



## Eurobarometer on Discrimination 2015:

General perceptions, opinions on policy measures and awareness of rights

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**The European Commission is fully committed to combatting discrimination in the European Union and supports Member States in this endeavour.**

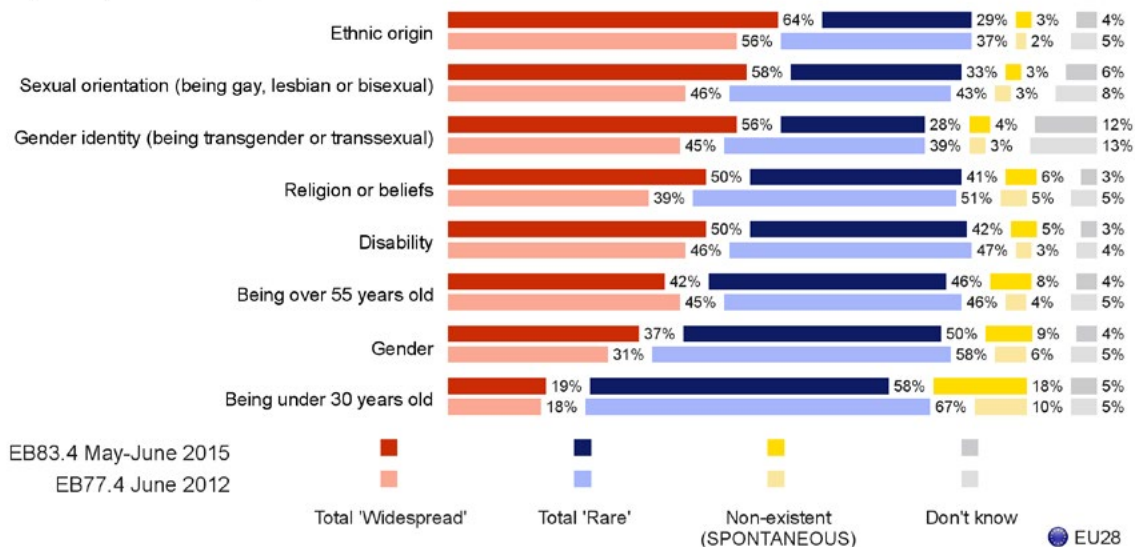
The Eurobarometer survey on discrimination was conducted in June 2015 amongst 28 000 EU citizens. **A better understanding of citizens' views and perceptions on groups at risk of discrimination is crucial for both the Commission and the Member States to develop effective equality policies.**

The survey shows greater awareness of rights amongst EU citizens. A majority of respondents think that new measures need to be introduced to raise the level of protection for groups at risk of discrimination and strongly support measures in the workplace to foster diversity.

## 1. Perceptions of discrimination in the EU

- Discrimination on the grounds of ethnic origin is regarded as the most widespread form of discrimination in the EU (64%), followed by discrimination on the basis of sexual orientation (58%), gender identity (56%), religion or belief (50%), disability (50%), age (being over 55 years old, 42%) and gender (37%).
- The proportion of respondents that think discrimination is widespread has generally increased since 2012, especially on the grounds of sexual orientation (+12), gender identity (+11) and religion or beliefs (+11).

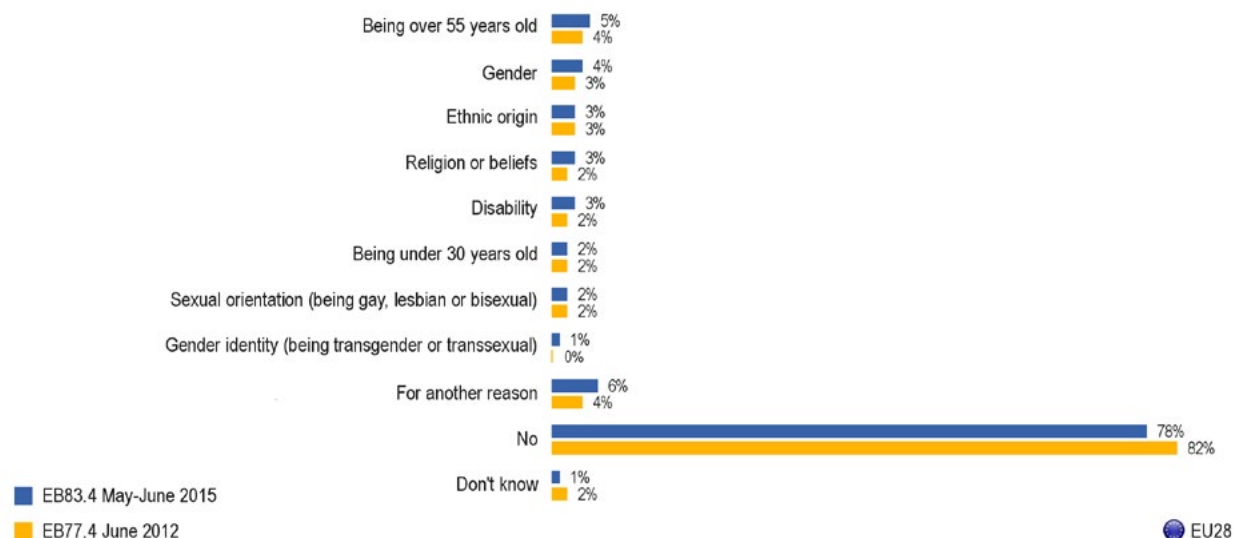
QC1. For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...



## 2. Experience of discrimination

- 21% of Europeans report having personally experienced discrimination or harassment in the 12 months preceding the survey. 16% have experienced discrimination on the basis of one of the grounds analysed in the survey, and 5% on multiple grounds.
- Compared with 2012, there has been an increase in the overall proportion who says they have experienced some form of discrimination or harassment (from 16% to 21%)

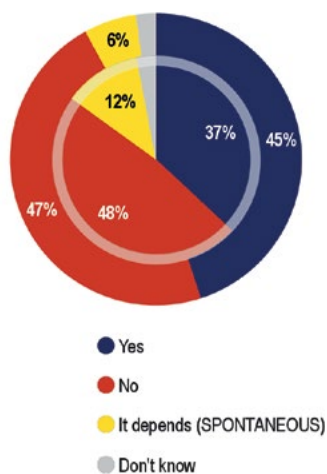
QC2. In the past 12 months have you personally felt discriminated against or harassed on one or more of the following grounds? Please tell me all that apply. (MULTIPLE ANSWERS POSSIBLE)



### 3. Awareness of rights in case of discrimination

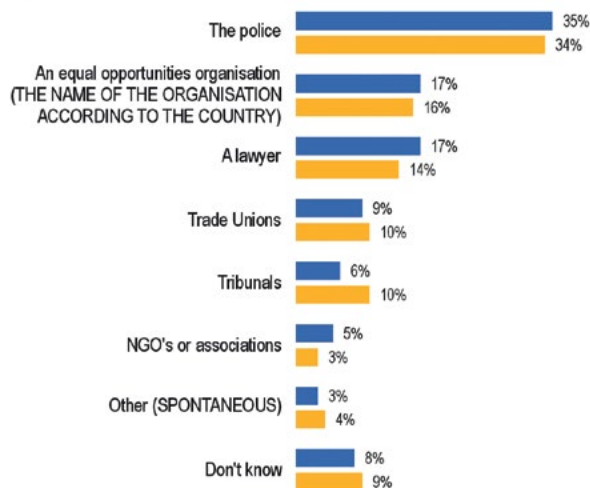
- 45% of respondents say they would know what their rights are should they be a victim of discrimination or harassment (an increase of 8 percentage points since 2012).
- 35% of the respondents would report their case to the police if they were a victim of discrimination or harassment; 17% would report to their national equality body.

QC8. Would you know your rights if you were the victim of discrimination or harassment?



Inner pie : EB77.4 June 2012  
Outer pie : EB83.4 May-June 2015

QC9. If you were the victim of discrimination or harassment, to whom would you prefer to report your case?

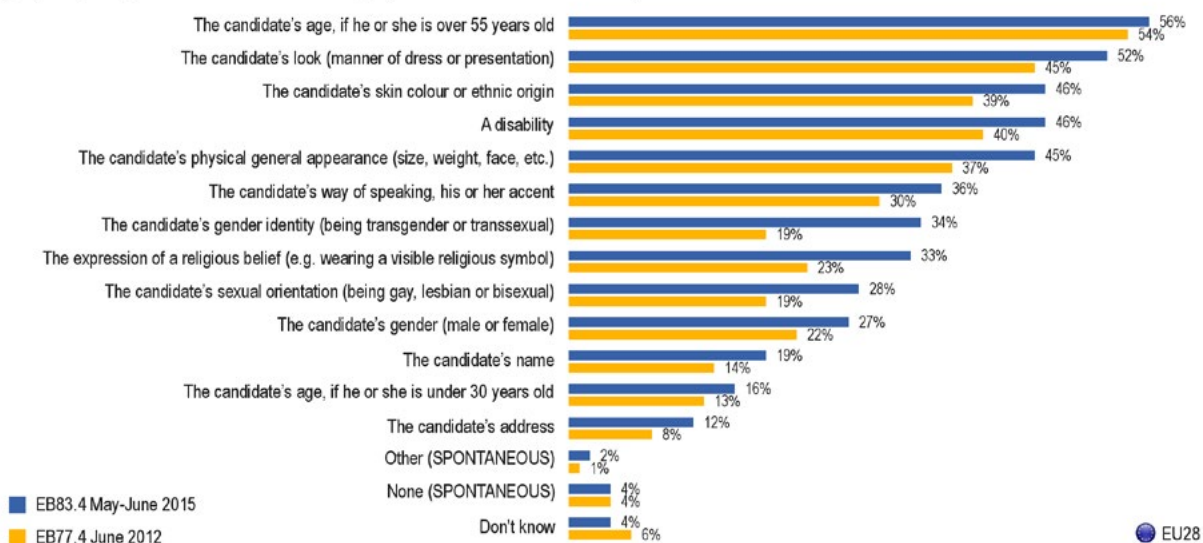


EB83.4 May-June 2015  
EB77.4 June 2012

### 4. Equal opportunities in employment

- 56% of Europeans believe that a job applicant's age, if over 55, would be a disadvantage. This is followed by a candidate's look, manner of dress or presentation (52%), skin colour or ethnic origin (46%), a disability (46%) and the candidate's general physical appearance (45%).

QC3. 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? (MULTIPLE ANSWERS POSSIBLE)



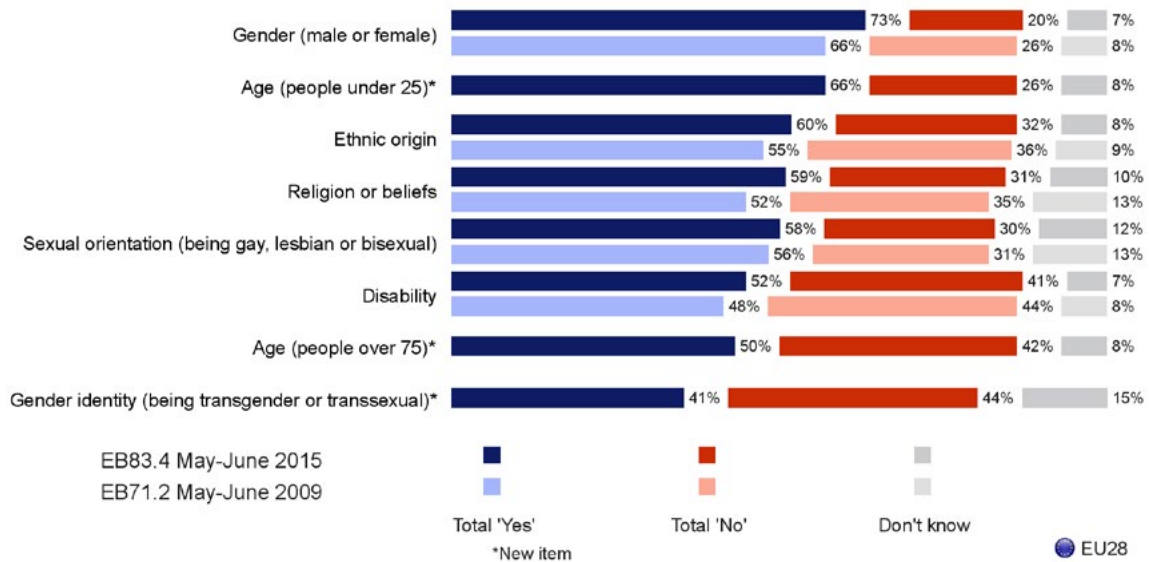
EB83.4 May-June 2015  
EB77.4 June 2012

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## 5. Citizens' views on diversity in the media

Europeans think that diversity is sufficiently reflected in the media, in terms of gender (73%) and young people aged under 25 (66%). These percentages are lower for other groups at risk of discrimination. There has been an increase in the proportion who think diversity is sufficiently reflected in the media since 2009, especially in relation to gender and religion or beliefs (+7 percentage points in both cases).

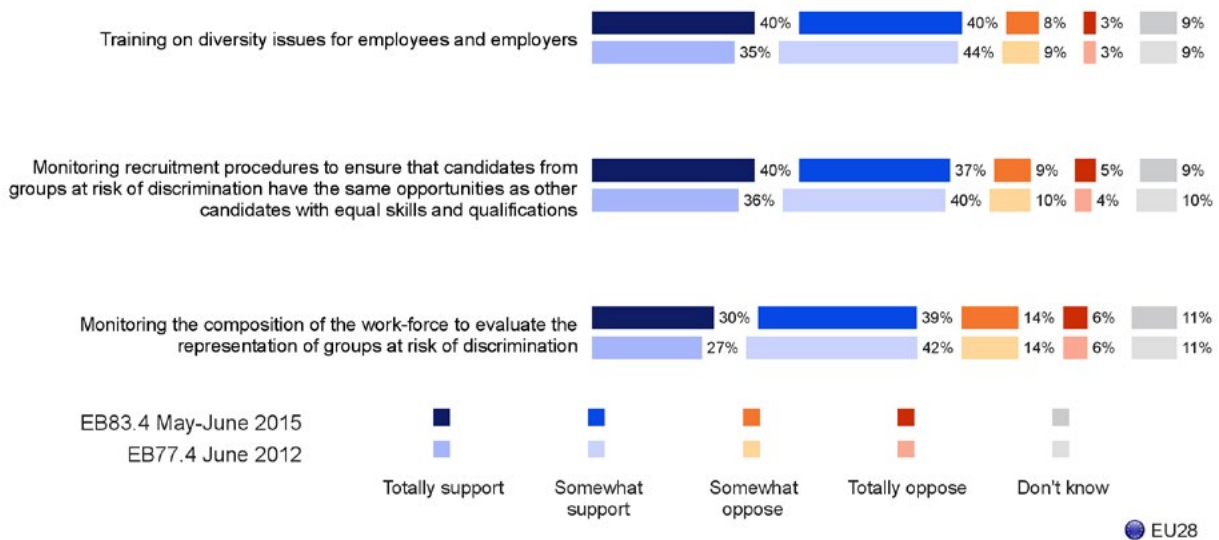
QC12. Do you think that diversity is sufficiently reflected in the media, in terms of...?



## 6. Citizens' views on measures to foster diversity at the workplace

More than three-quarters of respondents support training on diversity issues for employees and employers (80%) and monitoring of recruitment procedures (77%). 69% would support monitoring the composition of the workforce to evaluate the representation of groups at risk of discrimination.

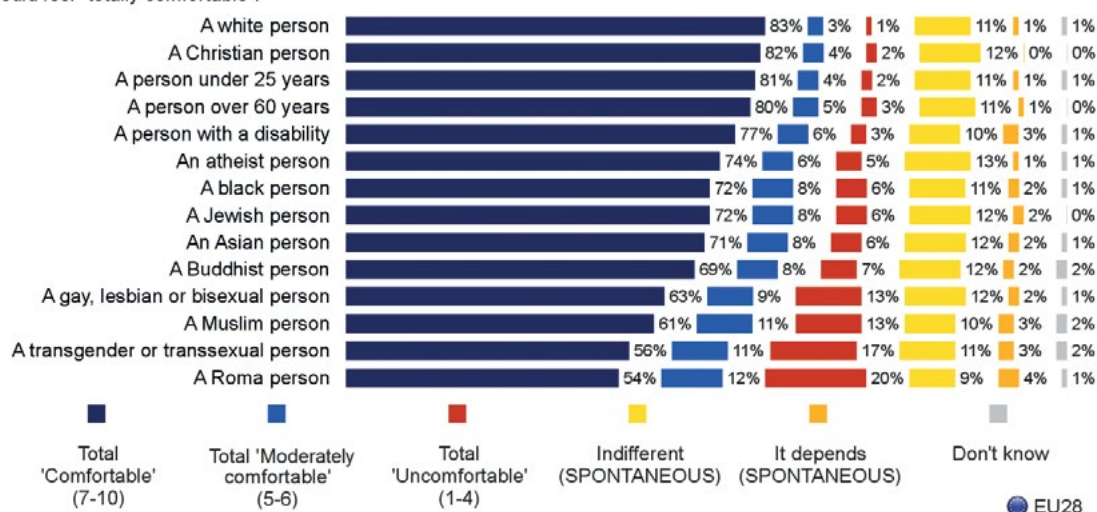
QC5. To what extent do you support or oppose each of the following measures in the work place to foster diversity?



## 7. Perception of religious and ethnic discrimination in the workplace

- 94% of respondents say they would be at ease (82% comfortable, 12% indifferent) working with a Christian colleague. This proportion is 87% for working with an atheist, 84% with a Jew, 81% for a Buddhist and 71% for a Muslim.
- When it comes to ethnicity, 94% of Europeans said they would be at ease (83% comfortable, 11% indifferent) working with a white colleague. This proportion is 83% for working with a black person, 83% with an Asian and 63% with a Roma person.

QC13. Regardless of whether you are actually working or not, please tell me, using a scale from 1 to 10, how comfortable you would feel if one of your colleagues at work belonged to each of the following groups? '1' means that you would feel, "not at all comfortable" and '10' that you would feel "totally comfortable".

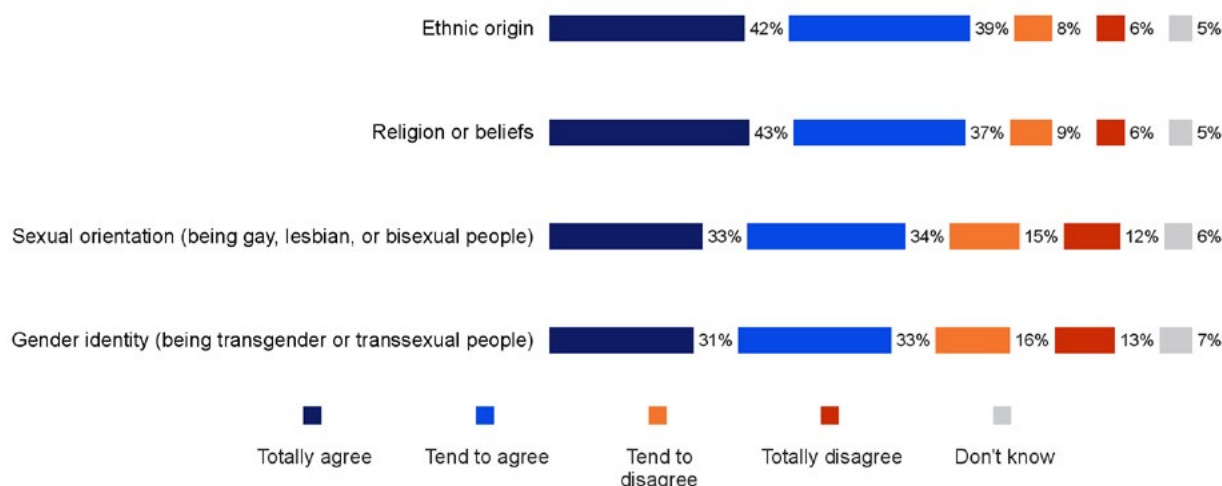


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## 8. Citizens' views on information on diversity at school

A majority of respondents agree that school lessons and material should include information about diversity in terms of ethnic origin (81%), religion or beliefs (80%), sexual orientation (67%) and gender identity (64%).

QC17. And to what extent do you agree or disagree with each of the following statements? School lessons and material should include information about diversity in terms of...

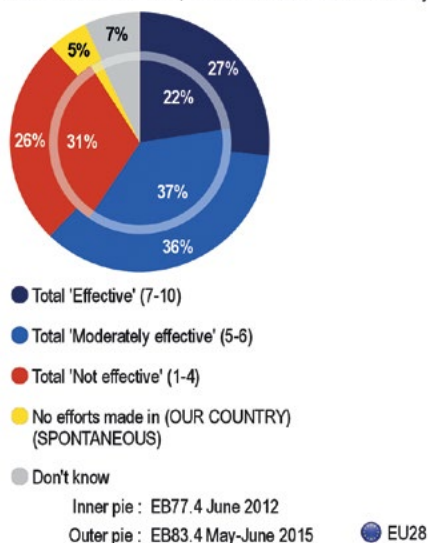


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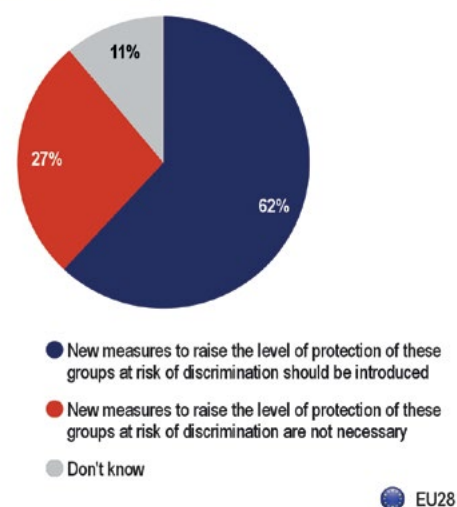
## 9. Effectiveness of national measures and policies to fight discrimination

- 62% think that new measures should be introduced to raise the level of protection for groups at risk of discrimination, while 27% think that new measures are not necessary.
- 27% of Europeans believe that national efforts to fight discrimination are effective, 36% say they are moderately effective and 26% say they are ineffective.
- Views have become more positive since the 2012 survey, with an increase in the proportion saying efforts are effective (+5 percentage points).

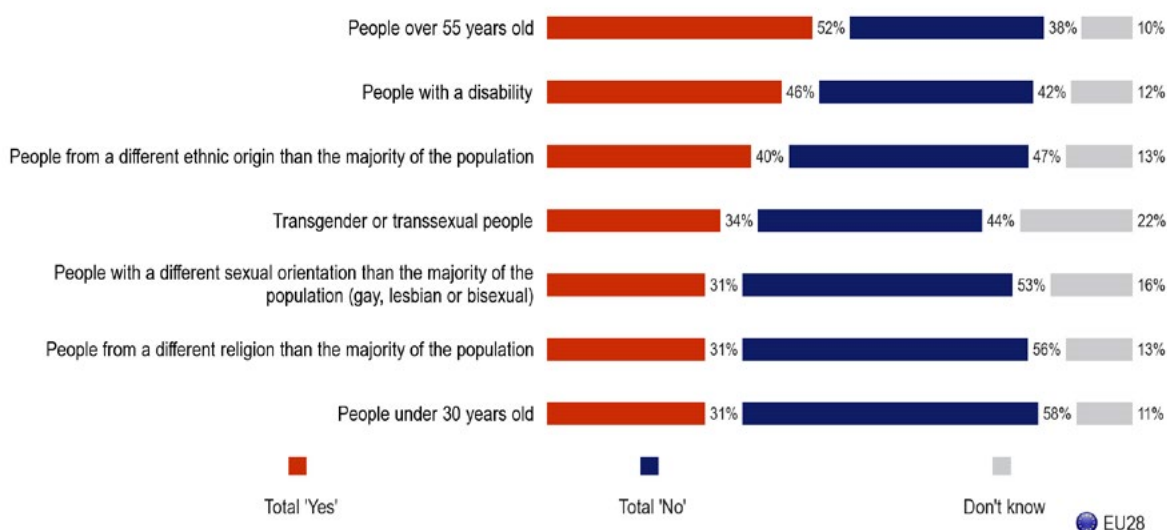
QC6. Using a scale from 1 to 10, please tell me if you think that the efforts made in (OUR COUNTRY) to fight all forms of discrimination are effective. '1' means you consider that these efforts are "not at all effective", and '10' that these efforts are "very effective".



QC10. People may be discriminated against on the grounds of disability, age, religion or beliefs, sexual orientation or gender identity in areas such as access to goods and services, social protection (health or housing services) or education. Which of the following two statements comes closest to your view?



QC15. Do you think that in (OUR COUNTRY) measures to fight the economic crisis and policies to promote recovery are excluding people from each of the following groups?

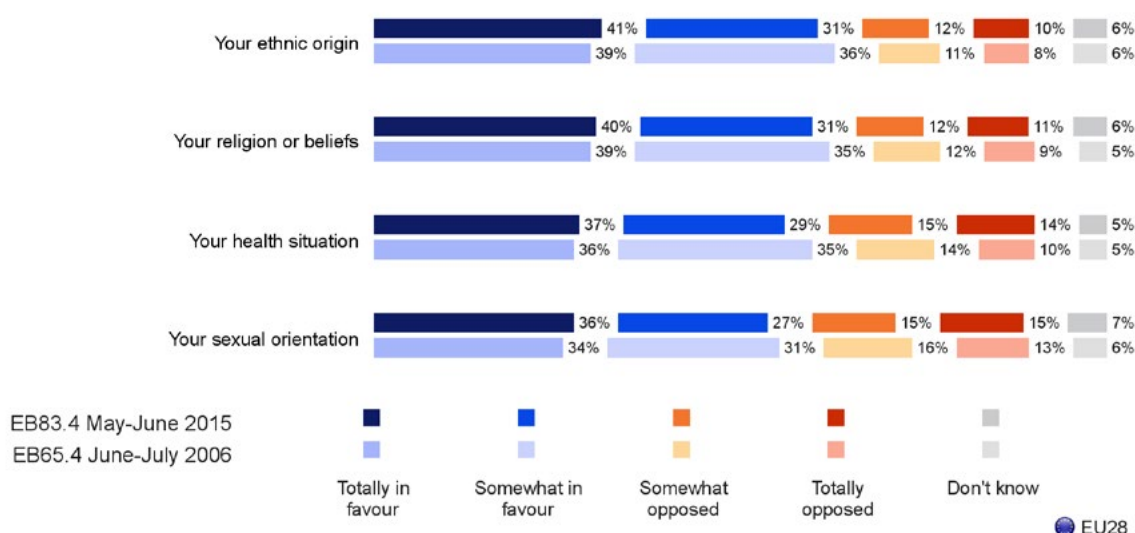


- 52% of respondents think that measures to fight the economic crisis and policies to promote recovery in their country are excluding people over 55 years old. 46% think people with a disability are being excluded.

## 10. Data collection: Willingness of citizens to provide personal details

- Europeans express support for providing personal details on an anonymous basis, if this could help to combat discrimination in their country. This applies to information on their ethnic origin (72%), their religion or beliefs (71%), their health situation (66%) and their sexual orientation (63%).
- Respondents who describe themselves as belonging to a group at risk of discrimination are more willing to provide such personal information. 82% of those who define themselves as of an ethnic minority, 80% of those defining themselves as of a religious minority, and 87 % of those who define themselves as of a minority in terms of sexual orientation, share this view.

QC11. Are you in favour of or opposed to providing, on an anonymous basis, information about ... as part of a census, if that could help to combat discrimination in (OUR COUNTRY)?



### Eurobarometer survey:

<http://ec.europa.eu/COMMFrontOffice/PublicOpinion/index.cfm/Survey/getSurveyDetail/instruments/SPECIAL/surveyKy/2077>

### Thematic factsheet on religion and ethnicity:

[http://ec.europa.eu/justice/events/colloquium-fundamental-rights-2015/files/factsheets/eb-discrimination\\_factsheet\\_religion\\_en.pdf](http://ec.europa.eu/justice/events/colloquium-fundamental-rights-2015/files/factsheets/eb-discrimination_factsheet_religion_en.pdf)

### More information of European Commission activities on non-discrimination:

[http://ec.europa.eu/justice/discrimination/index\\_en.htm](http://ec.europa.eu/justice/discrimination/index_en.htm)

