

Discrimination in the European Union

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The interpretations and opinions contained in it are solely those of the authors.

Table of contents

INTRODUCTION.....	4
1. General overview.....	6
1.1 Setting the context	6
1.2 The perception of discrimination in Europe	9
1.3 Representation and participation in society.....	11
1.4 Views about the treatment of different groups in society	12
1.5 Attitudes towards vulnerable groups in society.....	13
1.6 The perceived position of different groups in society	14
2. Views about equal opportunities in employment.....	15
2.1 Criteria which put people at a disadvantage.....	15
2.2 Employment, training and chances for promotion	18
2.3 Support for measures to provide equal opportunities in employment ...	20
3. Combating discrimination	22
3.1 Assessment of efforts made to fight discrimination	22
3.2 Who has an important role to play in combating discrimination?	26
3.3 The willingness to provide sensitive personal information in certain conditions.....	28
4. Raising awareness.....	30
4.1 Awareness of the laws prohibiting discrimination	30
4.2 Awareness of what action to take in case of discrimination	32
4.3 Knowledge of one's right as a victim of discrimination	34
5. Discrimination on the basis of ethnic origin	36
5.1 The perceived extent of discrimination.....	36
5.2 The treatment of people from ethnic minorities by the police.....	40
5.3 The position of Roma	42
5.4 Acceptance of a multi-cultural society	44
6. Discrimination on the basis of disability	47
6.1 The perceived extent of discrimination.....	47
6.2 Improving the plight of the disabled	53

7.	Discrimination on the basis of sexual orientation	54
7.1	The perceived extent of discrimination	54
7.2	Attitudes towards homosexuality	58
8.	Discrimination on the basis of age	63
8.1	The perceived extent of discrimination	63
8.2	Attitudes to age inequality	65
9.	Discrimination on the basis of religion or beliefs	68
9.1	The perceived extent of discrimination	68
9.2	Attitudes towards people of other religions	71
10.	Discrimination on the basis of gender	75
10.1	The perceived extent of discrimination	75
10.2	Attitudes to gender inequality	77
CONCLUSION.....		82

ANNEXES

INTRODUCTION

Two European Community Directives, the Racial Equality Directive and the Employment Framework Directive, define a set of principles that offer everyone in the EU a common minimum level of legal protection against discrimination¹. The directives prevent people in the European Union from being discriminated against on grounds of race and ethnic origin and on grounds of religion or belief, disability, age or sexual orientation, primarily in the workplace. This comes in addition to the numerous laws adopted in the past 30 years to fight discrimination based on sex and to allow for equal treatment between women and men in the workplace.

Despite widespread legal protection, discrimination continues to exist and further efforts are needed to ensure that the right not to be discriminated against is implemented effectively in an enlarged European Union that from 1 January 2007 also includes Bulgaria and Romania. To build upon information campaigns launched in 2003 to raise awareness of the right to equal treatment and non-discrimination in all Member States, 2007 has been designated as the **"European Year of Equal Opportunities for All"**. The aim of the Year will be to inform people of their rights, to celebrate diversity and to promote equal opportunities for everyone in the European Union.

In this report we present the findings from a survey about **discrimination and inequality in Europe** that was carried out by TNS Opinion & Social on behalf of the **European Commission DG Employment, Social Affairs and Equal Opportunities** in the twenty-five Member States of the European Union and in the two acceding countries between 7 June and 12 July 2006.

The methodology used is that of the Standard Eurobarometer surveys of the Directorate General Communication ("Public Opinion and Media Monitoring" Unit). A technical note concerning the interviews, carried out by the institutes of the TNS Opinion & Social network, is annexed to this report. This note specifies the interview method used, as well as the confidence intervals².

The findings from this survey provide a good insight into the perceptions, attitudes, knowledge and awareness of discrimination and inequality in the European Union in 2006. In the report the six legally prohibited forms of discrimination in the EU are examined: discrimination on the basis of gender, ethnic origin, religion or beliefs, age, disability and sexual orientation. The report analyses the following themes:

- ◆ the extent to which EU citizens interact with various groups of people and a comparative general overview of the six forms of discrimination.
- ◆ views about equal opportunities in employment and about combating discrimination and awareness of anti-discrimination laws and rights.
- ◆ Public opinion about the six forms of discrimination is then analysed in detail, looking at the perceived frequency and people's attitudes in each country and broken down by socio-demographic factors and attitudinal indicators.

¹ Directive 2000/43/EC of 29 June 2000 and Directive 2000/78/EC of 27 November 2000. Both directives follow directly from Article 13 of the Amsterdam Treaty establishing the European Community which reads: "the Council, acting unanimously on a proposal from the Commission and after consulting the European Parliament, may take appropriate action to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation". Discrimination occurring in the workplace on the ground of sex is prohibited by several other directives that have been adopted since 1975.

² The results tables are included in the annex. The totals indicated may show a one point difference with the sum of the individual units. It should also be noted that the total of the percentages in the tables of this report may exceed 100% when the respondent has the possibility to give several answers to the same question.

In the report, the countries are represented by their official abbreviations. Other abbreviations used in this report correspond to:

ABBREVIATIONS

EU25	European Union - 25 Member States at the time of the survey and prior to the accession of Bulgaria and Romania
EU15	European Union - 15 Member States before the most recent enlargement (1 st May 2004)
AC2	Acceding countries: Bulgaria and Romania
TEA: 15-	Respondent completed his or her full-time education before the age of 15.
TEA:16-19	Respondent completed his or her full-time education in the ages of 16 to 19.
TEA: 20+	Respondent completed his or her full-time education at the age of 20 or older.
DK	Don't know

Readers are reminded that survey results are estimations, the accuracy of which rests upon the sample size and upon the observed percentages.

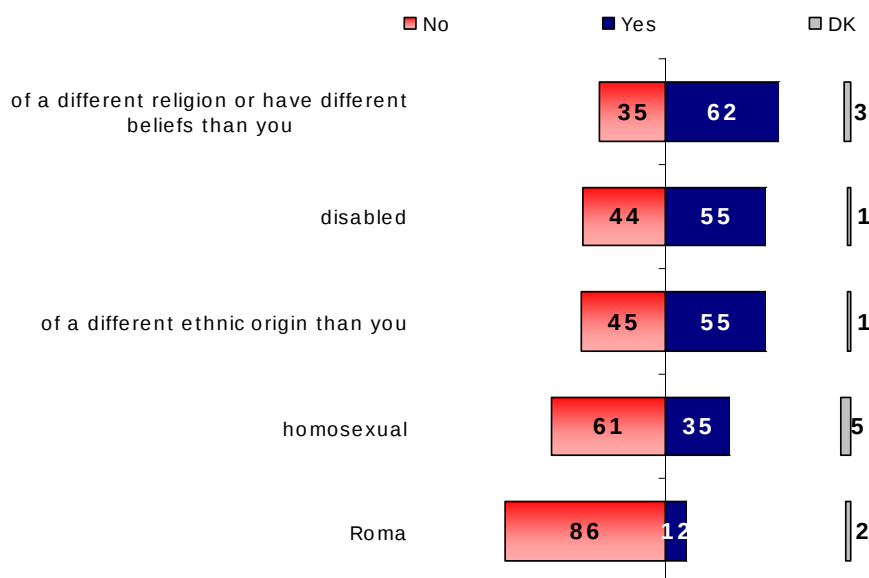
1. General overview

We begin this report by examining the extent to which EU citizens interact with various different groups in the population and with a general overview at the EU25 level of people's perception of discrimination in their country, their assessment of the position of disadvantaged people in society and their attitudes about discrimination and inequality³. The survey was carried out in June and July 2006 in the 25 EU Member States and in the two acceding countries Romania and Bulgaria. Since Romania and Bulgaria were not EU Member States at the time, they have not been included in the EU figure which gives an average result for the EU25.

1.1 Setting the context

On average, it is most common in the European Union for people to have friends who have a different religion or different beliefs than themselves⁴. Over 6 out of 10 respondents indicate that this applies to them (62%). Furthermore, over half of the European Union citizens surveyed indicate that they have disabled friends or friends who are of a different ethnic origin than they are (both 55%)⁵. It seems less common for people to have homosexual friends (35%). Although on average only 12% of respondents say they have Roma friends, this figure is considerably higher in countries where Roma are more numerous, like Hungary, Slovakia, as well as Romania and Bulgaria.

QD47 Do you have friend or acquaintances who are...? EU25 (%)



³ For more information concerning anti-discrimination policy in the European Union, please visit the website of DG Employment, Social Affairs and Equal Opportunities, which contains a page listing all the publications in this area: http://ec.europa.eu/employment_social/fundamental_rights/public/pubst_en.htm.

⁴ QD47 Do you have friends or acquaintances who are...?

⁵ It should be noted that as the fieldwork was conducted in June-July 2006, average results are an equation of the responses from respondents interviewed in the 25 EU Member States (results for Bulgaria and Romania are not included in this average).

On this question, there are some important differences country by country, resulting from local contexts.

We can also observe that people who have contact with people who are "different" from themselves vary depending on their socio-demographic characteristics. For each type of friend/acquaintance included in the survey, the main determining factors are (the subsequent tables provide the figures):

- ◆ Having friends/acquaintances of different ethnic origin:
 - It becomes less common with age.
 - the longer people stayed in full-time education, the more likely it is.
 - It is somewhat more common among men than it is among women.
- ◆ Having Roma friends/acquaintances:
 - It is least likely among people aged 55 and over.
 - It is somewhat more common among men than it is among women.
- ◆ Having homosexual friends/acquaintances:
 - The longer people stayed in full-time education, the more likely it is.
 - It is somewhat more common among women than it is among men.
- ◆ Having disabled friends/acquaintances:
 - Is more common when people themselves have a chronic physical or mental health problem.
 - The longer people stayed in full-time education, the more likely it is.
- ◆ Having friends/acquaintances of a different religion or different beliefs:
 - It is less likely among people aged 55 and over than among younger people.
 - The longer people stayed in full-time education, the more likely it is.
 - It is somewhat more common among men than it is among women.
 - It is most common among people who were born in a European country outside the EU.

QD47 Do you have friends or acquaintances who are ...?	Total % Yes	BY GENDER	
		Male	Female
Of other religion / other beliefs	62%	64%	60%
Of other ethnic origin	55%	58%	52%
Disabled	55%	55%	56%
Homosexual	35%	33%	36%
Roma	12%	13%	10%

QD47 Do you have friends or acquaintances who are ...?	Total % Yes	BY AGE			
		Age 15-24	Age 25-39	Age 40-54	Age 55+
Of other religion / other beliefs	62%	67%	69%	66%	50%
Of other ethnic origin	55%	67%	64%	57%	39%
Disabled	55%	51%	58%	60%	52%
Homosexual	35%	38%	47%	38%	21%
Roma	12%	15%	14%	13%	7%

QD47 Do you have friends or acquaintances who are ...?	Total % Yes	BY EDUCATION			
		TEA: 15-	TEA: 16-19	TEA: 20+	Still studying
Of other religion / other beliefs	62%	48%	63%	73%	69%
Of other ethnic origin	55%	38%	54%	67%	69%
Disabled	55%	49%	57%	62%	51%
Homosexual	35%	18%	35%	51%	38%
Roma	12%	11%	12%	11%	12%

QD47 Do you have friends or acquaintances who are ...?	Total % Yes	BY PLACE OF BIRTH			
		Country of residence	Other EU country	Europe but not EU	Outside Europe
Of other ethnic origin	55%	53%	72%	74%	88%
Of other religion / other beliefs	62%	48%	63%	73%	69%

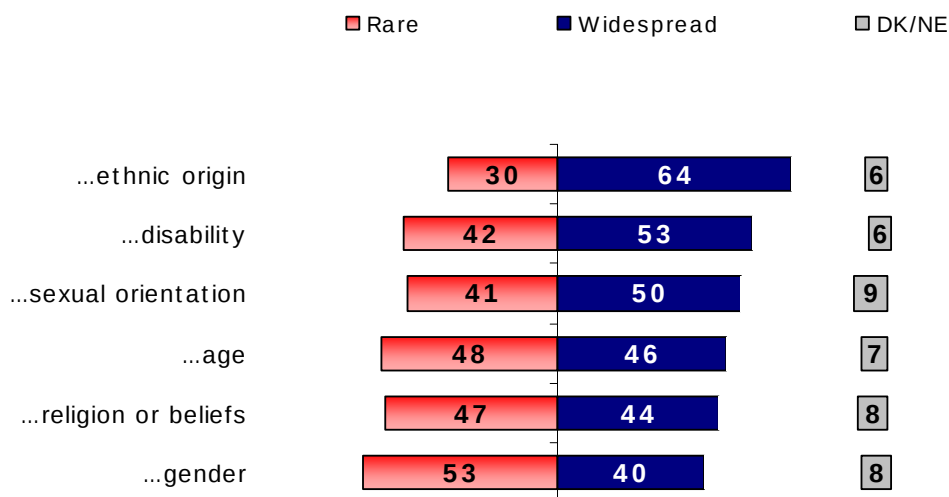
QD47 Do you have friends or acquaintances who are ...?	Total % Yes	BY QD48 Do you suffer from a chronic physical or mental health problem which hampers you in your daily activities?	
		Yes	No
Disabled	55%	65%	53%

1.2 The perception of discrimination in Europe

Discrimination is widespread according to a large proportion of Europeans. In particular, discrimination on the basis of ethnic origin, disability and sexual orientation is considered by citizens to be widespread⁶. The public is comparatively least likely to perceive discrimination on the basis of gender. Nevertheless, on average, two out of five respondents believe it is widespread in their country (40%)⁷.

This average hides considerable discrepancies between countries. These differences by country result from different factors: socio-economic, historic and cultural ones. The presence and proportion of people from a different ethnic origin, or different religion and beliefs than the rest of the population also impact on the results. We will analyse these differences in details, later in this report.

Q1 Perception of discrimination on the basis of ... EU25 (%)



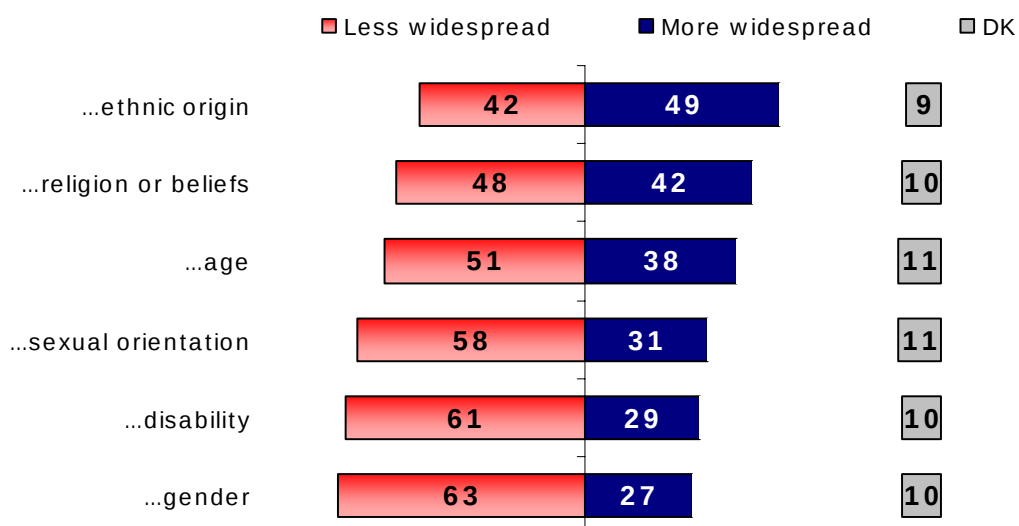
⁶ QA1 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of....

⁷ It should be noted that average results are an equation of the responses from respondents interviewed in the 25 EU Member States (results for Bulgaria and Romania are not included in this average), as the fieldwork was conducted in June and July 2006.

Significant proportions of respondents (from 27 % to 42 %) voiced the feeling that discrimination is now more widespread than it was five years ago. Regarding discrimination based on ethnic origin, this share even forms the majority opinion (49 % vs. 42 % sharing the opposite view)⁸.

On average, one respondent in two feels that discrimination on the basis of ethnic origin is now more widespread (49%). However, for the other forms of discrimination the public perception is more positive, particularly with regards to discrimination on the basis of gender and disability which more than 6 out of 10 respondents believe is now less widespread (63% and 61%, respectively). The efforts made in the last years to fight against these forms of discriminations seem to be acknowledged by a significant part of the population surveyed.

Q2 Is discrimination now more or less common than it was five years ago on the basis of ... ?
EU25 (%)



⁸ QA2 If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of....

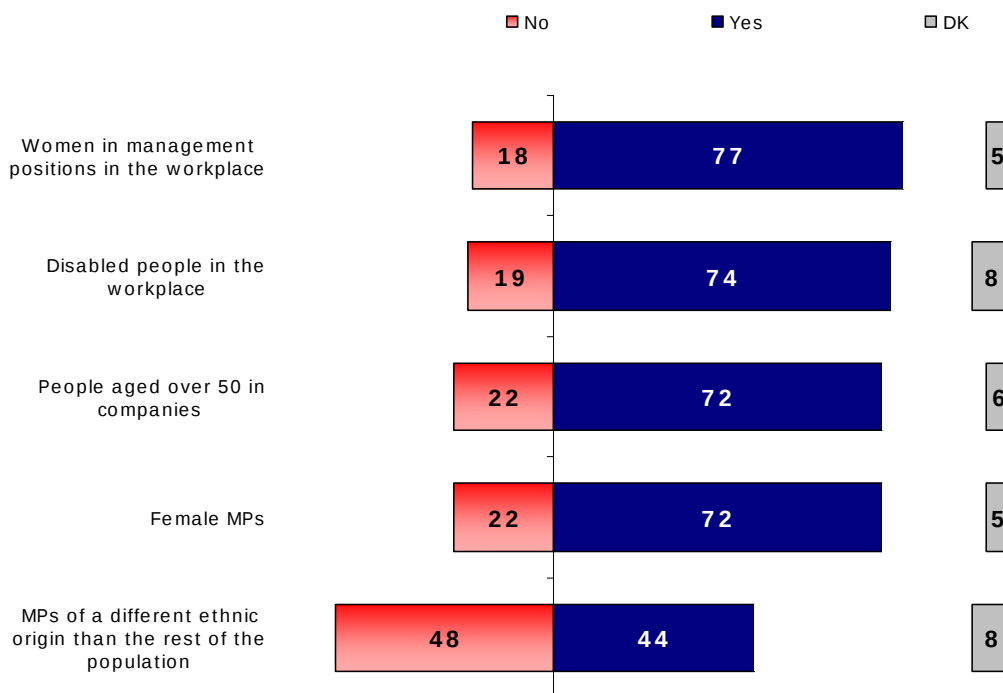
1.3 Representation and participation in society

The survey furthermore measures people's views about the equal representation of various groups in society⁹.

As the graph below shows, **a large segment of the European Union population is of the view that women, disabled people and older people are underrepresented in the workplace.**

72 % of Europeans say that more female MPs are needed and 44% are in favour of having more MP's from different ethnic backgrounds (one must bear in mind that women compose half the population whereas people from a different ethnic origin represent statistically a much smaller proportion of the population).

**Q8. Would you say that we need more...?
EU25 (%)**



⁹ QA8 Would you say that we need more ...?

1.4 Views about the treatment of different groups in society

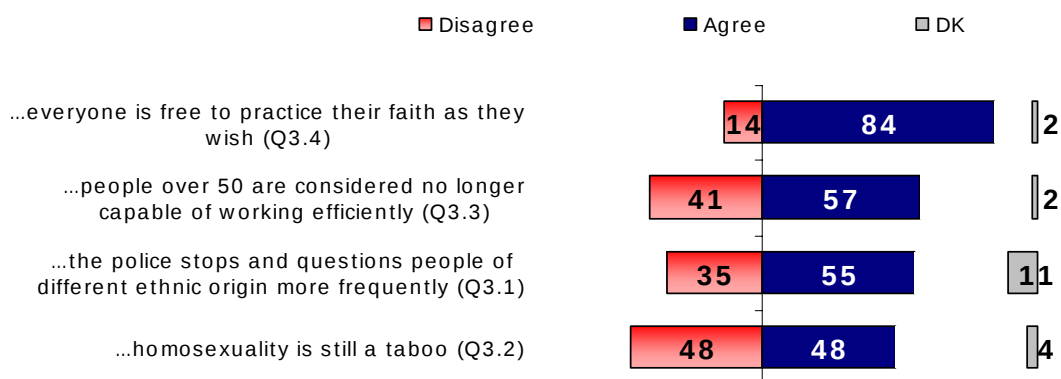
The survey includes four statements which measure to what extent the public feels that people of different backgrounds are treated equally in their country¹⁰.

On average, **European Union citizens are quite critical when it comes to the treatment of vulnerable groups in society**. As can be seen from the graph below, a broad majority of European Union citizens agrees that in their country, people are free to practise their faith as they wish (84%). Public opinion is less positive about the extent to which other groups at risk of discrimination are treated in the Member States.

Public opinion is divided when it comes to sexual orientation with 48% agreeing that homosexuality is still a taboo in their country and 48% disagreeing. Regarding age, over half of EU citizens feel that in their country people over 50 are considered no longer capable of working efficiently (57%). 55% of people in the EU agree that in their country the police stops and questions people of different ethnic origin more frequently than others, compared to 35% who disagree.

Q3 - Views about the treatment of different groups EU25 (%)

In our country



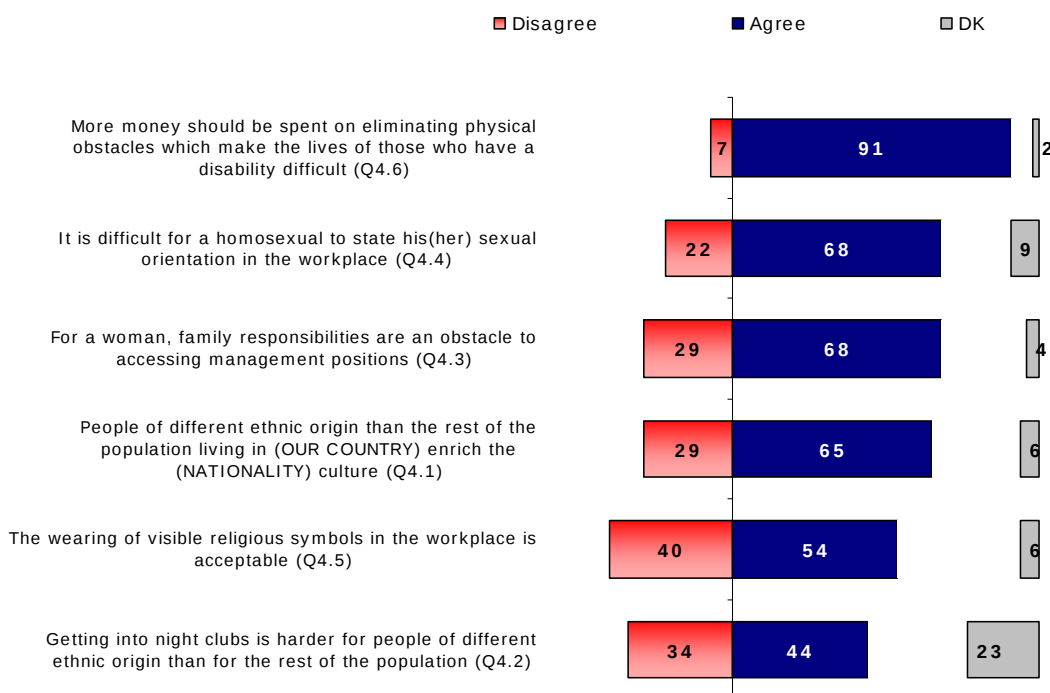
¹⁰ QA3 Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.

1.5 Attitudes towards vulnerable groups in society

We next present the overall results of a set of items that provide insight into people's attitudes towards groups that potentially face discrimination in society¹¹.

On average, the survey shows that **European Union citizens recognise the disadvantages faced on the basis of disability, sexual orientation, gender and ethnic origin**. A majority of Europeans feel that the wearing of visible religious symbols in the workplace is acceptable.

Q4 - Attitudes towards disadvantaged groups in society EU25 (%)



Europeans empathise most with the disabled with nearly all EU citizens supporting the suggestion that more money should be spent on eliminating physical obstacles which make the lives of those who have a disability difficult (91%). The view that it is difficult for homosexuals to state their sexual orientation is shared by 68% of European Union citizens, as is the view that for a woman, family responsibilities are an obstacle to accessing management positions. Two out of three Europeans feel that people of different ethnic origin enrich their country's culture (65%) and many feel that it is harder for these people than for the rest of the population to get into a night club against 34% who disagree. Finally, we find that over half of the European public feels that the wearing of visible religious symbols in the workplace is acceptable (54%) but a significant minority opposes this (40%).

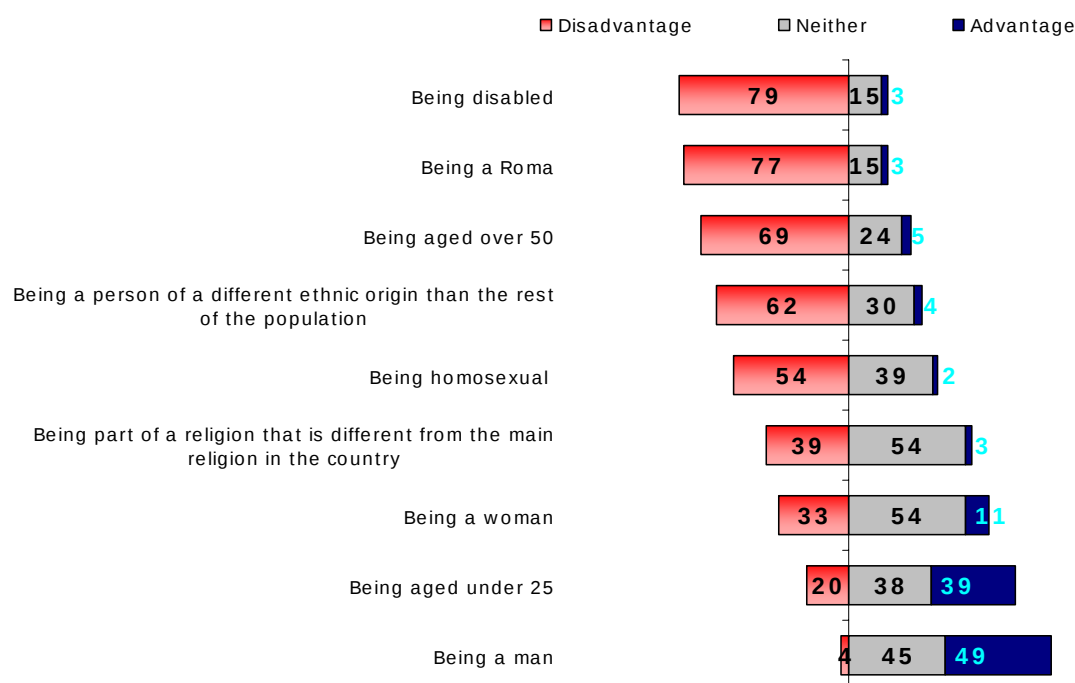
¹¹ QA4 Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.

1.6 The perceived position of different groups in society

The survey also measures whether people believe that belonging to a particular group tends to be an advantage or a disadvantage in their country's society¹².

On average, **a broad majority of European Union citizens believe that being disabled, being a Roma, being older, belonging to an ethnic minority or being homosexual tends to be a disadvantage in their country.** Close to 8 out of 10 EU citizens believe this to be the case when a person is disabled (79%) or when a person is a Roma (77%).

Q6 - Would you say that the fact of belonging to the following groups tends to be an advantage or a disadvantage, or neither, in (NATIONALITY) society at the current time?
EU25 (%)



Being part of a minority religion or being a woman is seen as being neither an advantage nor a disadvantage by over half of EU citizens (both 54%). Nonetheless, close to 4 out of 10 citizens believe belonging to a minority religion is a disadvantage and a third of the EU population believes that being a woman is a disadvantage.

Being a man is mainly perceived as being an advantage in society (49%). Very few EU citizens consider this to be a disadvantage (4%). Being young is seen as being an advantage by 39% of the population. However, one respondent in five believes it is a disadvantage in society.

¹² QA6 Would you say that the fact of belonging to the following groups tends to be an advantage or a disadvantage, or neither, in (NATIONALITY) society at the current time? The fact of...

2. Views about equal opportunities in employment

The European Union Equality Employment Directive implements the principle of equal treatment in employment and training irrespective of religion or belief, disability, sexual orientation and age¹³. The so called Racial Equality Directive¹⁴ provides the same protection regarding race and ethnic origin. This comes in addition to the numerous laws adopted in the past 30 years to fight discrimination based on sex and to allow for equal treatment between women and men in the workplace.

In this chapter we look at which groups in society are most perceived to be treated unequally and for which groups people are most in favour of implementing measures that ensure equal opportunities in employment.

2.1 Criteria which put people at a disadvantage

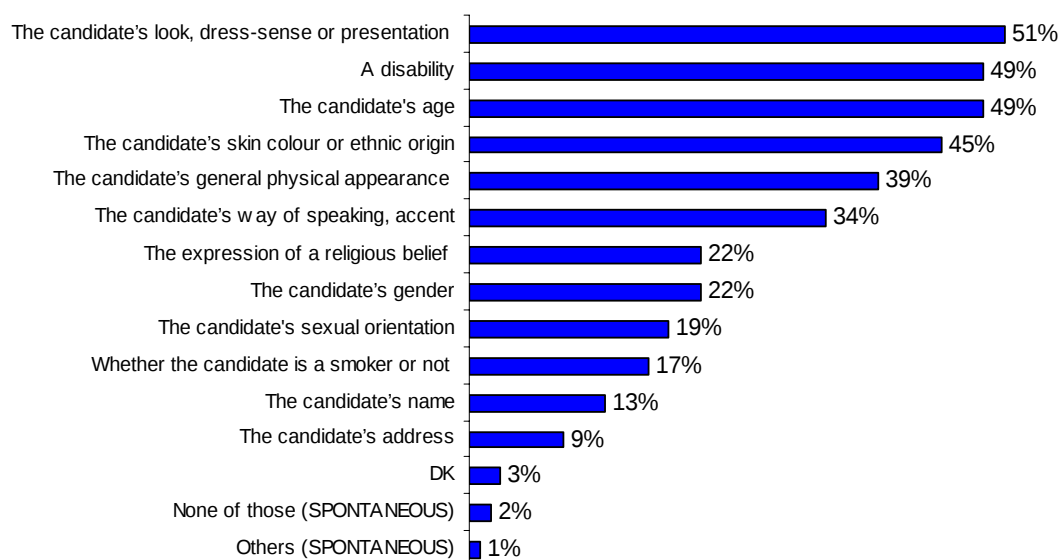
Asked which criteria may put people at a disadvantage when a company can choose between two candidates with equal skills and qualifications, at 51%, respondents most frequently chose the candidate's look, dress-sense and presentation¹⁵. However, in the EU, **people are almost as likely to regard a disability or the candidate's age as criteria which may put people at a disadvantage. These two factors were both chosen by 49% of the respondents. Ethnic origin was the fourth most frequently chosen criteria (45 %)**. People's religious beliefs (22%), gender (22%) and their sexual orientation (19%) are viewed by far fewer respondents as criteria which may put people at a disadvantage in this context.

¹³ EC Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation.

¹⁴ EC Directive/2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin.

¹⁵ QA5 In (OUR COUNTRY), when a company wants to hire someone and has the choice between two candidates with equal skills and qualifications, which of the following criteria may, in your opinion, put one candidate at a disadvantage? (ROTATE – MULTIPLE ANSWERS POSSIBLE).

Q5 - Criteria which may put people at a disadvantage when a company can choose between two candidates with equal skills and qualifications EU25 (%)



Comparing the responses of the former EU15 countries with the ten new Member States shows that whilst the top three most frequently mentioned criteria are quite similar, the rank order is not the same. In the former EU15 countries, the candidate's look, dress-sense and presentation is mentioned most frequently (52%), followed by a disability (48%) and the candidate's age and skin colour or ethnic origin (both 47%). In the 10 new Member States, the candidate's age is mentioned most frequently (60%), followed by a disability (54%) with the candidate's look, dress-sense and presentation in third place (43%).

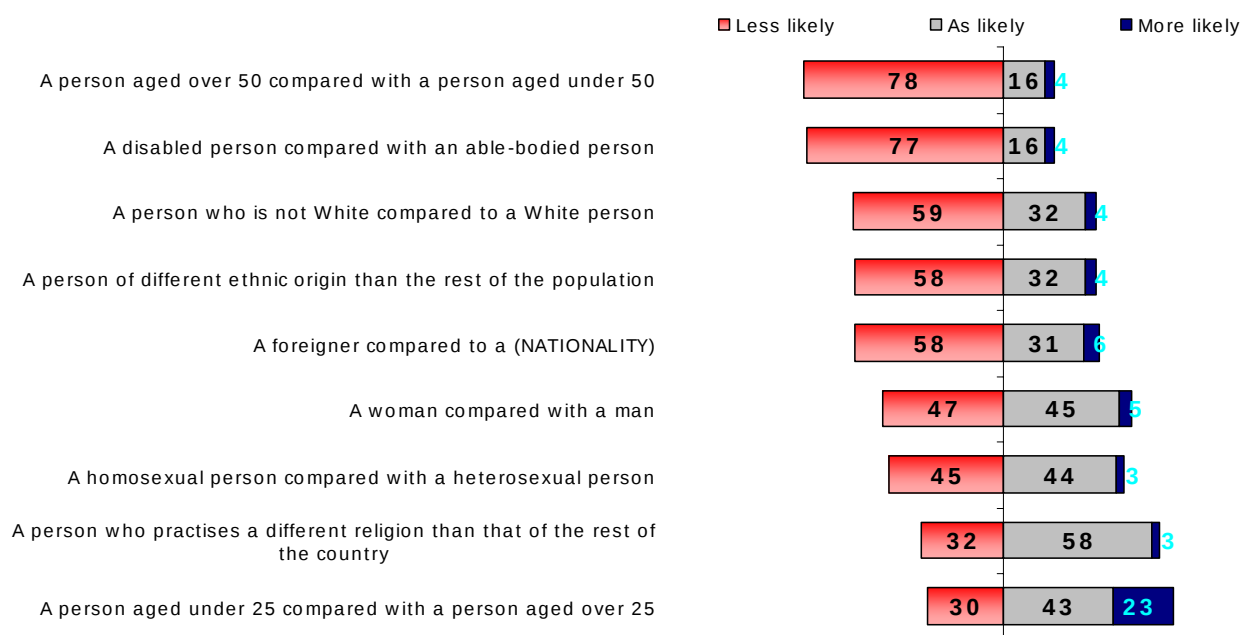
QA5	EU15	NMS10	EU25
N =	15569	9227	24796
The candidate's name	15%	4%	13%
The candidate's address	10%	5%	9%
The candidate's way of speaking, his or her accent	37%	23%	34%
The candidate's skin colour or ethnic origin	47%	34%	45%
The candidate's gender	21%	29%	22%
The candidate's sexual orientation	19%	19%	19%
The candidate's age	47%	60%	49%
A disability	48%	54%	49%
The expression of a religious belief (for example wearing a visible religious symbol)	25%	8%	22%
Whether the candidate is a smoker or not	17%	21%	17%
The candidate's look, dress-sense or presentation	52%	43%	51%
The candidate's general physical appearance (size, weight, face, etc.)	40%	30%	39%
None of those (SPONTANEOUS)	2%	2%	2%
Others (SPONTANEOUS)	1%	1%	1%
DK	3%	3%	3%
Most frequently mentioned			
Second most frequently mentioned			
Third most frequently mentioned			

A breakdown by age and education reveals only minor differences and a fairly similar rank order.

2.2 Employment, training and chances for promotion

As observed previously in this report, **European Union citizens are most inclined to feel it is a disadvantage to be disabled, a Roma, or an older person in our societies¹⁶. This is further confirmed by the respondents' assessment of which people are more or less likely to get a job, be accepted for training or be promoted¹⁷**. On average, close to 8 out of 10 respondents feel that with equivalent qualifications, a person aged 50 or over stands less chance when it comes to employment compared with a person aged under 50, and similarly for a disabled person compared with an able-bodied person. Youth is the only factor which at least a small proportion of the public (23%) sees as being an advantage when it comes to getting a job or being accepted for training or being promoted. However, there are even more people who feel that young people are less likely to benefit from their age (30%).

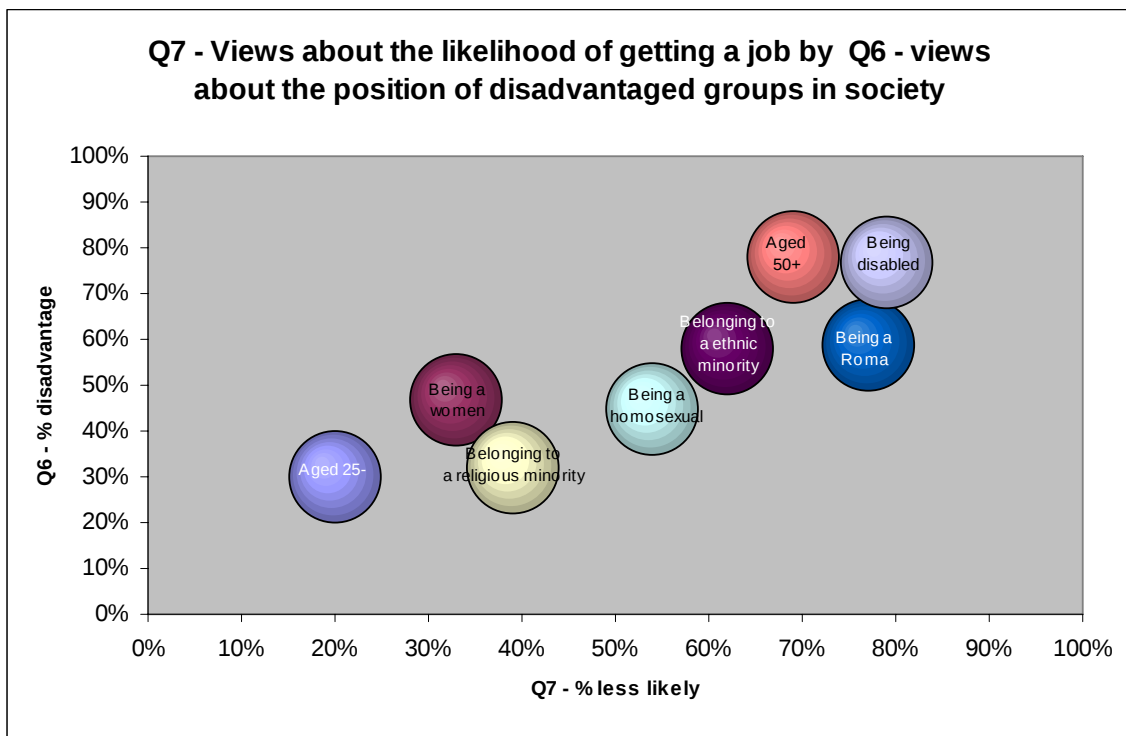
Q7 Would you say that, with equivalent qualifications or diplomas, the following people would be less likely, as likely or more likely than others to get a job, be accepted for training or be promoted?
EU25 (%)



¹⁶ See part I, section 1.6.

¹⁷ Q7 Would you say that, with equivalent qualifications or diplomas, the following people would be less likely, as likely, or more likely than others to get a job, be accepted for training or be promoted?

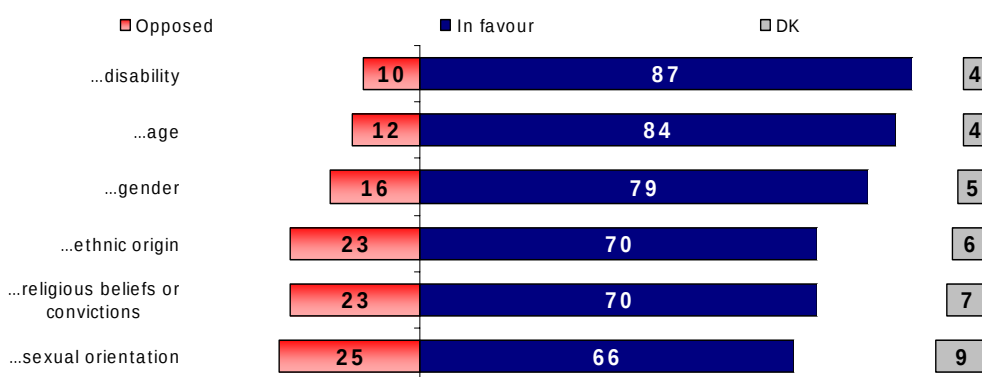
A comparison between these results and those judging the position of minority groups in society, further confirms that **disability and age are the two factors which European Union citizens perceive as being most difficult.**



2.3 Support for measures to provide equal opportunities in employment

There is **broad support among European Union citizens to adopt measures that provide equal opportunities for everyone in the field of employment**¹⁸, ranging from 87 % for specific measures for disabled people and older people to 66% when it comes to adopting specific measures depending on people's sexual orientation.

Q9 Measures being adopted to provide equal opportunities for everyone in the field of employment
In favour of or opposed to measures depending on ...?
 EU25 (%)



Analysis of the results of the **former EU15 countries and the ten new Member States** reveals **slight differences in opinion**, particularly when it comes to adopting measures on the basis of sexual orientation, religious beliefs, gender and ethnic origin.

Q9 In favour of specific measures being adopted to provide equal opportunities for everyone in the field of employment	Comparison on EU averages		
	EU25	EU15	NMS10
Disability	87%	87%	88%
Age	84%	83%	88%
Gender	79%	78%	87%
Ethnic origin	70%	69%	75%
Religious beliefs or convictions	70%	69%	79%
Sexual orientation	66%	67%	63%

¹⁸ Q9 Would you be in favour of or opposed to specific measures being adopted to provide equal opportunities for everyone in the field of employment? Specific measures for people depending on their...

People's age also somewhat affects their likelihood to support measures when it comes to sexual orientation, ethnic origin, religious beliefs or convictions and gender.

QA9 In favour of specific measures being adopted to provide equal opportunities for everyone in the field of employment	Total	BY AGE			
		Age 15-24	Age 25-39	Age 40-54	Age 55+
Disability	87%	88%	89%	88%	84%
Age	84%	84%	85%	85%	82%
Gender	79%	83%	81%	79%	76%
Ethnic origin	70%	75%	74%	73%	63%
Religious beliefs or convictions	70%	74%	74%	70%	66%
Sexual orientation	66%	72%	71%	68%	59%

Though the pattern is the same, the breakdown by education reveals fewer differences.

QA9 In favour of specific measures being adopted to provide equal opportunities for everyone in the field of employment	Total	BY EDUCATION			
		TEA: 15-	TEA: 16-19	TEA: 20+	Still studying
Disability	87%	84%	88%	88%	89%
Age	84%	83%	86%	83%	82%
Gender	79%	78%	81%	77%	81%
Ethnic origin	70%	64%	72%	72%	75%
Religious beliefs or convictions	70%	68%	72%	68%	74%
Sexual orientation	66%	62%	68%	65%	70%

3. Combating discrimination

The Amsterdam Treaty provided the EU with new powers to combat discrimination on the grounds of sex, racial or ethnic origin, religion or belief, disability, age and sexual orientation.

In this chapter the focus is on public opinion concerning efforts to fight discrimination and whom people regard as the main actors in the fight against discrimination.

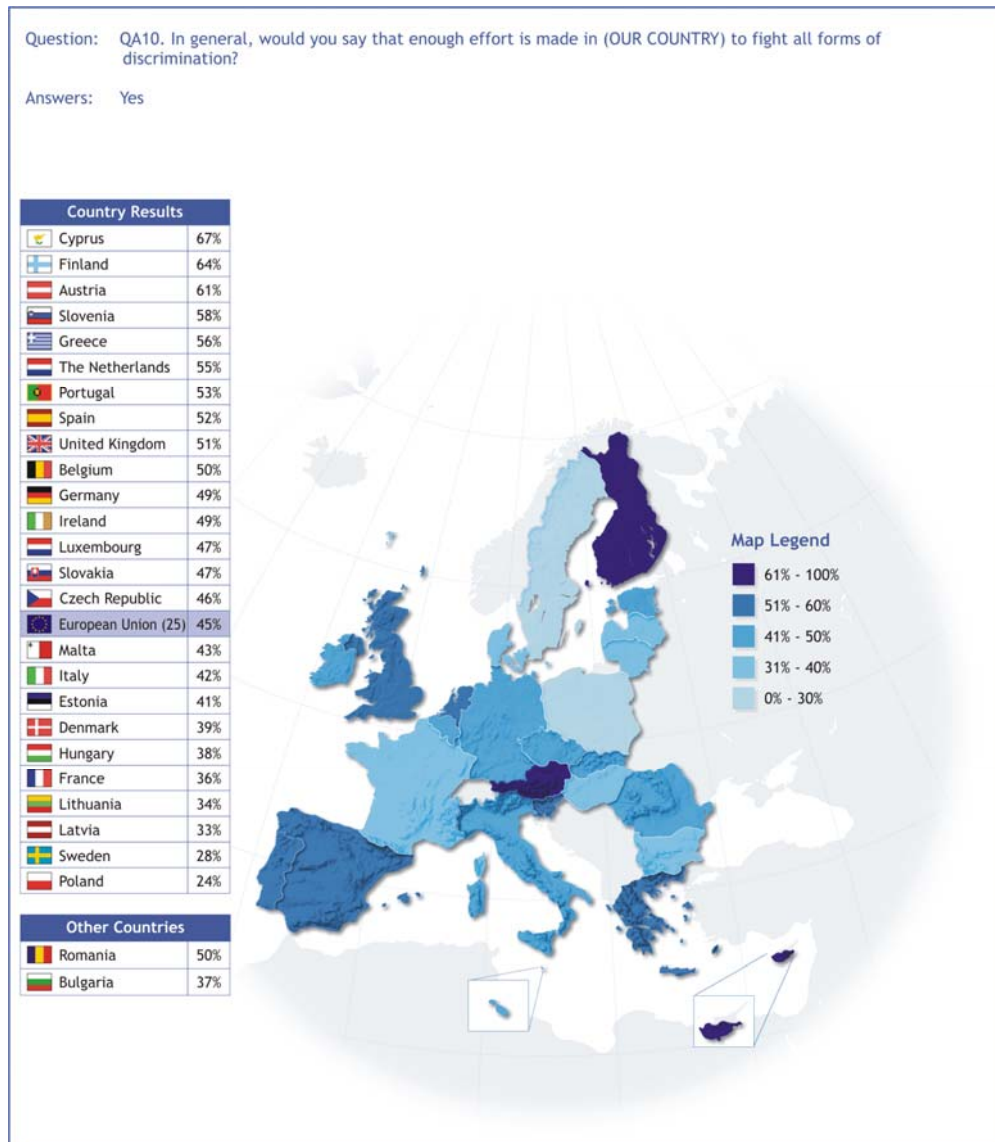
3.1 Assessment of efforts made to fight discrimination

On average, **51 % of respondents think that not enough effort is being made in their country to fight discrimination, while 45 % take the opposite view.**¹⁹

People's assessment of the efforts made to combat discrimination varies significantly between the Member States. This is already visible when comparing the views of people from the former EU15 countries with those of people living in the ten new Member States. In the former 47% give a positive judgement, compared to only 33% in the latter.

Looking at the countries individually shows that, at 67%, Cyprus has the highest percentage of people feeling that enough effort is made to fight all forms of discrimination, followed by Finland (64%) and Austria (61%). Conversely, in Sweden and Poland close to 7 out of 10 respondents disagree (69% and 68%, respectively).

¹⁹ QA10 In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?



An analysis of the respondents' socio-demographic characteristics reveals differences depending on age and education. Young people and people who stayed in full-time education until the age of 20 or older are most critical in their assessment of the efforts made to combat discrimination in their country.

QA10 In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination	Total	BY AGE			
		Age 15-24	Age 25-39	Age 40-54	Age 55+
% Yes	45%	40%	45%	46%	46%
% No	51%	56%	52%	51%	47%
% Don't know	5%	4%	3%	3%	8%

QA10 In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?	Total	BY EDUCATION			
		TEA: 15-	TEA: 16-19	TEA: 20+	Still studying
% Yes	45%	48%	44%	44%	43%
% No	51%	45%	52%	54%	53%
% Don't know	5%	8%	4%	2%	4%

People's assessment about the efforts made to fight discrimination also depends very much on how widespread they perceive the various forms of discrimination to be.

QA10 In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?	Total	By QA1.1 Discrimination on the basis of ethnic origin	
		Widespread	Rare
% Total Yes	45%	41%	53%
% Total No	51%	56%	42%
% Don't know	5%	3%	5%

QA10 In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?	Total	By QA1.2 Discrimination on the basis of gender	
		Widespread	Rare
% Total Yes	45%	39%	49%
% Total No	51%	57%	47%
% Don't know	3%	3%	4%

QA10 In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?	Total	By QA1.3 Discrimination on the basis of sexual orientation	
		Widespread	Rare
% Total Yes	45%	39%	52%
% Total No	51%	58%	44%
% Don't know	3%	3%	4%

QA10 In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?	Total	By QA1.4 Discrimination on the basis of age	
		Widespread	Rare
% Total Yes	45%	42%	47%
% Total No	51%	54%	49%
% Don't know	3%	4%	4%

QA10 In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?	Total	By QA1.5 Discrimination on the basis of religion or beliefs	
		Widespread	Rare
% Total Yes	45%	41%	49%
% Total No	51%	56%	47%
% Don't know	3%	3%	4%

QA10 In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?	Total	By QA1.6 Discrimination on the basis of disability	
		Widespread	Rare
% Total Yes	45%	39%	52%
% Total No	51%	57%	44%
% Don't know	3%	4%	4%

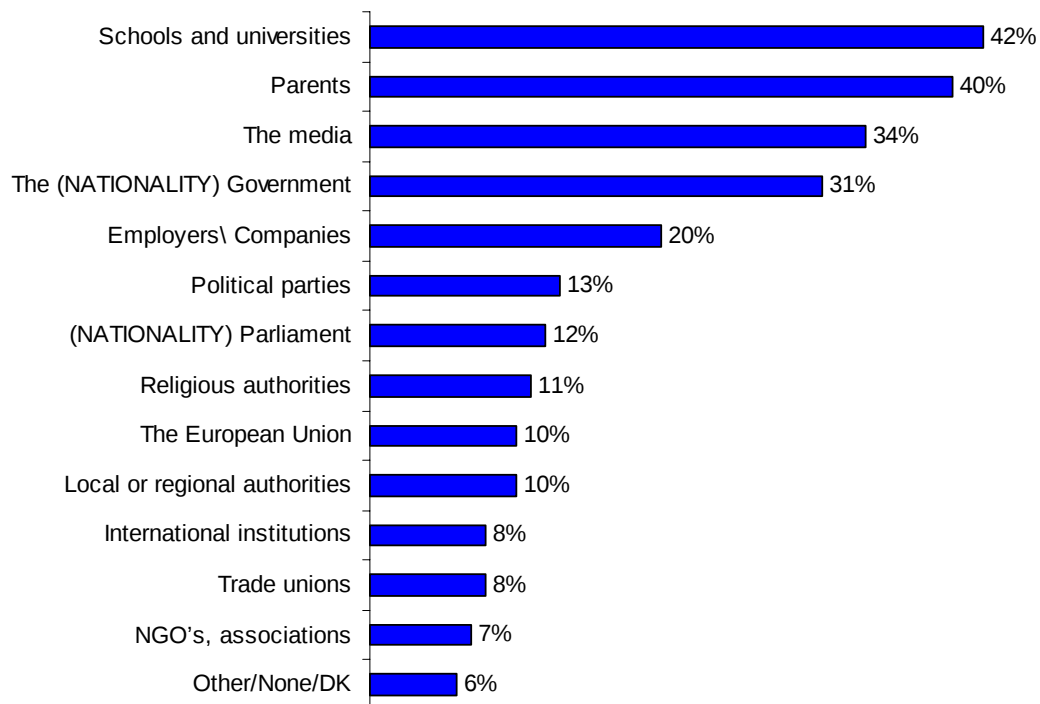
3.2 Who has an important role to play in combating discrimination?

On average, **schools and universities are most seen as having to play an important role in combating discrimination**. 42% of respondents chose educational institutions when presented with a list of actors in the fight against discrimination. Parents were selected by four out of ten respondents, indicating that young people are thought of as the principal target group in the fight against discrimination²⁰.

The results furthermore show that around a third of European Union citizens find that the media (34%) and their national government (31%) have an important role to play.

QA11 In your opinion, which of the following have an important role to play in combating discrimination?

EU25 (%)



²⁰ QA11 In your opinion, which of the following have an important role to play in combating discrimination? (ROTATE – MAX. 3 ANSWERS)

A comparison between the former EU15 countries and the ten new Member States reveals a great degree of consensus. However, in the ten new Member States, the media is more widely perceived as having to play an important role than in the former EU15 Member States.

QA11	EU15	NMS10	EU25
N =	15569	9227	24796
Schools and universities	43%	36%	42%
Employers\ Companies	21%	16%	20%
Trade unions	9%	6%	8%
The media	33%	38%	34%
Political parties	14%	7%	13%
The (NATIONALITY) Government	32%	29%	31%
Local or regional authorities	10%	8%	10%
Parents	41%	36%	40%
Religious authorities	11%	11%	11%
NGO's, associations	6%	11%	7%
(NATIONALITY) Parliament	11%	17%	12%
International institutions (such as the Council of Europe, the UN, etc.)	8%	9%	8%
The European Union	10%	12%	10%
None (SPONTANEOUS)	1%	1%	1%
Other (SPONTANEOUS)	1%	1%	1%
DK	4%	4%	4%
First most frequently mentioned			
Second most frequently mentioned			
Third most frequently mentioned			

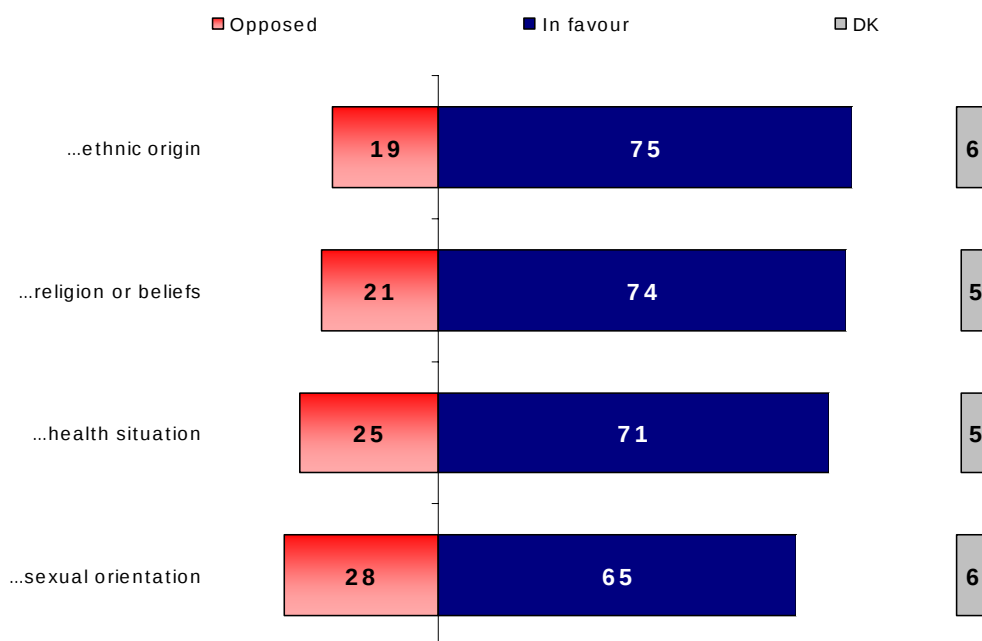
Further analyses of the results do not point to any unexpected or relevant cleavages on the basis of socio-demographic characteristics or attitudes.

3.3 The willingness to provide sensitive personal information in certain conditions

Finally, we look at the results of a question which measures people's willingness to provide – in certain conditions - personal information in order to combat discrimination²¹. Providing such information as part of a census, on an anonymous basis, is one way of ensuring that information about people potentially at risk of discrimination is available to assist efforts to better understand and prevent discrimination.

On average, **there is a broad degree of willingness among the European public to provide personal information as part of a census on an anonymous basis to combat discrimination, and relatively little resistance**. Three out of four European Union citizens would be willing to provide personal information about their ethnic origin (75%) and their religion or beliefs (74%). Willingness to provide information about one's sexual orientation (65%) and health situation (71%) is only somewhat less widespread.

Q15 Willingness to provide personal information as part of a census to help combat discrimination
In favour of or opposed to providing information about one's ...
EU25 (%)



²¹ QA15 Would you be in favour or opposed to providing, on an anonymous basis, information about (INSERT ITEM) as part of a census, if that could help to combat discrimination in (OUR COUNTRY)?

Differences in opinion between the former EU15 nations, the ten new Member States and the two acceding countries are minor.

QA15 In favour of providing information about one's ...?	Comparison on EU averages		
	EU25	EU15	NMS10
Ethnic origin	75%	76%	72%
Religion or beliefs	74%	75%	74%
Health orientation	71%	72%	65%
Sexual orientation	65%	67%	59%

The socio-demographic analyses indicate that people's willingness to provide information depends to a certain degree on age and education. As the table below reveals willingness to provide information declines as people get older.

QA15 In favour of providing information about one's ...?	Total	BY AGE			
		Age 15-24	Age 25-39	Age 40-54	Age 55+
Ethnic origin	75%	81%	79%	75%	69%
Religion or beliefs	74%	80%	78%	73%	69%
Health orientation	71%	77%	75%	70%	65%
Sexual orientation	65%	72%	72%	66%	56%

A similar picture is obtained when the results are cross-tabulated by the age at which people left full-time education. The longer people stayed in school, the more willing they appear to be to provide information.

QA15 In favour of providing information about one's ...?	Total	BY EDUCATION			
		TEA: 15-	TEA: 16-19	TEA: 20+	Still studying
Ethnic origin	75%	69%	74%	80%	82%
Religion or beliefs	74%	69%	73%	78%	81%
Health orientation	71%	66%	70%	73%	78%
Sexual orientation	65%	58%	65%	71%	73%

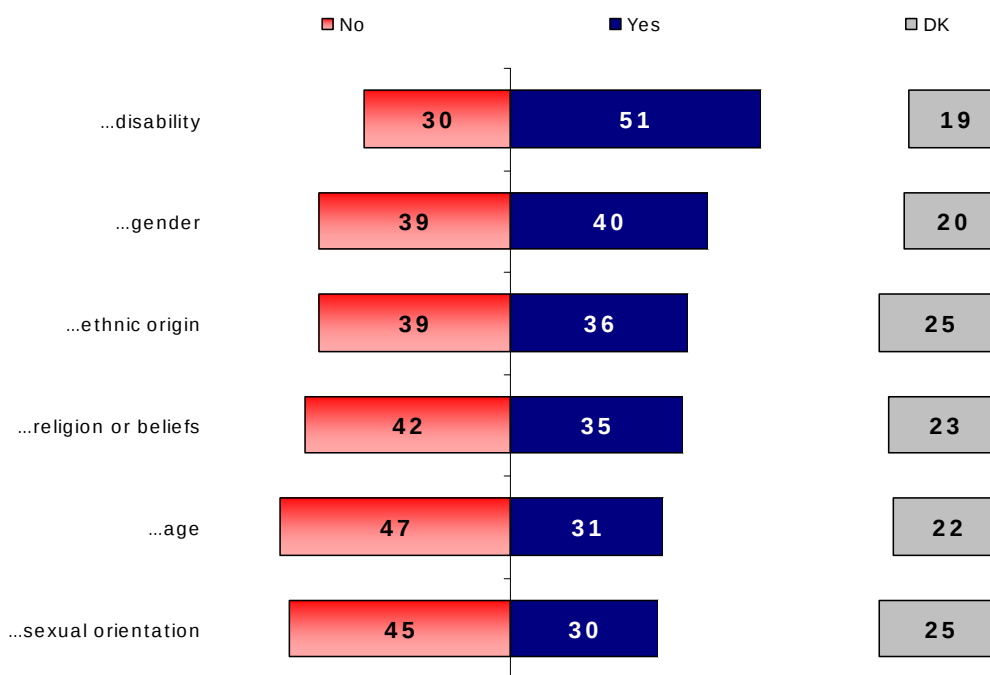
4. Raising awareness

In this chapter, the focus is on people's awareness of anti-discrimination legislation, their knowledge of who can help should they fall victim to discrimination and knowledge of their legal rights as citizens of the European Union.

4.1 Awareness of the laws prohibiting discrimination

On average, awareness of the existence of anti-discrimination laws is quite low in the European Union²². Disability is the only type of discrimination which more than half of the European public knows is prohibited by law when hiring new employees (51%). Four out of ten citizens or fewer know that discrimination on the basis of the other five strands is also prohibited by law. The public is least aware of legislation prohibiting discrimination on the basis of sexual orientation (30%) and age (31%).

Q12 Does country have a law prohibiting discrimination when hiring new employees on the basis of...
EU25 (%)



Awareness levels vary greatly between the former EU15 nations and the ten new Member States. The lower awareness levels in the new countries are not surprising as they only had to incorporate the rules in their national laws upon joining the European Union.

²² QA12 Please tell me whether, in your opinion, in (OUR COUNTRY) there is a law which prohibits the following types of discrimination when hiring new employees. Discrimination on the basis of...

QA12 Country has a law which prohibits the following types of discrimination when hiring new employees	Comparison on EU averages		
	EU25	EU15	NMS10
Disability	51%	53%	40%
Gender	40%	42%	32%
Ethnic origin	36%	38%	27%
Religion or beliefs	35%	37%	27%
Age	31%	31%	30%
Sexual orientation	30%	31%	21%

4.2 Awareness of what action to take in case of discrimination

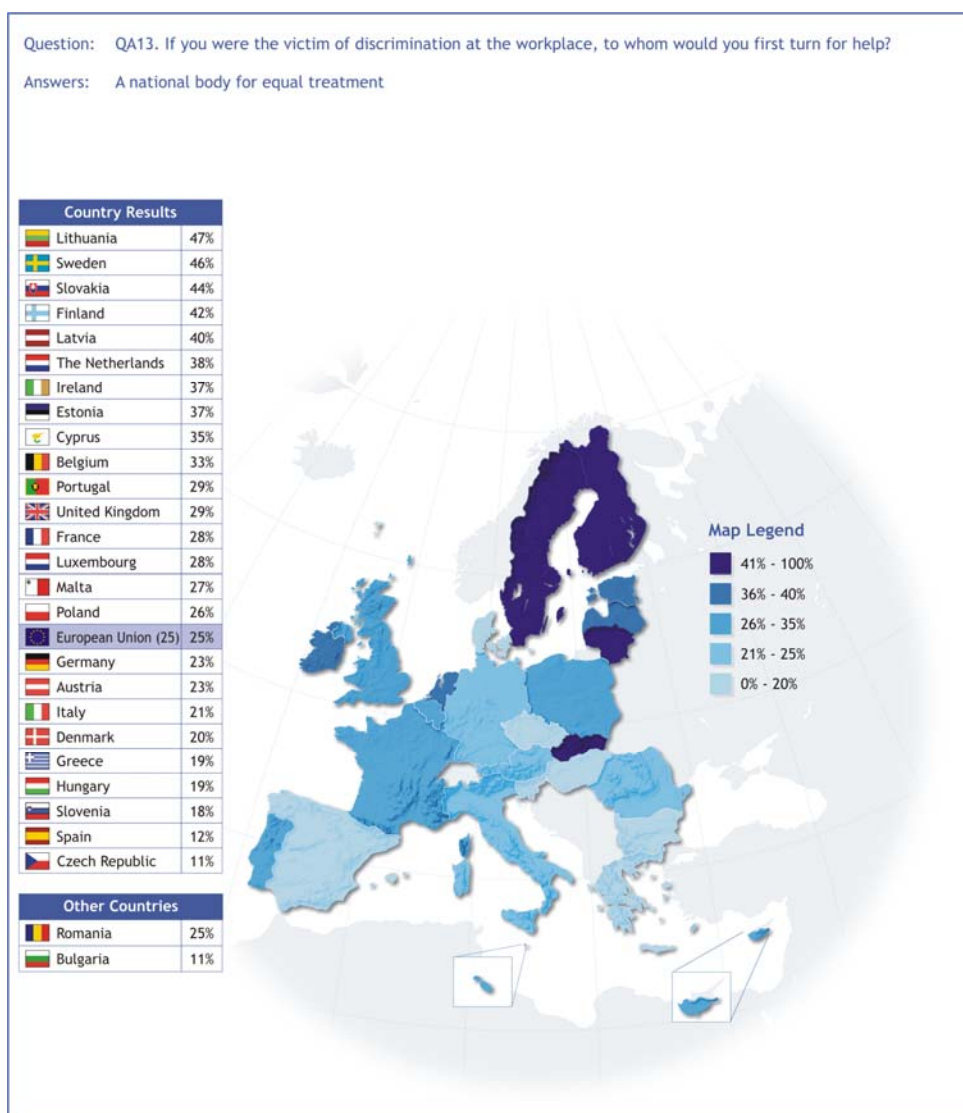
An important aspect of the anti-discrimination directives of the European Union is that people who are discriminated against can make a formal complaint and for this purpose national bodies must be set up in the Member States, in addition to measures already in place. However, **the data shows that on average people are more inclined to contact a lawyer (41%) or a trade Union (37%) than to contact these national bodies (25%)**²³.

QA13 If you were the victim of discrimination at the workplace, to whom would you first turn for help?
EU25 (%)



²³ QA13 If you were the victim of discrimination at the workplace, to whom would you first turn for help? (MAX. 2 ANSWERS)

Analysing in more detail the percentage of respondents that would turn for help to a national body for equal treatment, if they were the victim of discrimination, shows that there are large differences from country to country. In Lithuania (47%) and Sweden (46%), close to half of the respondents indicated that they would turn to a national body for equal treatment. In the Czech Republic (11%) and Spain (12%) on the other hand, just over one respondent in ten expressed this view.



The finding that in some countries very few people would turn to a national body for equal treatment is in line with the European Commission's emphasis on the importance to have effective and properly resourced Equality Bodies, able to give independent assistance to victims in Member States²⁴.

²⁴ Page 4, COM (2005) 224 final: European Commission framework strategy on non-discrimination and equal opportunities for all.

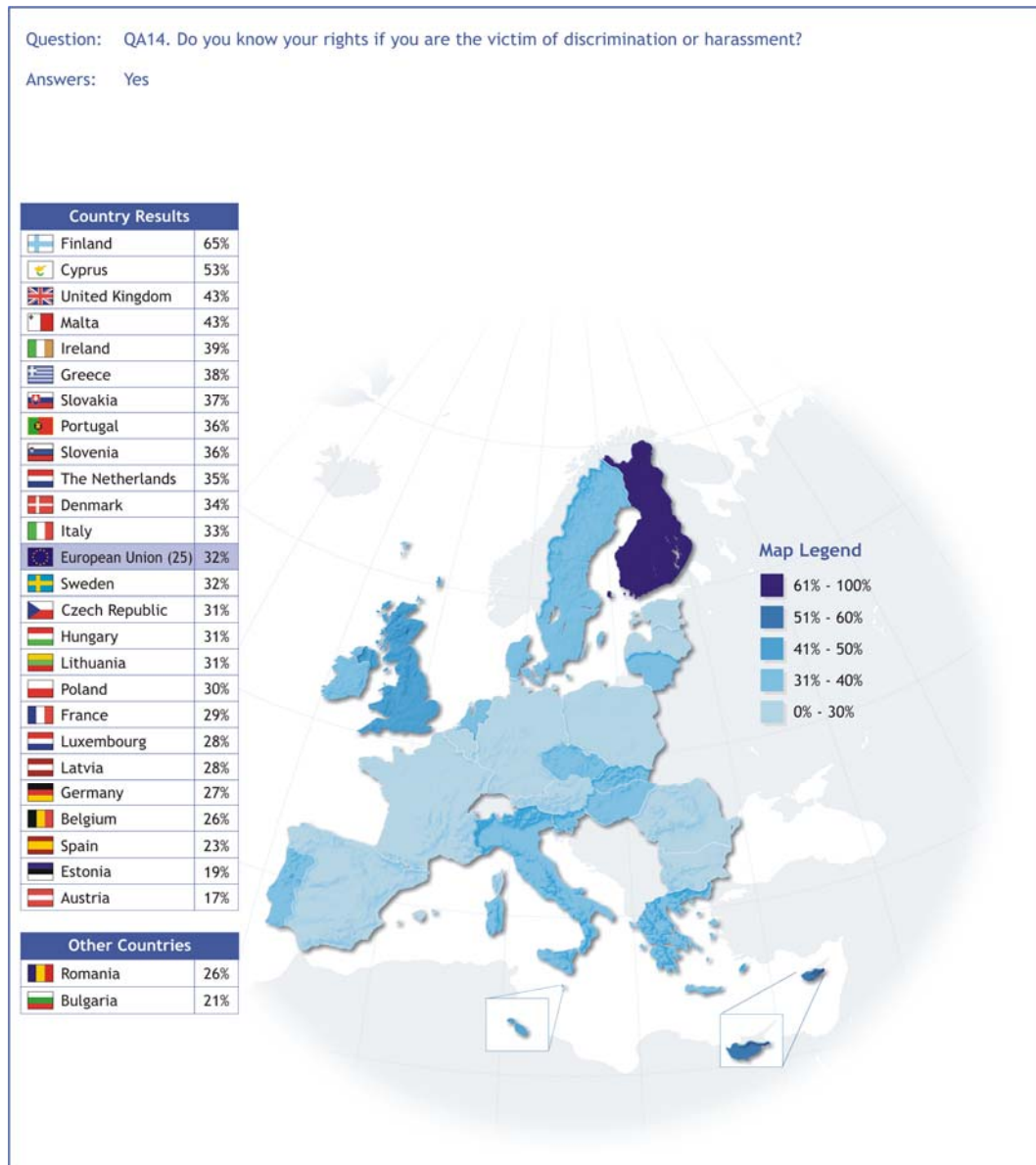
http://ec.europa.eu/employment_social/fundamental_rights/pdf/ey07/com07_en.pdf

4.3 Knowledge of one's right as a victim of discrimination

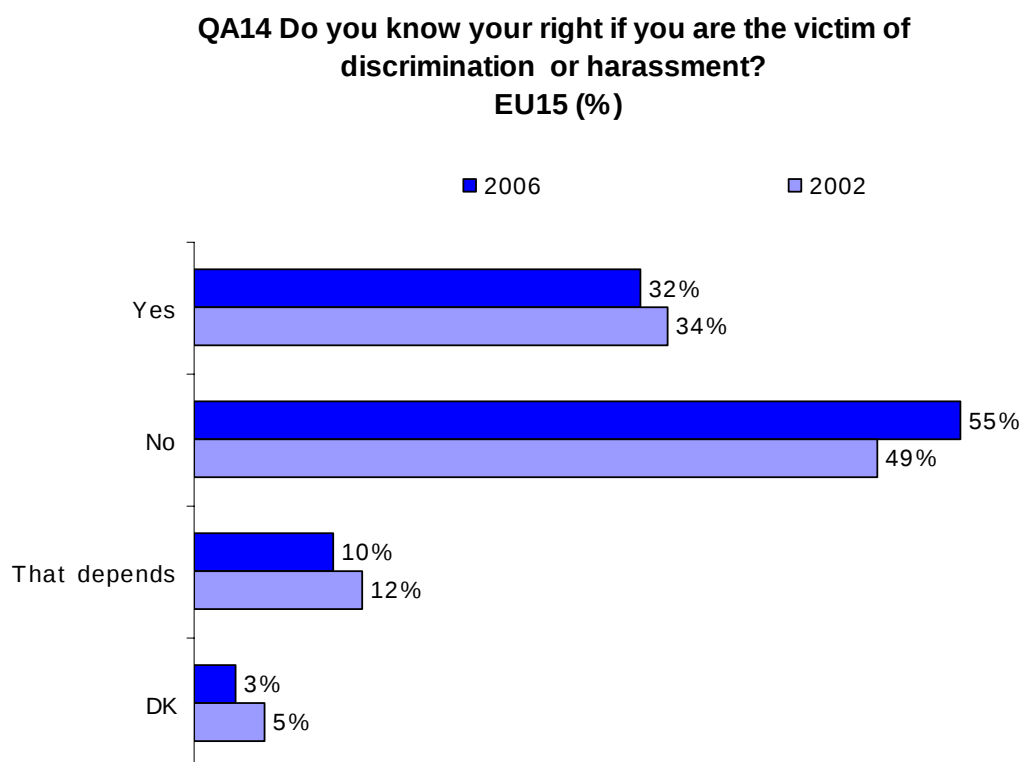
On average only one third of European Union citizens claim to know their rights should they be the victim of discrimination or harassment (32%).

However, the national results show very large variations. Finland stands out, with 65% of respondents indicating that they know their rights. Cyprus is the only other country where over half of the respondents answered the question affirmatively. At the other extreme, the survey shows that less than a quarter of people in Austria (17%), Estonia (19%) and Spain (23%) feel they know their rights.

With scores of 26% in Romania and 21% in Bulgaria, awareness levels in the two acceding countries are also below the European Union average.



Comparing the current results with those obtained previously reveals that **awareness levels appear to have gone down somewhat since 2002**. The comparison is based on the former EU15 nations who were surveyed in 2002. As the following graph shows, 55% of citizens in the former EU15 nations now indicate that they do not know their rights, compared to 49% in 2002.



The United Kingdom (+12 points), Denmark (+5 points) and Portugal (+4 points) are the only three former EU15 countries where the proportion of respondents who know their rights is higher than it was in 2002. Conversely, in Greece (-15 points), Spain (-12 points), Austria (-12 points) and Italy (-10 points), people are now far less likely to feel they know their rights with awareness scores at least 10 percentage points lower in these countries than in 2002. Smaller but still significant drops in awareness levels are noted in Sweden, Finland (both -5 points), Luxembourg (-4 points) and Germany (-3 points).

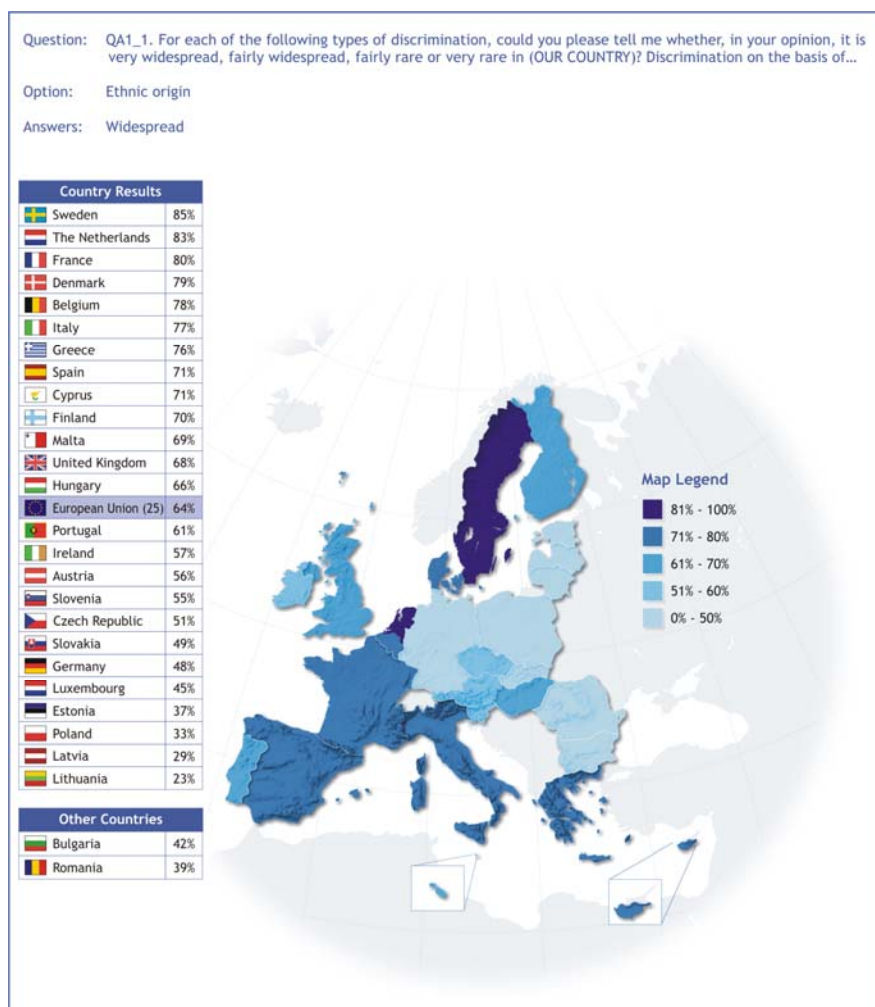
Analysis of the socio-demographic characteristics shows that **even among people who stayed in full-time education the longest, only 4 out of 10 declare that they know their rights**. Managers are the group where knowledge is most widespread (44%). House persons are least likely to know their rights (21%).

5. Discrimination on the basis of ethnic origin

5.1 The perceived extent of discrimination

Of the six forms of discrimination examined in the survey, discrimination on the ground of ethnic origin is perceived to take place most widely. Close to one respondent in five considers this form of discrimination to be very widespread in his or her country (19%) and a further 45% believe it is fairly widespread. Only 2% of the interviewees believe it does not exist.

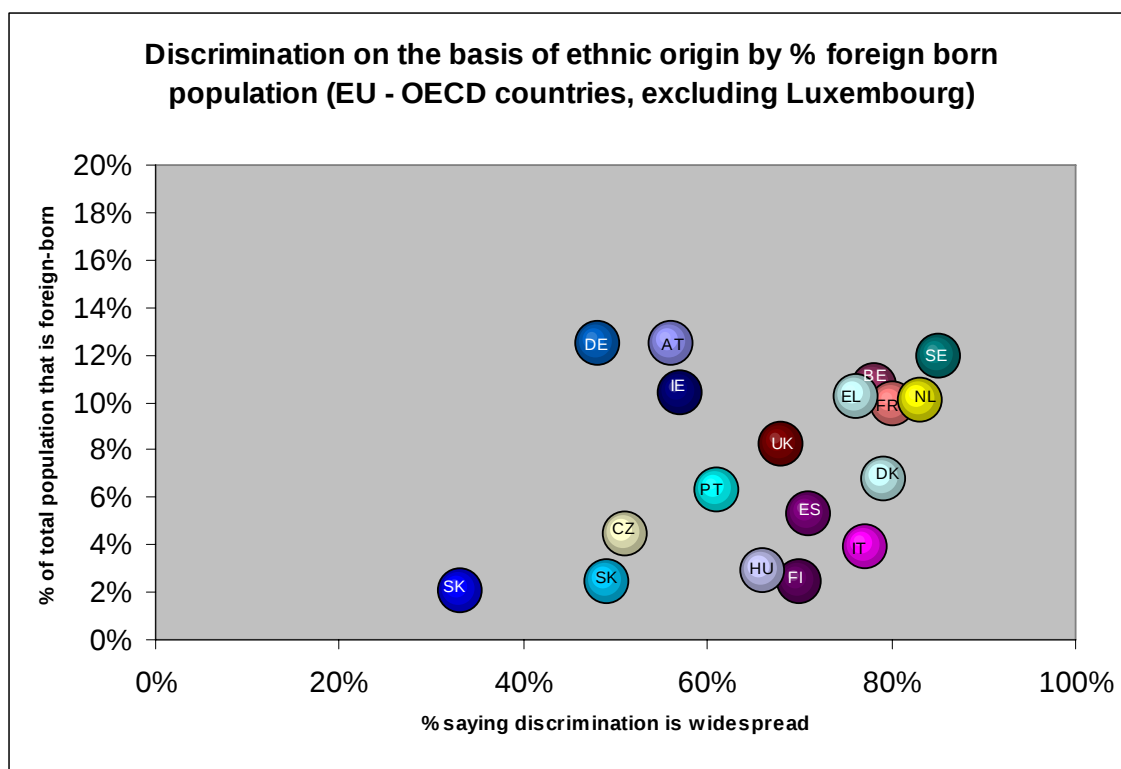
There are large differences between Member States of the European Union when it comes to the perceptions of how far discrimination on the basis of ethnic origin occurs. The first cleavage highlighted by the survey is between the former EU15 countries and the 10 new Member States. In the latter, people are significantly less likely to feel this form of discrimination is widespread (42% vs. 68% in the former EU15 countries). The country results show that the view that this form of discrimination is widespread in their country is most widely held by people in Sweden (85%), the Netherlands (83%), France (80%), Denmark (79%), Belgium (78%) and Italy (77%). Conversely, in Lithuania (23%) and Latvia (29%) fewer than 3 out of 10 respondents share this view.



In the two acceding countries, the view that discrimination on the basis of ethnic origin is widespread is held by around 4 out of 10 respondents. In Bulgaria, 21% of people spontaneously express the fact that the problem is non-existent making Bulgaria the country where this view is the most widely expressed²⁵.

It is difficult to explain the differences between countries. Firstly, people's perceptions and opinions about discrimination are formed on the basis of personal experiences and beliefs as well as on actual contextual events. Furthermore, people's perceptions and opinions about discrimination are formed on the basis of norms and standard. The term "widespread" can therefore be interpreted quite differently depending on what people perceive as the norm. Nonetheless, there are some patterns in the results which provide some insight.

As the following graph depicts, **the feeling that discrimination is widespread appears to be more frequently voiced in countries with higher proportions of foreign-born residents than is the case in countries with lower rates of foreign-born people**²⁶. Although this relationship can not be scientifically confirmed within the scope of this survey, a 2005 study by the European Monitoring Centre on Racism and Xenophobia (EUMC) entitled "Majorities' attitudes towards Minorities" found that there is a higher level of support for attitudes of ethnic exclusionism expressed by the majority population in countries with a larger migrant population²⁷.



²⁵ For detailed country results, please see the tables in the appendix.

²⁶ Although being foreign-born is not a good measurement of ethnic origin, it is the closest available proxy as there is no concrete comparable definition of what ethnic origin means in this context. Data for Luxembourg is not included in the graph as this country has a disproportional high level of foreign-born residents (33%). The data presented in the graph is from the OECD:

<http://lysander.sourceoecd.org/vl=1419023/cl=23/nw=1/rpsv/factbook/01-03-01-g01.htm>
(date: circa 2000).

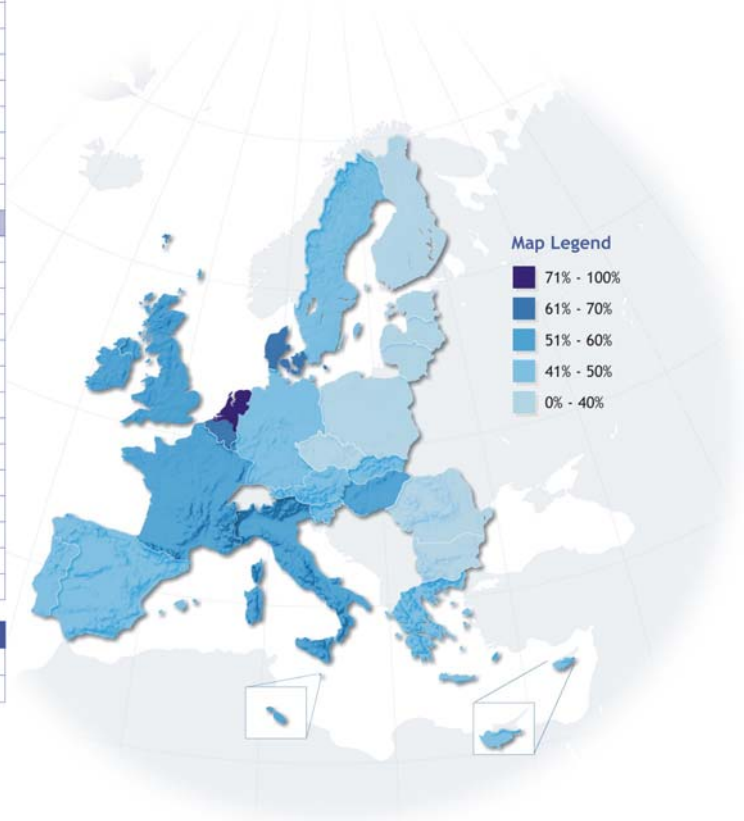
²⁷ <http://eumc.europa.eu/eumc/material/pub/eurobarometer/EB2005/Report-1.pdf>, page 10.

Question: Qa2_1. If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...

Option: Ethnic origin

Answers: More widespread

Country Results	
 The Netherlands	77%
 Belgium	67%
 Denmark	67%
 France	60%
 Ireland	59%
 Italy	57%
 Malta	57%
 United Kingdom	54%
 Luxembourg	53%
 Hungary	53%
 Sweden	50%
 European Union (25)	49%
 Portugal	49%
 Austria	48%
 Greece	47%
 Slovenia	46%
 Spain	43%
 Cyprus	43%
 Slovakia	43%
 Germany	41%
 Finland	36%
 Czech Republic	34%
 Estonia	26%
 Latvia	26%
 Lithuania	23%
 Poland	22%
Other Countries	
 Bulgaria	38%
 Romania	29%



Having looked at macro-level data, **we next look at the relationship between people's own situation and their attitudes.** The survey shows that views vary somewhat depending on people's age: 58% of people aged 55 and over feel that discrimination on the ground of ethnic origin is widespread, compared to 69% of the youngest respondents. Other socio-demographic characteristics play a less important role in determining people's views about the perceived existence of this form of discrimination.

QA1.1 Discrimination on the basis of ethnic origin	Total	BY AGE			
		Age 15-24	Age 25-39	Age 40-54	Age 55+
% Widespread	64%	69%	68%	64%	58%
% Rare	30%	27%	28%	31%	33%
% Non-existent	2%	1%	2%	2%	3%
% Don't know	4%	2%	2%	3%	6%

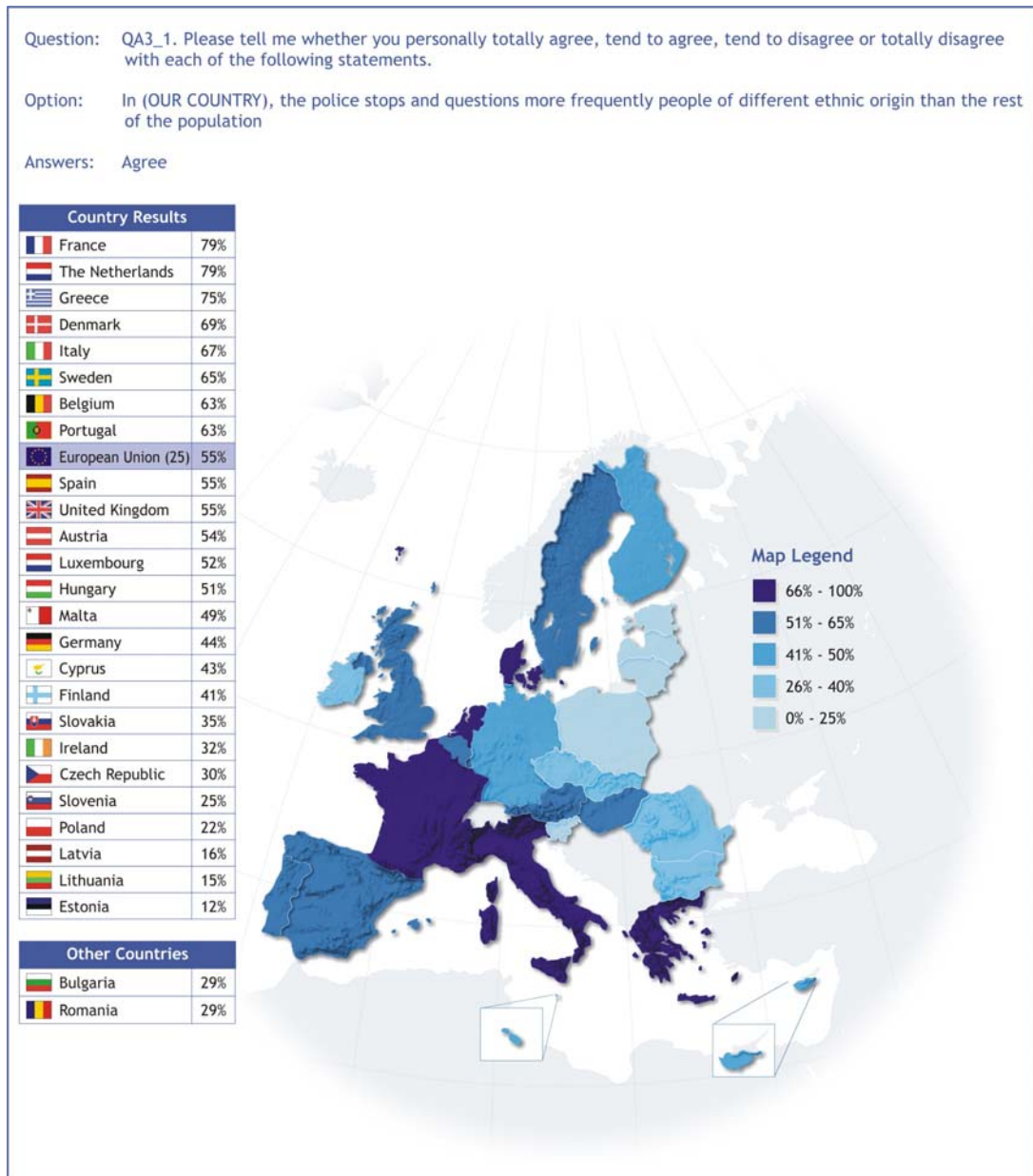
Another factor that appears to influence people's views is whether or not they have friends from other ethnic origins. Those who do are much more likely to feel that discrimination is widespread than are those who don't (71% vs. 56%). They are also more inclined to feel that discrimination on this basis has increased over the past five years (53% vs. 44%). In other words, proximity to the issue has an impact on perceptions.

QA1.1 Discrimination on the basis of ethnic origin	Total	By QD47.1 Do you have friends or acquaintances whose ethnic origin is different from yours?	
		Yes	No
% Widespread	64%	71%	56%
% Rare	30%	26%	35%
% Non-existent	2%	1%	4%
% Don't know	4%	2%	5%

Furthermore, the survey shows that **people who feel that other forms of discrimination are widespread are more likely to feel that discrimination on the basis of ethnic origin is widespread.** This is particularly the case for discrimination on the basis of religion and beliefs. 85% of those who feel this type of discrimination is widespread believe that discrimination on the ground of ethnic origin is also widespread (compared to 49% of those who feel that discrimination on the basis of religion and beliefs is rare).

5.2 The treatment of people from ethnic minorities by the police

The proportion of people agreeing with the statement **"in our country the police stops and questions people of different ethnic origin"** is highest in more or less the same countries as those where the public is most inclined to find that discrimination on the basis of ethnic origin is widespread.



As depicted in the graph above, at 79%, people in the Netherlands and France most widely support the view that in their country the police to stop and question more frequently people of different ethnic origin. There is also much similarity in the rank order of the countries at the lower end of the graph, with people in the three Baltic States and Poland least likely to agree with the statement.

In fact, **views about the perception of race discrimination and views about how the police treat people from ethnic minorities are closely related.** As the next table shows, people who believe discrimination on the basis of ethnic origin is widespread are far more likely to agree than are people who believe this form of discrimination is rare (66% vs. 36%).

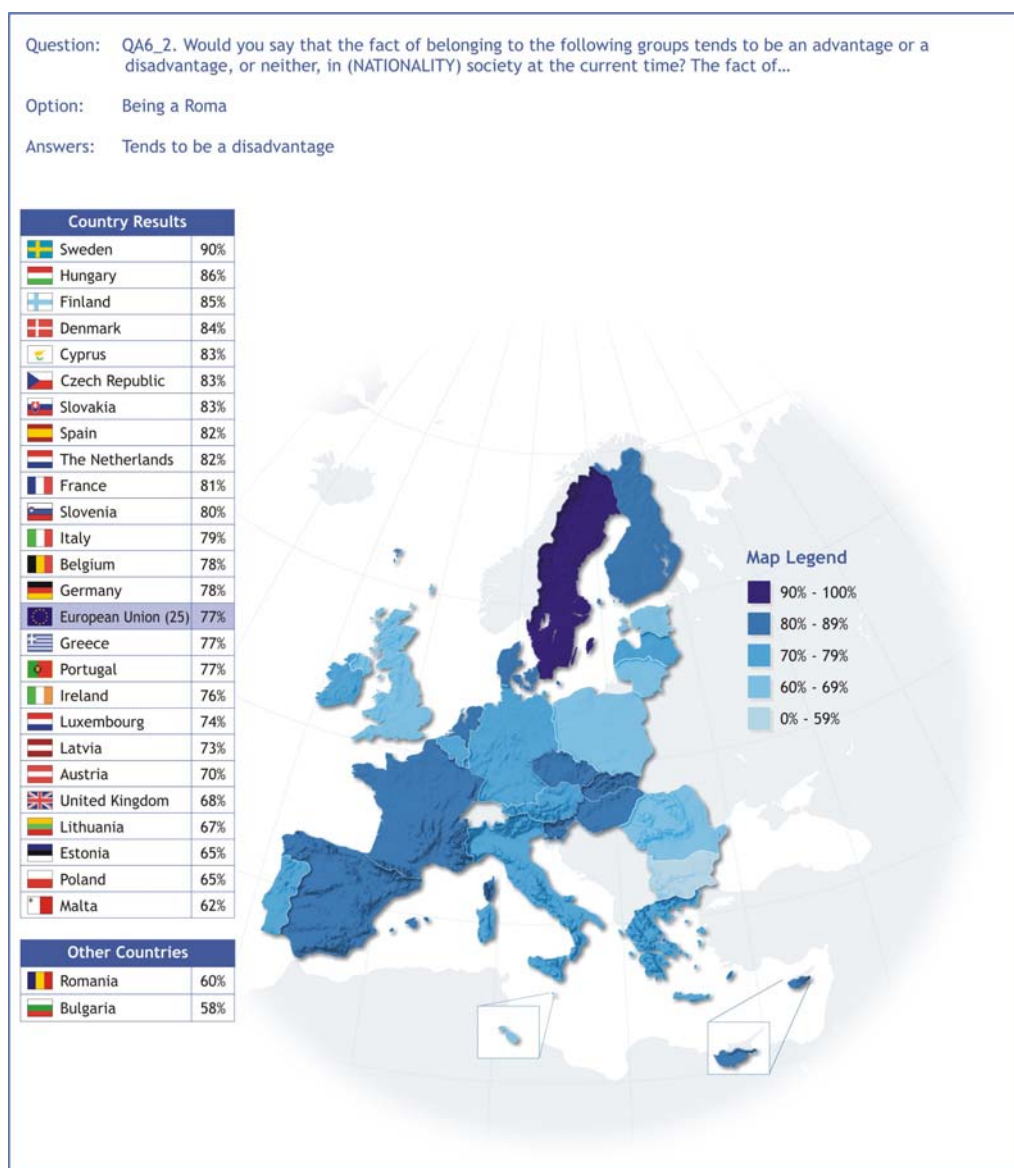
QA3.1 In our country, police question and stop people of different ethnic origin more frequently	Total	By QA1.1 Discrimination on the basis of ethnic origin	
		Widespread	Rare
% Agree	55%	66%	36%
% Disagree	35%	26%	53%
% Don't know	11%	8%	11%

As the next table shows, **having friends whose ethnic origin is different from one's own also influences how people feel about the behaviour of the police.** However, views depending on this factor vary less strongly than is the case for the perceived extent of discrimination on the basis of ethnic origin.

QA3.1 In our country, police question and stop people of different ethnic origin more frequently	Total	By QD47.1 Do you have friends or acquaintances whose ethnic origin is different from yours?	
		Yes	No
% Agree	55%	61%	47%
% Disagree	35%	31%	39%
% Don't know	11%	8%	14%

5.3 The position of Roma

Next we look more specifically at the responses to the question that measures public opinion about **the position of Roma in society**, who collectively form the largest ethnic minority in the enlarged EU. An earlier EU study on the situation of Roma in an enlarged Union reports that the Roma population experience significant barriers in employment and education²⁸. **The current survey shows that the view that being a Roma is a disadvantage in society varies quite significantly among the countries surveyed.** Nine out of ten Swedish respondents hold the view that being a Roma is a disadvantage in their society, compared to around 6 out of 10 respondents in the two acceding countries, namely Bulgaria and Romania.



²⁸ See: www.Europa.eu.int/comm./employment_social_fundamental_rights/pdf/pubst/roma04en.pdf.

Secondly, at the socio-demographic level the data shows that **the age at which people completed their full-time education slightly influences how they judge the position of Roma in their society**. The longer people stayed in full-time education, the more likely they are to feel that being a Roma tends to be a disadvantage. However, regardless of how long people stayed in school, very few believe that being a Roma is an advantage in their society.

QA6.2 In our society, the fact of being a Roma tends to be ...	Total	BY EDUCATION			
		TEA:15-	TEA:16-19	TEA:20+	Still studying
% An advantage	3%	3%	2%	2%	2%
% Neither	15%	17%	16%	11%	16%
% A disadvantage	77%	74%	77%	82%	75%
% Don't know	6%	6%	5%	4%	7%

Finally, although having Roma friends or not does not affect people's responses to this question, we do find **differences in the proportion of people who regard being a Roma as a disadvantage depending on how frequent they perceive discrimination on the basis of ethnic origin to take place**.

QA6.2 In our society, the fact of being a Roma tends to be ...	Total	By QA1.1 Discrimination on the basis of ethnic origin	
		Widespread	Rare
% An advantage	3%	2%	3%
% Neither	15%	11%	21%
% A disadvantage	77%	83%	69%
% Don't know	6%	4%	6%

5.4 Acceptance of a multi-cultural society

In all but 4 Member States, a majority of citizens find that people of different ethnic origin than the rest of the population enrich the national culture.

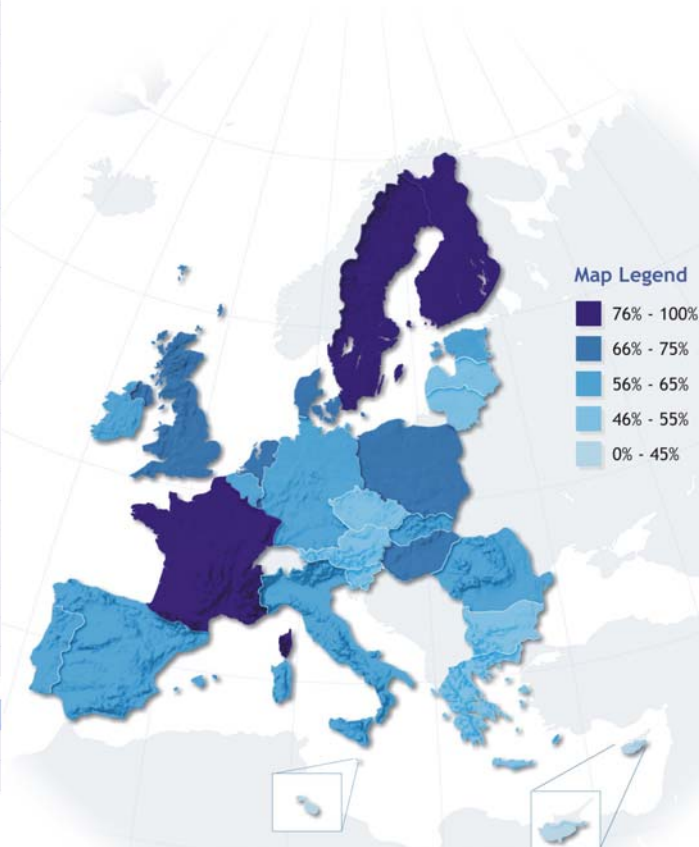
However, the survey reveals **very large differences between the Member States in the extent to which people can be said to embrace the concept of a multi-cultural society**. In Sweden (86%) and Finland (81%) the view that people of different ethnic origin than the rest of the population enrich the culture of their respective countries is widely embraced. At the other extreme, less than 4 out of 10 respondents share this opinion in Malta (32%) and Cyprus (39%).

Question: QA4_1. Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.

Option: People of different ethnic origin than the rest of the population living in (OUR COUNTRY) enrich the (NATIONALITY) culture

Answers: Agree

Country Results	
 Sweden	86%
 Finland	81%
 France	76%
 Luxembourg	74%
 Hungary	72%
 The Netherlands	69%
 Poland	67%
 Denmark	66%
 United Kingdom	66%
 European Union (25)	65%
 Germany	64%
 Spain	63%
 Ireland	62%
 Portugal	61%
 Belgium	60%
 Italy	60%
 Estonia	58%
 Slovakia	58%
 Greece	53%
 Latvia	53%
 Lithuania	52%
 Czech Republic	51%
 Slovenia	48%
 Austria	46%
 Cyprus	39%
 Malta	32%
Other Countries	
 Romania	57%
 Bulgaria	53%



People's attitude towards a multi-cultural society is strongly related to their socio-demographic characteristics, with **education acting as the most powerful predictor**.

QA4.1 People of different ethnic origin than the rest of the population enrich our country's culture	Total	BY EDUCATION			
		TEA:15-	TEA:16-19	TEA:20+	Still studying
% Agree	65%	53%	64%	78%	72%
% Disagree	29%	38%	31%	19%	23%
% Don't know	6%	9%	5%	3%	5%

Having friends or acquaintances from other ethnic origins also appears to influence people's views. Those who do are more likely to agree that people of a different ethnic origin enrich their country's culture than are those who don't (73% vs. 56%).

QA4.1 People of different ethnic origin than the rest of the population enrich our country's culture	Total	By QD47.1 Do you have friends or acquaintances whose ethnic origin is different from yours?	
		Yes	No
% Agree	65%	73%	56%
% Disagree	29%	23%	36%
% Don't know	6%	4%	8%

Furthermore the survey shows that **having friends or acquaintances from other ethnic origins also influences how people feel about the need to have more MP's of a different ethnic origin**.

QA8.1 Would you say that we need more MP's of different ethnic origin than the rest of the population	Total	By QD47.1 Do you have friends or acquaintances whose ethnic origin is different from yours?	
		Yes	No
% Yes	44%	53%	34%
% No	48%	40%	57%
% Don't know	8%	7%	9%

Public opinion in the former EU 15 nations and the new countries is strongly divided when it comes to an increase in the number of MP's of a different ethnic origin than the rest of the population: in the former EU15 nations, 48% support this, compared to only 27% in the new Member States.

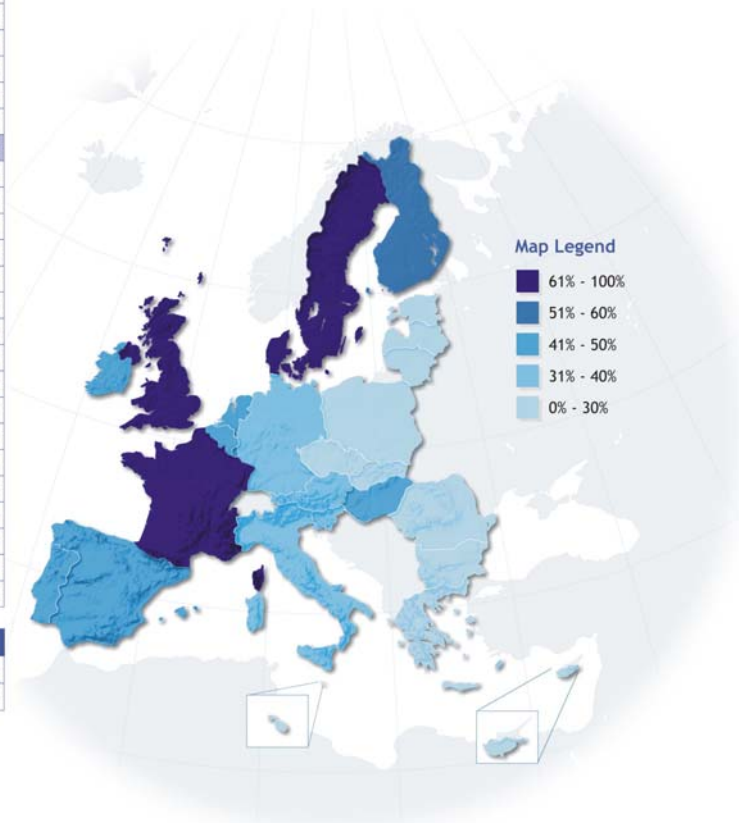
Looking at the country results shows that people in Sweden, France (both 66%) and Denmark (64%) are most open to having more MP's of different ethnic minorities. In Cyprus (17%) and Malta (19%) people least want this. These are also the two countries where the public is least receptive of the idea of a multi-cultural society.

Question: QA8_1. Would you say that we need more...?

Option: MPs of a different ethnic origin than the rest of the population

Answers: Yes

Country Results	
 France	66%
 Sweden	66%
 Denmark	64%
 United Kingdom	61%
 Finland	58%
 The Netherlands	50%
 Ireland	49%
 Portugal	47%
 European Union (25)	44%
 Belgium	44%
 Spain	44%
 Luxembourg	44%
 Hungary	42%
 Italy	40%
 Germany	35%
 Austria	35%
 Slovenia	33%
 Latvia	27%
 Czech Republic	25%
 Lithuania	24%
 Poland	24%
 Greece	23%
 Slovakia	21%
 Estonia	20%
 Malta	19%
 Cyprus	17%
Other Countries	
 Romania	25%
 Bulgaria	17%



6. Discrimination on the basis of disability

Three years after the European Year of people with disabilities, in 2003, the survey results point to a **broad sense of understanding and support for the plight of the disabled**. Throughout the Member States and in the two acceding countries there is a broad degree of consensus that **being disabled tends to be a disadvantage**: this view ranges from 73% in Ireland and Poland to 89% in Hungary. Furthermore, there is little variation depending on people's socio-demographic characteristics and having friends with a disability or having a chronic physical or mental illness oneself also does not greatly influence how people perceive the position of disabled people in society.

6.1 The perceived extent of discrimination

Views about the existence of discrimination on the grounds of disability vary quite significantly among the countries surveyed. On average, there is little difference between the former EU15 countries and the 10 new Member States (53% and 52%, respectively). However, there are nonetheless considerable differences in opinion between the countries surveyed. Discrimination on the basis of disability is perceived to be most widespread in Italy (68%) and France (66%) and least so in Denmark (32%).

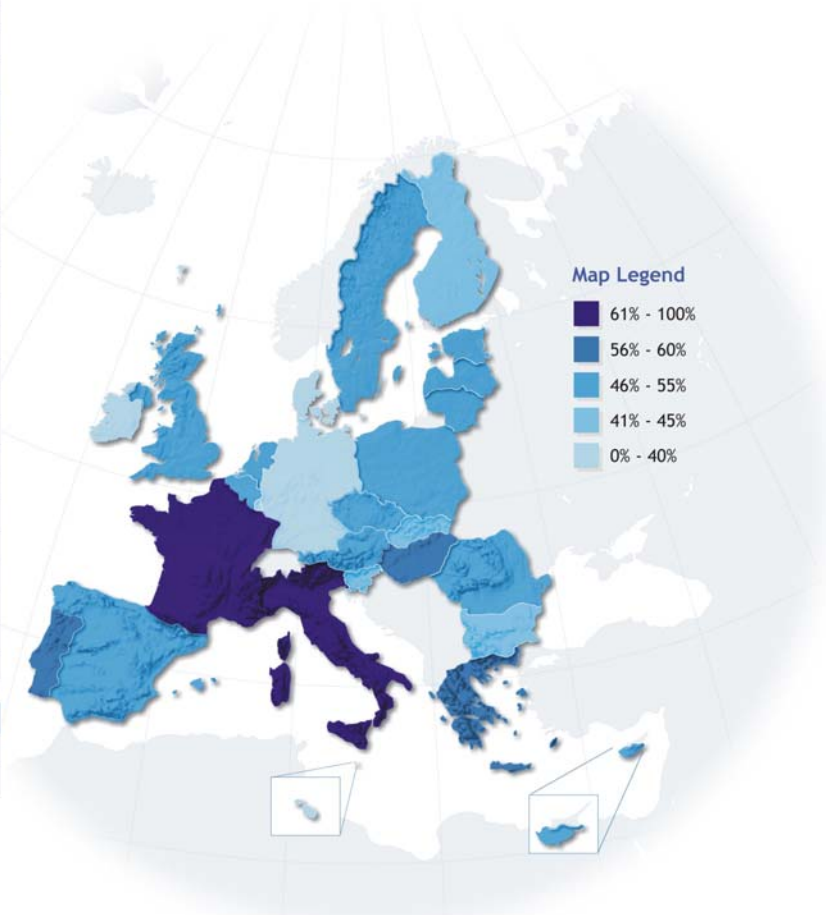
In the two acceding countries, close to half of the interviewees feel that discrimination on the basis of disability is widespread. However, as with discrimination on the basis of ethnic origin, the view that discrimination on the basis of disability is non-existent is most widely held in Bulgaria (18%).

Question: QA1_6. For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

Option: Disability

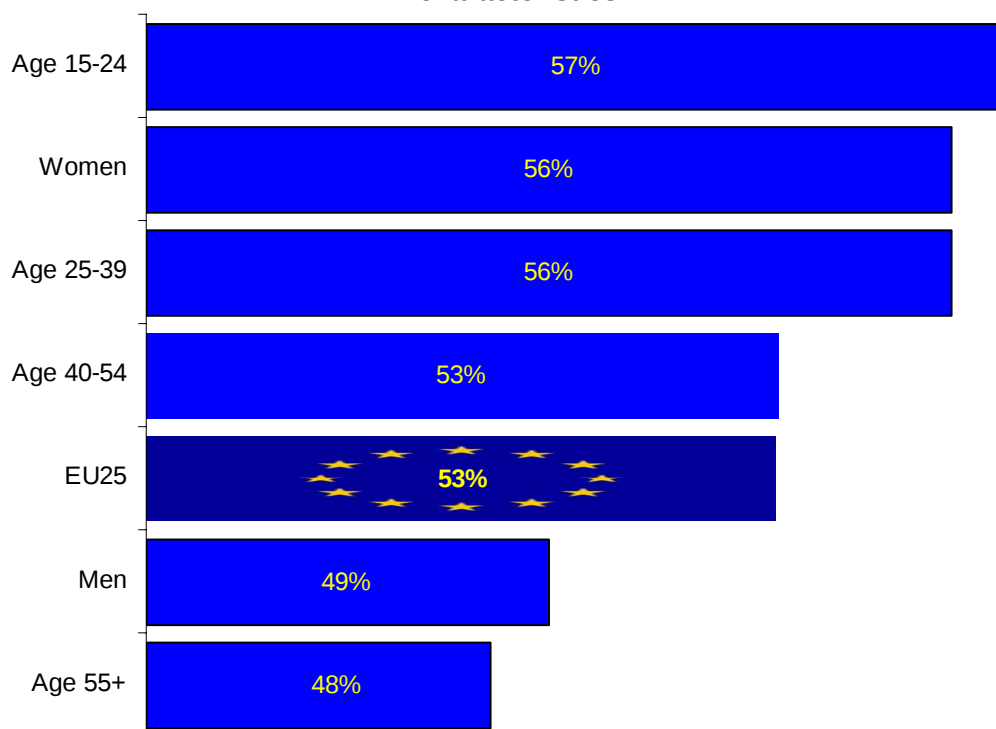
Answers: Widespread

Country Results		
	Italy	68%
	France	66%
	Portugal	60%
	Hungary	58%
	Greece	56%
	Spain	54%
	European Union (25)	53%
	Belgium	53%
	The Netherlands	53%
	Sweden	53%
	Lithuania	53%
	Poland	53%
	Austria	52%
	Latvia	51%
	Czech Republic	50%
	Estonia	49%
	United Kingdom	47%
	Cyprus	47%
	Finland	43%
	Slovakia	43%
	Slovenia	43%
	Germany	37%
	Luxembourg	36%
	Ireland	35%
	Malta	34%
	Denmark	32%
Other Countries		
	Romania	48%
	Bulgaria	45%



The analysis of the socio-demographic characteristics of respondents shows that views about the existence of discrimination on the basis of disability vary somewhat depending on people's gender and their age. Women are more likely than men are to feel that this form of discrimination is widespread. Furthermore, the older people are, the less likely they are to feel it is widespread.

Discrimination on the basis of disability:
% saying it is widespread in country by socio-demographic characteristics



We can observe that people with disabled friends or acquaintances are slightly more likely to feel that discrimination on the basis of disability is widespread.

QA1.6 Discrimination on the basis of disability	Total	By QD47.3 Do you have friends or acquaintances who are disabled?	
		Yes	No
% Widespread	53%	55%	50%
% Rare	42%	41%	43%
% Non-existent	3%	2%	4%
% Don't know	3%	2%	4%

On the same issue, it is interesting to find out that **views of people** suffering from chronic physical or mental problems **do not differ significantly** from those of people who do not suffer from such health problems.

QA1.6 Discrimination on the basis of disability	Total	By QD48 Do you suffer from a chronic physical or mental problem which hampers you in your daily activities?	
		Yes	No
% Widespread	53%	53%	53%
% Rare	42%	41%	42%
% Non-existent	3%	2%	3%
% Don't know	3%	3%	3%

An examination of the development over the past five years shows that the feeling that discrimination on the grounds of disability has increased is most widely held in Portugal and Hungary (44%) whereas in Denmark only 13% of respondents feel that discrimination on the grounds of disability is now more widespread than it was five years ago. The three Baltic States stand out by having a far higher proportion of respondents that feel unable to say whether discrimination is now more or less widespread (24% in Latvia and Lithuania; 22% in Estonia).

In the two acceding countries, around one-third of the interviewees feel that discrimination on the basis of disability is now more widespread than it was five years ago (both 34%). In these two countries a significant minority of the respondent lacks an opinion about the development in this respect (22% in Bulgaria and 24% in Romania).

Question: QA2_6. If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...

Option: Disability

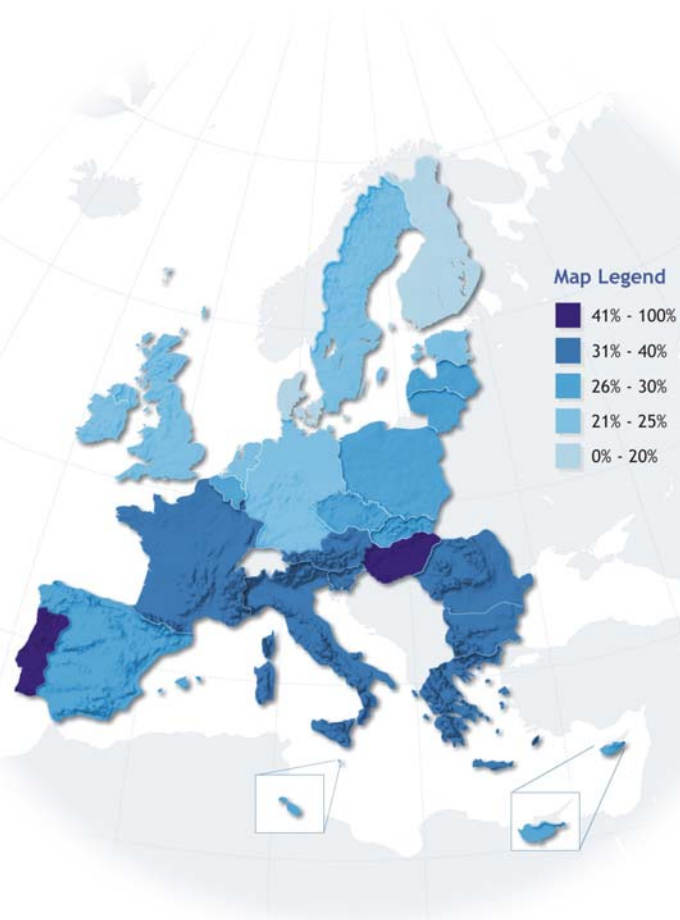
Answers: More widespread

Country Results

	Portugal	44%
	Hungary	44%
	Italy	39%
	Slovenia	36%
	Austria	34%
	Luxembourg	33%
	France	32%
	Greece	31%
	Latvia	30%
	Slovakia	30%
	European Union (25)	29%
	Spain	29%
	Cyprus	28%
	Czech Republic	28%
	Lithuania	28%
	Malta	27%
	Belgium	26%
	Poland	26%
	Germany	25%
	Ireland	25%
	United Kingdom	25%
	The Netherlands	23%
	Sweden	23%
	Estonia	22%
	Finland	19%
	Denmark	13%

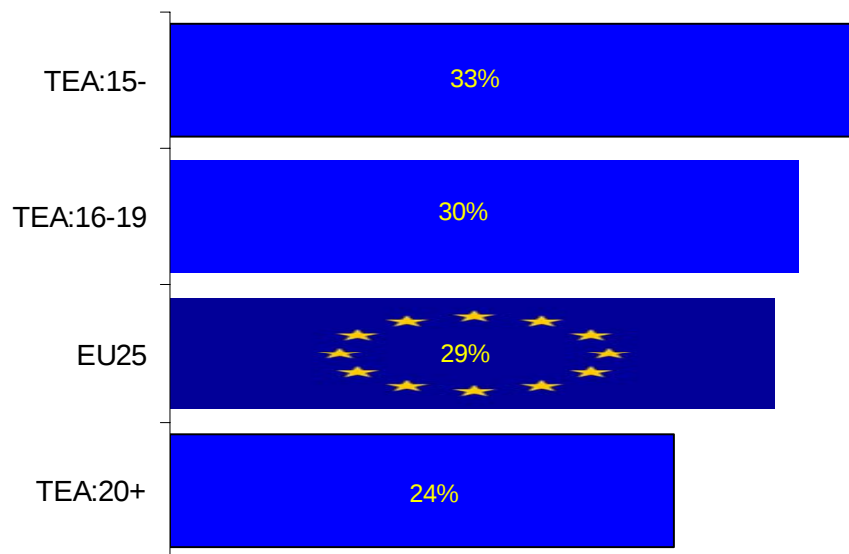
Other Countries

	Bulgaria	34%
	Romania	34%



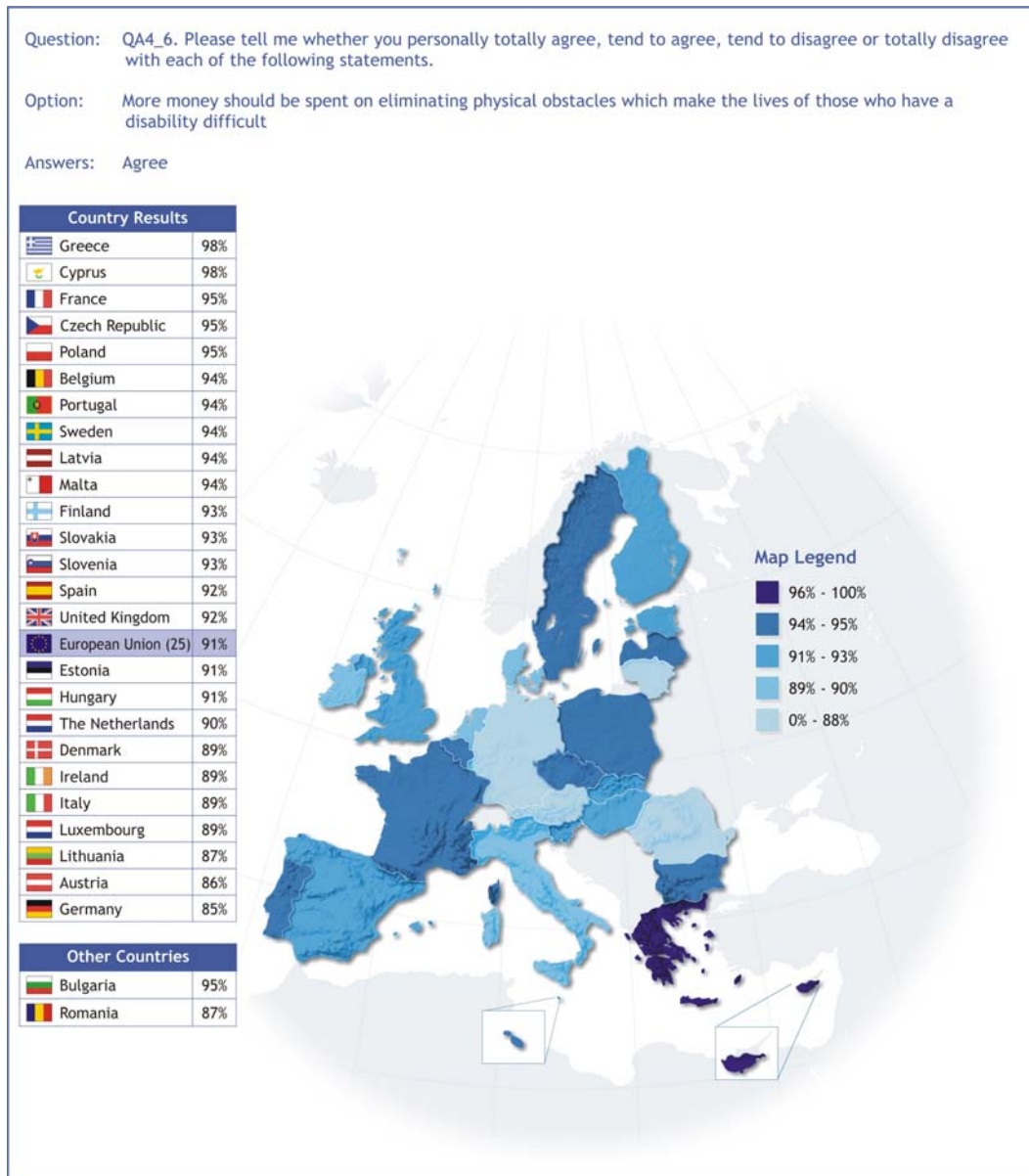
Views about the development of discrimination on these grounds vary depending on people's terminal education age. The older people were when they left school, the less likely they are to feel that it has become more widespread.

**Discrimination on the basis of disability:
% saying it is now more widespread in country by
terminal education age**



6.2 Improving the plight of the disabled

In line with the widespread public acceptance of the plight of the disabled, the survey reveals **a clear sense of consensus in all the Member States that more money should be spent on improving accessibility.**

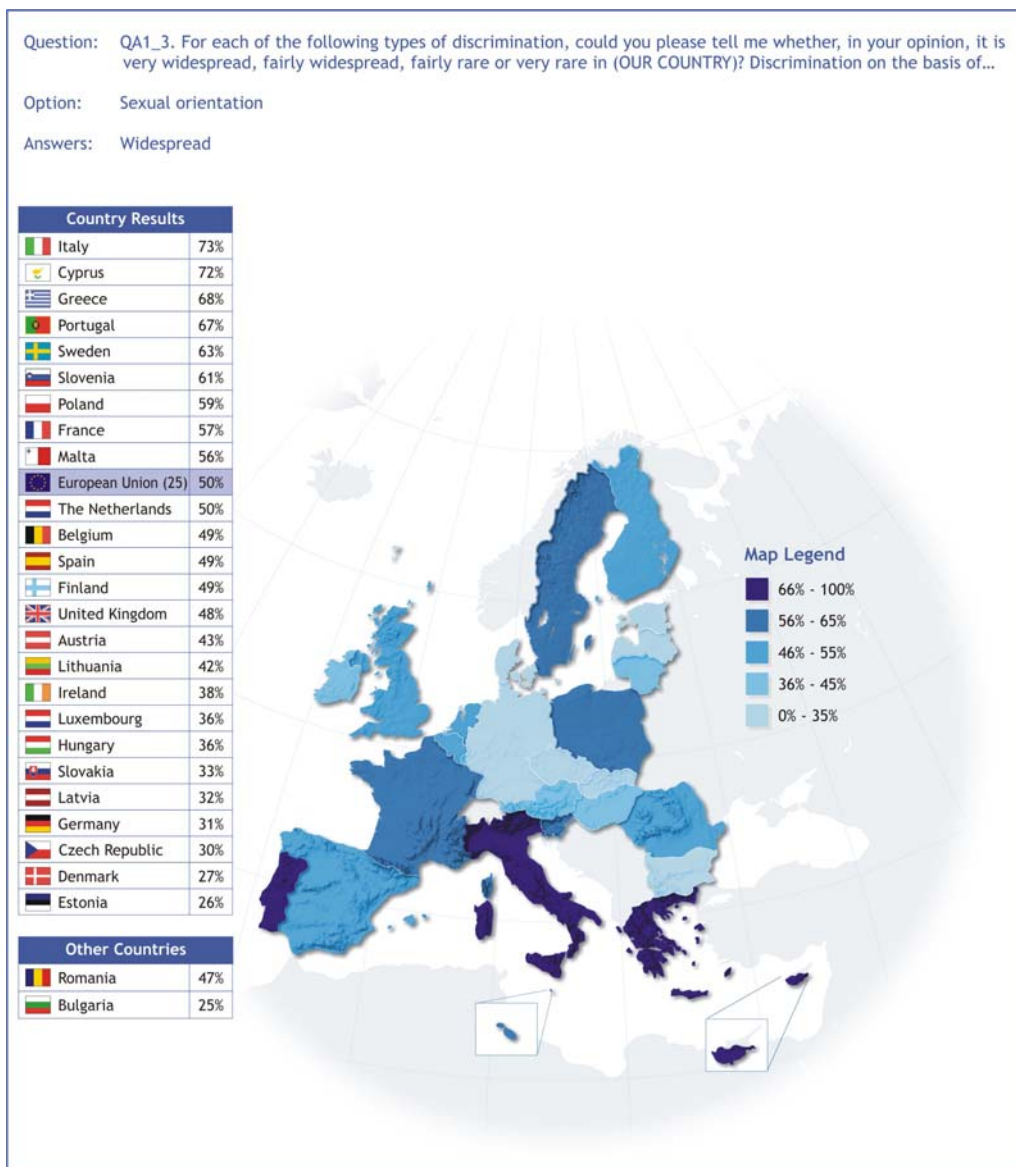


There is no significant difference (neither in terms of geographic location nor in terms of socio-demographic variables) that can be highlighted here.

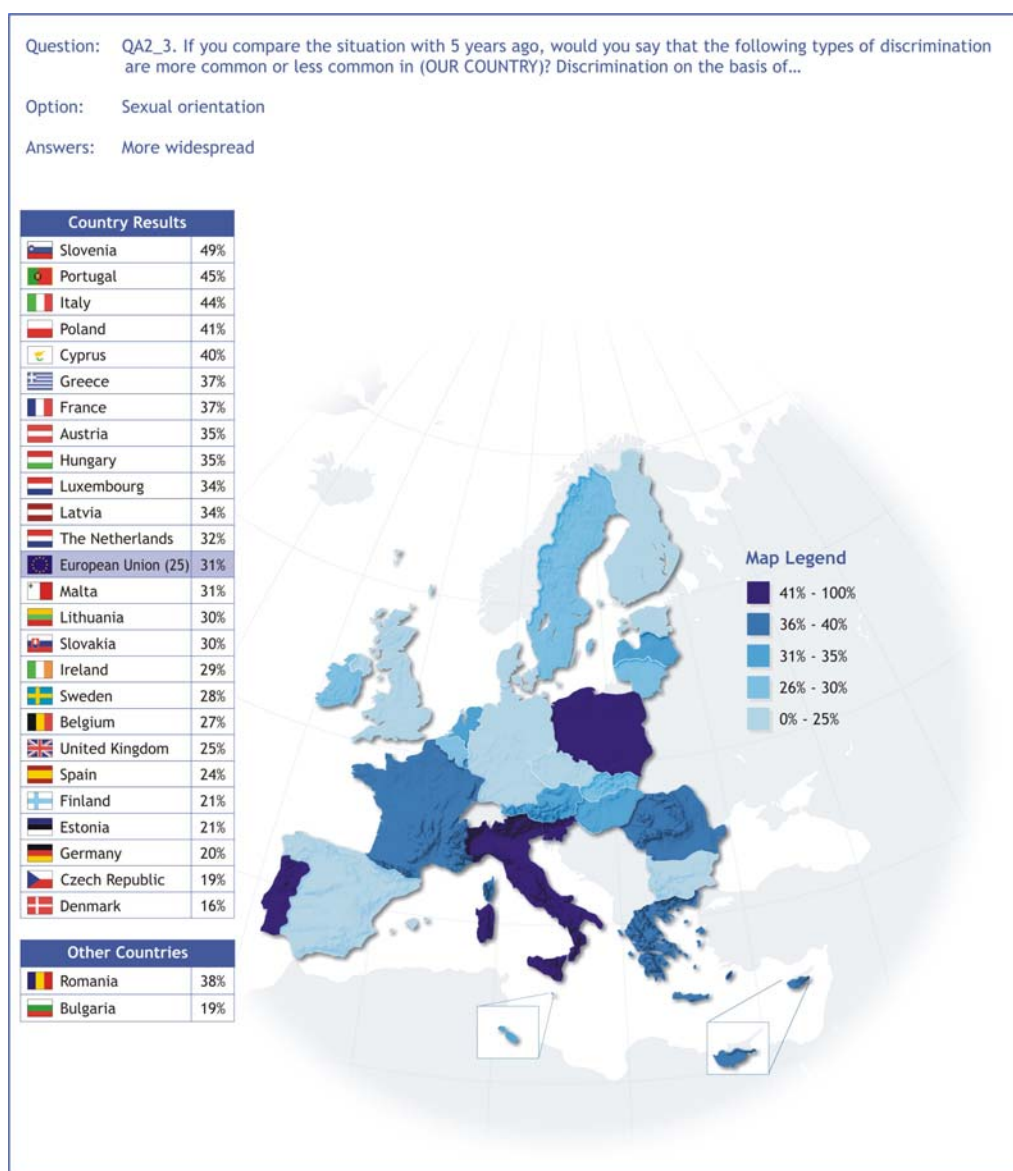
7. Discrimination on the basis of sexual orientation

7.1 The perceived extent of discrimination

A very varied picture is found to exist across the European Union when it comes to the extent to which people perceive discrimination on the basis of sexual orientation occurs. Although on average, the difference between the former EU15 countries and the 10 new Member States is small (51% and 48%, respectively) the differences between individual nations are quite large. The view that discrimination on the basis of sexual orientation is widespread in their country is most widely held by people in Italy (73%), Cyprus (72%), Greece (68%) and Portugal (67%) and least so in Estonia (26%) and Denmark (27%).



It can be noted that in all three Baltic States, the proportion of 'don't know' responses is quite high (22% in Estonia, 20% in Lithuania and 14% in Latvia); this rate of 'don't know' in the Baltic States is even higher when people are asked to compare the evolution of the situation to five years ago (36% in Estonia, 30% in Latvia and 29% in Lithuania). People in Slovenia are most inclined to feel that discrimination on the basis of sexual orientation is now more widespread in their country (49%), followed by people in Portugal (45%), Italy (44%), Poland (41%) and Cyprus (40%).



An examination of the results in the two acceding countries shows that discrimination on the basis of sexual orientation is more widely perceived in Romania (47%) than it is in Bulgaria (25%). There is also a large difference when it comes to comparing the situation with 5 years ago (38% of Romanians think that discrimination is more common in their country compared to 5 years ago; 19% of Bulgarians think this is the case). In Bulgaria, significant proportions of the population lack an opinion, particularly when it comes to assessing the development of discrimination on the basis of sexual orientation (39%).

The analysis of the socio-demographic characteristics of respondents shows that views about the existence of discrimination on the basis of sexual orientation vary most significantly depending on people's age. Young people are far more likely than those aged 55 and over are to feel that this form of discrimination is widespread (59% vs. 45%).

QA1.3 Discrimination on the basis of sexual orientation	Total	BY AGE			
		Age 15-24	Age 25-39	Age 40-54	Age 55+
% Widespread	50%	59%	53%	50%	45%
% Rare	41%	35%	42%	42%	40%
% Non-existent	3%	2%	2%	3%	3%
% Don't know	6%	3%	3%	5%	11%

Having homosexual friends is another factor that influences people's views, although it is less important than age is. 56% of people with homosexual friends feel that discrimination is widespread compared to 48% of those who don't have homosexual friends.

QA1.3 Discrimination on the basis of sexual orientation	Total	By QD47.3 Do you have friends or acquaintances who are homosexual?	
		Yes	No
% Widespread	50%	56%	48%
% Rare	41%	40%	41%
% Non-existent	3%	1%	4%
% Don't know	6%	2%	8%

However, those with homosexual friends are at the same time more likely than people without homosexual friends to feel that discrimination is now less widespread than it was five years ago (65% vs. 55%).

QA2.3 Discrimination on the basis of sexual orientation compared to 5 years ago	Total	By QD47.3 Do you have friends or acquaintances who are homosexual?	
		Yes	No
% More widespread	31%	29%	33%
% Less widespread	58%	65%	55%
% Don't know	11%	6%	13%

7.2 Attitudes towards homosexuality

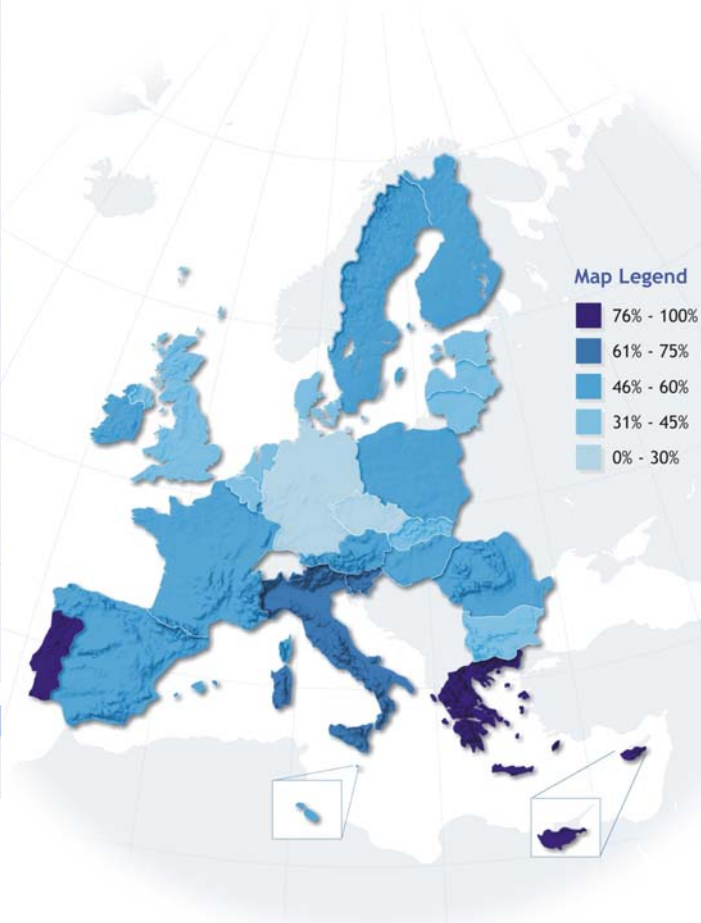
When it comes to sexual orientation, we find that in the **Southern European countries, and particularly so in Cyprus (86%), Greece (85%) and Portugal (83%), the wide majority of the population feels that homosexuality in their country is still a taboo.** Spanish results differ from this geographical pattern, with 46% of the population stating that they think that homosexuality is still a taboo (2 points below the EU average).

Question: QA3_2. Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.

Option: Homosexuality is still a taboo in (OUR COUNTRY)

Answers: Agree

Country Results		
	Cyprus	86%
	Greece	85%
	Portugal	83%
	Italy	68%
	Slovenia	67%
	France	59%
	Malta	58%
	Ireland	57%
	Austria	56%
	Poland	56%
	Sweden	52%
	Finland	50%
	Hungary	49%
	European Union (25)	48%
	Spain	46%
	Luxembourg	46%
	Lithuania	45%
	Slovakia	45%
	Estonia	41%
	Belgium	39%
	Latvia	38%
	United Kingdom	36%
	The Netherlands	34%
	Denmark	31%
	Germany	28%
	Czech Republic	19%
Other Countries		
	Romania	58%
	Bulgaria	45%



Analyses of the socio-demographic characteristics indicate that **attitudes towards homosexuality differ somewhat depending on people's age and terminal education age** although the analyses do not reveal a clear pattern of opinions depending on these two characteristics.

QA3.2 In our country, homosexuality is still a taboo	Total	BY AGE			
		Age 15-24	Age 25-39	Age 40-55	Age 55+
% Agree	48%	53%	49%	46%	46%
% Disagree	48%	44%	48%	52%	47%
% Don't know	4%	3%	3%	2%	7%

QA3.2 In our country, homosexuality is still a taboo	Total	BY EDUCATION			
		TEA:15-	TEA:16-19	TEA:20+	Still studying
% Agree	48%	50%	46%	47%	51%
% Disagree	48%	42%	51%	51%	46%
% Don't know	4%	7%	3%	2%	3%

People's views also differ, albeit only slightly, depending on whether or not they have homosexual friends or acquaintances. As the table below shows, 53% of people who have homosexual friends disagree that homosexuality is a taboo compared to 45% of people who don't have homosexual friends.

QA3.2 In our country, homosexuality is still a taboo	Total	By QD47.3 Do you have friends or acquaintances who are homosexual?	
		Yes	No
% Agree	48%	46%	49%
% Disagree	48%	53%	45%
% Don't know	4%	1%	6%

People's views about whether homosexuality is still a taboo in their country are closely related to their views about the perception of discrimination on the basis of sexual orientation. As the table below shows, people who believe discrimination on the basis of sexual orientation is widespread are far more likely to feel that homosexuality is still a taboo than people who believe this form of discrimination is rare (62% vs. 34%).

QA3.2 In our country, homosexuality is still a taboo	Total	By QA1.3 Discrimination on the basis of sexual orientation	
		Widespread	Rare
% Agree	48%	62%	34%
% Disagree	48%	36%	63%
% Don't know	4%	2%	3%

In all Member States as well as in the two acceding countries, a large majority of the respondents share the opinion that it is difficult for homosexuals to state their sexual orientation at work. This view is particularly prevalent in countries where discrimination on the basis of sexual orientation seems to be widespread and where homosexuality is still seen as a taboo. Examples of such countries include Cyprus (where 88% think that it is difficult for a homosexual to state his/her sexual orientation in the workplace, compared to 68% of the EU average), Portugal (85%) and Greece (84%).

Question: QA4_4. Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.

Option: It is difficult for a homosexual to state his(her) sexual orientation in the workplace

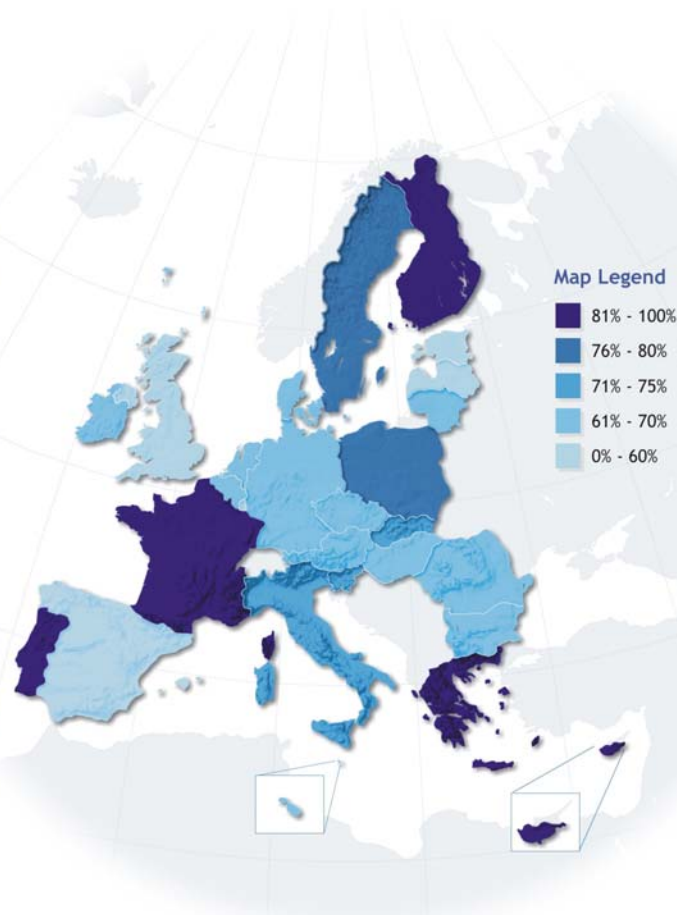
Answers: Agree

Country Results

	Cyprus	88%
	Portugal	85%
	Greece	84%
	France	82%
	Finland	82%
	Sweden	79%
	Poland	78%
	Slovakia	75%
	Italy	74%
	Slovenia	74%
	Belgium	69%
	European Union (25)	68%
	Hungary	67%
	Malta	65%
	Germany	63%
	The Netherlands	63%
	Austria	63%
	Lithuania	63%
	Denmark	62%
	Ireland	62%
	Czech Republic	62%
	Luxembourg	60%
	Spain	59%
	Latvia	57%
	United Kingdom	54%
	Estonia	54%

Other Countries

	Romania	67%
	Bulgaria	61%



The extent to which people agree or disagree that it is difficult for homosexuals to state their sexual orientation in the workplace depends strongly on whether they feel that homosexuality is still a taboo. As the table below shows, people who believe that homosexuality is still a taboo are far more likely to feel that it is difficult for homosexuals to state their sexual orientation than are people who feel homosexuality is not a taboo (83% vs. 57%).

QA4.4 It is difficult for homosexuals to state their sexual orientation in the workplace	Total	By QA3.2 In our country, homosexuality is still a taboo	
		Agree	Disagree
% Agree	68%	83%	57%
% Disagree	22%	11%	34%
% Don't know	9%	6%	9%

Furthermore, views differ depending on the perceived extent of discrimination on the basis of sexual orientation. 80% of people who believe discrimination is widespread agree that it is difficult for homosexuals to state their sexual orientation compared to 60% of people who feel that this type of discrimination is rare.

QA4.4 It is difficult for homosexuals to state their sexual orientation in the workplace	Total	By QA1.3 Discrimination on the basis of sexual orientation	
		Widespread	Rare
% Agree	68%	80%	60%
% Disagree	22%	15%	31%
% Don't know	9%	5%	9%

Having homosexual friends or acquaintances does not influence people's views in this respect.

8. Discrimination on the basis of age

8.1 The perceived extent of discrimination

46 % of Europeans think that discrimination on the basis of age is widespread. At the country level, we find that this view is most widely held in Hungary (66 %) and the Czech Republic (63 %) and least so in Ireland (30 %) and Luxembourg (31 %). On average, people in the 10 new Member States are slightly more inclined to feel that age discrimination is widespread than are people in the former EU15 countries (49% vs. 45%).

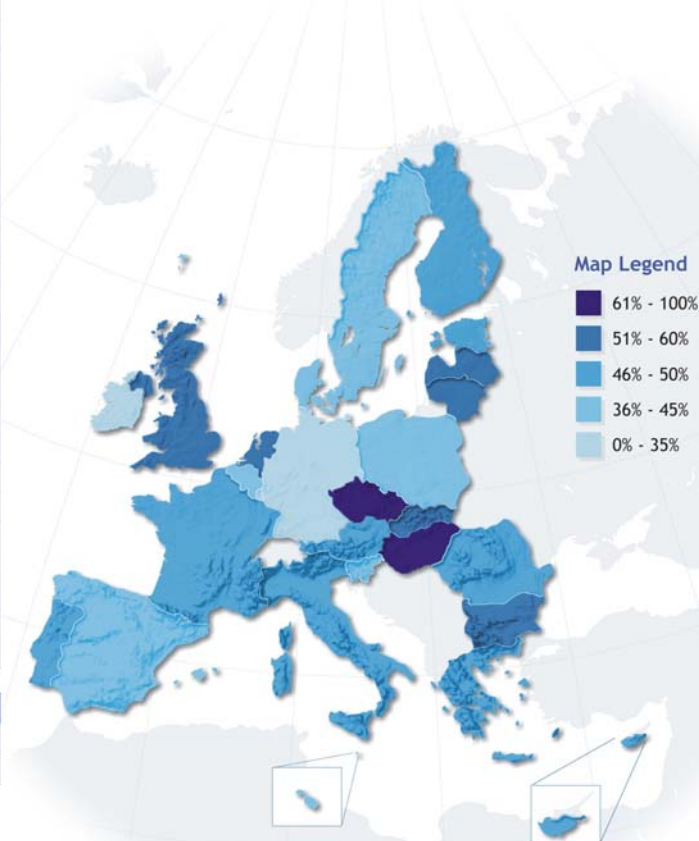
Question: QA1_4. For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

Option: Age

Answers: Widespread

Country Results		
	Hungary	66%
	Czech Republic	63%
	Latvia	55%
	The Netherlands	53%
	Lithuania	53%
	Slovakia	53%
	United Kingdom	51%
	France	50%
	Italy	49%
	Finland	49%
	Portugal	48%
	Cyprus	48%
	Estonia	48%
	Greece	47%
	European Union (25)	46%
	Austria	46%
	Spain	45%
	Belgium	42%
	Slovenia	41%
	Poland	40%
	Malta	39%
	Denmark	37%
	Sweden	36%
	Germany	34%
	Luxembourg	31%
	Ireland	30%

Other Countries		
	Bulgaria	51%
	Romania	46%



Equally, an examination of the development over the past five years shows that the feeling that age discrimination has increased is most widely held in Hungary (63%) and the Czech Republic (53%). People in Spain and Ireland are least inclined to share this view (both 29%).

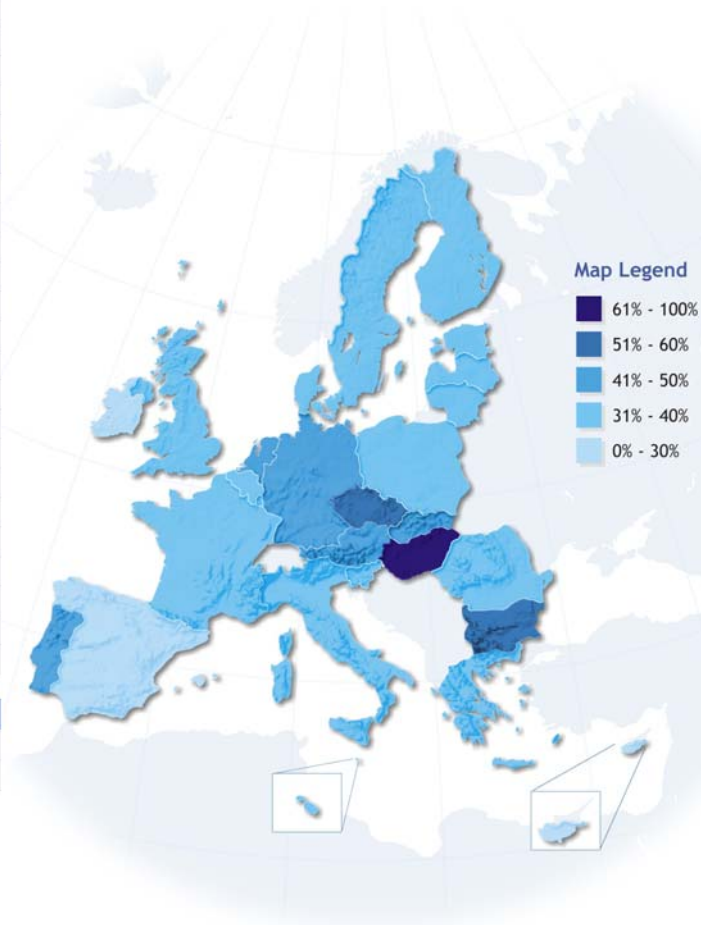
An examination of the results in the two acceding countries shows that age discrimination is more widely perceived in Bulgaria than in Romania. Yet at the same time, Bulgaria has the highest proportion of respondents who feel that the problem is non-existent (17%).

Question: QA2_4. If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...

Option: Age

Answers: More widespread

Country Results		
	Hungary	63%
	Czech Republic	53%
	Slovakia	50%
	Austria	46%
	Portugal	44%
	Germany	42%
	The Netherlands	42%
	Latvia	39%
	European Union (25)	38%
	France	38%
	Italy	38%
	Finland	38%
	Greece	36%
	Slovenia	36%
	Belgium	35%
	Lithuania	35%
	Luxembourg	34%
	Sweden	33%
	United Kingdom	33%
	Poland	33%
	Denmark	32%
	Estonia	32%
	Malta	31%
	Cyprus	30%
	Spain	29%
	Ireland	29%
Other Countries		
	Bulgaria	51%
	Romania	36%



Understandably, young people are less likely than their older counterparts to perceive the existence of age discrimination.

QA 1.4 Discrimination on the basis of age	Total	BY AGE			
		Age 15-24	Age 25-39	Age 40-54	Age 55+
% Widespread	46%	39%	44%	48%	48%
% Rare	48%	55%	51%	48%	43%
% Non-existent	4%	4%	3%	3%	5%
% Don't know	3%	2%	2%	2%	4%

8.2 Attitudes to age inequality

The country rank order for support for the view that "in our country people over 50 are often considered as being no longer capable of working efficiently" is not quite the same as for the perception of the frequency of age discrimination in one's country.

The country results show that **agreement with the view that people over 50 are often considered as being no longer capable of working efficiently is most widespread in Portugal (78%), followed by Slovakia (73%) and Germany (71%). This contrasts sharply with public opinion in Denmark (35%), Cyprus (36%) and the Netherlands (37%), where only around a third of citizens agree with this statement.**

Whilst views about the perceived frequency of age discrimination in the two acceding countries do not vary considerably from the EU average, **citizens of Bulgaria (79%) and Romania (71%) are much more convinced than their EU counterparts tend to be that in their country there is a problem with people aged 50 or over participating in the workforce.**

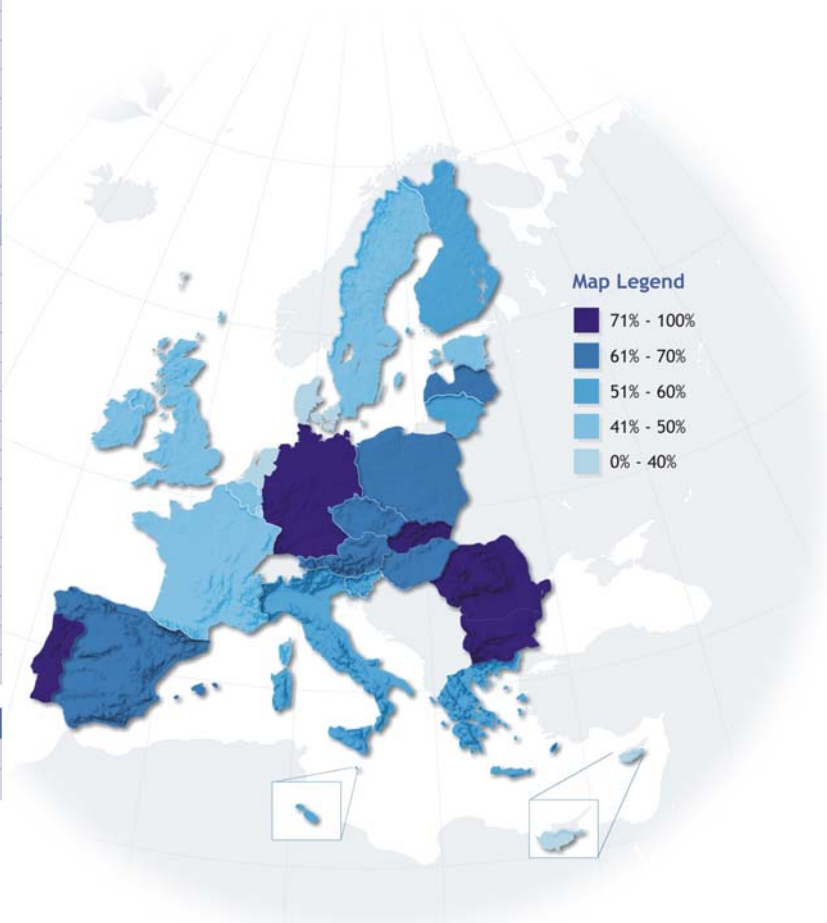
Question: QA3_3. Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.

Option: In (OUR COUNTRY) people over 50 are often considered as being no longer capable of working efficiently

Answers: Agree

Country Results	
 Portugal	78%
 Slovakia	73%
 Germany	71%
 Poland	69%
 Latvia	68%
 Austria	67%
 Czech Republic	65%
 Spain	64%
 Hungary	61%
 Greece	60%
 European Union (25)	57%
 Malta	56%
 Italy	52%
 Slovenia	52%
 Finland	51%
 Lithuania	51%
 France	50%
 Estonia	49%
 Belgium	45%
 United Kingdom	44%
 Ireland	43%
 Sweden	43%
 Luxembourg	40%
 The Netherlands	37%
 Cyprus	36%
 Denmark	35%

Other Countries	
 Bulgaria	79%
 Romania	71%



Analysis of the socio-demographic variables shows that **differences in opinion between the various age groups are quite small**, with 55% of people younger than 40 agreeing with the statement, compared to 59% of those aged 40 and over.

Finally, there is a **relationship with the perceived frequency of discrimination**. As the table below shows, people who believe discrimination on the basis of age is widespread are considerably more likely to agree than people who feel that age discrimination is rare (69% vs. 48%).

QA3.3 In our country, people over 50 are often considered as being no longer capable of working efficiently	Total	By QA1.4 Discrimination on the basis of age	
		Widespread	Rare
% Agree	57%	69%	48%
% Disagree	41%	30%	50%
% Don't know	2%	1%	2%

9. Discrimination on the basis of religion or beliefs

9.1 The perceived extent of discrimination

European public opinion is divided when it comes to discrimination on the basis of religion or belief. On average, 44 % believe it is widespread against 47 % who feel it is rare. Five percent of the interviewees believe it is non-existent.

Though less extensively perceived as being widespread, the **country pattern for this form of discrimination somewhat matches that of discrimination on the basis of ethnic origin**. Here as well, public opinion differs between the former EU15 nations and the 10 new Member States, where people are far less likely to feel this form of discrimination is widespread (24% vs. 49% in the former EU15 nations).

Question: QA1_5. For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

Option: Religion or beliefs

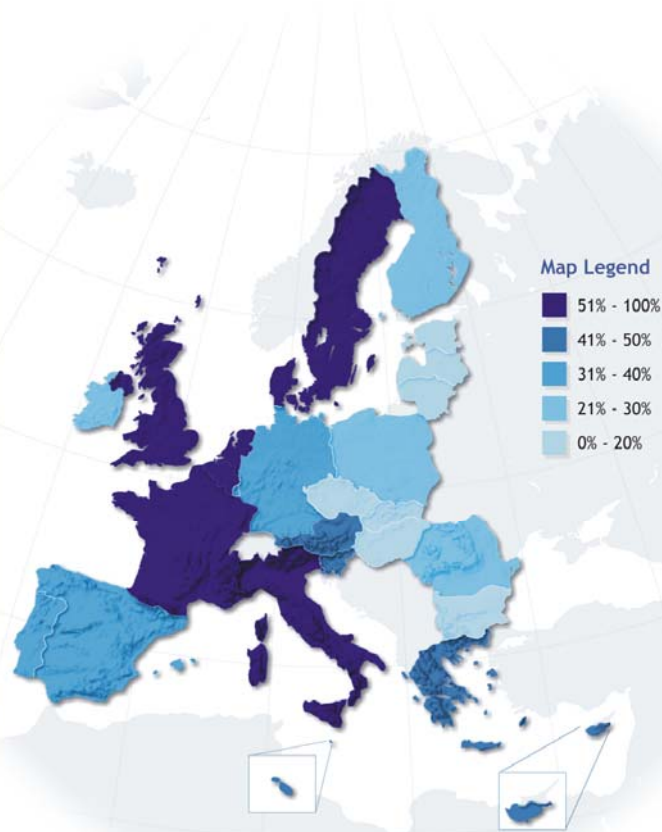
Answers: Widespread

Country Results

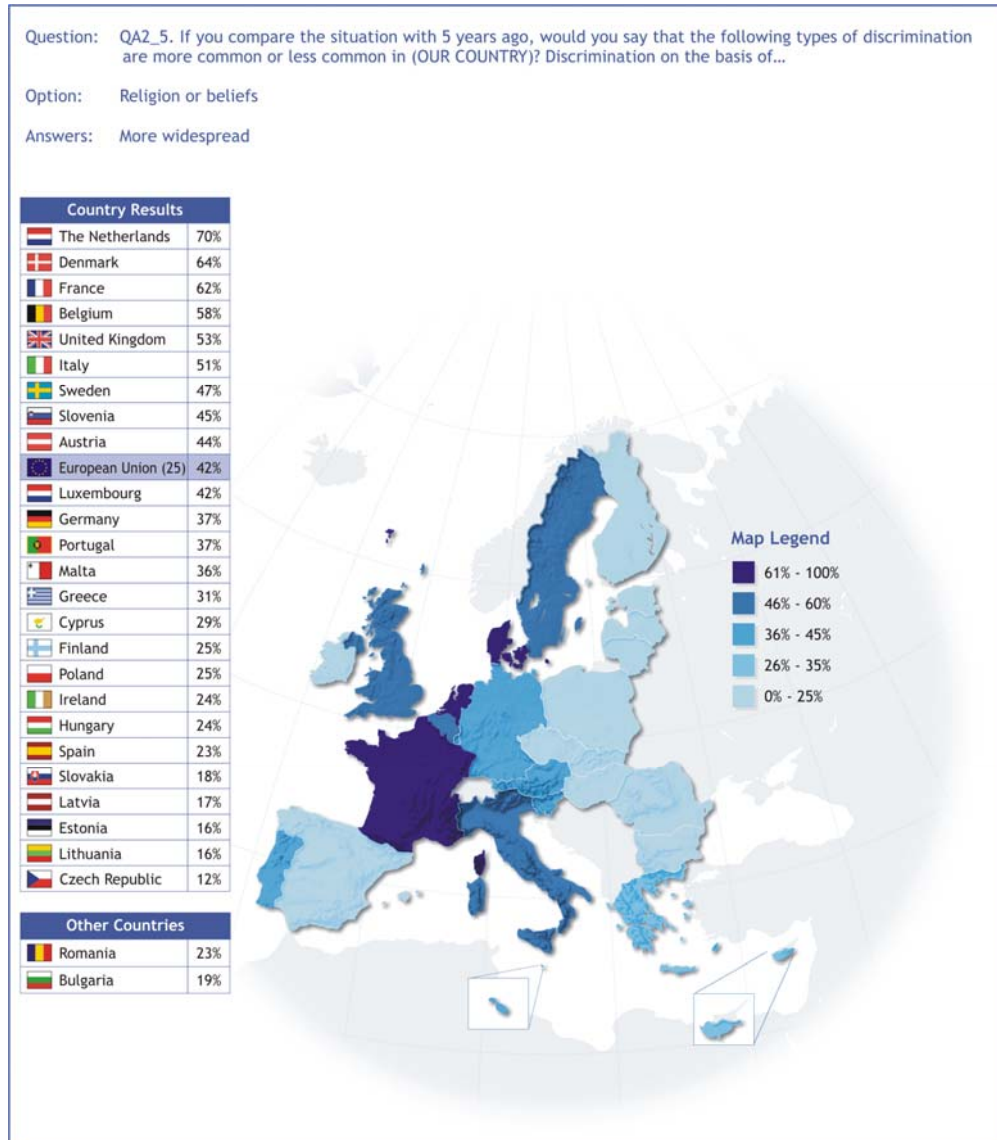
 France	63%
 Denmark	62%
 Italy	62%
 Belgium	60%
 The Netherlands	59%
 United Kingdom	57%
 Sweden	56%
 Slovenia	49%
 Cyprus	48%
 Malta	47%
 European Union (25)	44%
 Austria	44%
 Greece	43%
 Portugal	39%
 Germany	32%
 Luxembourg	32%
 Spain	31%
 Poland	29%
 Ireland	25%
 Finland	24%
 Hungary	19%
 Lithuania	15%
 Estonia	14%
 Slovakia	14%
 Czech Republic	11%
 Latvia	10%

Other Countries

 Romania	25%
 Bulgaria	19%



In 7 countries out of 27, the majority of people find that discrimination based on religion or beliefs is more widespread than it was 5 years ago.



Focusing on the countries at the lower end of the two graphs, we find that less than 1 respondent in 5 in the Czech Republic, Estonia, Latvia, Lithuania and Slovakia feels that discrimination on the ground of religion or beliefs exists and has become more widespread over the past five years. Furthermore, the view that this form of discrimination is non-existent is quite significant in Latvia (26%) and Estonia (19%).

Analysis of the two acceding countries shows that in Bulgaria 35% of respondents feel that discrimination on the basis of religion or beliefs is non-existent. In Romania, this view is somewhat less widely voiced (23%), but still much above the EU average.

Age is an important factor in determining differences in opinion, with 52% of people aged 15 to 24 perceiving discrimination on the basis of religion or beliefs to be widespread, compared to 39% of people aged 55 and over (the percentages for people aged 25 to 39 and those aged 40 to 54 are 48% and 43%, respectively).

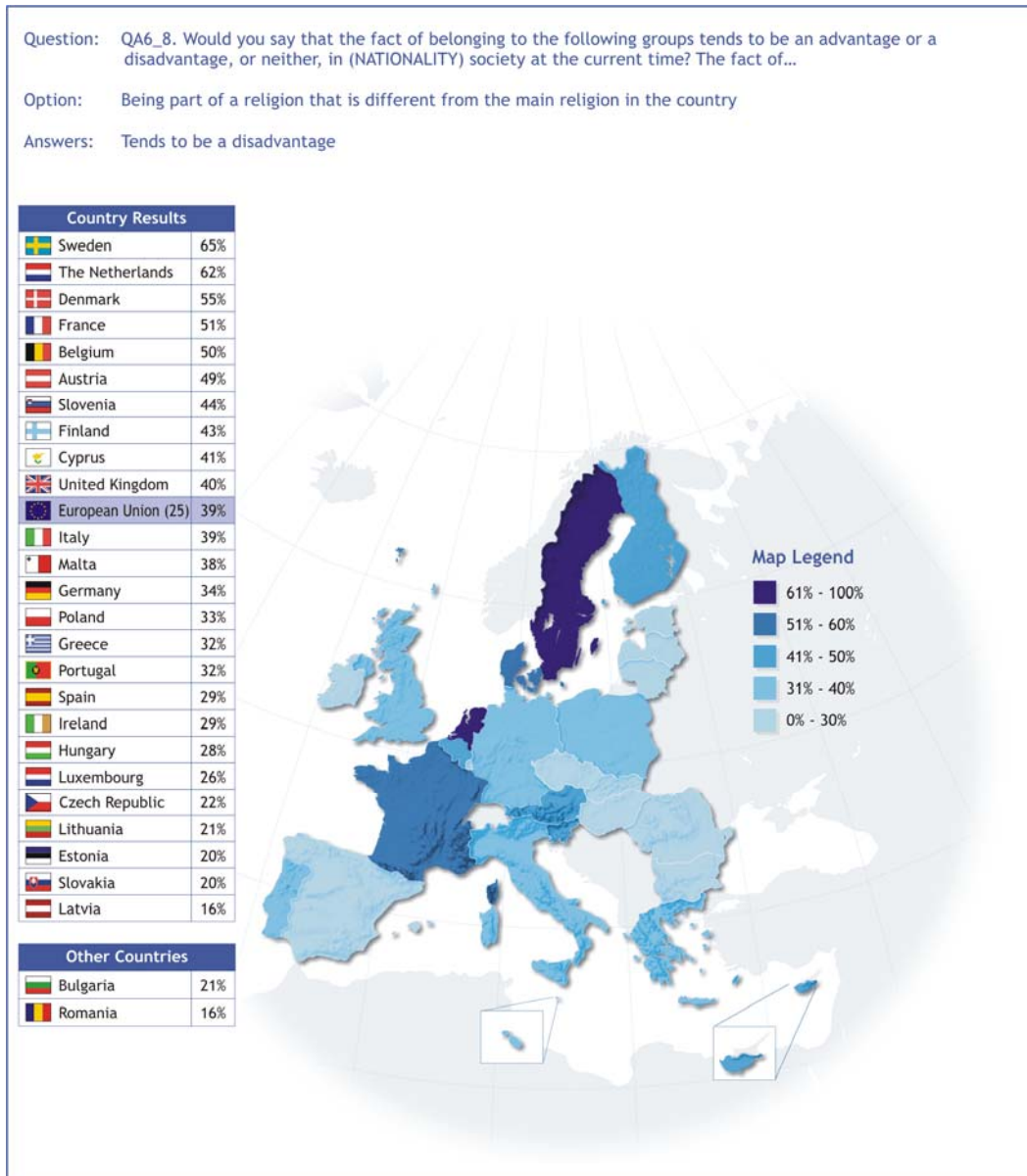
QA 1.5 Discrimination on the basis of religion or belief	Total	BY AGE			
		Age 15-24	Age 25-39	Age 40-54	Age 55+
% Widespread	44 %	52%	48%	43%	39%
% Rare	47 %	41%	46%	50%	49%
% Non-existent	5 %	4%	4%	5%	7%
% Don't know	3 %	2%	2%	2%	5%

Having friends or acquaintances with a different religion or beliefs also influences how people perceive the extent of religious discrimination, although it is less important than age is. 47% of people with such friends feel that discrimination is widespread compared to 40% of those who don't have friends with a different religion or belief.

QA 1.5 Discrimination on the basis of religion or belief	Total	By QD47.5 Do you have friends or acquaintances which have different religion or beliefs?	
		Yes	No
% Widespread	44 %	47%	40%
% Rare	47 %	46%	50%
% Non-existent	5 %	4%	6%
% Don't know	3 %	2%	4%

9.2 Attitudes towards people of other religions

Moving on to the analysis of the perceived position of **people belonging to religious minorities**, the survey reveals significant differences between the countries surveyed. On average, people living in the former EU15 countries are more likely than people from the 10 new Member States to find that these religious minorities are at a disadvantage in society (41% vs. 29%).



People who perceive discrimination on the basis of religion or beliefs to be widespread are more likely to believe it is a disadvantage in their society to belong to a religious minority.

A6.8 In society, belonging to a religious minority tends to be ...?	Total	By QA1.5 Discrimination on the basis of religion or beliefs	
		Widespread	Rare
% An advantage	3%	4%	3%
% Neither	54%	40%	65%
% A disadvantage	39%	52%	29%
% Don't know	4%	3%	3%

People's views are not influenced depending on whether or not they have friends or acquaintances which have a different religion or different beliefs.

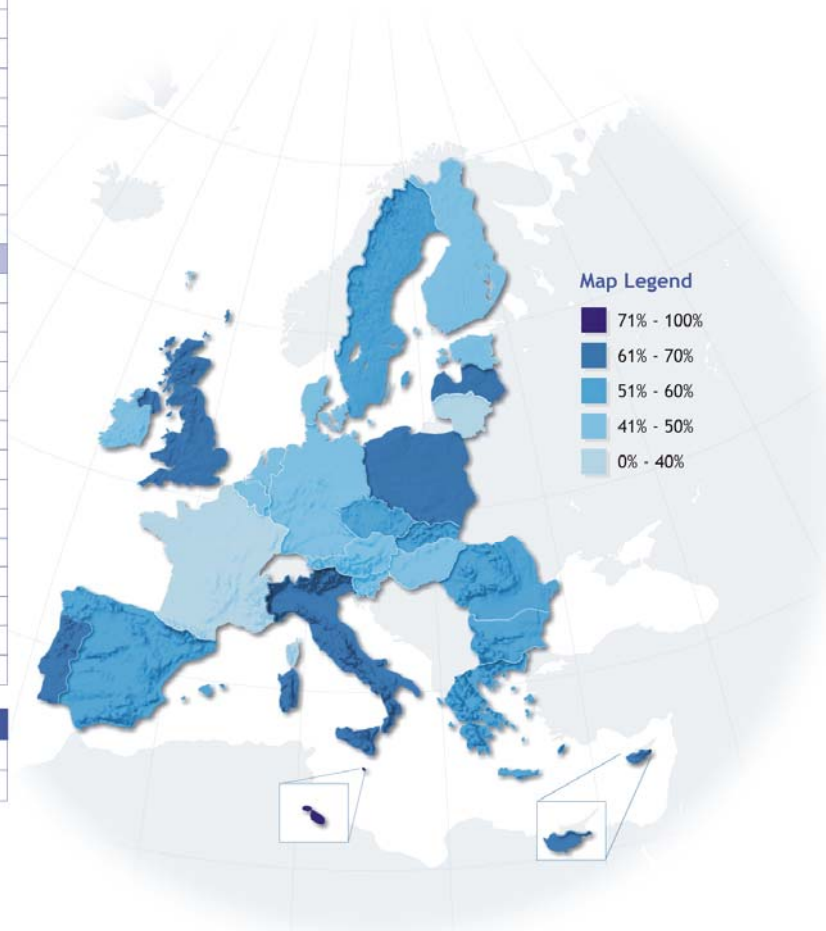
When it comes to the acceptance of wearing religious symbols in the workplace, results vary widely. Just 36 % of French and 29 % of Lithuanian respondents agree that the wearing of religious symbols in the workplace is acceptable whereas in Malta, close to 8 out of 10 respondents are of the same view (79%).

Question: QA4_5. Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.

Option: The wearing of visible religious symbols in the workplace is acceptable

Answers: Agree

Country Results		
	Malta	79%
	Cyprus	70%
	Poland	70%
	Italy	64%
	United Kingdom	63%
	Latvia	63%
	Portugal	62%
	Spain	59%
	Czech Republic	59%
	Slovakia	59%
	Greece	57%
	European Union (25)	54%
	Sweden	54%
	Ireland	50%
	The Netherlands	50%
	Estonia	50%
	Luxembourg	49%
	Finland	48%
	Hungary	48%
	Austria	47%
	Slovenia	46%
	Denmark	45%
	Germany	43%
	Belgium	41%
	France	36%
	Lithuania	29%
Other Countries		
	Romania	58%
	Bulgaria	51%



There appears to be no link between acceptance of the wearing of religious symbols and the views about the perceived frequency of discrimination against people of different religions. It is also not influenced by people's views about the freedom of religion.

Age does influence whether or not people accept the wearing of religious symbols: acceptance slightly decreases with age.

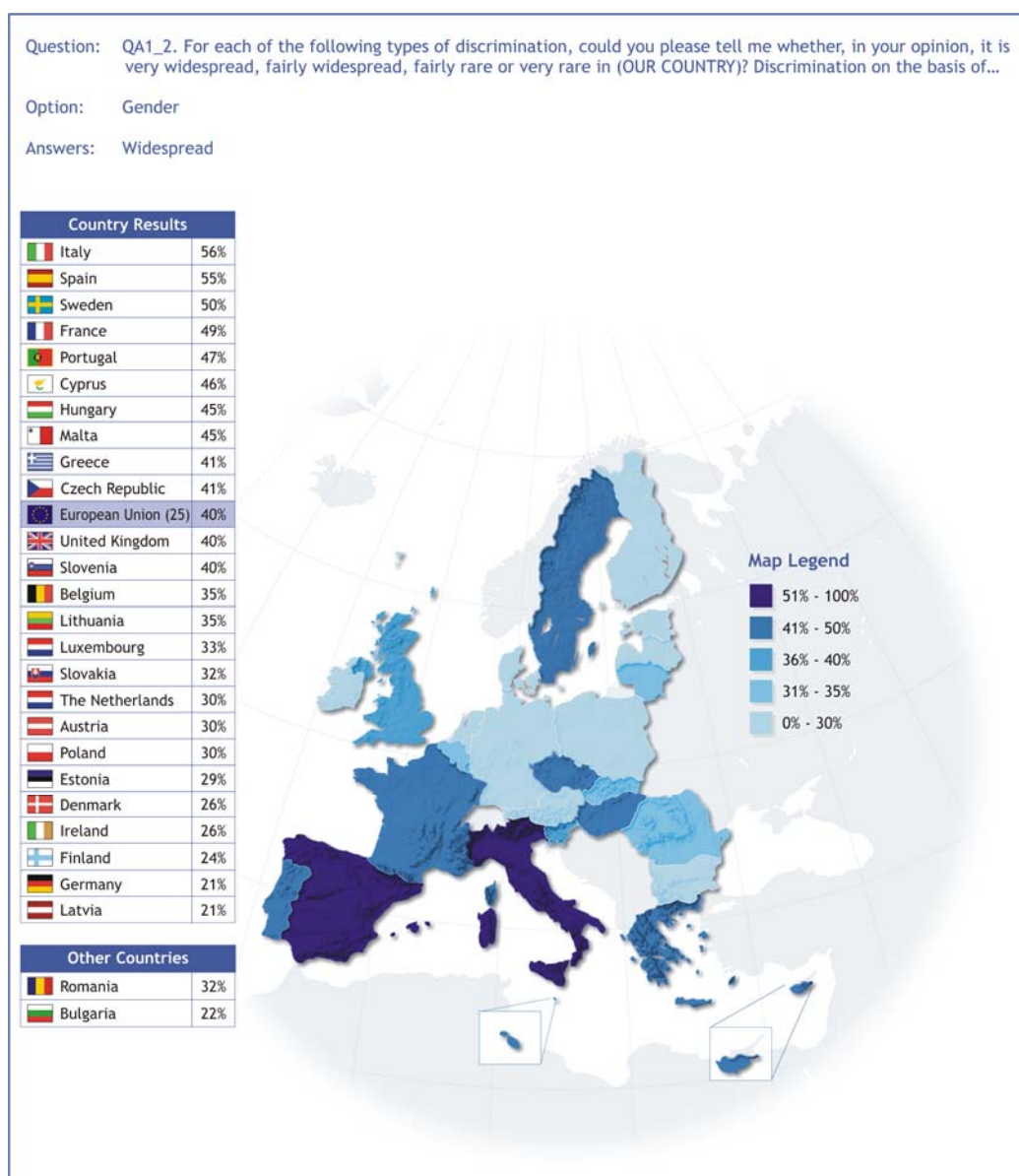
QA 4.5 The wearing of visible religious symbols in the workplace is acceptable	Total	BY AGE			
		Age 15-24	Age 25-39	Age 40-54	Age 55+
% Agree	54%	57%	57%	53%	50%
% Disagree	40%	37%	38%	41%	43%
% Don't know	6%	5%	5%	5%	8%

10. Discrimination on the basis of gender

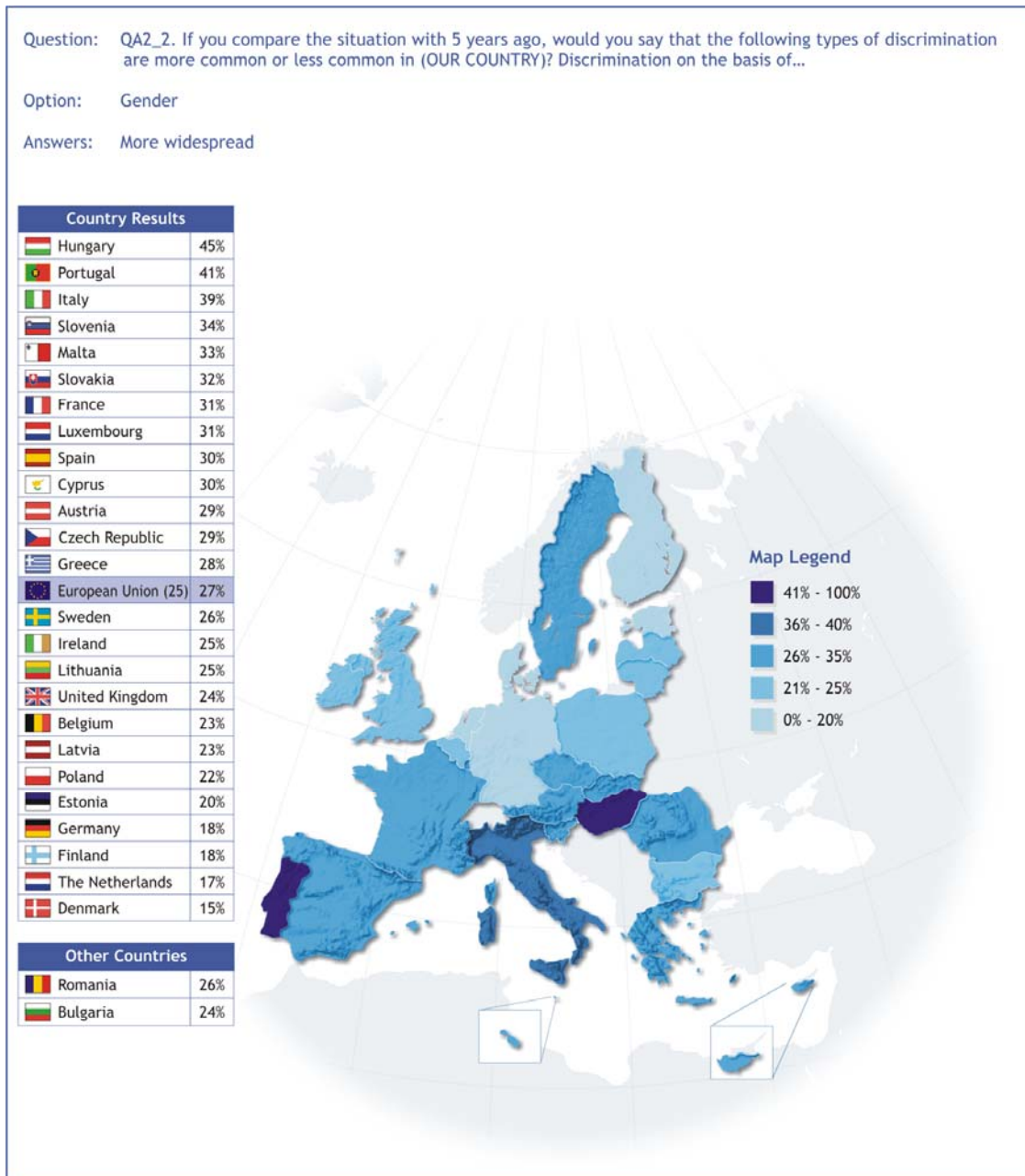
Women still continue to be paid on average 15% less than for comparable work. In this chapter we look at public opinion about discrimination on the basis of gender.

10.1 The perceived extent of discrimination

Discrimination on the basis of gender is perceived by an average of 40 % of the EU population. However, this figure is considerably higher in some countries such as Italy (56%) and Spain (55%), where more than half of the interviewees feel it is widespread. At 21%, people in Germany and Latvia are least inclined to hold the view that discrimination on the basis of gender is widespread in their respective countries.

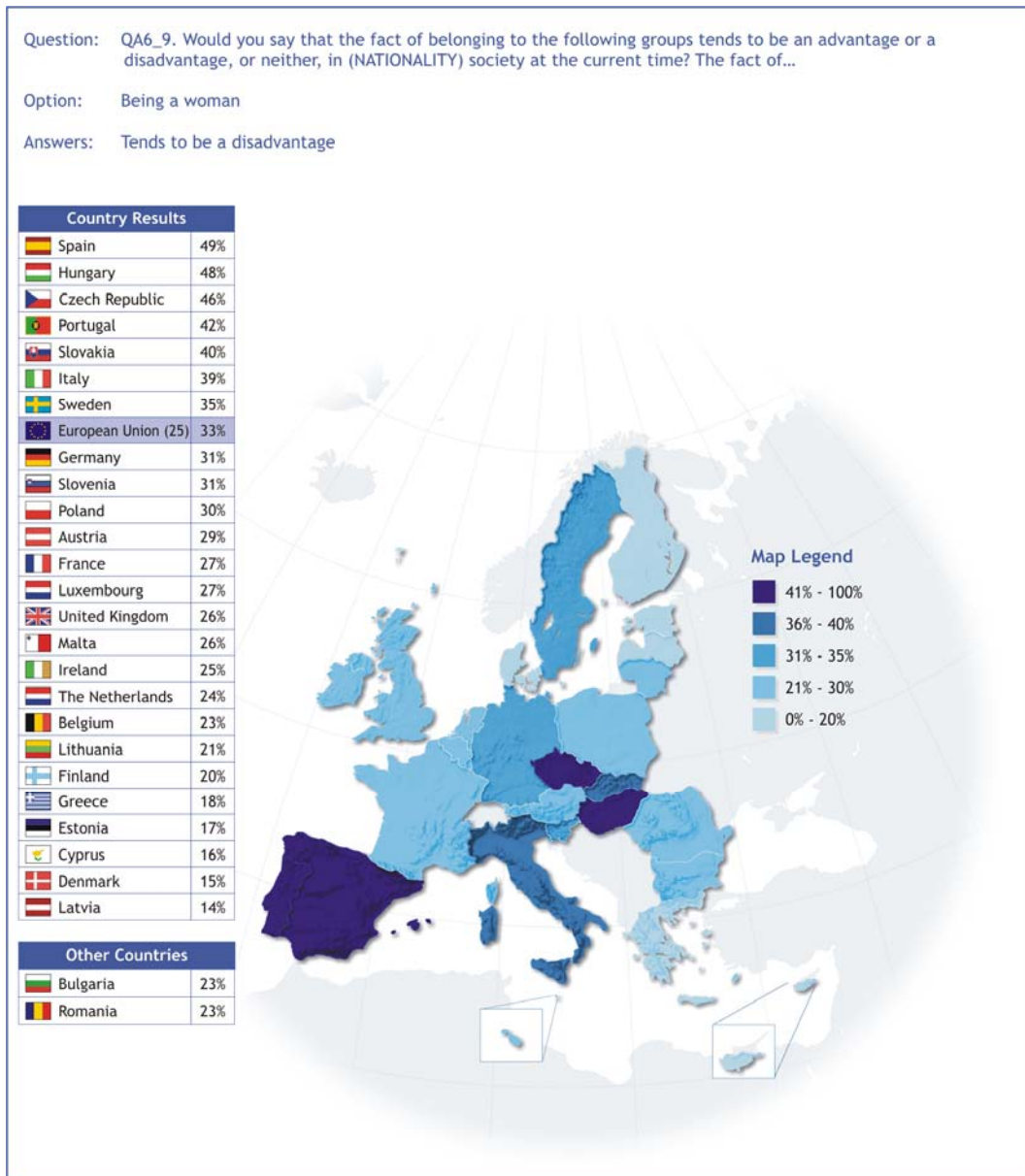


In a number of countries quite a significant proportion of people feel that discrimination on the basis of gender has actually increased in the course of the past five years. This view is most intense in Hungary (45%), followed by Portugal (41%) and Italy (39%). In Denmark, the Netherlands, Germany and Finland less than one respondent in five indicated that this form of discrimination is now more widespread than it was five years ago.



10.2 Attitudes to gender inequality

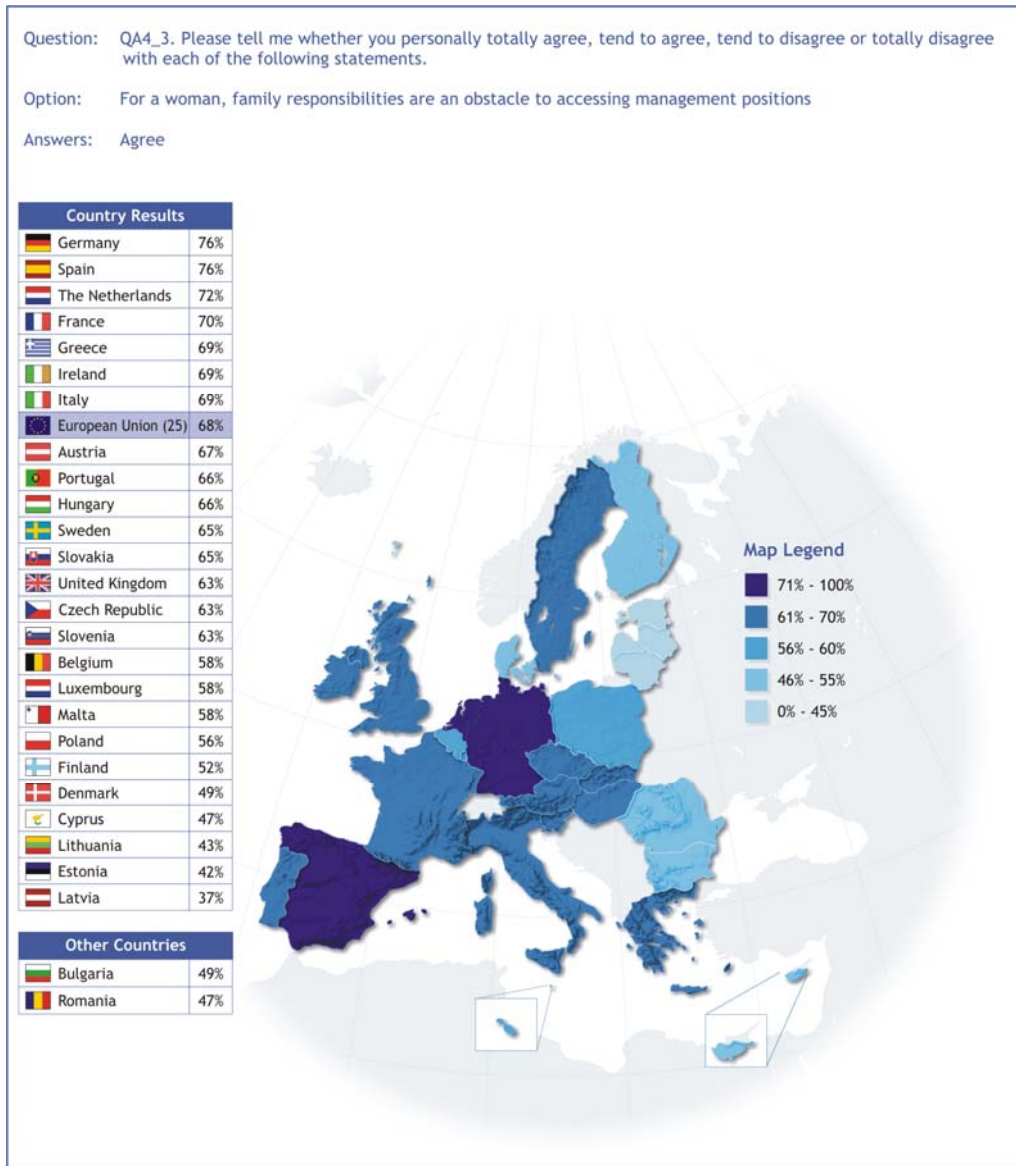
Public opinion in the Member States varies greatly when it comes to assessing these attitudes. In Spain (49%) and Hungary (48%), close to half of the public feels that women are at a disadvantage in society. At the same time, in five Member States, less than one respondent in five shares this view. In fact, in Denmark and Greece, there are just about as many people who feel that being a woman is an advantage. In Greece, 18% of respondents hold this view and in Denmark this hold for 15% of the respondents.



As one might expect, **women are more inclined than men are to say that women have a disadvantaged position in society (36% vs. 29%). Also people who feel that gender discrimination is widespread are far more likely to hold this opinion than are people who feel it is rare to feel that being a woman is a disadvantage (46% vs. 24%).**

QA6.9 In society, being a woman tends to be ...?	Total	By QA1.2 Discrimination on the basis of gender	
		Widespread	Rare
% An advantage	11%	11%	11%
% Neither	54%	41%	63%
% A disadvantage	33%	46%	24%
% Don't know	2%	2%	2%

Support for the view that for women family responsibilities are an obstacle to accessing management positions varies quite significantly among the countries surveyed. Support for this view is particularly widespread in Spain and in Germany (both 76%). The Spanish result is in line with the finding observed previously: it is the country where people are most likely to feel that being a woman is a disadvantage in society. People in the Baltic States are least likely to agree with this view.



Analyses of the socio-demographic characteristics show that women are only slightly more likely than men to hold this view with 70% of women agreeing against 65% of men. In terms of age, the analyses shows that young people are significantly more inclined than their older countrymen are to feel that it is rare for family responsibilities to be an obstacle for women in accessing management positions (33%).

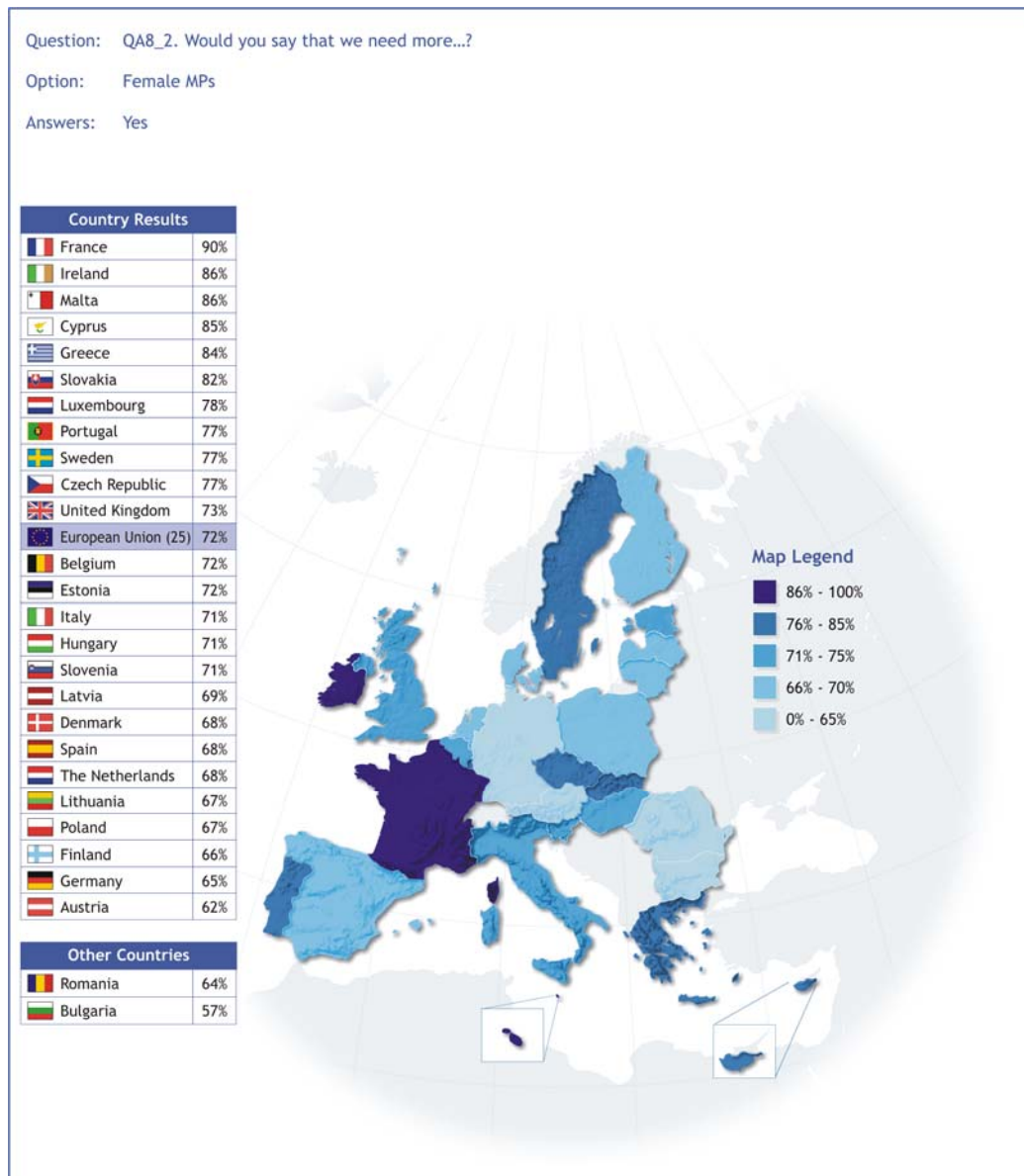
QA4.3 For a woman family responsibilities are an obstacle to accessing management positions	Total	BY AGE			
		Age 15-24	Age 25-39	Age 40-54	Age 55+
% Widespread	68%	61%	70%	69%	67%
% Rare	29%	33%	28%	29%	28%
% Don't know	4%	5%	3%	2%	5%

The analyses further shows that **people who feel that gender discrimination is widespread are somewhat more likely than are those who feel it is rare to agree that women family obligations pose obstacles to women.**

QA4.3 For a woman family responsibilities are an obstacle to accessing management positions	Total	By QA1.2 Discrimination on the basis of gender	
		Widespread	Rare
% Agree	68%	75%	63%
% Disagree	29%	22%	34%
% Don't know	4%	3%	3%

Related to this issue is the **desire to see more women in management positions in the workplace**. This view is on average held by 77% of European Union citizens, ranging from 67% in Hungary to 90% in France. **Women are significantly more likely than men are to feel that more women are needed in top positions** (83% vs. 71%).

Differences in public opinion are quite pronounced between the Member States concerning the view that there should be more female MPs. France is again the country where, at 90%, the highest proportion of people feels more female MPs are needed. Austria closes the list with 62%.



Again we find that **women are considerably more likely than men are to feel that more female MPs are needed**, though the differences are not as extreme (78% vs. 66%).

CONCLUSION

A large proportion of Europeans are of the opinion that discrimination is widespread in their country. Discrimination based on ethnic origin is felt to be the most widespread (almost 2 Europeans out of 3, 64%; however, results vary widely between countries). Around one in two European considers discrimination based on disability and sexual orientation to be widespread. Discrimination on the basis of age (46%), religion or beliefs (44%) and gender (40%) are also felt to occur, albeit at to slightly lesser extent.

Moreover, a significant share of European citizens have the feeling that discrimination based on ethnic origin has increased in the last 5 years. 6 out of 10 respondents believe that discrimination on the basis of gender and disability is now less widespread than 5 years ago.

A large majority of the European Union population is of the view that more women are needed in management positions (77%) and as MPs (72%). A large majority also think that disabled people (74%) and people over 50 (72%) are underrepresented in the workplace, and they would agree to see this situation improve.

A broad majority of European citizens believe that being disabled (79%), being a Roma (77%), being over 50 (69%) or having a different ethnic origin (62%) is a disadvantage in their society. At the same time, in all but four Member States, a majority of citizens find that people of a different ethnic origin than the rest of the population enrich the national culture.

When it comes to getting a job, disability and age are the two factors which European Union citizens believe put people most at a disadvantage. Close to 8 out of 10 respondents feel that with equivalent qualifications, a person aged 50 or over stands less chance when it comes to employment or promotion compared with a person aged under 50, and similarly disabled person compared with an able-bodied person. Whilst still cited by a majority, skin colour (59%) and ethnic origin (58%) are stated to a lesser extent as causes of disadvantage.

There is very broad support among European Union citizens for adopting measures that provide equal opportunities for everyone in the field of employment, ranging from 87% of Europeans in favour of specific measures for disabled people and older people to 66% when it comes to adopting specific measures depending on people's sexual orientation.-

On average, 51 % of Europeans think that not enough effort is made in their country to fight discrimination. Public opinion about efforts made to combat discrimination varies significantly between the Member States. Educational institutions and parents are most often seen as having to play an important role in combating discrimination, indicating that Europeans consider young people to be a principal target group in the fight against discrimination. Around a third of European Union citizens find that the media and their national government have an important role to play. A large majority of European Union citizens are willing to provide personal information relating to ethnic origin (75%), religion or beliefs (74%), health situation (71%) and sexual orientation (65%) on an anonymous basis as part of a census in order to combat discrimination.

Finally, the survey highlights that awareness of the existence of anti-discrimination laws remains quite low in the European Union. Disability is the only type of discrimination which more than half of the European public knows is prohibited by law when hiring employees. The public is least aware of legislation prohibiting discrimination on the basis of age (31%) and sexual orientation (30%). Only one third of European Union citizens (32%) know their rights should they become a victim of discrimination or harassment.

ANNEXES

TECHNICAL SPECIFICATIONS

SPECIAL EUROBAROMETER N° 263

“Discrimination in the European Union”

TECHNICAL SPECIFICATIONS

Between the 7th of June and the 12th of July 2006, TNS Opinion & Social, a consortium created between Taylor Nelson Sofres and EOS Gallup Europe, carried out wave 65.4 of the EUROBAROMETER, on request of the EUROPEAN COMMISSION, Directorate-General Communication, “Public Opinion and Media Monitoring”.

The SPECIAL EUROBAROMETER N°263 is part of wave 65.4 and covers the population of the respective nationalities of the European Union Member States, resident in each of the Member States and aged 15 years and over. The SPECIAL EUROBAROMETER N°263 has also been conducted in the two acceding countries (Bulgaria and Romania). In these countries, the survey covers the national population of citizens of the respective nationalities and the population of citizens of all the European Union Member States that are residents in those countries and have a sufficient command of one of the respective national language(s) to answer the questionnaire. The basic sample design applied in all states is a multi-stage, random (probability) one. In each country, a number of sampling points was drawn with probability proportional to population size (for a total coverage of the country) and to population density.

In order to do so, the sampling points were drawn systematically from each of the “administrative regional units”, after stratification by individual unit and type of area. They thus represent the whole territory of the countries surveyed according to the EUROSTAT NUTS II (or equivalent) and according to the distribution of the resident population of the respective nationalities in terms of metropolitan, urban and rural areas. In each of the selected sampling points, a starting address was drawn, at random. Further addresses (every Nth address) were selected by standard “random route” procedures, from the initial address. In each household, the respondent was drawn, at random (following the “closest birthday rule”). All interviews were conducted face-to-face in people's homes and in the appropriate national language. As far as the data capture is concerned, CAPI (*Computer Assisted Personal Interview*) was used in those countries where this technique was available.

ABBREVIATIONS	COUNTRIES	INSTITUTES	N° INTERVIEWS	FIELDWORK DATES		POPULATION 15 +
BE	Belgium	TNS Dimarso	1.032	14/06/2006	05/07/2006	8.598.982
CZ	Czech Rep.	TNS Aisa	1.011	13/06/2006	02/07/2006	8.571.710
DK	Denmark	TNS Gallup DK	1.045	12/06/2006	10/07/2006	4.380.063
DE	Germany	TNS Infratest	1.570	13/06/2006	08/07/2006	64.174.295
EE	Estonia	Emor	1.004	09/06/2006	03/07/2006	887.094
EL	Greece	TNS ICAP	1.000	12/06/2006	08/07/2006	8.674.230
ES	Spain	TNS Demoscopia	1.012	11/06/2006	08/07/2006	35.882.820
FR	France	TNS Sofres	1.009	13/06/2006	10/07/2006	44.010.619
IE	Ireland	TNS MRBI	1.000	07/06/2006	05/07/2006	3.089.775
IT	Italy	TNS Abacus	1.019	09/06/2006	10/07/2006	49.208.000
CY	Rep. of Cyprus	Synovate	504	07/06/2006	04/07/2006	552.213
LV	Latvia	TNS Latvia	1.019	13/06/2006	12/07/2006	1.394.351
LT	Lithuania	TNS Gallup Lithuania	1.004	13/06/2006	04/07/2006	2.803.661
LU	Luxembourg	TNS ILReS	506	07/06/2006	04/07/2006	367.199
HU	Hungary	TNS Hungary	1.015	10/06/2006	30/06/2006	8.503.379
MT	Malta	MISCO	500	09/06/2006	06/07/2006	322.917
NL	Netherlands	TNS NIPO	1.019	10/06/2006	04/07/2006	13.242.328
AT	Austria	Österreichisches Gallup-Institut	1.000	08/06/2006	02/07/2006	6.679.444
PL	Poland	TNS OBOP	1.000	10/06/2006	04/07/2006	31.610.437
PT	Portugal	TNS EUROTESTE	1.011	09/06/2006	07/07/2006	8.080.915
SI	Slovenia	RM PLUS	1.027	10/06/2006	10/07/2006	1.663.869
SK	Slovakia	TNS AISA SK	1.143	13/06/2006	29/06/2006	4.316.438
FI	Finland	TNS Gallup Oy	1.031	07/06/2006	06/07/2006	4.279.286
SE	Sweden	TNS GALLUP	1.002	13/06/2006	10/07/2006	7.376.680
UK	United Kingdom	TNS UK	1.313	08/06/2006	08/07/2006	47.685.578
BG	Bulgaria	TNS BBSS	1.025	07/06/2006	20/06/2006	6.695.512
RO	Romania	TNS CSOP	1.001	13/06/2006	30/06/2006	18.145.036
TOTAL			26.822	07/06/2006	12/07/2006	391.196.831

For each country a comparison between the sample and the universe was carried out. The Universe description was derived from Eurostat population data or from national statistics offices. For all countries surveyed, a national weighting procedure, using marginal and intercellular weighting, was carried out based on this Universe description. In all countries, gender, age, region and size of locality were introduced in the iteration procedure. For international weighting (i.e. EU averages), TNS Opinion & Social applies the official population figures as provided by EUROSTAT or national statistic offices. The total population figures for input in this post-weighting procedure are listed above.

Readers are reminded that survey results are estimations, the accuracy of which, everything being equal, rests upon the sample size and upon the observed percentage. With samples of about 1,000 interviews, the real percentages vary within the following confidence limits:

Observed percentages	10% or 90%	20% or 80%	30% or 70%	40% or 60%	50%
Confidence limits	± 1.9 points	± 2.5 points	± 2.7 points	± 3.0 points	± 3.1 points

QUESTIONNAIRE

IF OTHER or DK THEN CLOSE INTERVIEW

Discrimination is understood to mean when a person or group are treated less favourably than others because of a specific personal feature.

QA1

For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)?
Discrimination on the basis of...

(SHOW CARD WITH SCALE – ONE ANSWER PER LINE)

	(READ OUT – ROTATE)	Very wide spread	Fairly wide spread	Fairly rare	Very rare	Non- existent (SP ONT ANE OUS)	DK
1	Ethnic origin	1	2	3	4	5	6
2	Gender	1	2	3	4	5	6
3	Sexual orientation	1	2	3	4	5	6
4	Age	1	2	3	4	5	6
5	Religion or beliefs	1	2	3	4	5	6
6	Disability	1	2	3	4	5	6

NEW

SI AUTRE ou NSP ALORS FIN D'INTERVIEW

On parle de discrimination quand une personne ou un groupe de personnes sont traitées de manière moins favorable que d'autres en raison d'une caractéristique spécifique personnelle.

QA1

Pour chacun des types de discrimination suivants, dites-moi si, selon vous, il s'agit de quelque chose de très répandu, assez répandu, plutôt rare ou très rare en (NOTRE PAYS). Des discriminations sur base ...

(MONTRER CARTE AVEC ECHELLE – UNE SEULE REPONSE PAR LIGNE)

	(LIRE – ROTATION)	Très répa ndu	Plutôt répa ndu	Plutôt rare	Très rare	Inexi stant (SP ONT ANE)	NSP
1	De l'origine ethnique	1	2	3	4	5	6
2	Du sexe	1	2	3	4	5	6
3	De l'orientation sexuelle	1	2	3	4	5	6
4	De l'âge	1	2	3	4	5	6
5	De la religion ou des convictions	1	2	3	4	5	6
6	D'un handicap	1	2	3	4	5	6

NOUVEAU

QA2	If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...
-----	--

QA2	Et diriez-vous que par rapport à il y a 5 ans, les discriminations suivantes sont plus répandues ou moins répandues en (NOTRE PAYS) ? Des discriminations sur base ...
-----	--

(SHOW CARD WITH SCALE -- ONE ANSWER PER LINE)

	(READ OUT -- ROTATE)	Far more widespread	Slightly more widespread	Slightly less widespread	Far less widespread	DK
1	Ethnic origin	1	2	3	4	5
2	Gender	1	2	3	4	5
3	Sexual orientation	1	2	3	4	5
4	Age	1	2	3	4	5
5	Religion or beliefs	1	2	3	4	5
6	Disability	1	2	3	4	5

(MONTRER CARTE AVEC ECHELLE -- UNE SEULE REPONSE PAR LIGNE)

	(LIRE -- ROTATION)	Beaucoup plus répandues	Un peu plus répandues	Un peu moins répandues	Beaucoup moins répandues	NSP
1	De l'origine ethnique	1	2	3	4	5
2	Du sexe	1	2	3	4	5
3	De l'orientation sexuelle	1	2	3	4	5
4	De l'âge	1	2	3	4	5
5	De la religion ou des convictions	1	2	3	4	5
6	D'un handicap	1	2	3	4	5

NEW

NOUVEAU

QA3	Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.
-----	---

QA3	Pourriez-vous me dire si vous êtes personnellement tout à fait d'accord, plutôt d'accord, plutôt pas d'accord ou pas du tout d'accord avec chacune des propositions suivantes.
-----	--

(SHOW CARD WITH SCALE – ONE ANSWER PER LINE)

	(READ OUT)	Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK
1	In (OUR COUNTRY), the police stops and questions more frequently people of different ethnic origin than the rest of the population	1	2	3	4	5
2	Homosexuality is still a taboo in (OUR COUNTRY)	1	2	3	4	5
3	In (OUR COUNTRY) people over 50 are often considered as being no longer capable of working efficiently	1	2	3	4	5
4	In (OUR COUNTRY), everyone is free to practise his(her) faith as they wish	1	2	3	4	5

NEW

(MONTRER CARTE AVEC ECHELLE – UNE SEULE REPONSE PAR LIGNE)

	(LIRE)	Tout à fait d'accord	Plutôt d'accord	Plutôt pas d'accord	Pas du tout d'accord	NSP
1	En (NOTRE PAYS), les personnes d'une autre origine ethnique que le reste de la population sont davantage contrôlées par la police	1	2	3	4	5
2	L'homosexualité reste un sujet tabou en (NOTRE PAYS)	1	2	3	4	5
3	On considère souvent en (NOTRE PAYS) qu'à partir de 50 ans une personne ne peut plus effectuer son travail efficacement	1	2	3	4	5
4	En (NOTRE PAYS), chacun(e) est libre de pratiquer sa religion comme il(elle) l'entend	1	2	3	4	5

NOUVEAU

QA4	Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.
-----	---

QA4	Et pour chacune des affirmations suivantes, dites-moi si vous êtes personnellement tout à fait d'accord, plutôt d'accord, plutôt pas d'accord ou pas du tout d'accord avec elle.
-----	--

(SHOW CARD WITH SCALE -- ONE ANSWER PER LINE)

	(READ OUT)	Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK
1	People of different ethnic origin than the rest of the population living in (OUR COUNTRY) enrich the (NATIONALITY) culture	1	2	3	4	5
2	Getting into night clubs is harder for people of different ethnic origin than for the rest of the population	1	2	3	4	5
3	For a woman, family responsibilities are an obstacle to accessing management positions	1	2	3	4	5
4	It is difficult for a homosexual to state his(her) sexual orientation in the workplace	1	2	3	4	5
5	The wearing of visible religious symbols in the workplace is acceptable	1	2	3	4	5
6	More money should be spent on eliminating physical obstacles which make the lives of those who have a disability difficult	1	2	3	4	5

NEW

(MONTRER CARTE AVEC ECHELLE -- UNE SEULE REPONSE PAR LIGNE)

	(LIRE)	Tout à fait d'accord	Plutôt d'accord	Plutôt pas d'accord	Pas du tout d'accord	NSP
1	Les populations d'une autre origine ethnique que le reste de la population habitant en (NOTRE PAYS) constituent un enrichissement pour la culture (NATIONALITE)	1	2	3	4	5
2	Les personnes d'une autre origine ethnique ont plus de mal à entrer dans les discothèques que le reste de la population	1	2	3	4	5
3	Les responsabilités familiales sont des obstacles pour que les femmes accèdent à des postes de direction	1	2	3	4	5
4	Il est difficile pour une personne homosexuelle de faire état de son orientation sexuelle sur son lieu de travail	1	2	3	4	5
5	Le port de signes religieux visibles sur le lieu de travail est acceptable	1	2	3	4	5
6	Plus d'argent devrait être dépensé pour supprimer les barrières physiques qui compliquent la vie des personnes handicapées	1	2	3	4	5

NOUVEAU

QA5	In (OUR COUNTRY), when a company wants to hire someone and has the choice between two candidates with equal skills and qualifications, which of the following criteria may, in your opinion, put one candidate at a disadvantage?
-----	---

QA5	En (NOTRE PAYS), lorsqu'une entreprise cherche à embaucher quelqu'un et qu'elle a le choix entre deux candidats de compétences et de qualifications égales, quels sont dans la liste suivante tous les critères qui, selon vous, peuvent défavoriser un candidat ?
-----	--

(SHOW CARD – READ OUT – ROTATE – MULTIPLE ANSWERS POSSIBLE)	
1,	The candidate's name
2,	The candidate's address
3,	The candidate's way of speaking, his or her accent
4,	The candidate's skin colour or ethnic origin
5,	The candidate's gender
6,	The candidate's sexual orientation
7,	The candidate's age
8,	A disability
9,	The expression of a religious belief (for example wearing a visible religious symbol)
10,	Whether the candidate is a smoker or not
11,	The candidate's look, dress-sense or presentation
12,	The candidate's general physical appearance (size, weight, face etc.)
13,	None of those (SPONTANEOUS)
14,	Others (SPONTANEOUS)
15,	DK
NEW	

(MONTRER CARTE – LIRE – ROTATION – PLUSIEURS REPONSES POSSIBLES)	
1,	Le nom du candidat
2,	L'adresse du candidat
3,	La façon de parler, l'accent du candidat
4,	La couleur de peau ou l'origine ethnique du candidat
5,	Le sexe du candidat
6,	L'orientation sexuelle du candidat
7,	L'âge du candidat
8,	L'existence d'un handicap
9,	L'expression d'une conviction religieuse (par exemple le port d'un signe religieux visible)
10,	Le fait que le candidat fume ou pas
11,	Le look, la façon de s'habiller ou de se présenter du candidat
12,	L'apparence physique générale du candidat (taille, poids, visage, etc.)
13,	Aucun de ceux-là (SPONTANÉ)
14,	Autres (SPONTANÉ)
15,	NSP
NOUVEAU	

QA6	Would you say that the fact of belonging to the following groups tends to be an advantage or a disadvantage, or neither, in (NATIONALITY) society at the current time? The fact of...																																																												
(ONE ANSWER PER LINE)																																																													
	<table border="1"> <thead> <tr> <th></th> <th>(READ OUT – ROTATE)</th> <th>Tends to be an advantage</th> <th>Tends to be a disadvantage</th> <th>Neither</th> <th>DK</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Being a person of a different ethnic origin than the rest of the population</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>2</td> <td>Being a Roma</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>3</td> <td>Being aged under 25</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>4</td> <td>Being a man</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>5</td> <td>Being homosexual</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>6</td> <td>Being aged over 50</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>7</td> <td>Being disabled</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>8</td> <td>Being part of a religion that is different from the main religion in the country</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>9</td> <td>Being a woman</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> </tbody> </table>		(READ OUT – ROTATE)	Tends to be an advantage	Tends to be a disadvantage	Neither	DK	1	Being a person of a different ethnic origin than the rest of the population	1	2	3	4	2	Being a Roma	1	2	3	4	3	Being aged under 25	1	2	3	4	4	Being a man	1	2	3	4	5	Being homosexual	1	2	3	4	6	Being aged over 50	1	2	3	4	7	Being disabled	1	2	3	4	8	Being part of a religion that is different from the main religion in the country	1	2	3	4	9	Being a woman	1	2	3	4
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NEW																																																													

QA6	Diriez-vous que le fait d'appartenir à chacun des groupes suivants constitue plutôt un avantage, plutôt un inconvénient ou ni l'un ni l'autre dans la société (NATIONALITE) d'aujourd'hui ? Le fait ...																																																												
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NOUVEAU																																																													

QA7	Would you say that, with equivalent qualifications or diplomas, the following people would be less likely, as likely or more likely than others to get a job, be accepted for training or be promoted?				

(ONE ANSWER PER LINE)

	(READ OUT – ROTATE)	Less likely	As likely	More likely	DK
1	A woman compared with a man	1	2	3	4
2	A person aged over 50 compared with a person aged under 50	1	2	3	4
3	A disabled person compared with an able-bodied person	1	2	3	4
4	A foreigner compared to a (NATIONALITY)	1	2	3	4
5	A person who is not White compared to a White person	1	2	3	4
6	A person of different ethnic origin than the rest of the population	1	2	3	4
7	A homosexual person compared with a heterosexual person	1	2	3	4
8	A person who practises a different religion than that of the rest of the country	1	2	3	4
9	A person aged under 25 compared with a person aged over 25	1	2	3	4

NEW

QA7	Pensez-vous qu'à qualifications ou diplômes équivalents, les personnes suivantes auraient moins de chances, les mêmes chances ou plus de chances que les autres de décrocher un travail, une formation ou une promotion ?				

(UNE SEULE REPONSE PAR LIGNE)

	(LIRE – ROTATION)	Moins de chances	Les mêmes chances	Plus de chances	NSP
1	Une femme par rapport à un homme	1	2	3	4
2	Une personne de plus de 50 ans par rapport à une personne de moins de 50 ans	1	2	3	4
3	Une personne handicapée par rapport à une personne non handicapée	1	2	3	4
4	Un étranger par rapport à un (NATIONALITE)	1	2	3	4
5	Une personne non blanche par rapport à une personne blanche	1	2	3	4
6	Une personne d'une autre origine ethnique que le reste de la population	1	2	3	4
7	Une personne homosexuelle par rapport à une personne hétérosexuelle	1	2	3	4
8	Une personne qui pratique une religion différente de celle du reste du pays	1	2	3	4
9	Une personne de moins de 25 ans par rapport à une personne de plus de 25 ans	1	2	3	4

NOUVEAU

QA8	Would you say that we need more....?
-----	--------------------------------------

QA8	Pensez-vous qu'il faudrait plus de ... ?
-----	--

(SHOW CARD WITH SCALE – ONE ANSWER PER LINE)

	(READ OUT – ROTATE)	Yes, definitely	Yes, probably	No, probably not	No, definitely not	DK
1	MPs of a different ethnic origin than the rest of the population	1	2	3	4	5
2	Female MPs	1	2	3	4	5
3	Women in management positions in the workplace	1	2	3	4	5
4	People aged over 50 in companies	1	2	3	4	5
5	Disabled people in the workplace	1	2	3	4	5

NEW

(MONTRER CARTE AVEC ECHELLE – UNE SEULE REPONSE PAR LIGNE)

	(LIRE – ROTATION)	Oui, tout à fait	Oui, plutôt	Non, plutôt pas	Non, pas du tout	NSP
1	Députés d'une autre origine ethnique que le reste de la population	1	2	3	4	5
2	Députés femmes	1	2	3	4	5
3	Femmes à des postes de direction dans le milieu du travail	1	2	3	4	5
4	Personnes âgées de plus de 50 ans dans les entreprises	1	2	3	4	5
5	Personnes handicapées dans le milieu du travail	1	2	3	4	5

NOUVEAU

QA9	Would you be in favour of or opposed to specific measures being adopted to provide equal opportunities for everyone in the field of employment? Specific measures for people depending on their ...
-----	---

(SHOW CARD WITH SCALE -- ONE ANSWER PER LINE)

	(READ OUT -- ROTATE)	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK
1	Ethnic origin	1	2	3	4	5
2	Gender	1	2	3	4	5
3	Age	1	2	3	4	5
4	Religious beliefs or their convictions	1	2	3	4	5
5	Disability	1	2	3	4	5
6	Sexual orientation	1	2	3	4	5

NEW

QA10	In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?
------	---

(SHOW CARD -- READ OUT -- ONE ANSWER ONLY)

Yes, definitely	1
Yes, to some extent	2
No, not really	3
No, definitely not	4
DK	5

NEW

--

QA9	Seriez-vous favorable ou opposé(e) à la mise en place de mesures spécifiques destinées à donner à tous des chances égales dans le domaine de l'emploi ? Des mesures spécifiques à des personnes en fonction ...
-----	---

(MONTRER CARTE AVEC ECHELLE -- UNE SEULE REPONSE PAR LIGNE)

	(LIRE -- ROTATION)	Tout à fait favorable	Plutôt favorable	Plutôt opposé(e)	Tout à fait opposé(e)	NSP
1	De leur origine ethnique	1	2	3	4	5
2	De leur sexe	1	2	3	4	5
3	De leur âge	1	2	3	4	5
4	De leur appartenance religieuse ou de leurs convictions	1	2	3	4	5
5	De leur handicap	1	2	3	4	5
6	De leur orientation sexuelle	1	2	3	4	5

NOUVEAU

QA10	D'une manière générale, diriez-vous que l'on fait suffisamment d'efforts en (NOTRE PAYS) pour lutter contre toute forme de discrimination ?
------	---

(MONTRER CARTE -- LIRE -- UNE SEULE REPONSE)

Oui, tout à fait	1
Oui, plutôt	2
Non, plutôt pas	3
Non, pas du tout	4
NSP	5

NOUVEAU

QA11	In your opinion, which of the following have an important role to play in combating discrimination?	
QA11	A votre avis, parmi les acteurs suivants, quels sont ceux qui ont un rôle important à jouer en matière de lutte contre les discriminations ?	

(READ OUT – ROTATE – MAX. 3 ANSWERS)		
1,	Schools and universities	1,
2,	Employers/ Companies	2,
3,	Trade unions	3,
4,	The media	4,
5,	Political parties	5,
6,	The (NATIONALITY) Government	6,
7,	Local or regional authorities	7,
8,	Parents	8,
9,	Religious authorities	9,
10,	NGO's, associations	10,
11,	(NATIONALITY) Parliament (USE THE EXACT NAME OF THE LOWER HOUSE)	11,
12,	International institutions (such as the Council of Europe, the UN, etc.)	12,
13,	The European Union	13,
14,	None (SPONTANEOUS)	14,
15,	Other (SPONTANEOUS)	15,
16,	DK	16,
NEW		

(LIRE – ROTATION – MAX. 3 REPONSES)		
1,	Les écoles et universités	1,
2,	Les employeurs\ entreprises	2,
3,	Les syndicats	3,
4,	Les médias	4,
5,	Les partis politiques	5,
6,	Le Gouvernement (NATIONALITE)	6,
7,	Les autorités locales ou régionales	7,
8,	Les parents	8,
9,	Les autorités religieuses	9,
10,	Les ONG, les associations	10,
11,	Le Parlement (NATIONALITE) (UTILISER LA DENOMINATION EXACTE DE LA CHAMBRE BASSE)	11,
12,	Les institutions internationales (comme le Conseil de l'Europe, l'ONU, etc.)	12,
13,	L'Union européenne	13,
14,	Aucun (SPONTANE)	14,
15,	Autre (SPONTANE)	15,
16,	NSP	16,
NOUVEAU		

QA12	Please tell me whether, in your opinion, in (OUR COUNTRY) there is a law which prohibits the following types of discrimination when hiring new employees. Discrimination on the basis of...

(ONE ANSWER PER LINE)

	(READ OUT – ROTATE)	Yes, there is such a law	No, there is no such law	DK
1	Ethnic origin	1	2	3
2	Gender	1	2	3
3	Sexual orientation	1	2	3
4	Age	1	2	3
5	Religion or beliefs	1	2	3
6	Disability	1	2	3

NEW

QA13	If you were the victim of discrimination at the workplace, to whom would you first turn for help?
------	---

(SHOW CARD – READ OUT – MAX. 2 ANSWERS)

A national body for equal treatment	1,
A lawyer to take legal action	2,
A trade union	3,
An association	4,
International institutions (such as the Council of Europe, the UN, etc.)	5,
The European Union	5,
None (SPONTANEOUS)	6,
Other (SPONTANEOUS)	7,
DK	8,

NEW

QA12	Dites-moi si, selon vous, il existe en (NOTRE PAYS) une législation qui interdit les types de discrimination suivants en matière d'embauche. Des discriminations sur base ...

(UNE SEULE REPONSE PAR LIGNE)

	(LIRE – ROTATION)	Oui, une législation existe	Non, aucune législation n'existe	NSP
1	De l'origine ethnique	1	2	3
2	Du sexe	1	2	3
3	De l'orientation sexuelle	1	2	3
4	De l'âge	1	2	3
5	De la religion ou des convictions	1	2	3
6	D'un handicap	1	2	3

NOUVEAU

QA13	Si vous étiez victime d'une discrimination au travail, vers qui vous tourneriez-vous en priorité pour obtenir de l'aide ?
------	---

(MONTRER CARTE – LIRE – MAX. 2 REPONSES)

Un Organisme national pour l'égalité de traitement	1,
Un avocat pour entamer une action en justice	2,
Un syndicat	3,
Une association	4,
Les institutions internationales (comme le Conseil de l'Europe, l'ONU, etc.)	5,
L'Union européenne	5,
Aucune (SPONTANÉ)	6,
Autre (SPONTANÉ)	7,
NSP	8,

NOUVEAU

QA14	Do you know your rights if you are the victim of discrimination or harassment? (M)
(READ OUT)	
Yes	1
No	2
That depends (SPONTANEOUS)	3
DK	4
EB57.0 Q56 TREND MODIFIED	

QA14	Connaissez-vous vos droits si vous faites l'objet d'une discrimination ou d'un harcèlement ? (M)
(LIRE)	
Oui	1
Non	2
Cela dépend (SPONTANE)	3
NSP	4
EB57.0 Q56 TREND MODIFIE	

QA15	Would you be in favour or opposed to providing, on an anonymous basis, information about (INSERT ITEM) as part of a census, if that could help to combat discrimination in (OUR COUNTRY)?
(SHOW CARD WITH SCALE – ONE ANSWER PER LINE)	

QA15	Seriez-vous favorable ou opposé(e) à communiquer de manière anonyme une information sur (INSERER ITEM) dans le cadre d'un recensement, si cela contribuait à lutter contre les discriminations en (NOTRE PAYS) ?
(MONTRER CARTE AVEC ECHELLE – UNE SEULE REPONSE PAR LIGNE)	

	(READ OUT – ROTATE)	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK
1	Your ethic origin	1	2	3	4	5
2	Your religion or beliefs	1	2	3	4	5
3	Your health situation	1	2	3	4	5
4	Your sexual orientation	1	2	3	4	5
NEW						

	(LIRE – ROTATION)	Tout à fait favorable	Plutôt favorable	Plutôt opposé(e)	Tout à fait opposé(e)	NSP
1	Voire origine ethnique	1	2	3	4	5
2	Voire religion ou vos convictions	1	2	3	4	5
3	Voire situation de santé	1	2	3	4	5
4	Voire orientation sexuelle	1	2	3	4	5
NOUVEAU						

TABLES

QA1.1 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

Ethnic origin

	TOTAL	Very widespread	Fairly widespread	Fairly rare	Very rare	Non-existent (SPONTANEOUS)	DK	Widespread	Rare
UE25 EU25	24796	19%	45%	22%	8%	2%	4%	64%	30%
BE	1032	30%	48%	17%	4%	0%	0%	78%	21%
CZ	1011	38%	38%	33%	11%	2%	3%	51%	44%
DK	1045	25%	53%	16%	3%	0%	1%	79%	19%
D-W	1053	9%	38%	30%	13%	6%	3%	47%	44%
DE	1570	10%	38%	30%	13%	5%	3%	48%	43%
D-E	517	13%	39%	31%	12%	2%	3%	52%	43%
EE	1004	7%	30%	33%	15%	9%	6%	37%	48%
EL	1000	28%	48%	17%	6%	1%	0%	76%	23%
ES	1012	18%	53%	16%	7%	2%	4%	71%	23%
FR	1009	35%	45%	13%	3%	1%	3%	80%	16%
IE	1000	13%	44%	26%	10%	1%	6%	57%	36%
IT	1019	22%	55%	16%	4%	1%	2%	77%	20%
CY	504	24%	47%	15%	10%	2%	2%	71%	24%
LV	1019	5%	25%	33%	17%	13%	8%	29%	50%
LT	1004	4%	19%	34%	25%	8%	9%	23%	59%
LU	506	13%	33%	38%	10%	1%	5%	45%	48%
HU	1015	21%	46%	20%	9%	2%	3%	66%	29%
MT	500	25%	44%	17%	4%	0%	10%	69%	20%
NL	1019	26%	57%	14%	2%	0%	1%	83%	16%
AT	1000	14%	42%	28%	7%	3%	6%	56%	35%
PL	1000	6%	27%	39%	16%	7%	5%	33%	55%
PT	1011	16%	45%	25%	9%	2%	3%	61%	34%
SI	1027	10%	46%	32%	8%	1%	4%	55%	39%
SK	1143	10%	39%	34%	13%	2%	2%	49%	47%
FI	1031	12%	58%	23%	5%	0%	2%	70%	28%
SE	1002	17%	68%	12%	2%	-	1%	85%	14%
UK	1313	20%	48%	22%	4%	0%	6%	68%	27%
BG	1025	16%	26%	20%	12%	21%	4%	42%	33%
RO	1001	8%	31%	25%	13%	13%	9%	39%	39%

QA1.2 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

Gender

	TOTAL	Very widespread	Fairly widespread	Fairly rare	Very rare	Non-existent (SPONTANEOUS)	DK	Widespread	Rare
UE25 EU25	24796	7%	32%	35%	18%	5%	3%	40%	53%
BE	1032	6%	30%	42%	21%	2%	1%	35%	62%
CZ	1011	10%	31%	38%	17%	3%	1%	41%	54%
DK	1045	3%	23%	41%	28%	3%	2%	26%	69%
D-W	1053	3%	17%	33%	33%	12%	2%	20%	66%
DE	1570	3%	18%	33%	33%	11%	2%	21%	66%
D-E	517	5%	20%	32%	33%	7%	3%	25%	65%
EE	1004	3%	25%	30%	18%	15%	8%	29%	48%
EL	1000	13%	27%	29%	24%	6%	0%	41%	53%
ES	1012	11%	44%	26%	11%	4%	5%	55%	37%
FR	1009	10%	38%	37%	11%	1%	3%	49%	48%
IE	1000	4%	22%	34%	28%	5%	7%	26%	62%
IT	1019	10%	46%	30%	11%	3%	1%	56%	40%
CY	504	12%	33%	20%	20%	13%	1%	46%	40%
LV	1019	2%	19%	29%	24%	22%	4%	21%	53%
LT	1004	7%	29%	26%	20%	8%	10%	35%	47%
LU	506	8%	24%	38%	20%	4%	6%	33%	58%
HU	1015	9%	36%	32%	16%	6%	2%	45%	47%
MT	500	11%	34%	32%	12%	2%	8%	45%	44%
NL	1019	3%	26%	47%	21%	1%	1%	30%	69%
AT	1000	7%	23%	37%	18%	11%	4%	30%	55%
PL	1000	5%	25%	37%	20%	10%	3%	30%	58%
PT	1011	11%	37%	30%	14%	5%	3%	47%	45%
SI	1027	6%	34%	41%	14%	2%	3%	40%	55%
SK	1143	6%	26%	39%	24%	4%	2%	32%	63%
FI	1031	2%	21%	52%	20%	3%	1%	24%	73%
SE	1002	6%	44%	37%	9%	0%	3%	50%	46%
UK	1313	7%	33%	41%	13%	1%	5%	40%	54%
BG	1025	5%	17%	23%	19%	30%	5%	22%	42%
RO	1001	6%	25%	26%	18%	16%	9%	32%	43%

QA1.3 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

Sexual orientation

	TOTAL	Very widespread	Fairly widespread	Fairly rare	Very rare	Non-existent (SPONTANEOUS)	DK	Widespread	Rare
UE25 EU25	24796	12%	38%	25%	11%	3%	6%	50%	41%
BE	1032	11%	38%	39%	11%	0%	1%	49%	50%
CZ	1011	7%	24%	43%	17%	0%	5%	30%	60%
DK	1045	4%	23%	43%	22%	1%	6%	27%	65%
D-W	1053	5%	26%	36%	19%	8%	6%	31%	54%
DE	1570	6%	26%	36%	20%	7%	6%	31%	55%
D-E	517	6%	25%	36%	23%	5%	6%	31%	59%
EE	1004	4%	21%	26%	17%	10%	22%	26%	43%
EL	1000	24%	43%	20%	10%	1%	1%	68%	30%
ES	1012	8%	41%	28%	14%	3%	6%	49%	42%
FR	1009	14%	43%	30%	5%	1%	7%	57%	36%
IE	1000	6%	32%	31%	17%	2%	12%	38%	48%
IT	1019	18%	55%	18%	6%	1%	2%	73%	24%
CY	504	42%	30%	14%	7%	2%	4%	72%	22%
LV	1019	7%	26%	21%	17%	16%	14%	32%	37%
LT	1004	12%	30%	19%	13%	5%	20%	42%	33%
LU	506	10%	26%	35%	14%	2%	12%	36%	50%
HU	1015	9%	26%	28%	20%	4%	12%	36%	48%
MT	500	17%	39%	23%	7%	1%	12%	56%	31%
NL	1019	8%	42%	40%	9%	0%	2%	50%	48%
AT	1000	9%	33%	34%	12%	3%	8%	43%	46%
PL	1000	24%	35%	20%	7%	5%	10%	59%	26%
PT	1011	21%	46%	20%	6%	1%	6%	67%	26%
SI	1027	13%	47%	27%	6%	1%	6%	61%	33%
SK	1143	7%	26%	37%	21%	3%	6%	33%	58%
FI	1031	7%	42%	37%	9%	1%	5%	49%	45%
SE	1002	12%	51%	27%	5%	-	5%	63%	32%
UK	1313	10%	37%	34%	9%	0%	8%	48%	43%
BG	1025	5%	21%	16%	14%	19%	25%	25%	30%
RO	1001	19%	28%	14%	11%	9%	19%	47%	25%

QA1.4 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

Age

	TOTAL	Very widespread	Fairly widespread	Fairly rare	Very rare	Non-existent (SPONTANEOUS)	DK	Widespread	Rare
UE25 EU25	24796	11%	35%	33%	16%	4%	3%	46%	48%
BE	1032	9%	33%	40%	17%	1%	1%	42%	56%
CZ	1011	22%	40%	25%	9%	1%	1%	63%	34%
DK	1045	8%	30%	37%	22%	2%	2%	37%	59%
D-W	1053	8%	26%	33%	25%	7%	2%	33%	57%
DE	1570	9%	26%	32%	25%	7%	2%	34%	57%
D-E	517	13%	26%	27%	28%	5%	2%	39%	55%
EE	1004	9%	38%	25%	12%	10%	5%	48%	37%
EL	1000	16%	31%	25%	22%	5%	0%	47%	47%
ES	1012	9%	36%	30%	14%	6%	4%	45%	45%
FR	1009	12%	38%	37%	10%	1%	2%	50%	47%
IE	1000	6%	24%	37%	23%	5%	5%	30%	60%
IT	1019	9%	39%	32%	14%	4%	2%	49%	45%
CY	504	16%	32%	21%	13%	10%	2%	48%	41%
LV	1019	12%	43%	21%	14%	7%	3%	55%	35%
LT	1004	15%	39%	21%	14%	5%	6%	53%	35%
LU	506	8%	23%	35%	24%	5%	5%	31%	59%
HU	1015	21%	45%	20%	9%	3%	2%	66%	29%
MT	500	10%	29%	34%	14%	4%	9%	39%	48%
NL	1019	9%	44%	32%	14%	0%	1%	53%	46%
AT	1000	11%	34%	32%	14%	5%	3%	46%	47%
PL	1000	10%	29%	33%	18%	6%	3%	40%	51%
PT	1011	11%	37%	30%	14%	5%	3%	48%	44%
SI	1027	6%	35%	40%	13%	3%	3%	41%	53%
SK	1143	15%	38%	27%	16%	3%	1%	53%	43%
FI	1031	6%	43%	40%	9%	1%	0%	49%	49%
SE	1002	5%	32%	43%	17%	1%	3%	36%	60%
UK	1313	12%	39%	33%	12%	1%	4%	51%	45%
BG	1025	16%	35%	18%	10%	17%	4%	51%	28%
RO	1001	11%	35%	22%	10%	13%	9%	46%	32%

QA1.5 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

Religion or beliefs

	TOTAL	Very widespread	Fairly widespread	Fairly rare	Very rare	Non-existent (SPONTANEOUS)	DK	Widespread	Rare
UE25 EU25	24796	11%	34%	31%	17%	5%	3%	44%	47%
BE	1032	19%	41%	29%	9%	0%	1%	60%	39%
CZ	1011	2%	10%	42%	35%	9%	2%	11%	77%
DK	1045	16%	45%	25%	10%	1%	2%	62%	35%
D-W	1053	7%	26%	31%	26%	9%	2%	33%	56%
DE	1570	6%	26%	32%	26%	8%	2%	32%	58%
D-E	517	3%	24%	37%	27%	6%	4%	27%	64%
EE	1004	2%	13%	33%	26%	19%	8%	14%	59%
EL	1000	16%	27%	26%	24%	7%	0%	43%	50%
ES	1012	5%	26%	34%	22%	7%	6%	31%	56%
FR	1009	19%	44%	28%	5%	1%	3%	63%	33%
IE	1000	4%	21%	34%	29%	6%	5%	25%	64%
IT	1019	13%	48%	24%	10%	3%	1%	62%	34%
CY	504	15%	32%	25%	19%	6%	3%	48%	44%
LV	1019	1%	9%	26%	32%	26%	6%	10%	57%
LT	1004	3%	12%	31%	32%	12%	10%	15%	63%
LU	506	9%	23%	37%	21%	4%	5%	32%	58%
HU	1015	3%	16%	28%	33%	17%	4%	19%	60%
MT	500	12%	35%	29%	15%	4%	5%	47%	44%
NL	1019	13%	47%	33%	7%	0%	1%	59%	39%
AT	1000	10%	34%	35%	12%	6%	3%	44%	47%
PL	1000	8%	21%	37%	21%	10%	2%	29%	58%
PT	1011	8%	31%	32%	19%	7%	3%	39%	51%
SI	1027	9%	40%	36%	10%	2%	4%	46%	46%
SK	1143	2%	12%	32%	45%	7%	3%	14%	77%
FI	1031	2%	22%	55%	17%	1%	2%	24%	72%
SE	1002	11%	45%	33%	8%	0%	3%	56%	41%
UK	1313	16%	41%	28%	8%	1%	5%	57%	37%
BG	1025	6%	12%	18%	19%	35%	9%	19%	38%
RO	1001	5%	20%	24%	18%	23%	9%	25%	42%

QA1.6 For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

Disability

	TOTAL	Very widespread	Fairly widespread	Fairly rare	Very rare	Non-existent (SPONTANEOUS)	DK	Widespread	Rare
UE25 EU25	24796	12%	40%	30%	12%	3%	3%	53%	42%
BE	1032	13%	40%	36%	10%	1%	1%	53%	46%
CZ	1011	15%	35%	32%	13%	2%	2%	50%	45%
DK	1045	4%	28%	41%	23%	2%	2%	32%	64%
D-W	1053	8%	29%	32%	20%	7%	3%	37%	53%
DE	1570	8%	30%	33%	20%	7%	3%	37%	53%
D-E	517	8%	32%	37%	17%	4%	1%	41%	54%
EE	1004	9%	40%	26%	11%	8%	7%	49%	36%
EL	1000	17%	38%	23%	17%	4%	0%	56%	40%
ES	1012	10%	44%	26%	12%	3%	5%	54%	38%
FR	1009	20%	46%	27%	5%	0%	2%	66%	32%
IE	1000	7%	28%	34%	23%	4%	5%	35%	56%
IT	1019	15%	53%	23%	6%	1%	2%	68%	29%
CY	504	15%	32%	21%	22%	8%	3%	47%	43%
LV	1019	11%	40%	23%	11%	8%	7%	51%	34%
LT	1004	14%	40%	22%	12%	4%	8%	53%	35%
LU	506	10%	26%	36%	20%	3%	5%	36%	56%
HU	1015	16%	42%	28%	9%	2%	3%	58%	37%
MT	500	9%	26%	35%	21%	5%	5%	34%	56%
NL	1019	10%	43%	35%	10%	0%	2%	53%	45%
AT	1000	10%	42%	32%	9%	4%	3%	52%	41%
PL	1000	15%	39%	30%	11%	4%	2%	53%	41%
PT	1011	16%	45%	25%	8%	3%	3%	60%	33%
SI	1027	8%	35%	40%	12%	2%	3%	43%	52%
SK	1143	10%	33%	34%	18%	2%	2%	43%	53%
FI	1031	6%	37%	43%	11%	1%	2%	43%	54%
SE	1002	11%	43%	31%	12%	0%	3%	53%	44%
UK	1313	10%	37%	35%	12%	0%	5%	47%	47%
BG	1025	15%	30%	18%	12%	18%	7%	45%	30%
RO	1001	12%	36%	19%	11%	11%	11%	48%	30%

QA2.1 If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...

Ethnic origin

	TOTAL	Far more widespread	Slightly more widespread	Slightly less widespread	Far less widespread	DK	More widespread	Less widespread
UE25 EU25	24796	13%	35%	34%	8%	9%	49%	42%
BE	1032	19%	48%	27%	2%	3%	67%	29%
CZ	1011	7%	27%	46%	14%	6%	34%	60%
DK	1045	20%	47%	25%	3%	5%	67%	28%
D-W	1053	6%	33%	35%	15%	11%	39%	50%
DE	1570	7%	35%	34%	14%	11%	41%	48%
D-E	517	11%	40%	30%	9%	9%	52%	40%
EE	1004	6%	19%	39%	13%	22%	26%	52%
EL	1000	18%	29%	43%	10%	0%	47%	53%
ES	1012	11%	32%	40%	8%	9%	43%	48%
FR	1009	20%	40%	26%	3%	11%	60%	29%
IE	1000	26%	33%	22%	11%	9%	59%	32%
IT	1019	18%	39%	32%	7%	4%	57%	39%
CY	504	20%	23%	32%	19%	6%	43%	51%
LV	1019	5%	21%	32%	16%	26%	26%	48%
LT	1004	4%	19%	37%	15%	25%	23%	52%
LU	506	14%	38%	28%	5%	14%	53%	33%
HU	1015	13%	41%	31%	7%	9%	53%	37%
MT	500	24%	33%	25%	7%	12%	57%	32%
NL	1019	25%	51%	18%	2%	3%	77%	20%
AT	1000	16%	32%	34%	7%	11%	48%	41%
PL	1000	3%	19%	42%	16%	19%	22%	58%
PT	1011	16%	33%	38%	7%	6%	49%	45%
SI	1027	8%	39%	41%	5%	7%	46%	46%
SK	1143	7%	35%	39%	13%	6%	43%	52%
FI	1031	5%	31%	52%	6%	6%	36%	58%
SE	1002	9%	41%	41%	2%	7%	50%	43%
UK	1313	16%	38%	30%	5%	10%	54%	35%
BG	1025	16%	22%	22%	19%	21%	38%	41%
RO	1001	8%	21%	29%	21%	21%	29%	50%

QA2.2 If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...

Gender

	TOTAL	Far more widespread	Slightly more widespread	Slightly less widespread	Far less widespread	DK	More widespread	Less widespread
UE25 EU25	24796	6%	21%	48%	15%	10%	27%	63%
BE	1032	4%	20%	59%	13%	5%	23%	71%
CZ	1011	7%	23%	45%	18%	8%	29%	63%
DK	1045	2%	13%	61%	16%	8%	15%	77%
D-W	1053	2%	14%	47%	25%	12%	16%	72%
DE	1570	2%	16%	46%	24%	12%	18%	71%
D-E	517	5%	22%	44%	19%	9%	27%	64%
EE	1004	3%	17%	37%	15%	28%	20%	52%
EL	1000	11%	17%	45%	27%	0%	28%	72%
ES	1012	6%	23%	47%	13%	10%	30%	60%
FR	1009	8%	23%	50%	7%	12%	31%	57%
IE	1000	7%	18%	38%	24%	13%	25%	62%
IT	1019	9%	30%	45%	13%	3%	39%	58%
CY	504	11%	19%	37%	27%	6%	30%	64%
LV	1019	4%	19%	35%	18%	24%	23%	53%
LT	1004	5%	20%	36%	14%	25%	25%	50%
LU	506	8%	23%	43%	10%	16%	31%	53%
HU	1015	9%	36%	34%	12%	9%	45%	45%
MT	500	9%	24%	40%	14%	13%	33%	54%
NL	1019	2%	15%	66%	10%	7%	17%	76%
AT	1000	10%	19%	42%	18%	11%	29%	60%
PL	1000	4%	18%	44%	16%	18%	22%	60%
PT	1011	13%	28%	42%	11%	6%	41%	53%
SI	1027	5%	30%	51%	8%	7%	34%	59%
SK	1143	5%	27%	41%	19%	8%	32%	60%
FI	1031	2%	16%	63%	13%	6%	18%	76%
SE	1002	2%	24%	58%	8%	9%	26%	65%
UK	1313	5%	19%	53%	11%	12%	24%	64%
BG	1025	7%	17%	25%	27%	24%	24%	52%
RO	1001	6%	20%	27%	25%	22%	26%	52%

QA2.3 If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...

Sexual orientation

	TOTAL	Far more widespread	Slightly more widespread	Slightly less widespread	Far less widespread	DK	More widespread	Less widespread
UE25 EU25	24796	8%	23%	45%	13%	11%	31%	58%
BE	1032	5%	22%	58%	12%	4%	27%	70%
CZ	1011	4%	15%	47%	25%	9%	19%	72%
DK	1045	2%	14%	58%	17%	9%	16%	74%
D-W	1053	4%	16%	44%	25%	11%	20%	69%
DE	1570	4%	16%	45%	24%	11%	20%	69%
D-E	517	5%	16%	46%	22%	10%	21%	68%
EE	1004	5%	16%	29%	14%	36%	21%	43%
EL	1000	13%	23%	47%	15%	1%	37%	62%
ES	1012	4%	19%	49%	17%	10%	24%	66%
FR	1009	10%	27%	44%	8%	11%	37%	52%
IE	1000	8%	21%	40%	17%	14%	29%	57%
IT	1019	10%	34%	44%	9%	3%	44%	53%
CY	504	18%	21%	38%	15%	7%	40%	53%
LV	1019	10%	25%	22%	14%	30%	34%	36%
LT	1004	7%	23%	29%	12%	29%	30%	41%
LU	506	10%	25%	41%	9%	16%	34%	50%
HU	1015	8%	27%	36%	14%	15%	35%	50%
MT	500	10%	21%	39%	15%	14%	31%	54%
NL	1019	6%	27%	54%	7%	6%	32%	61%
AT	1000	13%	22%	41%	11%	12%	35%	52%
PL	1000	13%	28%	30%	8%	20%	41%	39%
PT	1011	17%	28%	40%	8%	8%	45%	48%
SI	1027	9%	40%	39%	5%	8%	49%	44%
SK	1143	7%	24%	39%	20%	11%	30%	59%
FI	1031	3%	18%	60%	12%	7%	21%	72%
SE	1002	5%	22%	54%	9%	9%	28%	63%
UK	1313	7%	18%	51%	9%	15%	25%	60%
BG	1025	6%	13%	21%	20%	39%	19%	41%
RO	1001	15%	23%	21%	14%	27%	38%	36%

QA2.4 If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...

Age

	TOTAL	Far more widespread	Slightly more widespread	Slightly less widespread	Far less widespread	DK	More widespread	Less widespread
UE25 EU25	24796	8%	30%	40%	11%	11%	38%	51%
BE	1032	4%	31%	48%	11%	6%	35%	59%
CZ	1011	16%	37%	32%	10%	6%	53%	41%
DK	1045	4%	28%	46%	13%	9%	32%	59%
D-W	1053	8%	32%	33%	17%	10%	40%	50%
DE	1570	9%	33%	32%	16%	10%	42%	48%
D-E	517	15%	38%	27%	13%	8%	53%	40%
EE	1004	7%	25%	34%	13%	21%	32%	47%
EL	1000	11%	25%	45%	19%	0%	36%	64%
ES	1012	5%	24%	46%	14%	11%	29%	60%
FR	1009	8%	30%	43%	6%	14%	38%	48%
IE	1000	10%	20%	39%	20%	12%	29%	58%
IT	1019	8%	30%	41%	14%	6%	38%	55%
CY	504	13%	17%	38%	25%	7%	30%	63%
LV	1019	10%	29%	28%	13%	20%	39%	41%
LT	1004	25%	25%	32%	10%	23%	35%	42%
LU	506	10%	24%	37%	11%	17%	34%	48%
HU	1015	19%	44%	22%	7%	8%	63%	30%
MT	500	7%	23%	40%	15%	15%	31%	54%
NL	1019	7%	35%	46%	5%	7%	42%	51%
AT	1000	15%	31%	33%	10%	11%	46%	43%
PL	1000	8%	25%	37%	13%	18%	33%	50%
PT	1011	13%	32%	39%	9%	7%	44%	48%
SI	1027	5%	31%	50%	7%	7%	36%	57%
SK	1143	14%	37%	30%	13%	7%	50%	43%
FI	1031	5%	33%	49%	7%	6%	38%	56%
SE	1002	3%	31%	46%	7%	13%	33%	54%
UK	1313	7%	26%	45%	8%	14%	33%	53%
BG	1025	20%	31%	17%	13%	20%	51%	29%
RO	1001	11%	25%	26%	17%	21%	36%	43%

QA2.5 If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...

Religion or beliefs

	TOTAL	Far more widespread	Slightly more widespread	Slightly less widespread	Far less widespread	DK	More widespread	Less widespread
UE25 EU25	24796	11%	31%	35%	13%	10%	42%	48%
BE	1032	14%	44%	33%	6%	3%	58%	39%
CZ	1011	2%	9%	45%	34%	9%	12%	79%
DK	1045	18%	46%	26%	5%	5%	64%	31%
D-W	1053	6%	32%	33%	18%	11%	38%	52%
DE	1570	6%	32%	35%	17%	11%	37%	52%
D-E	517	5%	31%	40%	13%	10%	36%	53%
EE	1004	3%	13%	32%	18%	33%	16%	51%
EL	1000	11%	20%	42%	26%	0%	31%	68%
ES	1012	4%	19%	48%	17%	12%	23%	65%
FR	1009	20%	42%	25%	4%	10%	62%	29%
IE	1000	8%	16%	36%	29%	10%	24%	66%
IT	1019	15%	36%	35%	10%	5%	51%	45%
CY	504	12%	17%	38%	28%	5%	29%	66%
LV	1019	2%	15%	30%	25%	28%	17%	54%
LT	1004	3%	14%	37%	17%	29%	16%	54%
LU	506	10%	32%	34%	9%	14%	42%	43%
HU	1015	3%	21%	38%	26%	11%	24%	64%
MT	500	11%	25%	38%	15%	11%	36%	53%
NL	1019	20%	50%	24%	3%	3%	70%	27%
AT	1000	17%	28%	35%	11%	9%	44%	47%
PL	1000	5%	19%	38%	19%	18%	25%	57%
PT	1011	11%	26%	43%	11%	8%	37%	55%
SI	1027	8%	37%	43%	5%	7%	45%	48%
SK	1143	4%	15%	38%	35%	9%	18%	73%
FI	1031	2%	23%	59%	10%	6%	25%	69%
SE	1002	8%	39%	39%	5%	9%	47%	44%
UK	1313	15%	38%	29%	6%	12%	53%	35%
BG	1025	6%	13%	21%	32%	28%	19%	53%
RO	1001	8%	15%	23%	30%	24%	23%	53%

QA2.6 If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in (OUR COUNTRY)? Discrimination on the basis of...

Disability

	TOTAL	Far more widespread	Slightly more widespread	Slightly less widespread	Far less widespread	DK	More widespread	Less widespread
UE25 EU25	24796	7%	23%	48%	14%	10%	29%	61%
BE	1032	3%	23%	59%	10%	5%	26%	69%
CZ	1011	5%	23%	46%	19%	8%	28%	65%
DK	1045	2%	11%	60%	15%	11%	13%	75%
D-W	1053	3%	21%	43%	22%	11%	25%	64%
DE	1570	4%	21%	44%	20%	11%	25%	64%
D-E	517	5%	21%	49%	15%	10%	26%	64%
EE	1004	5%	17%	41%	16%	22%	22%	57%
EL	1000	10%	21%	48%	21%	0%	31%	69%
ES	1012	5%	24%	47%	14%	10%	29%	61%
FR	1009	9%	23%	51%	7%	10%	32%	58%
IE	1000	7%	17%	40%	24%	12%	25%	64%
IT	1019	10%	29%	45%	12%	5%	39%	57%
CY	504	12%	15%	39%	27%	6%	28%	66%
LV	1019	6%	24%	33%	14%	24%	30%	47%
LT	1004	6%	22%	37%	12%	24%	28%	49%
LU	506	9%	24%	41%	11%	15%	33%	52%
HU	1015	11%	34%	36%	10%	9%	44%	47%
MT	500	7%	20%	40%	22%	10%	27%	63%
NL	1019	3%	20%	62%	6%	8%	23%	69%
AT	1000	11%	22%	44%	13%	9%	34%	57%
PL	1000	7%	19%	47%	15%	12%	26%	62%
PT	1011	15%	30%	40%	8%	7%	44%	49%
SI	1027	5%	31%	50%	8%	6%	36%	58%
SK	1143	8%	22%	45%	18%	7%	30%	63%
FI	1031	2%	17%	64%	10%	7%	19%	74%
SE	1002	3%	20%	55%	10%	12%	23%	65%
UK	1313	6%	19%	51%	12%	13%	25%	63%
BG	1025	12%	23%	26%	17%	22%	34%	43%
RO	1001	12%	22%	24%	19%	24%	34%	42%

QA3.1 Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.

In (OUR COUNTRY), the police stops and questions more frequently people of different ethnic origin than the rest of the population

	TOTAL	Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK	Agree	Disagree
UE25 EU25	24796	18%	36%	24%	11%	11%	55%	35%
BE	1032	19%	44%	26%	8%	3%	63%	34%
CZ	1011	6%	24%	40%	20%	10%	30%	60%
DK	1045	23%	46%	16%	9%	5%	69%	26%
D-W	1053	14%	31%	27%	18%	10%	45%	45%
DE	1570	13%	30%	29%	18%	10%	44%	46%
D-E	517	11%	28%	34%	16%	11%	38%	50%
EE	1004	3%	9%	29%	41%	18%	12%	70%
EL	1000	40%	35%	15%	8%	2%	75%	23%
ES	1012	17%	38%	20%	6%	19%	55%	26%
FR	1009	38%	41%	13%	4%	5%	79%	17%
IE	1000	7%	25%	28%	16%	23%	32%	44%
IT	1019	21%	47%	22%	6%	6%	67%	27%
CY	504	21%	22%	19%	27%	11%	43%	46%
LV	1019	4%	12%	36%	32%	16%	16%	68%
LT	1004	4%	12%	27%	40%	18%	15%	66%
LU	506	16%	35%	27%	9%	12%	52%	36%
HU	1015	17%	34%	26%	14%	10%	51%	40%
MT	500	15%	34%	29%	8%	15%	49%	36%
NL	1019	29%	50%	13%	3%	5%	79%	16%
AT	1000	16%	38%	27%	8%	10%	54%	35%
PL	1000	4%	18%	40%	19%	20%	22%	58%
PT	1011	17%	46%	23%	7%	7%	63%	30%
SI	1027	5%	20%	38%	25%	13%	25%	63%
SK	1143	7%	28%	45%	14%	5%	35%	60%
FI	1031	7%	34%	37%	14%	8%	41%	51%
SE	1002	19%	46%	14%	10%	11%	65%	24%
UK	1313	16%	39%	24%	8%	13%	55%	32%
BG	1025	12%	17%	26%	29%	15%	29%	55%
RO	1001	8%	21%	20%	35%	16%	29%	55%

QA3.2 Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.

Homosexuality is still a taboo in (OUR COUNTRY)

	TOTAL	Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK	Agree	Disagree
UE25 EU25	24796	14%	34%	33%	15%	4%	48%	48%
BE	1032	8%	31%	45%	15%	1%	39%	60%
CZ	1011	3%	16%	46%	33%	2%	19%	79%
DK	1045	6%	26%	39%	27%	2%	31%	67%
D-W	1053	7%	21%	40%	27%	4%	28%	67%
DE	1570	7%	20%	40%	28%	4%	28%	68%
D-E	517	8%	18%	42%	29%	3%	26%	71%
EE	1004	13%	28%	27%	17%	15%	41%	45%
EL	1000	58%	27%	11%	4%	1%	85%	14%
ES	1012	9%	37%	31%	16%	6%	46%	47%
FR	1009	16%	43%	29%	9%	2%	59%	38%
IE	1000	19%	39%	28%	10%	5%	57%	38%
IT	1019	20%	48%	25%	5%	2%	68%	30%
CY	504	61%	26%	9%	1%	3%	86%	10%
LV	1019	15%	24%	28%	18%	16%	38%	45%
LT	1004	17%	29%	24%	12%	19%	45%	36%
LU	506	14%	32%	37%	10%	7%	46%	47%
HU	1015	19%	30%	29%	16%	6%	49%	44%
MT	500	18%	40%	31%	8%	4%	58%	38%
NL	1019	8%	26%	44%	22%	1%	34%	65%
AT	1000	20%	36%	31%	8%	5%	56%	39%
PL	1000	21%	35%	28%	10%	7%	56%	37%
PT	1011	40%	43%	11%	2%	3%	83%	14%
SI	1027	21%	46%	24%	4%	5%	67%	28%
SK	1143	11%	34%	38%	13%	4%	45%	51%
FI	1031	10%	40%	38%	10%	2%	50%	48%
SE	1002	7%	45%	28%	18%	3%	52%	46%
UK	1313	8%	28%	42%	16%	6%	36%	58%
BG	1025	16%	29%	23%	16%	16%	45%	39%
RO	1001	27%	31%	14%	12%	16%	58%	26%

QA3.3 Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.

In (OUR COUNTRY) people over 50 are often considered as being no longer capable of working efficiently

	TOTAL	Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK	Agree	Disagree
UE25 EU25	24796	21%	37%	26%	15%	2%	57%	41%
BE	1032	13%	32%	36%	18%	1%	45%	54%
CZ	1011	26%	38%	25%	10%	1%	65%	34%
DK	1045	9%	26%	35%	29%	1%	35%	64%
D-W	1053	29%	39%	18%	11%	2%	68%	30%
DE	1570	32%	38%	17%	10%	2%	71%	27%
D-E	517	47%	35%	11%	6%	1%	81%	18%
EE	1004	19%	30%	30%	18%	3%	49%	48%
EL	1000	27%	33%	26%	13%	0%	60%	39%
ES	1012	18%	47%	23%	8%	5%	64%	31%
FR	1009	17%	33%	28%	20%	1%	50%	48%
IE	1000	15%	29%	34%	18%	4%	43%	52%
IT	1019	13%	39%	29%	18%	1%	52%	47%
CY	504	12%	24%	32%	30%	1%	36%	62%
LV	1019	31%	37%	19%	10%	2%	68%	30%
LT	1004	19%	32%	27%	19%	3%	51%	46%
LU	506	14%	25%	34%	20%	6%	40%	54%
HU	1015	24%	37%	21%	16%	2%	61%	37%
MT	500	18%	38%	30%	11%	3%	56%	41%
NL	1019	11%	26%	37%	25%	1%	37%	61%
AT	1000	26%	41%	25%	5%	3%	67%	30%
PL	1000	28%	40%	19%	8%	4%	69%	28%
PT	1011	33%	45%	15%	4%	3%	78%	19%
SI	1027	14%	38%	34%	13%	2%	52%	46%
SK	1143	27%	46%	19%	6%	1%	73%	25%
FI	1031	15%	37%	33%	15%	1%	51%	48%
SE	1002	11%	32%	28%	27%	2%	43%	55%
UK	1313	16%	28%	36%	19%	2%	44%	55%
BG	1025	41%	39%	11%	6%	4%	79%	17%
RO	1001	37%	34%	12%	12%	5%	71%	24%

QA3.4 Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.

In (OUR COUNTRY), everyone is free to practise his(her) faith as they wish

	TOTAL	Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK	Agree	Disagree
UE25 EU25	24796	43%	42%	11%	3%	2%	84%	14%
BE	1032	43%	41%	13%	3%	0%	84%	16%
CZ	1011	49%	41%	8%	2%	1%	89%	10%
DK	1045	45%	30%	19%	5%	0%	76%	24%
D-W	1053	57%	29%	11%	2%	1%	86%	13%
DE	1570	54%	31%	12%	3%	1%	85%	14%
D-E	517	41%	39%	15%	3%	1%	80%	18%
EE	1004	44%	40%	8%	3%	5%	84%	11%
EL	1000	53%	33%	10%	4%	0%	86%	14%
ES	1012	30%	54%	10%	3%	4%	84%	13%
FR	1009	47%	41%	8%	3%	1%	88%	11%
IE	1000	44%	41%	11%	2%	3%	85%	13%
IT	1019	29%	50%	15%	4%	2%	80%	19%
CY	504	66%	26%	5%	3%	1%	92%	7%
LV	1019	53%	36%	7%	2%	2%	89%	9%
LT	1004	55%	33%	8%	1%	3%	88%	9%
LU	506	52%	36%	9%	2%	1%	87%	11%
HU	1015	65%	28%	5%	1%	1%	93%	6%
MT	500	36%	53%	10%	0%	1%	89%	10%
NL	1019	40%	36%	20%	4%	0%	76%	24%
AT	1000	31%	52%	12%	3%	2%	83%	15%
PL	1000	37%	44%	12%	4%	3%	82%	16%
PT	1011	49%	42%	7%	1%	1%	91%	8%
SI	1027	34%	47%	14%	2%	2%	82%	17%
SK	1143	50%	40%	7%	3%	1%	90%	10%
FI	1031	50%	42%	7%	1%	0%	91%	8%
SE	1002	35%	40%	20%	3%	2%	75%	23%
UK	1313	43%	45%	10%	2%	1%	87%	11%
BG	1025	55%	34%	5%	3%	3%	89%	8%
RO	1001	64%	22%	5%	4%	5%	86%	9%

QA4.1 Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.

People of different ethnic origin than the rest of the population living in (OUR COUNTRY) enrich the (NATIONALITY) culture

	TOTAL	Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK	Agree	Disagree
UE25 EU25	24796	20%	45%	21%	8%	6%	65%	29%
BE	1032	17%	43%	29%	10%	1%	60%	39%
CZ	1011	9%	43%	33%	10%	5%	51%	43%
DK	1045	22%	44%	20%	11%	3%	66%	31%
D-W	1053	23%	41%	22%	10%	4%	65%	31%
DE	1570	23%	41%	23%	9%	3%	64%	32%
D-E	517	21%	42%	27%	9%	1%	63%	36%
EE	1004	17%	41%	25%	9%	7%	58%	34%
EL	1000	14%	38%	27%	19%	1%	53%	46%
ES	1012	19%	44%	17%	8%	12%	63%	25%
FR	1009	30%	46%	16%	5%	3%	76%	21%
IE	1000	16%	46%	19%	12%	8%	62%	30%
IT	1019	11%	49%	25%	11%	5%	60%	35%
LT	1019	10%	29%	25%	30%	6%	39%	55%
CY	504	18%	35%	26%	13%	8%	53%	39%
LV	1019	16%	36%	25%	12%	11%	52%	37%
LT	1004	27%	47%	13%	8%	5%	74%	21%
LU	506	27%	47%	17%	5%	6%	72%	22%
HU	1015	26%	46%	17%	24%	9%	32%	59%
MT	500	4%	27%	35%	6%	2%	69%	30%
NL	1019	22%	47%	23%	12%	2%	46%	42%
AT	1000	8%	38%	29%	12%	12%	46%	42%
PL	1000	23%	45%	19%	4%	10%	67%	23%
PT	1011	14%	47%	24%	5%	10%	61%	29%
SI	1027	9%	40%	34%	12%	5%	48%	47%
SK	1143	11%	47%	28%	7%	6%	58%	36%
FI	1031	33%	47%	14%	4%	1%	81%	18%
SE	1002	42%	44%	8%	4%	1%	86%	12%
UK	1313	19%	47%	20%	6%	7%	66%	26%
BG	1025	18%	35%	21%	15%	11%	53%	36%
RO	1001	20%	37%	19%	12%	13%	57%	30%

QA4.2 Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.

Getting into night clubs is harder for people of different ethnic origin than for the rest of the population

	TOTAL	Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK	Agree	Disagree
UE25 EU25	24796	14%	30%	23%	11%	23%	44%	34%
BE	1032	25%	43%	18%	5%	8%	68%	23%
CZ	1011	7%	25%	37%	18%	13%	32%	55%
DK	1045	35%	43%	11%	3%	8%	78%	14%
D-W	1053	16%	32%	24%	11%	17%	48%	35%
DE	1570	15%	32%	24%	11%	18%	47%	35%
D-E	517	10%	33%	25%	9%	23%	43%	34%
EE	1004	1%	4%	22%	38%	35%	5%	60%
EL	1000	17%	27%	29%	20%	7%	44%	49%
ES	1012	15%	26%	17%	8%	34%	42%	24%
FR	1009	30%	42%	11%	5%	12%	72%	17%
IE	1000	7%	23%	12%	12%	35%	30%	35%
IT	1019	9%	33%	32%	14%	13%	42%	45%
CY	504	7%	17%	26%	37%	13%	24%	63%
LV	1019	3%	9%	21%	33%	35%	12%	54%
LT	1004	3%	6%	21%	39%	31%	9%	60%
LU	506	11%	26%	21%	11%	32%	36%	32%
HU	1015	16%	36%	17%	10%	21%	52%	27%
MT	500	22%	35%	20%	6%	17%	56%	26%
NL	1019	29%	44%	14%	5%	9%	73%	19%
AT	1000	8%	33%	25%	8%	26%	41%	33%
PL	1000	5%	17%	30%	13%	35%	22%	43%
PT	1011	10%	35%	24%	7%	23%	46%	32%
SI	1027	2%	15%	38%	27%	17%	17%	66%
SK	1143	6%	33%	36%	12%	13%	39%	48%
FI	1031	12%	44%	26%	6%	11%	56%	33%
SE	1002	27%	48%	9%	6%	10%	76%	14%
UK	1313	4%	12%	23%	15%	46%	16%	38%
BG	1025	6%	10%	29%	37%	19%	16%	65%
RO	1001	5%	16%	20%	33%	27%	21%	53%

QA4.3 Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.

For a woman, family responsibilities are an obstacle to accessing management positions

	TOTAL	Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK	Agree	Disagree
UE25 EU25	24796	24%	44%	21%	8%	4%	68%	29%
BE	1032	17%	41%	30%	10%	1%	58%	41%
CZ	1011	20%	43%	26%	10%	1%	63%	36%
DK	1045	9%	40%	30%	18%	2%	49%	49%
D-W	1053	33%	44%	15%	6%	3%	77%	20%
DE	1570	33%	42%	15%	6%	3%	76%	22%
D-E	517	33%	38%	18%	10%	2%	71%	28%
EE	1004	11%	31%	29%	23%	6%	42%	52%
EL	1000	33%	35%	18%	14%	-	69%	31%
ES	1012	31%	45%	14%	6%	4%	76%	20%
FR	1009	28%	42%	18%	9%	3%	70%	26%
IE	1000	21%	48%	20%	4%	8%	69%	24%
IT	1019	21%	49%	24%	5%	2%	69%	29%
CY	504	16%	31%	24%	26%	2%	47%	51%
LV	1019	9%	28%	30%	28%	5%	37%	58%
LT	1004	11%	32%	28%	20%	9%	43%	49%
LU	506	22%	35%	25%	13%	5%	58%	38%
HU	1015	24%	43%	21%	8%	5%	66%	29%
MT	500	16%	42%	28%	10%	3%	58%	38%
NL	1019	27%	44%	19%	7%	3%	72%	26%
AT	1000	18%	48%	22%	4%	8%	67%	25%
PL	1000	16%	40%	28%	11%	5%	56%	39%
PT	1011	21%	46%	23%	6%	5%	66%	29%
SI	1027	18%	45%	28%	6%	3%	63%	35%
SK	1143	15%	49%	29%	5%	2%	65%	34%
FI	1031	9%	43%	32%	14%	2%	52%	46%
SE	1002	19%	46%	20%	12%	3%	65%	32%
UK	1313	16%	47%	24%	7%	6%	63%	31%
BG	1025	16%	33%	26%	18%	7%	49%	44%
RO	1001	16%	31%	25%	22%	6%	47%	47%

QA4.4 Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.

It is difficult for a homosexual to state his(her) sexual orientation in the workplace

	TOTAL	Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK	Agree	Disagree
UE25 EU25	24796	26%	42%	17%	5%	9%	68%	22%
BE	1032	21%	48%	24%	4%	3%	69%	28%
CZ	1011	23%	40%	23%	5%	10%	62%	28%
DK	1045	19%	44%	22%	9%	6%	62%	32%
D-W	1053	22%	41%	19%	9%	9%	63%	28%
DE	1570	23%	40%	20%	8%	9%	63%	28%
D-E	517	25%	37%	22%	6%	10%	62%	28%
EE	1004	23%	31%	12%	6%	29%	54%	17%
EL	1000	52%	32%	10%	5%	1%	84%	15%
ES	1012	16%	43%	23%	6%	12%	59%	29%
FR	1009	38%	44%	10%	3%	6%	82%	13%
IE	1000	21%	41%	14%	6%	18%	62%	20%
IT	1019	27%	48%	18%	3%	4%	74%	21%
CY	504	65%	23%	5%	3%	4%	88%	8%
LV	1019	31%	26%	11%	9%	23%	57%	20%
LT	1004	38%	25%	7%	4%	26%	63%	11%
LU	506	18%	42%	17%	8%	15%	60%	25%
HU	1015	34%	33%	15%	4%	14%	67%	19%
MT	500	18%	47%	20%	7%	8%	65%	27%
NL	1019	19%	44%	25%	7%	5%	63%	33%
AT	1000	21%	42%	21%	4%	12%	63%	25%
PL	1000	40%	38%	7%	3%	12%	78%	10%
PT	1011	37%	48%	9%	1%	6%	85%	9%
SI	1027	29%	45%	15%	2%	9%	74%	17%
SK	1143	25%	50%	14%	3%	8%	75%	17%
FI	1031	32%	50%	11%	1%	6%	82%	12%
SE	1002	30%	49%	12%	4%	6%	79%	15%
UK	1313	14%	40%	21%	8%	17%	54%	29%
BG	1025	23%	38%	9%	4%	26%	61%	13%
RO	1001	41%	26%	6%	5%	22%	67%	11%

Q44.5 Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.

The wearing of visible religious symbols in the workplace is acceptable

	TOTAL	Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK	Agree	Disagree
UE25 EU25	24796	16%	37%	26%	14%	6%	54%	40%
BE	1032	10%	32%	34%	24%	1%	41%	58%
CZ	1011	21%	39%	25%	6%	10%	59%	31%
DK	1045	13%	32%	33%	21%	1%	45%	54%
D-W	1053	17%	29%	32%	19%	3%	45%	51%
DE	1570	15%	28%	33%	21%	3%	43%	54%
D-E	517	10%	25%	36%	26%	2%	35%	63%
EE	1004	15%	35%	21%	7%	22%	50%	28%
EL	1000	30%	27%	25%	17%	2%	57%	41%
ES	1012	14%	45%	19%	8%	14%	59%	27%
FR	1009	9%	27%	31%	31%	3%	36%	61%
IE	1000	12%	38%	21%	14%	15%	50%	35%
IT	1019	17%	47%	25%	6%	4%	64%	32%
CY	504	49%	21%	15%	9%	6%	70%	24%
LV	1019	29%	34%	20%	10%	7%	63%	30%
LT	1004	10%	19%	30%	29%	12%	29%	59%
LU	506	16%	33%	28%	16%	7%	49%	44%
HU	1015	15%	33%	24%	14%	14%	48%	38%
MT	500	31%	48%	11%	4%	6%	79%	15%
NL	1019	15%	35%	36%	13%	1%	50%	48%
AT	1000	10%	38%	34%	11%	8%	47%	45%
PL	1000	29%	41%	18%	6%	5%	70%	24%
PT	1011	15%	47%	23%	7%	8%	62%	30%
SI	1027	10%	36%	32%	17%	5%	46%	49%
SK	1143	19%	40%	28%	9%	4%	59%	37%
FI	1031	14%	34%	32%	15%	4%	48%	48%
SE	1002	13%	41%	29%	10%	8%	54%	38%
UK	1313	19%	44%	21%	7%	9%	63%	28%
BG	1025	21%	30%	21%	13%	15%	51%	34%
RO	1001	33%	25%	13%	9%	20%	58%	21%

QA4.6 Please tell me whether you personally totally agree, tend to agree, tend to disagree or totally disagree with each of the following statements.

More money should be spent on eliminating physical obstacles which make the lives of those who have a disability difficult

	TOTAL	Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK	Agree	Disagree
UE25 EU25	24796	55%	36%	6%	2%	2%	91%	7%
BE	1032	61%	32%	5%	1%	0%	94%	6%
CZ	1011	58%	37%	4%	1%	1%	95%	5%
DK	1045	60%	29%	7%	2%	2%	89%	9%
D-W	1053	44%	39%	11%	4%	3%	83%	14%
DE	1570	46%	38%	10%	3%	2%	85%	13%
D-E	517	54%	36%	6%	2%	1%	91%	8%
EE	1004	64%	27%	4%	1%	4%	91%	5%
EL	1000	76%	22%	2%	0%	0%	98%	2%
ES	1012	52%	40%	5%	1%	2%	92%	6%
FR	1009	64%	31%	3%	1%	1%	95%	4%
IE	1000	55%	35%	4%	2%	5%	89%	6%
IT	1019	47%	42%	8%	1%	2%	89%	10%
CY	504	85%	14%	0%	0%	1%	98%	1%
LV	1019	72%	22%	2%	1%	2%	94%	3%
LT	1004	57%	30%	4%	2%	7%	87%	6%
LU	506	57%	32%	7%	2%	2%	89%	9%
HU	1015	54%	37%	6%	1%	1%	91%	8%
MT	500	49%	45%	3%	1%	2%	94%	4%
NL	1019	56%	33%	8%	2%	1%	90%	9%
AT	1000	43%	43%	9%	2%	3%	86%	11%
PL	1000	66%	30%	2%	1%	2%	95%	3%
PT	1011	65%	29%	4%	1%	1%	94%	5%
SI	1027	54%	39%	4%	0%	2%	93%	5%
SK	1143	57%	36%	5%	1%	1%	93%	6%
FI	1031	57%	37%	5%	1%	1%	93%	6%
SE	1002	71%	23%	3%	1%	2%	94%	4%
UK	1313	49%	43%	5%	1%	2%	92%	6%
BG	1025	70%	25%	2%	1%	2%	95%	3%
RO	1001	57%	30%	4%	2%	7%	87%	6%

QA5 in (OUR COUNTRY). when a company wants to hire someone and has the choice between two candidates with equal skills and qualifications, which of the following criteria may, in your opinion, put one candidate at a disadvantage?
(ROTATE – MULTIPLE ANSWERS POSSIBLE)

TOTAL		The candidate's name	The candidate's address	The candidate's way of speaking, his or her accent	The candidate's skin colour or ethnic origin	The candidate's gender	The candidate's sexual orientation	The candidate's age	A disability	The expression of a religious belief (for example wearing a visible religious symbol)	Whether the candidate is a smoker or not	The candidate's look, dress-sense or presentation	The candidate's general physical appearance (size, weight, face, etc.)	None of those (SPONTANEOUS)	Others (SPONTANEOUS)	DK
UE25 EU25	24796	13%	9%	34%	45%	22%	19%	49%	49%	22%	17%	51%	39%	2%	1%	3%
	BE 1032	18%	9%	39%	66%	21%	22%	52%	60%	50%	20%	64%	45%	1%	1%	0%
	CZ 1011	4%	5%	29%	50%	35%	18%	61%	57%	10%	29%	47%	33%	1%	1%	1%
	DK 1045	47%	18%	51%	61%	26%	19%	51%	54%	53%	53%	64%	64%	2%	-	0%
	D-W 1053	7%	11%	35%	50%	22%	17%	61%	47%	33%	19%	56%	40%	2%	1%	3%
	DE 1570	6%	10%	37%	49%	23%	18%	63%	49%	35%	20%	58%	42%	2%	2%	2%
	D-E 517	5%	8%	45%	43%	31%	20%	73%	57%	47%	25%	67%	51%	1%	2%	1%
	EE 1004	21%	25%	21%	17%	42%	35%	35%	44%	15%	19%	25%	18%	2%	1%	3%
	EL 1000	3%	3%	30%	34%	20%	21%	35%	57%	11%	6%	50%	51%	2%	1%	-
	ES 1012	3%	3%	19%	43%	17%	15%	35%	40%	5%	10%	35%	37%	5%	3%	7%
	FR 1009	49%	17%	50%	69%	22%	17%	47%	56%	37%	9%	66%	53%	1%	0%	1%
	IE 1000	10%	43%	38%	33%	11%	13%	36%	44%	13%	18%	42%	28%	3%	1%	4%
	IT 1019	5%	10%	31%	38%	17%	22%	30%	39%	9%	4%	39%	24%	3%	1%	2%
	CY 504	8%	2%	62%	35%	19%	30%	56%	50%	12%	5%	66%	37%	1%	4%	2%
	LV 1019	2%	3%	25%	20%	10%	17%	53%	59%	7%	12%	50%	26%	3%	1%	2%
	LT 1004	3%	2%	25%	11%	19%	23%	59%	56%	10%	11%	34%	30%	5%	2%	3%
	LU 506	25%	14%	36%	48%	28%	19%	60%	53%	29%	28%	67%	46%	2%	3%	2%
	HU 1015	4%	7%	20%	55%	26%	11%	64%	47%	4%	16%	46%	30%	1%	2%	2%
	MT 500	6%	8%	25%	43%	19%	30%	42%	43%	11%	20%	60%	44%	4%	3%	6%
	NL 1019	26%	12%	52%	60%	25%	26%	58%	61%	60%	25%	75%	46%	1%	1%	1%
	AT 1000	11%	9%	38%	50%	24%	18%	50%	47%	32%	21%	56%	50%	2%	1%	2%
	PL 1000	2%	4%	20%	25%	29%	20%	59%	56%	8%	22%	41%	30%	2%	1%	4%
	PT 1011	3%	3%	22%	36%	22%	27%	48%	48%	10%	7%	50%	32%	1%	1%	4%
	SI 1027	13%	7%	27%	24%	31%	21%	51%	59%	19%	25%	34%	33%	4%	5%	2%
	SK 1143	7%	8%	30%	49%	34%	17%	67%	52%	7%	18%	43%	26%	1%	1%	1%
	FI 1031	10%	4%	24%	60%	31%	28%	57%	70%	28%	29%	54%	44%	1%	1%	0%
	SE 1002	70%	14%	76%	65%	32%	30%	53%	66%	43%	28%	70%	43%	0%	0%	0%
	UK 1313	7%	8%	35%	30%	17%	14%	44%	44%	18%	31%	48%	39%	4%	0%	3%
	BG 1025	10%	4%	23%	36%	24%	15%	77%	58%	10%	9%	32%	18%	2%	2%	3%
	RO 1001	7%	6%	44%	23%	20%	21%	58%	46%	7%	9%	39%	30%	4%	3%	11%

QA6.1 Would you say that the fact of belonging to the following groups tends to be an advantage or a disadvantage, or neither, in (NATIONALITY) society at the current time? The fact of...

Being a person of a different ethnic origin than the rest of the population

UE25 EU25	TOTAL	Tends to be an advantage	Tends to be a disadvantage	Neither	DK
	24796	4%	62%	30%	3%
BE	1032	3%	76%	21%	0%
CZ	1011	2%	60%	36%	2%
DK	1045	2%	79%	18%	1%
D-W	1053	2%	57%	39%	3%
DE	1570	2%	59%	37%	2%
D-E	517	3%	66%	30%	2%
EE	1004	3%	35%	56%	6%
EL	1000	5%	55%	41%	0%
ES	1012	4%	71%	22%	3%
FR	1009	3%	71%	24%	2%
IE	1000	7%	57%	32%	4%
IT	1019	6%	68%	23%	4%
CY	504	6%	50%	42%	3%
LV	1019	2%	30%	62%	6%
LT	1004	4%	27%	63%	5%
LU	506	7%	50%	40%	3%
HU	1015	4%	71%	22%	3%
MT	500	3%	68%	20%	9%
NL	1019	2%	81%	16%	1%
AT	1000	3%	64%	25%	8%
PL	1000	9%	42%	39%	9%
PT	1011	4%	65%	24%	6%
SI	1027	2%	56%	37%	5%
SK	1143	4%	57%	37%	3%
FI	1031	2%	70%	26%	2%
SE	1002	3%	77%	18%	2%
UK	1313	7%	52%	38%	3%
BG	1025	11%	33%	50%	6%
RO	1001	7%	25%	58%	10%

QA6.2 Would you say that the fact of belonging to the following groups tends to be an advantage or a disadvantage, or neither, in (NATIONALITY) society at the current time? The fact of...

Being a Roma

		TOTAL	Tends to be an advantage	Tends to be a disadvantage	Neither	DK
UE25 EU25		24796	3%	77%	15%	6%
BE		1032	2%	78%	16%	4%
CZ		1011	4%	83%	12%	1%
DK		1045	0%	84%	13%	3%
D-W		1053	1%	77%	16%	6%
DE		1570	1%	78%	15%	6%
D-E		517	1%	82%	11%	5%
EE		1004	1%	65%	22%	12%
EL		1000	3%	77%	20%	-
ES		1012	3%	82%	12%	3%
FR		1009	1%	81%	14%	4%
IE		1000	3%	76%	12%	8%
IT		1019	4%	79%	13%	4%
CY		504	3%	83%	11%	3%
LV		1019	0%	73%	23%	4%
LT		1004	1%	67%	25%	7%
LU		506	2%	74%	16%	8%
HU		1015	3%	86%	9%	2%
MT		500	1%	62%	14%	23%
NL		1019	1%	82%	15%	2%
AT		1000	2%	70%	17%	10%
PL		1000	4%	65%	20%	10%
PT		1011	3%	77%	14%	7%
SI		1027	3%	80%	14%	3%
SK		1143	5%	83%	10%	2%
FI		1031	2%	85%	12%	1%
SE		1002	1%	90%	5%	4%
UK		1313	3%	68%	18%	12%
BG		1025	17%	58%	19%	6%
RO		1001	6%	60%	27%	8%

QA6.3 Would you say that the fact of belonging to the following groups tends to be an advantage or a disadvantage, or neither, in (NATIONALITY) society at the current time? The fact of...

Being aged under 25

		TOTAL	Tends to be an advantage	Tends to be a disadvantage	Neither	DK
UE25 EU25		24796	39%	20%	38%	3%
BE		1032	35%	26%	39%	0%
CZ		1011	37%	25%	37%	1%
DK		1045	31%	22%	45%	2%
D-W		1053	45%	11%	41%	3%
DE		1570	45%	13%	40%	2%
D-E		517	44%	18%	36%	1%
EE		1004	40%	14%	42%	3%
EL		1000	50%	9%	41%	0%
ES		1012	40%	20%	37%	3%
FR		1009	24%	30%	44%	3%
IE		1000	39%	14%	43%	4%
IT		1019	40%	19%	38%	3%
CY		504	39%	8%	52%	1%
LV		1019	46%	13%	38%	3%
LT		1004	43%	17%	36%	4%
LU		506	35%	12%	50%	2%
HU		1015	51%	24%	22%	2%
MT		500	45%	13%	38%	5%
NL		1019	47%	14%	38%	1%
AT		1000	44%	14%	35%	6%
PL		1000	51%	17%	27%	5%
PT		1011	52%	14%	31%	3%
SI		1027	39%	19%	39%	3%
SK		1143	53%	19%	27%	1%
FI		1031	37%	16%	45%	2%
SE		1002	29%	30%	38%	3%
UK		1313	27%	26%	42%	4%
BG		1025	54%	7%	34%	5%
RO		1001	47%	14%	33%	6%

QA6.4 Would you say that the fact of belonging to the following groups tends to be an advantage or a disadvantage, or neither, in (NATIONALITY) society at the current time? The fact of...

Being a man

		TOTAL	Tends to be an advantage	Tends to be a disadvantage	Neither	DK
UE25 EU25		24796	49%	4%	45%	2%
BE		1032	41%	4%	55%	0%
CZ		1011	61%	2%	36%	1%
DK		1045	42%	1%	56%	1%
D-W		1053	39%	3%	57%	2%
DE		1570	44%	3%	52%	1%
D-E		517	63%	1%	35%	-
EE		1004	38%	1%	58%	3%
EL		1000	37%	6%	57%	-
ES		1012	60%	3%	36%	1%
FR		1009	48%	2%	48%	2%
IE		1000	41%	4%	52%	3%
IT		1019	49%	10%	38%	2%
CY		504	38%	2%	59%	1%
LV		1019	45%	1%	53%	2%
LT		1004	44%	2%	50%	3%
LU		506	38%	2%	58%	2%
HU		1015	59%	6%	32%	3%
MT		500	43%	4%	50%	3%
NL		1019	47%	2%	51%	1%
AT		1000	47%	7%	43%	3%
PL		1000	58%	5%	31%	6%
PT		1011	54%	8%	36%	2%
SI		1027	50%	3%	45%	3%
SK		1143	65%	4%	30%	1%
FI		1031	52%	2%	45%	1%
SE		1002	64%	1%	33%	1%
UK		1313	39%	5%	53%	3%
BG		1025	38%	2%	54%	5%
RO		1001	40%	6%	47%	7%

QA6.5 Would you say that the fact of belonging to the following groups tends to be an advantage or a disadvantage, or neither, in (NATIONALITY) society at the current time? The fact of...

Being homosexual

		TOTAL	Tends to be an advantage	Tends to be a disadvantage	Neither	DK
UE25 EU25		24796	2%	54%	39%	6%
BE		1032	1%	51%	47%	1%
CZ		1011	1%	41%	54%	5%
DK		1045	1%	42%	55%	2%
D-W		1053	1%	46%	47%	5%
DE		1570	1%	45%	48%	5%
D-E		517	1%	41%	52%	6%
EE		1004	1%	51%	32%	16%
EL		1000	2%	77%	21%	0%
ES		1012	2%	50%	42%	6%
FR		1009	1%	55%	41%	3%
IE		1000	1%	43%	44%	12%
IT		1019	3%	63%	28%	5%
CY		504	2%	79%	16%	3%
LV		1019	0%	42%	45%	13%
LT		1004	1%	58%	26%	15%
LU		506	1%	42%	51%	6%
HU		1015	1%	65%	23%	12%
MT		500	1%	67%	23%	9%
NL		1019	1%	48%	50%	1%
AT		1000	2%	53%	35%	10%
PL		1000	1%	68%	20%	11%
PT		1011	2%	71%	22%	5%
SI		1027	1%	66%	27%	6%
SK		1143	0%	48%	41%	10%
FI		1031	1%	64%	32%	3%
SE		1002	1%	65%	29%	5%
UK		1313	2%	42%	48%	7%
BG		1025	1%	40%	29%	30%
RO		1001	2%	53%	17%	28%

QA6.6 Would you say that the fact of belonging to the following groups tends to be an advantage or a disadvantage, or neither, in (NATIONALITY) society at the current time? The fact of...

Being aged over 50

		TOTAL	Tends to be an advantage	Tends to be a disadvantage	Neither	DK
UE25 EU25		24796	5%	69%	24%	2%
BE		1032	6%	62%	32%	0%
CZ		1011	1%	85%	14%	0%
DK		1045	3%	63%	34%	1%
D-W		1053	3%	74%	22%	1%
DE		1570	3%	77%	19%	1%
D-E		517	2%	88%	9%	1%
EE		1004	3%	67%	28%	2%
EL		1000	3%	66%	31%	0%
ES		1012	4%	76%	19%	2%
FR		1009	5%	67%	27%	1%
IE		1000	3%	59%	33%	4%
IT		1019	7%	62%	29%	2%
CY		504	9%	48%	42%	1%
LV		1019	3%	72%	23%	2%
LT		1004	3%	64%	30%	3%
LU		506	7%	64%	27%	2%
HU		1015	3%	87%	8%	2%
MT		500	4%	75%	18%	3%
NL		1019	5%	63%	31%	0%
AT		1000	5%	68%	22%	4%
PL		1000	8%	66%	21%	4%
PT		1011	5%	80%	13%	2%
SI		1027	3%	70%	24%	2%
SK		1143	5%	81%	13%	1%
FI		1031	6%	63%	30%	1%
SE		1002	5%	68%	25%	2%
UK		1313	5%	61%	32%	2%
BG		1025	3%	78%	16%	3%
RO		1001	3%	73%	17%	6%

QA6.7 Would you say that the fact of belonging to the following groups tends to be an advantage or a disadvantage, or neither, in (NATIONALITY) society at the current time? The fact of...

Being disabled

		TOTAL	Tends to be an advantage	Tends to be a disadvantage	Neither	DK
UE25 EU25		24796	3%	79%	15%	2%
BE		1032	1%	87%	11%	0%
CZ		1011	1%	88%	11%	0%
DK		1045	1%	79%	18%	1%
D-W		1053	3%	75%	21%	2%
DE		1570	3%	76%	20%	2%
D-E		517	3%	82%	15%	1%
EE		1004	0%	85%	12%	3%
EL		1000	4%	79%	16%	0%
ES		1012	3%	82%	13%	3%
FR		1009	1%	87%	11%	1%
IE		1000	5%	73%	19%	3%
IT		1019	5%	78%	14%	3%
CY		504	4%	69%	25%	2%
LV		1019	1%	82%	15%	2%
LT		1004	1%	81%	15%	3%
LU		506	2%	75%	21%	2%
HU		1015	3%	89%	7%	2%
MT		500	2%	75%	20%	3%
NL		1019	1%	84%	13%	1%
AT		1000	3%	75%	17%	5%
PL		1000	7%	73%	16%	4%
PT		1011	4%	86%	7%	3%
SI		1027	2%	81%	15%	2%
SK		1143	3%	85%	11%	1%
FI		1031	1%	84%	14%	1%
SE		1002	2%	88%	9%	2%
UK		1313	4%	74%	21%	2%
BG		1025	1%	84%	10%	5%
RO		1001	3%	75%	13%	10%

QA6.8 Would you say that the fact of belonging to the following groups tends to be an advantage or a disadvantage, or neither, in (NATIONALITY) society at the current time? The fact of...

Being part of a religion that is different from the main religion in the country

UE25 EU25	TOTAL	Tends to be an advantage	Tends to be a disadvantage	Neither	DK
BE	24796	3%	39%	54%	4%
CZ	1032	2%	50%	46%	1%
DK	1011	2%	22%	74%	3%
D-W	1045	2%	55%	41%	1%
DE	1053	1%	32%	63%	3%
D-E	1570	1%	34%	61%	3%
EE	517	2%	41%	54%	4%
EL	1004	1%	20%	71%	8%
ES	1000	2%	32%	65%	1%
FR	1012	2%	29%	64%	5%
IE	1009	3%	51%	44%	3%
IT	1000	3%	29%	62%	6%
CY	1019	6%	39%	51%	4%
LV	504	5%	41%	50%	4%
LT	1019	1%	16%	78%	5%
LU	1004	1%	21%	71%	7%
HU	506	0%	26%	71%	3%
MT	1015	4%	28%	63%	6%
NL	500	6%	38%	48%	8%
AT	1019	1%	62%	36%	1%
PL	1000	2%	49%	41%	8%
PT	1000	8%	33%	54%	6%
SI	1011	3%	32%	60%	5%
SK	1027	2%	44%	50%	4%
FI	1143	1%	20%	75%	4%
SE	1031	1%	43%	54%	2%
UK	1002	2%	65%	29%	5%
BG	1313	4%	40%	51%	4%
RO	1025	2%	21%	60%	17%
	1001	4%	16%	65%	15%

QA6.9 Would you say that the fact of belonging to the following groups tends to be an advantage or a disadvantage, or neither, in (NATIONALITY) society at the current time? The fact of...

Being a woman

		TOTAL	Tends to be an advantage	Tends to be a disadvantage	Neither	DK
UE25 EU25		24796	11%	33%	54%	2%
BE		1032	10%	23%	67%	0%
CZ		1011	8%	46%	44%	1%
DK		1045	14%	15%	69%	2%
D-W		1053	7%	27%	64%	2%
DE		1570	6%	31%	61%	2%
D-E		517	5%	47%	47%	1%
EE		1004	8%	17%	71%	5%
EL		1000	17%	18%	65%	-
ES		1012	6%	49%	43%	2%
FR		1009	9%	27%	62%	1%
IE		1000	8%	25%	63%	4%
IT		1019	14%	39%	44%	3%
CY		504	10%	16%	73%	1%
LV		1019	7%	14%	77%	3%
LT		1004	10%	21%	65%	3%
LU		506	6%	27%	64%	3%
HU		1015	9%	48%	39%	3%
MT		500	11%	26%	58%	5%
NL		1019	9%	24%	65%	1%
AT		1000	12%	29%	54%	4%
PL		1000	24%	30%	39%	7%
PT		1011	11%	42%	44%	3%
SI		1027	13%	31%	54%	3%
SK		1143	9%	40%	50%	1%
FI		1031	10%	20%	68%	1%
SE		1002	8%	35%	55%	2%
UK		1313	11%	26%	60%	2%
BG		1025	9%	23%	61%	6%
RO		1001	13%	23%	56%	8%

QA7.1 Would you say that, with equivalent qualifications or diplomas, the following people would be less likely, as likely or more likely than others to get a job, be accepted for training or be promoted?

A woman compared with a man

		TOTAL	Less likely	As likely	More likely	DK
UE25 EU25		24796	47%	45%	5%	3%
BE		1032	41%	52%	6%	1%
CZ		1011	56%	39%	3%	2%
DK		1045	33%	63%	3%	2%
D-W		1053	37%	49%	8%	5%
DE		1570	40%	47%	8%	5%
D-E		517	54%	36%	7%	3%
EE		1004	36%	55%	5%	4%
EL		1000	36%	46%	17%	-
ES		1012	57%	37%	3%	3%
FR		1009	55%	40%	3%	2%
IE		1000	32%	61%	3%	3%
IT		1019	42%	47%	7%	3%
CY		504	31%	58%	10%	1%
LV		1019	33%	60%	4%	3%
LT		1004	47%	48%	2%	4%
LU		506	51%	39%	6%	4%
HU		1015	56%	36%	4%	4%
MT		500	33%	55%	8%	3%
NL		1019	48%	48%	2%	1%
AT		1000	37%	52%	5%	6%
PL		1000	61%	33%	3%	3%
PT		1011	44%	47%	8%	2%
SI		1027	49%	43%	4%	4%
SK		1143	54%	40%	4%	2%
FI		1031	42%	53%	4%	1%
SE		1002	57%	37%	4%	2%
UK		1313	37%	54%	5%	4%
BG		1025	31%	57%	6%	5%
RO		1001	26%	54%	13%	7%

QA7.2 Would you say that, with equivalent qualifications or diplomas, the following people would be less likely, as likely or more likely than others to get a job, be accepted for training or be promoted?

A person aged over 50 compared with a person aged under 50

UE25 EU25		TOTAL	Less likely	As likely	More likely	DK
BE	1032	24796	78%	16%	4%	2%
CZ	1011		82%	14%	4%	0%
DK	1045		80%	17%	3%	1%
D-W	1053		67%	25%	6%	2%
DE	1570		74%	15%	8%	3%
D-E	517		76%	14%	7%	2%
EE	1004		87%	8%	5%	1%
EL	1000		75%	19%	3%	2%
ES	1012		89%	9%	1%	-
FR	1009		80%	16%	2%	3%
IE	1000		87%	9%	3%	1%
IT	1019		69%	25%	3%	3%
CY	504		64%	27%	5%	4%
LV	1019		82%	11%	4%	2%
LT	1004		80%	14%	4%	2%
LU	506		80%	15%	2%	3%
HU	1015		85%	11%	3%	1%
MT	500		85%	12%	3%	1%
NL	1019		80%	13%	4%	3%
AT	1000		86%	10%	3%	1%
PL	1000		70%	21%	5%	4%
PT	1011		82%	13%	1%	3%
SI	1027		86%	10%	2%	1%
SK	1143		84%	11%	3%	3%
FI	1031		83%	12%	4%	1%
SE	1002		79%	15%	4%	1%
UK	1313		78%	15%	5%	3%
BG	1025		73%	21%	4%	2%
RO	1001		79%	19%	1%	2%
			74%	15%	6%	5%

QA7.3 Would you say that, with equivalent qualifications or diplomas, the following people would be less likely, as likely or more likely than others to get a job, be accepted for training or be promoted?

A disabled person compared with an able-bodied person

		TOTAL	Less likely	As likely	More likely	DK
UE25 EU25		24796	77%	16%	4%	3%
BE		1032	87%	11%	1%	0%
CZ		1011	84%	13%	2%	1%
DK		1045	73%	22%	4%	2%
D-W		1053	61%	22%	11%	7%
DE		1570	62%	21%	10%	6%
D-E		517	68%	20%	9%	3%
EE		1004	85%	11%	2%	3%
EL		1000	86%	10%	4%	0%
ES		1012	82%	13%	1%	4%
FR		1009	89%	8%	1%	1%
IE		1000	74%	20%	2%	4%
IT		1019	66%	22%	8%	3%
CY		504	82%	12%	2%	3%
LV		1019	92%	6%	1%	2%
LT		1004	87%	8%	1%	3%
LU		506	84%	10%	2%	4%
HU		1015	88%	9%	2%	1%
MT		500	76%	19%	2%	3%
NL		1019	87%	11%	1%	1%
AT		1000	69%	22%	6%	4%
PL		1000	84%	11%	1%	4%
PT		1011	88%	9%	2%	1%
SI		1027	84%	11%	2%	3%
SK		1143	84%	11%	3%	2%
FI		1031	85%	11%	4%	1%
SE		1002	90%	6%	2%	2%
UK		1313	71%	23%	3%	3%
BG		1025	86%	9%	1%	5%
RO		1001	77%	10%	4%	8%

QA7.4 Would you say that, with equivalent qualifications or diplomas, the following people would be less likely, as likely or more likely than others to get a job, be accepted for training or be promoted?

A foreigner compared to a (NATIONALITY)

UE25 EU25		TOTAL	Less likely		As likely	More likely		DK
		24796	58%		31%	6%		5%
BE	1032		74%		22%	3%		0%
CZ	1011		47%		43%	5%		6%
DK	1045		63%		32%	3%		2%
D-W	1053		53%		34%	8%		5%
DE	1570		54%		32%	9%		5%
D-E	517		59%		27%	10%		4%
EE	1004		45%		41%	5%		9%
EL	1000		61%		31%	7%		1%
ES	1012		61%		28%	3%		7%
FR	1009		78%		19%	2%		1%
IE	1000		44%		41%	9%		6%
IT	1019		57%		33%	6%		5%
CY	504		62%		27%	8%		3%
LV	1019		27%		41%	18%		13%
LT	1004		28%		45%	16%		12%
LU	506		38%		39%	19%		5%
HU	1015		35%		41%	13%		11%
MT	500		37%		40%	13%		11%
NL	1019		72%		25%	2%		2%
AT	1000		57%		32%	6%		5%
PL	1000		37%		40%	9%		13%
PT	1011		49%		37%	7%		7%
SI	1027		55%		35%	5%		5%
SK	1143		50%		38%	5%		7%
FI	1031		71%		24%	3%		2%
SE	1002		83%		14%	2%		2%
UK	1313		54%		33%	7%		6%
BG	1025		31%		37%	10%		22%
RO	1001		24%		41%	13%		21%

QA7.5 Would you say that, with equivalent qualifications or diplomas, the following people would be less likely, as likely or more likely than others to get a job, be accepted for training or be promoted?

A person who is not White compared to a White person

		TOTAL	Less likely	As likely	More likely	DK
UE25 EU25		24796				
BE		1032	59%	32%	4%	5%
CZ		1011	74%	23%	2%	1%
DK		1045	63%	32%	3%	1%
D-W		1053	57%	36%	4%	3%
DE		1570	54%	34%	7%	6%
D-E		517	55%	33%	7%	6%
EE		1004	60%	28%	6%	5%
EL		1000	42%	42%	3%	13%
ES		1012	68%	29%	2%	1%
FR		1009	73%	20%	2%	5%
IE		1000	76%	20%	2%	2%
IT		1019	44%	43%	4%	8%
CY		504	58%	31%	6%	4%
LV		1019	57%	33%	3%	6%
LT		1004	46%	39%	1%	14%
LU		506	35%	45%	5%	15%
HU		1015	61%	30%	3%	6%
MT		500	68%	24%	2%	6%
NL		1019	65%	25%	3%	7%
AT		1000	62%	31%	2%	1%
PL		1011	51%	26%	4%	7%
PT		1011	57%	37%	3%	10%
SI		1027	57%	36%	3%	4%
SK		1143	60%	35%	2%	5%
FI		1031	75%	31%	4%	5%
SE		1002	71%	20%	4%	1%
UK		1313	39%	24%	2%	3%
BG		1025	46%	50%	5%	5%
RO		1001	32%	33%	4%	17%
				40%	7%	21%

QA7.6 Would you say that, with equivalent qualifications or diplomas, the following people would be less likely, as likely or more likely than others to get a job, be accepted for training or be promoted?

A person of different ethnic origin than the rest of the population

	TOTAL	Less likely	As likely	More likely	DK
UE25 EU25	24796	58%	32%	4%	6%
BE	1032	74%	22%	3%	0%
CZ	1011	60%	36%	1%	3%
DK	1045	71%	23%	4%	2%
D-W	1053	47%	38%	7%	8%
DE	1570	49%	37%	7%	7%
D-E	517	54%	32%	7%	7%
EE	1004	39%	52%	3%	6%
EL	1000	57%	37%	6%	0%
ES	1012	72%	19%	2%	7%
FR	1009	74%	22%	2%	2%
IE	1000	42%	46%	4%	8%
IT	1019	60%	30%	4%	6%
CY	504	50%	41%	4%	5%
LV	1019	32%	59%	1%	7%
LT	1004	36%	55%	2%	8%
LU	506	51%	40%	2%	7%
HU	1015	60%	31%	4%	5%
MT	500	61%	26%	2%	11%
NL	1019	77%	22%	1%	1%
AT	1000	55%	31%	5%	9%
PL	1000	42%	42%	3%	13%
PT	1011	62%	30%	2%	6%
SI	1027	55%	37%	2%	6%
SK	1143	53%	38%	3%	5%
FI	1031	74%	21%	3%	1%
SE	1002	72%	22%	2%	3%
UK	1313	44%	46%	5%	5%
BG	1025	38%	50%	2%	10%
RO	1001	26%	57%	5%	13%

QA7.7 Would you say that, with equivalent qualifications or diplomas, the following people would be less likely, as likely or more likely than others to get a job, be accepted for training or be promoted?

A homosexual person compared with a heterosexual person

	TOTAL	Less likely	As likely	More likely	DK
UE25 EU25	24796	45%	44%	3%	8%
BE	1032	42%	54%	2%	1%
CZ	1011	33%	58%	1%	7%
DK	1045	33%	60%	2%	5%
D-W	1053	33%	49%	7%	11%
DE	1570	33%	50%	7%	11%
D-E	517	31%	55%	3%	11%
EE	1004	38%	39%	2%	21%
EL	1000	68%	28%	3%	1%
ES	1012	50%	42%	2%	6%
FR	1009	51%	44%	1%	5%
IE	1000	32%	50%	2%	16%
IT	1019	55%	36%	5%	5%
CY	504	70%	25%	2%	3%
LV	1019	35%	48%	0%	17%
LT	1004	46%	30%	1%	23%
LU	506	36%	52%	1%	10%
HU	1015	50%	32%	3%	15%
MT	500	60%	27%	2%	11%
NL	1019	38%	58%	1%	3%
AT	1000	43%	40%	5%	12%
PL	1000	58%	24%	2%	17%
PT	1011	63%	28%	2%	6%
SI	1027	59%	31%	2%	8%
SK	1143	42%	46%	2%	10%
FI	1031	58%	34%	3%	5%
SE	1002	53%	38%	2%	7%
UK	1313	32%	58%	2%	8%
BG	1025	42%	25%	1%	32%
RO	1001	46%	19%	5%	30%

QA7.8 Would you say that, with equivalent qualifications or diplomas, the following people would be less likely, as likely or more likely than others to get a job, be accepted for training or be promoted?

A person who practises a different religion than that of the rest of the country

		TOTAL	Less likely	As likely	More likely	DK
UE25 EU25		24796				
BE		1032	32%	58%	3%	6%
CZ		1011	49%	47%	2%	2%
DK		1045	20%	75%	1%	4%
D-W		1053	53%	42%	2%	3%
DE		1570	29%	57%	6%	8%
D-E		517	31%	56%	6%	7%
EE		1004	36%	53%	5%	6%
EL		1000	17%	71%	2%	10%
ES		1012	30%	67%	2%	1%
FR		1009	30%	60%	3%	8%
IE		1000	47%	47%	1%	4%
IT		1019	17%	72%	2%	9%
CY		504	28%	60%	5%	6%
LV		1019	40%	54%	2%	4%
LT		1004	12%	81%	1%	6%
LU		506	18%	68%	2%	12%
HU		1015	25%	68%	2%	6%
MT		500	16%	72%	4%	7%
NL		1019	24%	66%	2%	8%
AT		1000	52%	46%	1%	2%
PT		1011	39%	49%	4%	8%
SI		1027	20%	69%	3%	8%
SK		1143	23%	69%	3%	5%
FI		1031	40%	52%	3%	5%
SE		1002	19%	74%	2%	5%
UK		1313	37%	58%	4%	1%
BG		1025	56%	37%	2%	6%
RO		1001	31%	62%	2%	5%
			18%	64%	2%	15%
			17%	64%	5%	14%

QA7.9 Would you say that, with equivalent qualifications or diplomas, the following people would be less likely, as likely or more likely than others to get a job, be accepted for training or be promoted?

A person aged under 25 compared with a person aged over 25

UE25 EU25	TOTAL		Less likely		As likely		More likely		DK	
BE	24796	30%	43%	23%	4%					
CZ	1032	38%	42%	19%	1%					
DK	1011	33%	49%	15%	3%					
D-W	1045	35%	47%	14%	3%					
DE	1053	23%	42%	28%	7%					
D-E	1570	25%	40%	29%	6%					
EE	517	30%	35%	32%	3%					
EL	1004	32%	49%	16%	3%					
ES	1000	23%	59%	18%	0%					
FR	1012	30%	43%	22%	5%					
IE	1009	47%	36%	14%	4%					
IT	1000	19%	66%	12%	4%					
LT	1019	23%	43%	31%	3%					
CY	504	34%	46%	18%	2%					
LV	1019	28%	51%	18%	2%					
LU	1004	33%	41%	22%	5%					
LU	506	30%	44%	22%	5%					
HU	1015	32%	43%	22%	3%					
MT	500	20%	52%	22%	7%					
NL	1019	27%	39%	32%	2%					
AT	1000	24%	48%	21%	7%					
PL	1000	33%	38%	24%	5%					
PT	1011	14%	54%	28%	5%					
SI	1027	36%	42%	18%	4%					
SK	1143	27%	44%	26%	3%					
FI	1031	40%	44%	14%	2%					
SE	1002	46%	36%	14%	4%					
UK	1313	30%	48%	17%	4%					
BG	1025	10%	53%	33%	4%					
RO	1001	24%	46%	23%	7%					

QA8.1 Would you say that we need more...?

MPs of a different ethnic origin than the rest of the population

	TOTAL	Yes, definitely	Yes, probably	No, probably not	No, definitely not	DK	Yes	No
UE25 EU25	24796	15%	29%	28%	19%	8%	44%	48%
BE	1032	13%	30%	32%	22%	2%	44%	55%
CZ	1011	7%	18%	38%	31%	5%	25%	69%
DK	1045	26%	38%	18%	17%	2%	64%	34%
D-W	1053	14%	23%	29%	27%	6%	37%	56%
DE	1570	13%	22%	30%	29%	6%	35%	58%
D-E	517	9%	20%	32%	35%	5%	29%	67%
EE	1004	6%	14%	34%	40%	6%	20%	74%
EL	1000	10%	13%	31%	44%	1%	23%	76%
ES	1012	10%	34%	22%	15%	20%	44%	36%
FR	1009	29%	37%	17%	12%	6%	66%	29%
IE	1000	18%	31%	23%	19%	9%	49%	41%
IT	1019	9%	31%	33%	19%	7%	40%	52%
CY	504	5%	12%	26%	50%	7%	17%	76%
LV	1019	6%	21%	37%	27%	9%	27%	64%
LT	1004	5%	19%	31%	36%	9%	24%	67%
LU	506	12%	33%	26%	23%	7%	44%	49%
HU	1015	12%	30%	36%	11%	11%	42%	48%
MT	500	5%	13%	28%	45%	9%	19%	72%
NL	1019	19%	30%	30%	16%	4%	50%	46%
AT	1000	15%	21%	34%	21%	10%	35%	55%
PL	1000	5%	19%	41%	23%	12%	24%	64%
PT	1011	10%	37%	28%	13%	12%	47%	40%
SI	1027	7%	26%	43%	17%	6%	33%	60%
SK	1143	4%	17%	43%	31%	4%	21%	74%
FI	1031	16%	41%	29%	11%	2%	58%	40%
SE	1002	30%	37%	19%	10%	5%	66%	29%
UK	1313	25%	35%	23%	10%	7%	61%	33%
BG	1025	7%	9%	22%	53%	9%	17%	74%
RO	1001	8%	17%	26%	34%	16%	25%	60%

QA8.2 Would you say that we need more...?

Female MPs		TOTAL	Yes, definitely	Yes, probably	No, probably not	No, definitely not	DK	Yes	No
UE25 EU25		24796	34%	38%	16%	6%	5%	72%	22%
BE	1032	28%	44%	21%	5%	1%	72%	26%	21%
CZ	1011	38%	39%	17%	4%	3%	77%	29%	21%
DK	1045	36%	33%	23%	5%	3%	68%	31%	31%
D-W	1053	34%	30%	20%	11%	5%	64%	65%	31%
DE	1570	34%	30%	20%	11%	5%	65%	28%	28%
D-E	517	35%	33%	20%	8%	4%	68%	21%	21%
EE	1004	32%	40%	16%	5%	7%	72%	16%	16%
EL	1000	46%	38%	10%	5%	0%	84%	20%	20%
ES	1012	24%	44%	12%	8%	12%	68%	7%	7%
FR	1009	55%	35%	6%	1%	3%	90%	9%	9%
IE	1000	47%	40%	7%	2%	5%	86%	24%	24%
IT	1019	31%	40%	16%	8%	4%	71%	13%	13%
CY	504	51%	34%	9%	4%	2%	85%	25%	25%
LV	1019	22%	47%	20%	5%	6%	69%	23%	23%
LT	1004	29%	39%	18%	5%	9%	67%	17%	17%
LU	506	31%	47%	13%	3%	5%	78%	23%	23%
HU	1015	28%	43%	19%	3%	6%	71%	8%	8%
MT	500	50%	36%	5%	2%	6%	86%	28%	28%
NL	1019	34%	34%	22%	4%	4%	68%	32%	32%
AT	1000	28%	34%	24%	8%	5%	62%	24%	24%
PL	1000	25%	42%	19%	5%	9%	67%	16%	16%
PT	1011	32%	45%	13%	3%	7%	77%	24%	24%
SI	1027	33%	39%	19%	5%	5%	71%	16%	16%
SK	1143	31%	51%	12%	4%	2%	82%	32%	32%
FI	1031	26%	40%	29%	4%	2%	66%	19%	19%
SE	1002	39%	38%	16%	2%	4%	77%	22%	22%
UK	1313	33%	39%	18%	4%	6%	73%	57%	57%
BG	1025	22%	35%	17%	14%	12%	64%	27%	27%
RO	1001	23%	41%	15%	10%	10%	64%		

QA8.3 Would you say that we need more...?

Women in management positions in the workplace

	TOTAL	Yes, definitely	Yes, probably	No, probably not	No, definitely not	DK	Yes	No
UE25 EU25	24796	37%	40%	14%	4%	5%	77%	18%
BE	1032	31%	44%	20%	4%	1%	75%	24%
CZ	1011	32%	40%	20%	2%	6%	73%	22%
DK	1045	50%	34%	10%	3%	3%	84%	13%
D-W	1053	42%	33%	16%	4%	4%	75%	21%
DE	1570	42%	34%	16%	4%	4%	76%	20%
D-E	517	41%	39%	14%	5%	2%	80%	19%
EE	1004	27%	43%	20%	3%	7%	70%	23%
EL	1000	47%	38%	10%	4%	0%	85%	15%
ES	1012	31%	47%	9%	2%	10%	78%	11%
FR	1009	55%	35%	6%	1%	3%	90%	7%
IE	1000	44%	42%	8%	2%	5%	86%	9%
IT	1019	27%	43%	16%	9%	4%	71%	25%
CY	504	51%	36%	8%	4%	2%	86%	12%
LV	1019	20%	52%	18%	3%	7%	73%	20%
LT	1004	27%	46%	15%	4%	7%	73%	20%
LU	506	34%	48%	10%	3%	5%	83%	12%
HU	1015	24%	43%	21%	5%	7%	67%	26%
MT	500	39%	45%	9%	3%	5%	84%	12%
NL	1019	43%	35%	15%	4%	3%	78%	18%
AT	1000	28%	40%	20%	4%	8%	68%	24%
PL	1000	29%	43%	16%	2%	10%	72%	18%
PT	1011	31%	48%	12%	2%	6%	79%	14%
SI	1027	33%	43%	17%	2%	4%	77%	19%
SK	1143	29%	47%	18%	3%	3%	76%	21%
FI	1031	32%	49%	16%	2%	2%	81%	18%
SE	1002	49%	37%	10%	2%	2%	86%	12%
UK	1313	36%	40%	16%	2%	6%	76%	18%
BG	1025	24%	40%	16%	9%	12%	64%	24%
RO	1001	26%	46%	13%	6%	9%	72%	19%

QA8.4 Would you say that we need more...?

People aged over 50 in companies

	TOTAL	Yes, definitely	Yes, probably	No, probably not	No, definitely not	DK	Yes	No
UE25 EU25	24796	31%	41%	18%	3%	6%	72%	22%
BE	1032	24%	45%	25%	3%	2%	69%	29%
CZ	1011	19%	46%	24%	4%	8%	65%	27%
DK	1045	42%	42%	12%	1%	3%	84%	13%
D-W	1053	47%	35%	11%	4%	3%	82%	15%
DE	1570	48%	34%	11%	3%	3%	83%	15%
D-E	517	52%	31%	12%	3%	1%	83%	15%
EE	1004	20%	47%	21%	4%	7%	68%	26%
EL	1000	33%	43%	19%	4%	1%	76%	22%
ES	1012	23%	51%	12%	2%	12%	73%	15%
FR	1009	38%	39%	15%	2%	5%	77%	17%
IE	1000	36%	46%	10%	0%	8%	82%	10%
IT	1019	17%	41%	26%	8%	8%	58%	34%
CY	504	19%	43%	28%	7%	3%	62%	35%
LV	1019	23%	48%	20%	4%	6%	71%	23%
LT	1004	26%	42%	21%	3%	7%	69%	24%
LU	506	28%	43%	21%	2%	6%	72%	22%
HU	1015	28%	43%	18%	3%	8%	71%	22%
MT	500	26%	47%	16%	3%	8%	73%	19%
NL	1019	38%	35%	21%	3%	3%	73%	24%
AT	1000	32%	44%	14%	3%	8%	76%	17%
PL	1000	16%	39%	30%	4%	12%	55%	33%
PT	1011	22%	49%	20%	3%	7%	70%	23%
SI	1027	11%	37%	40%	7%	5%	49%	46%
SK	1143	17%	50%	26%	2%	4%	67%	29%
FI	1031	33%	49%	16%	1%	2%	82%	16%
SE	1002	33%	34%	26%	3%	5%	67%	28%
UK	1313	36%	43%	14%	1%	5%	79%	16%
BG	1025	29%	46%	11%	4%	10%	75%	15%
RO	1001	22%	37%	20%	8%	12%	59%	29%

QA8.5 Would you say that we need more...?

Disabled people in the workplace

	TOTAL	Yes, definitely	Yes, probably	No, probably not	No, definitely not	DK	Yes	No
UE25 EU25	24796	28%	45%	15%	3%	8%	74%	19%
BE	1032	21%	48%	25%	4%	2%	70%	28%
CZ	1011	12%	40%	27%	8%	12%	52%	35%
DK	1045	30%	48%	16%	2%	5%	77%	18%
D-W	1053	31%	40%	17%	5%	7%	71%	22%
DE	1570	29%	40%	18%	5%	8%	69%	24%
D-E	517	22%	38%	24%	6%	10%	60%	30%
EE	1004	16%	44%	21%	6%	12%	61%	28%
EL	1000	39%	49%	9%	2%	1%	89%	11%
ES	1012	29%	50%	9%	2%	10%	80%	10%
FR	1009	45%	46%	5%	1%	3%	91%	6%
IE	1000	43%	42%	6%	1%	7%	86%	7%
IT	1019	17%	42%	24%	6%	11%	59%	30%
504		34%	54%	8%	2%	3%	88%	9%
CY								
LV	1019	25%	47%	18%	4%	6%	72%	22%
LT	1004	33%	45%	13%	2%	7%	78%	15%
LU	506	32%	47%	14%	1%	6%	79%	15%
HU	1015	16%	40%	28%	5%	10%	56%	34%
MT	500	30%	51%	9%	1%	10%	81%	9%
NL	1019	29%	45%	18%	5%	4%	73%	23%
AT	1000	32%	43%	14%	3%	7%	75%	17%
PL	1000	23%	49%	15%	2%	11%	72%	18%
PT	1011	27%	56%	8%	1%	8%	83%	10%
SI	1027	17%	43%	30%	4%	6%	61%	33%
SK	1143	11%	50%	28%	4%	7%	61%	32%
FI	1031	22%	57%	18%	2%	1%	78%	20%
SE	1002	32%	45%	15%	2%	6%	77%	17%
UK	1313	32%	49%	12%	1%	7%	80%	13%
BG	1025	27%	52%	8%	3%	10%	78%	12%
RO	1001	14%	34%	21%	12%	19%	48%	33%

QA9.1 Would you be in favour of or opposed to specific measures being adopted to provide equal opportunities for everyone in the field of employment? Specific measures for people depending on their...

Ethnic origin

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
UE25 EU25	24796	28%	42%	17%	6%	6%	70%	23%
BE	1032	24%	41%	24%	9%	1%	65%	34%
CZ	1011	27%	43%	22%	4%	4%	70%	26%
DK	1045	14%	34%	23%	26%	3%	48%	49%
D-W	1053	25%	38%	23%	6%	8%	64%	28%
DE	1570	25%	39%	23%	6%	7%	64%	29%
D-E	517	22%	42%	24%	7%	5%	64%	31%
EE	1004	35%	42%	10%	4%	9%	78%	14%
EL	1000	44%	38%	11%	7%	1%	81%	18%
ES	1012	34%	48%	8%	3%	8%	81%	10%
FR	1009	31%	38%	17%	9%	5%	69%	27%
IE	1000	26%	47%	12%	6%	10%	73%	18%
IT	1019	22%	43%	22%	6%	7%	65%	28%
CY	504	39%	35%	15%	7%	4%	74%	22%
LV	1019	17%	44%	19%	8%	11%	62%	27%
LT	1004	20%	55%	12%	3%	10%	75%	14%
LU	506	32%	37%	21%	4%	6%	69%	25%
HU	1015	26%	45%	18%	4%	7%	71%	22%
MT	500	21%	42%	18%	6%	13%	64%	24%
NL	1019	23%	41%	19%	2%	2%	64%	34%
AT	1000	16%	40%	26%	6%	12%	56%	32%
PL	1000	27%	51%	10%	2%	10%	77%	12%
PT	1011	28%	57%	8%	1%	6%	86%	8%
SI	1027	27%	51%	14%	2%	5%	79%	16%
SK	1143	22%	56%	15%	3%	5%	78%	18%
FI	1031	24%	50%	18%	5%	3%	74%	23%
SE	1002	28%	39%	16%	12%	5%	67%	27%
UK	1313	35%	38%	15%	6%	6%	73%	21%
BG	1025	35%	37%	16%	4%	9%	71%	19%
RO	1001	51%	28%	8%	5%	8%	78%	13%

QA9.2 Would you be in favour of or opposed to specific measures being adopted to provide equal opportunities for everyone in the field of employment? Specific measures for people depending on their...

Gender

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
UE25 EU25	24796	39%	41%	11%	5%	5%	79%	16%
BE	1032	33%	42%	17%	7%	1%	75%	24%
CZ	1011	52%	35%	7%	3%	2%	88%	11%
DK	1045	18%	29%	22%	26%	5%	47%	48%
D-W	1053	40%	33%	15%	5%	6%	73%	20%
DE	1570	42%	34%	14%	4%	5%	76%	18%
D-E	517	50%	38%	7%	2%	3%	88%	10%
EE	1004	44%	38%	6%	4%	9%	82%	10%
EL	1000	64%	30%	4%	2%	0%	94%	6%
ES	1012	43%	45%	4%	2%	6%	88%	6%
FR	1009	36%	38%	15%	7%	4%	74%	22%
IE	1000	40%	44%	6%	2%	8%	84%	8%
IT	1019	31%	50%	11%	4%	4%	81%	15%
CY	504	64%	28%	5%	1%	2%	92%	5%
LV	1019	26%	44%	15%	7%	9%	69%	21%
LT	1004	30%	55%	4%	1%	9%	85%	5%
LU	506	39%	36%	15%	3%	7%	75%	18%
HU	1015	35%	44%	11%	3%	6%	80%	14%
MT	500	37%	46%	7%	4%	7%	83%	10%
NL	1019	30%	32%	18%	16%	3%	62%	35%
AT	1000	31%	48%	9%	3%	8%	79%	12%
PL	1000	42%	47%	5%	1%	5%	89%	6%
PT	1011	38%	55%	3%	0%	4%	93%	4%
SI	1027	41%	47%	6%	2%	4%	88%	8%
SK	1143	37%	51%	8%	2%	2%	88%	10%
FI	1031	38%	42%	13%	5%	2%	80%	18%
SE	1002	33%	31%	18%	14%	5%	64%	32%
UK	1313	40%	36%	14%	5%	6%	76%	18%
BG	1025	55%	30%	5%	4%	6%	85%	9%
RO	1001	61%	20%	7%	4%	9%	81%	11%

QA9.3 Would you be in favour of or opposed to specific measures being adopted to provide equal opportunities for everyone in the field of employment? Specific measures for people depending on their...

Age

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
UE25 EU25	24796	39%	45%	9%	3%	4%	84%	12%
BE	1032	31%	49%	14%	5%	1%	80%	19%
CZ	1011	40%	48%	9%	2%	1%	88%	11%
DK	1045	23%	47%	17%	10%	3%	70%	27%
D-W	1053	44%	36%	13%	3%	4%	80%	16%
DE	1570	46%	37%	11%	3%	4%	82%	14%
D-E	517	51%	41%	3%	2%	2%	92%	6%
EE	1004	40%	41%	7%	4%	8%	81%	11%
EL	1000	62%	33%	4%	1%	-	95%	5%
ES	1012	41%	50%	3%	1%	5%	91%	4%
FR	1009	38%	44%	10%	5%	2%	82%	15%
IE	1000	42%	43%	6%	2%	7%	85%	8%
IT	1019	27%	55%	11%	2%	4%	82%	14%
CY	504	55%	38%	4%	2%	2%	92%	6%
LV	1019	28%	49%	12%	5%	7%	77%	17%
LT	1004	24%	59%	8%	1%	8%	83%	9%
LU	506	38%	39%	15%	3%	6%	77%	17%
HU	1015	43%	44%	9%	1%	3%	87%	10%
MT	500	33%	50%	6%	3%	8%	83%	9%
NL	1019	35%	41%	15%	7%	2%	76%	22%
AT	1000	34%	47%	10%	2%	8%	81%	11%
PL	1000	37%	52%	5%	1%	4%	90%	6%
PT	1011	39%	54%	4%	0%	3%	93%	4%
SI	1027	35%	52%	8%	1%	4%	87%	9%
SK	1143	38%	50%	8%	2%	1%	89%	10%
FI	1031	36%	48%	11%	3%	2%	84%	14%
SE	1002	29%	37%	17%	12%	5%	66%	29%
UK	1313	43%	39%	10%	4%	4%	82%	14%
BG	1025	58%	31%	3%	3%	5%	89%	6%
RO	1001	58%	25%	6%	3%	8%	83%	9%

QA9.4 Would you be in favour of or opposed to specific measures being adopted to provide equal opportunities for everyone in the field of employment? Specific measures for people depending on their...

Religious beliefs or their convictions

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
UE25 EU25	24796	29%	42%	16%	7%	7%	70%	23%
BE	1032	22%	42%	24%	9%	2%	64%	34%
CZ	1011	38%	40%	13%	4%	4%	78%	18%
DK	1045	9%	26%	27%	34%	4%	35%	61%
D-W	1053	25%	36%	21%	7%	11%	61%	28%
DE	1570	25%	37%	21%	7%	10%	62%	28%
D-E	517	22%	42%	19%	8%	9%	64%	28%
EE	1004	35%	39%	11%	4%	11%	74%	15%
EL	1000	56%	32%	9%	3%	0%	88%	12%
ES	1012	36%	47%	6%	2%	9%	83%	8%
FR	1009	28%	37%	19%	11%	5%	65%	30%
IE	1000	36%	41%	8%	4%	11%	78%	12%
IT	1019	24%	51%	16%	5%	4%	75%	21%
CY	504	48%	37%	7%	3%	4%	85%	11%
LV	1019	19%	43%	19%	8%	11%	62%	27%
LT	1004	23%	54%	10%	2%	11%	77%	12%
LU	506	30%	31%	24%	6%	10%	61%	30%
HU	1015	29%	41%	14%	6%	10%	70%	20%
MT	500	28%	50%	10%	4%	8%	78%	14%
NL	1019	16%	33%	26%	22%	2%	50%	48%
AT	1000	17%	42%	23%	5%	12%	60%	28%
PL	1000	34%	49%	7%	3%	7%	83%	10%
PT	1011	34%	55%	5%	1%	5%	89%	5%
SI	1027	28%	54%	11%	2%	5%	82%	13%
SK	1143	30%	49%	13%	5%	4%	79%	17%
FI	1031	25%	47%	19%	6%	4%	71%	25%
SE	1002	20%	30%	24%	20%	7%	50%	44%
UK	1313	32%	38%	17%	6%	7%	70%	23%
BG	1025	42%	32%	10%	6%	10%	74%	16%
RO	1001	55%	23%	7%	4%	11%	78%	11%

QA9.5 Would you be in favour of or opposed to specific measures being adopted to provide equal opportunities for everyone in the field of employment? Specific measures for people depending on their...

Disability

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
UE25 EU25	24796	43%	44%	7%	2%	4%	87%	10%
BE	1032	37%	49%	10%	3%	1%	86%	14%
CZ	1011	39%	42%	12%	3%	4%	81%	15%
DK	1045	43%	44%	8%	4%	2%	86%	12%
D-W	1053	41%	42%	11%	2%	4%	83%	13%
DE	1570	42%	43%	10%	2%	4%	85%	12%
D-E	517	47%	44%	4%	3%	2%	91%	6%
EE	1004	44%	41%	6%	1%	8%	85%	7%
EL	1000	69%	28%	3%	1%	0%	96%	4%
ES	1012	46%	45%	3%	1%	5%	91%	4%
FR	1009	47%	41%	7%	3%	2%	88%	10%
IE	1000	48%	40%	3%	2%	8%	88%	5%
IT	1019	32%	55%	8%	2%	4%	86%	10%
CY	504	63%	30%	3%	2%	2%	93%	5%
LV	1019	31%	52%	8%	3%	6%	83%	11%
LT	1004	24%	53%	11%	1%	10%	77%	13%
LU	506	42%	41%	10%	2%	6%	82%	12%
HU	1015	36%	49%	11%	1%	3%	85%	12%
MT	500	42%	44%	6%	2%	7%	85%	8%
NL	1019	54%	37%	4%	1%	1%	91%	8%
AT	1000	37%	48%	9%	1%	5%	85%	10%
PL	1000	43%	49%	3%	1%	4%	91%	4%
PT	1011	42%	53%	2%	0%	4%	95%	2%
SI	1027	36%	53%	5%	1%	4%	89%	7%
SK	1143	31%	54%	10%	2%	3%	86%	12%
FI	1031	35%	51%	10%	2%	2%	86%	12%
SE	1002	44%	36%	9%	7%	4%	80%	16%
UK	1313	47%	37%	10%	3%	4%	83%	13%
BG	1025	56%	30%	5%	3%	6%	87%	7%
RO	1001	53%	26%	8%	3%	10%	79%	11%

QA9.6 Would you be in favour of or opposed to specific measures being adopted to provide equal opportunities for everyone in the field of employment? Specific measures for people depending on their...

Sexual orientation

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
UE25 EU25	24796	28%	38%	17%	8%	9%	66%	25%
BE	1032	28%	40%	21%	9%	2%	68%	30%
CZ	1011	37%	39%	15%	5%	5%	75%	20%
DK	1045	10%	15%	27%	41%	6%	25%	69%
D-W	1053	24%	32%	22%	10%	12%	56%	32%
DE	1570	25%	32%	21%	10%	12%	57%	31%
D-E	517	26%	35%	19%	9%	11%	61%	28%
EE	1004	26%	33%	14%	8%	20%	59%	22%
EL	1000	41%	34%	15%	8%	2%	75%	23%
ES	1012	37%	47%	6%	2%	8%	84%	8%
FR	1009	29%	35%	18%	11%	6%	64%	29%
IE	1000	36%	41%	6%	3%	14%	78%	9%
IT	1019	25%	49%	14%	5%	7%	74%	19%
CY	504	42%	36%	7%	8%	7%	77%	15%
LV	1019	14%	34%	23%	14%	15%	48%	36%
LT	1004	11%	38%	23%	9%	18%	49%	33%
LU	506	30%	32%	23%	5%	11%	62%	27%
HU	1015	19%	33%	25%	7%	16%	51%	32%
MT	500	31%	43%	11%	5%	9%	74%	17%
NL	1019	23%	27%	23%	23%	4%	50%	46%
AT	1000	16%	43%	22%	5%	15%	59%	26%
PL	1000	25%	38%	16%	5%	15%	63%	21%
PT	1011	34%	53%	5%	1%	7%	87%	6%
SI	1027	29%	47%	16%	3%	5%	76%	19%
SK	1143	23%	47%	17%	6%	7%	70%	23%
FI	1031	23%	41%	23%	8%	6%	64%	31%
SE	1002	26%	26%	20%	19%	9%	53%	39%
UK	1313	33%	36%	17%	5%	9%	69%	22%
BG	1025	29%	29%	13%	8%	22%	57%	20%
RO	1001	34%	20%	15%	14%	17%	55%	29%

QA10 In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?

	TOTAL	Yes, definitely	Yes, to some extent	No, not really	No, definitely not	DK	Yes	No
UE25 EU25	24796	10%	35%	36%	15%	5%	45%	51%
BE	1032	12%	38%	39%	9%	2%	50%	48%
CZ	1011	10%	36%	35%	16%	3%	46%	52%
DK	1045	10%	29%	40%	20%	2%	39%	60%
D-W	1053	16%	35%	30%	15%	4%	51%	45%
DE	1570	15%	34%	31%	16%	4%	49%	47%
D-E	517	11%	33%	34%	20%	2%	44%	54%
EE	1004	8%	33%	34%	13%	13%	41%	47%
EL	1000	12%	44%	27%	16%	1%	56%	43%
ES	1012	14%	39%	31%	9%	8%	52%	40%
FR	1009	7%	29%	43%	18%	3%	36%	61%
IE	1000	13%	36%	28%	12%	11%	49%	39%
IT	1019	7%	35%	40%	13%	5%	42%	53%
CY	504	24%	43%	23%	7%	4%	67%	29%
LV	1019	4%	28%	44%	17%	6%	33%	61%
LT	1004	4%	30%	37%	15%	14%	34%	52%
LU	506	10%	37%	33%	11%	9%	47%	44%
HU	1015	7%	31%	41%	15%	5%	38%	56%
MT	500	7%	37%	34%	17%	6%	43%	51%
NL	1019	12%	43%	32%	11%	1%	55%	43%
AT	1000	17%	44%	27%	7%	5%	61%	34%
PL	1000	3%	21%	46%	22%	8%	24%	68%
PT	1011	10%	44%	28%	10%	9%	53%	38%
SI	1027	6%	52%	31%	8%	3%	58%	39%
SK	1143	8%	39%	38%	12%	3%	47%	50%
FI	1031	10%	54%	31%	4%	1%	64%	35%
SE	1002	6%	22%	40%	29%	3%	28%	69%
UK	1313	13%	38%	32%	14%	3%	51%	46%
BG	1025	5%	32%	34%	4%	25%	37%	38%
RO	1001	16%	33%	21%	14%	15%	50%	35%

QA12.1 Please tell me whether, in your opinion, in (OUR COUNTRY) there is a law which prohibits the following types of discrimination when hiring new employees. Discrimination on the basis of...

Ethnic origin

	TOTAL	Yes, there is such a law	No, there is no such law	DK
UE25 EU25	24796	36%	39%	25%
BE	1032	41%	52%	8%
CZ	1011	36%	46%	18%
DK	1045	46%	45%	9%
D-W	1053	29%	47%	24%
DE	1570	29%	46%	24%
D-E	517	32%	44%	25%
EE	1004	22%	46%	33%
EL	1000	20%	64%	16%
ES	1012	30%	24%	46%
FR	1009	50%	30%	20%
IE	1000	34%	30%	36%
IT	1019	24%	45%	31%
CY	504	15%	49%	36%
LV	1019	19%	54%	27%
LT	1004	20%	51%	30%
LU	506	28%	27%	45%
HU	1015	37%	38%	24%
MT	500	19%	43%	39%
NL	1019	59%	29%	12%
AT	1000	28%	42%	30%
PL	1000	22%	53%	25%
PT	1011	32%	33%	35%
SI	1027	27%	52%	21%
SK	1143	42%	41%	18%
FI	1031	52%	36%	12%
SE	1002	63%	18%	19%
UK	1313	54%	31%	15%
BG	1025	17%	41%	41%
RO	1001	28%	30%	42%

QA12.2 Please tell me whether, in your opinion, in (OUR COUNTRY) there is a law which prohibits the following types of discrimination when hiring new employees. Discrimination on the basis of...

Gender		TOTAL	Yes, there is such a law	No, there is no such law	DK
UE25 EU25	BE	24796	40%	39%	20%
	CZ	1032	47%	48%	6%
	DK	1011	37%	49%	14%
	D-W	1045	58%	38%	4%
	DE	1053	37%	47%	16%
	D-E	1570	39%	46%	16%
	EE	517	47%	40%	13%
	EL	1004	23%	47%	31%
	ES	1000	21%	68%	11%
	FR	1012	43%	15%	42%
	IE	1009	45%	38%	17%
	IT	1000	44%	28%	27%
	CY	1019	28%	46%	26%
	LV	504	16%	54%	30%
	LT	1019	23%	55%	22%
	LU	1004	21%	52%	26%
	HU	506	32%	33%	36%
	MT	1015	31%	43%	26%
	NL	500	30%	39%	31%
	AT	1019	63%	29%	8%
	PL	1000	40%	36%	25%
	PT	1000	31%	49%	20%
	SI	1011	35%	33%	32%
	SK	1027	32%	48%	20%
	FI	1143	44%	42%	13%
	SE	1031	66%	28%	6%
	UK	1002	59%	24%	17%
	BG	1313	50%	34%	16%
	RO	1025	18%	44%	38%
		1001	27%	33%	41%

QA12.3 Please tell me whether, in your opinion, in (OUR COUNTRY) there is a law which prohibits the following types of discrimination when hiring new employees. Discrimination on the basis of...

Sexual orientation

	TOTAL	Yes, there is such a law	No, there is no such law	DK
UE25 EU25	24796	30%	45%	25%
BE	1032	32%	60%	8%
CZ	1011	28%	54%	18%
DK	1045	37%	53%	10%
D-W	1053	25%	53%	23%
DE	1570	26%	51%	23%
D-E	517	31%	44%	24%
EE	1004	13%	50%	37%
EL	1000	10%	74%	17%
ES	1012	31%	23%	46%
FR	1009	35%	43%	21%
IE	1000	37%	30%	33%
IT	1019	22%	50%	28%
CY	504	12%	53%	35%
LV	1019	13%	60%	26%
LT	1004	11%	54%	35%
LU	506	18%	39%	42%
HU	1015	25%	46%	42%
MT	500	17%	47%	30%
NL	1019	53%	35%	36%
AT	1000	26%	44%	12%
PL	1000	17%	56%	30%
PT	1011	28%	36%	27%
SI	1027	24%	55%	36%
SK	1143	34%	48%	21%
FI	1031	45%	40%	18%
SE	1002	55%	25%	15%
UK	1313	39%	41%	20%
BG	1025	6%	43%	20%
RO	1001	19%	36%	51%
				45%

QA12.4 Please tell me whether, in your opinion, in (OUR COUNTRY) there is a law which prohibits the following types of discrimination when hiring new employees. Discrimination on the basis of...

Age		TOTAL	Yes, there is such a law	No, there is no such law	DK
UE25 EU25		24796	31%	47%	22%
BE		1032	35%	59%	6%
CZ		1011	34%	52%	14%
DK		1045	26%	66%	8%
D-W		1053	21%	61%	18%
DE		1570	22%	60%	18%
D-E		517	26%	59%	15%
EE		1004	26%	45%	29%
EL		1000	27%	61%	13%
ES		1012	27%	27%	46%
FR		1009	31%	49%	21%
IE		1000	45%	26%	29%
IT		1019	29%	42%	28%
CY		504	19%	50%	32%
LV		1019	25%	52%	23%
LT		1004	28%	45%	27%
LU		506	23%	36%	40%
HU		1015	35%	41%	24%
MT		500	21%	44%	35%
NL		1019	52%	38%	9%
AT		1000	28%	46%	26%
PL		1000	27%	51%	22%
PT		1011	33%	35%	32%
SI		1027	35%	45%	20%
SK		1143	42%	43%	15%
FI		1031	48%	41%	11%
SE		1002	25%	53%	22%
UK		1313	40%	44%	16%
BG		1025	15%	45%	40%
RO		1001	26%	34%	41%

QA12.5 Please tell me whether, in your opinion, in (OUR COUNTRY) there is a law which prohibits the following types of discrimination when hiring new employees. Discrimination on the basis of...

Religion or beliefs

	TOTAL	Yes, there is such a law	No, there is no such law	DK
UE25 EU25	24796	35%	42%	23%
BE	1032	37%	55%	8%
CZ	1011	31%	53%	16%
DK	1045	49%	45%	6%
D-W	1053	33%	48%	19%
DE	1570	35%	46%	19%
D-E	517	40%	39%	21%
EE	1004	20%	49%	31%
EL	1000	19%	68%	13%
ES	1012	27%	27%	46%
FR	1009	46%	36%	18%
IE	1000	32%	35%	32%
IT	1019	25%	45%	30%
CY	504	13%	54%	32%
LV	1019	17%	59%	25%
LT	1004	16%	56%	28%
LU	506	24%	38%	38%
HU	1015	32%	42%	26%
MT	500	19%	46%	35%
NL	1019	59%	31%	10%
AT	1000	35%	40%	25%
PL	1000	25%	54%	22%
PT	1011	29%	38%	33%
SI	1027	26%	54%	21%
SK	1143	42%	43%	15%
FI	1031	61%	31%	8%
SE	1002	52%	30%	18%
UK	1313	43%	39%	17%
BG	1025	16%	43%	41%
RO	1001	28%	33%	40%

QA12.6 Please tell me whether, in your opinion, in (OUR COUNTRY) there is a law which prohibits the following types of discrimination when hiring new employees. Discrimination on the basis of...

Disability

	TOTAL	Yes, there is such a law	No, there is no such law	DK
UE25 EU25	24796	51%	30%	19%
BE	1032	46%	47%	7%
CZ	1011	48%	38%	16%
DK	1045	36%	54%	11%
D-W	1053	51%	33%	16%
DE	1570	53%	32%	16%
D-E	517	58%	27%	14%
EE	1004	24%	44%	33%
EL	1000	34%	54%	12%
ES	1012	40%	18%	42%
FR	1009	69%	19%	12%
IE	1000	45%	27%	28%
IT	1019	49%	31%	20%
CY	504	16%	51%	33%
LV	1019	26%	48%	26%
LT	1004	30%	40%	29%
LU	506	38%	26%	35%
HU	1015	41%	34%	25%
MT	500	37%	33%	30%
NL	1019	53%	33%	14%
AT	1000	53%	27%	21%
PL	1000	40%	39%	22%
PT	1011	40%	29%	31%
SI	1027	46%	35%	20%
SK	1143	47%	38%	15%
FI	1031	58%	33%	10%
SE	1002	54%	26%	20%
UK	1313	62%	25%	13%
BG	1025	16%	41%	43%
RO	1001	31%	27%	43%

QA13 If you were the victim of discrimination at the workplace, to whom would you first turn for help? (MAX. 2 ANSWERS)

		TOTAL	A national body for equal treatment	A lawyer to take legal action	A trade union	An association	International institutions (such as the Council of Europe, the UN, etc.)	The European Union	None (SPONTANEOUS)	Other (SPONTANEOUS)	DK
UE25 EU25	BE	24796	25%	41%	37%	15%	4%	3%	4%	7%	8%
	1032		33%	35%	57%	15%	5%	4%	3%	4%	1%
	CZ	1011	11%	40%	29%	31%	2%	2%	7%	4%	7%
	1045		20%	20%	84%	6%	2%	0%	2%	9%	2%
	D-W	1053	22%	45%	36%	13%	3%	2%	3%	14%	7%
	DE	1570	23%	47%	36%	14%	3%	2%	4%	13%	6%
	D-E	517	26%	57%	38%	16%	3%	1%	6%	9%	3%
	EE	1004	37%	30%	19%	4%	5%	3%	12%	4%	17%
	EL	1000	19%	57%	22%	7%	8%	4%	11%	4%	3%
	ES	1012	12%	36%	30%	12%	2%	1%	3%	4%	25%
	FR	1009	28%	46%	40%	35%	5%	3%	2%	4%	3%
	IE	1000	37%	29%	40%	11%	5%	3%	1%	5%	16%
	IT	1019	21%	50%	34%	13%	4%	3%	3%	5%	6%
	CY	504	35%	32%	36%	5%	16%	9%	8%	5%	8%
	LV	1019	40%	44%	18%	2%	10%	5%	10%	4%	5%
	LT	1004	47%	42%	13%	1%	4%	3%	11%	2%	13%
	LU	506	28%	35%	46%	19%	7%	3%	3%	10%	3%
	HU	1015	19%	41%	18%	5%	9%	4%	11%	4%	15%
	MT	500	27%	29%	45%	12%	3%	11%	3%	4%	6%
	NL	1019	38%	25%	45%	17%	1%	0%	6%	19%	2%
	AT	1000	23%	31%	29%	29%	5%	4%	4%	4%	14%
	PL	1000	26%	44%	21%	8%	7%	4%	6%	3%	12%
	PT	1011	29%	42%	35%	14%	4%	2%	4%	1%	13%
	SI	1027	18%	43%	31%	9%	10%	4%	6%	6%	8%
	SK	1143	44%	45%	24%	6%	10%	5%	6%	2%	8%
	FI	1031	42%	19%	69%	8%	2%	2%	3%	7%	3%
	SE	1002	46%	22%	69%	3%	3%	1%	3%	7%	4%
	UK	1313	29%	30%	48%	10%	2%	2%	4%	8%	7%
	BG	1025	11%	39%	12%	5%	7%	2%	9%	3%	33%
	RO	1001	25%	39%	13%	10%	7%	4%	4%	2%	29%

QA14 Do you know your rights if you are the victim of discrimination or harassment?

UE25 EU25		TOTAL		Yes	No	That depends (SPONTANEOUS)		DK
24796				32%	56%	10%		3%
BE	1032			26%	66%	8%		0%
CZ	1011			31%	54%	11%		4%
DK	1045			34%	60%	4%		2%
D-W	1053			27%	58%	13%		2%
DE	1570			27%	57%	13%		2%
D-E	517			27%	56%	15%		2%
EE	1004			19%	58%	19%		4%
EL	1000			38%	54%	7%		1%
ES	1012			23%	61%	11%		5%
FR	1009			29%	64%	5%		1%
IE	1000			39%	37%	14%		10%
IT	1019			33%	45%	17%		4%
CY	504			53%	37%	7%		4%
LV	1019			28%	61%	10%		1%
LT	1004			31%	58%	7%		4%
LU	506			28%	58%	9%		5%
HU	1015			31%	49%	16%		4%
MT	500			43%	44%	10%		4%
NL	1019			35%	56%	5%		3%
AT	1000			17%	52%	25%		6%
PL	1000			30%	62%	5%		3%
PT	1011			36%	51%	9%		3%
SI	1027			36%	45%	15%		3%
SK	1143			37%	55%	4%		4%
FI	1031			65%	27%	7%		1%
SE	1002			32%	58%	8%		1%
UK	1313			43%	52%	4%		2%
BG	1025			21%	55%	12%		12%
RO	1001			26%	45%	15%		14%

QA15.1 Would you be in favour or opposed to providing, on an anonymous basis, information about (INSERT ITEM) as part of a census, if that could help to combat discrimination in (OUR COUNTRY)?

Your ethnic origin

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
UE25 EU25	24796	39%	36%	11%	8%	6%	75%	19%
BE	1032	36%	42%	14%	7%	2%	77%	21%
CZ	1011	39%	38%	12%	9%	2%	77%	21%
DK	1045	70%	18%	4%	6%	2%	88%	10%
D-W	1053	45%	26%	15%	9%	5%	71%	24%
DE	1570	44%	27%	15%	9%	5%	71%	24%
D-E	517	40%	30%	16%	11%	3%	71%	26%
EE	1004	56%	32%	5%	2%	4%	88%	7%
EL	1000	50%	27%	9%	13%	1%	77%	23%
ES	1012	28%	40%	10%	6%	15%	68%	17%
FR	1009	45%	34%	9%	8%	5%	78%	17%
IE	1000	36%	33%	10%	7%	14%	69%	17%
IT	1019	35%	46%	10%	6%	3%	81%	16%
CY	504	46%	28%	8%	9%	9%	74%	17%
LV	1019	32%	41%	15%	7%	6%	73%	21%
LT	1004	29%	47%	10%	4%	10%	76%	15%
LU	506	37%	39%	11%	6%	7%	76%	17%
HU	1015	28%	36%	21%	9%	6%	64%	30%
MT	500	46%	46%	9%	5%	9%	78%	14%
NL	1019	41%	31%	9%	15%	3%	73%	24%
AT	1000	18%	41%	23%	11%	7%	59%	34%
PL	1000	29%	42%	14%	9%	6%	71%	23%
PT	1011	28%	47%	10%	2%	13%	75%	12%
SI	1027	31%	42%	15%	7%	5%	73%	22%
SK	1143	35%	46%	11%	5%	3%	81%	16%
FI	1031	32%	39%	14%	11%	4%	71%	25%
SE	1002	67%	16%	5%	7%	4%	83%	13%
UK	1313	46%	35%	9%	6%	4%	80%	16%
BG	1025	63%	22%	4%	4%	6%	86%	8%
RO	1001	54%	19%	6%	7%	14%	73%	13%

QA15.2 Would you be in favour or opposed to providing, on an anonymous basis, information about (INSERT ITEM) as part of a census, if that could help to combat discrimination in (OUR COUNTRY)?

Your religion or beliefs

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
UE25 EU25	24796	39%	35%	12%	9%	5%	74%	21%
BE	1032	35%	41%	14%	9%	2%	76%	23%
CZ	1011	36%	39%	12%	11%	3%	75%	22%
DK	1045	66%	19%	7%	7%	2%	85%	13%
D-W	1053	46%	25%	16%	9%	5%	71%	24%
DE	1570	44%	26%	16%	9%	5%	71%	25%
D-E	517	40%	29%	17%	11%	4%	69%	28%
EE	1004	48%	34%	8%	4%	6%	82%	12%
EL	1000	49%	27%	10%	14%	1%	76%	23%
ES	1012	29%	37%	12%	7%	15%	66%	19%
FR	1009	46%	32%	9%	9%	4%	78%	18%
IE	1000	35%	33%	10%	8%	14%	69%	17%
IT	1019	37%	44%	11%	5%	3%	81%	16%
CY	504	45%	30%	8%	10%	8%	74%	18%
LV	1019	32%	42%	13%	7%	6%	74%	20%
LT	1004	26%	47%	12%	5%	10%	73%	17%
LU	506	36%	38%	12%	7%	7%	75%	18%
HU	1015	27%	34%	20%	14%	5%	61%	34%
MT	500	34%	49%	7%	4%	6%	84%	11%
NL	1019	41%	30%	10%	3%	71%	71%	26%
AT	1000	19%	41%	23%	11%	5%	60%	35%
PL	1000	28%	40%	16%	11%	5%	68%	27%
PT	1011	29%	46%	10%	2%	13%	75%	11%
SI	1027	30%	40%	18%	7%	5%	71%	25%
SK	1143	35%	43%	12%	6%	3%	79%	18%
FI	1031	34%	39%	14%	11%	3%	72%	24%
SE	1002	66%	15%	7%	8%	4%	81%	15%
UK	1313	44%	36%	10%	7%	4%	80%	17%
BG	1025	63%	23%	5%	4%	6%	86%	9%
RO	1001	54%	19%	7%	6%	14%	73%	13%

QA15.3 Would you be in favour or opposed to providing, on an anonymous basis, information about (INSERT ITEM) as part of a census, if that could help to combat discrimination in (OUR COUNTRY)?

Your health situation

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
UE25 EU25	24796	36%	35%	15%	10%	5%	71%	25%
BE	1032	35%	39%	16%	9%	2%	74%	25%
CZ	1011	26%	35%	21%	16%	3%	61%	36%
DK	1045	63%	22%	6%	7%	2%	85%	13%
D-W	1053	39%	26%	20%	11%	4%	65%	31%
DE	1570	38%	26%	20%	11%	4%	65%	32%
D-E	517	35%	29%	21%	12%	2%	65%	33%
EE	1004	46%	35%	9%	5%	5%	81%	15%
EL	1000	46%	27%	12%	15%	1%	73%	26%
ES	1012	29%	39%	11%	7%	14%	68%	18%
FR	1009	40%	33%	13%	10%	4%	73%	23%
IE	1000	35%	31%	12%	8%	14%	66%	20%
IT	1019	35%	44%	12%	6%	3%	79%	18%
CY	504	47%	29%	9%	9%	7%	75%	18%
LV	1019	32%	41%	15%	7%	5%	73%	22%
LT	1004	22%	43%	18%	8%	10%	65%	26%
LU	506	32%	36%	16%	9%	7%	67%	25%
HU	1015	27%	37%	20%	12%	4%	64%	32%
MT	500	34%	47%	9%	4%	6%	81%	14%
NL	1019	39%	28%	11%	20%	2%	67%	31%
AT	1000	16%	37%	26%	15%	5%	53%	42%
PL	1000	25%	40%	18%	12%	5%	65%	30%
PT	1011	33%	45%	9%	2%	11%	78%	11%
SI	1027	28%	40%	18%	9%	5%	68%	27%
SK	1143	29%	39%	19%	9%	3%	68%	28%
FI	1031	33%	35%	16%	12%	3%	68%	29%
SE	1002	63%	15%	9%	9%	4%	78%	18%
UK	1313	40%	36%	12%	9%	4%	76%	21%
BG	1025	62%	22%	6%	5%	6%	83%	11%
RO	1001	54%	20%	5%	7%	14%	73%	13%

QA15.4 Would you be in favour or opposed to providing, on an anonymous basis, information about (INSERT ITEM) as part of a census, if that could help to combat discrimination in (OUR COUNTRY)?

Your sexual orientation

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
UE25 EU25	24796	34%	31%	15%	13%	6%	65%	28%
BE	1032	34%	39%	16%	11%	2%	72%	26%
CZ	1011	33%	33%	15%	14%	3%	68%	30%
DK	1045	55%	20%	8%	13%	4%	75%	21%
D-W	1053	33%	20%	21%	18%	8%	53%	39%
DE	1570	33%	20%	21%	19%	7%	53%	40%
D-E	517	31%	22%	23%	19%	5%	53%	42%
EE	1004	39%	28%	11%	10%	11%	67%	21%
EL	1000	41%	24%	13%	20%	2%	65%	33%
ES	1012	29%	36%	13%	8%	15%	64%	21%
FR	1009	39%	29%	13%	14%	5%	68%	27%
IE	1000	33%	30%	11%	10%	16%	62%	22%
IT	1019	36%	40%	14%	7%	3%	75%	21%
CY	504	41%	26%	8%	14%	11%	67%	22%
LV	1019	30%	35%	16%	11%	8%	65%	27%
LT	1004	20%	36%	18%	11%	15%	57%	29%
LU	506	29%	34%	17%	14%	8%	62%	30%
HU	1015	17%	26%	27%	21%	9%	43%	48%
MT	500	33%	42%	12%	5%	8%	75%	17%
NL	1019	39%	26%	11%	21%	3%	65%	32%
AT	1000	13%	33%	28%	18%	7%	47%	46%
PL	1000	24%	36%	19%	14%	7%	60%	34%
PT	1011	28%	45%	11%	2%	13%	73%	13%
SI	1027	29%	38%	19%	9%	5%	68%	28%
SK	1143	31%	38%	15%	11%	5%	69%	26%
FI	1031	27%	35%	17%	16%	5%	62%	33%
SE	1002	62%	14%	6%	14%	5%	75%	20%
UK	1313	42%	35%	11%	8%	4%	76%	20%
BG	1025	53%	22%	6%	8%	10%	76%	14%
RO	1001	49%	18%	6%	10%	17%	67%	16%