discrimination. It follows the general and very broad admissibility conditions of evidence in court. In Austria statistical evidence in order to establish indirect discrimination is not used in practice. There is a general lack of awareness about indirect discrimination and the possibility or necessity to use statistical data as evidence. There is no developed tradition to use examples from other jurisdictions in court.
D) Use of remedies & sanctions	0	0	0	0	0	0	0	
E) Planning for equality or positive actions	1	1	1	0	0	0	0	Only statistics on disability are used for designing positive action measures.
F) Law- and policy-making	1	1	1	0	0	0	0	Integration indicators are part of the policymaking process on integration
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Belgium

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	0	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	0	0	0	0	0		
C) Anti-discrimination legislation (equality data duty on employers)	0	0	0	0	0	0	0		
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	1	0	0	0	0	0	To establish the Socioeconomic Monitoring, representatives of ethnic minorities were involved in defining and conceptualizing the data collection pertaining to ethnic minorities (see page 29 of national report)
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used	1	0,5	0,75	0,25	0,25	0,5	0,5	0,25	Sexual orientation: partial (see page 13 and page 29 of NP) Disability: partial (see page 9 of NP)
C) Self-definition is also used in equality data (skip if no coverage)	1	1	1	1	1	1	1	1	

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	0	1	0	0	1	1	Socioeconomic Monitoring is conducted at the national level, although other local and regional bodies use other conceptualizations of ethnic minorities
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	0,75		0	0,5	0,5	Ethnicity: it is not legally obliged to collect data biannually, but de facto it is done biannually
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1					Ethnicity: annually (in the national register)
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,8	0,8	1		0,2	0,6	0,8	Policy Research Centre on Equal OpportunitiesEquality Policies (a consortium of different academic institutions) supports the Flemish Government to offer adequate and proactive responses to social developments and challenges. Since 2002, it has conducted most of the policy oriented research and data collection on LGBT in Flanders. (e.g. Zzip survey, Violence against lesbian, gay and bisexual people, etc.).NGO Minorities Forum conducted discrimination tests, revealing that 2 out of 3 state-subsidised domestic help services are prepared to discriminate against ethnic minority cleaners when asked for by a customer. The study was the main motive for a joint action of 5 Belgian NGO's (Samenlevingsopbouw Antwerpen, Hand in Hand, KifKif, Movement X and Minderhedenforum) to demand for discrimination testing as a legal instrument to be used against perpetrators of discrimination. Religion: Flemish Government is preparing a survey which allows to collect equality data along religion/belief (see p. 30). This survey has not been conducted yet. For Gender Identity, the Emancipation Barometer has been conducted by Amazone, a non-governmental non-profit organization (see p. 27)
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	1	1	1	0	0	0	0	

4. Comprehensive	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Population estimation	1	1	1	0	1	0	0	
B) Employment	1	1	1	0	1	1	0	Diversity barometer: Employment

D) Education	1	1	1	0	1	1	0	
E) Housing	1	1	1	0	1	0	0	
F) Health	1	1	1	0	1	0	0	
G) Poverty/Social Exclusion	1	1	1	0	1	0	0	
H) Crime victimisation	1	0	0	0	0	0	0	*Police services and the Public prosecutor's department holds statistics on the number of discrimination offence and hate crimes. These are published in annual reports. However, these data are not broken down per criteria and questions of reliability have risen. The registration of discrimination offences and hate crimes serves to assign these cases to magistrates specialized in these types of offences and is also regularly analysed by the Interfederal Centre for Equal Opportunities to get a better understanding of the occurrences and circumstances of the offences.*
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	1	1	1	1	1	1	1	*Belgium's equality body, the Interfederal Centre for Equal Opportunities, collects and publishes data on the number of notifications, and the extrajudicial and judicial cases of discrimination along (among others) racial criteria (including nationality, alleged race , colour, descent, national or ethnic origin), disability, religion or belief, sexual orientation, and age*
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	1	1	1	0	0	1	0	*Socioeconomic Monitoring with administrative data from Register and Crossroads Bank for Social Security based on ethnic origin and migration background. Gathered biannually by Equality Body and Federal Public Service. For Diversity Barometers, collected on labour market, housing and education. Diversity Barometers, biannually, data are collected on discrimination, attitudes and participation related to different equality grounds in the labour market, in housing and in education. In 2012, the Diversity Barometer on labour market was published, containing the results of discrimination testing in recruitment procedures based on ethnicity, age and disability, results of surveys on attitudes and experiences of discrimination pertaining to ethnicity, age, disability and sexual orientation, and the labour market participation of people along ethnicity, age and disability. In 2014, the Diversity Barometer on housing was published, containing the results of discrimination testing in house rental accommodation based (among others) on ethnicity and disability, the results of qualitative interviews on attitudes and experiences of discrimination pertaining to ethnicity, disability, sexual orientation, age and religion, and figures on the cost of housing and house ownership along nationality, age and disability (based on EU-SILC data and other regional surveys). Currently, a Diversity Barometer on education is being conducted, focusing on unequal treatment, attitudes and participation along (among others) ethnicity, disability and sexual orientation. It will be published in 2016 or 2017.*
B) Official local monitors (discrimination, equality, integration)	1	1	1	0	0	1	0	*Flemish Community: Origin Monitor, Local Citizenship and Integration Monitor, Flemish Regional Indicators survey (VRIND) on LGB, disabled, elderly, foreign nationality/origin. For its 'horizontal equal opportunities policy', the Flemish Government has developed a set of indicators to map the social position and participation of people with disabilities in different domains of life. In this policy plan, which has to be approved by February 2016, it premisesindicates its intention to use this set of indicators to conduct a 'Disabilities Monitoring' by 2018. French Community Actual Report focused on age, gender, nationality, origin, 'trans'. The City of Ghent combines information from the local population register and the foreigners register with estimations from community workers to estimate the number of Roma from Bulgarian, Slovak and Czech origin. It uses these estimations to monitor labour market participation of Roma in Ghent. These are the only available equality data on Roma in Belgium*
C) Proof in discrimination cases	0	0	0	0	0	0	0	*In Belgium, statistical evidence in order to establish indirect discrimination is not used in practice. Statistical data have not so far been invoked in the context of judicial proceedings neither have they been used to design positive action measures*
D) Use of remedies & sanctions	1	1	0	0	0	0	0	*Subsidies for public institutions are conditional on the employment of a specific percentage of people with a certain age category or disability. Integration funds for people with disabilities can also apply sanctions by not granting financial support for reasonable accommodations at work*
E) Planning for equality or positive actions	0	0	0	0	0	0	0	
F) Law- and policy-making	1	1	1	0	0	1	0	
G) Evaluation of anti-discrimination legislation	1	1	1	1	1	1	1	

Bulgaria

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	0	0	0	0	0		
C) Anti-discrimination legislation (equality data duty on employers)	0	0	0	0	0	0	0		
D) Specific equality data legislation or guidance	1	1	1	1	1	0	0		Census Act (2009) regulates data on ethnicity, gender, religion, belief, mother tongue and level of disability. Ministry of Interior Act (2014) allows for collection of data on race, ethnicity, religion, health, etc.

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	The authorities do not involve the minority communities in the collection, processing and/or assessment of ethnic data. The communities are only involved when non-governmental organizations conduct surveys. In these cases the organization, which conduct the survey usually contact community members and use these as interviewers
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used	1	1	0,5	0	1	0	0	0	Ethnicity: Bulgarian, Turkish, Roma and 'other'
C) Self-definition is also used in equality data (skip if no coverage)	1	0	1		1				

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	0	1		1			
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1							
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	0,25	0,25	0,25		0,25			
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,2	0,4	0,2		0,2			
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	0	0	0		0			

4. Comprehensive	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Population estimation	1	1	1	0	1	0	0	
B) Employment	1	1	1	0	1	0	0	

D) Education	1	1	1	0	1	0	0	
E) Housing	1	1	1	0	1	0	0	
F) Health	1	1	1	0	1	0	0	
G) Poverty/Social Exclusion	1	1	1	0	1	0	0	
H) Crime victimisation	1	0	0	0	0	0	0	*data related to age are collected in the frame of penal proceedings*
I) Discrimination complaints	1	1	1	1	1	1	1	*Commission for Protection against Discrimination collects and publishes in its annual reports data about grounds of complaints against discrimination including all categories of equality data*
J) Discrimination cases	1	1	1	1	1	1	1	*In Bulgaria, there are available statistics on the number of cases related to discrimination brought to justice. However, those are not comprehensive*
K) Outcomes of discrimination cases	1	1	1	1	1	1	1	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
B) Official local monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
C) Proof in discrimination cases	1	1	1	1	1	1	1	*In Bulgaria, statistical evidence in order to establish indirect discrimination is used in practice. It is not widespread, but it is not uncommon*
D) Use of remedies & sanctions	0	0	0	0	0	0	0	
E) Planning for equality or positive actions	0	0	1	0	0	0	0	*Public bodies using positive measures do use statistics to design those on the grounds of ethnicity. Potentially data collected are used for general policy making related to pensions (age) and people with disabilities. However only for ethnicity is there a specific strategy and its implementation is based on equality data analysis.*
F) Law- and policy-making	0	0	0	0	0	0	0	
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Croatia

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	0	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	1	1	1	1	1	1	1		Anti-discrimination Act prescribes the Ombudsperson as the body in charge of collecting and analysing statistical data on discrimination cases
C) Anti-discrimination legislation (equality data duty on employers)	0	1	0	0	0	0	0		According to the Act on the Vocational Rehabilitation and Employment of Disabled Persons228 all employers with more than 20 employees, in both public and private sectors, are obliged to employ a certain number of persons with disabilities. If they fail to fulfil that obligation, they have to pay compensation. Further, administrative bodies, judicial bodies, local authorities, public services and legal persons owned by the state or local authorities are obliged to give priority in employment to persons with disability
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		2013, the Government Office for Human Rights and National Minorities published a brochure for public bodies and institutions on collecting data on equality. It stresses the need for relevant data in the fight against discrimination and offers various instruments for obtaining such data (i.e. official statistics, researches, complaints of discrimination, various administrative bodies' data and polls)

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	1	0,5	0	1	0	0	0	The Census questionnaires, filled in for each person, consisted of following questions related to equality data: surname and name; date of birth; personal identification number (OIB or identity card number); sex; citizenship; ethnicity; mother tongue; religion; difficulties in performing everyday activities; type of difficulty; physical mobility of the concerned person; cause of difficulties; use of the assistance of another person in performing everyday activities. Ethnicity: 2011 Census data on ethnicity are presented so that first are listed the data on Croats as the majority people, then those on 22 ethnic minorities in the Republic of Croatia in the alphabetical order, followed by data on other ethnicities,
C) Self-definition is also used in equality data (skip if no coverage)	1	1	1		1				

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	1	1	0	1	0	0	
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1	0	1	0	0	
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1	0	1	0	0	
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,4	0,4	0,4		0,2	0,2	0,2	NGOS advocating rights of LGBTI persons Pride and LORI are as well involved in data collection practices. For example, Pride produced periodically surveys that observe trends in discrimination against LGBTI persons. The latest of such surveys deals with violence, discrimination and hate crime against LGBTI persons in Croatia

E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	0	0	0	0	0	0	0	*systematic collection of thereof that would allow for disaggregated data by gender, age, ethnicity, race, sexual orientation, education, type of disability, health, housing, etc.) to be correlated from various sources has not yet been put in place*

4. Comprehensive	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Population estimation	1	1	1	0	1	0	0	
B) Employment	1	1	1	0	1	0	0	
D) Education	1	1	1	0	1	0	0	*Ethnicity: pupils belonging to national minorities. Ministry of Science, Education and Sports keeps a database on the integration of members of the Roma national minority in the education system*
E) Housing	1	1	1	0	1	0	0	
F) Health	1	1	1	0	1	0	0	*Disability: Croatian Pension Insurance Fund is in charge for the Register of employees with disabilities. The Register contains, inter alia, following data: name and surname, sex, date of birth and social security number, city and country of birth, place of residence, education, employment, marital status, age when a disability was diagnosed, cause of disability, time of disability, diagnoses and codes of diseases and related health problems, disability and handicap dimensions in accordance with classification of impairments, disabilities and handicaps (Article 18).*
G) Poverty/Social Exclusion	1	1	1	0	1	0	0	
H) Crime victimisation	1	1	1	1	1	1	1	*Government Office for Human Rights and Rights of National Minorities is keeping a Hate Crimes Protocol, a track record system in which hate motivated crimes are being recorded*
I) Discrimination complaints	1	1	1	1	1	1	1	*Published by Ombudsperson*
J) Discrimination cases	1	1	1	1	1	1	1	*Published by Ombudsperson*
K) Outcomes of discrimination cases	1	1	1	1	1	1	1	*Published by Ombudsperson*

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	0	1	0	0	0	0	*Ethnicity: The 2013-2015 Action Plan set following specific aims with respect to improvement of statistical data collection: (i) to ensure statistical collection of data on the Roma national minority in the Republic of Croatia (while protecting personal data), broken down by gender and age; (ii) to improve the methodology of data collection on the rates of poverty, material and social deprivation, education, employment, and quality of living of the Roma population; (iii) to improve the methodology of data collection on health, health habits and other health indicators of the Roma population; (iv) To improve the method of monitoring the inclusion, representation and participation of the Roma national minority in the social, political and cultural life of the community. For a successful monitoring of the implementation, the Action Plan foresaw implementation of the following activities: a) to map the endangered micro regions and segregated and marginalised settlements in order to obtain an overview of their physical position and a clear view of the condition in each of those regions, as well as their differences b) to adopt on the national level a directive (or regulation) on ethnically disaggregated data collection, and data collection broken down by gender and age, which will be transferred to the lower levels, in order to obtain a clear view of the status of the Roma national minority in different areas c) to establish mechanisms for the collection of data on the implementation of measures and activities related to the inclusion and the improvement of the status of the Roma national minority on all levels on which the activities take place - national, regional and local, which includes data and indicators of the public and executive bodies, but also data and indicators of the activities and initiatives of the civil sector.*
B) Official local monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
C) Proof in discrimination cases	0	0	0	0	0	0	0	*In Croatia statistical evidence in order to establish indirect discrimination is very rarely used in practice. The use of statistical evidence is not widespread in anti-discrimination cases.*
D) Use of remedies & sanctions	0	1	0	0	0	0	0	*According to the Act on the Vocational Rehabilitation and Employment of Disabled Persons228 all employers with more than 20 employees, in both public and private sectors, are obliged to employ a certain number of persons with disabilities. If they fail to fulfil that obligation, they have to pay compensation. Further, administrative bodies, judicial bodies, local authorities, public services and legal persons owned by the state or local authorities are obliged to give priority in employment to persons with disability.*
E) Planning for equality or positive actions	0	0	0	0	0	0	0	
F) Law- and policy-making	0	0	0	0	0	0	0	
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Cyprus

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	Employment requires consent of DPA
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	0	0	0	0	0		"The Commissioner carries out surveys and statistics for any matter within his mandate and his duties and may perform them in relation to any activity in the public or the private sector or in any practice within his mandate" (Article 44(1) of
C) Anti-discrimination legislation (equality data duty on employers)	0	0	0	0	0	0	0		
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used	1	0,25	0,25	0,25	0,25	0	0	0	Small sample sizes in general surveys mean that minority groups are under-represented or absent from the data: "There are no examples in Cyprus of using self-identification, third-party categorisation, mutual recognition or proxies as methods for defining categories. No consultation with the data subjects was ever carried out in order to determine the most suitable categorisation of data." Proxies available for most grounds do not include all groups.
C) Self-definition is also used in equality data (skip if no coverage)	0	0	0	0	0				Self-identification only possible regarding discrimination complaints

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	0	0	0	0	0	0	0	
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	0,25	0,25	0	0	0,25	0,25	0,25	Disability: Quota system for employment in public sector: special database with candidates meeting the criteria (Law No.146(I)/2009) One-off surveys by Equality Body on public attitudes towards homosexuality, religion and disability: http://www.no-discrimination.ombudsman.gov.cy/ereynes/evalotes-omades-plythismoy
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	0,25	0,75						
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,4	0,4	0,2	0,2	0,2	0,2	0,2	
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	0	0	0	0	0	0	0	

4. Comprehensive	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Population estimation	1	0	0	0	0	0	0	

B) Employment	1	1	0	0	0	0	0	Disability: Quota system for employment in public sector: special database with candidates meeting the criteria (Law No.146(I)/2009) Age and ethnicity/race: LFS data on employment of different ages and nationalities is insufficient to draw any equality-relevant conclusions or to inform equality policies.
D) Education	1	1	1	1	1	0	0	Since 2015, Education ministry monitoring of racial, homophobic or religious violence in schools, but without specific legal framework. Number of childdren with disabilities attending special schools at primary level is collected by Education Ministry.
E) Housing	1	0	0	0	0	0	0	
F) Health	1	0	0	0	0	0	0	
G) Poverty/Social Exclusion	1	0	0	0	0	0	0	
H) Crime victimisation	1	1	1	1	1	1	1	Police data on racial incidents and racial crime but ad hoc without legal framework
I) Discrimination complaints	1	1	1	1	1	1	1	Equality body mandate No.42(I)/2004 Article 44
J) Discrimination cases	0	0	0	0	0	0	0	Outcome of investigation, not of complaint. Dataset is not clean and standardised
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
B) Official local monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
C) Proof in discrimination cases	0	0	0	0	0	0	0	
D) Use of remedies & sanctions	0	0	0	0	0	0	0	
E) Planning for equality or positive actions	0	0	0	0	0	0	0	
F) Law- and policy-making	0	0	0	0	0	0	0	
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Czech Republic

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	0	0	0	0	0		
C) Anti-discrimination legislation (equality data duty on employers)	0	1	0	0	0	0	0		The Employment Act (the "EA") Art. 81 paragraph 1 of EA stipulates that employers with more than 25 employees in employment are obliged to employ persons with disabilities, the mandatory ratio is 4 % of the total number of employees
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	1	1	0	1	0,25	0	0	Ethnicity: Czech legislation understands nationality as a matter of free choice. In the 2011 Census, it was possible to state even two nationalities. Data on nationality based only on self-estimation, without the accompanying determinants such as country of birth (migration background), mother tongue and others are therefore very vague. LBGT: 2011 Census on registered and de facto partnerships of same sex couples
C) Self-definition is also used in equality data (skip if no coverage)	0	0	1		1	1			

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	1	0		0	0		category of nationality is also very difficult to pin down in the Czech legislation
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	0,5	0		0	0		
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	0,25		0,25	0,25		
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,2	0,2	0,8		0,2	0,4		Sexual orientation: Discrimination Based on Sexual Orientat+K38+D17:K17+C17:K17
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	1	1	1		1	1		

4. Comprehensive	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS

A) Population estimation	1	1	1	0	1	1	0	
B) Employment	1	1	0	0	0	0	0	
D) Education	1	1	1	0	0	0	0	*Ethnicity: Roma segregation in schools*
E) Housing	1	1	0	0	0	0	0	
F) Health	1	1	0	0	0	0	0	
G) Poverty/Social Exclusion	1	1	0	0	0	0	0	*Roma ethnicity data collection in the area of Poverty/Social Exlusion does exist in the Czech Republic (highlighted in red); this data collection does not take place very regularly (frequently). This kind of equality data were collected only twice - in 2006 and lately in 2015 as part of the Analysis of socially excluded Roma localities under the coordination of the Czech Ministry of Labour and Social Affairs.*
H) Crime victimisation	1	1	1	1	1	1	1	*Hate crime data broken down by ground*
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	0	0	0	0	0	0	0	*In the Czech Republic discrimination decisions are registered as such by national courts. Decisions on discrimination cases are registered by national courts as a special type of proceedings. They are not differentiated by ground*
K) Outcomes of discrimination cases	1	1	1	1	1	1	1	*In the Czech Republic there are no available statistics on the number of cases related to discrimination brought to justice, however, there are statistics on cases decided by Czech courts. According to statistical data provided by the Ministry of Justice, Czech civil courts reached final and conclusive decisions in 17 discrimination cases in 2014*

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
B) Official local monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
C) Proof in discrimination cases	1	1	1	1	1	1	1	
D) Use of remedies & sanctions	0	0	0	0	0	0	0	
E) Planning for equality or positive actions	0	1	0	0	0	0	0	*The state pays allowances to employers whose staff comprise more than 50 % employees with disability*
F) Law- and policy-making	0	0	1	0	0	0	0	*At the government level, the Government Council for Roma Community Affairs is functioning as a consultative organ of the Government: approves the annual analysis and provides assessment of the situation of the Roma minority, discusses the proposals on methodological support for the regional coordinators for Roma affairs, Roma advisors, field workers and assistants, and also monitors the performance of the Agency for Social Inclusion*
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Denmark

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	0	0	0	0	0		
C) Anti-discrimination legislation (equality data duty on employers)	0	0	0	0	0	0	0		
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used	1	0,25	0,75	0	0,25	0,5	0,25	0	Disability: Based on available administrative data for early retirement pension (due to work limitations) or disability supplement. Ethnicity/race: Based on proxy. Religion: Based on Danish Values Survey. Otherwise only partial proxies based on country of origin/citizenship or membership of the Danish National Evangelical Lutheran Church. Sexual orientation: Partial as it is dependent of registration of same sex partnership or same sex marriage. Gender Identity: Only if the person change her/his Person number (the PNR) from even to odd - or from odd to even
C) Self-definition is also used in equality data (skip if no coverage)	0	0	0		1	1	1		

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	0	0	0	0	0	0	Ethnicity: Dependent on the use of proxy
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1					
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1					
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,6	0,6	0,6					
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	1	0	0					

4. Comprehensive	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Population estimation	1	1	1	0	0	0	0	
B) Employment	1	1	1	0	0	0	0	

D) Education	1	1	1	0	0	0	0	
E) Housing	1	1	1	0	0	0	0	
F) Health	1	1	1	0	0	1	1	*collaboration between The Danish National Institute of Public Health and the Southern University Denmark. It investigates health and wellbeing of LGBT persons*
G) Poverty/Social Exclusion	1	1	1	0	0	0	0	
H) Crime victimisation	1	1	1	1	1	1	1	*mapping of all forms of hate crimes (including those grounded in sexual orientation). The mapping is the first of its kind in Denmark. It is based on a representative survey and the results will be used in combination with Ministry of Justice's efforts for future monitoring of hate crimes. Also Victims of violence investigation from 2009 conducted in 2008 by the Danish Ministry of Justice*
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	0	0	0	0	0	0	0	
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	0	1	0	0	0	0	*National Integration Monitor*
B) Official local monitors (discrimination, equality, integration)	0	0	1	0	0	0	0	*Local Integration Monitors in Copenhagen and Aarhus*
C) Proof in discrimination cases	1	0	0	0	0	0	0	*Statistical evidence has been used in some cases on age and gender discrimination. Statistics have not been used in cases of indirect discrimination on account of the other discrimination grounds*
D) Use of remedies & sanctions	0	0	0	0	0	0	0	
E) Planning for equality or positive actions	0	0	0	0	0	0	0	
F) Law- and policy-making	0	0	1	0	0	0	0	*National Integration Monitor*
G) Evaluation of anti-discrimination legislation	1	0	0	0	0	0	0	*Data on the age of employees may be retrieved from official surveys on the population as a whole or on sectors or branches of industry from Statistics Denmark. Data on age may also be compiled by labour market organisations, employer's organisations or by individual employers.*

Estonia

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	0	1	1	0	0	1	1	judicial interpretation might be required
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	0	0	0	0	0		
C) Anti-discrimination legislation (equality data duty on employers)	0	0	0	0	0	0	0		
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	0,5	1	0,25	1	0	0	0	Authorities are entitled in the Official Statistics Act 2010 to collect national data in the population census on age, ethnic origin, native language, religion, health problems, place of birth, place of birth of parents and year of arrival in Estonia.
C) Self-definition is also used in equality data (skip if no coverage)	1	1	1	0	1				Data on religious belief is provided on a voluntary asis in the census.LFS and EU-SILC code ethnic origin as determined by the respondent.

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	0	1	0	1			Disability: Statistics Estonia started to link data on disability based on surveys with the Register of Social Insurance Board but only people registered with the board. Since late 2000-ties2000s in surveys and Census, Global Activity Limitation Index-type questions are used in Estonia. Thus in the Census 2011 disability was defined as follows: ":" Long-term illness or health problem – an illness or a health problem which had lasted or was expected to last for at least six months. This also includes health problems from which a person had suffered for a long time, but which had not been diagnosed by a doctor. In addition, long-term health problems include recurrent health problems, including conditions which were controlled or relieved by regular administration of medication or other treatments."" . Since 2009 similar definition is used in the Estonian Social Survey (EU-SILC). A question with thea similar wording has been used in other representative social surveys, such as the 2006 Estonian Health Interview Survey, the Estonian SHARE survey (covering the population aged 50+ in 2010–2011), the 2009 and 2010 Household Budget Survey, the Time Use Survey and the 2011 Population and Housing Census (PHC 2011) . The Estonian Labour Force Survey has used a modified version of this question which refers to work activity limitations.
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	0,5	0,5	0,5					Integration Monitoring is the major national official regularly conducted survey that enables to assess comparative situation of ethnic groups in Estonia. The Ministry of Social Affairs also commissions regularly target-group based surveys
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1		0,25			

D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,6	0,6	0,6	0,2	0,4	0,4	0,2	
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	1	1	1	0	1	0	0	

4. Comprehensive	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Population estimation	1	1	1	0	1	0	0	
B) Employment	1	1	1	0	1	0	0	
D) Education	1	1	1	0	1	0	0	
E) Housing	1	1	1	0	1	0	0	
F) Health	1	1	1	0	1	0	0	
G) Poverty/Social Exclusion	1	1	1	0	0	0	0	
H) Crime victimisation	1	1	1	0	0	0	0	
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	0	0	0	0	0	0	0	
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	1	0	1	0	0	0	0	
B) Official local monitors (discrimination, equality, integration)	1	0	1	0	0	0	0	
C) Proof in discrimination cases	0	0	0	0	0	0	0	
D) Use of remedies & sanctions	0	0	0	0	0	0	0	
E) Planning for equality or positive actions	0	0	1	0	0	0	0	*Estonian Integration Monitoring might be to some extent considered as basis for Planning for Equality. Welfare Development Plan 2016-2023 has been approved by Estonian Government on June 30th 2016 (beyond scope of this research); decreasing discrimination is one of purporces of this Plan.*
F) Law- and policy-making	0	0	1	0	0	0	0	
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Finland

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	1	1	1	1	1	1	1		
C) Anti-discrimination legislation (equality data duty on employers)	1	1	1	1	1	1	1		The Non-Discrimination Act, which was in force until the end of 2014, required authorities to purposefully and methodically foster equality and draw up a plan for the fostering of ethnic equality (equality plan). The new Non-Discrimination Act extends this task to cover all grounds and extends the responsibility in addition to authorities to providers of education and to those employers who employ more than 30 employees. According to section 5 of the new Non-Discrimination Act it is the responsibility of an authority to evaluate the realisation of equality in their activities and take necessary action to foster equality. Taking into consideration the operational environment, resources and other circumstances, the measures promoting equality must be effective, practical and proportional. The authority must have a plan of necessary measures to foster equality. This task of equality planning does not extend to the Lutheran or Orthodox Church or those private companies that employ fewer than 30 employees using public power or performing public administrative tasks. The Non-Discrimination Ombudsman supervises compliance with equality planning tasks.
D) Specific equality data legislation or guidance	1	1	1	1	1	1	1		Based on 4-year government action plan on human rights and national action plan to promote equality leading to 4-year discrimination monitoring programme

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	1	1	1	1	1	1	1	1	Steering Group of Justice Ministry for equality data includes large group of stakeholders including NGOs
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	1	0,75	0,25	0,5	1	1	0,5	Religion: Tax authorities (which have a link to the population register) have the question "Evangelical/Lutheran/Orthodox/Other" but this information is also based on self-identification which is the criterion in surveys where religion is in focus.
C) Self-definition is also used in equality data (skip if no coverage)	1	1	0	0	1	1	1	1	

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	1	1	1	1	0	0	Concerning sexual orientation/ gender identity no data is collected by means of major statistical instruments, some targeted surveys have been made and there is information from NGO SETA representing these groups. The data is problematic since the response rate has been low and it is not comparable since a regular collection of quantitative data is lacking.
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1	1	1	1	1	
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1	1	1	1	1	

D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	1	1	1	1	1	1	1	
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	1	1	1	1	1	1	1	Ethnic minorities have until lately been too small for a proper analysis.

4. Comprehensive	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Population estimation	1	1	1	1	1	1	1	
B) Employment	1	1	1	1	1	1	1	
D) Education	1	1	1	1	1	1	1	
E) Housing	1	1	1	1	1	1	1	
F) Health	1	1	1	1	1	1	1	
G) Poverty/Social Exclusion	1	1	1	1	1	1	1	
H) Crime victimisation	1	1	1	1	1	1	1	
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	1	1	1	1	1	1	1	
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	1	1	1	1	1	1	1	*The key forum for equality data is the web-page www.yhdenvertaisuus.fi, which contains basic information on equality legislation, various tools and also reports on equality data. Equality data is also available through the research reports based on them, the key ones listed in III.18. Statistics Finland publishes key information from its data gathering, and the web-information contains always links to contact persons who will be available for further information. Ministries e.g. the Ministry of Employment and the Economy publish the research reports in paper and on the web and they are available to all. The equality data made public is usually not utilized directly but rather the research based on it is utilized for policy-making and scientific analysis of the Finnish society.*
B) Official local monitors (discrimination, equality, integration)	1	1	1	1	1	1	1	*Monitoring survey of equality planning to local governments and*
C) Proof in discrimination cases	0	0	0	0	0	0	0	
D) Use of remedies & sanctions	0	0	0	0	0	0	0	
E) Planning for equality or positive actions	1	1	1	1	1	1	1	
F) Law- and policy-making	1	1	1	1	1	1	1	
G) Evaluation of anti-discrimination legislation	1	1	1	1	1	1	1	

France

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	0	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	0	0	0	0	0		The Defender of Rights has the mission to develop, facilitate and follow-up independent studies and research, but it has received no mandate for ordering statistical works or studies by public administrations and their statistical services.
C) Anti-discrimination legislation (equality data duty on employers)	0	1	0	0	0	0	0		The Law of 10 July 1987 to promote hiring of disabled workers is the only French law demanding the collection of equality data (gender equality, not covered in this report, is the other exception). The 1987 Law imposes to all employers (private and public) of at least 20 employees that at least 6 % of full-time or part-time jobs are filled by disabled workers.
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		The Defender of Rights (France's national equality body) jointly with the CNIL published in 2012 a handbook for private and public human resources managers entitled "Measuring to progress towards equal opportunity". The guide aims at assisting employers facing a complex legal landscape. It brings answers to their questions about the procedures to be followed to establish reliable indicators while respecting personal data regulation.

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	0,75	0,25	0,25	0,25	0,25	0	0,25	Religion: Public statistic surveys do not generally ask about religious membership. Ined and Insee's surveys thus ask questions on the frequency of religious practices or on the sense of belonging to a religious community, but without asking which one. In 2005, Ined however obtained the authorization of the Cnil to introduce a question on the "religion of belonging (or of origin)", as a national strand of the international survey "Generations and Gender". In 2009, for the "Trajectories and Origins" survey, Ined was allowed by the Cnil to raise the questions "Do you have a religion? Which one? How important is religion in your life today?" LGBTI: Information on "sexual life" are considered sensitive data, and as such they are not available within administrative files and are rarely collected by public statistics for discrimination analysis purpose. No survey a fortiori identifies the intersex population. However, some studies address "sexual minorities" in reference to international definitions. Disability: As regards to disability, the baseline survey is called "Handicap-Health" (conducted by the Insee). The Direction of the Animation of Research, Studies and Statistics (Dares) at the Ministry of Employment uses all statistical sources describing the employment situation of people with disability, notably the various publishing of Insee Continuous Employment Survey and Working Conditions Survey. It's worth noting that the diverse sources of data do not adopt a harmonised definition of disability, which is sometimes restrictive (limited to administrative recognition) and sometimes broad (situations of incapacity); certain information concerns benefits provided, other concerns the individuals. It should also be noted that surveys on discrimination experience do not necessarily distinguish disability and health grounds
C) Self-definition is also used in equality data (skip if no coverage)	1	1	1	0	0	1		1	

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	0	0	0	0	0	0	
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	0,5	0,5	0,5	0,5	0,5	0,5	
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1						

D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) *a) National official bodies (incl. national statistical institute)* *b) Local or regional official bodies* *c) Equality body/bodies* *d) Research/academia* *e) Non-governmental organisations* *(skip if no coverage)* *Note that the collection of complaints data should not be counted more than once.*	0,8	0,8	0,8	0,6	0,8	0,6	0,6	Some NGO implement testings on ethnicity. the Collective Against Islamophobia in France (CCIF) collects its own data on the basis of the received complaints, in parallel of those collected by the Police.
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	1	1	1	1	1	1	0	*Universities or research institutes play a major role in processing data from major national statistical surveys. A large part of the scientific work consists in explaining inequalities due to the individuals' characteristics and to discrimination which remain unobserved as such. Applied to existing datasets, this quantitative method has been widely implemented in the field of employment in order to reveal ethnic or racial penalties.*

4. Comprehensive	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Population estimation	1	1	1	1	1	1	0	*Disability: The Inter-Ministerial Committee on Disability held in September 2013 has initiated various measures to improve knowledge on people with disabilities. As the Committee recognized, "a large number of information is collected but they remain fragmented and little homogeneous notably because of the deficiencies of the information system". The Committee proposed to develop spaces for pooling knowledge and analysis of the data both at the national and local levels, to broaden and to exploit more quickly the national statistical surveys, and to promote "disability studies". We are not aware of any follow-up of these measures for which the Ministry of Social Affairs and Health and the Ministry of Higher education and Research were nominated as leaders. Announced by the Inter-Ministerial Committee, a report on "The links between disability and poverty" was published however in November 2014.*
B) Employment	1	1	1	1	1	1	0	*Every year, in partnership with International Labour Organization's French office, the Defender of Rights publicly release a barometric survey of self-declared discrimination in public and private employment.*
D) Education	1	0	1	1	0	0	0	
E) Housing	1	1	1	1	0	0	0	
F) Health	1	1	1	0	0	0	0	
G) Poverty/Social Exclusion	1	1	1	0	0	0	0	
H) Crime victimisation	0	0	1	1	1	1	1	*Racial and ethnic origin: statistical offices produce some data revealing inequalities or feeling of discrimination but these data do not link up with a recognizable public strategy. The only data regularly collected are those of the Ministries of Interior and Justice: annual inventory of racist acts and threats as registered by police forces, register of illicit contents pointed out by web surfers, monthly monitoring of complaints processing by prosecutors, data from the national criminal records, data of a new software of the Ministry of Justice called Cassiopée*
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	0	0	0	0	0	0	0	
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	*As a general rule, public authorities do not collect equality data for the considered grounds. Even when non sensitive data are easily available, they usually do not serve anti-discrimination purposes. For instance, the Halde reviewed all available studies and statistics relating to age and employment and its review revealed that the national indicators had not been produced to sustain anti-discrimination policy or legal action. The same could be said of the dashboard on jobs and unemployment of people with disabilities. As of origin, statistical offices produce some data revealing inequalities or self-reported discrimination experience but these data do not link up with a recognizable public strategy*
B) Official local monitors (discrimination, equality, integration)	0	1	0	0	0	0	0	*A small number of local communities created observatories, but they mainly focus on gender inequalities. An example of good practice can be found with the National Institute for Demographic Studies (INED) who proposed the City of Paris to conduct a survey aiming at measuring how gender, social origin, citizenship and migrant background affect its employees' career paths, while controlling their effects by taking into account diploma, qualifications, family situation, seniority, etc. A second objective was to test the most relevant methods of data collection in view of making it possible on a regular basis. The ad hoc Ined survey was not the initiative of the City of Paris.*
C) Proof in discrimination cases	0	0	1	0	0	0	0	*Recognized as an admissible evidence by the Court of Cassation in June 2002, discrimination testing was enshrined in the Law of 31 March 2006 on Equal Opportunity. In practice, testinsg were only used in discrimination cases by a NGO (SOS Racisme) seeking to prove discrimination based on ethnicity.*
D) Use of remedies & sanctions	0	0	0	0	0	0	0	
E) Planning for equality or positive actions	1	1	0	0	0	0	0	
F) Law- and policy-making	1	1	0	0	0	0	0	
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Germany

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	0	1	1	0	1	1	0	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	0	0	0	0	0		
C) Anti-discrimination legislation (equality data duty on employers)	0	1	0	0	0	0	0		Disability in employment & access to employment: Legal framework for employers to collect data on disability is Article 80(1) and Article 80(2) in Social Code No. IX
D) Specific equality data legislation or guidance	0	1	0	0	0	0	0		Social Code contains a regulation on data collection of severely disabled people.

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	0,25	0,25	0,25	0,5	0	0	0	Ethnicity/race: Proxies usually based on nationality or country of birth. Religion: Asked for 1st time in 2011 census. Data on membership in Christian churches not on unaffilitated. Disability: Medical approach categorised by 'grade of disability'
C) Self-definition is also used in equality data (skip if no coverage)	0	0	0	0	0				

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	1	1	0	1	0	0	Ethnicity: Migrant Background is the only variable used here
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1					
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1		0,25			
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,6	0,6	0,8	0,2	0,2	0,4	0,4	
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	1	1	1	0	0	0	0	

4. Comprehensive	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Population estimation	1	1	1	0	1	0	0	

B) Employment	1	1	1	0	0	0	0	
D) Education	1	1	1	0	0	0	0	
E) Housing	1	1	0	0	0	0	0	
F) Health	1	1	0	0	0	0	0	
G) Poverty/Social Exclusion	1	1	1	0	0	0	0	
H) Crime victimisation	1	1	1	1	1	1	1	
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	0	0	0	0	0	0	0	
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	1	1	0	0	0	0	
B) Official local monitors (discrimination, equality, integration)	0	1	1	0	0	0	0	*Disability: Ombudspersons in laender do this*
C) Proof in discrimination cases	1	1	1	1	1	1	1	
D) Use of remedies & sanctions	0	0	0	0	0	0	0	
E) Planning for equality or positive actions	1	1	1	0	0	0	0	*The Diversity Charter (Charta der Vielfalt) is a corporate initiative to promote diversity in companies and institutions. Certain laender (i.e. Berlin) do this and provide for it in law.*
F) Law- and policy-making	0	0	0	0	0	0	0	
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Greece

1. Regulated	Consent	Employment	Health/Life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	Data concerning the membership of a trade union or membership of societies dealing with health, social welfare, etc. is regarded as 'sensitive' data. Hence, the collection and processing of such data is allowed only in the cases described in the 'National Questionnaire' and the 'Summary' for Greece.
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	0	0	0	0	0		
C) Anti-discrimination legislation (equality data duty on employers)	0	1	0	0	0	0	0		Employment quota law (Law 2643/1998) -as amended by Laws 2956/2001, 3227/2004, 3454/2006- targets vulnerable groups, including the disabled and their relatives, obliging employers to inform the Labour Ministry of their total numbers among their employees.
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	0,25	0,25	0,25	0,5	0	0	0	
C) Self-definition is also used in equality data (skip if no coverage)	1	0	0	0	0				Use of proxies.

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	1	0	0	0	0	0	
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1		1	1	0,25			Religion: Education Ministry data can be collected through voluntary self-identification among students at primary and secondary education. I agree with 'annually' for both 'ethnicity' and 'race'.Nonetheless, I would replace 'irregularly' for 'religion/belief' with 'ad hoc'.
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1		1	1				
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,4	0,4	0,6	0,6	0,4	0,6	0,6	The main body that is explicitly devoted, inter alia, to the collection and processing of data on racial or ethnic origin, religion or other beliefs, disability, age and sexual orientation in Greece is the 'Observatory on Combating Discrimination'. The Observatory was established in 2011 (thanks to EU funds), operates under the auspices of EKKE and places emphasis on the field of employment. The research conducted by the Observatory largely draws on the quantitative and qualitative analysis of data from the quarterly LFS, the EU - SILC and public bodies such as the Manpower Employment Organisation (OAED) (see e.g. Balourdos and Mouriki, 2012; and Balourdos, Chrysakis, Sarris, Tramountantis and Tsantila, 2014).). Although the data used for the Observatory's research is not publically available, the Observatory's research findings have been published. Equality bodies collect equality data via complaints.

E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	0	0	0	0	0	0	0	

4. Comprehensive	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Population estimation	1	0	1	1	0	0	0	
B) Employment	1	1	1	1	0	0	0	
D) Education	1	0	1	1	1	0	0	
E) Housing	1	0	1	1	0	0	0	
F) Health	1	0	1	1	0	0	0	
G) Poverty/Social Exclusion	1	0	1	1	0	0	0	
H) Crime victimisation	1	1	1	1	1	1	1	
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	0	0	0	0	0	0	0	
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
B) Official local monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
C) Proof in discrimination cases	0	0	0	0	0	0	0	
D) Use of remedies & sanctions	0	0	0	0	0	0	0	
E) Planning for equality or positive actions	0	0	0	0	0	0	0	
F) Law- and policy-making	0	0	0	0	0	0	0	
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Hungary

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	1	1	1	1	1	1	1		Equal Treatment Authority shall regularly inform the public and the Parliament about the actual situation of the enforcement of equal treatment. In order to do so the Authority publishes annual reports about its activity on its website
C) Anti-discrimination legislation (equality data duty on employers)	1	1	0	0	0	0	0		Data on age, disability, ethnic origin for the purposes of positive action at the workplace: Under Article 63 Paragraph (4) of the ETA, state bodies and companies whose majority is owned by the state shall be obliged to adopt so-called 'equal opportunities plans' if they employ more than 50 persons
D) Specific equality data legislation or guidance	1	1	1	0	1	0	0		2009 Act for 2011 National Census. Also National Public Education Act involves integrated follow-up system since 2014 on children's ethnic affilitation. 2013 Act on Promotion of Employment and Support of Unemployed allows national minority job-seekers be registered based on voluntary declaration. Also call for ethnic data collection in Decade of Roma Inclusion Programme Strategic Plan and National Social Inclusion Strategy. Indicators to be developed as part of National Programme on Disability Affairs 2015-2025.

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	1	0	0	0	0	0	In certain projects or legal procedures members of minority communities have been involved in the collection of ethnic data. This was the case with the HHC's STEPSS project and the CFCF litigation. The preparation, implementation and publication of data of 2011 census has been done with the involvement of the national minorities living in Hungary
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	1	0,5	0	1	0	0	0	Ethnicity: Only common definition of national minorities
C) Self-definition is also used in equality data (skip if no coverage)	0	0	1		1				

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	1	1		1	0		
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	0,25	0,25	0,25			0,25		
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	0,25	0,5		0,25			Ethnicity: Based on datasets for national minority job-seekers, children in education and minority election register.
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	1	1	1	0,4	0,8	0,6	0,4	Ethnicity: Ethnic profiling data collection method of Hungarian Helsinki Committee. Data concerning sexual orientation, gender identity and intersexual status of the persons concerned are collected in all the programmes of the Háttér Support Society for LGBT People in Hungary

E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	0	0	0		0			

4. Comprehensive	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Population estimation	1	1	1	0	1	0	0	
B) Employment	1	1	1	0	0	0	0	
D) Education	1	1	1	0	0	0	0	
E) Housing	1	0	0	0	0	0	0	
F) Health	1	0	0	0	0	0	0	
G) Poverty/Social Exclusion	1	0	0	0	0	0	0	
H) Crime victimisation	1	1	1	1	1	1	1	*The so-called 'Hate Crime Record' of the Budapest seated Athena Institute also has to be mentioned here. According to the description on the Institute's website the database includes all confirmed cases committed with a clearly identified hate motive (in most cases victims are members of racial, ethnic, national, religious or sexual orientation communities) in Hungary since 2009 and were reported by authentic sources. While compiling the database Athena Institute analysts have reviewed tens of thousands of press accounts, government and NGO reports and other documents. Accordingly, the Hate Crime Record is not comprehensive and includes only reported cases - but in general, it provides clear guidance concerning bias-motivated tensions manifest in Hungary.*
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	0	0	0	0	0	0	0	
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	1	1	1	0	1	0	0	
B) Official local monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
C) Proof in discrimination cases	1	1	1	1	1	1	1	*statistical evidence in order to establish indirect discrimination is used in practice*
D) Use of remedies & sanctions	0	1	0	0	0	0	0	*Disability for the purposes of benefits in employment: In terms of Article 23 of Act CXCI of 2011 on the Benefits of Persons with an Altered Ability to Work and the Amendment of Certain Laws, employers shall be obliged to pay a so called 'rehabilitation contribution' to the state budget if the number of their employees exceeds 25 and the proportion of persons with disabilities (persons with an altered ability to work) within the workforce is below five percent. On the other hand, under Government Decree 327/2012 on the Accreditation of Employers Employing Workers with Disabilities and the Budgetary Supports for the Employment of Workers with Disabilities, employers are entitled to support from the central budget if they employ persons with disabilities. This system naturally requires that record be kept of the disability of employees*
E) Planning for equality or positive actions	1	1	1	0	0	0	0	*Ethnic origin in education. Data on age, disability, ethnic origin for the purposes of positive action at the workplace: Under Article 63 Paragraph (4) of the ETA, state bodies and companies whose majority is owned by the state shall be obliged to adopt so-called 'equal opportunities plans' if they employ more than 50 person. Pursuant to Article 31 (1) of the Equal Treatment Act local self-governments shall adopt a so-called local equal opportunities programme for a five year period. In the programme an analysis on the educational, housing, employment, health and social status of the disadvantaged groups living in the particular settlement with special attention to the groups of women, people living in extreme poverty, the Roma, people living with disabilities as well as children and elderly people shall be made*
F) Law- and policy-making	0	0	0	0	0	0	0	*Ethnic origin for the purposes of minority elections*
G) Evaluation of anti-discrimination legislation	0	0	1	0	0	0	0	*expert panels (deciding on the placement of the children in special schools) to collect data concerning the ethnic affiliation of the child (on the basis of the voluntary decision of the parent to answer this question) and on the educational institution the child attends*

Ireland

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	0	0	0	0	0		
C) Anti-discrimination legislation (equality data duty on employers)	1	1	1	1	1	1	1		Irish Human Rights and Equality Commission Act 2014 creates public duty for publically funded bodies to establish an equality and human rights assessment for their organisation and an annual report on evidence of progress in furthering equality goals. National Disability Authority (NDA) monitors and analyses data on staff with disabilities within the public serivce.
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	1	1	1	0	1	1	1	1	CSO QNHS Special Equality Module (2004, 2010, 2014) originally developed in consultation with Equality Authority, National Disability Association, Equality and Law Reform, NCCRI, Pavee Point
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	1	0,5	0	1	1	0,25	0,5	Agree with the 'partial proxy' for Gender Identity. Ethicity should be 'partial' given the non-inclusion of Roma and other groups.
C) Self-definition is also used in equality data (skip if no coverage)	1	1	1		1	1	0	1	CSO QNHS Special Equality Module (2004, 2010, 2014)

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	1	1	0	1	1	0	
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	0,5	0,5	0,5	0,5		CSO QNHS Special Equality Module (2004, 2010, 2014) originally developed in consultation with Equality Authority, National Disability Association, Equality and Law Reform, NCCRI, Pavee Point
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	0,5		0,5	0,5		
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,6	0,6	0,8	0,8	0,6	0,8	0,8	
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	0	0	0	0	0	0	0	

4. Comprehensive	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Population estimation	1	1	1	0	1	0	0	*QNHS Equality Module asks specifics questions on discrimination experience and unlocks all of the general QNHS questions on socio-economic status*
B) Employment	1	1	1	0	1	0	0	
D) Education	1	1	1	0	1	0	0	
E) Housing	1	1	1	0	1	0	0	
F) Health	1	1	1	0	1	0	0	
G) Poverty/Social Exclusion	1	1	1	0	1	0	0	
H) Crime victimisation	0	0	0	0	0	0	0	*Supported by the Garda Racial, Intercultural and Diversity Office (known as GRIDO), An Garda Síochána has recently (Nov. 2015) extended its recording of bias motivation indicators for hate motivated incidents on the Garda PULSE system to include anti-Traveller and anti-Roma, as well as anti-Muslim, transphobia, age-related, gender-related and disability-related. These, in addition to the existing bias motivation indicators of anti-Semitism, homophobia, racism, sectarianism and xenophobia, will enable more comprehensive collection of data when recording incidents, and forms part of the victim assessment in accordance with the EU Victims Directive 2012/29*
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	0	0	0	0	0	0	0	
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	1	0	0	0	0	0	0	
B) Official local monitors (discrimination, equality, integration)	1	0	0	0	0	0	0	
C) Proof in discrimination cases	1	0	0	0	0	0	0	*Use of statistical evidence in order to establish indirect discrimination is not widespread. There is no reluctance to use statistical data as evidence in court but there is a tendency to assert that it is not always necessary to use statistical evidence. On the other hand cases also fail for lack of substantiation through statistical analysis*
D) Use of remedies & sanctions	1	0	0	0	0	0	0	
E) Planning for equality or positive actions	1	1	1	0	1	1	1	
F) Law- and policy-making	1	1	1	0	1	1	1	
G) Evaluation of anti-discrimination legislation	1	1	1	0	1	1	1	

Italy

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	1	0	0	0	0	0		Equality body is allowed but not required to conduct statistical surveys. Framework Law on Disability requires the government to promote statistical surveys on the situation of people with disabilities.
C) Anti-discrimination legislation (equality data duty on employers)	0	0	0	0	0	0	0		
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	1	1	0	1	1	0	
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	1	0,25	0,25	1	1	1	0	
C) Self-definition is also used in equality data (skip if no coverage)	1	1	0	0	1	1	1		

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	0	0	0	0	0	0	0	
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	0,5	0,5		0,5	0,5	
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	0	0		0	0	
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,2	0,6	0,6	0,4	0,2	0,4	0,4	
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	1	1	0	0	0	0	0	

4. Comprehensive	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Population estimation	1	1	0	0	1	0	0	

B) Employment	1	1	1	1	0	1	1	
D) Education	1	1	1	1	0	1	1	
E) Housing	1	1	0	0	0	0	0	
F) Health	1	1	0	0	0	0	0	
G) Poverty/Social Exclusion	1	1	0	0	0	0	0	
H) Crime victimisation	1	1	1	1	1	1	1	*Data on racism as hate crime is collected by law enforcement authorities*
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	0	0	0	0	0	0	0	
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	1	0	0	0	0	0	
B) Official local monitors (discrimination, equality, integration)	0	0	1	0	0	1	1	*Regional examples exist*
C) Proof in discrimination cases	1	1	1	1	1	1	1	
D) Use of remedies & sanctions	0	0	0	0	0	0	0	
E) Planning for equality or positive actions	0	0	0	0	0	0	0	
F) Law- and policy-making	1	1	0	0	0	0	0	*Data are taken into account by law and policy making, in particular on grounds of age and disability, however no info is available regarding equality data.*
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Latvia

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	0	0	0	0	0		Collection of equality data permitted but not required by Ombudsman Law: role to conduct research and analyse the situation
C) Anti-discrimination legislation (equality data duty on employers)	0	0	0	0	0	0	0		
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	1	1	0	0	0	0	0	
C) Self-definition is also used in equality data (skip if no coverage)	1	1	1						

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	1	1			0	0	
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1			0	0	
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1			0	0	
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,4	0,4	0,4			0	0	
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	0	0	0			0	0	

4. Comprehensive	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Population estimation	1	1	1	0	0	0	0	

B) Employment	1	1	1	0	0	0	0	
D) Education	1	1	1	0	0	0	0	
E) Housing	1	1	1	0	0	0	0	
F) Health	1	1	1	0	0	0	0	
G) Poverty/Social Exclusion	1	1	1	0	0	0	0	
H) Crime victimisation	0	0	0	0	0	0	0	
I) Discrimination complaints	0	0	0	0	0	0	0	
J) Discrimination cases	0	0	0	0	0	0	0	
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	*Anti-discrimination policy monitoring system should cover employment, education, health, welfare and perceived discrimination at national level. Ministry of Culture is responsible but not yet implemented due to lack of funding*
B) Official local monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
C) Proof in discrimination cases	0	0	0	0	0	0	0	*Latvian national law is silent on the issue of situation testing and the use of statistical evidence. There is no evidence of them being used and hence no case law.*
D) Use of remedies & sanctions	0	0	0	0	0	0	0	
E) Planning for equality or positive actions	1	1	0	0	0	0	0	
F) Law- and policy-making	1	1	0	0	0	0	0	*Data about the situation of the disabledpersons with disabilities in Latvia are used for the monitoring of implementation of the guidelines for 2014 – 2020 for the implementation the UN Convention on the Rights of Persons with Disabilities as well as for the planning of new support measures or for the improvement of the existing support. Equality data (data on disability, age, gender) are used by ministries to substantiate national budget proposals during the process of formulating the annual national budget*
G) Evaluation of anti-discrimination legislation	0	1	0	0	0	0	0	*Data about the situation of the disabledpersons with disabilities in Latvia are used for the monitoring of implementation of the guidelines for 2014 – 2020 for the implementation the UN Convention on the Rights of Persons with Disabilities as well as for the planning of new support measures or for the improvement of the existing support Anti-discrimination policy monitoring system should cover employment, education, health, welfare and perceived discrimination at national level. Ministry of Culture is responsible but not yet implemented due to lack of funding*

Lithuania

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	0	0	0	0	0		
C) Anti-discrimination legislation (equality data duty on employers)	0	0	0	0	0	0	0		
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		Draft proposal for creation of national equality data collection from 2009 was not included in National Anti-Discrimination Programme in 2010.

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	The Office of the Equal Opportunities Ombudsperson produced a draft national action plan for equality data collection in 2009, within the framework of the PROGRESS project implementation. The Office submitted a proposal to the Seimas (Parliament) of the Republic of Lithuania to approve the 2011-2014 National Action Plan for the Development of Equality Statistics, providing for the establishment of a working group to identify the needs for statistical information on equality. It was proposed to engage different public authorities, research and study institutions, NGOs. However, the plan was not approved and no funds for the implementation thereof were assigned
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	0,25	1	0,25	1	0	0	0,25	National minority group based on self-identification in census open question. Disability: Based on degree of incapacity/capacity for work
C) Self-definition is also used in equality data (skip if no coverage)	0	0	1	0	1			0	

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	0	1	0	1	0	0	
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1						
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	0,25		0,25			
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,2	0,4	0,4	0,4	0,4	0,4	0,4	
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	1	0	0	0	0	0	0	Sample size issues

4. Comprehensive	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Population estimation	1	1	1	0	1	0	0	
B) Employment	1	1	0	0	0	0	0	
D) Education	1	1	0	0	0	0	0	
E) Housing	1	1	0	0	0	0	0	
F) Health	1	1	0	0	0	0	0	
G) Poverty/Social Exclusion	1	1	0	0	0	0	0	
H) Crime victimisation	0	0	1	1	1	1	0	
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	0	0	0	0	0	0	0	
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
B) Official local monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
C) Proof in discrimination cases	0	0	0	0	0	0	0	
D) Use of remedies & sanctions	0	0	0	0	0	0	0	
E) Planning for equality or positive actions	0	0	0	0	0	0	0	
F) Law- and policy-making	0	0	0	0	0	0	0	
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Luxembourg

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	0	1	0	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	0	0	0	0	0		The CET - just as the two other Ombudsbodies - have no mandatory mission to collect sensitive data, but to launch studies (act of 2006). When the budget allows for it, the CET runs polls such as in 2009, 2011 and 2015 on the perception of
C) Anti-discrimination legislation (equality data duty on employers)	0	1	0	0	0	0	0		A minimum proportion of 5 % of public sector employees must be disabled workers. For the private sector, employers with 25 employees must employ one disabled worker; the proportion of disabled workers must be 2% for 50 employees and 4% for 300 employees. According to Article 12 of the Law of 12 September 2003 on disabled persons, if an private sector employer refuses to hire the required number of disabled people, a compensation tax of 50 % of the minimum social salary has to be paid every month to the Treasury by the employer
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		no legal obligation to register data on equality

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	1	0,75	0,25	1	1	0	0	CET is the only poll which asks the interviewees about disability, sexual orientation, religion (self-identification) – given its legal mission, "to analyse and to monitor equality treatment. Breakdown by age, sex, religion, sexual orientation and disability is then possible however without any representativity given the size of the groups and the sample +D10C10:K10K5D9:K10B10:K10A10:K10
C) Self-definition is also used in equality data (skip if no coverage)	1	0	0	0	1	1			disability: very rarely, the aformentionned polls (CET) was run according to budget availabitlity and the survey (ESS) was run just once. EVS was run twice.

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	0	0	0	0	0	0	
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	0,5	1		0,5	0,5		CET runs polls such as in 2009, 2011 and 2015 on the perception of discriminations in general and on whether the person considers itself a victim or a witness
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1					
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,6	0,6	0,6	0,6	0,6	0,6		age, gender and nationality (proxy of race and ethnicity) are registered by ALL actors. The equality bodies register if necessary all the other indicators withour any . Employment agency registers disability for thiose who ask for the disability scheme.

E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	1	0	1	0	0	0		

4. Comprehensive	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Population estimation	1	0	1	1	0	0	0	
B) Employment	1	1	1	1	1	1	0	*On discrimination within the labour market – commissioned by OLAI and run by CEPS: Besch, Sylvain, Hartmann-Hirsch, Claudia, et al., 2005, Discrimination à l'emploi, rapport au Commissariat du Gouvernement aux Etrangers . This is up to now the only analysis on discrimination on the labour market – excluding the public sector.*
D) Education	1	1	1	1	0	0	0	
E) Housing	1	1	1	1	1	1	0	*Discrimination on the housing market: commissioned by OLAI and run by CEPS in 2010; this study has not been published. On top of the discrimination grounds we for two other grounds: user of minimum income (social assistance) and large family.*
F) Health	1	1	1	1	0	0	0	
G) Poverty/Social Exclusion	1	1	1	1	0	0	0	
H) Crime victimisation	1	0	0	0	0	0	0	*Data on hate crimes are collected by the police, the Prosecutor's Office and the Ministry of Justice. Data are not made publicly available.*
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	0	0	0	0	0	0	0	
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
B) Official local monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
C) Proof in discrimination cases	0	0	0	0	0	0	0	*evidence is not provided for by national law in order to establish indirect discrimination. In Luxembourg statistical evidence in order to establish indirect discrimination is not used in practice.*
D) Use of remedies & sanctions	0	0	0	0	0	0	0	
E) Planning for equality or positive actions	0	0	0	0	0	0	0	*no statistical data used to design positive action measures*
F) Law- and policy-making	0	0	0	0	0	0	0	
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Malta

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	1	0	0	0	0	0		National Commission Persons with Disability has powers to collect, analyse and publish statistics on disability. Not mandatory for National Commission for the Promotion of Equality (NCPE)
C) Anti-discrimination legislation (equality data duty on employers)	0	0	0	0	0	0	0		There are no laws that oblige employers to collect equality data and there are therefore no sanctions foreseen in the law
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	1	0,25	0,25	0	0	0		With regard to public statistics, the National Statistics Office (NSO) does not include the variables covering ethnic or racial origin, sexual orientation, gender identity and religion or belief. With regard to disability, this is based on definitions which are identical to those used for the Labour Force Survey
C) Self-definition is also used in equality data (skip if no coverage)	1	1	0	0					

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	1	0	0	0	0	0	
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)								
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1						
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,4	0,4	0,6	0,4	0,4	0,6	0,6	
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	0	0	0	0	0	0	0	

4. Comprehensive	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Population estimation	1	1	0	0	0	0	0	

B) Employment	1	1	0	0	0	0	0	
D) Education	1	1	0	0	0	0	0	
E) Housing	1	1	0	1	0	0	0	*2012 NCPE study on immigrant and ethnic minority groups, housing and racial discrimination*
F) Health	1	1	0	0	0	0	0	
G) Poverty/Social Exclusion	1	1	0	0	0	0	0	
H) Crime victimisation	0	0	0	0	0	0	0	
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	1	1	1	1	1	1	1	*Industrial Tribunal publishes decisions on discrimination cases within labour market. In Malta there are no available statistics on the number of cases related to discrimination that have been brought to justice. Discrimination cases are not registered as such by national courts.*
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	1	0	0	0	0	0	*Employment and Training Corporation has authority to set up and maintain register of people with disabilities. No national policy measures on data collection for the ground of racial and ethnic origin and sexual orientation and gender identity.In its national framework document "Towards a National Migrant Integration Strategy, 2015 -2020, Mind D Gap", published in June 2015, the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties (MSDC), recommends that the National Strategy allows for the compilation and collection of valid disaggregated data that should be analysed on a regular basis*
B) Official local monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
C) Proof in discrimination cases	0	0	0	0	0	0	0	*In Malta, statistical evidence in order to establish indirect discrimination is not used regularly in practice. To date, there has been no case law in Malta relating to the admissibility or otherwise of statistical evidence and the conditions of its eventual admissibility, and neither have there been any reported cases where the Court was reluctant to use statistical data as evidence in Court. Although the Maltese Courts do look at legal developments in other countries to assist them in reaching their decisions, this is not obligatory in practice.*
D) Use of remedies & sanctions	0	0	0	0	0	0	0	*There are no laws that oblige employers to collect equality data and there are therefore no sanctions foreseen in the law*
E) Planning for equality or positive actions	0	0	0	0	0	0	0	
F) Law- and policy-making	0	0	0	0	0	0	0	
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Netherlands

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	1	1	1	1	1	1	1		NIHR: One of its powers is to conduct research on human rights and discrimination. (un) equal treatment. Article 10 states that the NIHR may conduct a research on the breach of the Equal Treatment Act after a written request
C) Anti-discrimination legislation (equality data duty on employers)	0	0	0	0	0	0	0		
D) Specific equality data legislation or guidance	1	1	1	1	1	1	1		The Discrimination Instruction 2007 is an official policy document issued by the ministry of Safety and Justice for police, PPS, local administration and ADBs which gives guidelines for uniform collection of equality data to ensure effective prosecution of discrimination which is considered a criminal offence in

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	1	1	1	1	1	1	1	1	National Surveys, SN, NISR
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	1	1	1	1	1	0,5	0,5	Race and religion, Race and gender, Race and nationality, Race and disability/chronic illness Race and sexual orientation Race and age Gender and religion Gender and age
C) Self-definition is also used in equality data (skip if no coverage)	1	1	1	1	1	1	1	1	

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	0	0	1	1	0	1	0	
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1	1	1	1		
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1	1	1	1	1	
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,6	0,6	1	1	0,8	1	0,8	
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	1	1	1	1	1	1	1	

4. Comprehensive	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS

A) Population estimation	1	1	1	1	1	1	1	
B) Employment	1	1	1	1	1	1	1	
D) Education	1	1	1	1	1	1	1	
E) Housing	1	1	1	1	1	1	1	
F) Health	1	1	1	1	1	1	1	
G) Poverty/Social Exclusion	1	1	1	1	1	1	1	
H) Crime victimisation	1	1	1	1	1	1	1	*Discrimination Instruction 2007 for Police and Public Prosecution Services*
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	1	1	1	1	1	1	1	*Statistics available on the number of cases related to discrimination brought to justice*
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	0	1	1	1	1	1	*In 1988, 1991, 1994, 1998, 2002, 2004, 2006, 2009 2010/2011, 2015 the Ministry of social affairs commissioned researchers from NISR to report on the extent of integration of minorities in the Netherlands. Monitor on Racism, Anti-Semitism and right-wing extremism in the Netherlands. A long history of data collection on discrimination experiences on the grounds of race, religion and anti-Semitism. Safety Monitor: LGBT*
B) Official local monitors (discrimination, equality, integration)	1	1	1	1	1	1	1	*Municipal Anti-Discrimination facilities Act (MAFA) obligates municipalities to collect equality data through local discrimination registration system of complaints*
C) Proof in discrimination cases	1	1	1	1	1	1	1	*Statistical evidence in order to establish indirect discrimination is used in practice. This kind of evidence is used quite often by the NIHR, but it is not known to what extent this is done by the courts, since judgments on equal treatment cases that are issued by (district) courts are not registered (and therefore cannot be researched) separately*
D) Use of remedies & sanctions	0	0	0	0	0	0	0	*The 2012 Coalition Agreement contained a proposed 5 % quota, a positive action measure reserving jobs for disabled people. This quota is, however, off the table for the next couple of years, as employers made a commitment to employ more disabled workers in the so-called Social Accord. Only if they fail to do so may a legal obligation be imposed after all in 2017*
E) Planning for equality or positive actions	0	0	0	0	0	0	0	
F) Law- and policy-making	0	0	0	0	0	0	0	
G) Evaluation of anti-discrimination legislation	1	1	1	1	1	1	1	*In May 2014, the Dutch government adopted the National Action Programme Labour Market Discrimination in which various policy measures related to equality data collection were proposed to gain better insight in the nature and extent of discrimination in the labour market and enhance the willingness to report discrimination. These policy measures have since been monitored in the annual Letter on progress on Discrimination*

Poland

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	0	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	0	0	0	0	0		Polish Equality Body is Rzecznik Praw Obywatelskich (Ombud). Polish law does not require that Ombud should collect equality data. But ETA (by amending Law on Ombud) imposed new competences on the Ombud's Office. It provides that
C) Anti-discrimination legislation (equality data duty on employers)	0	0	0	0	0	0	0		
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	1	0,5	0	1	0	0	0	Ethnicity: Act on National and Ethnic Minorities and Regional Languages. 2011 census categories
C) Self-definition is also used in equality data (skip if no coverage)	1	1	1		1				

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	0	1	0	0	0	0	
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	0	0	0	0	0	
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	0,25	0	0,25	0	0	
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,4	0,4	0,4	0,2	0,4	0,2	0,2	
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	1	0	0	0	0	0	0	

4. Comprehensive	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Population estimation	1	1	1	0	1	0	0	

B) Employment	1	1	0	0	0	0	0	
D) Education	1	1	1	0	0	0	0	*When designing positive action, there are ways of obtaining more detailed information and statistics: via schools' administrations (for instance, the number of Roma pupils in order to organise a system of Roma education assistants or the number of pupils from ethnic minorities in order to plan special subsidies for schools); or via public information stemming, for instance, from the payment of special allowances (people with disabilities), employers who apply for special subsidies or organisations dealing with particular grounds of discrimination (for instance disability) in order to create positive action for people with disabilities.*
E) Housing	1	1	0	0	0	0	0	
F) Health	1	1	0	0	0	0	0	
G) Poverty/Social Exclusion	1	1	0	0	0	0	0	
H) Crime victimisation	1	0	1	1	1	0	0	*Hate crime data includes hate crimes based on race, ethnicity, nationality, xenophobia, faith (lack of faith), religion. Additionally, starting January 2016, it will be possible to collect and generate statistical information on crime victims including information on their sex, age (year of birth), nationality and citizenship*
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	1	1	1	1	1	1	1	*In Poland discrimination cases are registered as such by national courts.*
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
B) Official local monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
C) Proof in discrimination cases	0	0	0	0	0	0	0	*In Poland statistical evidence in order to establish indirect discrimination is not used in practice.* *There have not been any cases involving either direct or indirect discrimination where statistics were used in order to prove discrimination*
D) Use of remedies & sanctions	0	1	0	0	0	0	0	*For employers, there is a supplementary – this time negative – incentive to employ disabled people. That is, an employer who employs at least 25 employees is obliged to pay a monthly sum to the PFRON unless they employ at least 6% disabled people.*
E) Planning for equality or positive actions	1	1	1	0	0	0	0	
F) Law- and policy-making	1	1	1	0	0	0	0	
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Portugal

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	1	1	0	0	0		Commission for Equality and Against Racial Discrimination (CICDR, Comissão para a Igualdade e contra a Discriminação Racial), and institutes the need to collect information relative to the practice of discriminatory acts; stipulating the
C) Anti-discrimination legislation (equality data duty on employers)	0	1	0	0	0	0	0		Article 28 of Law 38/2004 establishes quotas for the employment of people with disabilities of up to 2 % for private enterprises and up to 5 % for the public sector. No sanctions are specified in cases where an employer fails to comply with the quota and nor are there statistics on the number of people with disabilities employed under the quota. As a consequence, one cannot know whether the quotas are being enforced or not.
D) Specific equality data legislation or guidance	0	1	1	1	0	0	0		Plans on immigrant integration, implementation of CRPD and monitoring of data on sexual orientation and gender identity

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	1	1	1	1	1	1	1	1	
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used	1	1	0,75	0,75	1	0	0	0	
C) Self-definition is also used in equality data (skip if no coverage)	1	1	0	0	1				

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	0	1	1	0	0	0	
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1	1	0,25	0	0	
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1	1	0,25	0	0	
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,6	0,6	0,8	0,8	0,6	0,6	0,6	
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	1	1	1	1	0	0	0	Official surveys collected data that includes proxy indicators to race/ethnicity, also ask the socio-economic status and professional conditions of the respondents and their families

4. Comprehensive	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Population estimation	1	1	1	1	1	0	0	

B) Employment	1	1	1	1	0	0	0	
D) Education	1	1	1	1	0	0	0	
E) Housing	1	1	1	1	0	0	0	
F) Health	1	1	1	1	0	0	0	
G) Poverty/Social Exclusion	1	1	1	1	0	0	0	
H) Crime victimisation	1	0	0	0	0	0	0	*Hate crime data cannot be disaggregated by ground*
I) Discrimination complaints	0	1	1	1	0	1	1	
J) Discrimination cases	0	0	0	0	0	0	0	*In Portugal there are no available statistics on the number of cases related to discrimination brought to justice. In Portugal discrimination cases are not registered as such by national courts.*
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination,	0	1	1	1	0	1	1	*Resolution of the Council of Ministers no 5/2011: IV National Plan for Equality, Gender, Citizenship and Non-*
B) Official local monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
C) Proof in discrimination cases	0	0	0	0	0	0	0	*In Portugal statistical evidence in order to establish indirect discrimination can be used in practice. However, this is not widespread. As far as the author of this report is aware, there have been no cases in Portugal involving direct or indirect discrimination where statistics have played a major role.*
D) Use of remedies & sanctions	0	0	0	0	0	0	0	*Article 28 of Law 38/2004 establishes quotas for the employment of people with disabilities of up to 2 % for private enterprises and up to 5 % for the public sector. No sanctions are specified in cases where an employer fails to comply with the quota and nor are there statistics on the number of people with disabilities employed under the quota. As a consequence, one cannot know whether the quotas are being enforced or not.*
E) Planning for equality or positive actions	0	1	0	0	0	0	0	*Article 28 of Law 38/2004 establishes quotas for the employment of people with disabilities of up to 2 % for private enterprises and up to 5 % for the public sector. No sanctions are specified in cases where an employer fails to comply with the quota and nor are there statistics on the number of people with disabilities employed under the quota. As a consequence, one cannot know whether the quotas are being enforced or not.*
F) Law- and policy-making	0	1	1	1	0	0	0	*Disability: Resolution of the Council of Ministers no. 56/2009: Approves the Convention on the Rights of Persons with Disabilities. Promoting the collecting and processing of "appropriate information, including statistical and research data" to enable the formulation and implementa-tion of policies under UN CRPD, at the National level.*
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Romania

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	0	0	0	0	0		The national equality body, the National Council for Combating Discrimination (Consiliul Național pentru Combaterea Discriminării) does not have a specific mandate to stimulate/monitor/prevent the collection of equality data, though
C) Anti-discrimination legislation (equality data duty on employers)	0	0	0	0	0	0	0		
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	0,5	0,5	0	0,5	0	0	0	Ethnic origin: Hungarian ethnicity registered at the census amounted to 1,227.6 thousand persons (6,5%), while the number of those who stated themselves as Roma was 621.6 thousand persons (3.3%). Ukrainians (50.9 thousand persons), Germans (36.0 thousands), Turks (27.7 thousands), Russians–Lipovans (23.5 thousands) and Tatars (20.3 thousand persons). Religion: 4.6% roman-catholic 3.2% reformed religion and 1.9% Pentecostal. Greekcatholic (0.8%), baptist (0.6%) and adventist of the seventh day (0.4%). The persons with other religious belief than those above mentioned account for 1.8% of total. 0.2% "Without religious belief" or atheists.
C) Self-definition is also used in equality data (skip if no coverage)	1	1	1		1				

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	0	1	0	1	0	0	
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1							
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	0,25	0,25		0,25			
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,2	0,2	0,2	0,2	0,2	0,2		
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	1	0	0	0	0	0	0	

4. Comprehensive	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Population estimation	1	1	1	0	1	0	0	

B) Employment	1	1	0	0	0	0	0	
D) Education	1	1	0	0	0	0	0	*Article 95 of the Education Law (Legea educației naționale) provides that the county school inspectorates are in charge with collecting statistical data relevant for educational indicators without describing the type of data collected or the methodology. In practice, information regarding ethnic origin is collected in a rather informal and limited manner in schools, in the context of organizing courses in the mother tongue or special measures*
E) Housing	1	1	0	0	0	0	0	
F) Health	1	1	0	0	0	0	0	
G) Poverty/Social Exclusion	1	1	0	0	0	0	0	
H) Crime victimisation	1	1	0	0	0	0	0	
I) Discrimination complaints	1	1	1	1	1	1	0	
J) Discrimination cases	0	0	0	0	0	0	0	
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	1	1	1	0	1	1	0	*Disabilities Strategy including specific numbers was adopted but it is not public yet (hehehe) but the most recent draft I saw included specific numbers. The same for the Roma Strategy and the Anti-poverty Strategy.*
B) Official local monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
C) Proof in discrimination cases	1	1	1	1	1	1	0	*In Romania statistical evidence in order to establish indirect discrimination is used in practice, though the use of such evidence is rather limited due to the absence of equality data.*
D) Use of remedies & sanctions	1	1	1	1	1	1	0	
E) Planning for equality or positive actions	1	1	1	0	1	0	0	
F) Law- and policy-making	1	1	1	0	1	0	0	
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Slovakia

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	0	0	0	0	0		Not explict, but implicitly contained the duty to adopt measures that prevent discrimination enshrined in Section 2 [3] of the Anti-discrimination Act.
C) Anti-discrimination legislation (equality data duty on employers)	0	0	0	0	0	0	0		Not explict, but implicitly contained the duty to adopt measures that prevent discrimination enshrined in Section 2(3) of the Anti-discrimination Act.
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	0,5	0,25	0,5	0	0,5	0	0	0	Religion: Only recognized religions (22). Other such as Islam have been prevented from being officially recognized. Thus, the only (un)official data on Muslims are from the Ministry of Interior and the Slovak Information Service (the secret service) that monitor them as a terrorist group. Ethnic origin: A person who is a Slovak citizen can belong to one of the 13 recognized national minorities. Criteria clearly defining concepts of ethnic groups and national minorities are not contained in any piece of national legislation
C) Self-definition is also used in equality data (skip if no coverage)	1	0	1		1				

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	0	0	0	1	0	0	There are no official definitions at the national level. Ethnicity: disagreggation only for national minorities; the "ethnicity" of Roma mainly stands out in conection to racially motivated hate crime
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	0,25	0	0,25	0	0,25	0	0	
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	0,5	0,5	0	0	0	0	0	
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,4	0,4	0,4	0	0,2	0,2	0,2	
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	0	0	0	0	0	0	0	

4. Comprehensive	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS

A) Population estimation	1	0	1	0	1	0	0	*census*
B) Employment	1	1	0	0	0	0	0	*Disability: relevant institutions, especially those, which operate in the sector of labour, social affairs and family, in the health care sector and sector of education, collect various data on people with disabilities and their families. However, there are issues with accessibility, coordination and comparability of the collected data. Some data (e.g. equal treatment, physical accessibility) are not collected at all, and no data is properly disaggregated by the form and extent of disability.* *Ethnicity: Office of the Plenipotentiary of the Government of Slovakia for Roma Communities undertakes field data collection from 6 regional offices (monitoring and mapping the situation of Roma communities and marginalized Roma communities) to be used mainly for the implementation of the Strategy of the Slovak republic for Roma integration of up to 2020 , as well as in addressing issues posed by national and local public institution, NGOs and representatives of Roma communities. The report on implementation of the activities is issued annually. The author did neither obtain any information confirming that the Office of the Plenipotentiary is using the example of sampling methodology in data collection set by FRA, nor any other information on the methodology used*
D) Education	1	1	0	0	0	0	0	
E) Housing	0	0	0	0	0	0	0	
F) Health	0	0	0	0	0	0	0	
G) Poverty/Social Exclusion	0	0	0	0	0	0	0	*UNDP in cooperation with the Plenipotentiary for Roma Communities and municipalities in Slovakia. Roma settlements were surveyed twice, including 1 575 Roma settlements in 2004 and 1 070 Roma settlements in 2013, in order to map their spatial distribution, infrastructure, access to services (social, education, healthcare) and activity of their residents (political, cultural and economic).*
H) Crime victimisation	0	0	0	0	0	0	0	*the "ethnicity" of Roma mainly stands out in conection to racially motivated hate crime*
I) Discrimination complaints	0	0	0	0	0	0	0	*Not disaggregated by the equality body and inspectorates of labour (only "the total number" of discrimination complaints received); discrimination cases decided by courts not separated at all from other legal cases*
J) Discrimination cases	0	0	0	0	0	0	0	
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
B) Official local monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
C) Proof in discrimination cases	0	0	0	0	0	0	0	*Ethnicity: According to the 2015 research report by the Centre for Civil and Human Rights (Poradňa pre občianske a ľudské práva; an advocacy NGO working on behalf of Roma) regarding public interest litigation (actio popularis), there has been (at least) one successful case of using equality data to prove discrimination in a judicial proceeding though actio popularis, in particular the segregation of Roma children in a public school. Courts have not adopted the practice of using equality data (i.e. equality statistics) as a proof in discrimination cases; at the same time there is a scarcity of equality data available for such use*
D) Use of remedies & sanctions	0	0	0	0	0	0	0	
E) Planning for equality or positive actions	0	0	0	0	0	0	0	
F) Law- and policy-making	0	0	0	0	0	0	0	
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Slovenia

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	1	0	0	0	0	0		Equalisation of Opportunities for Persons with Disabilities Act defines which institutions collect (what kind of) data on persons with disabilities. The collection services administrative purposes. The Implementation of the Principle of Equal
C) Anti-discrimination legislation (equality data duty on employers)	0	0	0	0	0	0	0		
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	1	0	0	0	0	0	Ethnicity: Only traditional minority communities are involved in data processing, and also they are involved only in the process of creating voting lists
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used	1	0,25	0,25	0	0,25	0,25	0	0	Census since 2002 no longer asks about ethnicity or religion. But self-identification of ethnicity is still collected through residence application form.Schools must report number of Roma pupils enrolled in their establishment based on third-party categorisation.Religion: since 2002 census, now only ESS and Eurobarometer declarations of belonging to religion or religious minority. LGBT: Only data on same-sex registered partnership.
C) Self-definition is also used in equality data (skip if no coverage)	0	0	1		1	0			Census since 2002 no longer asks about ethnicity or religion. But self-identification of ethnicity is still collected through residence application form.Schools must report number of Roma pupils enrolled in their establishment based on third-party categorisation.

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	0	0	0	0	0	0	
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1							
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1						
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,2	0,2	0,2	0,2	0,2	0,2	0,2	
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	0	0	0	0	0	0	0	

4. Comprehensive	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS

A) Population estimation	1	1	1	0	0	0	0	*Use of double voting right for Italian, Hungarian and Roma communities requires self-declaration on special voting list. Data on ethnic affiliation collected though application forms for Residence Registration are unreliable and not comparable.*
B) Employment	1	1	0	0	0	0	0	
D) Education	1	1	0	0	0	0	0	
E) Housing	1	1	0	0	0	0	0	
F) Health	1	1	0	0	0	0	0	
G) Poverty/Social Exclusion	1	1	0	0	0	0	0	
H) Crime victimisation	0	0	0	0	0	0	0	*Police cannot identify person by ethnic affiliation or sexual orientation even for hate crimes*
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	0	0	0	0	0	0	0	
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
B) Official local monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
C) Proof in discrimination cases	0	0	0	0	0	0	0	*In Slovenia, statistical evidence in order to establish indirect discrimination is rarely used in practice.*
D) Use of remedies & sanctions	0	0	0	0	0	0	0	
E) Planning for equality or positive actions	1	1	1	0	0	0	0	*Statistical evidence is used to design positive action measures, such as employment measures for young people, the disabled or members of the Roma minority.*
F) Law- and policy-making	0	0	0	0	0	0	0	
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Spain

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	1	1	0	0	0		Council for Promotion of Equal Treatment and Non-Discrimination mandate to monitor discrimination through data collection, analysis and reporting. Also work of Spanish Government's Observatory on Racism and Xenophobia
C) Anti-discrimination legislation (equality data duty on employers)	0	1	0	0	0	0	0		Obligation for companies with over 50 staff to employ a minumum of 2% people with disabilities
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	0,75	0,75	0,25	0	0	0	0	Based on certificate of disability. Survey on Social Integration and Health 2012, in a section on discrimination, it collects data on the types of discrimination faced by respondents, including: age; sex; ethnicity; illness or chronic health issues; religion; sexual orientation; none of the above; and don´t know
C) Self-definition is also used in equality data (skip if no coverage)	1	1	0	0					

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	1	0	0	0	0	0	
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1	0,5	0,5			Religion/belief: The CIS undertook enquiries in 2002 and 2008 sexual orientation: The FELGTB developed a cualitative research in 2013 but the sample it not representative to cover the national situation
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1					
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,4	0,4	0,6	0,2	0	0	0	
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	0	0	0	0	0	0	0	

4. Comprehensive	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS

A) Population estimation	1	1	0	0	0	0	0	
B) Employment	1	1	1	0	0	0	0	
D) Education	1	1	1	0	0	0	0	
E) Housing	1	1	1	0	0	0	0	
F) Health	1	1	1	0	0	0	0	
G) Poverty/Social Exclusion	1	1	1	0	0	0	0	
H) Crime victimisation	1	0	0	0	0	0	0	*Annual report on the evolution of hate crime in Spain*
I) Discrimination complaints	0	0	0	0	0	0	0	*The Council of Equal treatment used to present an annual report but in recent years it has not produced any reports on this, despite the fact that they finance a service managed by a group of NGOs who collect cases of discrimination*
J) Discrimination cases	0	0	0	0	0	0	0	
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	0	1	1	0	1	1	*The Spanish Observatory of Racism and Xenophobia (OBERAXE) have produced annual reports on the situation of racism and xenophobia based on the annual survey they developed along with the Spanish Sociological Research Centre (CIS). Planned Observatory against the discrimination by sexual orientation and gender identity*
B) Official local monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
C) Proof in discrimination cases	0	0	0	0	0	0	0	*Statistical evidence has been used in some judgments, especially in cases of sex discrimination in the employment field, and there is no reluctance to use statistical data as evidence in court.*
D) Use of remedies & sanctions	0	1	0	0	0	0	0	*Under the General Law on Persons with Disabilities and their social inclusion Act 2013, if companies with over 50 staff fail to employ a minimum of 2% of people with disabilities within their total workforce , and do not follow one of the alternative options or fall under oneobtain a valid declaration of the exemptions,exemption, they will be subject to pay sanctions if they fail to collect this data and ensure that they meet this requirement.*
E) Planning for equality or positive actions	0	1	0	0	0	0	0	
F) Law- and policy-making	0	0	0	0	0	0	0	
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	

Sweden

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	0	0	0	0	0	0	0		
C) Anti-discrimination legislation (equality data duty on employers)	0	0	0	0	0	0	0		
D) Specific equality data legislation or guidance	0	0	0	0	0	0	0		Disability: In 2012 the government commissioned Statistics Sweden to develop data on the living conditions of persons with disabilities during the period 2012-2015. Data would be used to follow up the National policy on disability. No measures or assessment seem to be have taken since then, the final report will be delivered to the government in June 2016. Sexual orientation: In 2014 the government adopted a Strategy for equal rights and opportunities regardless of sexual orientation and gender identity or expression. The strategy relates to two surveys on the health of sexual minorities, one from 2005 and another from 2015

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	0	0	0	0	0	0	0	0	Consultation with a number of representatives of the relevant groups was conducted as part of the study presented by the Equality Ombudsman. The study on equality data by the Equality Ombudsman included a consultation with the civil society on the issue of categories. There was no actual data collection, what was discussed is only potential definitions and categories that could be used in the Survey on Living conditions. No national institution has used the results of the consultation as a departure point for data collection. The consultation did not deliver consensus on the categories but rather indicated which categories are more acceptable than others.
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used.	1	1	0,75	0	1	1	1	0	Religion: Swedish Level of Living Survey: Christianity, Islam, Judaism, Hinduism, Buddhism, other, no religion. This is a research project and not an official survey or part of the work of Statistics Sweden.
C) Self-definition is also used in equality data (skip if no coverage)	0	1	0		1	1	1		

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	0	0	0	0	0	0	
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1		0,25	1		
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1					
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,2	0,4	0,4	0,2	0,4	0,2	0,2	

E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	0	0	0	0	0	0	0	

4. Comprehensive	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Population estimation	1	1	1	0	1	0	0	
B) Employment	1	1	1	0	1	1	1	*Religion: Swedish Level of Living Survey: LNU uses a multidimensional approach, covering individuals' command over resources in terms of family and social relations, material living conditions (income and wealth), health, education, working conditions, political life, leisure time activities, housing conditions, etc.* *Sexual orientation: Public Health Survey*
D) Education	1	1	1	0	1	1	1	
E) Housing	1	1	1	0	1	0	0	
F) Health	1	1	1	0	1	1	1	
G) Poverty/Social Exclusion	1	1	1	0	1	1	1	
H) Crime victimisation	1	0	1	1	1	1	1	
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	0	0	0	0	0	0	0	
K) Outcomes of discrimination cases	0	0	0	0	0	0	0	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	
B) Official local monitors (discrimination, equality, integration)	0	0	0	0	0	0	0	*The municipality of Botkyrka initiated in 2015 a project on equality data relating to the Afro-Swedish community and the Muslim community. The project is a part of the priorities for the recently established Local Development Centre for Co-operation under the lead of UNESCO (UNESCO LUCS). The project hasn't been initiated yet and it is difficult to make any assessment at this point.*
C) Proof in discrimination cases	0	0	0	0	0	0	0	*In Sweden there are national rules on permitted data collection. These rules are not connected to the Discrimination Act and there is no special legislation helping someone to collect statistical data for a discrimination case.* *Since indirect discrimination requires group impact to be compared, of course, statistical evidence is permitted. The use of statistical evidence is not regulated in any special way.* *As Swedish procedural rules are based on the principle of freedom of evidence such evidence will – like all other evidence - have to be assessed according to the circumstances.*
D) Use of remedies & sanctions	0	0	0	0	0	0	0	
E) Planning for equality or positive actions	0	0	0	0	0	0	0	
F) Law- and policy-making	0	0	0	0	0	0	0	*Disability: In 2012 the government commissioned Statistics Sweden to develop data on the living conditions of persons with disabilities during the period 2012-2015. Data would be used to follow up the National policy on disability. No measures or assessment seem to be have taken since then, the final report will be delivered to the government in June 2016.* *Sexual orientation: In 2014 the government adopted a Strategy for equal rights and opportunities regardless of sexual orientation and gender identity or expression. The strategy relates to two surveys on the health of sexual minorities, one from 2005 and another from 2015.*
G) Evaluation of anti-discrimination legislation	0	0	0	0	0	0	0	*Disability: In 2012 the government commissioned Statistics Sweden to develop data on the living conditions of persons with disabilities during the period 2012-2015. Data would be used to follow up the National policy on disability. No measures or assessment seem to be have taken since then, the final report will be delivered to the government in June 2016.* *Sexual orientation: In 2014 the government adopted a Strategy for equal rights and opportunities regardless of sexual orientation and gender identity or expression. The strategy relates to two surveys on the health of sexual minorities, one from 2005 and another from 2015.*

United Kingdom

1. Regulated	Consent	Employment	Health/life	Public	Members	Legal claim	Medicine	Public interest	COMMENTS
A) Sensitive data exemptions allowed (as per Directive 95/46/EC)	1	1	1	1	1	1	1	1	
	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity		
B) Anti-discrimination legislation (equality data duty on equality bodies)	1	1	1	1	1	1	1		
C) Anti-discrimination legislation (equality data duty on employers)	1	1	1	1	1	1	1		Equality data is regularly used in the private sector as part of compliance with UK equality law
D) Specific equality data legislation or guidance	1	1	1	1	1	1	1		Although the ONS does not appear to have a specific strategy, it does issue guidance on the collection of equality data, notably on ethnicity and sexual identity (http://www.ons.gov.uk/ons/guide-method/measuring-equality/equality/index.html). In 2007, the government conducted a wider review of equality data, which presented eight principles for such data collection. The Equality and Human Rights Commission has also issued guidance on equality data, and specifically on how its collection relates to data protection considerations

2. Valid	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	Multiple grounds	COMMENTS
A) The group concerned was consulted in the design of the definitions used (skip if no official data development process ever undertaken)	1	1	1	1	1	1	1	1	Since the 1991 Census there have been wide consultations on how best to collect ethnicity data. These have included a 'Diversity' advisory group, stakeholder outreach and other exercises up to 6 years in advance of the census, as well as the formal consultation process. While there are undoubtedly some concerns and reservations about existing data collection categories, in general ethnic minority groups have high response rates and appear to understand and broadly agree with the categories.
B) Coverage of group: 1.0 = Complete 0.75 = Complete proxy 0.5 = Partial 0.25 = Partial proxy 0 = No coverage Complete means entire group covered. Proxy means indirect method of identification used	1	1	1	1	1	1	0,5	1	
C) Self-definition is also used in equality data (skip if no coverage)	1	1	1	1	1	1	1	1	

3. Reliable	Age	Disability	Ethnicity	Race	Religion/belief	Sexual orientation	Gender Identity	COMMENTS
A) Nationally comparable: Common definitions collected for equality data at national level (skip if no coverage)	1	1	1	1	1	1	1	The ONS Data Collection Methodology team, ONS Survey Control Unit and the National Statistics Harmonisation Group coordinate the quality of data collection methodology
B) Regularity of national survey collection (option D under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1	1	1	1	1	
C) Regularity of national administrative data collection (options A and B under 3C) 1.0 = Annually (Every Year) 0.75 = Regularly (e.g. Every two years) 0.5 = Ad hoc (e.g. Every 2-5 years) 0.25 = Irregularly (e.g. Every 10 years) 0 = Only once, not repeated yet (skip if no coverage)	1	1	1	1	0,5	0,5	0,5	
D) Number of types of actors collecting equality data (0 for 0, 0.2 for 1, 0.4 for 2, 0.6 for 3, 0.8 for 4, 1.0 for 5) a) National official bodies (incl. national statistical institute) b) Local or regional official bodies c) Equality body/bodies d) Research/academia e) Non-governmental organisations (skip if no coverage) Note that the collection of complaints data should not be counted more than once.	0,8	0,8	0,8	0,8	0,8	0,6	0,6	In general NGOs play a role in equality data, but their role is typically focused on interpreting, analysing and publicising those data, especially for their advocacy work. NGO are not typically directly involved in the collection of such data, though some do analyse these data (or commission academics to support that analysis) in ways that government's own analysis doesn't always do
E) Controls & disaggregations of data are used to control for other key factors determining inequalities (e.g. socio-economic status)	1	1	1	1	1	1	1	

4. Comprehensive	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Population estimation	1	1	1	1	1	1	0	
B) Employment	1	1	1	1	1	1	0	
D) Education	1	1	1	1	1	1	0	
E) Housing	1	1	1	1	1	1	0	
F) Health	1	1	1	1	1	1	0	
G) Poverty/Social Exclusion	1	1	1	1	1	1	0	
H) Crime victimisation	1	1	1	1	1	1	0	
I) Discrimination complaints	1	1	1	1	1	1	1	
J) Discrimination cases	1	1	1	1	1	1	1	
K) Outcomes of discrimination cases	1	1	1	1	1	1	1	

5. Used	*Age*	*Disability*	*Ethnicity*	*Race*	*Religion/belief*	*Sexual orientation*	*Gender Identity*	*COMMENTS*
A) Official national monitors (discrimination, equality, integration)	1	1	1	1	1	0	0	
B) Official local monitors (discrimination, equality, integration)	1	1	1	1	1	0	0	*Metropolitan (i.e. London) Police now collect regular hate crime data for religion*
C) Proof in discrimination cases	1	1	1	1	1	1	1	
D) Use of remedies & sanctions	1	1	1	1	1	1	1	
E) Planning for equality or positive actions	1	1	1	1	1	1	1	
F) Law- and policy-making	1	1	1	1	1	1	1	
G) Evaluation of anti-discrimination legislation	1	1	1	1	1	1	1	

HOW TO OBTAIN EU PUBLICATIONS

Free publications:

- one copy:
  via EU Bookshop (http://bookshop.europa.eu);

- more than one copy or posters/maps:
  from the European Union's representations (http://ec.europa.eu/represent_en.htm);
  from the delegations in non-EU countries
  (http://eeas.europa.eu/delegations/index_en.htm);
  by contacting the Europe Direct service (http://europa.eu/europedirect/index_en.htm)
  or calling 00 800 6 7 8 9 10 11 (freephone number from anywhere in the EU) (*).

  (*) The information given is free, as are most calls (though some operators, phone boxes or hotels may charge you).

Priced publications:

- via EU Bookshop (http://bookshop.europa.eu).

DS-04-17-179-EN-N

Publications Office

PDF ISBN: 978-92-79-66079-5 doi:10.2838/142