

Discrimination in the European Union:

Perceptions, Experiences and Attitudes

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Report

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Table of contents

INTRODUCTION	3
1. SETTING THE CONTEXT	5
2. THE PERCEPTION OF DISCRIMINATION IN EUROPE	7
2.1 The perceived level of discrimination	7
2.2 Attitudes to diversity in the private and public spheres.....	10
3. EXPERIENCE OF DISCRIMINATION	12
3.1 Personal experience of discrimination	12
3.2 Experience of multiple discrimination.....	15
3.3 Seeing others discriminated against	16
4. COMBATTING DISCRIMINATION	19
4.1 Assessment of efforts made to fight discrimination	19
5. KNOWLEDGE OF THE LAW	22
5.1 Knowledge of one's rights as a victim of discrimination	22
6. VIEWS ABOUT EQUAL OPPORTUNITIES IN EMPLOYMENT	25
6.1 Factors which put people at a disadvantage.....	25
6.2 Support for measures to provide equal opportunities in employment.....	28
6.3 Support for monitoring measures.....	30
7. DISCRIMINATION ON THE BASIS OF ETHNIC ORIGIN	34
7.1 The perceived extent of ethnic discrimination	34
7.2 Changes in the perceptions of ethnic discrimination	38
7.3 Measuring discrimination on the basis of ethnic origin	40
7.4 Attitudes towards different ethnic groups	41
7.5. Attitudes towards Roma	43
8. DISCRIMINATION ON THE BASIS OF DISABILITY	46
8.1 The perceived extent of disability discrimination.....	46
8.2 Changes in the perceptions of discrimination on grounds of disability	48
8.3 Measuring disability discrimination	50
8.4 Attitudes to disabled people	51

9. DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION.....	52
9.1 The perceived extent of discrimination on basis of sexual orientation	52
9.2 Changes in the perceptions of discrimination on grounds of sexual orientation	54
9.3 Measuring discrimination on grounds of sexual orientation.....	56
9.4 Attitudes to homosexual people.....	57
10. DISCRIMINATION ON THE BASIS OF AGE.....	59
10.1 The perceived extent of discrimination on basis of age	59
10.2 Changes in the perceptions of discrimination on grounds of age	61
10.3 Experience of age discrimination	63
10.4 Attitudes to older and younger people in the highest political office.....	64
11. DISCRIMINATION ON THE BASIS OF RELIGION OR BELIEF	66
11.1 The perceived extent of discrimination on basis of religion or belief.....	66
11.2 Changes in the perceptions of discrimination on grounds of religion or belief.....	68
11.3 Experience of discrimination on basis of religion or belief.....	70
11.4 Attitudes to people of a different religion or belief.....	71
12. DISCRIMINATION ON THE BASIS OF GENDER	73
12.1 The perceived extent of discrimination on basis of gender.....	73
12.2 Changes in the perceptions of discrimination on grounds of gender	75
12.3 Experience of discrimination on basis of gender.....	77
12.4 Attitudes to women in the highest political office	78
13. MULTIPLE DISCRIMINATION	79
13.1 The perception of multiple discrimination	80
CONCLUSION.....	83

ANNEXES

Technical specifications
Questionnaire
Data tables

INTRODUCTION

The European Union has every reason to be proud of its anti-discrimination legislation which is among the most extensive in the world. In 2000, the European Union adopted two very wide-ranging laws¹ to prohibit discrimination in the workplace based on racial or ethnic origin, religion or belief, disability, age or sexual orientation. As far as racial and ethnic origin is concerned, the legislation extends to other aspects of daily life, such as education and social services. These texts come in addition to the numerous laws that have been adopted at EU level since 1975 to promote equality between women and men in the workplace².

However, calling for equal rights and adopting laws to promote and protect them is not enough to ensure that equal opportunities are enjoyed by everyone in practice. 2007 was therefore designated as the **“European Year of Equal Opportunities for All”**. It was an initiative leading the way to a bolder strategy seeking to give momentum to the fight against discrimination in the EU³.

The aim of this European Year was to inform people of their rights, to celebrate diversity and to promote equal opportunities for everyone in the European Union. With more than 430 national actions and over 600 events spreading the messages of the Year in the 30 participating countries, significant gains were made in this respect.

In anticipation of this Year of Equal Opportunities for All, the European Commission DG Employment, Social Affairs and Equal Opportunity Opportunities commissioned a survey about discrimination and inequality in Europe, conducted in the summer of 2006⁴.

This current report represents a follow-up to this survey, tracking how perceptions and opinion in this field have changed in the intervening year. Several new questions are also asked in the current survey, for example dealing with the subject of ‘multiple discrimination’.

Both surveys were carried out by TNS Opinion & Social network – this current one between February 18th and March 22nd, 2008. The methodology used is that of Eurobarometer surveys as carried out by the Directorate General for Communication (“Research and Political Analysis” Unit)⁵. A technical note on the manner in which interviews were conducted by the Institutes within the TNS Opinion & Social network is appended as an annex to this report. This note indicates the interview methods and the confidence intervals⁶.

¹ Directive 2000/43/EC of 29 June 2000 and Directive 2000/78/EC of 27 November 2000. Both directives are based on 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 grounds of sex is prohibited by several other directives that have been adopted since 1975.

² For more information on the rights to non discrimination and equal opportunities, please see www.equality2007.europa.eu or www.stop-discrimination.info

³ More details can be found in the ‘Framework strategy for non-discrimination and equal opportunities for all’ published by the European Commission in 2005, available at http://ec.europa.eu/employment_social/fundamental_rights/pdf/pubst/poldoc/com07_en.pdf

⁴ Discrimination in the European Union: (special Eurobarometer 263). Fieldwork June-July 2006.

⁵ http://ec.europa.eu/public_opinion/archives/ebs/ebs_263_en.pdf

⁶ http://ec.europa.eu/public_opinion/index_en.htm

⁶ The results tables are included in the annex. It should 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.

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 2008.

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 proceeds with the following structure:

- ◆ Setting the context, including whether people think of themselves as belonging to a minority group and the diversity of respondents' social circles.
- ◆ Perceptions of discrimination covering attitudes to different groups and the perceived extent of discrimination in Europe.
- ◆ Measurements of discrimination in the EU, whether directly experienced by respondents or witnessed as happening to a third party.
- ◆ Assessments of efforts made to combat discrimination.
- ◆ Knowledge of one's rights as a potential victim of discrimination.
- ◆ Views on equal opportunities in employment.
- ◆ A detailed analysis of discrimination on individual grounds.
- ◆ An examination of discrimination on multiple grounds.

In analysing each of these issues we first examine overall results at the EU level, noting any significant evolutions compared to the 2006 survey. Here it should be noted that the 2006 results are based on the then 25 EU Member States, as was the state before the accession of Romania and Bulgaria in January 2007. This is followed by a breakdown of results by country, before a detailed look at relevant variations between different segments of society. These groups are all derived from answers to socio-demographic questions asked in the survey:

- ◆ Age, gender, education, urbanisation and place of birth (the typical socio-demographic questions of the Eurobarometer);
- ◆ Diversity of the respondent's social circle (a socio-demographic question added especially for this survey⁷);
- ◆ Whether the respondent has been discriminated against or witnessed discrimination occurring (two questions which are also analysed in this survey⁸).

In addition some results are strongly linked with key attitudinal positions, namely:

- ◆ Perceptions of how widespread discrimination is in the respondent's country;
- ◆ Whether the respondent considers themselves to be part of a minority group.

In the report, individual countries are represented by their official abbreviations. Readers are reminded that survey results are reported at a total level, the accuracy resting upon the sample size, margin of error and standard deviation.

⁷ D47.1 Do you have friends or acquaintances who are...?

⁸ QA3 In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds? Was it a discrimination on basis of...?

QA4 In the past 12 months, have you witnessed someone being discriminated against or harassed on the basis of one or more of the following grounds? Was it discrimination on basis of...?

1. SETTING THE CONTEXT

This chapter aims at establishing the background to the issue of discrimination. We look at the extent of diversity in respondents' social circles and how many Europeans define themselves as belonging to a minority group.

- Diversity in friends is most widespread in terms of religion, disability, ethnicity -

When considering the issue of discrimination, an important analytical distinction to be made is whether respondents count members of different groups amongst their own social circle⁹. As will be seen later in the survey, this has considerable impact on attitudes to the subject.

Over half of all Europeans have friends or acquaintances who are of a different religion or have different beliefs to them (61%), who are disabled (55%) or of a different ethnic origin to them (55%). It is comparatively rarer for respondents to have homosexual friends or acquaintances (34%) or to have Roma friends (14%).

There is **large variation here between countries, which are in part explained by demographics**. For example, 47% of Bulgarians say that they have friends who are Roma, compared to just 2% of Maltese who give the same answer. Clearly this is related to the respective proportions of the local populations who are Roma.

However, **cultural attitudes also play a factor, particularly with regards to homosexuality**. Here, 69% of Dutch respondents say they have homosexual friends, whilst just 3% of Romanians say the same. This reflects - inter alia - varying attitudes towards homosexuality, which will be explored in greater detail below.

We can observe that peoples' contact with others who are "different" from themselves varies depending on the respondents' socio-demographic characteristics¹⁰. For each type of friend/acquaintance included in the survey, the main determining factors are:

- ◆ Having friends/acquaintances of different ethnic origin:
 - Becomes less common with age.
 - The longer people stayed in full-time education, the more likely it is.
 - Is somewhat more common among men than it is among women.
 - Is more common in urban areas than rural areas.
 - Naturally, more common amongst those not living in their country of birth.

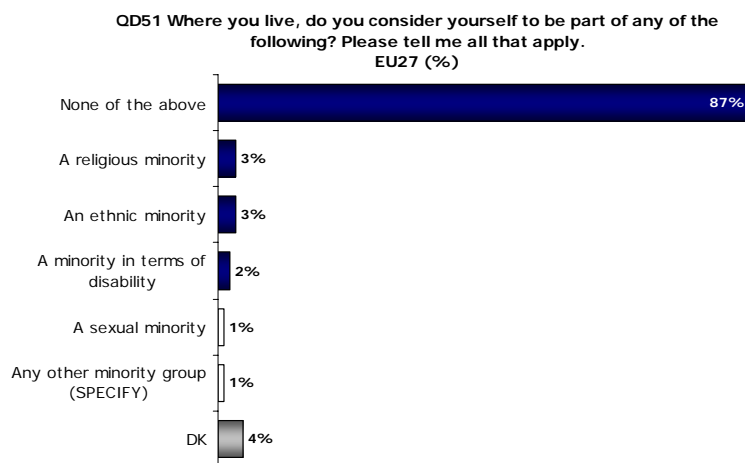
⁹ D47 Do you have friends or acquaintances who are...?

¹⁰ Full results for this question can be found in the annexes of this report

- ◆ Having Roma friends/acquaintances:
 - It is least likely among people aged 55 and over.
- ◆ Having homosexual friends/acquaintances:
 - Is much less likely amongst those aged 55 or above.
 - Is considerably more likely the longer a respondent has stayed in education.
 - Is somewhat more common in urban areas than rural areas.
- ◆ 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:
 - 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.

- Few Europeans feel they are part of a minority group –

Very few respondents in the European Union consider themselves as belonging to a minority group¹¹. Overall 87% do not define themselves as being part of a minority in any respect, whilst only a minimal share consider themselves as falling into any of the minority groups under discussion here¹². Four percent of Europeans are unable to answer to this question.



It is interesting to see that only low proportions *consider themselves* to be part of each minority group given that there would be a much higher proportion of the EU population who do not belong to majority ethnic/religious groups, who are not heterosexual or who are disabled¹³.

¹¹ No general definition of minority was offered to the interviewees when they were asked this question. A list of the minority groups under discussion here was read out.

¹² D51 Where you live, do you consider yourself to be part of any of the following?

¹³ For example, the percentage of disabled people in the total EU population has been variously estimated at between 16% and 20%, depending on the definition of disability used.

2. THE PERCEPTION OF DISCRIMINATION IN EUROPE

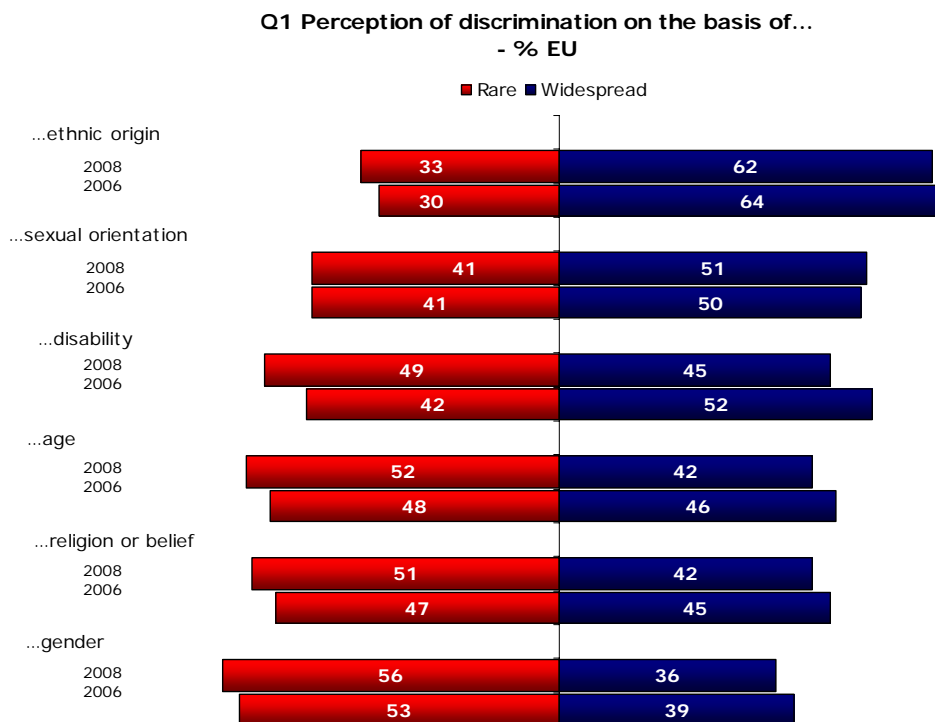
2.1 The perceived level of discrimination

- Discrimination on ethnic grounds is considered the most widespread -

Discrimination based on ethnic origin (62%) is seen to be the most widespread form of discrimination in the EU, followed by discrimination on the grounds of sexual orientation (51%) and disability (45%).

For two of the six grounds of discrimination examined in this survey (all those for which discrimination is legally prohibited in the EU¹⁴), a higher proportion of Europeans consider discrimination to be widespread than to be rare: **discrimination on the basis of sexual orientation and especially ethnic origin are both seen as widespread by the majority**¹⁵.

It is also the case that a substantial share of Europeans – over one third in each case - think that discrimination on the grounds of disability, age, religion or belief and gender is widespread. It can be noted that at the same time, however, all of them are perceived to be 'rare' by an absolute majority, whilst discrimination on the grounds of disability is said to be rare by a relative majority.



NB: "Don't know" and "non-existent" (SPONTANEOUS) answers are not shown

Note: 2008 figures based on EU27, 2006 based on EU25

¹⁴ The EU Member States are free to adopt stricter anti-discrimination legislation, for example prohibiting discrimination based on additional grounds, and many have done so.

¹⁵ 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)?

- The perception that discrimination is widespread has evolved over the past year (a slight diminution) –

Making the comparison with results from the 2006 survey, we can see two developments. Firstly, for some grounds of discrimination, **there has been a decrease in the proportion of respondents who believe discrimination to be widespread**. In most cases this evolution is a slight one, although it is notable that there is a more substantial change in opinion on disability-based discrimination: 45% now consider this to be widespread compared to 52% in 2006.

Later in the report we analyse these results in greater detail, highlighting considerable differences in perception between countries and depending on socio-demographic and cultural factors as well as personal experience of discrimination.

It should also be noted that respondents were also able to give the spontaneous answer that they consider a particular type of discrimination to be non-existent in their country. Although a different type of response than that the two 'rare' answers (fairly rare and very rare), a non-existent answer should be seen as a highly positive response. The proportions giving such answers are 5% for discrimination on religious grounds, 4% for discrimination on age grounds, 3% on disability, gender and sexual orientation grounds and 2% on ethnicity grounds.

- Except for ethnic origin, discrimination is seen as being less common now than five years ago -

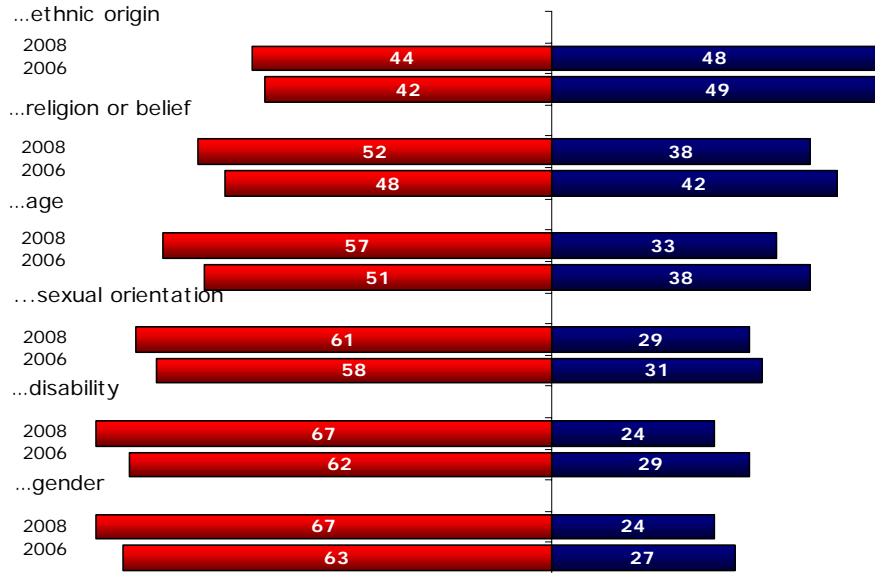
When asked to make a comparison with the situation five years ago, **respondents are most likely to say that discrimination on various bases has become less widespread**. This is particularly true for discrimination on the basis of disability, and gender where over two-thirds (67% in both cases) consider that this has become less widespread. Furthermore, over half of respondents think that discrimination concerned with sexual orientation, age and religion or beliefs has become less widespread. However, there still exist sizable proportions who express contrary views.

The **exception to this overall pattern is discrimination on the basis of ethnic origin**, where a slightly higher proportion of respondents consider this to be more widespread than 5 years ago (48% vs. 44% with the opposite view). Thus, this basis of discrimination is considered to be both the most widespread and is the most likely to be seen to have been on the rise in recent years.

Comparing results with those from 2006 we can see that **there have been notable drops in the share of 'more widespread' answers** for discrimination based on age, disability (both -5 percentage points), religion or beliefs (-4) and gender (-3).

**Q2 Is Discrimination now more or less common than it was 5 years ago
on the basis of...?**
-% EU

■ Less Widespread ■ More widespread



NB: "Don't know" answers are not shown
Note: 2008 figures based on EU27, 2006 based on EU25

2.2 Attitudes to diversity in the private and public spheres

In this year's survey, respondents were asked two new questions, with the intention of uncovering their attitudes to different groups¹⁶. These questions required the respondent to say how comfortable they would be having someone from these groups either as a neighbour or in their country's highest political office, using a scale from 1 to 10 where 10 represents being 'totally comfortable'¹⁷.

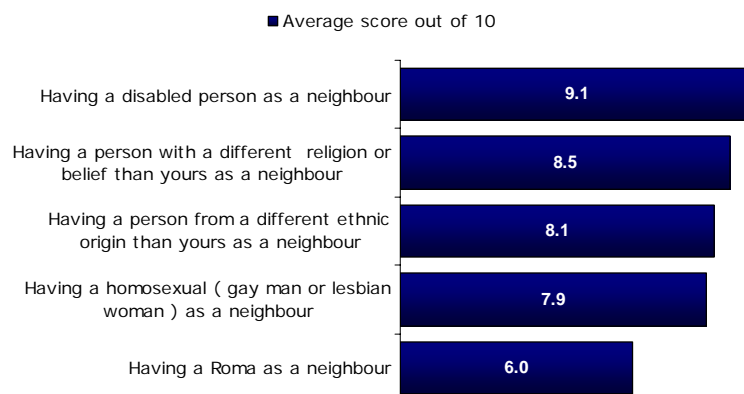
- Overall, the average European is comfortable with diversity; a notable difference is when it comes to having a Roma neighbour -

In general, for both scenarios, **respondents tend towards the 'comfortable' end of the scale.**

This is **especially true for the 'neighbour' example**, where the average respondent is highly comfortable with disability (an average score of 9.1 out of 10), different religion or belief to their own (8.5) and homosexuality (7.9). While on average there is a high level of comfort with the idea of having a neighbour from a different ethnic origin (8.1), the level of comfort drops to 6.0 at the prospect of having a Roma neighbour (6.0). As is shown in the detailed section on Roma (see section 7.5), it is also the case that 24% would feel uncomfortable with having a Roma neighbour.

These overall figures mask variation according to socio-demographic groupings and between countries, with these treated later in the report (see chapters 7-10 and 12).

Q6 For each of the following situations, please tell me using this scale from 1 to 10 how you would personally feel about it. On this scale, 1 means that you would be very uncomfortable and 10 means that you would be totally comfortable with the situation.



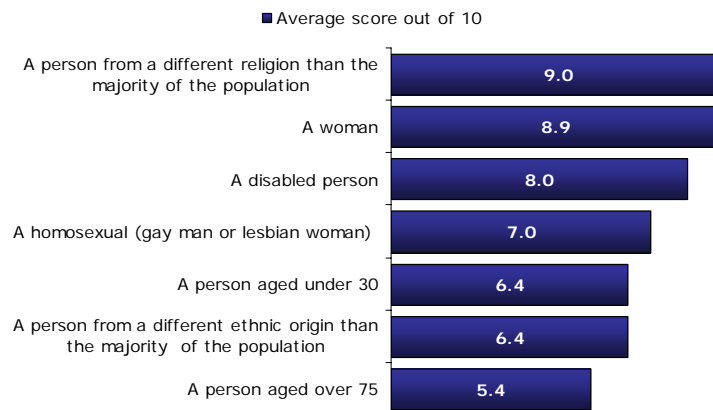
¹⁶ QA6.1 For each of the following situations, please tell me using this scale from 1 to 10 how you would personally feel about it. On this scale, '1' means that you would be "very uncomfortable" and '10' means that you would be "totally comfortable" with this situation.

QA8.1 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

¹⁷ The defined groups for these questions were tailored for each of the two scenarios. Thus for the neighbour situation, ethnicity was asked as 'having a person from a different ethnic origin *than yours* as a neighbour', whilst for the political office situation it was asked as 'a person from a different ethnic origin *than the majority of the population*'. Roma were tested only in the neighbour situation, whereas someone aged over 75, under 30 and a woman were tested only in the political office question.

For the question on the highest political office, the picture is somewhat more varied. Here respondents have no qualms with this position being occupied by someone with a different religion or belief than the majority of the population (9.0), a woman (8.9) or a disabled person (8.0). There is more reluctance when it comes to homosexuality (7.0) and having a different ethnic origin than the rest of the population (6.4). Age is also an issue, especially if a person were to be over 75 (5.4), but also if they were to be under 30 (6.4).

Q8. And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (YOUR COUNTRY)?



Again, these overall figures mask variation according to socio-demographic groupings and between countries, with these treated later in the report (see chapters 7, 9-13).

3. EXPERIENCE OF DISCRIMINATION

Thus far we have seen evidence of the perceived extent of discrimination in Europe. In general, this is more likely to be seen as rare rather than widespread and on the decrease rather than on the rise. At the same time, the proportions answering that discrimination is widespread are substantial and in particular discrimination on the grounds of ethnic origin is seen both as being widespread and as having increased in the last five years by a majority of Europeans. In this chapter we analyse discrimination, either as directly experienced by the respondent or witnessed as a third party.

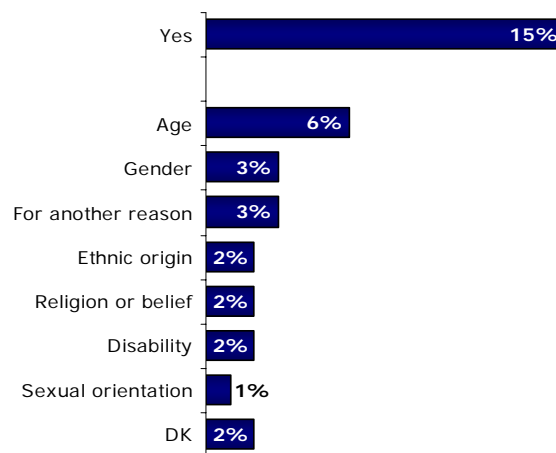
3.1 Personal experience of discrimination

- 15% of Europeans say they were discriminated against in the last year -

In the course of the 12 months leading up to the survey, 15% of respondents report that they personally felt discriminated against or harassed on the basis of at least one of the grounds under consideration here: gender, disability, ethnic origin, age¹⁸, sexual orientation, religion or belief.¹⁹ 85% of Europeans say that they have not felt discriminated against in the year prior to this survey.

The **most common basis for self-reported discrimination is age**, with 6% experiencing this over the course of the year. This is followed by gender discrimination, which 3% report having experienced. A similar question was asked in 2003 in the then 15 Member States²⁰. The results were very similar to those obtained in this survey: age discrimination ranked first with 5% of Europeans saying that they had been discriminated on this basis while the proportion of those who had experienced other forms of discrimination remained at 3% and below.

QA3 In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds? Was it a discrimination on basis of...? Please tell me all that apply. - % EU27

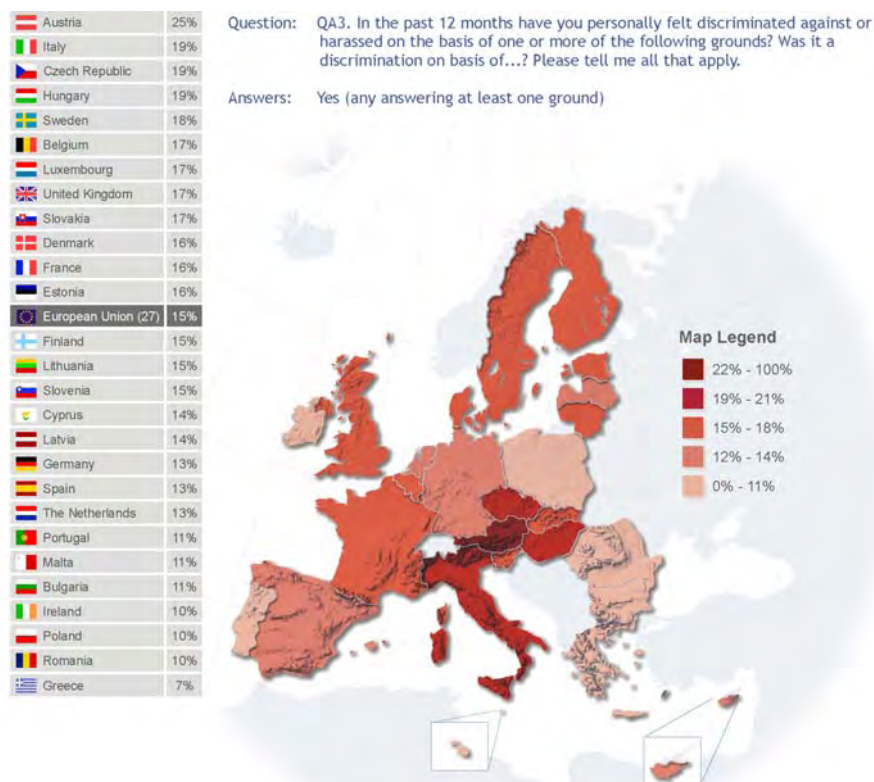


¹⁸ Note: it was intentionally not specified in the questionnaire whether this would be being older or younger so as to allow the respondent to interpret 'age discrimination' as they see it.

¹⁹ QA3 In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds?

²⁰ Special Eurobarometer 168 "Discrimination in Europe" at http://ec.europa.eu/public_opinion/archives/ebs/ebs_168_exec.sum_en.pdf

In terms of country results, the variations are rather moderate. The highest annual rate of self-reported discrimination is seen in Austria (25%), with age discrimination accounting for a large share of this: 11% of Austrians say they experienced age discrimination over the 12-month period. A high figure of 19% is recorded in Italy, the Czech Republic and Hungary. Age discrimination is again a large part of this in the Czech Republic, where 12% report experiencing this. Greece is the only country where a single-digit result is recorded (7%).



As would be logically expected, there are a number of differences according to social and demographic factors related to the different kinds of discrimination:

- **Gender discrimination is experienced more by women (5%) than by men (1%).**
- **Discrimination on grounds of ethnic origin is especially commonplace amongst respondents who were born outside of Europe²¹ (23%).** It is also more common amongst people born in Europe but outside the EU (10%) and people living in an EU country other than where they were born (9%) than it is for those living in their country of origin (2%).

²¹ Caution: small base size for respondents born outside of Europe (543)

- **8% of respondents with a chronic physical or mental problem experience discrimination on grounds of disability**, compared to just 1% of those without such a problem.

- **Respondents who are aged 25-39 are less likely to be discriminated on age grounds** than other aged groups (15-24, 6%; 25-39, 3%; 40-54, 6%; 55+, 7%).

- There is a clear link between experiencing discrimination and feeling part of a minority -

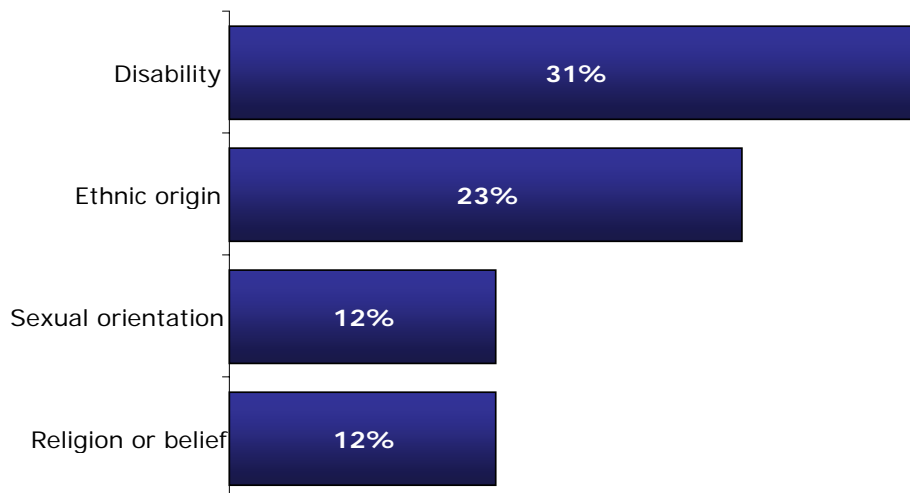
There is a strong **correspondence between respondents defining themselves as part of a minority group and the experience of discrimination**, with this particularly notable for discrimination on the grounds of disability or ethnicity.

This suggests either that self-perceived minorities are more likely to experience discrimination or that the experience of discrimination or harassment is a significant factor in people perceiving themselves to be a 'minority' in these terms.

The graph below illustrates this link. For example, 23% of those Europeans who say that they belong to a minority group in terms of their ethnic origin also say that they have felt discriminated on these grounds in the last 12 months (note that the numbers falling into these groups are small and thus the figures shown below should be treated with caution). In contrast, the reported rate of experienced ethnic discrimination stands at only 2% when we consider all Europeans and not just those who define themselves as belonging to a minority group.

Q3/D51 In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds?
-% EU27

■ % of those self-defining as minority who experience discrimination on relevant ground



Bases: All self-defining as a minority in ground under consideration (Disability n=519; Ethnic origin n=917; Sexual orientation n=190; Religion or belief n=905). Caution: small bases.

NB: For the question on self-defining as part of a minority, there were no options for 'age' or 'gender'.

3.2 Experience of multiple discrimination

- 3% of Europeans say they experienced multiple discrimination in the last year -

Of the 15% of Europeans who experienced discrimination in the 12 months before their interview, 12% experienced 'single ground' discrimination and **3% experienced this on multiple grounds** (i.e. they gave more than one answer to the question asking them on which grounds they experienced discrimination)²².

Given the low proportion of respondents who experienced discrimination over the 12 month period in question, it is not possible to give a precise indication of the types of multiple discrimination that coincide in being experienced as one of the three types of multiple discrimination outlined at the beginning of the chapter.

However, as an indicative measure, we can show the proportion of respondents who experience discrimination on a given ground who experienced multiple discrimination over the course of a year. The following observations can be made based on the table below:

- In terms of absolute numbers of respondents, age discrimination is the most common ground for discrimination (1550). Consequently, it is also in this group that the highest number of respondents indicate that they have been discriminated against on other grounds as well (509, 2% in the EU as a whole);
- However, when looking at the percentages of those who have experienced multiple discrimination as a proportion of those who have experienced discrimination on each of the grounds mentioned here, we see that respondents who have encountered discrimination on the grounds of religion/belief and sexual orientation are the most likely to have experienced multiple discrimination (57% and 50% respectively).

% experiencing discrimination on certain grounds who experience multiple discrimination

GROUND	EU27	ETHNIC	GENDER	SEXUAL ORIENTATION	AGE	RELIGION /BELIEF	DISABILITY	OTHER
ALL EXPERIENCING DISCRIMINATION ON GROUND*	3980	639	841	349	1550	437	543	675
ALL EXPERIENCING DISCRIMINATION ON GROUND WHO EXPERIENCE MULTIPLE DISCRIMINATION	802	227	373	174	509	251	205	115
% experiencing multiple discrimination in the EU	3%	1%	1%	1%	2%	1%	1%	0%
% experiencing multiple discrimination out of those who have experienced discrimination	20%	36%	49%	50%	33%	57%	38%	17%

*Note: small bases: table for indicative purposes only

²² QA3 In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds? Was it a discrimination on basis of...?

3.3 Seeing others discriminated against

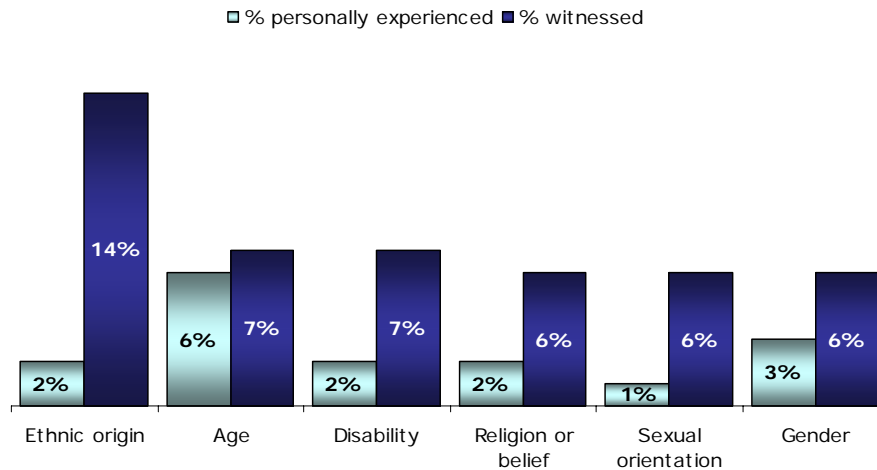
- Around 3 in 10 Europeans report witnessing discrimination or harassment in the past year -

An alternative measure of the extent of discrimination is to ask whether respondents have witnessed other people being discriminated against or harassed.

Just under 3 in 10 (29%) say they have seen this happening in the 12 months that led up to their interview²³. It is quite logical that this figure is higher than that for self-reported discrimination, for a number of reasons:

- There may be more than one witness to an incident of discrimination (i.e. it would be 'double-reported').
- A given respondent may also witness more than one incident of discrimination over the course of a year and thus be 'double counted' in this way.
- Perceptual factors: if a respondent is to some extent sensitive to the idea of discrimination they are more likely to perceive an incident as being one of discrimination.

Q3/Q4 - Experience of discrimination
- % EU27



We also notice that, when we examine specific grounds for discrimination, **the order of results differs between self-reported and third party-witnessed discrimination.** Considering the latter, ethnic origin is the most common with 14% saying they witness discrimination on this ground, whilst age is the second most common with 7% saying they witness this. This order represents a reversal of the top two items seen for the question on self-reported discrimination.

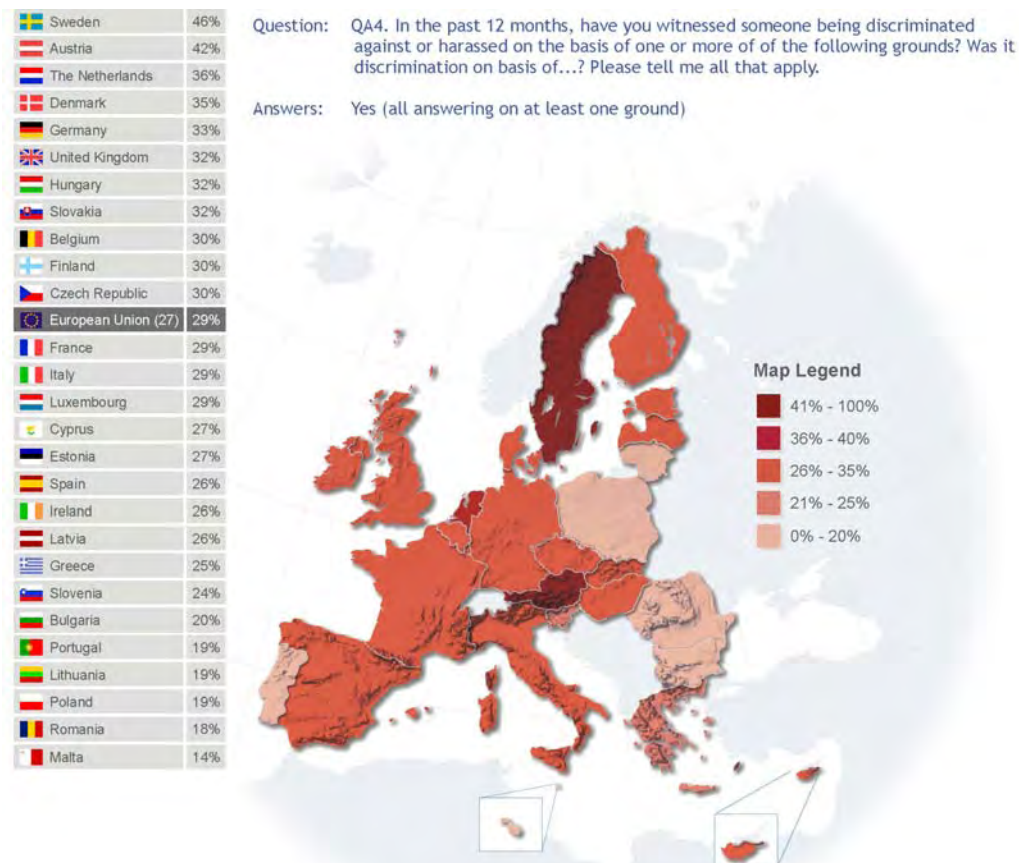
²³ QA4 In the past 12 months, have you witnessed someone being discriminated against or harassed on the basis of one or more of the following grounds?

As was the case for the question regarding personal experiences of discrimination, a similar question concerning witnessing discrimination was asked in the 2003 Eurobarometer on discrimination²⁴. Again, the results are broadly similar²⁵ to those obtained in this survey: Europeans are most likely to witness ethnic discrimination.

- Wide variation in results from one country to the next -

Looking at the country results, we see that a high proportion of Swedes (46%) say that they witnessed discrimination over the period in question, with Austria (42%) again figuring prominently. In both these countries, the large overall figure is in particular a result of high rates of claims to have witnessed discrimination on ethnic grounds (24% in Sweden, 17% in Austria).

Third-party reported discrimination, on any ground, is lowest in Malta (14%).



²⁴ Special Eurobarometer 168 "Discrimination in Europe" at http://ec.europa.eu/public_opinion/archives/ebs/ebs_168_exec.sum_en.pdf

²⁵ It should be kept in mind that the 2003 Eurobarometer was carried out within the 15 Member States which consisted the European Union at that time.

- Several factors influence how likely someone is to say they have seen discrimination or harassment -

Carrying out a deeper analysis, we can distinguish between three different layers that influence results for these questions: general factors that make a respondent more likely to witness discrimination, personal experience of discrimination and the effect of social contact with people from minority groups.

Concerning general factors, the following are likely to increase a respondent's chances of claiming to have witnessed discrimination:

- **Being younger rather than older:** 42% of those aged 15-24 report witnessing discrimination or harassment, compared to 19% of those aged 55+.
- **Staying in full-time education for longer:** 35% of respondents staying in education until the age of 20 or above witness discrimination compared to 21% of those finishing at the age of 15 or earlier.
- **Living in an urban area** (34%) rather than a rural village (24%).

It should be noted that these are all groups who are more likely to have diverse social circles (see chapter 1) and this is a key factor in making respondents more likely to report having witnessed discrimination (see below). They are also groups who are more likely to have higher levels of media access, thereby making them more 'sensitive' to discrimination issues.

There is a **very strong relationship between having experienced discrimination oneself and witnessing it happening to others**: 22% of those who were not discriminated against themselves in the period in question report having seen it happening elsewhere, compared to 66% of respondents who were discriminated against on one ground and 79% of those discriminated against on multiple grounds (these being respondents who report experiencing discrimination on more than one ground in the 12 months before the survey)²⁶.

Having a social network characterised by diversity clearly has an effect in making a respondent more likely to witness discrimination on the relevant ground.

QA4 In the past 12 months, have you witnessed someone being discriminated against or harassed on the basis of one or more of the following grounds?	Total % Yes	D47. BY HAVING FRIENDS WHO ARE...			
		Different ethnic origin	Roma	Disabled	Homosexual
Ethnic origin	14%	21%	21%		
Disability	7%			10%	
Sexual orientation	6%				11%

There is also a strong link between having witnessed discrimination happening (or indeed being discriminated against) and the belief that discrimination is widespread. We explore this in more detail in the chapters below on specific types of discrimination.

²⁶ Caution: note small base size here (802 discriminated against on multiple grounds)

4. COMBATTING DISCRIMINATION

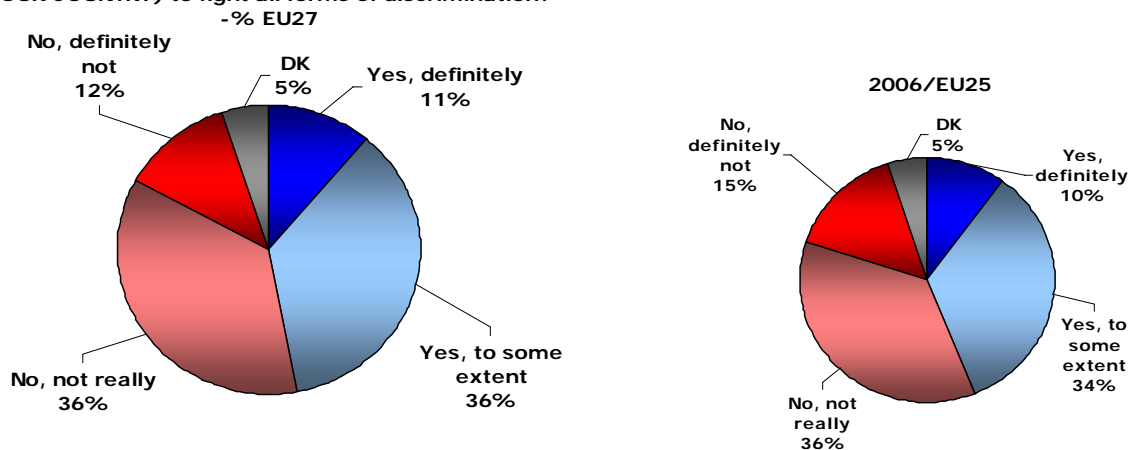
4.1 Assessment of efforts made to fight discrimination

- *Opinion on national efforts made to combat discrimination is split half and half between those who think these suffice and those who do not -*

Taking aggregate results at EU level, we can see that **opinion is evenly split as to whether sufficient efforts are being made in respondents' countries to fight all forms of discrimination**: 47% think that this is the case, with 48% expressing the opposite view. Only 5% give a 'don't know' answer indicating that awareness is high for this topic²⁷.

Opinion tends to be more qualified than absolute, with answers for 'yes', to some extent' and 'no, not really' (both 36%) outnumbering those for 'yes, definitely' (11%) and 'no, definitely not' (12%).

QA11. In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?

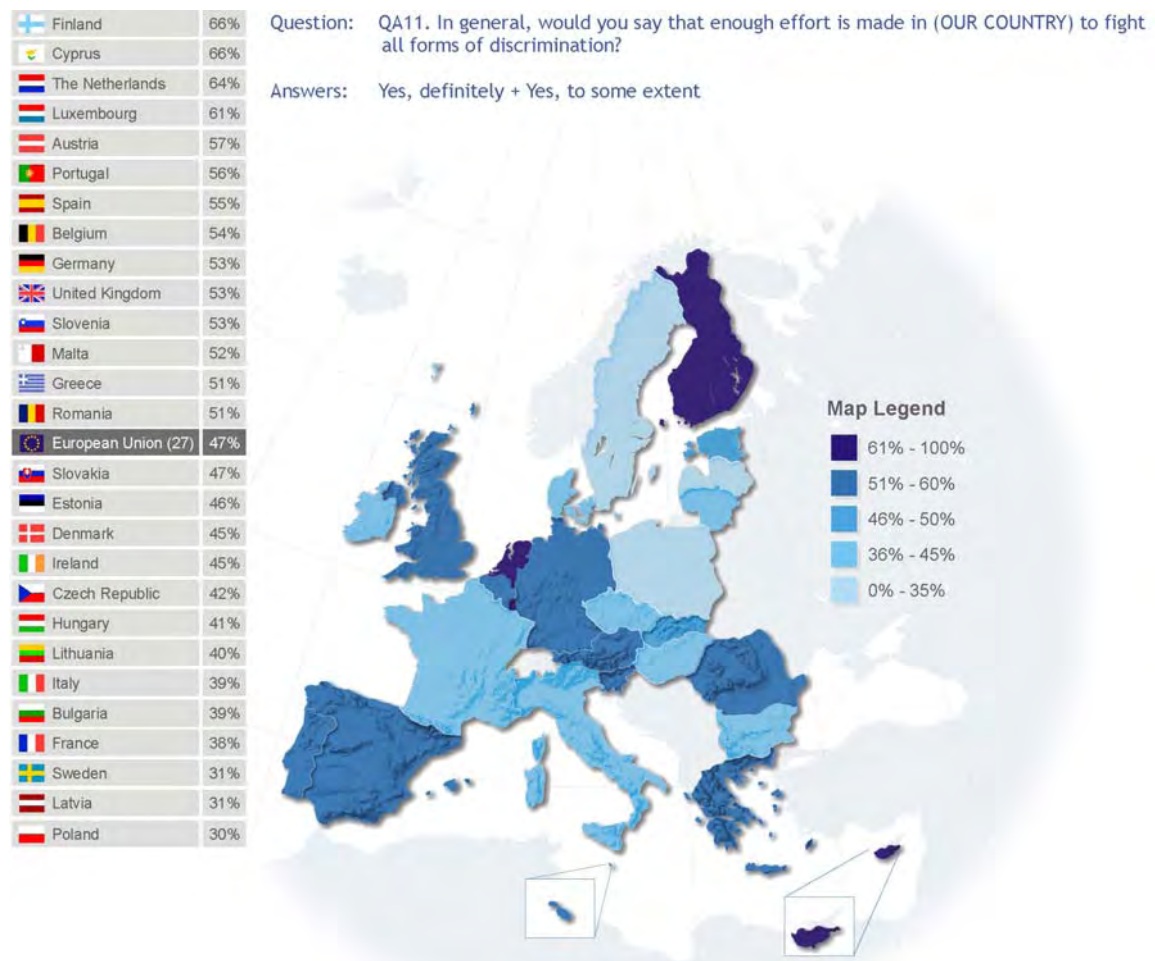


Compared to the results from the 2006 survey, we can see that **positive answers have increased slightly** (+2 from 45%) whilst negative answers have decreased (-3 from 51%).

²⁷ QA11 In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?

The highest proportions who think that enough effort is being made are found in Finland and Cyprus (both 66%), followed by the Netherlands (64%). At the other end of the scale, 30% of Poles and 31% of Swedes and Latvians feel current efforts are sufficient.

There appears to be no clear relationship here between evaluations of the efforts being made to combat discrimination and perceptions of it being widespread or not in a particular country (see chapters 6-12). As just one example, Sweden and Latvia are both countries where a low proportion of respondents think that current efforts suffice, but in Latvia discrimination is generally seen as very rare whilst in Sweden it is seen as much more widespread.



Considering the evolutions at country level, no significant changes have been recorded since 2006 with a few exceptions: respondents in Luxembourg, Malta and the Netherlands are significantly more satisfied with the efforts made to fight discrimination in their countries (+14, +8 and +8 points respectively) while Slovenians and Greeks are less likely to think that efforts suffice than in 2006 (-5 both).

In terms of general socio-demographic factors, respondents are more likely to feel that more effort needs to be made in their country if they are:

- Female: 50% of women think current efforts do not suffice, compared to 45% of men.
- Young: 53% of those aged 15-24 say not enough effort is made, compared to 43% of those aged 55+.

We also note that there **is a political element to viewpoints here**, with respondents having left-wing views (52%) more likely than respondents with right-wing views (44%) to think that more effort needs to be made.

- Those who think discrimination is widespread are more likely to feel that current efforts to fight it do not suffice -

It is important to note here that evaluations of measures being taken at national level are very much related to views on the pervasiveness of discrimination in society. **Respondents who perceive discrimination to be widespread are more likely to feel efforts are insufficient.**

QA11. In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?	Total %	QA1. RESPONDENTS PERCEIVING DISCRIMINATION IN (OUR COUNTRY) TO BE WIDESPREAD					
		Disability	Ethnic origin	Gender	Sexual orientation	Age	Religion or beliefs
Yes	47%	38%	43%	39%	40%	40%	42%
No	48%	58%	54%	57%	56%	55%	55%

Similarly, **experience of discrimination – whether it has happened to the respondent personally or whether they claim to have witnessed it happening to someone else – is also an important influence** on opinion on the sufficiency of efforts made to fight discrimination.

QA11. In general, would you say that enough effort is made in (OUR COUNTRY) to fight all forms of discrimination?	Total %	QA3. EXPERIENCED DISCRIMINATION IN LAST 12 MONTHS			QA4. WITNESSED DISCRIMINATION IN LAST 12 MONTHS	
		No	Single Ground	Multiple Grounds*	Yes	No
Yes	47%	49%	37%	32%	50%	38%
No	48%	46%	58%	64%	44%	59%

*Note: Results for multiple grounds should be considered as indicative due to the small base (802), i.e. only 3% of Europeans have experienced multiple discrimination in the last 12 months.

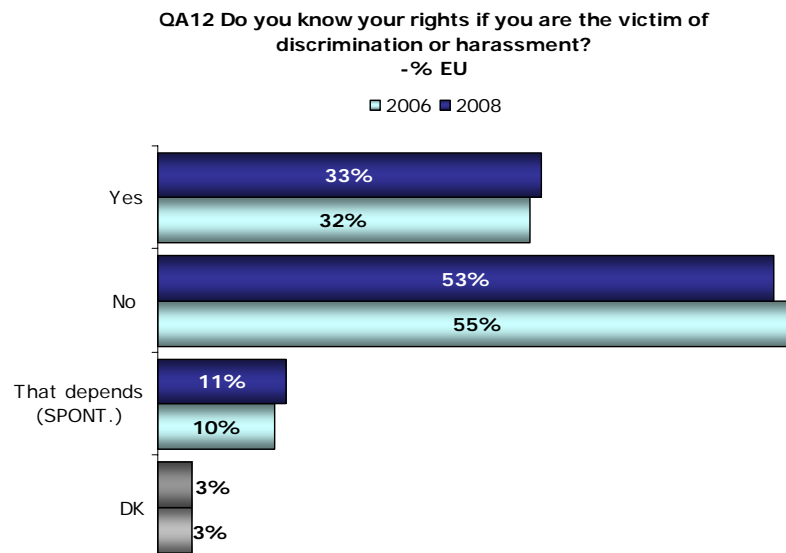
5. KNOWLEDGE OF THE LAW

In this brief chapter we examine the extent to which citizens are aware of their rights in cases of discrimination and harassment. We have already seen some evidence of some awareness in this area from the low proportions of "don't know" answers to questions examined in previous chapters.

5.1 Knowledge of one's rights as a victim of discrimination

- The majority of Europeans do not know their rights related to discrimination or harassment -

One-third of EU citizens say that they know their rights, should they be a victim of discrimination or harassment (33%). Over half (53%) give the opposite answer, with the remainder saying that 'it depends' (11%). As the graph below shows, these figures are very close to those recorded in 2006²⁸.

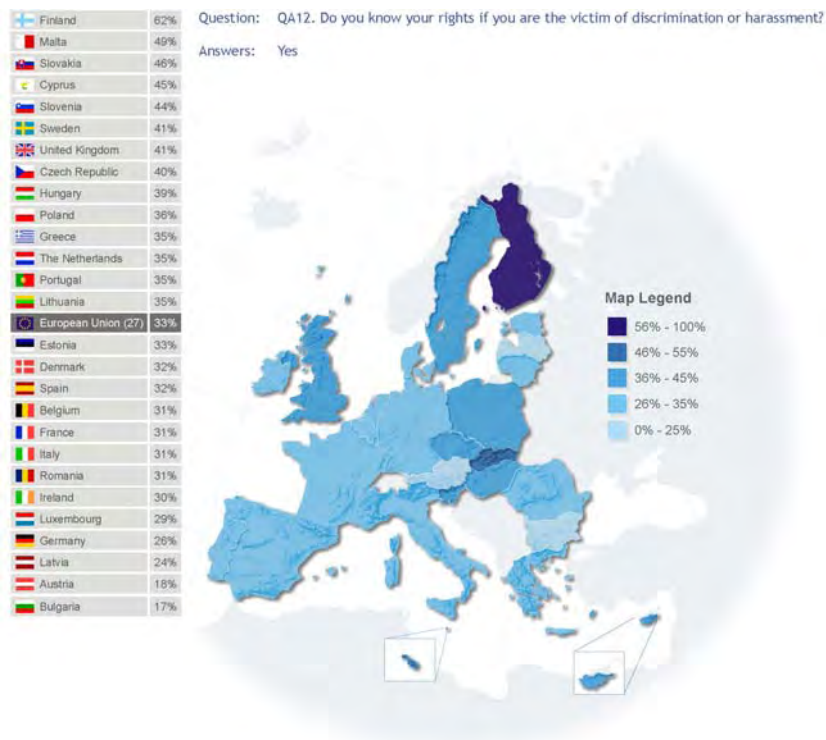


NB: 2006 results based on EU25 countries, 2008 based on EU27

Although the direction of results in most countries is close to the overall EU average, there are nonetheless some countries where more respondents say they would know their rights than say they would not: Finland (62% would know vs. 30% would not), Malta (49% vs. 37%) and Slovenia (44% vs. 38%). In Cyprus, there is an even split (45% vs. 45%). The lowest proportions knowing their rights are recorded in Bulgaria (17%) and Austria (18%).

It can be noted that Austria is also the country where the highest share of respondents say they have been discriminated against in the past month (25%).

²⁸ QA12 Do you know your rights if you are the victim of discrimination or harassment?



Although the EU average has remained stable over the last year, there are **a number of countries that have seen substantial fluctuations in knowledge of rights since the last survey**. There has been a particularly notable increase in Estonia (+14 points from 19%).

Knowledge of rights: Notable changes 2006 – 2008

Note: Figures shown = % 'yes'

	2006	2008	Change (% points)
Estonia	19%	33%	+14
Spain	23%	32%	+9
Slovakia	37%	46%	+9
Hungary	31%	39%	+8
Slovenia	36%	44%	+8
Sweden	33%	41%	+8
Malta	43%	49%	+6
Poland	30%	36%	+6
Romania	26%	31%	+5
Ireland	39%	30%	-9
Cyprus	52%	45%	-7

- Length of education an important influence on knowledge -

Education is a key influence on knowledge, with the latter generally increasing the longer a respondent has spent in education. Nevertheless, we note that even amongst those educated until the age of 20 or above, more people say that they would not know their rights (46%) than say they would (41%).

QA12 Do you know your rights if you are the victim of discrimination or harassment	Total % Yes	BY AGE OF FINISHING FULL-TIME EDUCATION			
		15-	16-19	20+	Still studying
Yes	33%	24%	33%	41%	35%
No	53%	62%	53%	46%	49%

It is important here to consider whether respondents have actually experienced discrimination or not, as these respondents are most in need of being aware of their rights.

We can see that these respondents do have a slightly higher level of awareness – 36% of those experiencing discrimination on a single ground and 37% of those experiencing it on multiple grounds say that they know their rights, compared to 33% of those who did not experience discrimination. However, this gap is not a large one and it could be argued that raising awareness amongst those who have already experienced discrimination or are liable to do so in future is a matter of high importance.

QA12 Do you know your rights if you are the victim of discrimination or harassment	Total % Yes	QA3. BY EXPERIENCE OF DISCRIMINATION LAST 12 MONTHS		
		NO	SINGLE GROUND	MULTIPLE GROUNDS*
Yes	33%	33%	36%	37%
No	53%	54%	47%	47%

*All respondents who experienced discrimination on more than one ground over course of last 12 months

6. 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 age²⁹. The so called Racial Equality Directive³⁰ provides the same protection regarding race and ethnic origin, as well as applying outside the labour market, for example to social protection and access to goods and services. 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 examine three aspects of equal opportunities in employment – factors which are seen as putting some people at a disadvantage, support for measures aimed at ensuring equal opportunities and support for the monitoring of the implementation of equal opportunities policies.

6.1 Factors which put people at a disadvantage

In order to test perceptions of equal opportunities in the workplace, respondents were asked which factors they feel may put job applicants at a disadvantage, were a company to choose between two candidates with otherwise equal skills and qualifications³¹.

- A job candidate's look, age and ethnicity are seen as the factors most likely to put them at a disadvantage -

As can be seen from the chart below, it is clear that **the EU public still feel that a 'level playing field' in employment is far from a reality**, with significant shares of respondents seeing a range of criteria as being likely to lead to disadvantage.

In analysing these results, it should be borne in mind that there may be some degree of 'under-claim' in that some respondents may feel it is more socially acceptable to give certain answers (particularly if they are thinking about the question in terms of whether they themselves were to be hiring).

The most commonly-mentioned of the criteria is the candidate's look, dress-sense or presentation, which 50% feel would be a disadvantage. **This is followed by age (45%), skin colour or ethnic origin (42%) and having a disability (41%).**

Regarding the latter of these, it can be seen that compared to the previous report, there has been a drop of 8 points in the percentage of respondents who feel that disability would be a disadvantage (a drop from 49% to 41%). This is in line with the fact that – compared to 2006 – respondents are now considerably more likely to say

²⁹ EC Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation.

³⁰ EC Directive/2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin. This Directive offers a more comprehensive protection than the EC Directive 2000/78/EC (see above foot note): it covers employment and occupation and also education, social protection (including social security and healthcare), social advantages and access to goods and services, including housing.

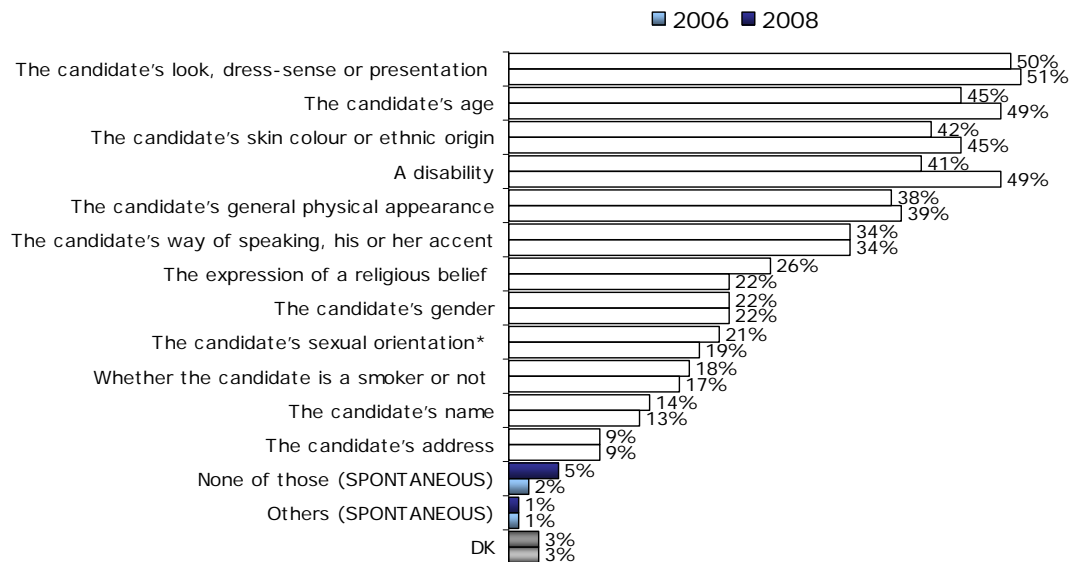
³¹QA7 In (OUR COUNTRY), when a company wants to hire someone and has the choice between two candidates with equal skills and qualifications, which of the following criteria may, in your opinion, put one candidate at a disadvantage?

discrimination on the basis of disability is rare in their country (see chapter 7, below). There has also been a decrease in the proportion saying that the candidate's age would be a disadvantage (-4 points, from 49%).

It is also encouraging to see that there has been a slight increase in the proportion of respondents who answer that none of the mentioned factors would put a respondent at disadvantage (+3 points from 2% to 5%).

The only item showing a year-on-year increase is the expression of a religious belief (+4 points, from 22%).

Q7. In [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?



NB: 2006 results based on EU25 countries, 2008 based on EU27

*NB: in 2008 this item was given as 'The candidate's sexual orientation (for example, being gay or lesbian)'

It is important to note that whilst most of the factors examined in this question represent 'discrimination' if they are used as the basis for a hiring decision, this is not the case for the factor seen as most likely to lead to disadvantage – look, dress sense or presentation. For many jobs, presenting a professional appearance will be as important an aspect as skills and qualifications.

- Managerial respondents especially sensitive -

Interestingly, **managers are more likely than the average European to say that each factor would put a candidate at a disadvantage**. This may well be due to the fact that they are especially likely to be carrying out hiring at their places of work. This difference is true for all factors examined in the question, but especially for look, dress sense or presentation (managers +13 points compared to average), general physical appearance, accent (+11) and expression of religious belief (+9).

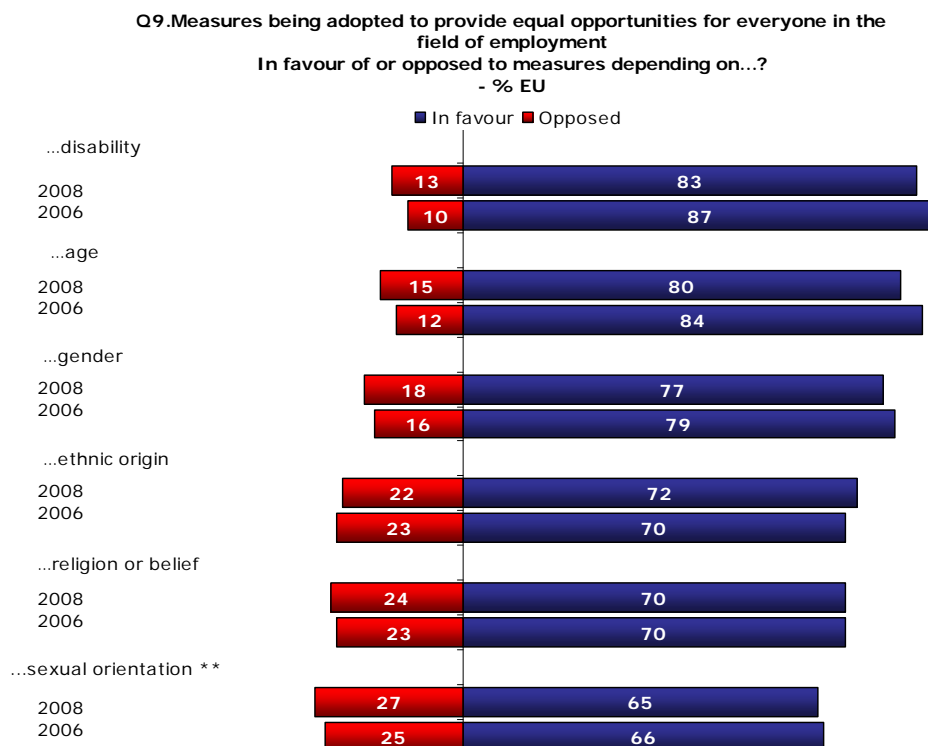
QA7 In (OUR COUNTRY), when a company wants to hire someone and has the choice between two candidates with equal skills and qualifications, which of the following criteria may, in your opinion, put one candidate at a disadvantage?	Total %	MANAGERS	Difference (Managers-total)
Look, dress sense or presentation	50%	63%	+13
Age	45%	51%	+6
Skin colour or ethnic origin	42%	46%	+4
Disability	41%	46%	+5
General physical appearance	38%	47%	+9
Way of speaking, accent	34%	45%	+11
Expression of religious belief	26%	35%	+9
Gender	22%	26%	+4
Sexual orientation	21%	22%	+1
Smoker or not	18%	24%	+6
Name	14%	21%	+7
Address	9%	14%	+5

6.2 Support for measures to provide equal opportunities in employment

- The EU public is highly supportive of equal opportunities measures -

As we have seen above, respondents consider that several factors other than skills and qualifications play a role in the selection of job applicants. Perhaps because of this, there is **strong support for the implementation of specific measures aimed at providing equal opportunities in the field of employment**. This support ranges from 83% for specific measures depending on disability to 65% for measures depending on sexual orientation.

A similar question was asked in 2006, although it should be noted that the question wording has subsequently been modified to include specific examples of the types of 'measures' that could be implemented³² (special training schemes or adapted selection and recruitment processes). Because of this, the evolutions shown in the graph below should be treated with caution. Overall, there appears to be a slight decline in support for special measures depending on disability, age and gender while the opposite is true for ethnic origin. The ranking of the grounds for special measures, however, remains identical to that seen in 2006.



NB: 2006 results based on EU25 countries, 2008 based on EU27

*NB: note different question wording in 2006 and 2008 (see footnote 17)

**NB: in 2008 this item was given as 'The candidate's sexual orientation (for example, being gay or lesbian)'

³² 2008: 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? Measures such as, for example special training schemes or adapted selection and recruitment processes, for people depending on their...

2006: 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...

As an overall pattern, it can be seen that **the youngest age group is the most favourable towards specific measures being adopted**. This is not so true for measures based on age, where the difference is that those aged 55+ are slightly less supportive.

QA9 In favour of specific measures being adopted to provide equal opportunities for everyone in the field of employment...depending on..	Total	BY AGE			
		Age 15-24	Age 25-39	Age 40-54	Age 55+
Disability	83%	85%	85%	83%	81%
Age	80%	81%	81%	80%	78%
Gender	77%	80%	77%	77%	76%
Ethnic origin	72%	77%	73%	73%	69%
Religion or belief	70%	74%	71%	69%	68%
Sexual orientation	65%	70%	67%	66%	61%

There is also a **political aspect to this issue**, with those on the right of the political spectrum being less supportive of equal opportunities measures than those on the left or in the centre.

QA9 In favour of specific measures being adopted to provide equal opportunities for everyone in the field of employment...depending on..	Total	BY POLITICAL POSITIONING		
		LEFT	CENTRE	RIGHT
Disability	83%	85%	84%	80%
Age	80%	82%	81%	78%
Gender	77%	78%	78%	75%
Ethnic origin	72%	75%	74%	67%
Religion or belief	70%	71%	71%	66%
Sexual orientation	65%	68%	68%	60%

Ultimately, however, we stress that any variations in results between different groups represent minor variations on the overall pattern, which is that of wide support for equal opportunities measures.

6.3 Support for monitoring measures

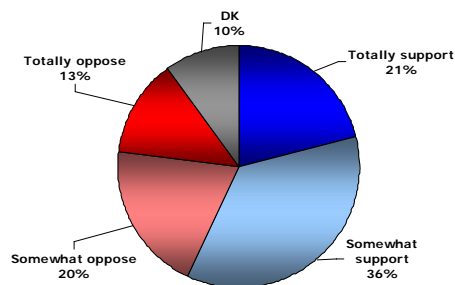
As a new question this year, respondents were asked a second question³³ about equal opportunities measures in the workplace, with this being more specific for ethnic origin. This question arose from the results revealed by the 2006 Eurobarometer: discrimination on the basis of ethnic origin was perceived as the most widespread throughout the EU and, as we have already seen above, this also holds true in the 2008 study.

Respondents were asked to indicate whether they support or oppose two measures:

- Monitoring the composition of the work-force in order to evaluate the representation of people from ethnic minorities.
- Monitoring recruitment procedures to ensure that candidates from ethnic minorities have the same chance of being selected for interview or hired as other candidates with similar skills and qualifications.

- The majority of Europeans support monitoring measures aimed at evaluating equality in the workplace based on ethnicity -

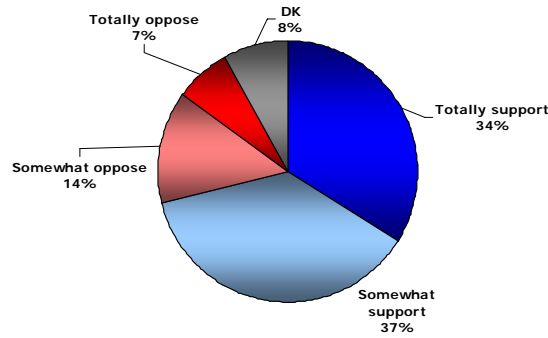
QA10.1 Monitoring the composition of the work-force to evaluate the representation of people from ethnic minorities
-% EU27



Overall respondents are favourable towards both of these proposals, although a greater proportion support monitoring recruitment procedures (71%) than support monitoring the composition of the work-force (57%). This provides clear evidence of strong support for active measures to ensure and monitor equality of opportunity at work.

³³ QA10. To what extent do you support or oppose the following in the workplace?

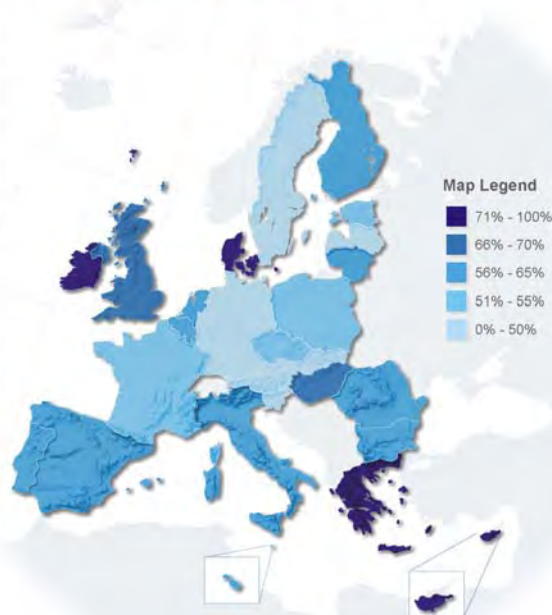
QA10.2 Monitoring the recruitment procedures to ensure that candidates from ethnic minorities have the same chance of being selected for interview or hired as other candidates with similar skills and qualifications
-% EU27



For the first item on monitoring the composition of the work-force for representation, the most supportive publics are found in Cyprus (78%), Greece (77%) and Denmark (71%). In most other countries, support is higher than opposition with the exceptions of Germany (40% support vs. 54% oppose), Latvia (41% vs. 45%), Slovakia (42% vs. 49%) and Austria (42% vs. 46%).

Cyprus	78%
Greece	77%
Denmark	71%
Ireland	71%
Hungary	70%
United Kingdom	66%
Spain	65%
Portugal	65%
Belgium	61%
Finland	61%
Bulgaria	61%
Italy	59%
The Netherlands	59%
Lithuania	59%
Malta	59%
European Union (27)	57%
Romania	57%
France	55%
Czech Republic	54%
Estonia	53%
Luxembourg	52%
Poland	52%
Sweden	50%
Slovenia	50%
Austria	42%
Slovakia	42%
Latvia	41%
Germany	40%

Question: QA10.1. To what extent do you support or oppose the following in the work place?
Option: Monitoring the composition of the work-force to evaluate the representation of people from ethnic minorities
Answers: Totally support + Somewhat support



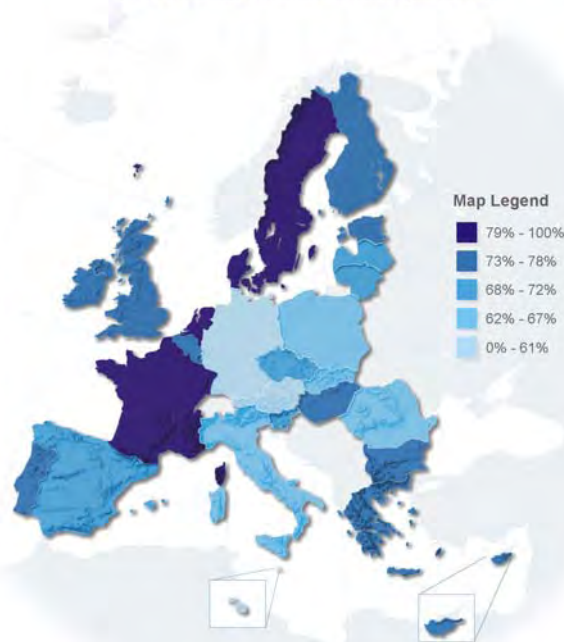
There is a certain correspondence here with the feeling that discrimination based on ethnic origin is widespread in one's country – with **the countries where there is strongest support for monitoring work-force composition also being those where discrimination on ethnic origin is perceived to be widespread**. In particular we note that perceptions of ethnic discrimination are more prominent in Greece (76%) and Denmark (75%) than in Latvia (27%) and Slovakia (50%).

For the second item concerned with recruitment procedures, the country-by-country picture is more homogenous, with an absolute majority in all countries being in support. The most favourable respondents of all are found in Denmark (84%), Sweden (83%), the Netherlands (82%) and France (80%).

 Denmark	84%
 Sweden	83%
 The Netherlands	82%
 France	80%
 Ireland	78%
 Finland	78%
 United Kingdom	78%
 Hungary	78%
 Belgium	77%
 Luxembourg	77%
 Cyprus	77%
 Greece	76%
 Portugal	76%
 Estonia	76%
 Bulgaria	73%
 Spain	72%
 Slovenia	72%
 European Union (27)	71%
 Latvia	71%
 Lithuania	71%
 Czech Republic	68%
 Poland	67%
 Romania	67%
 Italy	66%
 Slovakia	66%
 Malta	60%
 Germany	58%
 Austria	55%

Question: QA10.2. To what extent do you support or oppose the following in the work place?

Option: Monitoring the recruitment procedures to ensure that candidates from ethnic minorities have the same chance of being selected for interview or hired as other candidates with similar skills and qualifications



- Stronger support amongst the young -

As for the measures examined in the preceding section, there is greater support for these monitoring measures amongst the youngest respondents:

- 80% (+9 compared to EU average) support monitoring recruitment procedures;
- 64% (+7) support monitoring workplace composition.

As might be expected, respondents who self-define as being part of an ethnic minority are also more supportive of these measures:

- 77% (+6 compared to EU average) support monitoring recruitment procedures;
- 67% (+10) support monitoring workplace composition.

We also see a replication of the above pattern for results broken down by political positioning, with respondents who are towards the political right showing a lower than average support for the monitoring measures under consideration here:

- 68% (-3 compared to EU average) support monitoring recruitment procedures;
- 54% (also -3) support monitoring workplace composition.

7. DISCRIMINATION ON THE BASIS OF ETHNIC ORIGIN

From this chapter onwards, we make a more detailed examination of discrimination on different bases. This covers the following areas:

- The perceived extent of the type of discrimination in the respondent's country.
- How these views have changed over time.
- Country differences for measures of reported discrimination – both as experienced by the respondent and witnessed as happening to someone else.
- Attitudes to the particular group in question, as measured by the questions on comfort with having a person of that group as a neighbour or the person elected to the highest political office of one's country.

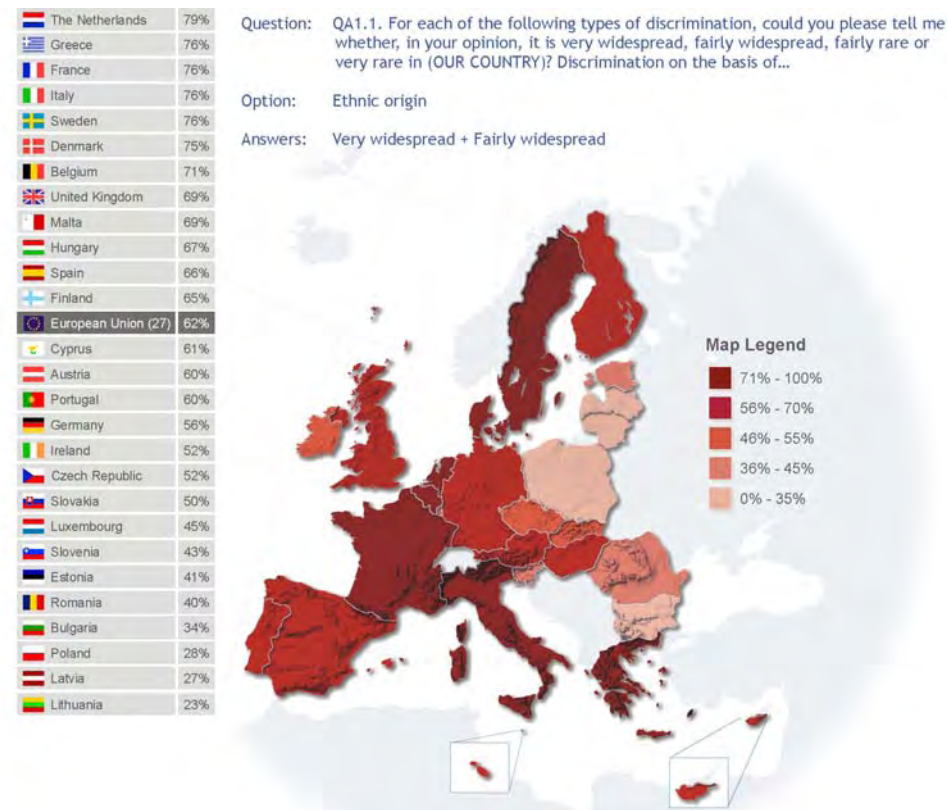
7.1 The perceived extent of ethnic discrimination

- Ethnic discrimination seen as being widespread by the majority of Europeans-

Of the six forms of discrimination examined in the survey, **discrimination on the ground of ethnic origin is seen as being the most widespread**: 16% think that this is very widespread in his or her country, whilst 46% think that it is fairly widespread. Just under a quarter think that it is fairly rare (24%) with a further 9% considering that it is very rare and just 2% giving the spontaneous answer that it is non-existent in their country. Four percent say that they 'don't know;'

There is **a considerable degree of variation from one country to the next** in opinion on the prevalence of ethnic discrimination. It is seen as being widespread by at least three-quarters of Dutch (79%), Greek, French, Italian, Swedish (all 76%) and Danish (75%) respondents. At the other end of the scale, fewer than 3 in 10 Lithuanians (23%), Latvians (27%) and Poles (28%) share this view.

The above figures should be interpreted in context of the particular ethnic profiles of the given countries and the extent to which issues such as ethnicity, immigration and multi-culturalism feature in public discourse.












- Variations in perceptions of ethnic discrimination do not match variations in reports of being discriminated against -

This wide difference between country results is a complex phenomenon that defies a simple explanation. In the first place, the *perception* of ethnic discrimination as being widespread is not related to more people actually *experiencing* discrimination in these countries: in all of the countries where at least three-quarters see ethnic discrimination as being widespread, no more than 3% report having been discriminated against on ethnic grounds themselves (compared to the EU average of 2%).

Again, an explanation for this could be that the perception of ethnic discrimination in national contexts is driven by the prominence of related issues in the national media and the visibility of ethnic minority populations.

However, there is a **relationship between ethnic discrimination reported as witnessed (rather than experienced) by the respondent and the belief that discrimination is widespread**, as shown in the table overleaf.

		Ethnic Discrimination widespread %	Witnessed discrimination on ethnic grounds %
		(diff from EU)	(diff from EU)
High perception of ethnic discrimination as widespread (75% or over)			
	Netherlands	79% (+17)	22% (+8)
	Greece	76% (+14)	17% (+3)
	France	76% (+14)	16% (+2)
	Italy	76% (+14)	11% (-3)
	Sweden	76% (+14)	24% (+10)
	Denmark	75% (+13)	25% (+11)
Low perception of ethnic discrimination as widespread (30%) or under			
	Lithuania	23% (-39)	3% (-11)
	Latvia	27% (-35)	8% (-6)
	Poland	28% (-34)	4% (-10)

We can see that:

- The Netherlands, Sweden and Denmark are countries where higher than average proportions of respondents claim to have witnessed ethnic discrimination, and think that this is widespread in their country.
- This link does not hold for Greece, France and Italy.
- The reverse link (fewer witnessing ethnic discrimination, fewer believing it is widespread) is evident in Lithuania, Latvia and Poland.

An alternative means of exploring different perceptions is looking at how they differ according to socio-demographic and political factors.

- Having friends of a different ethnic origin makes respondents more sensitive to discrimination on this basis -

Here **an important factor is having friends who are of a different ethnic origin than the respondent**. Of those respondents for whom this is the case, 67% say that discrimination is widespread in their country. The figure drops to 55% for those without such friends.

We have already noted (see chapter 2) that respondents with friends who represent a certain type of diversity are more likely to say they have witnessed discrimination taking part on that particular ground. Given that the same is also true for believing this kind of discrimination to be widespread, we can conclude that the make-up of one's social circle is key in making the individual more 'sensitive' to thinking they have seen different types of discrimination and believing it to be common.

Interestingly, **those who consider themselves to be part of an ethnic minority are not much more likely than average to think that ethnic discrimination is common** in their country.

QA1.1 DISCRIMINATION ON BASIS OF ETHNIC ORIGIN	Total %	D47. FRIENDS WITH DIFFERENT ETHNIC ORIGIN		D51. SELF-DEFINED MINORITY
		Yes	No	Ethnic*
Widespread	62%	67%	55%	64%
Rare	33%	29%	38%	31%

*Note: In this table, the figures for those who say that they belong to an ethnic minority should be considered as indicative due to the small base (917). In other words, 3% of Europeans consider themselves to be part of an ethnic minority.

Finally, we note that the belief that ethnic discrimination is more widespread is:

- More common amongst the youngest group of respondents (66%) than the oldest (57%).
- More frequent in the respondents who spent the longest time in education (65%) than those who spent the shortest time (59%).
- More likely to be held by respondents with left-wing political views (68%) than by those with centrist (61%) or right-wing views (60%).

As will be shown below, these distinctions are seen for most types of discrimination, rather than being specific to ethnicity.

7.2 Changes in the perceptions of ethnic discrimination

Having examined in detail the static picture in terms of perceived ethnic discrimination, we now briefly examine the dynamic view. This can be done in two ways:

- By comparing the current perception that ethnic discrimination is widespread with that recorded in 2006.
- Through examining the question on whether ethnic discrimination is perceived to be more or less widespread than it was five years ago.










- Though levels of ethnic discrimination are perceived as high, this belief has receded slightly since 2006 -

Taking the first approach, the overall EU results show **a slight decrease in the perception that ethnic discrimination is widespread** (from 64% to 62%) with an increase in the belief that it is rare (from 30% to 33%).

It is encouraging to see that there are **a number of countries where the share of respondents who think that ethnic discrimination is widespread has fallen compared to 2006**. This is especially the case in Slovenia, where the proportion of respondents expressing this opinion has fallen 13 percentage points, from 56% to 43%. Germany is the only country where we see a sizable increase (+8 points, from 48% to 56%).

Perception of ethnic discrimination as widespread in country: Notable changes 2006 – 2008

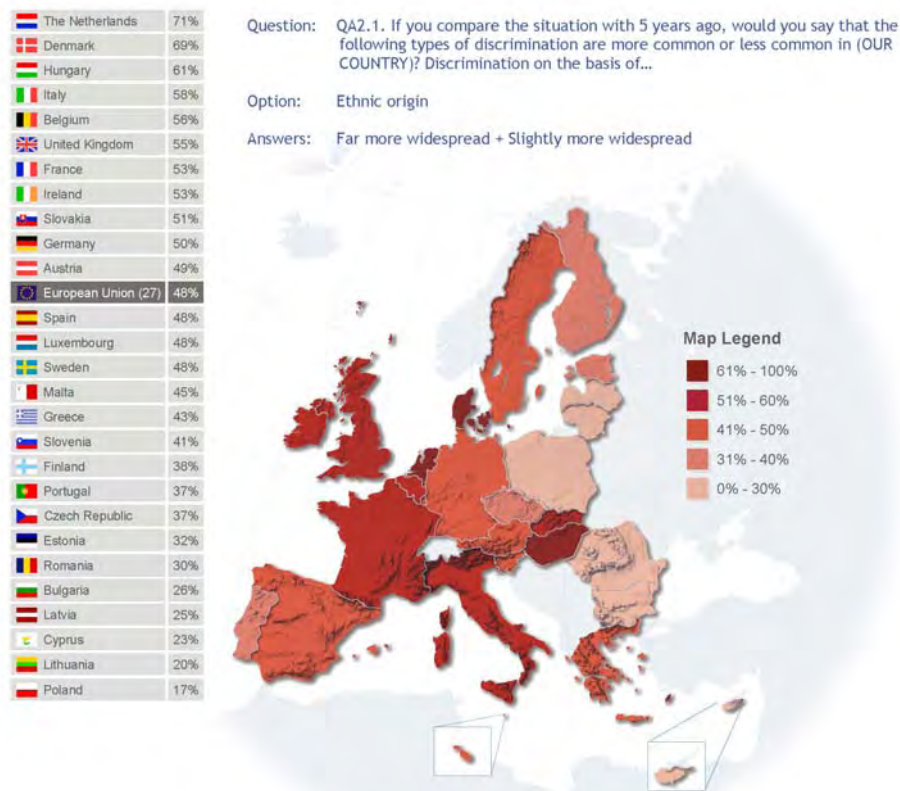
Note: Figures shown = % 'very widespread' + % 'fairly widespread'

		2006	2008	Change (% points)
	Slovenia	56%	43%	-13
	Cyprus	71%	61%	-10
	Sweden	85%	76%	-9
	Bulgaria	42%	34%	-8
	Belgium	78%	71%	-7
	Ireland	57%	52%	-5
	Spain	71%	66%	-5
	Poland	33%	28%	-5
	Germany	48%	56%	+8

- Views evenly split concerning ethnic discrimination now as compared to five years ago -

Taking the second approach, based on a more medium-term comparison with five years ago, the overall EU results are evenly balanced, with 48% saying that they think ethnic discrimination is more widespread and 44% that it is less widespread. These figures are similar to those recorded in 2006, when the same question (evolution over 5 years) was asked (49% more widespread; 42% less widespread).

We can see that in the last 5 years, ethnic discrimination is perceived to have become especially more widespread in the Netherlands (71%), Denmark (69%) and Hungary (61%).



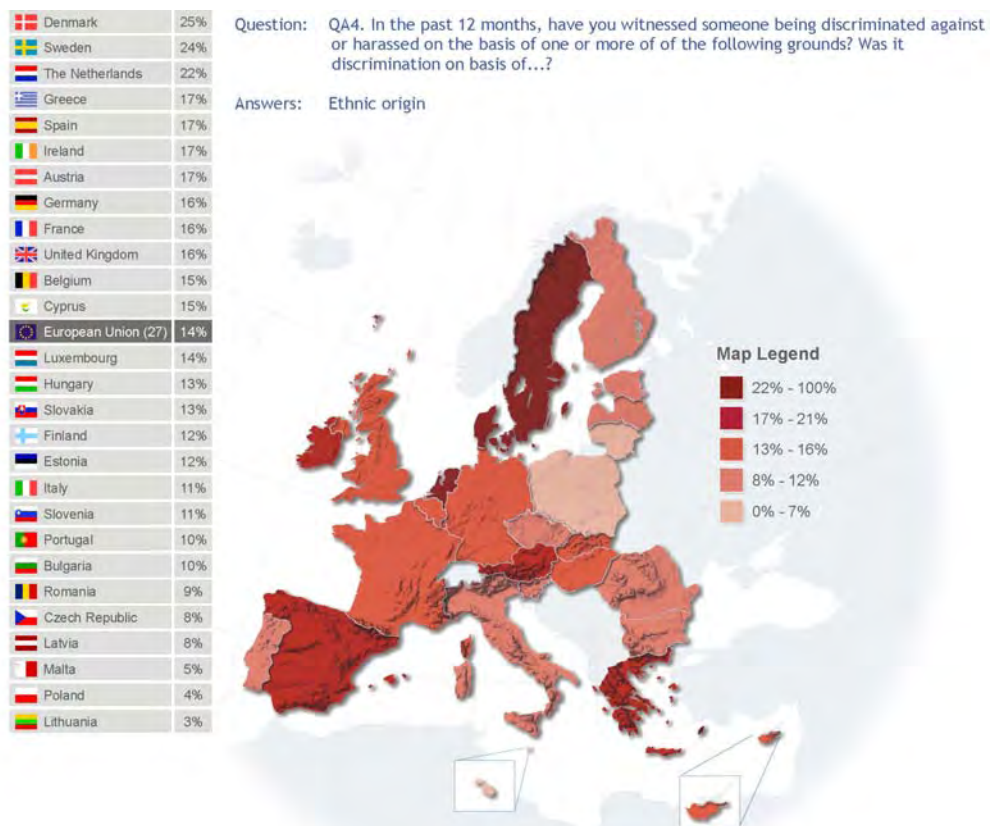
The countries where ethnic discrimination is most perceived to have become less widespread are Cyprus (74%), Poland (67%) and the Czech Republic (60%).

7.3 Measuring discrimination on the basis of ethnic origin

In this survey we have used two methods to measure discrimination – whether someone has personally felt discriminated against in the last 12 months or whether they think they have seen someone discriminated against in the same period.

Regarding the measure for personal experience of discrimination, we do not present the results for each country here, as on the whole they do not much exceed the overall EU average of 2%. We do note, however, that **6% of Estonians and 5% of Luxembourgers say that they were discriminated against on grounds of ethnicity in the 12 months leading up to the survey.** This may well be linked to particular ethnic groups who live in these countries.

Country results for witnessing ethnicity-based discrimination vary from the EU average (14%) more than they do for witnessing other types of discrimination. As was demonstrated earlier, those countries with the highest shares of respondents who think that they saw ethnicity-based discrimination occur (The Netherlands, Denmark, Sweden) are also those where it is seen as being the most widespread.












7.4 Attitudes towards different ethnic groups

We end this chapter by examining attitudes to ethnic diversity as measured by the questions on how 'comfortable' or not respondents would be to have someone with a different ethnic origin or - more specifically - a Roma as a neighbour.

- The average European is very comfortable with having someone from a different ethnic origin than theirs as a neighbour -

Overall, **Europeans are very comfortable with the idea of having someone from a different ethnic origin than theirs as a neighbour**. On the scale of 1 to 10, with 10 representing 'Totally comfortable' and 1 'Very uncomfortable', 44% give the maximum 10 out of 10, with the average result being 8.1.

In terms of individual countries, most show results close to the EU average. At the same time it is true that in Austria (6.3), the Czech Republic (6.5) and Italy (6.6), the average respondent is somewhat less comfortable³⁴.

<u>Level of comfort with person from different ethnic origin as a neighbour</u>	
EU figure	 EU average 8.1
Highest results by country	 Luxembourg (9.2)
	    Lithuania, Estonia, Poland, Sweden (9.1)
	 Italy (6.6)
	 Czech Republic (6.5)
Lowest results by country	 Austria (6.3)

As seen throughout the survey, **the composition of a respondent's social circle is an important influence**. Here, respondents with friends or acquaintances of a different ethnic origin are more likely to feel comfortable with having the same as a neighbour (average of 8.6 compared to 7.5 for those without such friends or neighbours).

³⁴ The full country results for this question can be found in the annexes to this report.









Linked to this, the groups who are most comfortable with a neighbour of a different ethnicity than theirs are also those who we have seen earlier are most likely to have a diverse social circle. On average:

- The youngest respondents (8.4) are more comfortable than the oldest (7.8).
- Respondents with the longest educations (8.6) are more comfortable than those with the shortest educations (7.6).
- Respondents with left wing views (8.3) are more comfortable than those with right wing views (7.7).

- A lower level of comfort recorded for the question on highest political office -

Europeans appear to be significantly less comfortable with the idea of having a person from a different ethnic origin in the highest elected political position in their countries than they are about the idea of having such a person as a neighbour. The EU average stands at 6.4 for this question compared to 8.1 for the question concerning neighbours. Again high variations are concealed by the average figure: the results range from 8.1 in Sweden to 3.9 in Cyprus.

The socio-demographic patterns seen above also apply for this question: young and well-educated respondents as well as those who have friends of a different ethnic origin feel the most comfortable with ethnic diversity in high political positions.

<u>Level of comfort with person from different ethnic in the highest elected political position in (YOUR COUNTRY)</u>	
EU figure	 EU average 6.4
Highest results by country	 Sweden 8.1
	 Spain, France, Poland 7.4
	
	
Lowest results by country	 Greece 4.7
	 The Czech Republic 4.5
	 Cyprus 3.9

7.5. Attitudes towards Roma

In addition to the general measures of attitudes towards ethnic groups in society, a more detailed question was asked to ascertain attitudes towards Roma, who collectively form the largest ethnic minority in the enlarged EU. It can be recalled here that in the 2006 survey³⁵, 77% of Europeans were of the opinion that being a Roma was a disadvantage in society. Here we examine how Europeans feel about having a Roma person as a neighbour.

- Around a quarter of Europeans would feel uncomfortable having a Roma neighbour: a striking difference to the level of comfort with a person from a different ethnic origin in general -

Attitudes towards Roma in the private sphere were examined using the 'neighbour scenario' whereby respondents were asked to rate how comfortable they would be having various neighbours on a ten-point scale, where 10 represents the highest level of comfort.

The EU average level of comfort is much lower than it is for having a neighbour of a different ethnic origin (6.0 compared to 8.1). While 36% of respondents give one of the three most comfortable answers (8, 9 or 10 points), 24% would be uncomfortable (1, 2 or 3 points) with this idea. By way of comparison, just 6% of EU respondents give one of these uncomfortable answers for someone from a different ethnic origin in general.

The table on the following page presents individual country results in two different forms: the average result on the 10 point scale and the percentage of respondents who give the three most comfortable (8, 9 or 10 points) and uncomfortable (1, 2 or 3 points) answers. We also show the percentage of respondents in each country who have friends and acquaintances who are Roma.

On both measures we see a large degree of variation – in Poland, a majority of respondents (58%) say they would feel comfortable (an answer of 8, 9 or 10); the average score in the country is 7.5. Swedes are also on the whole comfortable (average score 7.1%; 52% answering 8, 9 or 10). By contrast, in the Czech Republic as well as in Italy almost half of respondents would feel uncomfortable (47% in both countries answering 1, 2 or 3; average Czech score 3.7; average Italian score, 4.0). It is also the case that more than a third of people would be uncomfortable with a Roma neighbour in Ireland (40%; 4.8), Slovakia (38%; 4.5), Bulgaria (36%; 4.8) and Cyprus (34%; 5.6).

³⁵ 'Discrimination in the European Union' (January 2007), pp. 42-44
http://ec.europa.eu/public_opinion/archives/ebs/ebs_263_en.pdf

Comfort with Roma neighbour: country results³⁶

	Average (on scale from 1 to 10)	Comfortable (8,9,10)	Uncomfortable (1,2,3)	Friends/ acquaintances Roma
PL	7.5	58%	12%	7%
SE	7.1	52%	14%	9%
FR	6.9	48%	15%	14%
LU	6.9	36%	13%	6%
ES	6.8	42%	13%	32%
MT	6.8	43%	18%	2%
DK	6.7	47%	21%	4%
NL	6.7	40%	13%	5%
BE	6.6	45%	16%	6%
UK	6.3	40%	22%	11%
EL	6.2	42%	26%	6%
LT	6.2	42%	25%	12%
RO	6.2	34%	20%	42%
SI	6.1	36%	24%	13%
EU27	6.0	36%	24%	14%
EE	5.9	36%	28%	7%
DE	5.8	33%	25%	5%
PT	5.7	24%	19%	26%
CY	5.6	37%	34%	4%
HU	5.5	28%	28%	42%
FI	5.5	25%	25%	20%
AT	5.3	22%	28%	3%
LV	5.2	24%	28%	26%
BG	4.8	21%	36%	47%
IE	4.8	24%	40%	6%
SK	4.5	17%	38%	37%
IT	4.0	14%	47%	5%
CZ	3.7	9%	47%	18%

Socio-demographic variation follows the pattern established above for ethnicity in general – i.e. the most comfortable respondents with having a Roma neighbour are those who are young (6.6), who spent the longest time in education (6.5) and who have left-wing political views (6.5).

There also looks to be a complex relationship between having a Roma friend or acquaintance and the level of comfort with having a Roma neighbour:

³⁶ QA6.1 For each of the following situations, please tell me using this scale from 1 to 10 how you would personally feel about it. On this scale, '1' means that you would be "very uncomfortable" and '10' means that you would be "totally comfortable" with this situation...Having a Roma as a neighbour.

On the one hand, there is the case of Spain where a high proportion of respondents have Roma friends or acquaintances (32%) and there is also a higher than average level of comfort with having a Roma neighbour (6.8). We also see that in Romania 42% have Roma friends or acquaintances and the average comfort level (6.2) is marginally higher than average.

However, we can also see that several countries where a very high proportion of people have Roma friends tend to fall towards the *bottom* end of the ranking in terms of comfort. This is especially the case for Bulgaria (47% of respondents say they have Roma friends; average level of comfort 4.8), Hungary (42%; average level of comfort 5.5) and Slovakia (37%; average level of comfort 4.5).

8. DISCRIMINATION ON THE BASIS OF DISABILITY

8.1 The perceived extent of disability discrimination

- Around a half of Europeans perceive discrimination based on disability to be widespread -

A slightly higher proportion of respondents perceive discrimination on the basis of disability as being rare (49%; 15% very rare, 34% fairly rare) in their country than think that it is widespread (45%; 10% very widespread, 35% fairly widespread). Three percent think that discrimination based on disability is non-existent in their country and a further three percent say that they 'don't know'.

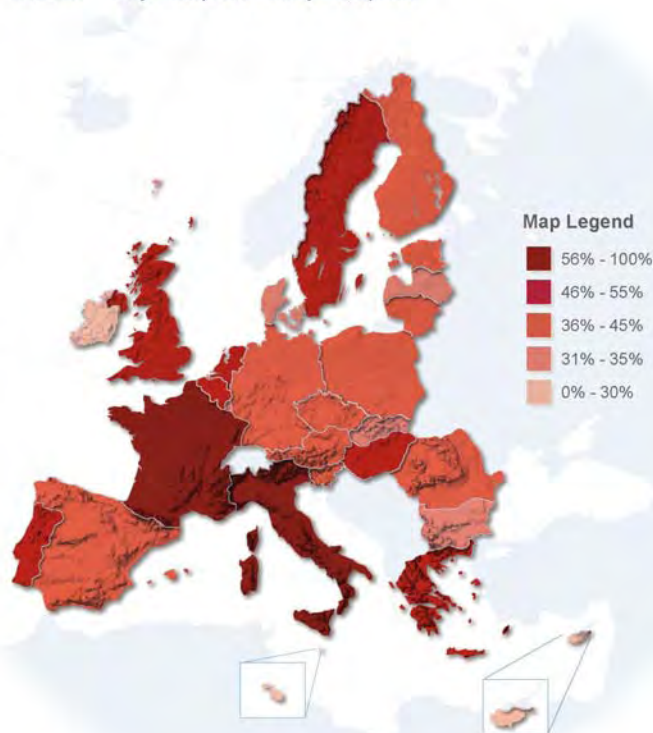
As with the question on ethnic discrimination, country-by-country results exhibit a strong degree of variation, with the countries where discrimination is seen as most widespread being France (61% widespread), Italy (56%) and Portugal (55%). The countries where this perception is least common are Malta (21%), Ireland (25%), and Cyprus (both 30%).

 France	61%
 Italy	56%
 Portugal	55%
 Greece	49%
 Hungary	49%
 The Netherlands	47%
 United Kingdom	47%
 Belgium	46%
 Sweden	46%
 European Union (27)	45%
 Finland	45%
 Czech Republic	43%
 Lithuania	43%
 Spain	41%
 Slovenia	41%
 Estonia	40%
 Austria	38%
 Poland	38%
 Romania	38%
 Germany	37%
 Latvia	34%
 Slovakia	34%
 Bulgaria	32%
 Denmark	31%
 Luxembourg	31%
 Cyprus	30%
 Ireland	25%
 Malta	21%

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: Very widespread + Fairly widespread



- Those with disabled friends and the disabled themselves are the most likely to see discrimination on these grounds as widespread -

There are several variables that are linked to the perception of discrimination on the basis of disability being widespread.

For example, **having friends who are disabled makes one more likely to believe that discrimination is wide in the country where one lives** – this same link was also seen for discrimination on ethnic grounds.

However, unlike the results described above for ethnicity, **those respondents who consider themselves to be part of a minority in terms of disability are more likely to think that discrimination is widespread** (respondents who self-define as an ethnic minority are not much more likely to say that ethnic discrimination is widespread).

QA1.6 DISCRIMINATION ON BASIS OF DISABILITY	Total %	QD47.4 FRIENDS WHO ARE DISBALED		QD51. SELF-DEFINED MINORITY
		Yes	No	Disabled*
Widespread	45%	49%	40%	62%
Rare	49%	47%	52%	34%

*Note: Results for self defined minority as disabled should be considered as indicative due to the small base (519), i.e. only 2% of Europeans consider themselves to belong to this minority group.

Further factors that make respondents more likely to consider disability-based discrimination as widespread include:

- Being female (48% widespread) rather than male (42%).
- Being aged between 15 and 54 (15-24, 48%; 25-39 & 40-54, both 47%) rather than 55 or over (41%).
- Holding left-wing political views (49%) as opposed to centrist (44%) or right-wing views (42%).

8.2 Changes in the perceptions of discrimination on grounds of disability









- The EU public is now much less likely to see discrimination based on disability as widespread -

In this area there has been a **notable shift from the results recorded in 2006**, when 52% gave a 'widespread' answer (7 percentage points higher than this year) and 42% a 'rare' answer (7 points lower).

With the overall EU results showing a large move away from the belief that discrimination on the grounds of disability is widespread, it is not surprising to see that the same change in opinion is very large in certain countries. Those where this shift can be measured in double-digits are shown in the table below.

Perception of discrimination on basis of disability as widespread in country: Notable changes 2006 – 2008

Note: Figures shown = % 'very widespread' + % 'fairly widespread'

	2006	2008	Change (% points)
 Romania	48%	30%	-18
 Cyprus	47%	30%	-17
 Poland	53%	38%	-15
 Austria	52%	38%	-14
 Malta	34%	21%	-13
 Bulgaria	45%	32%	-13
 Spain	54%	41%	-13
 Italy	68%	56%	-12

- Over two-thirds say discrimination based on disability is less widespread than five years ago -

Further evidence of the clear change in perceptions regarding discrimination on the basis of disability comes from the question comparing current levels to those five years ago. Here, **less than a quarter of all respondents say that discrimination on grounds of disability is more widespread** (24%; 4% far more widespread, 20% much more widespread), **whilst over two-thirds say it is less widespread** (67%; 16% far less widespread, 51% slightly less widespread).

Furthermore, the share of respondents who say that discrimination based on disability is more widespread has dropped since 2006 (-5 points from 29%) with a corresponding increase in the proportion saying it has become less widespread (+5 points from 62%).

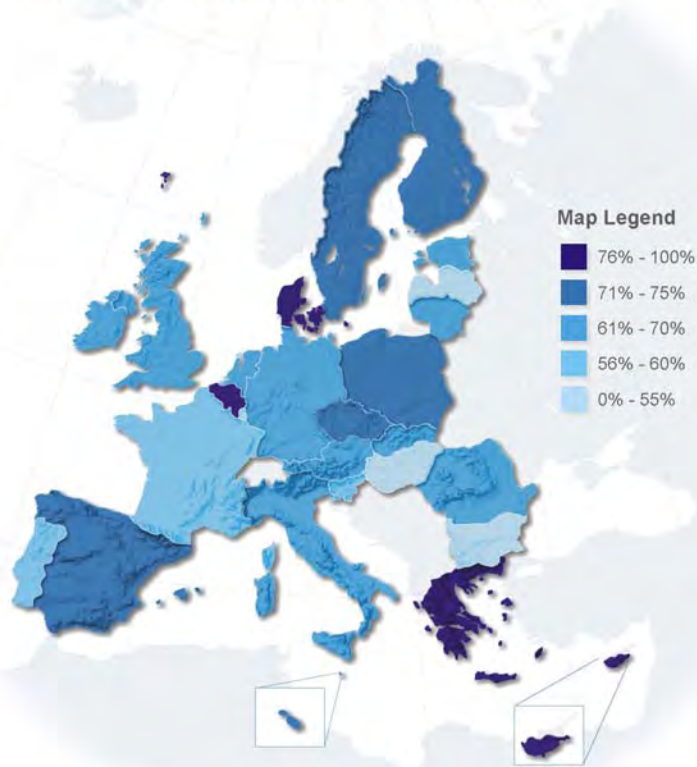
In all countries, the majority view is that discrimination on this basis is now less widespread.

 Cyprus	84%
 Denmark	81%
 Greece	79%
 Belgium	77%
 Finland	74%
 Sweden	74%
 Spain	72%
 Czech Republic	72%
 Poland	72%
 Malta	71%
 Germany	70%
 The Netherlands	70%
 Austria	68%
 United Kingdom	68%
 Slovakia	68%
 European Union (27)	67%
 Ireland	65%
 Italy	63%
 Estonia	62%
 Lithuania	61%
 Romania	61%
 Portugal	60%
 Slovenia	58%
 France	57%
 Hungary	54%
 Latvia	52%
 Bulgaria	50%
 Luxembourg	48%

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: Slightly less widespread + Far less widespread



8.3 Measuring disability discrimination

- 2% of EU respondents discriminated against on grounds of disability over the course of a year -

Across the EU, 2% of respondents say they were discriminated against because of a disability in the 12 months preceding the survey, with 7% saying that they have witnessed this happening to someone else.

Proportion of respondents witnessing discrimination on grounds of disability of 12 months	
EU figure	 EU average 7%
Highest results by country	  Austria, Sweden (11%)
	 United Kingdom (10%)
Lowest results by country	   Cyprus, Portugal, Ireland (4%)
	 Malta, Greece (3%)

8.4 Attitudes to disabled people

- Low level of prejudice against disabled neighbours -
















On the 10-point 'comfort-scale', the average European has a comfort level of 9.1 with the idea of having a disabled neighbour. This is the **highest rate of the 6 scenarios tested for this exercise**. Over 6 in 10 respondents answered 10 out of 10 – i.e. that they would be totally comfortable (61%).

Country results do not differ much from the very high EU result. Apart from in the Czech Republic (7.2) all countries register scores in excess of 8 points on the 'comfort scale'.

With the overall average score being so high, it is unsurprising that there are very few distinctions to be made concerning different social groups. We do note, however, that those who have friends who are disabled show a somewhat higher level of comfort than those without such friends (9.3 compared to 8.8).

- Relatively high acceptance of disabled persons in the highest political office-

Reflecting the high levels of feeling comfortable with a disabled neighbour, the average European would be ready to welcome a disabled person in the highest elected political office in their country. On the scale from 1 to 10, the average comfort level is 8.0, with 42% of Europeans answering 10 out of 10, i.e. feeling totally comfortable with this idea.

	<u>Level of comfort with disabled person as a neighbour</u>	<u>Level of comfort with a disabled person in highest political office in one's country</u>
EU figures	 EU average 9.1	 EU average 8.0
Highest results by country	 Cyprus (9.9)	 Finland (9.2)
	 UK (9.8)	 Denmark, UK (9.0)
	 Sweden (9.7)	
Lowest results by country	 Austria (8.3)	 Bulgaria (5.7)
	 Italy (8.2)	
	 Czech Republic (7.2)	 Czech Republic, Portugal, Slovenia (6.2) 

9. DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION

9.1 The perceived extent of discrimination on basis of sexual orientation

- Over half of EU respondents think that discrimination on grounds of sexual orientation is widespread in their country -

Discrimination on the basis of sexual orientation is seen as the **second most widespread form of discrimination in the EU**, behind that on the basis of ethnic origin. Over half think that the former is widespread (51% widespread; 13% very widespread, 38% fairly widespread), as opposed to 41% who think that it is rare (30% fairly rare, 11% very rare). Three percent think discrimination on grounds of sexual orientation is non-existent in their country and 6% 'don't know'.

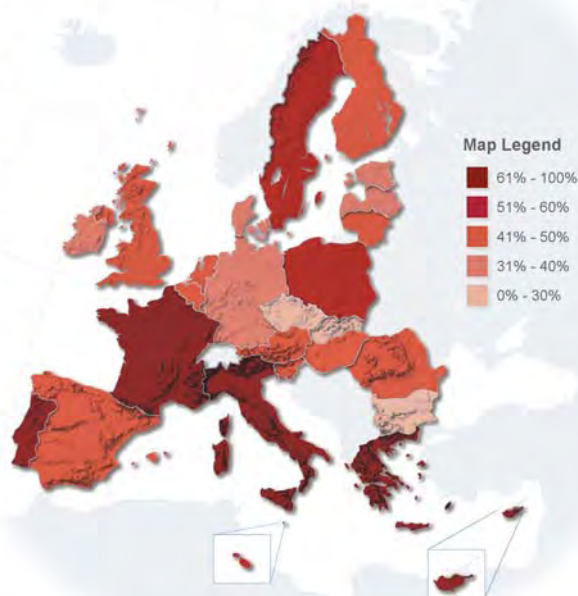
Examining country results, we can see that discrimination on grounds of sexual orientation is seen as being **particularly widespread in many of the Mediterranean countries**. For example, the three countries where it is seen as most widespread are Cyprus, Greece (both 73%) and Italy (72%). Portugal (65%) and France (59%) also have results above the EU average of 51 %.

 Greece	73%
 Cyprus	73%
 Italy	72%
 Portugal	65%
 France	62%
 Malta	59%
 Sweden	58%
 Poland	52%
 European Union (27)	51%
 United Kingdom	50%
 Finland	49%
 Spain	48%
 Slovenia	46%
 The Netherlands	45%
 Hungary	45%
 Romania	45%
 Belgium	44%
 Austria	43%
 Lithuania	43%
 Germany	40%
 Ireland	38%
 Latvia	36%
 Denmark	34%
 Luxembourg	34%
 Estonia	32%
 Slovakia	30%
 Czech Republic	27%
 Bulgaria	20%

Question: 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...

Option: Sexual orientation (for example being gay or lesbian)

Answers: Very widespread + Fairly widespread



Looking towards the lower end of the ranking, we can see that **discrimination on the basis of sexual orientation is seen as much less widespread in many of the newer entrants to the EU** – the bottom three countries are Bulgaria (20%), the Czech Republic (27%) and Slovakia (30%).

It can also be noted that a lower than average proportion of respondents in these countries report that they have friends who are homosexual³⁷; having such friends makes one more likely to think that discrimination on these grounds is widespread.

QA1.3 DISCRIMINATION ON BASIS OF SEXUAL ORIENTATION	Total %	D47.3 FRIENDS WHO ARE HOMOSEXUAL	
		Yes	No
Widespread	51%	56%	48%
Rare	41%	41%	42%

Other factors in perception of the extent of discrimination based on sexual orientation also follow the patterns examined above:

- The youngest respondents (59%) see it as being more widespread than the oldest (45%).
- It is seen as more common by respondents on the political left (54%) than those in the centre (49%) or on the right (50%).
- It is perceived as slightly more widespread by women (52%) than by men (49%).
- Those respondents who stayed in education until at least the age of 20 (52%) are more likely to see it as widespread than those who finished studying at the age of 15 or younger (48%).

³⁷ In Bulgaria, 7% have homosexual friends; In the Czech Republic, 15%; In Estonia, 13%. The EU average is 34%.

9.2 Changes in the perceptions of discrimination on grounds of sexual orientation













- No change from 2006 in perception of extent of discrimination against homosexuals -

The perception of how widespread discrimination on the grounds of homosexuality is has remained more or less stable since 2006 (whereas for other grounds it is generally seen as being less widespread now than in 2006). The belief that it is widespread has increased by just 1 percentage point (from 50% in 2006) whilst the view that it is rare has stayed exactly the same (at 41%).

At the same time, we can see that there have been a number of significant changes at the level of individual countries, with the most prominent of these being the **14 point drop amongst Slovenians in the belief that discrimination on the basis of sexual orientation is widespread**. At the same time, significantly more Hungarians and Germans now believe that discrimination based on sexual orientation is widespread in their country than in 2006.

Perception of discrimination on basis of sexuality as widespread in country: Notable changes 2006 – 2008

Note: Figures shown = % 'very widespread' + % 'fairly widespread'

	2006	2008	Change (% points)
 Hungary	36%	45%	+9
 Germany	32%	40%	+8
 Denmark	27%	34%	+7
 Estonia	25%	32%	+7
 Greece	68%	73%	+5
 France	57%	62%	+5
 Slovenia	60%	46%	-14
 Poland	59%	52%	-7
 Bulgaria	26%	20%	-6
 Belgium	49%	44%	-5
 Netherlands	50%	45%	-5
 Sweden	63%	58%	-5

- Discrimination on the basis of sexual orientation seen as less widespread now compared to five years ago -

When making a medium-term comparison with five years ago, **respondents are much more likely to say that discrimination on the basis of sexual orientation is now less widespread** (61%) than they are to say it is more widespread (29%). When we compare this to the 2006 results, we can see that there has been a slight shift away from 'more widespread' answers (-2 points from 31%) towards 'less widespread' (+3 points from 58%).

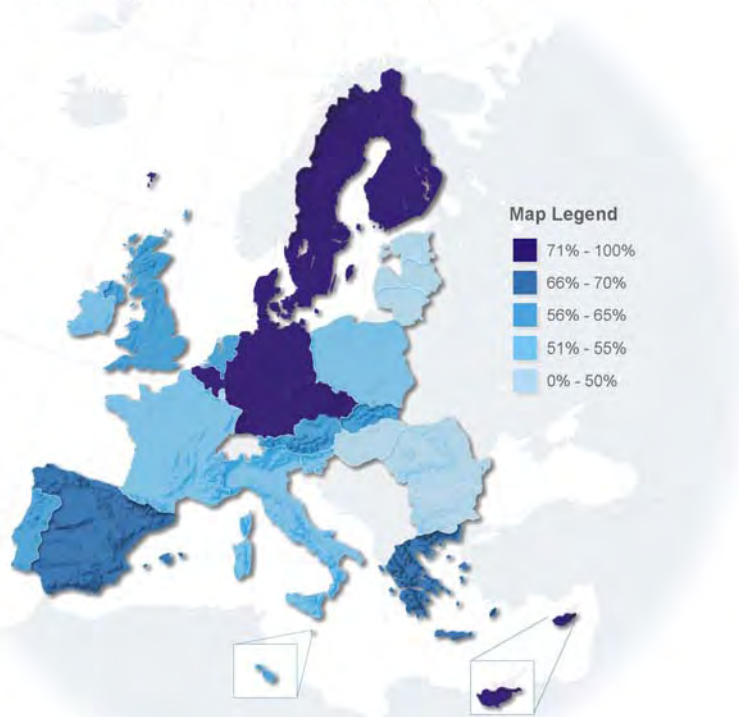
In virtually all countries of the EU, the majority opinion is that discrimination based on sexual orientation is now less widespread. The one exception here is Hungary, where 48% think it is now more widespread and 43% that it is less widespread.

 Czech Republic	77%
 Denmark	75%
 Belgium	74%
 Germany	73%
 Sweden	72%
 Finland	71%
 Cyprus	71%
 Spain	69%
 Greece	66%
 Austria	65%
 United Kingdom	63%
 European Union (27)	61%
 The Netherlands	60%
 Malta	58%
 Portugal	57%
 Slovakia	57%
 France	54%
 Ireland	54%
 Italy	53%
 Poland	52%
 Slovenia	52%
 Luxembourg	49%
 Bulgaria	46%
 Estonia	45%
 Lithuania	45%
 Latvia	44%
 Hungary	43%
 Romania	42%

Question: 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...

Option: Sexual orientation (for example being gay or lesbian)

Answers: Slightly less widespread + Far less widespread









9.3 Measuring discrimination on grounds of sexual orientation

- Discrimination on grounds of sexual orientation much more likely to be reported as seen rather than experienced -

Just 1% of citizens across the EU report having been discriminated against on the grounds of sexual orientation over the year before the survey. However, we do note that this figure rises to 5% in Italy.

As with the general pattern, a higher proportion of respondents think they have witnessed this discrimination taking place (6%). Swedes (13%) and Austrians (10%) are the most likely to say this.







Proportion of respondents witnessing discrimination on grounds of sexual orientation (gay man or lesbian woman) of 12 months	
EU figure	 EU average 6%
Highest results by country	 Sweden (13%)
	 Austria (10%)
	 Netherlands, Denmark, Italy (8%)
Lowest results by country	 Lithuania, Malta (2%)
	 Bulgaria (1%)

9.4 Attitudes to homosexual people

- Most Europeans are comfortable with having a homosexual neighbour -

The average European is largely comfortable with the idea of having a homosexual person as a neighbour, with an average of 7.9 on the ten-point 'comfort scale'. Furthermore, 45% say that they would be totally comfortable with this (i.e. a score of 10/10). Nine percent give the spontaneous answer that they would be indifferent.

Swedes (9.5) are the most comfortable with this idea, followed by Dutch and Danish respondents (9.3). A much lower level of comfort is seen in Bulgaria (5.3), Latvia (5.5) and Lithuania (6.1).

<u>Level of comfort with a homosexual person (gay man or lesbian woman) as a neighbour</u>	
EU figure	 EU average 7.9
Highest results by country	 Sweden (9.5)
	 Netherlands, Denmark (9.3)
Lowest results by country	 Lithuania (6.1)
	 Latvia (5.5)
	 Bulgaria (5.3)

We also note that there are several countries where a very high proportion of respondents give the spontaneous answer that they would be indifferent to having a homosexual neighbour. This share reaches at least a quarter in the Czech Republic (27%) Bulgaria, Latvia and Luxembourg (all 25%).

In Bulgaria, it is also the case that 12% answer that they 'do not know' or refuse to give an answer (compared to only 1% at EU level). It is important to draw a distinction between a 'don't know' answer and an 'indifferent' answer: in the former case the respondent is either unable to conceive of the situation (or unable to give an answer) whereas in the latter they could do so but are either unable to formulate a position or are completely ambivalent. Only further research, such as through in-depth qualitative interviews, could help in interpreting the precise reasons behind the high figures for these answers in certain countries.







Although the overall level of comfort with the scenario of having a homosexual neighbour (gay man or lesbian woman) is high, there are a number of distinctions that can be made between different groups:

- Respondents who stayed in education until the age of 20 or over (8.5) are more comfortable than those who finished education when they were aged 15 or younger (7.2).
- Women (8.1) show a higher comfort level than men (7.6).
- Respondents aged 55 or over show a lower than average level of comfort (7.4).
- Respondents with left-wing views (8.3) are more comfortable than those with centrist (8.0) or right-wing views (7.4).

These distinctions follow the familiar pattern, although in this specific case the gap between results for women and men is a notable finding, as is the extent of the difference made by education levels.

- Most Europeans would feel comfortable with having a leader who is homosexual in their country -

On average, Europeans tend to feel comfortable with the idea of having a homosexual holding the highest political office in their country. On the comfort scale from 1 to 10, the EU average is 7.0. **Over a third of Europeans (36%) would feel totally comfortable with this situation: giving a rating of 10 out of 10.**

<u>Level of comfort with a homosexual person in highest political position</u>	
EU figure	 EU average 7.0
Highest results by country	 Sweden (9.1)
	 Denmark (9.0)
	 Netherlands (8.8)
Lowest results by country	 Romania (3.9)
	 Bulgaria, Cyprus (3.5)

10. DISCRIMINATION ON THE BASIS OF AGE

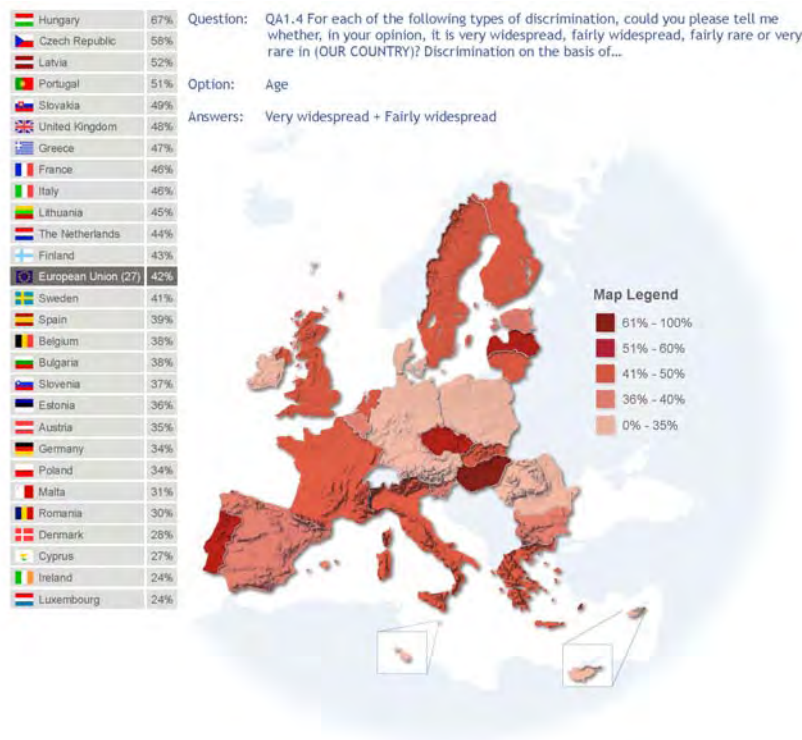
10.1 The perceived extent of discrimination on basis of age

It should be remembered that when respondents were asked to estimate the extent of age discrimination, they were not asked to differentiate between whether it is on the grounds of old or young age. Thus respondents will have had different ideas in mind when thinking about this question.

- 42% of Europeans see discrimination on the basis of age as widespread -

Regardless of the above distinction, 42% think of age discrimination as being **widespread**, with 52% saying it is rare. In more detailed terms, 8% of people in the EU think it is very widespread, 34% think it is fairly widespread, 35% fairly rare and 17% very rare. 4% answer spontaneously that they think it is non-existent, with 2% unable to give an answer.

A very high share of Hungarian respondents say that age discrimination is widespread in their country (67%), with the Czech Republic (58%), Latvia (52%) and Portugal (51%) also recording high results. Under a quarter of Irish and Luxembourg respondents (both 24%) think that it is widespread in their country.



- Older respondents are more likely to say age discrimination is widespread -

Although we have already noted that we cannot be sure whether a respondent associates 'age discrimination' with the young or the old, it can be seen that **respondents aged 40 or over are more likely to say it is widespread**. This is logical and also in direct contrast to the other types of discrimination, which are more likely to be seen as widespread by the youngest group of respondents.

QA1.4 DISCRIMINATION ON BASIS OF AGE	Total %	BY AGE			
		15-24	25-39	40-54	55+
Widespread	42%	36%	39%	45%	44%
Rare	52%	58%	56%	50%	48%

Other distinctions are more along typical lines seen for other types of discrimination:

- Women (44%) are more likely to see age discrimination as widespread than men (39%) are;
- Left-wing respondents (45%) think it is more common than do those with centrist (40%) or right-wing views (41%).

10.2 Changes in the perceptions of discrimination on grounds of age
















- Compared to 2006, more people now think age discrimination is rare -

Since 2006 the belief that age discrimination is widespread has dropped (-4 points from 46%), whilst the view that it is rare has increased (+4 points from 48%).

In line with this, there are a number of countries where we have seen a large fall in the belief that discrimination is widespread, most notably Cyprus (-21 points from 48%) and Romania (-16 points from 46%). The only country showing a significant movement in the opposite direction is Sweden (+5 points from 36%).

Perception of discrimination on basis of age as widespread in country: Notable changes 2006 – 2008

Note: Figures shown = % 'very widespread' + % 'fairly widespread'

	2006	2008	Change (% points)
 Sweden	36%	41%	+5
 Cyprus	48%	27%	-21
 Romania	46%	30%	-16
 Bulgaria	51%	38%	-13
 Austria	46%	35%	-11
 Estonia	47%	36%	-11
 Denmark	37%	28%	-9
 Lithuania	54%	45%	-9
 Netherlands	53%	44%	-9
 Malta	39%	31%	-8
 Luxembourg	31%	24%	-7
 Ireland	30%	24%	-6
 Spain	45%	39%	-6
 Czech Rep.	63%	58%	-5
 Poland	39%	34%	-5

When invited to make a comparison with the situation five years previously, respondents are much more likely to say that discrimination on age grounds is now less widespread (57%; 43% slightly less widespread, 14% far less widespread) than they are to say it is more widespread (33%; 6% far more widespread, 27% slightly more widespread).

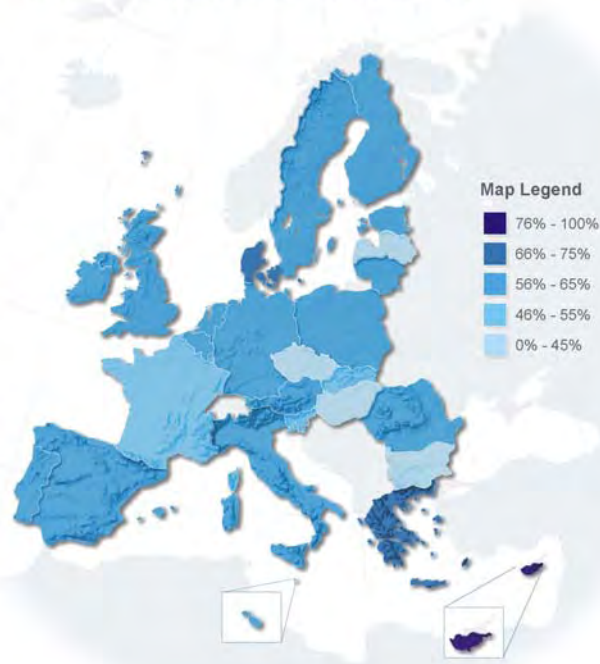
This balance of results is also seen for most individual countries, although more than half consider that age discrimination is now more widespread in Hungary (61%) and the Czech Republic (53%). In Slovakia, there is an exact split between the proportions thinking it is more and less widespread (48% for both).

 Cyprus	87%
 Denmark	72%
 Greece	69%
 Belgium	65%
 Finland	63%
 Malta	63%
 Spain	61%
 Ireland	61%
 Poland	61%
 Italy	60%
 The Netherlands	60%
 Portugal	60%
 Austria	59%
 Sweden	59%
 United Kingdom	59%
 Romania	59%
 Estonia	58%
 Lithuania	58%
 European Union (27)	57%
 Germany	57%
 Slovenia	53%
 France	50%
 Luxembourg	50%
 Slovakia	48%
 Latvia	45%
 Czech Republic	44%
 Bulgaria	42%
 Hungary	34%

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: Slightly less widespread + Far less widespread













10.3 Experience of age discrimination

- Age discrimination is the type most frequently experienced -

In terms of respondents reporting being discriminated against themselves, age forms the most common ground for this, with 6% reporting that this happened in the 12 months leading up to the survey. Here there is not a significant gap between experienced and witnessed discrimination, with 7% answering affirmatively to the latter.

This high figure may well be due to the fact that age is an attribute everyone has and young and old may be susceptible to discrimination under various (often differing) circumstances.

Age discrimination seems to be particularly prominent in the Czech Republic, with 12% saying they have experienced age discrimination and 16% that they have witnessed it. Other countries showing higher than average levels of reported discrimination – on one or both measures – are Austria, Slovakia and Sweden.

	EXPERIENCED AGE DISCRIMINATION (Q3)		WITNESSED AGE DISCRIMINATION (Q4)	
		EU average 6%		EU average 7%
1 (Highest)		Czech Rep. (12%)		Czech Rep. (16%)
2		Austria (11%)		Sweden (15%)
3		Hungary (9%)		Slovakia (14%)
Lowest		Greece, Portugal (2%)		Malta (1%)

10.4 Attitudes to older and younger people in the highest political office







The 'neighbour' scenario was not asked in terms of age discrimination, meaning instead we present here attitudes to having older or younger people occupying the highest political position of the respondent's country. Here, respondents were asked how comfortable they would be with someone aged under 30 or a person aged over 75 in this position.

- Relatively low levels of comfort with both a very young and a very old holder of the highest political office -

Having someone aged under 30 or above 75 in the highest political office of one's country both provoke significantly more discomfort than some of the other scenarios presented to respondents - such as having someone from a religious minority or a woman in office (see section 1.3).

Of the two, respondents are – on average – more comfortable with the idea of someone aged under 30 (6.4) than they are with that of someone aged over 75 (5.4) in this position.

Considering the example of a person aged under 30, the countries most receptive to having such a political leader are Romania (7.8), Poland (7.6) and Denmark (7.5). A very low score is recorded in Germany (4.8)³⁸.

<u>Level of comfort with someone aged under 30 in highest political office in one's country</u>	
EU figures	 EU average 6.4
Highest results by country	 Romania (7.8)
	 Poland (7.6)
	 Denmark (7.5)
Lowest results by country	 Cyprus, Finland (5.7)
	 Germany (4.8)

As would be expected, we can see a clear relationship between a respondent's age and answers to this question, with the expressed level of comfort decreasing the older the respondent.






³⁸ The full results for this question can be found in the annexes of this report.

QA8.4 Level of comfort with a person aged under 30 in highest political position	EU average	BY AGE			
		Age 15-24	Age 25-39	Age 40-54	Age 55+
Average score out of 10	6.4	7.5	6.7	6.3	5.8

- Serious doubts expressed over an office holder aged above 75 -

For the situation with a person older than 75, it is notable that the highest average comfort levels in individual countries do not exceed the EU average by a long distance. Even in the country with the highest results - Spain (6.1) - the average score is just 0.7 points higher than the EU average (5.4).

Bulgarian and Latvian respondents are, on the whole, strongly against being led by a person of this age (both 3.6).

Level of comfort with someone aged over 75 in highest political office in one's country	
EU figures	 EU average 5.4
Highest results by country	 Spain (6.1)
	 Poland, United Kingdom (6.0)
Lowest results by country	 Czech Republic (3.9)
	 Bulgaria, Latvia (3.6)

Having seen the link between being younger and feeling comfortable with a younger political leader, we might suppose that the reverse would be true for having an older leader. In fact, we see that this is not the case – **it is the youngest respondents who are more comfortable with an older leader.**

QA8.7 Level of comfort with a person aged over 75 in highest political position	EU average	BY AGE			
		Age 15-24	Age 25-39	Age 40-54	Age 55+
Average score out of 10	5.4	6.0	5.7	5.1	5.1

11. DISCRIMINATION ON THE BASIS OF RELIGION OR BELIEF

11.1 The perceived extent of discrimination on basis of religion or belief

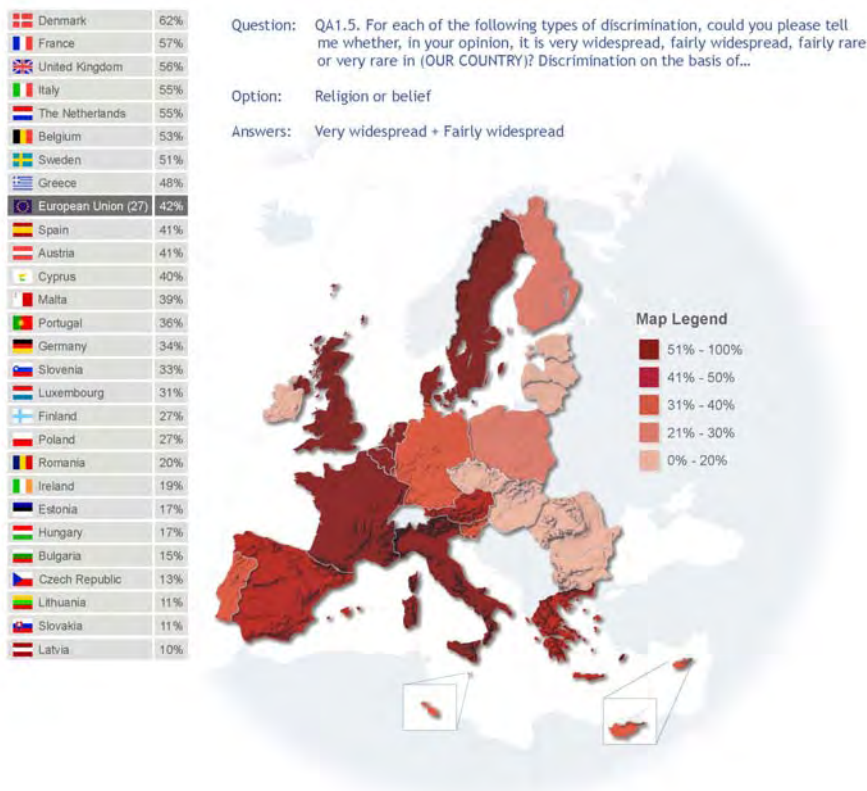
- Around a half of respondents in the EU think that discrimination on religious or belief grounds is rare -

As is the case for most types of discrimination, **that on the basis of religion or belief is perceived by more respondents as being rare than widespread**:. 51% think it is rare and 42% that it is widespread. Four percent say, spontaneously, that it is non-existent and 3% 'don't know'.

Again responses are more moderate than extreme, with 33% and 34% saying respectively that this type of discrimination is fairly widespread or fairly rare, compared to 9% saying it is very widespread and 17% that it is very rare.

Discrimination based on religion/belief is seen as most widespread of all in Denmark (62%), followed by France (57%) and the UK (56%). We note that these are all countries where immigration issues feature prominently in public debate. At the other end of the scale, just 10% of Latvians and 11% of Lithuanians and Czechs think this type of discrimination is common in their country.

The map below demonstrates that all the new Member States are below the EU average and towards the bottom of the ranking. This indicates that discrimination based on religion and belief is considered to be significantly less widespread in these countries than in the 15 'old' Member States.



In terms of social groupings, opinion follows the familiar pattern, with this type of discrimination being more likely to be perceived as widespread by:

- The youngest respondents (49%) rather than the oldest (37%).
- Respondents with left-wing views (45%) more so than those with right-wing views (39%).
- Respondents with friends who have a different religion or belief than their own (44% vs. 38% of those without such friends).
- Respondents who self-define as a religious minority (57%).

QA1.5 DISCRIMINATION ON BASIS OF RELIGION OR BELIEF	Total %	D47.5 FRIENDS WHO HAVE DIFFERENT RELIGION OR BELIEF		D51. SELF-DEFINED MINORITY
		Yes	No	Religious*
Widespread	42%	44%	38%	57%
Rare	51%	50%	53%	37%

*Note: Results for those who consider themselves to be part of a religious minority should be considered as indicative due to the small base (905), i.e. only 3% of Europeans say that they belong to a religious minority.

11.2 Changes in the perceptions of discrimination on grounds of religion or belief











- Discrimination on religious or belief grounds is seen as less widespread than it was in 2006 -

Overall, **the opinion that discrimination on the basis of religion or belief is widespread has dropped since 2006** (-3 points from 45%), whilst the view that it is rare has increased (+4 from 47%). Thus we have moved from a state of opinion that is split roughly evenly to one where a majority think discrimination is rare.

Despite this overall shift, the belief that discrimination on grounds of religion or belief is widespread has increased significantly in Spain (+10 points from 31%). Nevertheless for most countries where opinion has shifted, it is in the opposite direction – most notably in Slovenia (-15 points from 48%).

Perception of discrimination on basis of religion or belief as widespread in country: Notable changes 2006 – 2008

Note: Figures shown = % 'very widespread' + % 'fairly widespread'

	2006	2008	Change (% points)
 Spain	31%	41%	+10
 Greece	43%	48%	+5
<hr/>			
 Slovenia	48%	33%	-15
 Malta	47%	39%	-8
 Cyprus	47%	40%	-7
 Belgium	60%	53%	-7
 France	63%	57%	-6
 Ireland	25%	19%	-6
 Italy	61%	55%	-6
 Romania	25%	20%	-5

- The majority say that discrimination on religious grounds is less widespread than five years ago -

When making the comparison with five years ago, **over half of all respondents think that discrimination on the grounds of religion or belief is now less widespread** (52%). Under 4 in 10 think it is more widespread (38%).

Most countries follow the overall pattern with more respondents thinking discrimination is now less widespread. This belief is expressed at extremely high levels in the Czech Republic (81%), Cyprus (80%) and Slovakia (76%).

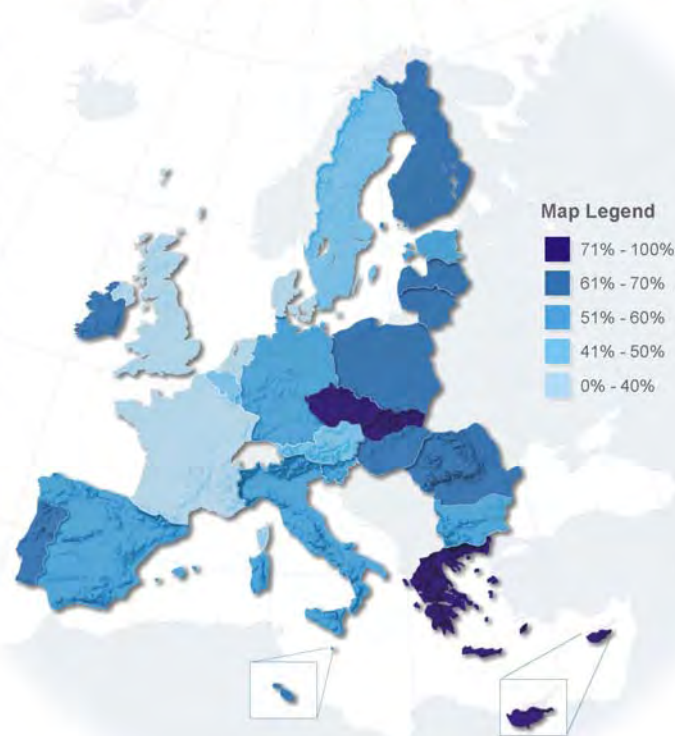
At the same time, there are several countries where a majority of respondents consider discrimination to be more widespread: the Netherlands, Denmark (both 66% more widespread vs. 31% less widespread), the United Kingdom (53% vs. 36%), France (51% vs. 37%) and Belgium (51% vs. 46%).

	Czech Republic	81%
	Cyprus	80%
	Slovakia	76%
	Greece	72%
	Hungary	67%
	Poland	67%
	Finland	66%
	Romania	66%
	Portugal	64%
	Ireland	63%
	Latvia	63%
	Malta	63%
	Lithuania	62%
	Spain	59%
	Estonia	56%
	European Union (27)	52%
	Bulgaria	52%
	Germany	51%
	Italy	51%
	Slovenia	51%
	Austria	50%
	Sweden	48%
	Belgium	46%
	Luxembourg	43%
	France	37%
	United Kingdom	36%
	Denmark	31%
	The Netherlands	31%

Question: 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...

Option: Religion or belief

Answers: Slightly less widespread + Far less widespread








11.3 Experience of discrimination on basis of religion or belief

- 2% of Europeans say they were discriminated against on grounds of religion or belief in a year -

Across the EU, **2% of respondents say that they were discriminated against on grounds of religion or belief in the year leading up to their interview.** There are no countries where this figure is particularly large, with the highest result being that for Austria (4%).

In terms of witnessing discrimination, 6% say that they saw this happen on the grounds of religion or belief in the year before interview. By a long distance, the highest result here is recorded in Denmark (15%).






Proportion of respondents witnessing discrimination on grounds of religion or belief over 12 months	
EU figure	 EU average 6%
Highest results by country	 Denmark (15%)
	 Germany (8%)
	 France, Belgium (7%)
Lowest results by country	 Portugal, Slovakia, Lithuania (1%)

11.4 Attitudes to people of a different religion or belief

- Most Europeans are open to a neighbour with a different religion or belief than theirs as a neighbour -

The average European is extremely comfortable with the idea of having someone of a different religion or belief as a neighbour - giving a rating of 8.5 out of 10 for how comfortable they would be. This means that this scenario ranks second (behind a disabled neighbour) in terms of comfort out of the five evaluated. Over half (51%) of respondents give a rating of 10 out of 10.







Respondents from Poland, Sweden, the United Kingdom, France and Ireland are the most comfortable (9.2 all), with those from Austria the least comfortable (6.9).

<u>Level of comfort with someone of a different religion or belief as a neighbour</u>	
EU figure	 EU average 8.5
Highest results by country	 Poland, Sweden, UK, France, Ireland (9.2)
Lowest results by country	 Portugal (7.3)
	 Italy (7.2)
	 Austria (6.9)

All social groups show high levels of comfort with the idea of a neighbour with a different religion or beliefs, although there is evidently a significant difference in results when comparing those with and without friends who have a different religion or beliefs.

QA6.5 Level of comfort with a neighbour having different religion or belief	EU average	D47.5 HAVE FRIENDS DIFFERENT RELIGION/BELIEF	
		Yes	No
Average score out of 10	8.5	8.9	7.9

Finally, regarding the question of holding the highest political office, different religion/belief does not seem to be much of a hindrance to getting to such position: the average comfort level for having a person of a different religion or belief than the majority of the population is 9.0. In fact, in comparison to the other characteristics discussed in this question (age, gender, disability, ethnic origin, sexual orientation), Europeans would feel the most comfortable with a leader with a different religion/belief than the majority of the population.

Level of comfort with a political leader with a different religion or belief than majority of population	
EU figure	 EU average 9.0
Highest results by country	 Sweden (9.8)
	 Denmark, Luxembourg (9.6)
Lowest results by country	 Austria (8.3)
	 Italy (8.2)
	 Portugal (8.1)

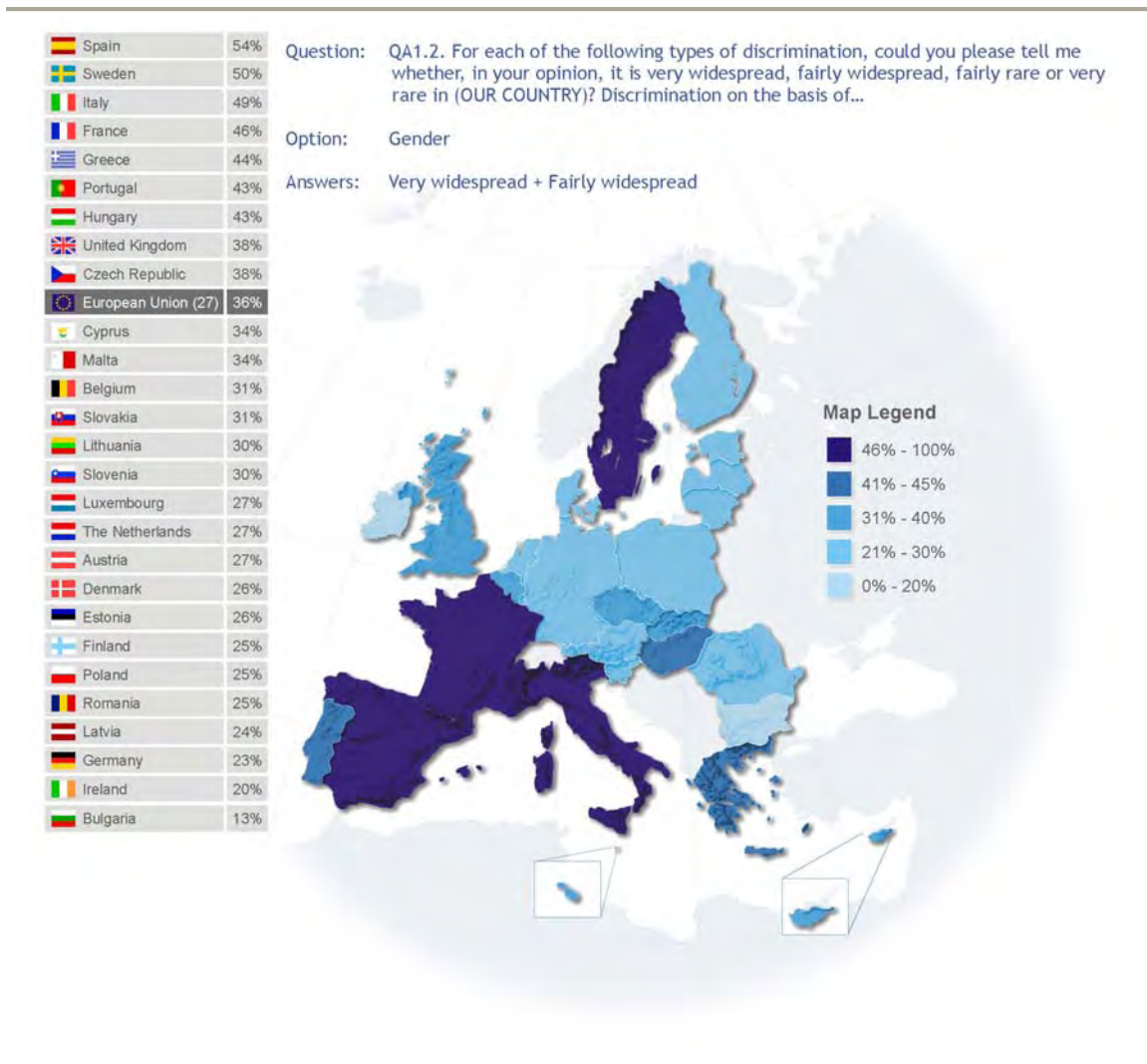
12. DISCRIMINATION ON THE BASIS OF GENDER

12.1 The perceived extent of discrimination on basis of gender

- Gender discrimination is seen as the least widespread form in the EU, although still perceived as widespread by over a third of Europeans -

Discrimination on the basis of gender is considered to be the least widespread form of discrimination in the EU: 36% of respondents say that this is widespread, with just 6% of thinking it is 'very widespread' and 30% that it is 'fairly widespread'. Over half (56%) think that it is rare, this being comprised of 20% who consider it to be very rare and 36% who think it is fairly rare. 3% think that it does not exist in their country and a further 5% are unable to answer.

This overall pattern is reversed in Spain (54% 'widespread'), Sweden (50%) and Italy (49%) where more respondents think gender discrimination is widespread than think it is rare. At the other end of the scale, just 13% of Bulgarians think gender discrimination is widespread in their country.



- *Women are much more likely than men to say gender discrimination is common -*

Although **both sexes are more likely to see gender discrimination as rare than widespread**, it is notable that the gap between the two answers narrows when we consider the results for female respondents and widens for male respondents.

QA1.2 DISCRIMINATION ON BASIS OF GENDER	Total %	BY GENDER	
		MALE	FEMALE
Widespread	36%	33%	40%
Rare	56%	60%	52%

The usual differences according to political leanings – with **those to the left being more likely to think that discrimination is widespread** – are also strongly evident in the case of gender discrimination. Respondents on the political left are more likely to say that this is widespread than rare by a gap of just 8 percentage points, with this rising to 27 points for those in the centre and 25 points for those on the right.

QA1.2 DISCRIMINATION ON BASIS OF GENDER	Total %	POLITICAL VIEWS		
		LEFT	CENTRE	RIGHT
Widespread	36%	43%	33%	34%
Rare	56%	51%	60%	59%

12.2 Changes in the perceptions of discrimination on grounds of gender












- Gender discrimination is seen as less widespread than it was in 2006 -

Compared to the results from 2006, we see that **discrimination on gender grounds is now perceived as being less widespread**. The proportion answering either very or fairly widespread has decreased (-3 points, from 39%), with a corresponding increase in the share of those answering either fairly rare or very rare (+3 points, from 53%).

Several individual countries reflect this overall trend, most notably Cyprus, Slovenia and Malta where the proportions considering gender discrimination to be widespread have decreased by 12, 11 and 10 percentage points respectively.

Perception of discrimination on basis of gender as widespread in country: Notable changes 2006 – 2008

Note: Figures shown = % 'very widespread' + % 'fairly widespread'

	2006	2008	Change (% points)
 Cyprus	46%	34%	-12
 Malta	45%	34%	-11
 Slovenia	40%	30%	-10
 Bulgaria	22%	13%	-8
 Italy	56%	49%	-7
 Ireland	26%	20%	-6
 Lithuania	36%	30%	-6
 Romania	31%	25%	-6
 Luxembourg	32%	27%	-5
 Poland	30%	25%	-5
 Portugal	48%	43%	-5

- Over two-thirds say gender discrimination is less widespread than it was five years ago -

Taking the measure based on a comparison with the situation five years previously, we see **comprehensive evidence that discrimination based on gender is seen as having declined considerably**. Less than a quarter (24%) think that it is now more widespread, whilst over two-thirds (67%) hold the contrary opinion.

In many countries, the opinion that discrimination is now less widespread reaches even higher proportions. This is especially the case in Cyprus (84% less widespread) and Denmark (79%). It is also the opinion expressed by at least three-quarters of respondents in the Netherlands (77%) Greece, Belgium (both 76%), Finland and Sweden (both 75%).

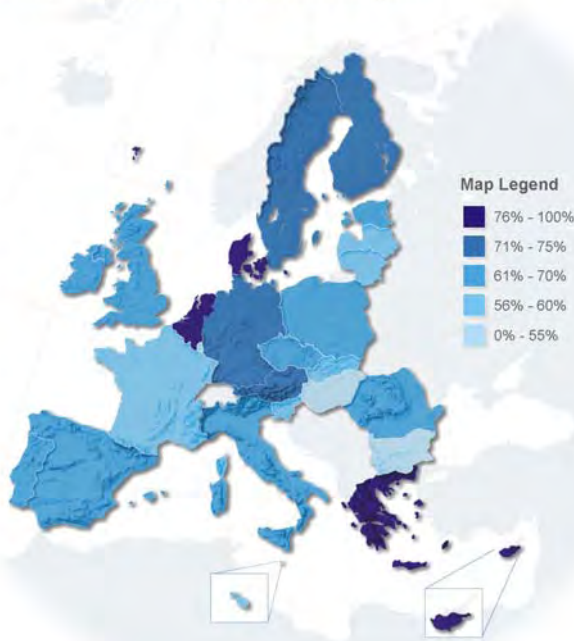
Hungary is the only country where more respondents think that gender discrimination is now more widespread than five years ago (47%) than think it is now less widespread (46%).

Cyprus	84%
Denmark	79%
The Netherlands	77%
Belgium	76%
Greece	76%
Finland	75%
Sweden	75%
Germany	74%
Austria	72%
Poland	69%
European Union (27)	67%
Italy	66%
United Kingdom	66%
Czech Republic	66%
Romania	65%
Portugal	64%
Spain	63%
Ireland	62%
Estonia	61%
Malta	60%
Slovenia	60%
France	59%
Latvia	59%
Lithuania	59%
Slovakia	58%
Bulgaria	54%
Luxembourg	50%
Hungary	46%

Question: 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...

Option: Gender

Answers: Slightly less widespread + Far less widespread













12.3 Experience of discrimination on basis of gender

- 3% of Europeans say they have experienced gender discrimination in the past 12 months -

In the EU as a whole, **3% of respondents say that they experienced discrimination on the basis of gender in the 12 months before they were interviewed**, with this rising to 7% in Sweden and 6% in Austria and Italy.

When it comes to having witnessed gender discrimination, 5% of the total sample report having done so in the year before interview. A very large proportion of Swedes (17%) say that they saw this happen during the 12 month period in question. This is considerably higher than the second-ranking country (Austria, at 9%).

	EXPERIENCED GENDER DISCRIMINATION (Q3)		WITNESSED GENDER DISCRIMINATION (Q4)	
<i>Highest</i>		EU average (3%)		 EU average (5%)
1		Sweden (7%)	1	 Sweden (17%)
2		Austria (6%)	2	 Austria (9%)
2		Italy (6%)	3	 Czech Rep., Spain (8%)
<i>Lowest</i>		Bulgaria, Cyprus, Malta, Ireland (1%)		 Malta (1%)

- Gender discrimination is experienced much more by women than by men -

Although gender discrimination can encompass both sexes, it is experienced by a much higher proportion of women (5%) than men (1%). However, there is no difference between the sexes when it comes to witnessing discrimination (both male and female 5%).

12.4 Attitudes to women in the highest political office







- The average European is highly comfortable with a female holding the highest political office -

As was also the case for the issue of age discrimination, the issue of gender was not addressed in the question involving the neighbour scenario. Here instead we examine results for how comfortable respondents say they would be in having a woman occupy the highest political office in their country.

This idea causes little problem for the vast majority of Europeans surveyed, with the average 'comfort rating' being 8.9 out of a maximum of 10. Exactly 6 out of every 10 (60%) answer that they would be very comfortable to have a woman in this position. Just 1% would be very uncomfortable.

All countries record a very high average result here, with the Swedes being most comfortable of all with the idea of a female Prime Minister (average score 9.8 out of 10, 91% answering 'very comfortable').

Interestingly Sweden is also the country where the highest proportions claim to have witnessed/experienced discrimination, as well as showing an above average perception of discrimination as being widespread. Thus it seems that in Sweden being 'sensitive' towards perceiving this discrimination and being open towards women in political office go hand-in-hand.

<u>Level of comfort with a woman in highest political office of one's country</u>	
EU figures	 EU average 8.9
Highest results by country	 Sweden (9.8)
	 Denmark (9.6)
	 Estonia, Ireland, Luxembourg (9.4)
Lowest results by country	 Austria, Italy (8.1)
	 Portugal (7.9)

There is also **something of a gender difference here with women showing an average level of comfort higher than that for men** (9.2 vs. 8.7). However, we emphasize that this is a minor variation on the overall pattern, which is that EU citizens show very little prejudice in terms of gender when it comes to the issue of political office.

13. MULTIPLE DISCRIMINATION

Multiple discrimination occurs when a person is discriminated against on more than one ground and can be experienced in different ways:

- Someone experiences discrimination on different grounds but each type of discrimination occurs on separate occasions.
- 'Additive' discrimination, where someone experiences discrimination at the same time on more than one ground, with the cumulative effect of this being greater than if they experienced discrimination on one ground only.
- 'Intersectional discrimination', which may be similar to 'additive' discrimination, except that the bases for discrimination may be highly interlinked and thus difficult to disentangle.

In this survey, the issue of multiple discrimination was addressed in two ways. Firstly, the question on experience of discrimination allowed respondents to give multiple answers, thereby enabling a distinction between experience of single and multiple discrimination (see section 3.2). Secondly, regardless of their own experience, all respondents were asked a question on how widespread they consider the phenomenon of multiple discrimination to be.

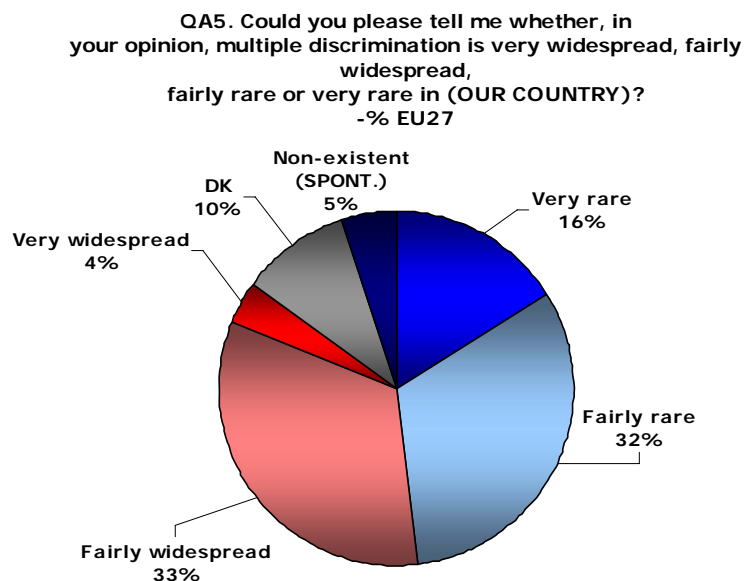
13.1 The perception of multiple discrimination

After having had the concept of multiple discrimination explained, respondents were asked to evaluate how widespread or rare they consider it to be in their country, using the same scale as was used for evaluating discrimination on particular grounds³⁹.

- Over 1 in 3 Europeans see multiple discrimination as widespread -

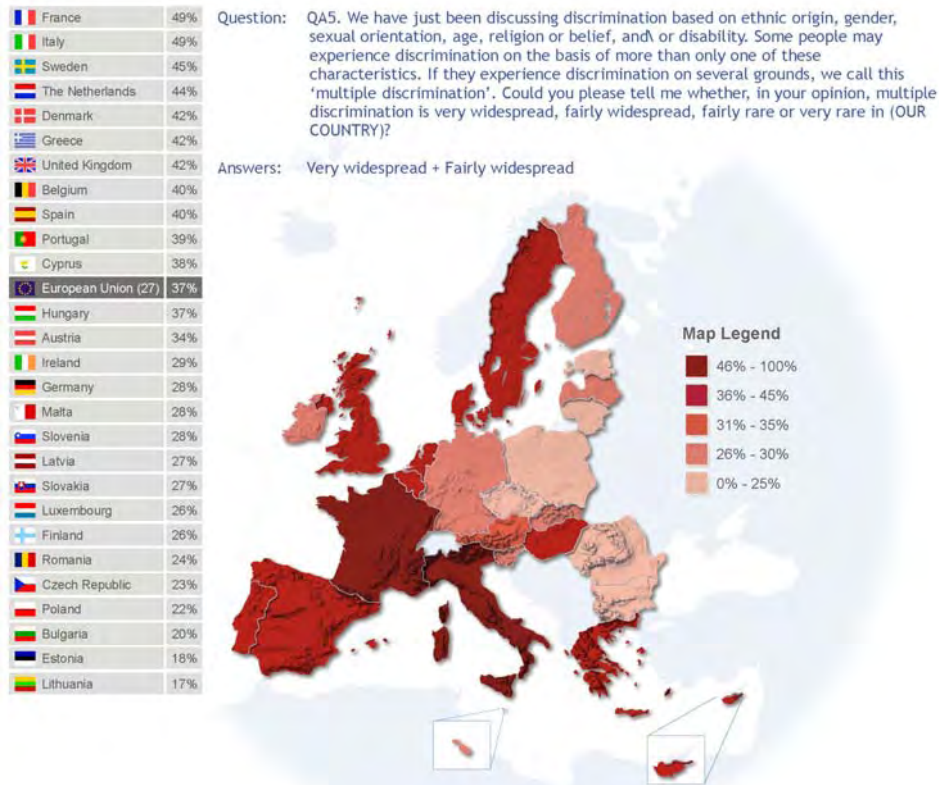
Thirty-seven percent of respondents say that they consider multiple discrimination to be widespread (4% very widespread; 33% fairly widespread), while 48% consider it to be rare (16% very rare; 32% fairly rare). This places multiple discrimination roughly in line with most of the single-ground types of discrimination dealt with in the above chapters. The closest parallels here are with discrimination on grounds of disability, age and religion and belief – which are all seen as being rare by a somewhat higher proportion than considers them to be widespread (see section 2.1).

1 in 20 (5%) give the spontaneous answer that multiple discrimination does not exist in their country, whilst a further 1 in 10 (10%) give a 'don't know' answer, indicating that they may struggle either to understand the concept of multiple discrimination, or to give an evaluation of it.



³⁹ QA5 We have just been discussing discrimination based on ethnic origin, gender, sexual orientation, age, religion or belief, and\ or disability. Some people may experience discrimination on the basis of more than only one of these characteristics. If they experience discrimination on several grounds, we call this 'multiple discrimination'. Could you please tell me whether, in your opinion, multiple discrimination is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)?

Despite the fact that there is not an overwhelming gap between the EU figures for those answering 'widespread' and those answering 'rare' (+11 percentage points for 'rare'), it still the case that there are only two countries where more respondents give the former answer as opposed to the latter. These are France (49% widespread vs. 42% rare) and Italy (49% widespread vs. 38% rare).



Personal experience of discrimination is a key influence on perceptions of multiple discrimination: experience of discrimination makes one more likely to say multiple discrimination is widespread and – as would be naturally expected – experiencing multiple discrimination makes one even more likely to say this.

QA5 OPINION ON MULTIPLE DISCRIMINATION	Total %	PERSONAL EXPERIENCE OF DISCRIMINATION (Q3)		
		NONE	SINGLE GROUND	MULTIPLE GROUNDS*
Widespread	37%	33%	55%	68%
Rare	48%	51%	36%	25%

*Note: Small base size (802)

Views on the extent of multiple discrimination are strongly related to those on single-ground discrimination. As would be expected, respondents who perceive the latter to be widespread are considerably more likely to say the same of multiple discrimination.

QA5 OPINION ON MULTIPLE DISCRIMINATION	TOTAL %	QA1. THOSE WHO THINK DISCRIMINATION ON BASIS OF...IS WIDESPREAD					
		Ethnic origin	Gender	Sexual Orientation	Age	Religion / belief	Disability
% Widespread	37%	50%	55%	51%	51%	55%	52%
% Rare	48%	40%	34%	38%	38%	35%	37%

As was noted above in the sections on single-ground discrimination, **the composition of one's social circle is a key influence when it comes to opinion on the prevalence of discrimination.** This is also true when it comes to evaluations of multiple discrimination.

This is particularly the case for those with friends who are homosexual (46% widespread vs. 45% rare) and those with friends who are Roma (42%, both rare and widespread).

QA5 OPINION ON MULTIPLE DISCRIMINATION	TOTAL %	D47. BY HAVING FRIENDS WHO ARE...				
		Different ethnic origin	Roma	Homosexual	Disabled	Diff. Religion/ belief
% Widespread	37%	42%	42%	46%	40%	40%
% Rare	48%	46%	42%	45%	47%	48%

Finally, the same other groups who are more likely to see one particular type of discrimination as being widespread are also more likely to say that multiple discrimination is a common problem in their country, these being:

- Women (40%) more than men (34%).
- The youngest age group (44%) rather than the oldest (31%).
- Those on the political left (43%) more than centrists or right-wingers (both 34%).

CONCLUSION

This survey examines discrimination and related issues from three different angles:

- From a demographic point of view, it examines the level of diversity in Europeans' social circles and the extent to which Europeans define themselves as belonging to various minority groups.
- Perceptions and measurements of the extent of discrimination – how widespread it is, whether it is on the rise or declining, how often it is experienced, how often it is witnessed being experienced by others and the attitudes of Europeans to different groups in both private and public life.
- Opinions on fighting discrimination: whether these are currently sufficient and – in more detail – support for specific measures in the field of employment.

Starting with the demographic perspective, while **the vast majority of Europeans do not define themselves as belonging to any 'minority group'** (87%), **the social circle of the average European is characterised by a fair degree of diversity**, in particular with regards to religion/belief (61% have friends with a different religion or beliefs to theirs), ethnicity and disability (55%). No significant differences were recorded on this measure since 2006.

As concerns the perceived extent of discrimination, **large proportions of Europeans think that discrimination is widespread in their country: 62% for ethnic origin (33% rare), 51% for sexual orientation (41% rare), 45% for disability (49% rare), 42% for age (52% rare) and for religion/belief (51% rare), and 36% for gender (56% rare).**

Generally speaking, discrimination is seen as being more rare than widespread, although not dramatically so (aside from the case of gender). This should be qualified by the facts that discrimination on grounds of ethnic origin and sexual orientation are seen by absolute majorities as being widespread.

Interestingly, **discrimination is seen as being on the decline - although not dramatically so** - both in the short and medium terms: the perception that current discrimination is widespread has declined somewhat since 2006 and respondents also express the belief that discrimination is now less widespread than it was five years ago.

Three results stand out in particular:

- We have seen **an evolution in the perception of discrimination based on disability** compared to the previous survey: the belief that this is widespread has dropped by 7 percentage points since 2006, and the idea that disability would put a job applicant at a significant disadvantage has decreased by 8 points.
- As in 2006, **ethnic origin is perceived as the most widespread source of discrimination.**

- Whilst Europeans seem to be highly comfortable with ethnic diversity in general, they are notably less so in the specific case of attitudes towards Roma. Nearly a quarter of Europeans (24%) say they would be uncomfortable with a **Roma neighbour, compared to just 6% who say the same for a neighbour from a different ethnic origin than theirs.**

Regarding this latter question aimed at uncovering attitudes towards minority groups in the private sphere, **we see that Europeans are highly comfortable with the idea of having a member of most minority groups as a neighbour.** This is certainly true when it comes to disability (9.1 average 'comfort level' out of a maximum of 10), someone with a different religion or beliefs (8.5), with a different ethnic origin (8.1) or who is homosexual (7.9). As indicated above, the figure for a Roma neighbour is, however, significantly lower (6.0).

A slightly higher level of reservation is expressed about different groups should they reach the **highest political office in the country** – particularly an incumbent aged over 75 (5.4), under 30 (6.4) or with a different ethnic origin than the majority of the population (6.4). **The ideas of the highest political office holder being from a religious minority (9.0) or female (8.9) are largely accepted however.**

In terms of measuring actual incidents of discrimination rather than perceptions, this survey has established useful benchmarks: **15% claim they were discriminated against in the 12 month period before the survey**, with the most common form being age discrimination (6%); **29% claim they saw someone else being discriminated against, with the most commonly witnessed form being that based on ethnicity (14%).**

This survey also breaks new ground in providing an initial examination of **'multiple discrimination'** – where people are discriminated against on more than one ground, either on the same or different occasions. This is a not insignificant phenomenon, with **3% experiencing this over the course of a year** (12% experience single-ground discrimination) and 37% of the wider public seeing it as being widespread (roughly in line with most forms of single-ground discrimination). More work can only help illuminate this area, particularly with regards to which types of discrimination 'intersect' and the cumulative effect of this on persons discriminated against.

With regards to opinions on efforts to combat discrimination, we can see that overall evaluations of the sufficiency of these in national contexts are evenly split: **half of Europeans think current efforts suffice while the other half think that more effort is required.** One area where more effort can undoubtedly be of help is to increase the **knowledge Europeans have of their rights in the eventuality of being discriminated against: just 33% say they are currently aware of these.** No significant improvement has been recorded on this measure since 2006 (32%).

More specifically, when it comes to employment issues, there is **strong support across the board for a range of measures aimed at increasing equal opportunities for all grounds examined.** This includes the monitoring of recruitment procedures and work-force composition for ethnic minorities (supported by 71% and 57% respectively).

It is perhaps appropriate to conclude by saying that **the various results summarised above are themselves characterised by diversity when they are broken down for examination on the basis of different social groupings.** Though these distinctions vary from one question to the next, it can be seen that the youngest respondents, women, those with the longest educations and those with political views that tend to the left form a distinct cluster: in general these respondents are more likely to have a diverse social circle, to think discrimination is widespread, to say they have seen it happen and to be more comfortable with various groups in both public and private life.

Overall, we note that whilst this survey has seen some encouraging improvements in the area of discrimination in the EU, there remains room for future improvement – which it is hoped will become evident in future surveys.

ANNEXES

TECHNICAL SPECIFICATIONS

EUROBAROMETER SPECIAL N° 296

« Discrimination in the European Union »

TECHNICAL SPECIFICATIONS

Between the 18th of February and the 22nd of March 2008, TNS Opinion & Social, a consortium created between Taylor Nelson Sofres and EOS Gallup Europe, carried out wave 69.1 of the EUROBAROMETER, on request of the EUROPEAN COMMISSION, Directorate-General for Communication, "Research and Political Analysis".

The SPECIAL EUROBAROMETER N° 296 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 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.



EUROBAROMETER



European
Commission

ABBREVIATIONS	COUNTRIES	INSTITUTES	N° INTERVIEWS	FIELDWORK DATES	POPULATION 15+
BE	Belgium	TNS Dimarso	1.012	21/02/2008 16/03/2008	8.786.805
BG	Bulgaria	TNS BBSS	1.000	18/02/2008 03/03/2008	6.647.375
CZ	Czech Rep.	TNS Aisa	1.070	22/02/2008 12/03/2008	8.571.710
DK	Denmark	TNS Gallup DK	1.032	18/02/2008 18/03/2008	4.432.931
DE	Germany	TNS Infratest	1.562	19/02/2008 16/03/2008	64.546.096
EE	Estonia	Emor	1.000	22/02/2008 17/03/2008	887.094
EL	Greece	TNS ICAP	1.000	20/02/2008 11/03/2008	8.691.304
ES	Spain	TNS Demoscopia	1.004	19/02/2008 16/03/2008	38.536.844
FR	France	TNS Sofres	1.054	18/02/2008 17/03/2008	46.425.653
IE	Ireland	TNS MRBI	1.000	18/02/2008 19/03/2008	3.375.399
IT	Italy	TNS Abacus	1.036	18/02/2008 07/03/2008	48.892.559
CY	Rep. of Cyprus	Synovate	506	19/02/2008 16/03/2008	638.900
LV	Latvia	TNS Latvia	1.004	22/02/2008 18/03/2008	1.444.884
LT	Lithuania	TNS Gallup Lithuania	1.009	20/02/2008 14/03/2008	2.846.756
LU	Luxembourg	TNS ILReS	513	18/02/2008 22/03/2008	388.914
HU	Hungary	TNS Hungary	1.000	20/02/2008 17/03/2008	8.320.614
MT	Malta	MISCO	500	18/02/2008 15/03/2008	335.476
NL	Netherlands	TNS NIPO	1.023	18/02/2008 17/03/2008	13.017.690
AT	Austria	Österreichisches Gallup-Institut	1.008	18/02/2008 10/03/2008	7.004.205
PL	Poland	TNS OBOP	1.000	20/02/2008 12/03/2008	32.155.805
PT	Portugal	TNS EUROTESTE	1.000	20/02/2008 18/03/2008	8.080.915
RO	Romania	TNS CSOP	1.024	18/02/2008 13/03/2008	18.246.731
SI	Slovenia	RM PLUS	1.026	18/02/2008 18/03/2008	1.729.298
SK	Slovakia	TNS AISA SK	1.049	20/02/2008 03/03/2008	4.316.438
FI	Finland	TNS Gallup Oy	1.001	20/02/2008 20/03/2008	4.353.495
SE	Sweden	TNS GALLUP	1.007	20/02/2008 16/03/2008	7.562.263
UK	United Kingdom	TNS UK	1.306	18/02/2008 13/03/2008	50.519.877
TOTAL			26746	18/02/2008 22/03/2008	400.756.031

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

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 (SPONTANEOUS)	DK
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1	Ethnic origin	1	2	3	4	5	6
2	Gender	1	2	3	4	5	6
3	Sexual orientation (for example being gay or lesbian) (M)	1	2	3	4	5	6
4	Age	1	2	3	4	5	6
5	Religion or belief (M)	1	2	3	4	5	6
6	Disability	1	2	3	4	5	6

EB65.4 QA1 TREND SLIGHTLY MODIFIED

SI AUTRE ou NSP ALORS FIN D'INTERVIEW

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 REPONSE PAR LIGNE)

(LIRE – ROTATION)	Très répan du	Plutôt répan du	Plutôt rare	Très rare	Inexi stant (SPONTANEOUS)	NSP
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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 (par exemple être homosexuel ou lesbienne) (M)	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

EB65.4 QA1 TREND LEGEREMENT MODIFIE

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)

(MONTRER CARTE AVEC ECHELLE – UNE REPONSE PAR LIGNE)

	(READ OUT – ROTATE)	Far more widespread	Slightly more widespread	Slightly less widespread	Far less widespread	DK
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	(LIRE – ROTATION)	Beaucoup plus répandues	Un peu plus répandues	Un peu moins répandues	Beaucoup moins répandues	NSP
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1	Ethnic origin	1	2	3	4	5
2	Gender	1	2	3	4	5
3	Sexual orientation (for example being gay or lesbian) (M)	1	2	3	4	5
4	Age	1	2	3	4	5
5	Religion or belief (M)	1	2	3	4	5
6	Disability	1	2	3	4	5

1	De l'origine ethnique	1	2	3	4	5
2	Du sexe	1	2	3	4	5
3	De l'orientation sexuelle (par exemple être homosexuel ou lesbienne) (M)	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

EB65.4 QA2 TREND SLIGHTLY MODIFIED

EB65.4 QA2 TREND LEGEREMENT MODIFIE

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QA3 In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds? Was it a discrimination on basis of...? Please tell me all that apply.

QA3 Au cours des 12 derniers mois, vous êtes-vous personnellement senti(e) discriminé(e) ou harcelé(e) à cause de l'une ou plusieurs des raisons suivantes ? S'agissait-il d'une discrimination ou d'un harcèlement sur base ... ? Veuillez me donner toutes les réponses qui s'appliquent à la situation.

(DO NOT READ OUT – SHOW CARD WITH LETTERS – MULTIPLE ANSWERS POSSIBLE)

(NE PAS LIRE – MONTRER CARTE AVEC LETTRES – PLUSIEURS REPONSES POSSIBLES)

Ethnic origin	1,
Gender	2,
Sexual orientation	3,
Age	4,
Religion or belief	5,
Disability	6,
No	7,
For another reason	8,
DK	9,

De l'origine ethnique	1,
Du sexe	2,
De l'orientation sexuelle	3,
De l'âge	4,
De la religion ou des convictions	5,
D'un handicap	6,
Non	7,
Pour une autre raison	8,
NSP	9,

NEW

NOUVEAU

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QA4 In the past 12 months, have you witnessed someone being discriminated against or harassed on the basis of one or more of the following grounds? Was it discrimination on basis of...? Please tell me all that apply.

QA4 Au cours des 12 derniers mois, avez-vous été le témoin d'une discrimination ou du harcèlement d'une personne à cause de l'une ou plusieurs des raisons suivantes ? S'agissait-il d'une discrimination ou d'un harcèlement sur base ... ? Veuillez me donner toutes les réponses qui s'appliquent à la situation.

(SHOW CARD - MULTIPLE ANSWERS POSSIBLE)

(MONTRER CARTE – PLUSIEURS REPONSES POSSIBLES)

Ethnic origin	1,
Gender	2,
Sexual orientation	3,
Age	4,
Religion or belief	5,
Disability	6,
No	7,
For another reason	8,
DK	9,

De l'origine ethnique	1,
Du sexe	2,
De l'orientation sexuelle	3,
De l'âge	4,
De la religion ou des convictions	5,
D'un handicap	6,
Non	7,
Pour une autre raison	8,
NSP	9,

NEW

NOUVEAU

QA5 We have just been discussing discrimination based on ethnic origin, gender, sexual orientation, age, religion or belief, and\ or disability. Some people may experience discrimination on the basis of more than only one of these characteristics. If they experience discrimination on several grounds, we call this 'multiple discrimination'. Could you please tell me whether, in your opinion, multiple discrimination is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)?

QA5 Nous venons juste de parler de discrimination basée sur l'origine ethnique, le sexe, l'orientation sexuelle, l'âge, la religion ou les convictions et\ ou un handicap. Certaines personnes peuvent faire l'objet de discrimination sur base de plusieurs de ces caractéristiques à la fois. Nous appelons le fait d'être discriminé pour plusieurs raisons de la "discrimination multiple". Pouvez-vous me dire si, selon vous, la discrimination multiple est très répandue, plutôt répandue, plutôt rare ou très rare en (NOTRE PAYS) ?

(SHOW CARD – READ OUT)

(MONTRER CARTE - LIRE)

Very widespread	1
Fairly widespread	2
Fairly rare	3
Very rare	4
Non-existent (SPONTANEOUS)	5
DK	6

Très répandue	1
Plutôt répandue	2
Plutôt rare	3
Très rare	4
Non-existant (SPONTANE)	5
NSP	6

NEW

NOUVEAU

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QA6 For each of the following situations, please tell me using this scale from 1 to 10 how you would personally feel about it. On this scale, '1' means that you would be "very uncomfortable" and '10' means that you would be "totally comfortable" with this situation.

QA6 Pour chacune des situations suivantes, pourriez-vous me dire sur une échelle de 1 à 10, comment vous la ressentiriez personnellement. Sur cette échelle, '1' signifie que vous seriez "très mal à l'aise" et '10' que vous seriez "tout à fait à l'aise" face à cette situation. Comment ressentiriez-vous ... ?

(SHOW CARD WITH SCALE - ONE ANSWER PER LINE) - (IF RESPONDENT EXPERIENCES ANY DIFFICULTY IN UNDERSTANDING THE TERM 'ROMA', EXPLAIN AS INSTRUCTED IN BRIEFING)

(MONTRER CARTE AVEC ECHELLE - UNE REPOSE PAR LIGNE) - (SI LE REpondANT A DES DIFFICULTES A COMPRENDRE LE TERME 'ROM', EXPLIQUER COMME STIPULE DANS LE BRIEFING)

(READ OUT – ROTATE)	1 Very uncomf ortable	2	3	4	5	6	7	8	9	10 Total ly comf ortab le	Indiff erent (SP ONT ANE OUS)	DK
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(LIRE – ROTATION)	1 Très mal à l'aise	2	3	4	5	6	7	8	9	10 Tout à fait à l'aise	Indiff érent (SP ONT ANE OUS)	NSP
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1	Having a Roma as a neighbour	1	2	3	4	5	6	7	8	9	10	11	12
2	Having a disabled person as a neighbour	1	2	3	4	5	6	7	8	9	10	11	12
3	Having a homosexual (gay man or lesbian woman) as a neighbour	1	2	3	4	5	6	7	8	9	10	11	12

1	Que votre voisin\ votre voisine soit un\ une Rom	1	2	3	4	5	6	7	8	9	10	11	12
2	Que votre voisin\ voisine soit une personne handicapée	1	2	3	4	5	6	7	8	9	10	11	12
3	Que votre voisin\ voisine soit une personne homosexuelle (homme homosexuel ou femme lesbienne)	1	2	3	4	5	6	7	8	9	10	11	12

4	Having a person from a different ethnic origin than yours as a neighbour	1	2	3	4	5	6	7	8	9	10	11	12
5	Having a person with a different religion or belief than yours as a neighbour	1	2	3	4	5	6	7	8	9	10	11	12

NEW

4	Que votre voisin\ voisine soit une personne d'une origine ethnique différente de la vôtre	1	2	3	4	5	6	7	8	9	10	11	12
5	Que votre voisin\ voisine soit une personne d'une religion ou de convictions différentes des vôtres	1	2	3	4	5	6	7	8	9	10	11	12

NOUVEAU

QA7 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?

QA7 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)

(MONTRER CARTE – LIRE – ROTATION – PLUSIEURS REPONSES POSSIBLES)

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

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

EB65.4 QA5 TREND SLIGHTLY MODIFIED

EB65.4 QA5 TREND LEGEREMENT MODIFIE

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QA8 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

QA8 Et sur une échelle de 1 à 10, pourriez-vous me dire ce que vous ressentiriez si une personne appartenant à chacune des catégories suivantes était élue au plus haut poste politique en (NOTRE PAYS).

(SHOW CARD WITH SCALE - ONE ANSWER PER LINE) - (IF NECESSARY, EXPLAIN TO THE RESPONDENT THAT THIS WOULD BE THE PRESIDENT\ PRIME MINISTER\ CHANCELLOR, ETC. AS RELEVANT IN YOUR NATIONAL CONTEXT)

(MONTRER CARTE AVEC ECHELLE - UNE REPOSE PAR LIGNE) - (SI NECESSAIRE, EXPLIQUER AU REPODANT QU'IL S'AGIRAIT DU PRESIDENT\ PREMIER MINISTRE\ CHANCELLIER, ETC., SELON LE CONTEXTE NATIONAL)

	(READ OUT – ROTATE)	1 Very uncomf ortable	2	3	4	5	6	7	8	9	10 Total ly comf ortab le	Indiff erent (SP ONT ANE OUS)	DK
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	(LIRE – ROTATION)	1 Très mal à l'aise	2	3	4	5	6	7	8	9	10 Tout à fait à l'aise	Indiff érent (SP ONT ANE)	NSP
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1	A woman	1	2	3	4	5	6	7	8	9	10	11	12
2	A homosexual (gay man or lesbian woman)	1	2	3	4	5	6	7	8	9	10	11	12
3	A person from a different ethnic origin than the majority of the population	1	2	3	4	5	6	7	8	9	10	11	12
4	A person aged under 30	1	2	3	4	5	6	7	8	9	10	11	12
5	A person from a different religion than the majority of the population	1	2	3	4	5	6	7	8	9	10	11	12
6	A disabled person	1	2	3	4	5	6	7	8	9	10	11	12
7	A person aged over 75	1	2	3	4	5	6	7	8	9	10	11	12

1	Une femme	1	2	3	4	5	6	7	8	9	10	11	12
2	Un homosexuel (un homme homosexuel ou une femme lesbienne)	1	2	3	4	5	6	7	8	9	10	11	12
3	Une personne d'une origine ethnique différente de la majorité de la population	1	2	3	4	5	6	7	8	9	10	11	12
4	Une personne âgée de moins de 30 ans	1	2	3	4	5	6	7	8	9	10	11	12
5	Une personne d'une religion différente de la majorité de la population	1	2	3	4	5	6	7	8	9	10	11	12
6	Une personne handicapée	1	2	3	4	5	6	7	8	9	10	11	12
7	Une personne âgée de plus de 75 ans	1	2	3	4	5	6	7	8	9	10	11	12

NEW

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? Measures such as, for example special training schemes or adapted selection and recruitment processes, for people depending on their... (M)

QA9 Seriez-vous favorable ou opposé(e) à la mise en place de mesures spéciales destinées à donner des chances égales à tous dans le domaine de l'emploi ? Des mesures comme, par exemple, des programmes de formation spéciaux ou processus de sélection et recrutement adaptés à des personnes en fonction ... ? (M)

(SHOW CARD WITH SCALE – ONE ANSWER PER LINE)

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

	(READ OUT – ROTATE)	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK
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	(LIRE – ROTATION)	Tout à fait favorable	Plutôt favorable	Plutôt opposé(e)	Tout à fait opposé(e)	NSP
--	-------------------	-----------------------	------------------	------------------	-----------------------	-----

1	Ethnic origin	1	2	3	4	5
2	Gender	1	2	3	4	5
3	Age	1	2	3	4	5
4	Religion or belief (M)	1	2	3	4	5
5	Disability	1	2	3	4	5
6	Sexual orientation	1	2	3	4	5

1	De l'origine ethnique	1	2	3	4	5
2	Du sexe	1	2	3	4	5
3	De l'âge	1	2	3	4	5
4	De la religion ou des convictions (M)	1	2	3	4	5
5	D'un handicap	1	2	3	4	5
6	De l'orientation sexuelle	1	2	3	4	5

EB65.4 QA9 TREND MODIFIED

EB65.4 QA9 TREND MODIFIE

QA10 To what extent do you support or oppose the following in the work place?

QA10 Dans quelle mesure soutenez-vous ou vous opposez-vous aux mesures suivantes sur le lieu de travail ?

(SHOW CARD WITH SCALE - ONE ANSWER PER LINE)

(MONTRER CARTE AVEC ECHELLE - UNE REPONSE PAR LIGNE)

(READ OUT – ROTATE)	Totally support	Somewhat support	Somewhat oppose	Totally oppose	DK
---------------------	-----------------	------------------	-----------------	----------------	----

(LIRE – ROTATION)	Vous soutenez tout à fait	Vous soutenez plutôt	Vous êtes plutôt opposé(e)	Vous êtes tout à fait opposé(e)	NSP
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1	Monitoring the composition of the work-force to evaluate the representation of people from ethnic minorities	1	2	3	4	5
2	Monitoring the recruitment procedures to ensure that candidates from ethnic minorities have the same chance of being selected for interview or hired as other candidates with similar skills and qualifications	1	2	3	4	5

1	Surveillance de la composition de l'ensemble des employés pour évaluer la représentation des personnes issues de minorités ethniques	1	2	3	4	5
2	Surveillance des procédures de recrutement pour s'assurer que les candidats issus de minorités ethniques ont autant de chances d'être invités à des entretiens ou embauchés que d'autres candidats à compétences et qualifications égales	1	2	3	4	5

NEW

NOUVEAU

D47 Do you have friends or acquaintances who are...?

(ONE ANSWER PER LINE)

(READ OUT) Yes No DK

1	People whose ethnic origin is different from yours	1	2	3
2	Roma	1	2	3
3	Homosexual	1	2	3
4	Disabled	1	2	3
5	Of a different religion or have different beliefs than you	1	2	3

EB65.4 D47 TREND

D51 Where you live, do you consider yourself to be part of any of the following? Please tell me all that apply.

(READ OUT – ROTATE – MULTIPLE ANSWERS POSSIBLE)

An ethnic minority	1,
A religious minority	2,
A sexual minority	3,
A minority in terms of disability	4,
None of the above (SPONTANEOUS)	5,
Any other minority group (SPONTANEOUS - SPECIFY)	6,
DK	7,

NEW

D47 Avez-vous des amis ou des relations ... ?

(UNE REPONSE PAR LIGNE)

(LIRE) Oui Non NSP

1	D'une autre origine ethnique que la vôtre	1	2	3
2	Roms	1	2	3
3	Homosexuel(le)s	1	2	3
4	Atteint(e)s d'un handicap	1	2	3
5	D'une religion ou de convictions différentes des vôtres	1	2	3

EB65.4 D47 TREND

D51 Sur votre lieu de résidence, considérez-vous que vous appartenez à l'un des groupes suivants ? Veuillez m'indiquer tous ceux qui s'appliquent à vous.

(LIRE – ROTATION – PLUSIEURS REPONSES POSSIBLES)

Une minorité ethnique	1,
Une minorité religieuse	2,
Une minorité sexuelle	3,
Une minorité liée à un handicap	4,
Aucun d'entre eux (SPONTANE)	5,
Un autre groupe minoritaire (SPONTANE - SPECIFIER)	6,
NSP	7,

NOUVEAU

ASK D51o IF "ANY OTHER MINORITY GROUP", CODE 6 IN D51 - OTHERS GO TO D44

POSER D51o SI "UN AUTRE GROUPE MINORITAIRE", CODE 6 EN D51 - LES AUTRES ALLER EN D44

D51o Which other(s)?

D51o Quel(s) autre(s)?

(WRITE DOWN - CODE AT THE OFFICE)

(NOTER EN CLAIR - CODER AU BUREAU)

5	2	

5	2	

NEW

NOUVEAU

ASK ALL

A TOUS

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D44 Do you consider yourself to be...?

D44 Vous-même, vous considérez-vous comme étant ... ?

(DO NOT READ - SHOW CARD - PRECODED LIST - ONE ANSWER ONLY)

(NE PAS LIRE - MONTRER CARTE - LISTE PRE-CODEE - UNE SEULE REPONSE)

Catholic	1
Orthodox	2
Protestant	3
Other Christian	4
Jewish	5
Muslim	6
Sikh	7
Buddhist	8
Hindu	9
Atheist	10
Non believer\Agnostic	11
Other (SPONTANEOUS)	12
DK	13

Catholique	1
Orthodoxe	2
Protestant	3
Autre chrétien	4
Juif	5
Musulman	6
Sikh	7
Bouddhiste	8
Hindouiste	9
Athéiste	10
Non croyant \ agnostique	11
Autre (SPONTANE)	12
NSP	13

EB66.1 D44

EB66.1 D44

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
EU27	26746	16%	46%	24%	9%	2%	3%	62%	33%
BE	1012	22%	49%	18%	9%	1%	1%	71%	27%
BG	1000	9%	25%	23%	21%	16%	6%	34%	44%
CZ	1070	11%	41%	37%	9%	1%	1%	52%	46%
DK	1032	22%	53%	20%	4%	-	1%	75%	24%
DE	1562	11%	45%	30%	11%	1%	2%	56%	41%
EE	1000	8%	33%	29%	18%	9%	3%	41%	47%
EL	1000	24%	52%	18%	5%	1%	-	76%	23%
ES	1004	13%	53%	21%	8%	1%	4%	66%	29%
FR	1054	25%	51%	17%	3%	-	4%	76%	20%
IE	1000	13%	39%	26%	13%	2%	7%	52%	39%
IT	1036	24%	52%	17%	5%	1%	1%	76%	22%
CY	506	13%	48%	27%	12%	-	-	61%	39%
LV	1004	4%	23%	36%	22%	11%	4%	27%	58%
LT	1009	3%	20%	32%	30%	10%	5%	23%	62%
LU	513	11%	34%	38%	13%	1%	3%	45%	51%
HU	1000	22%	45%	22%	8%	1%	2%	67%	30%
MT	500	23%	46%	15%	8%	1%	7%	69%	23%
NL	1023	21%	58%	17%	4%	-	-	79%	21%
AT	1008	15%	45%	25%	9%	2%	4%	60%	34%
PL	1000	5%	23%	41%	18%	8%	5%	28%	59%
PT	1000	16%	44%	26%	10%	2%	2%	60%	36%
RO	1024	9%	31%	21%	20%	12%	7%	40%	41%
SI	1026	8%	35%	36%	16%	3%	2%	43%	52%
SK	1049	10%	40%	31%	15%	2%	2%	50%	46%
FI	1001	10%	55%	31%	3%	-	1%	65%	34%
SE	1007	12%	64%	18%	3%	-	3%	76%	21%
UK	1306	18%	51%	24%	4%	-	3%	69%	28%
Sex									
Male	12797	15%	46%	26%	9%	2%	2%	61%	35%
Female	13949	17%	46%	23%	8%	2%	4%	63%	31%
Age									
15-24	4036	18%	48%	23%	8%	1%	2%	66%	31%
25-39	6681	17%	47%	24%	8%	2%	2%	64%	32%
40-54	6730	18%	47%	23%	8%	2%	2%	65%	31%
55 +	9300	13%	44%	26%	9%	3%	5%	57%	35%
Education (End of)									
15	5928	15%	44%	24%	9%	2%	6%	59%	33%
16-19	11255	16%	44%	25%	9%	3%	3%	60%	34%
20+	6428	16%	49%	23%	8%	2%	2%	65%	31%
Still studying	2590	18%	49%	22%	8%	1%	2%	67%	30%
Respondent occupation scale									
Self- employed	2043	15%	45%	27%	9%	2%	2%	60%	36%
Managers	2557	17%	52%	22%	6%	2%	1%	69%	28%
Other white collars	3069	17%	49%	24%	7%	1%	2%	66%	31%
Manual workers	5688	17%	46%	23%	9%	3%	2%	63%	32%
House persons	2327	18%	44%	22%	8%	2%	6%	62%	30%
Unemployed	1465	16%	43%	26%	11%	2%	2%	59%	37%
Retired	7006	13%	42%	27%	10%	3%	5%	55%	37%
Students	2590	18%	49%	22%	8%	1%	2%	67%	30%

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
EU27	26746	6%	30%	36%	20%	5%	3%	36%	56%
BE	1012	5%	26%	40%	26%	3%	-	31%	66%
BG	1000	4%	9%	24%	28%	37%	7%	13%	52%
CZ	1070	6%	32%	40%	17%	4%	1%	38%	57%
DK	1032	3%	23%	44%	27%	2%	1%	26%	71%
DE	1562	3%	20%	35%	37%	4%	1%	23%	72%
EE	1000	3%	23%	28%	28%	14%	4%	26%	56%
EL	1000	11%	33%	31%	21%	4%	-	44%	52%
ES	1004	12%	42%	25%	14%	4%	3%	54%	39%
FR	1054	7%	39%	39%	11%	1%	3%	46%	50%
IE	1000	3%	17%	35%	28%	9%	8%	20%	63%
IT	1036	8%	41%	32%	12%	5%	2%	49%	44%
CY	506	3%	31%	33%	28%	4%	1%	34%	61%
LV	1004	3%	21%	31%	25%	16%	4%	24%	56%
LT	1009	5%	25%	29%	26%	9%	6%	30%	55%
LU	513	7%	20%	40%	26%	3%	4%	27%	66%
HU	1000	10%	33%	33%	18%	5%	1%	43%	51%
MT	500	4%	30%	32%	23%	5%	6%	34%	55%
NL	1023	3%	24%	47%	25%	-	1%	27%	72%
AT	1008	4%	23%	35%	25%	11%	2%	27%	60%
PL	1000	4%	21%	40%	24%	9%	2%	25%	64%
PT	1000	9%	34%	36%	15%	3%	3%	43%	51%
RO	1024	3%	22%	28%	23%	15%	9%	25%	51%
SI	1026	3%	27%	36%	29%	4%	1%	30%	65%
SK	1049	5%	26%	39%	22%	6%	2%	31%	61%
FI	1001	2%	23%	56%	16%	2%	1%	25%	72%
SE	1007	5%	45%	37%	9%	1%	3%	50%	46%
UK	1306	6%	32%	43%	13%	1%	5%	38%	56%
Sex									
Male	12797	5%	28%	38%	22%	5%	2%	33%	60%
Female	13949	7%	33%	34%	18%	5%	3%	40%	52%
Age									
15-24	4036	6%	31%	35%	22%	4%	2%	37%	57%
25-39	6681	6%	31%	38%	19%	4%	2%	37%	57%
40-54	6730	6%	33%	36%	19%	4%	2%	39%	55%
55 +	9300	6%	28%	34%	21%	6%	5%	34%	55%
Education (End of)									
15	5928	7%	30%	32%	21%	5%	5%	37%	53%
16-19	11255	6%	29%	36%	21%	5%	3%	35%	57%
20+	6428	5%	33%	39%	19%	3%	1%	38%	58%
Still studying	2590	6%	32%	34%	22%	4%	2%	38%	56%
Respondent occupation scale									
Self- employed	2043	6%	30%	35%	24%	4%	1%	36%	59%
Managers	2557	5%	30%	42%	18%	4%	1%	35%	60%
Other white collars	3069	6%	32%	40%	17%	3%	2%	38%	57%
Manual workers	5688	6%	31%	36%	20%	5%	2%	37%	56%
House persons	2327	9%	35%	31%	17%	4%	4%	44%	48%
Unemployed	1465	6%	32%	33%	21%	5%	3%	38%	54%
Retired	7006	5%	28%	34%	22%	6%	5%	33%	56%
Students	2590	6%	32%	34%	22%	4%	2%	38%	56%

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 (for example being gay or lesbian)

	TOTAL	Very widespread	Fairly widespread	Fairly rare	Very rare	Non-existent (SPONTANEOUS)	DK	Widespread	Rare
EU27	26746	13%	38%	30%	11%	3%	5%	51%	41%
BE	1012	8%	36%	36%	17%	2%	1%	44%	53%
BG	1000	6%	14%	19%	21%	18%	22%	20%	40%
CZ	1070	5%	22%	45%	22%	4%	2%	27%	67%
DK	1032	4%	30%	45%	18%	1%	2%	34%	63%
DE	1562	9%	31%	36%	19%	2%	3%	40%	55%
EE	1000	7%	25%	25%	21%	10%	12%	32%	46%
EL	1000	25%	48%	17%	9%	1%	-	73%	26%
ES	1004	9%	39%	33%	12%	2%	5%	48%	45%
FR	1054	14%	48%	29%	4%	1%	4%	62%	33%
IE	1000	7%	31%	30%	18%	4%	10%	38%	48%
IT	1036	22%	50%	20%	5%	1%	2%	72%	25%
CY	506	33%	40%	16%	9%	-	2%	73%	25%
LV	1004	9%	27%	25%	19%	11%	9%	36%	44%
LT	1009	14%	29%	21%	15%	6%	15%	43%	36%
LU	513	10%	24%	38%	19%	2%	7%	34%	57%
HU	1000	13%	32%	29%	17%	3%	6%	45%	46%
MT	500	16%	43%	22%	10%	3%	6%	59%	32%
NL	1023	6%	39%	42%	11%	-	2%	45%	53%
AT	1008	6%	37%	36%	12%	3%	6%	43%	48%
PL	1000	17%	35%	26%	8%	5%	9%	52%	34%
PT	1000	18%	47%	21%	8%	2%	4%	65%	29%
RO	1024	18%	27%	16%	14%	8%	17%	45%	30%
SI	1026	12%	34%	31%	14%	3%	6%	46%	45%
SK	1049	6%	24%	35%	25%	4%	6%	30%	60%
FI	1001	7%	42%	40%	7%	1%	3%	49%	47%
SE	1007	11%	47%	32%	7%	-	3%	58%	39%
UK	1306	10%	40%	36%	7%	1%	6%	50%	43%
Sex									
Male	12797	12%	37%	32%	12%	2%	5%	49%	44%
Female	13949	13%	39%	29%	11%	2%	6%	52%	40%
Age									
15-24	4036	16%	43%	27%	9%	1%	4%	59%	36%
25-39	6681	14%	40%	30%	11%	2%	3%	54%	41%
40-54	6730	12%	40%	30%	12%	2%	4%	52%	42%
55 +	9300	11%	34%	32%	12%	3%	8%	45%	44%
Education (End of)									
15	5928	13%	35%	30%	12%	2%	8%	48%	42%
16-19	11255	12%	38%	31%	11%	3%	5%	50%	42%
20+	6428	12%	40%	32%	11%	2%	3%	52%	43%
Still studying	2590	17%	43%	26%	9%	1%	4%	60%	35%
Respondent occupation scale									
Self- employed	2043	13%	41%	30%	12%	2%	2%	54%	42%
Managers	2557	11%	38%	34%	12%	2%	3%	49%	46%
Other white collars	3069	13%	39%	33%	10%	2%	3%	52%	43%
Manual workers	5688	12%	39%	30%	12%	3%	4%	51%	42%
House persons	2327	13%	40%	29%	10%	1%	7%	53%	39%
Unemployed	1465	15%	41%	25%	11%	2%	6%	56%	36%
Retired	7006	11%	33%	32%	11%	4%	9%	44%	43%
Students	2590	17%	43%	26%	9%	1%	4%	60%	35%

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
EU27	26746	8%	34%	35%	17%	4%	2%	42%	52%
BE	1012	8%	30%	38%	22%	-	-	38%	60%
BG	1000	9%	29%	20%	19%	17%	6%	38%	39%
CZ	1070	17%	41%	30%	9%	3%	-	58%	39%
DK	1032	4%	24%	43%	27%	1%	1%	28%	70%
DE	1562	8%	26%	36%	27%	2%	1%	34%	63%
EE	1000	6%	30%	29%	22%	10%	3%	36%	51%
EL	1000	12%	35%	30%	17%	6%	-	47%	47%
ES	1004	7%	32%	34%	18%	6%	3%	39%	52%
FR	1054	8%	38%	39%	11%	1%	3%	46%	50%
IE	1000	4%	20%	32%	28%	9%	7%	24%	60%
IT	1036	7%	39%	32%	16%	4%	2%	46%	48%
CY	506	4%	23%	36%	31%	5%	1%	27%	67%
LV	1004	12%	40%	26%	12%	7%	3%	52%	38%
LT	1009	8%	37%	25%	21%	5%	4%	45%	46%
LU	513	5%	19%	38%	30%	6%	2%	24%	68%
HU	1000	19%	48%	19%	10%	3%	1%	67%	29%
MT	500	5%	26%	34%	24%	6%	5%	31%	58%
NL	1023	8%	36%	37%	17%	-	2%	44%	54%
AT	1008	6%	29%	37%	18%	8%	2%	35%	55%
PL	1000	6%	28%	38%	20%	5%	3%	34%	58%
PT	1000	12%	39%	30%	15%	3%	1%	51%	45%
RO	1024	4%	26%	27%	23%	11%	9%	30%	50%
SI	1026	7%	30%	37%	21%	4%	1%	37%	58%
SK	1049	13%	36%	30%	16%	4%	1%	49%	46%
FI	1001	5%	38%	45%	10%	1%	1%	43%	55%
SE	1007	6%	35%	42%	15%	-	2%	41%	57%
UK	1306	9%	39%	39%	9%	1%	3%	48%	48%
Sex									
Male	12797	7%	32%	36%	19%	4%	2%	39%	55%
Female	13949	9%	35%	34%	16%	3%	3%	44%	50%
Age									
15-24	4036	6%	30%	37%	21%	4%	2%	36%	58%
25-39	6681	7%	32%	38%	18%	3%	2%	39%	56%
40-54	6730	9%	36%	34%	16%	3%	2%	45%	50%
55 +	9300	9%	35%	32%	16%	4%	4%	44%	48%
Education (End of)									
15	5928	9%	34%	31%	17%	5%	4%	43%	48%
16-19	11255	9%	34%	35%	17%	3%	2%	43%	52%
20+	6428	7%	34%	38%	17%	3%	1%	41%	55%
Still studying	2590	6%	30%	36%	21%	4%	3%	36%	57%
Respondent occupation scale									
Self- employed	2043	7%	35%	34%	20%	3%	1%	42%	54%
Managers	2557	6%	34%	41%	15%	3%	1%	40%	56%
Other white collars	3069	7%	34%	36%	18%	3%	2%	41%	54%
Manual workers	5688	7%	33%	37%	17%	4%	2%	40%	54%
House persons	2327	9%	32%	33%	17%	4%	5%	41%	50%
Unemployed	1465	10%	35%	33%	17%	3%	2%	45%	50%
Retired	7006	10%	35%	31%	16%	5%	3%	45%	47%
Students	2590	6%	30%	36%	21%	4%	3%	36%	57%

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 belief

	TOTAL	Very widespread	Fairly widespread	Fairly rare	Very rare	Non-existent (SPONTANEOUS)	DK	Widespread	Rare
EU27	26746	9%	33%	34%	17%	4%	3%	42%	51%
BE	1012	14%	39%	30%	14%	2%	1%	53%	44%
BG	1000	4%	11%	21%	25%	28%	11%	15%	46%
CZ	1070	2%	11%	39%	38%	9%	1%	13%	77%
DK	1032	18%	44%	26%	11%	-	1%	62%	37%
DE	1562	6%	28%	38%	24%	2%	2%	34%	62%
EE	1000	3%	14%	29%	30%	18%	6%	17%	59%
EL	1000	13%	35%	30%	19%	3%	-	48%	49%
ES	1004	6%	35%	35%	17%	3%	4%	41%	52%
FR	1054	12%	45%	32%	6%	1%	4%	57%	38%
IE	1000	3%	16%	31%	34%	10%	6%	19%	65%
IT	1036	11%	44%	29%	10%	4%	2%	55%	39%
CY	506	5%	35%	33%	22%	5%	-	40%	55%
LV	1004	1%	9%	27%	36%	21%	6%	10%	63%
LT	1009	3%	8%	32%	35%	14%	8%	11%	67%
LU	513	8%	23%	34%	28%	4%	3%	31%	62%
HU	1000	4%	13%	33%	34%	14%	2%	17%	67%
MT	500	11%	28%	31%	21%	5%	4%	39%	52%
NL	1023	12%	43%	34%	10%	-	1%	55%	44%
AT	1008	9%	32%	40%	11%	5%	3%	41%	51%
PL	1000	5%	22%	41%	22%	7%	3%	27%	63%
PT	1000	8%	28%	35%	21%	6%	2%	36%	56%
RO	1024	3%	17%	28%	25%	18%	9%	20%	53%
SI	1026	6%	27%	40%	21%	2%	4%	33%	61%
SK	1049	2%	9%	31%	42%	13%	3%	11%	73%
FI	1001	2%	25%	55%	16%	1%	1%	27%	71%
SE	1007	8%	43%	37%	9%	-	3%	51%	46%
UK	1306	14%	42%	34%	5%	1%	4%	56%	39%
Sex									
Male	12797	8%	32%	35%	18%	4%	3%	40%	53%
Female	13949	9%	34%	34%	15%	4%	4%	43%	49%
Age									
15-24	4036	11%	38%	31%	15%	3%	2%	49%	46%
25-39	6681	10%	34%	33%	17%	4%	2%	44%	50%
40-54	6730	8%	33%	36%	16%	4%	3%	41%	52%
55 +	9300	7%	30%	35%	17%	6%	5%	37%	52%
Education (End of)									
15	5928	7%	32%	34%	17%	5%	5%	39%	51%
16-19	11255	9%	32%	34%	17%	5%	3%	41%	51%
20+	6428	8%	35%	36%	16%	3%	2%	43%	52%
Still studying	2590	8%	40%	32%	15%	3%	2%	48%	47%
Respondent occupation scale									
Self- employed	2043	10%	31%	34%	19%	4%	2%	41%	53%
Managers	2557	7%	35%	37%	16%	3%	2%	42%	53%
Other white collars	3069	9%	34%	37%	15%	3%	2%	43%	52%
Manual workers	5688	10%	34%	31%	17%	5%	3%	44%	48%
House persons	2327	10%	31%	35%	16%	3%	5%	41%	51%
Unemployed	1465	11%	33%	30%	19%	4%	3%	44%	49%
Retired	7006	7%	30%	36%	16%	6%	5%	37%	52%
Students	2590	8%	40%	32%	15%	3%	2%	48%	47%

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
EU27	26746	10%	35%	34%	15%	3%	3%	45%	49%
BE	1012	12%	34%	33%	19%	2%	-	46%	52%
BG	1000	9%	23%	20%	20%	17%	11%	32%	40%
CZ	1070	10%	33%	39%	14%	3%	1%	43%	53%
DK	1032	5%	26%	43%	24%	1%	1%	31%	67%
DE	1562	8%	29%	37%	23%	2%	1%	37%	60%
EE	1000	7%	33%	30%	17%	8%	5%	40%	47%
EL	1000	13%	36%	29%	18%	4%	-	49%	47%
ES	1004	8%	33%	37%	16%	3%	3%	41%	53%
FR	1054	14%	47%	31%	5%	-	3%	61%	36%
IE	1000	5%	20%	29%	32%	8%	6%	25%	61%
IT	1036	13%	43%	29%	12%	2%	1%	56%	41%
CY	506	6%	24%	30%	33%	6%	1%	30%	63%
LV	1004	10%	42%	21%	14%	7%	6%	52%	35%
LT	1009	9%	34%	28%	19%	5%	5%	43%	47%
LU	513	8%	23%	36%	26%	5%	2%	31%	62%
HU	1000	12%	37%	29%	16%	4%	2%	49%	45%
MT	500	5%	16%	33%	32%	11%	3%	21%	65%
NL	1023	8%	39%	37%	14%	-	2%	47%	51%
AT	1008	7%	31%	37%	18%	5%	2%	38%	55%
PL	1000	7%	31%	36%	19%	4%	3%	38%	55%
PT	1000	14%	41%	28%	13%	3%	1%	55%	41%
RO	1024	6%	24%	25%	21%	13%	11%	30%	46%
SI	1026	8%	33%	33%	22%	2%	2%	41%	55%
SK	1049	6%	28%	31%	26%	5%	4%	34%	57%
FI	1001	4%	41%	42%	11%	1%	1%	45%	53%
SE	1007	8%	38%	37%	14%	-	3%	46%	51%
UK	1306	9%	38%	41%	8%	-	4%	47%	49%
Sex									
Male	12797	8%	34%	37%	16%	3%	2%	42%	53%
Female	13949	11%	37%	32%	14%	3%	3%	48%	46%
Age									
15-24	4036	11%	37%	34%	14%	2%	2%	48%	48%
25-39	6681	10%	37%	34%	14%	3%	2%	47%	48%
40-54	6730	10%	37%	33%	15%	3%	2%	47%	48%
55 +	9300	8%	33%	35%	16%	4%	4%	41%	51%
Education (End of)									
15	5928	10%	34%	33%	16%	3%	4%	44%	49%
16-19	11255	9%	35%	35%	16%	3%	2%	44%	51%
20+	6428	10%	37%	35%	13%	3%	2%	47%	48%
Still studying	2590	10%	39%	32%	14%	2%	3%	49%	46%
Respondent occupation scale									
Self- employed	2043	8%	35%	38%	16%	2%	1%	43%	54%
Managers	2557	9%	38%	37%	12%	3%	1%	47%	49%
Other white collars	3069	9%	37%	36%	14%	2%	2%	46%	50%
Manual workers	5688	10%	35%	35%	15%	3%	2%	45%	50%
House persons	2327	10%	37%	31%	16%	3%	3%	47%	47%
Unemployed	1465	16%	34%	30%	14%	3%	3%	50%	44%
Retired	7006	8%	33%	34%	17%	4%	4%	41%	51%
Students	2590	10%	39%	32%	14%	2%	3%	49%	46%

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
EU27	26746	11%	37%	34%	10%	8%	48%	44%
BE	1012	13%	43%	32%	9%	3%	56%	41%
BG	1000	9%	17%	26%	26%	22%	26%	52%
CZ	1070	6%	31%	46%	14%	3%	37%	60%
DK	1032	23%	46%	25%	3%	3%	69%	28%
DE	1562	8%	42%	31%	12%	7%	50%	43%
EE	1000	8%	24%	37%	14%	17%	32%	51%
EL	1000	12%	31%	44%	13%	-	43%	57%
ES	1004	8%	40%	39%	8%	5%	48%	47%
FR	1054	13%	40%	31%	3%	13%	53%	34%
IE	1000	22%	31%	24%	9%	14%	53%	33%
IT	1036	18%	40%	31%	7%	4%	58%	38%
CY	506	7%	16%	57%	17%	3%	23%	74%
LV	1004	4%	21%	37%	18%	20%	25%	55%
LT	1009	3%	17%	40%	22%	18%	20%	62%
LU	513	12%	36%	31%	5%	16%	48%	36%
HU	1000	18%	43%	28%	5%	6%	61%	33%
MT	500	15%	30%	28%	14%	13%	45%	42%
NL	1023	19%	52%	24%	3%	2%	71%	27%
AT	1008	13%	36%	34%	8%	9%	49%	42%
PL	1000	4%	13%	47%	20%	16%	17%	67%
PT	1000	6%	31%	47%	10%	6%	37%	57%
RO	1024	7%	23%	27%	28%	15%	30%	55%
SI	1026	7%	34%	42%	9%	8%	41%	51%
SK	1049	10%	41%	31%	13%	5%	51%	44%
FI	1001	5%	33%	54%	5%	3%	38%	59%
SE	1007	8%	40%	44%	2%	6%	48%	46%
UK	1306	14%	41%	30%	5%	10%	55%	35%
Sex								
Male	12797	10%	38%	34%	10%	8%	48%	44%
Female	13949	12%	36%	34%	9%	9%	48%	43%
Age								
15-24	4036	13%	36%	33%	8%	10%	49%	41%
25-39	6681	12%	37%	34%	10%	7%	49%	44%
40-54	6730	11%	38%	34%	10%	7%	49%	44%
55 +	9300	10%	36%	34%	10%	10%	46%	44%
Education (End of)								
15	5928	11%	37%	33%	10%	9%	48%	43%
16-19	11255	11%	38%	33%	10%	8%	49%	43%
20+	6428	11%	36%	36%	9%	8%	47%	45%
Still studying	2590	12%	35%	35%	7%	11%	47%	42%
Respondent occupation scale								
Self- employed	2043	11%	37%	36%	10%	6%	48%	46%
Managers	2557	9%	40%	36%	9%	6%	49%	45%
Other white collars	3069	10%	41%	34%	9%	6%	51%	43%
Manual workers	5688	13%	37%	33%	10%	7%	50%	43%
House persons	2327	12%	36%	33%	10%	9%	48%	43%
Unemployed	1465	15%	35%	32%	9%	9%	50%	41%
Retired	7006	9%	34%	34%	11%	12%	43%	45%
Students	2590	12%	35%	35%	7%	11%	47%	42%

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
EU27	26746	4%	20%	50%	17%	9%	24%	67%
BE	1012	2%	18%	56%	20%	4%	20%	76%
BG	1000	5%	13%	20%	34%	28%	18%	54%
CZ	1070	5%	25%	46%	20%	4%	30%	66%
DK	1032	2%	13%	64%	15%	6%	15%	79%
DE	1562	2%	16%	51%	23%	8%	18%	74%
EE	1000	4%	14%	41%	20%	21%	18%	61%
EL	1000	6%	18%	50%	26%	-	24%	76%
ES	1004	5%	26%	49%	14%	6%	31%	63%
FR	1054	5%	23%	50%	9%	13%	28%	59%
IE	1000	3%	18%	41%	21%	17%	21%	62%
IT	1036	5%	24%	51%	15%	5%	29%	66%
CY	506	5%	9%	51%	33%	2%	14%	84%
LV	1004	3%	17%	38%	21%	21%	20%	59%
LT	1009	4%	20%	41%	18%	17%	24%	59%
LU	513	5%	25%	42%	8%	20%	30%	50%
HU	1000	10%	37%	35%	11%	7%	47%	46%
MT	500	5%	20%	35%	25%	15%	25%	60%
NL	1023	2%	13%	65%	12%	8%	15%	77%
AT	1008	3%	15%	49%	23%	10%	18%	72%
PL	1000	3%	13%	48%	21%	15%	16%	69%
PT	1000	5%	25%	52%	12%	6%	30%	64%
RO	1024	3%	17%	31%	34%	15%	20%	65%
SI	1026	4%	28%	47%	13%	8%	32%	60%
SK	1049	5%	32%	41%	17%	5%	37%	58%
FI	1001	2%	20%	66%	9%	3%	22%	75%
SE	1007	2%	17%	67%	8%	6%	19%	75%
UK	1306	3%	18%	56%	10%	13%	21%	66%
Sex								
Male	12797	3%	19%	51%	18%	9%	22%	69%
Female	13949	4%	21%	49%	16%	10%	25%	65%
Age								
15-24	4036	4%	22%	48%	17%	9%	26%	65%
25-39	6681	4%	19%	53%	17%	7%	23%	70%
40-54	6730	4%	21%	51%	16%	8%	25%	67%
55 +	9300	4%	19%	48%	17%	12%	23%	65%
Education (End of)								
15	5928	4%	23%	45%	17%	11%	27%	62%
16-19	11255	4%	22%	48%	17%	9%	26%	65%
20+	6428	2%	15%	58%	16%	9%	17%	74%
Still studying	2590	3%	19%	52%	16%	10%	22%	68%
Respondent occupation scale								
Self- employed	2043	3%	17%	55%	18%	7%	20%	73%
Managers	2557	2%	15%	59%	17%	7%	17%	76%
Other white collars	3069	4%	21%	53%	16%	6%	25%	69%
Manual workers	5688	4%	22%	47%	18%	9%	26%	65%
House persons	2327	5%	24%	45%	17%	9%	29%	62%
Unemployed	1465	5%	27%	45%	14%	9%	32%	59%
Retired	7006	3%	18%	49%	17%	13%	21%	66%
Students	2590	3%	19%	52%	16%	10%	22%	68%

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 (for example being gay or lesbian)

	TOTAL	Far more widespread	Slightly more widespread	Slightly less widespread	Far less widespread	DK	More widespread	Less widespread
EU27	26746	7%	22%	47%	14%	10%	29%	61%
BE	1012	5%	18%	55%	19%	3%	23%	74%
BG	1000	6%	11%	20%	26%	37%	17%	46%
CZ	1070	3%	16%	48%	29%	4%	19%	77%
DK	1032	3%	17%	61%	14%	5%	20%	75%
DE	1562	3%	17%	52%	21%	7%	20%	73%
EE	1000	8%	20%	31%	14%	27%	28%	45%
EL	1000	11%	23%	49%	17%	-	34%	66%
ES	1004	3%	22%	54%	15%	6%	25%	69%
FR	1054	9%	27%	47%	7%	10%	36%	54%
IE	1000	7%	22%	37%	17%	17%	29%	54%
IT	1036	13%	30%	44%	9%	4%	43%	53%
CY	506	8%	18%	57%	14%	3%	26%	71%
LV	1004	7%	24%	29%	15%	25%	31%	44%
LT	1009	7%	25%	31%	14%	23%	32%	45%
LU	513	7%	25%	41%	8%	19%	32%	49%
HU	1000	12%	36%	34%	9%	9%	48%	43%
MT	500	7%	23%	35%	23%	12%	30%	58%
NL	1023	6%	29%	51%	9%	5%	35%	60%
AT	1008	8%	18%	49%	16%	9%	26%	65%
PL	1000	8%	22%	40%	12%	18%	30%	52%
PT	1000	7%	29%	48%	9%	7%	36%	57%
RO	1024	14%	20%	24%	18%	24%	34%	42%
SI	1026	7%	31%	42%	10%	10%	38%	52%
SK	1049	5%	26%	40%	17%	12%	31%	57%
FI	1001	5%	19%	59%	12%	5%	24%	71%
SE	1007	5%	17%	60%	12%	6%	22%	72%
UK	1306	6%	19%	51%	12%	12%	25%	63%
Sex								
Male	12797	7%	22%	47%	15%	9%	29%	62%
Female	13949	8%	23%	46%	13%	10%	31%	59%
Age								
15-24	4036	9%	27%	42%	13%	9%	36%	55%
25-39	6681	7%	22%	49%	14%	8%	29%	63%
40-54	6730	7%	23%	49%	14%	7%	30%	63%
55 +	9300	7%	21%	45%	14%	13%	28%	59%
Education (End of)								
15	5928	7%	25%	43%	14%	11%	32%	57%
16-19	11255	8%	23%	46%	14%	9%	31%	60%
20+	6428	6%	18%	54%	13%	9%	24%	67%
Still studying	2590	8%	24%	46%	13%	9%	32%	59%
Respondent occupation scale								
Self- employed	2043	7%	20%	51%	15%	7%	27%	66%
Managers	2557	6%	18%	54%	14%	8%	24%	68%
Other white collars	3069	7%	23%	49%	14%	7%	30%	63%
Manual workers	5688	8%	23%	46%	14%	9%	31%	60%
House persons	2327	7%	25%	45%	14%	9%	32%	59%
Unemployed	1465	9%	29%	39%	12%	11%	38%	51%
Retired	7006	6%	21%	45%	14%	14%	27%	59%
Students	2590	8%	24%	46%	13%	9%	32%	59%

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
EU27	26746	6%	27%	43%	14%	10%	33%	57%
BE	1012	4%	26%	49%	16%	5%	30%	65%
BG	1000	12%	22%	21%	21%	24%	34%	42%
CZ	1070	15%	38%	33%	11%	3%	53%	44%
DK	1032	3%	20%	58%	14%	5%	23%	72%
DE	1562	5%	30%	41%	16%	8%	35%	57%
EE	1000	4%	20%	41%	17%	18%	24%	58%
EL	1000	6%	25%	46%	23%	-	31%	69%
ES	1004	8%	24%	46%	15%	7%	32%	61%
FR	1054	6%	30%	43%	7%	14%	36%	50%
IE	1000	4%	18%	40%	21%	17%	22%	61%
IT	1036	8%	26%	45%	15%	6%	34%	60%
CY	506	4%	7%	54%	33%	2%	11%	87%
LV	1004	9%	28%	33%	12%	18%	37%	45%
LT	1009	6%	22%	41%	17%	14%	28%	58%
LU	513	6%	23%	40%	10%	21%	29%	50%
HU	1000	19%	42%	26%	8%	5%	61%	34%
MT	500	3%	20%	34%	29%	14%	23%	63%
NL	1023	4%	28%	52%	8%	8%	32%	60%
AT	1008	5%	26%	41%	18%	10%	31%	59%
PL	1000	4%	19%	41%	20%	16%	23%	61%
PT	1000	6%	28%	48%	12%	6%	34%	60%
RO	1024	4%	22%	30%	29%	15%	26%	59%
SI	1026	7%	32%	42%	11%	8%	39%	53%
SK	1049	13%	35%	33%	15%	4%	48%	48%
FI	1001	3%	30%	56%	7%	4%	33%	63%
SE	1007	2%	29%	51%	8%	10%	31%	59%
UK	1306	5%	25%	51%	8%	11%	30%	59%
Sex								
Male	12797	5%	26%	44%	15%	10%	31%	59%
Female	13949	7%	28%	42%	13%	10%	35%	55%
Age								
15-24	4036	5%	25%	43%	14%	13%	30%	57%
25-39	6681	6%	25%	46%	15%	8%	31%	61%
40-54	6730	6%	29%	44%	13%	8%	35%	57%
55 +	9300	7%	27%	41%	14%	11%	34%	55%
Education (End of)								
15	5928	8%	28%	41%	14%	9%	36%	55%
16-19	11255	7%	28%	41%	15%	9%	35%	56%
20+	6428	4%	24%	49%	13%	10%	28%	62%
Still studying	2590	4%	25%	45%	12%	14%	29%	57%
Respondent occupation scale								
Self- employed	2043	5%	27%	48%	13%	7%	32%	61%
Managers	2557	4%	24%	50%	13%	9%	28%	63%
Other white collars	3069	6%	28%	44%	14%	8%	34%	58%
Manual workers	5688	7%	27%	43%	15%	8%	34%	58%
House persons	2327	7%	27%	42%	16%	8%	34%	58%
Unemployed	1465	10%	28%	39%	12%	11%	38%	51%
Retired	7006	7%	28%	40%	14%	11%	35%	54%
Students	2590	4%	25%	45%	12%	14%	29%	57%

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 belief

	TOTAL	Far more widespread	Slightly more widespread	Slightly less widespread	Far less widespread	DK	More widespread	Less widespread
EU27	26746	8%	30%	38%	14%	10%	38%	52%
BE	1012	10%	41%	36%	10%	3%	51%	46%
BG	1000	6%	11%	19%	33%	31%	17%	52%
CZ	1070	2%	11%	44%	37%	6%	13%	81%
DK	1032	19%	47%	27%	4%	3%	66%	31%
DE	1562	5%	36%	36%	15%	8%	41%	51%
EE	1000	3%	14%	34%	22%	27%	17%	56%
EL	1000	7%	21%	49%	23%	-	28%	72%
ES	1004	5%	27%	46%	13%	9%	32%	59%
FR	1054	12%	39%	33%	4%	12%	51%	37%
IE	1000	4%	18%	38%	25%	15%	22%	63%
IT	1036	11%	33%	40%	11%	5%	44%	51%
CY	506	6%	12%	52%	28%	2%	18%	80%
LV	1004	2%	12%	37%	26%	23%	14%	63%
LT	1009	3%	14%	38%	24%	21%	17%	62%
LU	513	8%	28%	35%	8%	21%	36%	43%
HU	1000	4%	21%	42%	25%	8%	25%	67%
MT	500	6%	21%	35%	28%	10%	27%	63%
NL	1023	20%	46%	27%	4%	3%	66%	31%
AT	1008	10%	31%	39%	11%	9%	41%	50%
PL	1000	4%	13%	45%	22%	16%	17%	67%
PT	1000	6%	23%	49%	15%	7%	29%	64%
RO	1024	3%	16%	29%	37%	15%	19%	66%
SI	1026	6%	35%	41%	10%	8%	41%	51%
SK	1049	3%	13%	37%	39%	8%	16%	76%
FI	1001	3%	26%	58%	8%	5%	29%	66%
SE	1007	7%	37%	44%	4%	8%	44%	48%
UK	1306	15%	38%	30%	6%	11%	53%	36%
Sex								
Male	12797	8%	30%	38%	15%	9%	38%	53%
Female	13949	9%	30%	37%	14%	10%	39%	51%
Age								
15-24	4036	11%	30%	38%	11%	10%	41%	49%
25-39	6681	9%	30%	39%	14%	8%	39%	53%
40-54	6730	9%	33%	35%	14%	9%	42%	49%
55 +	9300	7%	28%	38%	15%	12%	35%	53%
Education (End of)								
15	5928	7%	28%	39%	15%	11%	35%	54%
16-19	11255	9%	31%	36%	15%	9%	40%	51%
20+	6428	9%	32%	38%	12%	9%	41%	50%
Still studying	2590	10%	30%	39%	11%	10%	40%	50%
Respondent occupation scale								
Self- employed	2043	7%	30%	42%	15%	6%	37%	57%
Managers	2557	8%	35%	37%	12%	8%	43%	49%
Other white collars	3069	9%	32%	40%	13%	6%	41%	53%
Manual workers	5688	9%	32%	35%	15%	9%	41%	50%
House persons	2327	9%	29%	38%	14%	10%	38%	52%
Unemployed	1465	12%	30%	33%	14%	11%	42%	47%
Retired	7006	7%	27%	38%	16%	12%	34%	54%
Students	2590	10%	30%	39%	11%	10%	40%	50%

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
EU27	26746	4%	20%	51%	16%	9%	24%	67%
BE	1012	2%	17%	60%	17%	4%	19%	77%
BG	1000	7%	16%	23%	27%	27%	23%	50%
CZ	1070	6%	18%	48%	24%	4%	24%	72%
DK	1032	2%	12%	67%	14%	5%	14%	81%
DE	1562	3%	18%	51%	19%	9%	21%	70%
EE	1000	4%	14%	43%	19%	20%	18%	62%
EL	1000	5%	16%	50%	29%	-	21%	79%
ES	1004	3%	19%	54%	18%	6%	22%	72%
FR	1054	5%	27%	51%	6%	11%	32%	57%
IE	1000	5%	14%	40%	25%	16%	19%	65%
IT	1036	7%	26%	50%	13%	4%	33%	63%
CY	506	5%	8%	47%	37%	3%	13%	84%
LV	1004	5%	24%	37%	15%	19%	29%	52%
LT	1009	5%	18%	42%	19%	16%	23%	61%
LU	513	6%	23%	38%	10%	23%	29%	48%
HU	1000	9%	30%	43%	11%	7%	39%	54%
MT	500	4%	16%	32%	39%	9%	20%	71%
NL	1023	2%	18%	63%	7%	10%	20%	70%
AT	1008	4%	18%	49%	19%	10%	22%	68%
PL	1000	3%	12%	52%	20%	13%	15%	72%
PT	1000	7%	27%	50%	10%	6%	34%	60%
RO	1024	5%	17%	30%	31%	17%	22%	61%
SI	1026	5%	30%	47%	11%	7%	35%	58%
SK	1049	4%	21%	44%	24%	7%	25%	68%
FI	1001	2%	19%	66%	8%	5%	21%	74%
SE	1007	2%	16%	63%	11%	8%	18%	74%
UK	1306	5%	17%	58%	10%	10%	22%	68%
Sex								
Male	12797	4%	19%	52%	16%	9%	23%	68%
Female	13949	5%	20%	51%	15%	9%	25%	66%
Age								
15-24	4036	5%	20%	51%	14%	10%	25%	65%
25-39	6681	5%	19%	52%	16%	8%	24%	68%
40-54	6730	5%	20%	52%	15%	8%	25%	67%
55 +	9300	4%	19%	51%	16%	10%	23%	67%
Education (End of)								
15	5928	6%	22%	47%	16%	9%	28%	63%
16-19	11255	5%	21%	50%	16%	8%	26%	66%
20+	6428	3%	15%	58%	14%	10%	18%	72%
Still studying	2590	4%	20%	51%	14%	11%	24%	65%
Respondent occupation scale								
Self- employed	2043	4%	18%	56%	16%	6%	22%	72%
Managers	2557	3%	15%	60%	13%	9%	18%	73%
Other white collars	3069	4%	20%	53%	16%	7%	24%	69%
Manual workers	5688	5%	21%	49%	17%	8%	26%	66%
House persons	2327	6%	22%	47%	16%	9%	28%	63%
Unemployed	1465	7%	24%	46%	13%	10%	31%	59%
Retired	7006	4%	19%	50%	16%	11%	23%	66%
Students	2590	4%	20%	51%	14%	11%	24%	65%

QA3 In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds? Was it a discrimination on basis of...? Please tell me all that apply. (DO NOT READ OUT – MULTIPLE ANSWERS POSSIBLE)

	TOTAL	Ethnic origin	Gender	Sexual orientation	Age	Religion or belief	Disability	No	For another reason	DK	Yes	Single ground	Multiple grounds
EU27	26746	2%	3%	1%	6%	2%	2%	84%	3%	2%	15%	12%	3%
BE	1012	3%	3%	1%	5%	2%	2%	83%	5%	0%	17%	13%	3%
BG	1000	3%	1%	-	6%	1%	2%	88%	2%	0%	11%	9%	3%
CZ	1070	2%	5%	1%	12%	1%	2%	79%	1%	1%	19%	15%	4%
DK	1032	3%	4%	1%	6%	1%	2%	84%	3%	0%	16%	13%	3%
DE	1562	2%	2%	1%	4%	2%	2%	87%	3%	0%	13%	11%	2%
EE	1000	6%	3%	1%	7%	1%	2%	82%	1%	3%	16%	11%	4%
EL	1000	1%	2%	0%	2%	1%	1%	93%	1%	-	7%	7%	1%
ES	1004	2%	3%	2%	5%	2%	1%	86%	2%	1%	13%	9%	4%
FR	1054	2%	2%	0%	7%	1%	2%	81%	5%	4%	16%	12%	3%
IE	1000	2%	1%	0%	3%	1%	1%	90%	3%	1%	10%	8%	1%
IT	1036	3%	6%	5%	6%	2%	2%	78%	2%	2%	19%	16%	3%
CY	506	1%	1%	-	3%	1%	0%	86%	8%	0%	14%	13%	1%
LV	1004	2%	2%	-	8%	0%	2%	84%	2%	2%	14%	12%	2%
LT	1009	1%	2%	0%	7%	0%	3%	83%	3%	2%	15%	13%	2%
LU	513	5%	3%	1%	4%	2%	2%	82%	6%	0%	17%	14%	3%
HU	1000	4%	3%	0%	9%	1%	3%	81%	2%	0%	19%	16%	3%
MT	500	0%	1%	0%	3%	1%	1%	89%	6%	-	11%	10%	1%
NL	1023	1%	3%	0%	6%	2%	2%	85%	3%	1%	13%	11%	2%
AT	1008	3%	6%	3%	11%	4%	3%	73%	3%	1%	25%	20%	5%
PL	1000	1%	2%	1%	4%	1%	2%	86%	3%	4%	10%	8%	2%
PT	1000	2%	3%	2%	2%	0%	1%	88%	1%	0%	11%	10%	1%
RO	1024	2%	2%	1%	5%	2%	1%	88%	3%	2%	10%	7%	3%
SI	1026	1%	3%	0%	5%	2%	3%	84%	4%	1%	15%	12%	3%
SK	1049	4%	4%	1%	8%	1%	3%	81%	3%	1%	17%	13%	5%
FI	1001	1%	5%	0%	6%	1%	1%	85%	4%	0%	15%	13%	2%
SE	1007	2%	7%	1%	8%	1%	2%	81%	3%	0%	18%	14%	4%
UK	1306	4%	3%	1%	8%	2%	3%	81%	1%	1%	17%	13%	4%
Sex													
Male	12797	2%	1%	1%	5%	1%	2%	85%	3%	2%	13%	11%	2%
Female	13949	2%	5%	1%	7%	2%	2%	82%	3%	1%	16%	12%	4%
Age													
15-24	4036	3%	4%	2%	6%	2%	1%	81%	3%	2%	17%	14%	3%
25-39	6681	3%	4%	1%	3%	2%	2%	84%	3%	1%	15%	12%	3%
40-54	6730	3%	4%	1%	6%	1%	3%	82%	3%	1%	16%	13%	4%
55 +	9300	1%	2%	1%	7%	1%	2%	85%	2%	2%	13%	11%	3%
Education (End of)													
15	5928	2%	2%	1%	5%	1%	3%	85%	2%	1%	14%	11%	2%
16-19	11255	2%	3%	1%	6%	1%	2%	84%	2%	2%	15%	12%	3%
20+	6428	2%	4%	1%	6%	2%	2%	82%	3%	2%	16%	12%	3%
Still studying	2590	3%	5%	2%	5%	3%	1%	81%	2%	2%	16%	13%	3%
Respondent occupation scale													
Self- employed	2043	3%	3%	1%	5%	1%	1%	85%	2%	1%	14%	12%	2%
Managers	2557	2%	4%	1%	5%	2%	1%	84%	3%	2%	14%	11%	3%
Other white collars	3069	2%	5%	1%	5%	2%	1%	83%	2%	2%	15%	12%	3%
Manual workers	5688	3%	3%	2%	5%	1%	2%	84%	3%	1%	15%	11%	3%
House persons	2327	3%	4%	2%	4%	1%	2%	85%	1%	2%	14%	11%	3%
Unemployed	1465	4%	3%	1%	12%	1%	3%	74%	5%	1%	24%	20%	4%
Retired	7006	1%	1%	1%	7%	2%	3%	85%	2%	2%	14%	11%	3%
Students	2590	3%	5%	2%	5%	3%	1%	81%	2%	2%	16%	13%	3%

QA4 In the past 12 months, have you witnessed someone being discriminated against or harassed on the basis of one or more of the following grounds? Was it discrimination on basis of...? Please tell me all that apply. (MULTIPLE ANSWERS POSSIBLE)

	TOTAL	Ethnic origin	Gender	Sexual orientation	Age	Religion or belief	Disability	No	For another reason	DK	Yes
EU27	26746	14%	5%	6%	7%	6%	7%	70%	2%	1%	29%
BE	1012	15%	4%	6%	5%	7%	6%	70%	3%	0%	30%
BG	1000	10%	3%	1%	11%	2%	5%	79%	1%	1%	20%
CZ	1070	8%	8%	3%	16%	2%	5%	69%	1%	2%	30%
DK	1032	25%	7%	8%	8%	15%	7%	64%	2%	0%	35%
DE	1562	16%	5%	6%	10%	8%	9%	67%	3%	0%	33%
EE	1000	12%	5%	4%	10%	2%	8%	70%	1%	4%	27%
EL	1000	17%	3%	5%	3%	3%	3%	75%	1%	-	25%
ES	1004	17%	8%	6%	5%	4%	5%	72%	2%	1%	26%
FR	1054	16%	3%	5%	4%	7%	6%	69%	3%	2%	29%
IE	1000	17%	3%	5%	4%	3%	4%	74%	3%	1%	26%
IT	1036	11%	6%	8%	7%	3%	6%	69%	1%	2%	29%
CY	506	15%	2%	3%	2%	5%	4%	72%	5%	1%	27%
LV	1004	8%	3%	3%	10%	2%	7%	73%	1%	2%	26%
LT	1009	3%	3%	2%	7%	1%	6%	79%	2%	2%	19%
LU	513	14%	4%	5%	4%	5%	8%	71%	5%	0%	29%
HU	1000	13%	6%	3%	12%	2%	7%	68%	1%	0%	32%
MT	500	5%	1%	2%	1%	3%	3%	86%	2%	1%	14%
NL	1023	22%	5%	8%	8%	11%	6%	63%	4%	1%	36%
AT	1008	17%	9%	10%	12%	11%	11%	56%	2%	2%	42%
PL	1000	4%	3%	3%	7%	4%	6%	78%	2%	3%	19%
PT	1000	10%	3%	6%	4%	1%	4%	80%	1%	1%	19%
RO	1024	9%	4%	3%	7%	4%	5%	79%	2%	2%	18%
SI	1026	11%	4%	3%	7%	5%	6%	75%	3%	1%	24%
SK	1049	13%	7%	3%	14%	1%	7%	67%	3%	1%	32%
FI	1001	12%	5%	4%	8%	4%	7%	70%	4%	0%	30%
SE	1007	24%	17%	13%	15%	14%	11%	54%	4%	0%	46%
UK	1306	16%	5%	6%	7%	9%	10%	67%	1%	1%	32%
Sex											
Male	12797	15%	5%	6%	7%	7%	6%	70%	2%	1%	29%
Female	13949	13%	5%	6%	8%	6%	8%	70%	2%	1%	29%
Age											
15-24	4036	22%	7%	11%	8%	11%	10%	57%	3%	2%	42%
25-39	6681	18%	7%	7%	7%	7%	8%	66%	2%	1%	33%
40-54	6730	15%	6%	6%	8%	6%	8%	68%	3%	1%	31%
55 +	9300	7%	2%	3%	7%	3%	4%	79%	1%	2%	19%
Education (End of)											
15	5928	9%	3%	3%	6%	3%	5%	78%	2%	1%	21%
16-19	11255	12%	5%	5%	7%	5%	6%	72%	2%	1%	27%
20+	6428	19%	7%	8%	9%	8%	9%	64%	3%	1%	35%
Still studying	2590	24%	6%	12%	10%	12%	11%	55%	3%	1%	44%
Respondent occupation scale											
Self- employed	2043	16%	6%	8%	8%	7%	8%	71%	1%	1%	28%
Managers	2557	20%	8%	8%	9%	11%	9%	61%	2%	2%	38%
Other white collars	3069	15%	7%	6%	8%	6%	7%	67%	1%	1%	32%
Manual workers	5688	16%	6%	6%	7%	6%	6%	68%	3%	1%	31%
House persons	2327	9%	4%	4%	6%	4%	5%	77%	1%	1%	21%
Unemployed	1465	16%	6%	8%	8%	6%	10%	65%	4%	1%	34%
Retired	7006	7%	2%	2%	7%	3%	5%	80%	2%	1%	18%
Students	2590	24%	6%	12%	10%	12%	11%	55%	3%	1%	44%

QA5 We have just been discussing discrimination based on ethnic origin, gender, sexual orientation, age, religion or belief, and\ or disability. Some people may experience discrimination on the basis of more than only one of these characteristics. If they experience discrimination on several grounds, we call this 'multiple discrimination'. Could you please tell me whether, in your opinion, multiple discrimination is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)?

	TOTAL	Very widespread	Fairly widespread	Fairly rare	Very rare	Non-existent (SPONTANEOUS)	DK	Widespread	Rare
EU27	26746	4%	33%	32%	16%	5%	10%	37%	48%
BE	1012	6%	34%	35%	20%	3%	2%	40%	55%
BG	1000	4%	16%	20%	19%	18%	23%	20%	39%
CZ	1070	3%	20%	46%	24%	3%	4%	23%	70%
DK	1032	8%	34%	32%	20%	2%	4%	42%	52%
DE	1562	3%	25%	26%	26%	11%	9%	28%	52%
EE	1000	3%	15%	27%	29%	15%	11%	18%	56%
EL	1000	5%	37%	36%	17%	4%	1%	42%	53%
ES	1004	3%	37%	27%	15%	2%	16%	40%	42%
FR	1054	5%	44%	35%	7%	2%	7%	49%	42%
IE	1000	7%	22%	31%	20%	6%	14%	29%	51%
IT	1036	6%	43%	28%	10%	5%	8%	49%	38%
CY	506	3%	35%	36%	17%	1%	8%	38%	53%
LV	1004	2%	25%	33%	21%	12%	7%	27%	54%
LT	1009	2%	15%	29%	26%	11%	17%	17%	55%
LU	513	6%	20%	39%	16%	11%	8%	26%	55%
HU	1000	5%	32%	34%	18%	5%	6%	37%	52%
MT	500	2%	26%	27%	19%	4%	22%	28%	46%
NL	1023	4%	40%	40%	9%	1%	6%	44%	49%
AT	1008	5%	29%	36%	17%	3%	10%	34%	53%
PL	1000	3%	19%	39%	21%	8%	10%	22%	60%
PT	1000	3%	36%	31%	14%	7%	9%	39%	45%
RO	1024	3%	21%	23%	21%	11%	21%	24%	44%
SI	1026	3%	25%	33%	26%	6%	7%	28%	59%
SK	1049	3%	24%	41%	26%	2%	4%	27%	67%
FI	1001	1%	25%	48%	16%	4%	6%	26%	64%
SE	1007	5%	40%	39%	8%	1%	7%	45%	47%
UK	1306	5%	37%	37%	9%	1%	11%	42%	46%
Sex									
Male	12797	4%	30%	34%	17%	6%	9%	34%	51%
Female	13949	4%	36%	30%	14%	5%	11%	40%	44%
Age									
15-24	4036	5%	39%	31%	14%	3%	8%	44%	45%
25-39	6681	5%	35%	32%	16%	5%	7%	40%	48%
40-54	6730	5%	34%	32%	15%	6%	8%	39%	47%
55 +	9300	3%	28%	32%	17%	6%	14%	31%	49%
Education (End of)									
15	5928	4%	31%	30%	15%	6%	14%	35%	45%
16-19	11255	4%	32%	32%	17%	6%	9%	36%	49%
20+	6428	4%	34%	35%	16%	4%	7%	38%	51%
Still studying	2590	5%	38%	33%	13%	3%	8%	43%	46%
Respondent occupation scale									
Self- employed	2043	4%	31%	35%	18%	5%	7%	35%	53%
Managers	2557	3%	35%	35%	16%	5%	6%	38%	51%
Other white collars	3069	4%	34%	34%	17%	4%	7%	38%	51%
Manual workers	5688	5%	34%	32%	15%	6%	8%	39%	47%
House persons	2327	6%	36%	29%	13%	4%	12%	42%	42%
Unemployed	1465	5%	38%	29%	13%	5%	10%	43%	42%
Retired	7006	3%	27%	31%	18%	7%	14%	30%	49%
Students	2590	5%	38%	33%	13%	3%	8%	43%	46%

QA6.1 For each of the following situations, please tell me using this scale from 1 to 10 how you would personally feel about it. On this scale, '1' means that you would be "very uncomfortable" and '10' means that you would be "totally comfortable" with this situation.

Having a Roma as a neighbour

	TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SPONTANEOUS)	DK	Average
EU27	26746	12%	5%	7%	7%	12%	6%	7%	8%	5%	23%	6%	2%	6.0
BE	1012	6%	4%	6%	7%	13%	6%	12%	14%	8%	23%	1%	-	6.6
BG	1000	20%	8%	8%	8%	12%	3%	4%	3%	3%	15%	13%	3%	4.8
CZ	1070	29%	7%	11%	10%	15%	6%	5%	4%	1%	3%	8%	1%	3.7
DK	1032	9%	6%	6%	6%	9%	6%	8%	8%	6%	33%	1%	2%	6.7
DE	1562	12%	5%	7%	7%	13%	5%	6%	9%	4%	20%	10%	2%	5.8
EE	1000	16%	4%	9%	6%	13%	4%	5%	7%	5%	25%	4%	2%	5.9
EL	1000	13%	6%	7%	5%	13%	5%	8%	9%	6%	26%	2%	-	6.2
ES	1004	5%	2%	6%	10%	11%	7%	8%	7%	6%	29%	7%	2%	6.8
FR	1054	6%	4%	5%	6%	13%	6%	8%	10%	6%	32%	2%	2%	6.9
IE	1000	21%	8%	10%	9%	11%	6%	6%	6%	5%	13%	3%	2%	4.8
IT	1036	30%	8%	9%	10%	13%	7%	5%	5%	3%	6%	3%	1%	4.0
CY	506	25%	3%	6%	4%	14%	5%	4%	7%	3%	26%	1%	2%	5.6
LV	1004	15%	5%	8%	6%	14%	5%	5%	8%	5%	11%	16%	2%	5.2
LT	1009	16%	4%	6%	4%	12%	6%	6%	7%	5%	29%	2%	3%	6.2
LU	513	5%	3%	5%	3%	12%	4%	6%	6%	2%	28%	23%	3%	6.9
HU	1000	14%	4%	9%	7%	17%	7%	8%	6%	4%	18%	5%	1%	5.5
MT	500	11%	4%	3%	4%	9%	5%	7%	5%	6%	32%	10%	4%	6.8
NL	1023	4%	3%	6%	6%	13%	12%	13%	13%	5%	22%	1%	2%	6.7
AT	1008	14%	5%	9%	8%	11%	8%	9%	6%	4%	12%	10%	4%	5.3
PL	1000	4%	3%	5%	5%	10%	4%	5%	10%	6%	42%	3%	3%	7.5
PT	1000	6%	6%	7%	6%	11%	7%	7%	9%	7%	8%	25%	1%	5.7
RO	1024	9%	4%	6%	5%	10%	4%	7%	8%	8%	18%	17%	4%	6.2
SI	1026	11%	5%	8%	5%	17%	8%	8%	5%	5%	23%	2%	-	6.1
SK	1049	19%	9%	10%	9%	17%	9%	6%	7%	5%	5%	3%	1%	4.5
FI	1001	8%	7%	10%	11%	12%	7%	12%	10%	7%	8%	8%	-	5.5
SE	1007	6%	2%	6%	6%	11%	5%	9%	10%	7%	35%	1%	2%	7.1
UK	1306	12%	5%	5%	5%	14%	5%	9%	6%	4%	30%	1%	4%	6.3
Sex														
Male	12797	12%	5%	7%	7%	12%	6%	8%	7%	5%	23%	6%	2%	6.0
Female	13949	12%	5%	7%	7%	12%	6%	7%	8%	5%	24%	5%	2%	6.1
Age														
15-24	4036	9%	4%	6%	6%	11%	5%	7%	9%	6%	28%	7%	2%	6.6
25-39	6681	10%	4%	6%	7%	12%	7%	8%	8%	6%	24%	6%	2%	6.3
40-54	6730	12%	5%	7%	7%	13%	6%	8%	8%	5%	22%	5%	2%	6.0
55 +	9300	15%	6%	8%	7%	13%	6%	6%	7%	4%	20%	5%	3%	5.6
Education (End of)														
15	5928	16%	6%	8%	8%	13%	5%	6%	7%	3%	21%	5%	2%	5.5
16-19	11255	13%	5%	6%	7%	14%	6%	7%	7%	5%	22%	6%	2%	5.9
20+	6428	8%	4%	6%	7%	11%	7%	9%	10%	6%	26%	4%	2%	6.5
Still studying	2590	8%	3%	6%	6%	10%	5%	8%	10%	7%	27%	8%	2%	6.7
Respondent occupation scale														
Self- employed	2043	15%	5%	6%	6%	13%	6%	7%	8%	5%	22%	5%	2%	5.8
Managers	2557	8%	4%	6%	7%	12%	6%	10%	8%	7%	26%	4%	2%	6.5
Other white collars	3069	14%	6%	7%	8%	13%	7%	8%	9%	4%	17%	5%	2%	5.5
Manual workers	5688	10%	5%	6%	7%	14%	6%	8%	8%	5%	23%	6%	2%	6.1
House persons	2327	12%	5%	8%	8%	12%	5%	6%	8%	5%	24%	5%	2%	6.1
Unemployed	1465	11%	6%	4%	5%	13%	5%	4%	6%	6%	31%	7%	2%	6.5
Retired	7006	15%	5%	8%	7%	13%	6%	6%	7%	4%	22%	5%	2%	5.7
Students	2590	8%	3%	6%	6%	10%	5%	8%	10%	7%	27%	8%	2%	6.7

QA6.1 For each of the following situations, please tell me using this scale from 1 to 10 how you would personally feel about it. On this scale, '1' means that you would be "very uncomfortable" and '10' means that you would be "totally comfortable" with this situation.

Having a Roma as a neighbour

	TOTAL	Uncomfortable	Fairly comfortable	Comfortable	Indifferent (SPONTANEOUS)	DK
EU27	26746	24%	32%	36%	6%	2%
BE	1012	16%	38%	45%	1%	-
BG	1000	36%	27%	21%	13%	3%
CZ	1070	47%	35%	9%	8%	1%
DK	1032	21%	29%	47%	1%	2%
DE	1562	25%	30%	33%	10%	2%
EE	1000	28%	29%	36%	5%	2%
EL	1000	26%	30%	42%	2%	-
ES	1004	13%	36%	42%	7%	2%
FR	1054	15%	33%	48%	2%	2%
IE	1000	40%	31%	24%	3%	2%
IT	1036	47%	35%	14%	3%	1%
CY	506	34%	26%	37%	1%	2%
LV	1004	28%	31%	24%	15%	2%
LT	1009	25%	28%	42%	2%	3%
LU	513	13%	25%	36%	23%	3%
HU	1000	28%	38%	28%	5%	1%
MT	500	18%	25%	43%	10%	4%
NL	1023	13%	44%	40%	1%	2%
AT	1008	28%	36%	22%	10%	4%
PL	1000	12%	24%	58%	3%	3%
PT	1000	19%	32%	24%	24%	1%
RO	1024	20%	26%	34%	17%	3%
SI	1026	24%	37%	36%	2%	1%
SK	1049	38%	40%	17%	4%	1%
FI	1001	25%	42%	25%	8%	-
SE	1007	14%	31%	52%	1%	2%
UK	1306	22%	33%	40%	1%	4%
Sex						
Male	12797	24%	33%	35%	6%	2%
Female	13949	24%	32%	37%	5%	2%
Age						
15-24	4036	18%	29%	43%	8%	2%
25-39	6681	20%	33%	39%	6%	2%
40-54	6730	24%	34%	35%	5%	2%
55 +	9300	29%	32%	32%	5%	2%
Education (End of)						
15	5928	30%	32%	30%	6%	2%
16-19	11255	25%	33%	34%	6%	2%
20+	6428	18%	34%	42%	4%	2%
Still studying	2590	18%	29%	44%	8%	1%
Respondent occupation scale						
Self- employed	2043	26%	32%	35%	5%	2%
Managers	2557	18%	36%	40%	4%	2%
Other white collars	3069	27%	36%	30%	5%	2%
Manual workers	5688	21%	35%	36%	6%	2%
House persons	2327	24%	31%	37%	5%	3%
Unemployed	1465	21%	26%	44%	7%	2%
Retired	7006	28%	32%	33%	5%	2%
Students	2590	18%	29%	44%	8%	1%

QA6.2 For each of the following situations, please tell me using this scale from 1 to 10 how you would personally feel about it. On this scale, '1' means that you would be "very uncomfortable" and '10' means that you would be "totally comfortable" with this situation.

Having a disabled person as a neighbour

	TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SPONTANEOUS)	DK	Average
EU27	26746	1%	1%	1%	1%	3%	3%	4%	8%	9%	61%	8%	-	9.1
BE	1012	1%	-	-	1%	2%	2%	5%	12%	13%	63%	1%	-	9.1
BG	1000	2%	1%	1%	1%	4%	4%	6%	6%	7%	41%	24%	3%	8.5
CZ	1070	2%	2%	3%	2%	11%	8%	9%	12%	9%	17%	25%	-	7.2
DK	1032	-	-	-	-	1%	-	2%	5%	10%	80%	2%	-	9.6
DE	1562	1%	-	-	1%	4%	3%	4%	8%	6%	61%	12%	-	9.1
EE	1000	2%	1%	1%	1%	4%	2%	3%	4%	7%	70%	4%	1%	9.1
EL	1000	1%	-	1%	1%	2%	1%	3%	8%	9%	72%	2%	-	9.3
ES	1004	1%	-	-	1%	2%	2%	4%	7%	10%	54%	10%	-	9.0
FR	1054	1%	-	-	-	2%	2%	2%	8%	9%	73%	3%	-	9.4
IE	1000	1%	-	-	-	-	1%	3%	5%	9%	75%	6%	-	9.5
IT	1036	1%	2%	3%	4%	6%	6%	8%	10%	10%	44%	6%	-	8.2
CY	506	-	-	-	-	-	-	1%	2%	3%	93%	-	1%	9.9
LV	1004	-	-	-	1%	5%	3%	4%	5%	11%	39%	31%	1%	8.8
LT	1009	1%	1%	-	-	4%	1%	3%	3%	8%	75%	2%	-	9.3
LU	513	1%	-	1%	1%	1%	1%	1%	3%	4%	66%	21%	-	9.5
HU	1000	1%	-	1%	2%	5%	2%	7%	11%	9%	51%	10%	1%	8.7
MT	500	1%	-	-	-	1%	1%	2%	3%	8%	71%	13%	-	9.5
NL	1023	-	-	-	-	1%	1%	5%	12%	11%	69%	1%	-	9.3
AT	1008	-	1%	1%	2%	5%	5%	9%	15%	11%	34%	16%	1%	8.3
PL	1000	1%	-	-	1%	-	1%	2%	4%	6%	81%	4%	-	9.6
PT	1000	1%	1%	2%	2%	7%	6%	7%	13%	9%	17%	35%	-	7.6
RO	1024	1%	1%	1%	1%	4%	2%	6%	10%	14%	33%	25%	2%	8.6
SI	1026	-	-	1%	1%	1%	1%	2%	5%	9%	79%	1%	-	9.5
SK	1049	1%	1%	1%	3%	6%	4%	6%	13%	17%	38%	9%	1%	8.4
FI	1001	1%	-	-	1%	7%	4%	6%	12%	16%	32%	21%	-	8.4
SE	1007	-	-	-	-	1%	1%	1%	3%	6%	87%	1%	-	9.7
UK	1306	-	-	-	-	1%	-	2%	2%	6%	88%	-	1%	9.8
Sex														
Male	12797	1%	1%	1%	1%	3%	3%	5%	8%	9%	59%	9%	-	9.0
Female	13949	1%	-	1%	1%	3%	3%	4%	7%	9%	64%	7%	-	9.1
Age														
15-24	4036	1%	-	1%	1%	3%	2%	5%	9%	8%	60%	10%	-	9.0
25-39	6681	1%	-	1%	1%	3%	3%	5%	8%	8%	61%	9%	-	9.1
40-54	6730	1%	1%	1%	1%	3%	3%	4%	7%	8%	63%	8%	-	9.1
55 +	9300	1%	-	1%	1%	3%	3%	4%	8%	10%	61%	7%	1%	9.0
Education (End of)														
15	5928	1%	1%	1%	2%	3%	3%	5%	9%	9%	58%	8%	-	8.9
16-19	11255	1%	1%	1%	1%	3%	3%	5%	7%	8%	61%	9%	-	9.1
20+	6428	1%	1%	1%	1%	2%	2%	3%	7%	9%	67%	6%	-	9.2
Still studying	2590	1%	1%	-	1%	3%	3%	5%	8%	9%	59%	9%	1%	9.0
Respondent occupation scale														
Self- employed	2043	1%	-	1%	1%	3%	3%	3%	9%	8%	64%	7%	-	9.1
Managers	2557	1%	-	1%	1%	3%	2%	3%	6%	8%	69%	6%	-	9.2
Other white collars	3069	-	1%	1%	1%	5%	3%	6%	9%	9%	55%	9%	1%	8.8
Manual workers	5688	-	1%	1%	1%	3%	4%	5%	8%	9%	59%	9%	-	9.0
House persons	2327	1%	1%	1%	1%	2%	2%	4%	8%	10%	62%	8%	-	9.1
Unemployed	1465	1%	1%	-	1%	2%	2%	4%	6%	7%	65%	11%	-	9.2
Retired	7006	1%	-	1%	1%	3%	2%	4%	8%	9%	63%	7%	1%	9.1
Students	2590	1%	1%	-	1%	3%	3%	5%	8%	9%	59%	9%	1%	9.0

QA6.2 For each of the following situations, please tell me using this scale from 1 to 10 how you would personally feel about it. On this scale, '1' means that you would be "very uncomfortable" and '10' means that you would be "totally comfortable" with this situation.

Having a disabled person as a neighbour

	TOTAL	Uncomfortable	Fairly comfortable	Comfortable	Indifferent (SPONTANEOUS)	DK
EU27	26746	2%	11%	78%	8%	1%
BE	1012	1%	10%	88%	1%	-
BG	1000	4%	15%	54%	24%	3%
CZ	1070	6%	30%	38%	25%	1%
DK	1032	-	4%	94%	2%	-
DE	1562	2%	11%	75%	12%	-
EE	1000	4%	10%	81%	4%	1%
EL	1000	2%	8%	88%	2%	-
ES	1004	1%	14%	75%	10%	-
FR	1054	2%	6%	89%	3%	-
IE	1000	1%	4%	89%	6%	-
IT	1036	5%	24%	65%	6%	-
CY	506	-	1%	98%	-	1%
LV	1004	1%	13%	55%	30%	1%
LT	1009	2%	7%	88%	2%	1%
LU	513	2%	4%	73%	21%	-
HU	1000	3%	15%	71%	10%	1%
MT	500	1%	5%	81%	13%	-
NL	1023	1%	7%	92%	-	-
AT	1008	2%	21%	60%	16%	1%
PL	1000	1%	4%	90%	4%	1%
PT	1000	4%	22%	39%	35%	-
RO	1024	2%	13%	58%	25%	2%
SI	1026	1%	5%	93%	1%	-
SK	1049	2%	20%	68%	9%	1%
FI	1001	1%	18%	60%	21%	-
SE	1007	-	3%	96%	1%	-
UK	1306	-	3%	96%	-	1%
Sex						
Male	12797	2%	12%	76%	9%	1%
Female	13949	2%	11%	80%	7%	-
Age						
15-24	4036	2%	11%	77%	10%	-
25-39	6681	2%	11%	78%	9%	-
40-54	6730	2%	11%	78%	8%	1%
55 +	9300	2%	11%	79%	7%	1%
Education (End of)						
15	5928	2%	13%	77%	8%	-
16-19	11255	2%	12%	77%	9%	-
20+	6428	2%	9%	83%	6%	-
Still studying	2590	2%	11%	77%	9%	1%
Respondent occupation scale						
Self- employed	2043	2%	11%	80%	7%	-
Managers	2557	2%	9%	82%	6%	1%
Other white collars	3069	2%	15%	73%	9%	1%
Manual workers	5688	2%	13%	76%	9%	-
House persons	2327	3%	10%	79%	8%	-
Unemployed	1465	2%	8%	79%	11%	-
Retired	7006	2%	11%	80%	7%	-
Students	2590	2%	11%	77%	9%	1%

QA6.3 For each of the following situations, please tell me using this scale from 1 to 10 how you would personally feel about it. On this scale, '1' means that you would be "very uncomfortable" and '10' means that you would be "totally comfortable" with this situation.

Having a homosexual (gay man or lesbian woman) as a neighbour

	TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SPONTANEOUS)	DK	Average
EU27	26746	5%	2%	3%	3%	7%	4%	5%	8%	8%	45%	9%	1%	7.9
BE	1012	1%	1%	2%	1%	3%	3%	6%	12%	12%	58%	1%	-	8.8
BG	1000	16%	6%	2%	3%	8%	4%	3%	3%	3%	15%	25%	12%	5.3
CZ	1070	3%	2%	3%	4%	13%	8%	8%	10%	8%	13%	27%	1%	6.6
DK	1032	1%	1%	1%	1%	2%	-	3%	4%	9%	76%	2%	-	9.3
DE	1562	2%	2%	3%	2%	6%	4%	5%	7%	7%	49%	13%	-	8.3
EE	1000	12%	3%	4%	2%	8%	3%	4%	6%	5%	41%	9%	3%	7.2
EL	1000	11%	4%	5%	4%	7%	5%	5%	7%	8%	41%	3%	-	7.2
ES	1004	1%	1%	1%	1%	4%	5%	8%	10%	11%	46%	11%	1%	8.6
FR	1054	2%	1%	2%	1%	4%	2%	3%	8%	8%	65%	4%	-	8.9
IE	1000	3%	1%	2%	2%	4%	2%	4%	8%	9%	55%	8%	2%	8.6
IT	1036	6%	5%	7%	5%	9%	9%	8%	12%	6%	26%	6%	1%	6.7
CY	506	13%	2%	5%	2%	9%	3%	3%	6%	6%	47%	2%	2%	7.2
LV	1004	16%	3%	5%	4%	11%	4%	4%	5%	6%	15%	25%	2%	5.5
LT	1009	21%	4%	4%	3%	9%	3%	3%	6%	6%	30%	4%	7%	6.1
LU	513	2%	1%	-	-	4%	1%	1%	3%	3%	60%	25%	-	9.2
HU	1000	11%	4%	8%	7%	9%	6%	7%	7%	3%	25%	11%	2%	6.2
MT	500	4%	-	2%	2%	5%	3%	4%	7%	6%	54%	12%	1%	8.4
NL	1023	1%	-	-	-	1%	1%	5%	14%	10%	67%	1%	-	9.3
AT	1008	3%	3%	4%	5%	9%	7%	8%	12%	7%	23%	17%	2%	7.1
PL	1000	8%	4%	3%	3%	9%	3%	5%	8%	7%	41%	5%	4%	7.4
PT	1000	3%	3%	4%	5%	11%	7%	6%	9%	8%	12%	31%	1%	6.6
RO	1024	24%	7%	5%	4%	6%	3%	4%	5%	8%	11%	17%	6%	4.8
SI	1026	9%	3%	4%	3%	7%	3%	6%	10%	8%	45%	1%	1%	7.5
SK	1049	5%	4%	6%	5%	12%	9%	8%	9%	13%	15%	12%	2%	6.5
FI	1001	3%	2%	3%	2%	10%	6%	6%	11%	11%	24%	21%	1%	7.4
SE	1007	-	1%	1%	1%	2%	2%	2%	3%	6%	82%	-	-	9.5
UK	1306	5%	1%	1%	2%	6%	1%	3%	6%	7%	67%	1%	-	8.7
Sex														
Male	12797	6%	3%	3%	3%	8%	4%	6%	9%	7%	41%	9%	1%	7.6
Female	13949	4%	2%	3%	2%	6%	4%	5%	8%	8%	49%	8%	1%	8.1
Age														
15-24	4036	4%	2%	3%	2%	6%	4%	6%	9%	7%	47%	9%	1%	8.1
25-39	6681	4%	2%	2%	2%	6%	4%	5%	8%	8%	50%	8%	1%	8.2
40-54	6730	4%	2%	3%	2%	6%	4%	5%	8%	8%	48%	9%	1%	8.1
55 +	9300	7%	3%	4%	3%	8%	4%	6%	9%	7%	39%	8%	2%	7.4
Education (End of)														
15	5928	8%	4%	4%	4%	8%	4%	5%	8%	8%	36%	9%	2%	7.2
16-19	11255	5%	2%	3%	3%	7%	4%	6%	8%	7%	45%	9%	1%	7.9
20+	6428	3%	1%	2%	2%	5%	3%	5%	9%	8%	55%	6%	1%	8.5
Still studying	2590	4%	1%	3%	3%	5%	5%	6%	9%	8%	46%	9%	1%	8.1
Respondent occupation scale														
Self- employed	2043	4%	3%	3%	3%	7%	4%	5%	9%	7%	48%	7%	-	8.0
Managers	2557	3%	1%	2%	2%	4%	3%	4%	7%	8%	58%	7%	1%	8.6
Other white collars	3069	3%	3%	2%	2%	7%	4%	7%	10%	8%	44%	9%	1%	8.0
Manual workers	5688	4%	3%	3%	2%	7%	4%	5%	8%	8%	45%	10%	1%	8.0
House persons	2327	5%	3%	4%	2%	6%	4%	4%	8%	8%	46%	9%	1%	7.9
Unemployed	1465	6%	2%	3%	2%	7%	2%	4%	8%	7%	47%	10%	2%	7.9
Retired	7006	8%	3%	4%	3%	8%	4%	5%	8%	7%	40%	8%	2%	7.4
Students	2590	4%	1%	3%	3%	5%	5%	6%	9%	8%	46%	9%	1%	8.1

QA6.3 For each of the following situations, please tell me using this scale from 1 to 10 how you would personally feel about it. On this scale, '1' means that you would be "very uncomfortable" and '10' means that you would be "totally comfortable" with this situation.

Having a homosexual (gay man or lesbian woman) as a neighbour

	TOTAL	Uncomfortable	Fairly comfortable	Comfortable	Indifferent (SPONTANEOUS)	DK
EU27	26746	11%	18%	61%	9%	1%
BE	1012	4%	13%	82%	1%	-
BG	1000	24%	17%	22%	25%	12%
CZ	1070	9%	32%	31%	27%	1%
DK	1032	3%	6%	89%	2%	-
DE	1562	7%	17%	63%	13%	-
EE	1000	18%	17%	52%	9%	4%
EL	1000	19%	22%	56%	3%	-
ES	1004	3%	19%	66%	11%	1%
FR	1054	4%	11%	81%	4%	-
IE	1000	6%	13%	72%	8%	1%
IT	1036	18%	31%	44%	6%	1%
CY	506	20%	17%	59%	2%	2%
LV	1004	25%	23%	25%	25%	2%
LT	1009	29%	17%	42%	4%	8%
LU	513	3%	6%	66%	25%	-
HU	1000	23%	29%	35%	11%	2%
MT	500	7%	14%	66%	12%	1%
NL	1023	1%	7%	91%	1%	-
AT	1008	10%	29%	42%	17%	2%
PL	1000	15%	20%	56%	5%	4%
PT	1000	10%	28%	30%	31%	1%
RO	1024	36%	17%	25%	17%	5%
SI	1026	17%	19%	62%	1%	1%
SK	1049	15%	35%	36%	12%	2%
FI	1001	8%	23%	47%	21%	1%
SE	1007	2%	6%	91%	1%	-
UK	1306	7%	12%	80%	1%	-
Sex						
Male	12797	12%	21%	57%	9%	1%
Female	13949	9%	16%	65%	8%	2%
Age						
15-24	4036	9%	18%	63%	9%	1%
25-39	6681	8%	17%	66%	8%	1%
40-54	6730	9%	17%	64%	9%	1%
55 +	9300	14%	21%	55%	8%	2%
Education (End of)						
15	5928	16%	21%	52%	9%	2%
16-19	11255	10%	19%	61%	9%	1%
20+	6428	7%	14%	72%	6%	1%
Still studying	2590	8%	19%	63%	9%	1%
Respondent occupation scale						
Self- employed	2043	10%	19%	64%	7%	-
Managers	2557	6%	13%	73%	7%	1%
Other white collars	3069	8%	20%	62%	9%	1%
Manual workers	5688	10%	18%	61%	10%	1%
House persons	2327	11%	17%	62%	9%	1%
Unemployed	1465	12%	15%	62%	9%	2%
Retired	7006	15%	21%	54%	8%	2%
Students	2590	8%	19%	63%	9%	1%

QA6.4 For each of the following situations, please tell me using this scale from 1 to 10 how you would personally feel about it. On this scale, '1' means that you would be "very uncomfortable" and '10' means that you would be "totally comfortable" with this situation.

Having a person from a different ethnic origin than yours as a neighbour

	TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SPONTANEOUS)	DK	Average
EU27	26746	2%	1%	3%	3%	8%	5%	7%	10%	8%	44%	8%	1%	8.1
BE	1012	2%	2%	2%	2%	9%	5%	10%	17%	10%	40%	1%	-	8.0
BG	1000	3%	1%	2%	1%	9%	6%	6%	5%	6%	32%	26%	3%	7.8
CZ	1070	3%	2%	4%	4%	16%	9%	8%	12%	7%	11%	22%	2%	6.5
DK	1032	2%	1%	2%	2%	5%	4%	6%	9%	9%	58%	1%	1%	8.6
DE	1562	2%	1%	4%	3%	8%	5%	6%	10%	7%	40%	13%	1%	7.9
EE	1000	1%	1%	1%	-	4%	2%	3%	6%	7%	67%	7%	1%	9.1
EL	1000	3%	3%	4%	2%	8%	4%	6%	9%	11%	47%	3%	-	8.0
ES	1004	1%	1%	1%	4%	8%	7%	8%	12%	8%	40%	9%	1%	8.1
FR	1054	1%	1%	1%	1%	4%	3%	5%	9%	10%	62%	3%	-	8.9
IE	1000	2%	2%	2%	2%	5%	4%	8%	10%	10%	49%	5%	1%	8.3
IT	1036	5%	3%	7%	7%	11%	9%	12%	12%	6%	21%	7%	-	6.6
CY	506	2%	-	3%	1%	8%	3%	4%	6%	8%	64%	1%	-	8.7
LV	1004	2%	1%	2%	1%	7%	3%	5%	8%	9%	30%	31%	1%	8.1
LT	1009	2%	-	1%	1%	5%	1%	2%	7%	9%	68%	3%	1%	9.1
LU	513	1%	1%	-	-	4%	2%	3%	4%	4%	57%	24%	-	9.2
HU	1000	5%	2%	4%	4%	14%	6%	7%	11%	5%	31%	9%	2%	7.1
MT	500	6%	2%	2%	3%	7%	4%	7%	9%	6%	42%	11%	1%	7.7
NL	1023	1%	-	1%	2%	6%	7%	14%	19%	9%	39%	1%	1%	8.2
AT	1008	5%	4%	5%	9%	12%	9%	11%	12%	5%	15%	11%	2%	6.3
PL	1000	1%	1%	1%	1%	4%	1%	4%	8%	8%	66%	4%	1%	9.1
PT	1000	1%	3%	3%	4%	10%	5%	8%	12%	8%	13%	32%	1%	6.9
RO	1024	2%	1%	1%	2%	5%	3%	6%	6%	14%	34%	24%	2%	8.3
SI	1026	2%	1%	1%	2%	6%	2%	6%	12%	12%	55%	1%	-	8.6
SK	1049	2%	2%	3%	2%	12%	9%	7%	15%	19%	19%	9%	1%	7.4
FI	1001	2%	1%	2%	4%	10%	7%	11%	14%	13%	20%	16%	-	7.4
SE	1007	-	1%	1%	1%	3%	2%	5%	9%	8%	68%	1%	1%	9.1
UK	1306	1%	1%	2%	2%	7%	2%	5%	8%	7%	63%	1%	1%	8.7
Sex														
Male	12797	2%	1%	3%	3%	8%	5%	8%	11%	8%	41%	9%	1%	8.0
Female	13949	2%	1%	3%	3%	7%	5%	7%	10%	8%	46%	7%	1%	8.2
Age														
15-24	4036	1%	1%	2%	2%	5%	4%	7%	10%	9%	48%	10%	1%	8.4
25-39	6681	1%	1%	2%	3%	7%	5%	7%	10%	8%	47%	8%	1%	8.3
40-54	6730	2%	1%	3%	3%	7%	5%	7%	11%	8%	44%	8%	1%	8.1
55 +	9300	3%	2%	3%	3%	10%	5%	8%	11%	7%	40%	7%	1%	7.8
Education (End of)														
15	5928	3%	2%	4%	4%	11%	6%	8%	10%	6%	37%	8%	1%	7.6
16-19	11255	2%	1%	3%	3%	8%	5%	7%	10%	8%	43%	9%	1%	8.0
20+	6428	1%	1%	2%	2%	5%	4%	7%	11%	10%	51%	6%	-	8.6
Still studying	2590	1%	1%	2%	1%	4%	4%	8%	10%	9%	50%	9%	1%	8.6
Respondent occupation scale														
Self- employed	2043	3%	1%	2%	3%	8%	5%	6%	13%	9%	43%	7%	-	8.1
Managers	2557	1%	1%	1%	2%	5%	4%	7%	11%	9%	52%	6%	1%	8.6
Other white collars	3069	2%	2%	3%	4%	7%	6%	8%	12%	9%	37%	9%	1%	7.8
Manual workers	5688	1%	2%	3%	3%	8%	5%	6%	11%	8%	43%	9%	1%	8.1
House persons	2327	2%	2%	3%	4%	10%	4%	6%	9%	8%	43%	8%	1%	8.0
Unemployed	1465	2%	-	3%	3%	6%	3%	7%	7%	8%	50%	10%	1%	8.4
Retired	7006	3%	2%	3%	3%	9%	5%	8%	10%	7%	42%	7%	1%	7.9
Students	2590	1%	1%	2%	1%	4%	4%	8%	10%	9%	50%	9%	1%	8.6

QA6.4 For each of the following situations, please tell me using this scale from 1 to 10 how you would personally feel about it. On this scale, '1' means that you would be "very uncomfortable" and '10' means that you would be "totally comfortable" with this situation.

Having a person from a different ethnic origin than yours as a neighbour

	TOTAL	Uncomfortable	Fairly comfortable	Comfortable	Indifferent (SPONTANEOUS)	DK
EU27	26746	6%	22%	63%	8%	1%
BE	1012	6%	26%	67%	1%	-
BG	1000	6%	21%	43%	26%	4%
CZ	1070	9%	38%	29%	22%	2%
DK	1032	4%	18%	76%	1%	1%
DE	1562	7%	22%	57%	13%	1%
EE	1000	3%	10%	79%	7%	1%
EL	1000	10%	20%	67%	3%	-
ES	1004	3%	27%	59%	9%	2%
FR	1054	3%	13%	81%	3%	-
IE	1000	6%	19%	69%	5%	1%
IT	1036	15%	39%	40%	6%	-
CY	506	5%	16%	77%	2%	-
LV	1004	4%	17%	47%	31%	1%
LT	1009	3%	10%	83%	3%	1%
LU	513	2%	9%	65%	24%	-
HU	1000	11%	31%	47%	9%	2%
MT	500	10%	21%	57%	11%	1%
NL	1023	2%	29%	67%	1%	1%
AT	1008	14%	41%	32%	11%	2%
PL	1000	2%	10%	83%	4%	1%
PT	1000	7%	27%	33%	32%	1%
RO	1024	4%	16%	54%	24%	2%
SI	1026	4%	16%	78%	2%	-
SK	1049	7%	30%	53%	9%	1%
FI	1001	5%	31%	48%	16%	-
SE	1007	2%	11%	85%	1%	1%
UK	1306	4%	16%	78%	1%	1%
Sex						
Male	12797	6%	24%	60%	9%	1%
Female	13949	6%	21%	64%	8%	1%
Age						
15-24	4036	5%	18%	67%	10%	-
25-39	6681	5%	21%	65%	8%	1%
40-54	6730	6%	22%	63%	8%	1%
55 +	9300	8%	25%	58%	7%	2%
Education (End of)						
15	5928	9%	28%	54%	8%	1%
16-19	11255	6%	23%	61%	9%	1%
20+	6428	3%	18%	72%	6%	1%
Still studying	2590	4%	17%	69%	9%	1%
Respondent occupation scale						
Self- employed	2043	6%	22%	65%	7%	-
Managers	2557	3%	18%	72%	6%	1%
Other white collars	3069	7%	26%	57%	9%	1%
Manual workers	5688	6%	23%	61%	9%	1%
House persons	2327	6%	24%	61%	8%	1%
Unemployed	1465	5%	19%	65%	10%	1%
Retired	7006	8%	25%	59%	7%	1%
Students	2590	4%	17%	69%	9%	1%

QA6.5 For each of the following situations, please tell me using this scale from 1 to 10 how you would personally feel about it. On this scale, '1' means that you would be "very uncomfortable" and '10' means that you would be "totally comfortable" with this situation.

Having a person with a different religion or belief than yours as a neighbour

	TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SPONTANEOUS)	DK	Average
EU27	26746	1%	1%	2%	2%	6%	4%	6%	9%	8%	51%	9%	1%	8.5
BE	1012	1%	1%	1%	2%	7%	4%	8%	14%	12%	49%	1%	-	8.4
BG	1000	2%	-	1%	1%	7%	4%	6%	5%	7%	35%	29%	3%	8.2
CZ	1070	1%	1%	1%	2%	11%	8%	8%	13%	10%	15%	30%	-	7.4
DK	1032	1%	1%	1%	1%	3%	3%	5%	7%	10%	66%	2%	-	9.0
DE	1562	1%	1%	2%	2%	7%	4%	6%	9%	8%	48%	12%	-	8.4
EE	1000	1%	1%	2%	1%	7%	2%	3%	7%	7%	59%	8%	2%	8.8
EL	1000	3%	2%	2%	1%	6%	2%	6%	9%	10%	56%	3%	-	8.5
ES	1004	1%	-	2%	4%	5%	5%	8%	11%	9%	44%	10%	1%	8.3
FR	1054	1%	-	-	1%	3%	2%	4%	11%	9%	66%	3%	-	9.1
IE	1000	1%	-	1%	1%	1%	2%	4%	8%	9%	66%	6%	1%	9.2
IT	1036	2%	3%	4%	6%	10%	9%	10%	11%	7%	29%	9%	-	7.2
CY	506	3%	1%	2%	2%	5%	2%	4%	6%	7%	66%	1%	1%	8.8
LV	1004	2%	1%	1%	2%	6%	3%	5%	7%	8%	32%	32%	1%	8.2
LT	1009	2%	1%	2%	1%	5%	1%	3%	6%	9%	65%	4%	1%	8.9
LU	513	1%	-	1%	1%	3%	1%	1%	3%	5%	57%	26%	1%	9.2
HU	1000	1%	-	1%	2%	4%	3%	5%	8%	7%	55%	14%	-	8.9
MT	500	3%	2%	1%	-	4%	2%	3%	7%	9%	56%	13%	-	8.7
NL	1023	1%	-	-	1%	2%	3%	8%	18%	10%	56%	1%	-	9.0
AT	1008	4%	2%	4%	6%	10%	8%	10%	14%	6%	20%	14%	2%	6.9
PL	1000	1%	-	1%	1%	3%	2%	3%	7%	7%	69%	5%	1%	9.2
PT	1000	2%	1%	3%	2%	8%	7%	7%	10%	8%	16%	36%	-	7.3
RO	1024	1%	1%	1%	1%	3%	3%	4%	8%	14%	36%	26%	2%	8.6
SI	1026	1%	1%	1%	1%	5%	3%	4%	10%	13%	60%	1%	-	8.9
SK	1049	1%	1%	1%	1%	6%	5%	3%	12%	17%	38%	14%	1%	8.4
FI	1001	2%	-	1%	2%	9%	4%	6%	11%	15%	28%	22%	-	8.1
SE	1007	1%	-	1%	1%	3%	2%	5%	8%	8%	71%	-	-	9.2
UK	1306	-	-	1%	1%	5%	1%	3%	8%	5%	74%	1%	1%	9.2
Sex														
Male	12797	1%	1%	2%	2%	6%	4%	6%	10%	8%	49%	10%	1%	8.5
Female	13949	2%	1%	1%	2%	5%	4%	5%	9%	9%	53%	8%	1%	8.6
Age														
15-24	4036	1%	1%	1%	2%	5%	3%	6%	10%	9%	52%	10%	-	8.7
25-39	6681	1%	1%	1%	2%	5%	4%	6%	9%	8%	52%	10%	1%	8.6
40-54	6730	1%	1%	2%	2%	5%	4%	6%	10%	8%	51%	9%	1%	8.6
55 +	9300	2%	1%	2%	2%	6%	4%	6%	10%	8%	49%	9%	1%	8.4
Education (End of)														
15	5928	2%	1%	2%	3%	7%	5%	7%	9%	8%	45%	10%	1%	8.2
16-19	11255	1%	1%	2%	2%	6%	4%	6%	9%	8%	51%	10%	-	8.5
20+	6428	1%	1%	1%	1%	4%	3%	5%	10%	9%	57%	7%	1%	8.8
Still studying	2590	1%	-	2%	2%	3%	3%	5%	11%	10%	53%	9%	1%	8.8
Respondent occupation scale														
Self- employed	2043	1%	1%	1%	2%	8%	4%	6%	10%	8%	51%	8%	-	8.5
Managers	2557	1%	1%	1%	1%	3%	3%	5%	9%	9%	58%	8%	1%	8.9
Other white collars	3069	1%	1%	2%	3%	6%	5%	7%	12%	7%	44%	11%	1%	8.3
Manual workers	5688	1%	1%	2%	3%	6%	4%	6%	9%	8%	49%	10%	1%	8.5
House persons	2327	2%	1%	2%	3%	6%	4%	5%	9%	9%	49%	9%	1%	8.4
Unemployed	1465	1%	-	2%	2%	4%	3%	5%	8%	8%	55%	11%	1%	8.8
Retired	7006	2%	1%	1%	2%	7%	4%	6%	9%	8%	51%	8%	1%	8.5
Students	2590	1%	-	2%	2%	3%	3%	5%	11%	10%	53%	9%	1%	8.8

QA6.5 For each of the following situations, please tell me using this scale from 1 to 10 how you would personally feel about it. On this scale, '1' means that you would be "very uncomfortable" and '10' means that you would be "totally comfortable" with this situation.

Having a person with a different religion or belief than yours as a neighbour

	TOTAL	Uncomfortable	Fairly comfortable	Comfortable	Indifferent (SPONTANEOUS)	DK
EU27	26746	4%	17%	69%	9%	1%
BE	1012	4%	21%	75%	-	-
BG	1000	4%	17%	47%	29%	3%
CZ	1070	3%	29%	38%	30%	-
DK	1032	3%	12%	83%	2%	-
DE	1562	4%	18%	65%	13%	-
EE	1000	4%	13%	73%	8%	2%
EL	1000	7%	15%	75%	3%	-
ES	1004	3%	23%	63%	10%	1%
FR	1054	2%	10%	85%	3%	-
IE	1000	2%	8%	83%	6%	1%
IT	1036	10%	34%	47%	9%	-
CY	506	6%	13%	79%	1%	1%
LV	1004	4%	16%	47%	32%	1%
LT	1009	5%	10%	80%	4%	1%
LU	513	2%	6%	65%	26%	1%
HU	1000	2%	13%	71%	14%	-
MT	500	6%	10%	71%	13%	-
NL	1023	1%	13%	85%	1%	-
AT	1008	10%	34%	40%	14%	2%
PL	1000	2%	9%	83%	5%	1%
PT	1000	6%	24%	34%	36%	-
RO	1024	4%	11%	58%	25%	2%
SI	1026	4%	12%	83%	1%	-
SK	1049	3%	15%	67%	14%	1%
FI	1001	3%	21%	54%	22%	-
SE	1007	2%	10%	87%	-	1%
UK	1306	1%	11%	86%	1%	1%
Sex						
Male	12797	4%	18%	67%	10%	1%
Female	13949	4%	16%	71%	8%	1%
Age						
15-24	4036	3%	15%	71%	10%	1%
25-39	6681	3%	18%	69%	10%	-
40-54	6730	4%	17%	69%	9%	1%
55 +	9300	5%	18%	67%	9%	1%
Education (End of)						
15	5928	6%	21%	62%	10%	1%
16-19	11255	4%	18%	68%	10%	-
20+	6428	3%	13%	76%	7%	1%
Still studying	2590	3%	13%	74%	9%	1%
Respondent occupation scale						
Self- employed	2043	3%	20%	69%	8%	-
Managers	2557	3%	13%	75%	8%	1%
Other white collars	3069	4%	21%	63%	11%	1%
Manual workers	5688	4%	19%	67%	10%	-
House persons	2327	5%	17%	68%	9%	1%
Unemployed	1465	3%	15%	70%	11%	1%
Retired	7006	5%	18%	68%	8%	1%
Students	2590	3%	13%	74%	9%	1%

QA7 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 (for example, being gay or lesbian)	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
EU27	26746	14%	9%	34%	42%	22%	21%	45%	41%	26%	18%	50%	38%	5%	1%	3%
BE	1012	21%	10%	35%	58%	20%	19%	53%	49%	46%	25%	57%	39%	2%	1%	0%
BG	1000	4%	1%	21%	32%	17%	13%	61%	37%	14%	7%	13%	20%	4%	1%	11%
CZ	1070	5%	5%	34%	47%	35%	14%	59%	48%	12%	28%	52%	36%	3%	0%	1%
DK	1032	44%	26%	57%	54%	33%	28%	57%	56%	65%	50%	69%	57%	6%	0%	2%
DE	1562	8%	10%	40%	46%	23%	20%	56%	47%	43%	28%	61%	45%	3%	0%	1%
EE	1000	4%	4%	28%	28%	16%	18%	46%	46%	18%	22%	50%	30%	7%	1%	5%
EL	1000	5%	3%	33%	41%	19%	31%	50%	43%	19%	7%	44%	44%	3%	1%	0%
ES	1004	3%	6%	20%	34%	19%	15%	30%	30%	15%	6%	43%	46%	7%	4%	6%
FR	1054	51%	19%	49%	68%	24%	18%	50%	51%	36%	10%	69%	54%	1%	1%	2%
IE	1000	8%	33%	41%	30%	10%	16%	31%	29%	16%	16%	38%	24%	5%	1%	5%
IT	1036	5%	5%	30%	39%	23%	31%	35%	38%	15%	6%	43%	26%	4%	1%	1%
CY	506	8%	2%	47%	33%	15%	30%	47%	42%	11%	7%	62%	41%	2%	5%	2%
LV	1004	2%	2%	18%	12%	10%	17%	42%	40%	8%	12%	41%	19%	6%	2%	3%
LT	1009	2%	2%	19%	16%	16%	25%	51%	45%	14%	13%	30%	27%	11%	1%	1%
LU	513	18%	7%	38%	36%	19%	18%	44%	46%	27%	18%	60%	41%	5%	4%	2%
HU	1000	4%	9%	22%	65%	29%	20%	67%	50%	6%	25%	54%	33%	2%	1%	2%
MT	500	8%	4%	19%	44%	16%	22%	28%	26%	17%	12%	63%	32%	3%	3%	5%
NL	1023	26%	11%	50%	48%	20%	20%	49%	48%	59%	24%	72%	42%	3%	1%	1%
AT	1008	13%	9%	46%	60%	31%	27%	59%	48%	47%	35%	59%	53%	3%	1%	1%
PL	1000	2%	3%	14%	22%	20%	23%	45%	38%	8%	23%	30%	25%	7%	1%	8%
PT	1000	4%	5%	14%	26%	17%	22%	38%	31%	6%	5%	36%	30%	6%	1%	5%
RO	1024	10%	7%	40%	25%	19%	32%	43%	36%	14%	15%	43%	30%	5%	1%	9%
SI	1026	16%	5%	23%	24%	29%	21%	54%	48%	25%	23%	33%	36%	5%	3%	3%
SK	1049	9%	8%	24%	50%	39%	19%	69%	38%	9%	16%	42%	25%	2%	1%	1%
FI	1001	12%	4%	23%	54%	27%	20%	47%	49%	24%	25%	48%	38%	3%	1%	0%
SE	1007	69%	19%	78%	56%	36%	29%	56%	60%	51%	36%	75%	43%	2%	0%	1%
UK	1306	7%	10%	31%	30%	15%	15%	34%	32%	21%	26%	45%	33%	9%	1%	6%
Sex																
Male	12797	14%	9%	34%	42%	21%	21%	45%	42%	25%	19%	51%	37%	5%	1%	3%
Female	13949	14%	9%	34%	42%	23%	21%	46%	41%	26%	17%	50%	39%	5%	1%	4%
Age																
15-24	4036	15%	7%	37%	44%	23%	24%	41%	51%	25%	17%	54%	39%	4%	0%	3%
25-39	6681	15%	10%	37%	44%	25%	24%	46%	43%	26%	19%	53%	43%	4%	1%	2%
40-54	6730	15%	10%	35%	43%	22%	22%	47%	42%	29%	20%	51%	39%	4%	1%	3%
55 +	9300	12%	9%	29%	38%	18%	18%	45%	35%	23%	18%	46%	33%	6%	1%	5%
Education (End of)																
15	5928	7%	7%	25%	38%	16%	18%	41%	34%	20%	13%	42%	31%	6%	2%	6%
16-19	11255	13%	9%	32%	41%	21%	21%	46%	40%	25%	19%	50%	37%	5%	1%	3%
20+	6428	22%	13%	43%	47%	26%	24%	51%	46%	33%	23%	58%	44%	4%	1%	2%
Still studying	2590	17%	8%	39%	44%	25%	25%	39%	53%	25%	18%	57%	40%	4%	0%	3%
Respondent occupation scale																
Self- employed	2043	12%	10%	34%	41%	24%	24%	46%	41%	29%	19%	50%	40%	4%	2%	2%
Managers	2557	21%	14%	45%	46%	26%	22%	51%	46%	35%	24%	63%	47%	2%	1%	1%
Other white collars	3069	15%	8%	37%	43%	24%	21%	47%	39%	27%	17%	54%	39%	4%	1%	3%
Manual workers	5688	14%	9%	33%	44%	21%	21%	44%	41%	25%	17%	50%	38%	5%	1%	3%
House persons	2327	9%	8%	31%	39%	18%	22%	39%	37%	23%	16%	46%	37%	5%	2%	5%
Unemployed	1465	12%	10%	31%	44%	22%	22%	52%	45%	22%	20%	45%	39%	5%	2%	2%
Retired	7006	12%	9%	29%	38%	18%	18%	45%	37%	23%	18%	46%	32%	6%	1%	6%
Students	2590	17%	8%	39%	44%	25%	25%	39%	53%	25%	18%	57%	40%	4%	0%	3%

QA8.1 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A woman

	TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SPONT.)	DK	Average
EU27	26746	1%	1%	1%	1%	4%	3%	5%	9%	8%	60%	6%	1%	8.9
BE	1012	1%	-	-	1%	3%	3%	6%	12%	11%	62%	1%	-	9.0
BG	1000	2%	1%	2%	1%	3%	2%	4%	4%	6%	57%	16%	2%	8.8
CZ	1070	1%	1%	1%	1%	6%	5%	6%	13%	13%	43%	10%	-	8.5
DK	1032	-	-	-	-	1%	1%	2%	5%	9%	81%	1%	-	9.6
DE	1562	1%	-	1%	1%	6%	3%	4%	7%	6%	62%	9%	-	8.9
EE	1000	1%	-	-	1%	2%	2%	2%	5%	5%	77%	5%	-	9.4
EL	1000	2%	1%	1%	1%	3%	2%	5%	8%	8%	67%	2%	-	8.9
ES	1004	1%	-	-	1%	2%	4%	6%	11%	11%	55%	8%	1%	9.0
FR	1054	1%	1%	1%	1%	2%	2%	5%	12%	9%	64%	2%	-	9.1
IE	1000	1%	-	-	1%	2%	1%	2%	7%	11%	70%	4%	1%	9.4
IT	1036	1%	1%	2%	4%	7%	7%	8%	13%	10%	40%	6%	1%	8.1
CY	506	3%	-	1%	1%	7%	4%	2%	4%	6%	71%	-	1%	8.8
LV	1004	1%	1%	1%	-	3%	1%	3%	9%	11%	52%	17%	1%	9.0
LT	1009	1%	1%	1%	-	3%	1%	2%	5%	9%	75%	1%	1%	9.3
LU	513	1%	-	1%	1%	3%	-	2%	3%	2%	64%	22%	1%	9.4
HU	1000	1%	-	1%	1%	5%	3%	5%	12%	7%	56%	9%	-	8.9
MT	500	3%	-	-	1%	4%	-	3%	5%	7%	64%	12%	1%	9.1
NL	1023	1%	-	-	-	1%	1%	4%	14%	12%	67%	-	-	9.3
AT	1008	2%	1%	1%	3%	6%	6%	9%	12%	8%	41%	10%	1%	8.1
PL	1000	1%	-	1%	1%	2%	1%	3%	6%	8%	73%	3%	1%	9.3
PT	1000	1%	-	1%	2%	8%	6%	7%	13%	12%	21%	27%	2%	7.9
RO	1024	2%	2%	1%	2%	5%	2%	4%	7%	10%	42%	17%	6%	8.4
SI	1026	1%	-	1%	1%	3%	2%	3%	6%	7%	75%	1%	-	9.3
SK	1049	1%	1%	1%	2%	5%	4%	6%	12%	13%	49%	5%	1%	8.6
FI	1001	1%	-	1%	1%	5%	3%	3%	10%	14%	51%	11%	-	8.9
SE	1007	-	-	-	-	1%	1%	1%	2%	4%	91%	-	-	9.8
UK	1306	1%	-	1%	1%	4%	2%	2%	4%	6%	78%	1%	-	9.3
Sex														
Male	12797	1%	1%	1%	2%	5%	4%	6%	10%	8%	54%	7%	1%	8.7
Female	13949	1%	-	-	1%	3%	2%	4%	8%	9%	66%	5%	1%	9.2
Age														
15-24	4036	-	-	1%	1%	4%	2%	5%	9%	9%	60%	8%	1%	9.1
25-39	6681	1%	-	1%	1%	4%	3%	4%	9%	8%	61%	7%	1%	9.0
40-54	6730	1%	1%	1%	1%	4%	3%	4%	8%	8%	63%	6%	-	9.0
55 +	9300	1%	-	1%	2%	5%	3%	5%	10%	9%	58%	5%	1%	8.8
Education (End of)														
15	5928	2%	1%	1%	2%	6%	4%	6%	10%	9%	52%	6%	1%	8.6
16-19	11255	1%	-	1%	2%	4%	3%	5%	9%	8%	60%	7%	-	8.9
20+	6428	1%	-	-	1%	3%	3%	3%	8%	8%	69%	4%	-	9.2
Still studying	2590	-	1%	-	1%	3%	2%	5%	8%	10%	61%	8%	1%	9.1
Respondent occupation scale														
Self- employed	2043	1%	1%	-	2%	4%	4%	4%	11%	7%	61%	5%	-	8.9
Managers	2557	1%	-	1%	1%	3%	2%	3%	7%	7%	70%	5%	-	9.3
Other white collars	3069	1%	-	1%	1%	4%	4%	5%	10%	10%	56%	7%	1%	8.9
Manual workers	5688	1%	1%	1%	1%	4%	3%	5%	9%	8%	59%	7%	1%	8.9
House persons	2327	2%	1%	1%	1%	4%	2%	4%	8%	10%	61%	6%	-	9.0
Unemployed	1465	1%	1%	1%	1%	5%	2%	3%	7%	7%	63%	8%	1%	9.0
Retired	7006	1%	-	1%	2%	5%	4%	5%	9%	8%	58%	6%	1%	8.8
Students	2590	-	1%	-	1%	3%	2%	5%	8%	10%	61%	8%	1%	9.1

QA8.1 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A woman

	TOTAL	Uncomfortable	Fairly comfortable	Comfortable	Indifferent (SPONTANEOUS)	DK
EU27	26746	2%	13%	78%	6%	1%
BE	1012	2%	13%	84%	1%	-
BG	1000	5%	10%	67%	16%	2%
CZ	1070	3%	18%	69%	10%	-
DK	1032	1%	4%	94%	1%	-
DE	1562	2%	14%	75%	9%	-
EE	1000	2%	7%	86%	5%	-
EL	1000	4%	12%	82%	2%	-
ES	1004	1%	12%	78%	8%	1%
FR	1054	3%	10%	85%	2%	-
IE	1000	2%	5%	88%	4%	1%
IT	1036	4%	26%	63%	6%	1%
CY	506	5%	14%	80%	-	1%
LV	1004	2%	8%	72%	17%	1%
LT	1009	2%	7%	89%	1%	1%
LU	513	2%	6%	69%	22%	1%
HU	1000	2%	14%	75%	9%	-
MT	500	3%	8%	76%	12%	1%
NL	1023	1%	6%	93%	-	-
AT	1008	4%	24%	61%	10%	1%
PL	1000	2%	7%	86%	4%	1%
PT	1000	2%	23%	46%	27%	2%
RO	1024	5%	14%	58%	17%	6%
SI	1026	2%	9%	88%	1%	-
SK	1049	3%	16%	75%	5%	1%
FI	1001	2%	12%	75%	11%	-
SE	1007	-	3%	96%	1%	-
UK	1306	2%	9%	88%	1%	-
Sex						
Male	12797	3%	17%	72%	7%	1%
Female	13949	2%	10%	82%	5%	1%
Age						
15-24	4036	2%	11%	78%	8%	1%
25-39	6681	2%	13%	78%	7%	-
40-54	6730	3%	12%	79%	6%	-
55 +	9300	3%	15%	76%	5%	1%
Education (End of)						
15	5928	4%	18%	71%	6%	1%
16-19	11255	2%	13%	77%	7%	1%
20+	6428	2%	9%	85%	4%	-
Still studying	2590	2%	11%	78%	8%	1%
Respondent occupation scale						
Self- employed	2043	2%	14%	79%	5%	-
Managers	2557	2%	9%	84%	5%	-
Other white collars	3069	2%	14%	76%	7%	1%
Manual workers	5688	3%	14%	76%	7%	-
House persons	2327	3%	12%	79%	6%	-
Unemployed	1465	3%	12%	77%	8%	-
Retired	7006	3%	16%	75%	5%	1%
Students	2590	2%	11%	78%	8%	1%

QA8.2 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A homosexual (gay man or lesbian woman)

	TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SPONT.)	DK	Average
EU27	26746	10%	4%	4%	4%	8%	5%	6%	8%	6%	36%	7%	2%	7.0
BE	1012	3%	1%	3%	2%	5%	4%	8%	16%	9%	48%	1%	-	8.3
BG	1000	32%	9%	4%	4%	6%	3%	3%	1%	2%	10%	14%	12%	3.7
CZ	1070	10%	3%	7%	6%	14%	9%	8%	9%	4%	9%	20%	1%	5.6
DK	1032	2%	1%	1%	1%	3%	2%	4%	6%	8%	69%	2%	1%	9.0
DE	1562	8%	3%	4%	3%	10%	3%	5%	6%	5%	39%	13%	1%	7.2
EE	1000	21%	5%	5%	5%	8%	5%	4%	7%	5%	25%	6%	4%	5.7
EL	1000	21%	7%	8%	4%	12%	5%	6%	7%	6%	21%	3%	-	5.5
ES	1004	1%	2%	2%	2%	5%	8%	7%	10%	9%	41%	10%	3%	8.2
FR	1054	3%	2%	2%	2%	7%	4%	6%	12%	9%	50%	2%	1%	8.2
IE	1000	5%	2%	3%	4%	7%	5%	6%	8%	8%	43%	6%	3%	7.8
IT	1036	13%	5%	7%	8%	9%	9%	9%	9%	5%	18%	6%	2%	5.7
CY	506	50%	4%	6%	3%	9%	2%	2%	4%	2%	15%	1%	2%	3.7
LV	1004	30%	7%	8%	5%	10%	3%	4%	5%	3%	9%	14%	2%	4.1
LT	1009	37%	8%	3%	3%	9%	4%	3%	4%	5%	16%	2%	6%	4.4
LU	513	5%	1%	2%	1%	6%	1%	3%	4%	4%	47%	24%	2%	8.2
HU	1000	19%	6%	9%	7%	11%	5%	6%	9%	3%	17%	9%	2%	5.2
MT	500	11%	3%	2%	2%	11%	3%	5%	6%	6%	37%	10%	4%	7.0
NL	1023	1%	-	1%	1%	3%	3%	8%	18%	10%	55%	-	-	8.8
AT	1008	8%	4%	8%	8%	11%	7%	9%	10%	5%	17%	11%	2%	6.0
PL	1000	15%	4%	5%	3%	12%	3%	6%	6%	7%	30%	4%	5%	6.4
PT	1000	6%	5%	7%	5%	11%	7%	6%	9%	6%	12%	23%	3%	6.0
RO	1024	34%	6%	5%	5%	5%	5%	5%	4%	5%	7%	12%	7%	3.9
SI	1026	17%	5%	6%	4%	12%	6%	7%	8%	5%	28%	1%	1%	6.1
SK	1049	12%	8%	8%	7%	10%	10%	9%	8%	8%	8%	10%	2%	5.3
FI	1001	7%	3%	5%	5%	12%	6%	9%	11%	10%	17%	14%	1%	6.5
SE	1007	1%	1%	1%	1%	3%	3%	3%	6%	6%	74%	1%	-	9.1
UK	1306	9%	2%	3%	3%	8%	2%	5%	7%	5%	54%	1%	1%	7.7
Sex														
Male	12797	12%	4%	4%	4%	9%	5%	7%	8%	6%	32%	7%	2%	6.7
Female	13949	9%	3%	4%	4%	8%	4%	6%	8%	7%	38%	7%	2%	7.2
Age														
15-24	4036	7%	3%	3%	4%	8%	4%	7%	9%	7%	38%	8%	2%	7.4
25-39	6681	8%	3%	4%	3%	7%	5%	6%	8%	7%	41%	7%	1%	7.4
40-54	6730	9%	3%	4%	3%	9%	5%	6%	7%	7%	38%	7%	2%	7.2
55 +	9300	14%	5%	5%	4%	9%	4%	7%	8%	5%	29%	7%	3%	6.3
Education (End of)														
15	5928	15%	5%	5%	5%	9%	4%	7%	8%	5%	27%	7%	3%	6.2
16-19	11255	10%	3%	4%	4%	9%	5%	6%	9%	6%	35%	7%	2%	6.9
20+	6428	7%	3%	4%	2%	6%	4%	6%	8%	8%	45%	6%	1%	7.7
Still studying	2590	7%	3%	4%	3%	8%	5%	6%	9%	8%	37%	8%	2%	7.4
Respondent occupation scale														
Self- employed	2043	11%	3%	6%	3%	9%	7%	6%	7%	6%	35%	6%	1%	6.9
Managers	2557	5%	2%	3%	2%	6%	3%	6%	7%	8%	50%	7%	1%	8.1
Other white collars	3069	6%	4%	3%	4%	8%	7%	7%	9%	7%	36%	8%	1%	7.3
Manual workers	5688	10%	3%	4%	3%	9%	5%	7%	9%	6%	36%	7%	1%	7.1
House persons	2327	10%	3%	4%	5%	9%	5%	6%	8%	6%	36%	6%	2%	7.0
Unemployed	1465	10%	4%	4%	4%	8%	2%	5%	7%	7%	39%	8%	2%	7.1
Retired	7006	15%	5%	5%	5%	9%	4%	6%	8%	5%	28%	7%	3%	6.2
Students	2590	7%	3%	4%	3%	8%	5%	6%	9%	8%	37%	8%	2%	7.4

QA8.2 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A homosexual (gay man or lesbian woman)

	TOTAL	Uncomfortable	Fairly comfortable	Comfortable	Indifferent (SPONTANEOUS)	DK
EU27	26746	18%	23%	50%	7%	2%
BE	1012	7%	19%	73%	1%	-
BG	1000	45%	16%	13%	14%	12%
CZ	1070	19%	37%	23%	20%	1%
DK	1032	5%	10%	83%	1%	1%
DE	1562	16%	21%	50%	13%	-
EE	1000	31%	22%	37%	6%	4%
EL	1000	35%	27%	35%	3%	-
ES	1004	5%	22%	60%	10%	3%
FR	1054	8%	19%	70%	2%	1%
IE	1000	10%	21%	60%	6%	3%
IT	1036	26%	36%	31%	5%	2%
CY	506	60%	16%	21%	1%	2%
LV	1004	45%	22%	17%	14%	2%
LT	1009	48%	19%	25%	2%	6%
LU	513	9%	11%	55%	24%	1%
HU	1000	34%	29%	26%	9%	2%
MT	500	17%	21%	48%	10%	4%
NL	1023	2%	15%	83%	-	-
AT	1008	20%	36%	31%	11%	2%
PL	1000	24%	23%	43%	5%	5%
PT	1000	18%	29%	27%	23%	3%
RO	1024	46%	19%	16%	12%	7%
SI	1026	28%	29%	41%	1%	1%
SK	1049	28%	36%	24%	10%	2%
FI	1001	16%	31%	38%	14%	1%
SE	1007	4%	10%	85%	1%	-
UK	1306	15%	18%	65%	1%	1%
Sex						
Male	12797	20%	24%	46%	8%	2%
Female	13949	16%	22%	53%	7%	2%
Age						
15-24	4036	13%	23%	54%	8%	2%
25-39	6681	14%	22%	56%	7%	1%
40-54	6730	16%	23%	52%	7%	2%
55 +	9300	24%	24%	42%	7%	3%
Education (End of)						
15	5928	25%	26%	39%	7%	3%
16-19	11255	18%	24%	49%	7%	2%
20+	6428	13%	19%	61%	6%	1%
Still studying	2590	13%	23%	54%	8%	2%
Respondent occupation scale						
Self- employed	2043	19%	25%	48%	7%	1%
Managers	2557	10%	18%	64%	7%	1%
Other white collars	3069	14%	25%	52%	8%	1%
Manual workers	5688	17%	24%	51%	7%	1%
House persons	2327	17%	24%	50%	7%	2%
Unemployed	1465	18%	19%	53%	8%	2%
Retired	7006	25%	24%	41%	7%	3%
Students	2590	13%	23%	54%	8%	2%

QA8.3 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A person from a different ethnic origin than the majority of the population

	TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SPONT.)	DK	Average
EU27	26746	10%	4%	6%	6%	12%	7%	8%	9%	5%	26%	5%	2%	6.4
BE	1012	8%	4%	7%	6%	13%	8%	11%	14%	6%	22%	1%	-	6.4
BG	1000	21%	6%	5%	6%	12%	4%	5%	5%	3%	14%	13%	6%	4.9
CZ	1070	16%	7%	10%	9%	16%	9%	8%	6%	3%	4%	11%	1%	4.5
DK	1032	7%	5%	6%	5%	9%	5%	7%	7%	6%	42%	1%	-	7.2
DE	1562	17%	7%	8%	6%	13%	6%	5%	6%	3%	20%	7%	2%	5.4
EE	1000	10%	4%	6%	4%	11%	5%	7%	9%	7%	31%	5%	1%	6.7
EL	1000	27%	8%	10%	5%	10%	7%	6%	6%	7%	12%	2%	-	4.7
ES	1004	4%	2%	3%	4%	9%	8%	10%	12%	6%	31%	8%	3%	7.4
FR	1054	4%	3%	4%	4%	12%	6%	8%	12%	7%	37%	2%	1%	7.4
IE	1000	8%	5%	7%	7%	10%	6%	8%	9%	5%	28%	3%	4%	6.5
IT	1036	11%	3%	7%	11%	14%	11%	11%	9%	4%	13%	4%	2%	5.6
CY	506	50%	4%	5%	2%	9%	2%	4%	3%	3%	17%	-	1%	3.9
LV	1004	9%	7%	7%	7%	11%	6%	7%	7%	5%	15%	17%	2%	5.7
LT	1009	20%	5%	6%	5%	10%	5%	5%	8%	6%	25%	2%	3%	5.8
LU	513	9%	3%	5%	4%	9%	4%	4%	9%	3%	31%	17%	2%	6.8
HU	1000	7%	4%	6%	7%	15%	7%	8%	8%	4%	24%	9%	2%	6.3
MT	500	24%	7%	6%	6%	11%	6%	4%	6%	2%	20%	5%	3%	5.0
NL	1023	4%	2%	4%	5%	12%	11%	14%	16%	7%	24%	-	1%	7.0
AT	1008	16%	6%	10%	12%	12%	8%	9%	8%	4%	8%	4%	3%	4.9
PL	1000	5%	3%	4%	4%	9%	7%	7%	10%	6%	38%	4%	3%	7.4
PT	1000	3%	3%	6%	5%	12%	8%	8%	13%	7%	12%	21%	2%	6.5
RO	1024	8%	5%	8%	5%	9%	6%	6%	9%	8%	16%	16%	4%	6.1
SI	1026	10%	4%	8%	8%	15%	6%	9%	8%	6%	24%	1%	1%	6.2
SK	1049	6%	5%	9%	8%	13%	11%	11%	11%	9%	10%	6%	1%	5.9
FI	1001	6%	6%	8%	9%	12%	7%	9%	15%	8%	11%	8%	1%	6.0
SE	1007	4%	2%	2%	3%	6%	6%	8%	11%	7%	49%	1%	1%	8.1
UK	1306	7%	4%	7%	4%	11%	5%	6%	8%	4%	41%	1%	2%	7.1
Sex														
Male	12797	10%	4%	7%	6%	11%	7%	7%	10%	5%	26%	6%	1%	6.4
Female	13949	9%	4%	6%	6%	12%	7%	8%	9%	6%	26%	5%	2%	6.5
Age														
15-24	4036	5%	3%	5%	5%	10%	8%	8%	10%	7%	30%	7%	2%	7.1
25-39	6681	8%	3%	5%	6%	11%	7%	8%	10%	6%	30%	5%	1%	6.8
40-54	6730	9%	4%	6%	5%	13%	7%	8%	10%	5%	26%	5%	2%	6.5
55 +	9300	13%	5%	8%	7%	12%	7%	7%	8%	4%	22%	5%	2%	5.9
Education (End of)														
15	5928	15%	5%	7%	7%	13%	7%	8%	8%	3%	19%	5%	3%	5.7
16-19	11255	10%	5%	7%	6%	13%	8%	7%	9%	4%	25%	5%	1%	6.3
20+	6428	6%	3%	5%	5%	9%	6%	8%	12%	7%	34%	4%	1%	7.1
Still studying	2590	4%	2%	4%	6%	9%	7%	8%	11%	8%	31%	7%	3%	7.3
Respondent occupation scale														
Self- employed	2043	11%	4%	5%	6%	12%	8%	8%	11%	6%	24%	4%	1%	6.3
Managers	2557	6%	3%	4%	5%	10%	6%	8%	11%	8%	34%	4%	1%	7.3
Other white collars	3069	7%	4%	6%	7%	12%	9%	10%	9%	5%	24%	6%	1%	6.4
Manual workers	5688	9%	4%	6%	5%	12%	8%	8%	9%	6%	26%	6%	1%	6.4
House persons	2327	10%	4%	5%	7%	13%	7%	8%	9%	4%	25%	5%	3%	6.3
Unemployed	1465	9%	4%	6%	6%	10%	6%	6%	10%	4%	30%	7%	2%	6.7
Retired	7006	13%	5%	8%	6%	12%	7%	7%	8%	4%	23%	5%	2%	5.9
Students	2590	4%	2%	4%	6%	9%	7%	8%	11%	8%	31%	7%	3%	7.3

Q48.3 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A person from a different ethnic origin than the majority of the population

	TOTAL	Uncomfortable	Fairly comfortable	Comfortable	Indifferent (SPONTANEOUS)	DK
EU27	26746	20%	32%	41%	5%	2%
BE	1012	19%	38%	42%	1%	-
BG	1000	32%	28%	21%	13%	6%
CZ	1070	33%	42%	13%	11%	1%
DK	1032	17%	26%	55%	1%	1%
DE	1562	32%	30%	29%	7%	2%
EE	1000	21%	27%	46%	5%	1%
EL	1000	45%	28%	25%	2%	-
ES	1004	9%	30%	50%	8%	3%
FR	1054	11%	30%	56%	2%	1%
IE	1000	20%	31%	42%	3%	4%
IT	1036	21%	47%	26%	4%	2%
CY	506	60%	16%	23%	-	1%
LV	1004	23%	31%	28%	17%	1%
LT	1009	32%	25%	38%	2%	3%
LU	513	18%	21%	43%	16%	2%
HU	1000	17%	37%	36%	9%	1%
MT	500	37%	27%	28%	5%	3%
NL	1023	10%	42%	47%	-	1%
AT	1008	32%	41%	20%	4%	3%
PL	1000	12%	27%	54%	4%	3%
PT	1000	12%	33%	32%	21%	2%
RO	1024	21%	26%	33%	16%	4%
SI	1026	21%	39%	38%	1%	1%
SK	1049	20%	42%	31%	6%	1%
FI	1001	20%	37%	35%	8%	-
SE	1007	8%	23%	67%	1%	1%
UK	1306	17%	26%	54%	1%	2%
Sex						
Male	12797	21%	32%	40%	6%	1%
Female	13949	19%	33%	41%	5%	2%
Age						
15-24	4036	12%	32%	47%	7%	2%
25-39	6681	17%	31%	46%	5%	1%
40-54	6730	19%	33%	41%	5%	2%
55 +	9300	26%	33%	34%	5%	2%
Education (End of)						
15	5928	26%	35%	31%	5%	3%
16-19	11255	22%	34%	38%	5%	1%
20+	6428	14%	29%	52%	4%	1%
Still studying	2590	10%	30%	50%	7%	3%
Respondent occupation scale						
Self- employed	2043	20%	34%	41%	4%	1%
Managers	2557	12%	29%	53%	4%	2%
Other white collars	3069	18%	37%	38%	6%	1%
Manual workers	5688	19%	33%	41%	6%	1%
House persons	2327	20%	35%	38%	5%	2%
Unemployed	1465	18%	28%	45%	7%	2%
Retired	7006	27%	32%	34%	5%	2%
Students	2590	10%	30%	50%	7%	3%

QA8.4 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A person aged under 30

	TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SPONT.)	DK	Average
EU27	26746	8%	4%	8%	7%	12%	7%	9%	9%	6%	25%	4%	1%	6.4
BE	1012	3%	2%	6%	7%	13%	9%	12%	17%	7%	23%	1%	-	6.9
BG	1000	9%	5%	4%	4%	12%	5%	5%	5%	5%	30%	11%	5%	6.6
CZ	1070	6%	4%	8%	8%	13%	6%	9%	13%	7%	16%	9%	1%	6.3
DK	1032	2%	2%	4%	5%	10%	9%	11%	11%	6%	38%	1%	1%	7.5
DE	1562	18%	9%	14%	8%	13%	4%	5%	5%	2%	16%	5%	1%	4.8
EE	1000	9%	4%	6%	8%	14%	6%	6%	7%	5%	31%	3%	1%	6.5
EL	1000	7%	2%	6%	5%	13%	7%	9%	9%	9%	31%	2%	-	6.9
ES	1004	4%	4%	5%	5%	8%	6%	10%	9%	7%	32%	6%	4%	7.2
FR	1054	4%	3%	9%	7%	14%	9%	10%	12%	5%	25%	1%	1%	6.6
IE	1000	5%	4%	8%	6%	10%	7%	6%	9%	7%	32%	4%	2%	6.9
IT	1036	5%	3%	6%	8%	13%	11%	12%	11%	7%	18%	5%	1%	6.5
CY	506	23%	5%	7%	4%	15%	4%	3%	7%	4%	28%	-	-	5.7
LV	1004	9%	4%	8%	6%	12%	6%	7%	8%	6%	24%	9%	1%	6.3
LT	1009	7%	4%	7%	4%	12%	4%	6%	8%	9%	36%	1%	2%	7.0
LU	513	9%	2%	7%	5%	13%	6%	7%	7%	3%	25%	14%	2%	6.4
HU	1000	4%	4%	7%	6%	11%	7%	9%	9%	4%	31%	7%	1%	6.9
MT	500	7%	3%	5%	5%	14%	5%	5%	8%	6%	36%	5%	1%	7.1
NL	1023	5%	3%	7%	8%	14%	16%	16%	13%	5%	13%	-	-	6.2
AT	1008	6%	4%	10%	9%	14%	9%	10%	11%	4%	16%	5%	2%	6.0
PL	1000	4%	2%	7%	4%	9%	4%	6%	9%	7%	43%	3%	2%	7.6
PT	1000	3%	4%	8%	11%	14%	9%	7%	12%	7%	7%	16%	2%	5.9
RO	1024	3%	1%	3%	3%	8%	3%	6%	8%	13%	32%	17%	3%	7.8
SI	1026	9%	4%	8%	6%	11%	6%	10%	10%	7%	28%	1%	-	6.6
SK	1049	4%	4%	5%	6%	8%	11%	11%	15%	13%	18%	4%	1%	6.9
FI	1001	6%	5%	13%	10%	13%	9%	11%	12%	6%	11%	4%	-	5.7
SE	1007	5%	4%	7%	9%	16%	7%	13%	11%	4%	24%	-	-	6.4
UK	1306	10%	4%	10%	10%	13%	6%	8%	6%	3%	28%	1%	1%	6.1
Sex														
Male	12797	8%	5%	8%	7%	12%	7%	9%	9%	5%	24%	5%	1%	6.3
Female	13949	7%	3%	8%	7%	13%	7%	9%	9%	6%	25%	4%	2%	6.5
Age														
15-24	4036	3%	2%	5%	5%	9%	6%	9%	11%	7%	35%	6%	2%	7.5
25-39	6681	6%	3%	7%	7%	11%	8%	10%	10%	5%	27%	5%	1%	6.7
40-54	6730	7%	5%	9%	7%	12%	8%	9%	9%	6%	23%	4%	1%	6.3
55 +	9300	11%	6%	10%	8%	14%	6%	7%	8%	4%	20%	4%	2%	5.8
Education (End of)														
15	5928	9%	5%	9%	7%	13%	7%	8%	8%	5%	22%	5%	2%	6.0
16-19	11255	9%	4%	8%	7%	12%	7%	8%	9%	6%	25%	4%	1%	6.3
20+	6428	6%	5%	9%	8%	12%	8%	10%	10%	5%	24%	3%	-	6.4
Still studying	2590	2%	2%	5%	6%	9%	6%	10%	10%	9%	33%	6%	2%	7.5
Respondent occupation scale														
Self- employed	2043	10%	4%	7%	9%	13%	8%	7%	9%	5%	25%	3%	-	6.2
Managers	2557	7%	5%	10%	7%	13%	7%	10%	10%	4%	23%	3%	1%	6.2
Other white collars	3069	5%	4%	9%	8%	11%	8%	10%	10%	7%	23%	4%	1%	6.5
Manual workers	5688	7%	4%	7%	7%	12%	8%	10%	9%	5%	25%	5%	1%	6.5
House persons	2327	7%	3%	8%	7%	13%	6%	8%	9%	7%	25%	5%	2%	6.5
Unemployed	1465	8%	3%	5%	7%	10%	6%	6%	10%	6%	31%	6%	2%	6.8
Retired	7006	11%	6%	10%	7%	13%	7%	7%	7%	5%	21%	4%	2%	5.8
Students	2590	2%	2%	5%	6%	9%	6%	10%	10%	9%	33%	6%	2%	7.5

QAB.4 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A person aged under 30

	TOTAL	Uncomfortable	Fairly comfortable	Comfortable	Indifferent (SPONTANEOUS)	DK
EU27	26746	20%	35%	39%	4%	2%
BE	1012	11%	41%	48%	-	-
BG	1000	18%	27%	39%	11%	5%
CZ	1070	17%	37%	36%	9%	1%
DK	1032	8%	36%	54%	1%	1%
DE	1562	42%	31%	22%	4%	1%
EE	1000	19%	34%	43%	3%	1%
EL	1000	15%	34%	49%	2%	-
ES	1004	12%	30%	48%	6%	4%
FR	1054	16%	40%	42%	1%	1%
IE	1000	17%	28%	48%	4%	3%
IT	1036	14%	44%	36%	5%	1%
CY	506	34%	27%	39%	-	-
LV	1004	21%	31%	38%	9%	1%
LT	1009	17%	27%	53%	1%	2%
LU	513	18%	31%	35%	14%	2%
HU	1000	15%	34%	44%	6%	1%
MT	500	14%	29%	51%	5%	1%
NL	1023	15%	54%	31%	-	-
AT	1008	20%	42%	31%	5%	2%
PL	1000	13%	23%	59%	3%	2%
PT	1000	15%	41%	26%	16%	2%
RO	1024	7%	20%	53%	17%	3%
SI	1026	21%	33%	45%	1%	-
SK	1049	13%	36%	46%	4%	1%
FI	1001	24%	43%	29%	4%	-
SE	1007	17%	44%	39%	-	-
UK	1306	25%	37%	37%	1%	-
Sex						
Male	12797	21%	35%	38%	5%	1%
Female	13949	19%	35%	40%	4%	2%
Age						
15-24	4036	9%	30%	53%	6%	2%
25-39	6681	16%	36%	42%	5%	1%
40-54	6730	21%	36%	38%	4%	1%
55 +	9300	26%	36%	32%	4%	2%
Education (End of)						
15	5928	24%	34%	35%	5%	2%
16-19	11255	21%	35%	39%	4%	1%
20+	6428	20%	38%	39%	3%	-
Still studying	2590	8%	32%	52%	6%	2%
Respondent occupation scale						
Self- employed	2043	21%	37%	39%	3%	-
Managers	2557	22%	38%	36%	3%	1%
Other white collars	3069	18%	37%	40%	4%	1%
Manual workers	5688	18%	36%	40%	5%	1%
House persons	2327	18%	34%	41%	5%	2%
Unemployed	1465	16%	29%	47%	6%	2%
Retired	7006	27%	35%	33%	3%	2%
Students	2590	8%	32%	52%	6%	2%

QA8.5 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A person from a different religion than the majority of the population

	TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SPONT.)	DK	Average
EU27	26746	6%	3%	5%	6%	11%	6%	8%	10%	6%	30%	7%	2%	9.0
BE	1012	8%	5%	5%	7%	13%	7%	13%	13%	6%	22%	1%	-	9.0
BG	1000	17%	5%	6%	5%	12%	4%	3%	4%	3%	18%	16%	7%	9.0
CZ	1070	4%	2%	6%	6%	16%	8%	9%	10%	5%	11%	21%	2%	8.5
DK	1032	9%	7%	7%	6%	9%	6%	8%	9%	5%	31%	2%	1%	9.6
DE	1562	9%	5%	7%	6%	14%	4%	6%	7%	3%	27%	11%	1%	9.0
EE	1000	6%	3%	4%	6%	11%	5%	6%	8%	6%	37%	6%	2%	9.4
EL	1000	18%	5%	7%	4%	10%	6%	8%	10%	8%	22%	2%	-	9.0
ES	1004	2%	2%	4%	6%	8%	6%	8%	11%	8%	33%	10%	2%	9.1
FR	1054	4%	3%	4%	5%	12%	7%	8%	11%	7%	36%	2%	1%	9.1
IE	1000	4%	1%	3%	3%	8%	6%	6%	10%	7%	45%	5%	2%	9.4
IT	1036	8%	4%	5%	10%	14%	11%	10%	10%	5%	16%	6%	1%	8.2
CY	506	46%	6%	7%	4%	9%	2%	4%	3%	4%	15%	-	-	8.8
LV	1004	7%	5%	7%	5%	12%	5%	8%	6%	5%	18%	21%	1%	9.2
LT	1009	15%	3%	5%	5%	8%	5%	5%	8%	9%	32%	2%	3%	9.3
LU	513	6%	2%	4%	4%	11%	2%	6%	7%	5%	32%	19%	2%	9.6
HU	1000	3%	1%	4%	3%	9%	5%	7%	9%	8%	38%	12%	1%	8.9
MT	500	21%	6%	6%	8%	10%	4%	4%	8%	4%	22%	5%	2%	9.2
NL	1023	5%	2%	4%	7%	10%	10%	16%	15%	7%	24%	-	-	9.3
AT	1008	13%	6%	9%	9%	14%	9%	10%	10%	4%	8%	6%	2%	8.3
PL	1000	3%	1%	2%	3%	7%	3%	6%	9%	7%	53%	4%	2%	9.4
PT	1000	2%	3%	3%	4%	11%	7%	9%	11%	6%	14%	29%	1%	8.1
RO	1024	4%	3%	3%	4%	8%	4%	7%	9%	12%	23%	19%	4%	8.7
SI	1026	7%	5%	5%	7%	12%	7%	9%	9%	6%	32%	1%	-	9.3
SK	1049	1%	1%	2%	3%	9%	7%	9%	13%	15%	26%	14%	-	8.7
FI	1001	4%	4%	5%	7%	13%	9%	11%	13%	10%	21%	12%	1%	9.0
SE	1007	5%	3%	5%	5%	10%	7%	11%	12%	7%	34%	-	1%	9.8
UK	1306	7%	4%	4%	6%	12%	5%	8%	9%	4%	38%	2%	1%	9.3
Sex														
Male	12797	6%	3%	5%	6%	11%	7%	8%	9%	6%	30%	8%	1%	8.7
Female	13949	6%	3%	5%	6%	12%	6%	8%	10%	6%	29%	7%	2%	9.2
Age														
15-24	4036	5%	2%	3%	5%	10%	7%	9%	11%	6%	32%	9%	1%	9.1
25-39	6681	5%	3%	5%	6%	12%	6%	8%	9%	6%	32%	7%	1%	9.0
40-54	6730	7%	3%	5%	6%	12%	6%	8%	10%	6%	29%	7%	1%	9.0
55 +	9300	8%	4%	5%	6%	11%	6%	8%	9%	6%	28%	7%	2%	8.8
Education (End of)														
15	5928	10%	4%	6%	7%	12%	7%	7%	9%	5%	24%	7%	2%	8.6
16-19	11255	6%	4%	5%	6%	13%	6%	8%	9%	6%	29%	7%	1%	9.0
20+	6428	4%	3%	4%	5%	10%	7%	9%	10%	6%	35%	6%	1%	9.3
Still studying	2590	4%	1%	4%	7%	9%	7%	8%	11%	7%	32%	8%	2%	9.2
Respondent occupation scale														
Self- employed	2043	8%	4%	4%	6%	12%	6%	9%	10%	7%	27%	6%	1%	9.0
Managers	2557	4%	2%	4%	6%	11%	6%	9%	11%	5%	34%	6%	2%	9.3
Other white collars	3069	5%	4%	5%	6%	13%	8%	9%	10%	6%	26%	7%	1%	8.9
Manual workers	5688	6%	3%	5%	6%	12%	5%	8%	10%	6%	30%	8%	1%	9.0
House persons	2327	8%	3%	5%	5%	11%	6%	9%	9%	6%	29%	8%	1%	9.0
Unemployed	1465	7%	3%	4%	3%	11%	7%	7%	10%	5%	33%	9%	1%	9.0
Retired	7006	8%	4%	5%	6%	11%	6%	7%	9%	6%	29%	7%	2%	8.8
Students	2590	4%	1%	4%	7%	9%	7%	8%	11%	7%	32%	8%	2%	9.2

QA8.5 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A person from a different religion than the majority of the population

	TOTAL	Uncomfortable	Fairly comfortable	Comfortable	Indifferent (SPONTANEOUS)	DK
EU27	26746	14%	32%	45%	7%	2%
BE	1012	18%	41%	40%	1%	-
BG	1000	27%	24%	26%	16%	7%
CZ	1070	12%	39%	26%	21%	2%
DK	1032	23%	29%	46%	1%	1%
DE	1562	21%	31%	36%	11%	1%
EE	1000	14%	27%	51%	6%	2%
EL	1000	30%	28%	40%	2%	-
ES	1004	8%	27%	53%	10%	2%
FR	1054	11%	32%	53%	3%	1%
IE	1000	9%	22%	62%	5%	2%
IT	1036	16%	45%	32%	6%	1%
CY	506	59%	19%	21%	-	1%
LV	1004	18%	30%	30%	21%	1%
LT	1009	23%	23%	49%	2%	3%
LU	513	12%	24%	43%	19%	2%
HU	1000	8%	24%	55%	12%	1%
MT	500	33%	26%	33%	6%	2%
NL	1023	11%	44%	45%	-	-
AT	1008	28%	42%	22%	6%	2%
PL	1000	6%	20%	68%	4%	2%
PT	1000	8%	30%	32%	29%	1%
RO	1024	10%	23%	44%	19%	4%
SI	1026	17%	35%	47%	1%	-
SK	1049	4%	28%	54%	14%	-
FI	1001	13%	40%	34%	12%	1%
SE	1007	13%	33%	53%	-	1%
UK	1306	15%	32%	51%	1%	1%
Sex						
Male	12797	14%	32%	45%	8%	1%
Female	13949	14%	32%	45%	7%	2%
Age						
15-24	4036	10%	31%	49%	9%	1%
25-39	6681	12%	32%	48%	7%	1%
40-54	6730	15%	33%	44%	7%	1%
55 +	9300	17%	31%	43%	7%	2%
Education (End of)						
15	5928	19%	33%	39%	7%	2%
16-19	11255	15%	32%	44%	8%	1%
20+	6428	11%	30%	52%	6%	1%
Still studying	2590	9%	31%	50%	8%	2%
Respondent occupation scale						
Self- employed	2043	16%	33%	43%	7%	1%
Managers	2557	9%	32%	50%	7%	2%
Other white collars	3069	14%	37%	41%	7%	1%
Manual workers	5688	14%	32%	45%	8%	1%
House persons	2327	16%	31%	44%	8%	1%
Unemployed	1465	14%	27%	49%	9%	1%
Retired	7006	17%	31%	43%	7%	2%
Students	2590	9%	31%	50%	8%	2%

QA8.6 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A disabled person

	TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SPONT.)	DK	Average
EU27	26746	3%	1%	2%	3%	8%	6%	8%	11%	8%	42%	6%	2%	8.0
BE	1012	1%	1%	2%	2%	7%	6%	9%	18%	10%	43%	1%	-	8.2
BG	1000	12%	6%	5%	4%	13%	6%	5%	5%	3%	18%	12%	11%	5.7
CZ	1070	5%	3%	6%	4%	15%	10%	12%	10%	7%	11%	15%	2%	6.2
DK	1032	1%	1%	2%	1%	3%	3%	4%	8%	11%	65%	1%	-	9.0
DE	1562	4%	2%	2%	3%	8%	4%	6%	10%	6%	43%	11%	1%	7.9
EE	1000	11%	3%	5%	3%	10%	4%	5%	9%	7%	37%	4%	2%	7.0
EL	1000	3%	2%	3%	3%	6%	5%	8%	9%	12%	47%	2%	-	8.2
ES	1004	2%	2%	3%	3%	8%	7%	9%	12%	8%	34%	8%	4%	7.7
FR	1054	1%	1%	2%	2%	7%	5%	8%	13%	8%	49%	2%	2%	8.4
IE	1000	1%	1%	1%	2%	3%	3%	6%	11%	8%	58%	5%	1%	8.9
IT	1036	2%	1%	3%	5%	9%	10%	13%	13%	8%	29%	6%	1%	7.5
CY	506	9%	1%	3%	2%	10%	4%	7%	9%	8%	45%	-	2%	7.6
LV	1004	6%	3%	5%	3%	11%	5%	6%	8%	8%	28%	15%	2%	6.9
LT	1009	8%	4%	4%	5%	12%	5%	7%	10%	7%	33%	2%	3%	7.0
LU	513	2%	1%	2%	1%	4%	3%	5%	8%	7%	45%	20%	2%	8.5
HU	1000	8%	3%	6%	4%	12%	6%	7%	9%	5%	30%	8%	2%	6.7
MT	500	4%	2%	2%	2%	7%	2%	4%	7%	10%	46%	11%	3%	8.2
NL	1023	1%	-	1%	1%	5%	5%	9%	18%	11%	47%	1%	1%	8.5
AT	1008	1%	1%	2%	4%	14%	10%	14%	15%	7%	21%	10%	1%	7.2
PL	1000	2%	1%	1%	2%	5%	4%	5%	8%	6%	60%	4%	2%	8.7
PT	1000	6%	3%	5%	5%	12%	8%	7%	11%	8%	10%	21%	4%	6.2
RO	1024	6%	4%	4%	5%	8%	7%	7%	8%	13%	17%	15%	6%	6.7
SI	1026	10%	5%	8%	6%	15%	6%	7%	9%	6%	26%	2%	-	6.2
SK	1049	2%	3%	3%	5%	8%	9%	8%	14%	18%	21%	8%	1%	7.4
FI	1001	3%	2%	5%	5%	11%	9%	11%	15%	11%	16%	12%	-	6.9
SE	1007	1%	-	-	1%	3%	3%	4%	7%	11%	69%	-	1%	9.2
UK	1306	1%	-	1%	2%	5%	3%	4%	9%	5%	69%	1%	-	9.0
Sex														
Male	12797	3%	1%	3%	3%	8%	6%	8%	11%	7%	41%	7%	2%	7.9
Female	13949	3%	2%	2%	2%	8%	6%	7%	11%	8%	43%	6%	2%	8.1
Age														
15-24	4036	2%	1%	2%	3%	8%	6%	8%	12%	8%	40%	8%	2%	7.9
25-39	6681	2%	1%	2%	3%	7%	6%	8%	11%	7%	45%	7%	1%	8.1
40-54	6730	3%	1%	2%	2%	8%	6%	7%	10%	8%	46%	6%	1%	8.2
55 +	9300	4%	2%	3%	3%	9%	5%	8%	12%	7%	39%	6%	2%	7.7
Education (End of)														
15	5928	4%	2%	4%	4%	9%	6%	9%	11%	6%	37%	6%	2%	7.5
16-19	11255	3%	1%	2%	3%	8%	6%	8%	11%	7%	43%	7%	1%	8.0
20+	6428	2%	1%	2%	2%	7%	4%	6%	12%	9%	50%	4%	1%	8.4
Still studying	2590	2%	1%	2%	3%	9%	6%	8%	10%	10%	38%	8%	3%	7.9
Respondent occupation scale														
Self- employed	2043	3%	1%	2%	3%	6%	8%	10%	10%	6%	44%	6%	1%	8.0
Managers	2557	2%	1%	1%	2%	6%	4%	6%	10%	9%	53%	5%	1%	8.5
Other white collars	3069	1%	2%	2%	3%	7%	7%	9%	12%	7%	42%	7%	1%	8.1
Manual workers	5688	3%	1%	2%	3%	8%	6%	8%	11%	8%	42%	7%	1%	8.0
House persons	2327	3%	2%	3%	3%	8%	5%	7%	12%	7%	42%	6%	2%	7.9
Unemployed	1465	3%	2%	2%	3%	8%	6%	6%	10%	4%	45%	9%	2%	8.0
Retired	7006	4%	2%	3%	3%	9%	5%	7%	12%	8%	40%	5%	2%	7.8
Students	2590	2%	1%	2%	3%	9%	6%	8%	10%	10%	38%	8%	3%	7.9

QA8.6 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A disabled person

	TOTAL	Uncomfortable	Fairly comfortable	Comfortable	Indifferent (SPONTANEOUS)	DK
EU27	26746	7%	24%	61%	6%	2%
BE	1012	4%	24%	71%	1%	-
BG	1000	23%	27%	26%	13%	11%
CZ	1070	14%	40%	29%	15%	2%
DK	1032	3%	11%	83%	2%	1%
DE	1562	8%	21%	59%	11%	1%
EE	1000	19%	22%	53%	4%	2%
EL	1000	7%	23%	68%	2%	-
ES	1004	8%	27%	54%	8%	3%
FR	1054	4%	22%	70%	2%	2%
IE	1000	2%	14%	78%	5%	1%
IT	1036	6%	37%	50%	6%	1%
CY	506	13%	22%	62%	1%	2%
LV	1004	14%	26%	43%	15%	2%
LT	1009	16%	28%	50%	3%	3%
LU	513	5%	14%	59%	20%	2%
HU	1000	17%	29%	44%	8%	2%
MT	500	8%	15%	63%	11%	3%
NL	1023	3%	20%	76%	-	1%
AT	1008	5%	41%	43%	10%	1%
PL	1000	3%	17%	74%	4%	2%
PT	1000	13%	32%	30%	21%	4%
RO	1024	14%	27%	38%	15%	6%
SI	1026	23%	34%	41%	2%	-
SK	1049	8%	29%	54%	8%	1%
FI	1001	10%	35%	43%	12%	-
SE	1007	1%	11%	87%	-	1%
UK	1306	2%	14%	83%	1%	-
Sex						
Male	12797	7%	25%	59%	7%	2%
Female	13949	6%	23%	63%	6%	2%
Age						
15-24	4036	6%	25%	59%	8%	2%
25-39	6681	6%	23%	63%	7%	1%
40-54	6730	6%	23%	64%	6%	1%
55 +	9300	9%	25%	58%	6%	2%
Education (End of)						
15	5928	10%	28%	54%	6%	2%
16-19	11255	7%	24%	61%	7%	1%
20+	6428	4%	19%	71%	5%	1%
Still studying	2590	6%	26%	58%	8%	2%
Respondent occupation scale						
Self- employed	2043	6%	27%	60%	6%	1%
Managers	2557	4%	18%	72%	5%	1%
Other white collars	3069	5%	25%	62%	7%	1%
Manual workers	5688	7%	25%	60%	7%	1%
House persons	2327	8%	23%	60%	6%	3%
Unemployed	1465	6%	23%	60%	9%	2%
Retired	7006	9%	25%	59%	5%	2%
Students	2590	6%	26%	58%	8%	2%

QA8.7 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A person aged over 75

	TOTAL	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally comfortable	Indifferent (SPONT.)	DK	Average
EU27	26746	14%	7%	10%	9%	12%	7%	8%	7%	4%	17%	4%	1%	5.4
BE	1012	10%	7%	14%	9%	13%	6%	11%	11%	4%	14%	1%	-	5.5
BG	1000	34%	10%	9%	6%	10%	3%	3%	2%	1%	9%	7%	6%	3.6
CZ	1070	22%	9%	14%	11%	14%	6%	5%	5%	3%	3%	7%	1%	3.9
DK	1032	14%	9%	10%	9%	11%	7%	8%	9%	4%	18%	1%	-	5.5
DE	1562	23%	9%	13%	7%	11%	5%	6%	4%	3%	14%	4%	1%	4.5
EE	1000	18%	8%	10%	7%	13%	6%	6%	7%	5%	17%	2%	1%	5.2
EL	1000	24%	11%	10%	7%	11%	7%	7%	7%	4%	10%	1%	-	4.5
ES	1004	8%	7%	7%	7%	11%	8%	8%	9%	5%	20%	6%	4%	6.1
FR	1054	12%	9%	10%	9%	18%	8%	9%	8%	3%	13%	1%	-	5.3
IE	1000	13%	7%	7%	7%	10%	5%	5%	10%	7%	22%	4%	3%	5.9
IT	1036	9%	3%	9%	10%	11%	11%	10%	9%	6%	15%	6%	1%	5.9
CY	506	40%	6%	10%	5%	13%	4%	3%	3%	3%	13%	-	-	3.9
LV	1004	29%	13%	13%	9%	10%	3%	3%	3%	3%	6%	7%	1%	3.6
LT	1009	24%	9%	9%	6%	11%	5%	4%	6%	4%	20%	1%	1%	5.0
LU	513	23%	6%	8%	7%	16%	6%	6%	6%	3%	12%	6%	1%	4.7
HU	1000	13%	6%	14%	8%	9%	7%	8%	7%	2%	19%	6%	1%	5.5
MT	500	34%	10%	8%	7%	8%	4%	3%	6%	3%	13%	4%	-	4.1
NL	1023	10%	5%	10%	11%	15%	12%	13%	9%	4%	11%	-	-	5.5
AT	1008	8%	5%	10%	11%	14%	12%	9%	8%	4%	13%	5%	1%	5.6
PL	1000	13%	5%	10%	7%	10%	5%	7%	7%	5%	25%	4%	2%	6.0
PT	1000	7%	6%	8%	10%	14%	11%	7%	8%	5%	7%	15%	2%	5.3
RO	1024	16%	10%	8%	7%	10%	6%	7%	5%	7%	10%	10%	4%	4.9
SI	1026	16%	7%	10%	8%	15%	7%	7%	7%	3%	19%	1%	-	5.4
SK	1049	19%	14%	13%	9%	12%	8%	7%	6%	4%	3%	3%	2%	4.2
FI	1001	12%	8%	16%	12%	12%	7%	10%	9%	4%	6%	4%	-	4.8
SE	1007	14%	7%	8%	7%	12%	9%	12%	8%	6%	17%	-	-	5.6
UK	1306	12%	6%	9%	10%	11%	6%	7%	7%	3%	27%	1%	1%	6.0
Sex														
Male	12797	14%	7%	10%	9%	12%	7%	8%	7%	4%	17%	4%	1%	5.4
Female	13949	14%	7%	10%	8%	12%	8%	8%	7%	4%	16%	4%	2%	5.4
Age														
15-24	4036	9%	6%	9%	7%	12%	8%	9%	9%	5%	19%	6%	1%	6.0
25-39	6681	11%	7%	9%	8%	13%	7%	8%	8%	5%	19%	4%	1%	5.7
40-54	6730	15%	8%	11%	10%	12%	7%	7%	7%	4%	15%	3%	1%	5.1
55 +	9300	18%	7%	10%	8%	12%	7%	7%	6%	4%	15%	4%	2%	5.1
Education (End of)														
15	5928	16%	7%	9%	9%	12%	7%	7%	6%	4%	16%	5%	2%	5.2
16-19	11255	16%	8%	10%	9%	12%	7%	7%	6%	4%	16%	4%	1%	5.2
20+	6428	12%	7%	12%	9%	12%	8%	8%	9%	4%	16%	2%	1%	5.5
Still studying	2590	9%	5%	8%	7%	12%	8%	10%	9%	6%	18%	6%	2%	6.0
Respondent occupation scale														
Self- employed	2043	17%	8%	10%	9%	10%	7%	7%	8%	4%	18%	2%	-	5.3
Managers	2557	11%	7%	11%	9%	14%	8%	8%	8%	4%	16%	3%	1%	5.5
Other white collars	3069	11%	8%	11%	9%	11%	9%	10%	8%	5%	13%	4%	1%	5.4
Manual workers	5688	14%	8%	9%	9%	13%	7%	8%	6%	4%	17%	4%	1%	5.3
House persons	2327	15%	6%	12%	8%	13%	6%	7%	6%	4%	16%	5%	2%	5.3
Unemployed	1465	14%	8%	10%	7%	13%	6%	6%	7%	3%	20%	5%	1%	5.5
Retired	7006	17%	8%	10%	8%	11%	7%	7%	7%	4%	16%	3%	2%	5.2
Students	2590	9%	5%	8%	7%	12%	8%	10%	9%	6%	18%	6%	2%	6.0

QA8.7 And using a scale from 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected political position in (OUR COUNTRY)?

A person aged over 75

	TOTAL	Uncomfortable	Fairly comfortable	Comfortable	Indifferent (SPONTANEOUS)	DK
EU27	26746	31%	36%	28%	4%	1%
BE	1012	31%	38%	30%	1%	-
BG	1000	52%	22%	12%	8%	6%
CZ	1070	45%	36%	11%	7%	1%
DK	1032	33%	35%	31%	1%	-
DE	1562	45%	29%	21%	4%	1%
EE	1000	36%	32%	29%	2%	1%
EL	1000	46%	33%	20%	1%	-
ES	1004	22%	34%	34%	6%	4%
FR	1054	31%	44%	24%	1%	-
IE	1000	27%	27%	39%	4%	3%
IT	1036	21%	41%	31%	6%	1%
CY	506	56%	25%	19%	-	-
LV	1004	55%	25%	12%	7%	1%
LT	1009	42%	26%	30%	1%	1%
LU	513	37%	35%	21%	6%	1%
HU	1000	32%	32%	29%	6%	1%
MT	500	52%	22%	22%	4%	-
NL	1023	25%	51%	24%	-	-
AT	1008	23%	46%	25%	5%	1%
PL	1000	28%	29%	37%	4%	2%
PT	1000	22%	42%	19%	15%	2%
RO	1024	34%	29%	22%	11%	4%
SI	1026	34%	36%	29%	1%	-
SK	1049	46%	36%	13%	3%	2%
FI	1001	36%	41%	19%	4%	-
SE	1007	29%	41%	30%	-	-
UK	1306	27%	35%	37%	-	1%
Sex						
Male	12797	32%	35%	28%	4%	1%
Female	13949	31%	36%	27%	4%	2%
Age						
15-24	4036	24%	36%	33%	6%	1%
25-39	6681	28%	36%	31%	4%	1%
40-54	6730	35%	36%	25%	3%	1%
55 +	9300	35%	34%	25%	4%	2%
Education (End of)						
15	5928	33%	35%	26%	4%	2%
16-19	11255	34%	35%	27%	3%	1%
20+	6428	30%	37%	30%	2%	1%
Still studying	2590	23%	36%	33%	6%	2%
Respondent occupation scale						
Self- employed	2043	34%	33%	30%	2%	1%
Managers	2557	29%	40%	27%	3%	1%
Other white collars	3069	30%	39%	26%	4%	1%
Manual workers	5688	32%	36%	27%	4%	1%
House persons	2327	33%	33%	27%	5%	2%
Unemployed	1465	31%	32%	30%	6%	1%
Retired	7006	35%	34%	26%	3%	2%
Students	2590	23%	36%	33%	6%	2%

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? Measures such as, for example special training schemes or adapted selection and recruitment processes, for people depending on their...

Ethnic origin

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
EU27	26746	34%	38%	14%	8%	6%	72%	22%
BE	1012	28%	37%	21%	14%	-	65%	35%
BG	1000	39%	37%	8%	5%	11%	76%	13%
CZ	1070	22%	43%	23%	6%	6%	65%	29%
DK	1032	37%	32%	14%	15%	2%	69%	29%
DE	1562	32%	37%	15%	11%	5%	69%	26%
EE	1000	50%	33%	8%	5%	4%	83%	13%
EL	1000	39%	37%	18%	6%	-	76%	24%
ES	1004	44%	41%	7%	2%	6%	85%	9%
FR	1054	38%	35%	12%	10%	5%	73%	22%
IE	1000	39%	35%	11%	4%	11%	74%	15%
IT	1036	18%	43%	18%	13%	8%	61%	31%
CY	506	47%	25%	18%	7%	3%	72%	25%
LV	1004	27%	39%	15%	10%	9%	66%	25%
LT	1009	30%	47%	9%	5%	9%	77%	14%
LU	513	39%	40%	11%	3%	7%	79%	14%
HU	1000	34%	43%	15%	4%	4%	77%	19%
MT	500	26%	42%	17%	6%	9%	68%	23%
NL	1023	33%	36%	15%	15%	1%	69%	30%
AT	1008	16%	38%	27%	9%	10%	54%	36%
PL	1000	28%	47%	10%	5%	10%	75%	15%
PT	1000	29%	45%	15%	4%	7%	74%	19%
RO	1024	41%	30%	9%	8%	12%	71%	17%
SI	1026	39%	36%	16%	7%	2%	75%	23%
SK	1049	21%	57%	14%	3%	5%	78%	17%
FI	1001	30%	42%	17%	9%	2%	72%	26%
SE	1007	38%	31%	15%	12%	4%	69%	27%
UK	1306	45%	33%	13%	5%	4%	78%	18%
Sex								
Male	12797	34%	38%	14%	9%	5%	72%	23%
Female	13949	34%	39%	13%	7%	7%	73%	20%
Age								
15-24	4036	40%	37%	11%	8%	4%	77%	19%
25-39	6681	36%	37%	14%	8%	5%	73%	22%
40-54	6730	35%	38%	14%	8%	5%	73%	22%
55 +	9300	29%	40%	14%	8%	9%	69%	22%
Education (End of)								
15	5928	28%	42%	14%	8%	8%	70%	22%
16-19	11255	33%	39%	14%	8%	6%	72%	22%
20+	6428	38%	35%	13%	10%	4%	73%	23%
Still studying	2590	40%	36%	12%	8%	4%	76%	20%
Respondent occupation scale								
Self- employed	2043	31%	36%	17%	11%	5%	67%	28%
Managers	2557	40%	32%	14%	10%	4%	72%	24%
Other white collars	3069	33%	38%	16%	8%	5%	71%	24%
Manual workers	5688	36%	41%	11%	7%	5%	77%	18%
House persons	2327	30%	39%	14%	8%	9%	69%	22%
Unemployed	1465	40%	38%	9%	7%	6%	78%	16%
Retired	7006	28%	40%	15%	8%	9%	68%	23%
Students	2590	40%	36%	12%	8%	4%	76%	20%

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? Measures such as, for example special training schemes or adapted selection and recruitment processes, for people depending on their...

Gender

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
EU27	26746	44%	33%	10%	8%	5%	77%	18%
BE	1012	37%	33%	16%	13%	1%	70%	29%
BG	1000	58%	23%	3%	6%	10%	81%	9%
CZ	1070	41%	34%	13%	8%	4%	75%	21%
DK	1032	38%	22%	15%	22%	3%	60%	37%
DE	1562	45%	29%	11%	12%	3%	74%	23%
EE	1000	57%	26%	6%	7%	4%	83%	13%
EL	1000	70%	23%	5%	2%	-	93%	7%
ES	1004	52%	34%	7%	2%	5%	86%	9%
FR	1054	41%	34%	10%	10%	5%	75%	20%
IE	1000	51%	32%	5%	3%	9%	83%	8%
IT	1036	30%	42%	12%	10%	6%	72%	22%
CY	506	77%	13%	3%	5%	2%	90%	8%
LV	1004	33%	36%	12%	10%	9%	69%	22%
LT	1009	38%	43%	6%	4%	9%	81%	10%
LU	513	44%	34%	11%	4%	7%	78%	15%
HU	1000	55%	33%	6%	3%	3%	88%	9%
MT	500	49%	42%	3%	-	6%	91%	3%
NL	1023	36%	26%	14%	22%	2%	62%	36%
AT	1008	31%	37%	16%	8%	8%	68%	24%
PL	1000	37%	43%	7%	4%	9%	80%	11%
PT	1000	31%	46%	14%	5%	4%	77%	19%
RO	1024	56%	23%	5%	5%	11%	79%	10%
SI	1026	51%	33%	8%	6%	2%	84%	14%
SK	1049	34%	46%	12%	5%	3%	80%	17%
FI	1001	33%	39%	14%	12%	2%	72%	26%
SE	1007	37%	25%	14%	19%	5%	62%	33%
UK	1306	52%	32%	9%	4%	3%	84%	13%
Sex								
Male	12797	42%	34%	11%	9%	4%	76%	20%
Female	13949	45%	33%	9%	8%	5%	78%	17%
Age								
15-24	4036	47%	33%	9%	7%	4%	80%	16%
25-39	6681	44%	33%	10%	9%	4%	77%	19%
40-54	6730	45%	32%	10%	9%	4%	77%	19%
55 +	9300	41%	35%	10%	7%	7%	76%	17%
Education (End of)								
15	5928	41%	38%	9%	6%	6%	79%	15%
16-19	11255	44%	34%	10%	8%	4%	78%	18%
20+	6428	45%	30%	11%	11%	3%	75%	22%
Still studying	2590	47%	33%	9%	8%	3%	80%	17%
Respondent occupation scale								
Self- employed	2043	42%	34%	11%	10%	3%	76%	21%
Managers	2557	44%	28%	13%	12%	3%	72%	25%
Other white collars	3069	42%	32%	12%	10%	4%	74%	22%
Manual workers	5688	46%	34%	9%	7%	4%	80%	16%
House persons	2327	42%	34%	10%	8%	6%	76%	18%
Unemployed	1465	52%	33%	5%	5%	5%	85%	10%
Retired	7006	41%	36%	9%	7%	7%	77%	16%
Students	2590	47%	33%	9%	8%	3%	80%	17%

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? Measures such as, for example special training schemes or adapted selection and recruitment processes, for people depending on their...

Age

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
EU27	26746	40%	40%	9%	6%	5%	80%	15%
BE	1012	34%	41%	15%	9%	1%	75%	24%
BG	1000	52%	28%	5%	5%	10%	80%	10%
CZ	1070	37%	40%	14%	5%	4%	77%	19%
DK	1032	33%	36%	15%	14%	2%	69%	29%
DE	1562	43%	37%	10%	8%	2%	80%	18%
EE	1000	50%	35%	8%	3%	4%	85%	11%
EL	1000	62%	29%	8%	1%	-	91%	9%
ES	1004	48%	40%	5%	2%	5%	88%	7%
FR	1054	43%	39%	8%	6%	4%	82%	14%
IE	1000	50%	35%	5%	2%	8%	85%	7%
IT	1036	25%	49%	12%	8%	6%	74%	20%
CY	506	63%	26%	5%	4%	2%	89%	9%
LV	1004	32%	39%	16%	6%	7%	71%	22%
LT	1009	34%	49%	7%	2%	8%	83%	9%
LU	513	41%	37%	12%	3%	7%	78%	15%
HU	1000	54%	36%	6%	2%	2%	90%	8%
MT	500	45%	44%	4%	-	7%	89%	4%
NL	1023	33%	41%	14%	11%	1%	74%	25%
AT	1008	28%	43%	17%	7%	5%	71%	24%
PL	1000	31%	48%	9%	4%	8%	79%	13%
PT	1000	32%	48%	12%	3%	5%	80%	15%
RO	1024	46%	31%	6%	4%	13%	77%	10%
SI	1026	43%	38%	11%	5%	3%	81%	16%
SK	1049	33%	47%	13%	4%	3%	80%	17%
FI	1001	29%	48%	14%	7%	2%	77%	21%
SE	1007	30%	33%	16%	16%	5%	63%	32%
UK	1306	48%	37%	9%	3%	3%	85%	12%
Sex								
Male	12797	39%	40%	11%	6%	4%	79%	17%
Female	13949	41%	40%	9%	5%	5%	81%	14%
Age								
15-24	4036	43%	38%	10%	5%	4%	81%	15%
25-39	6681	41%	40%	9%	6%	4%	81%	15%
40-54	6730	42%	38%	9%	7%	4%	80%	16%
55 +	9300	37%	41%	10%	5%	7%	78%	15%
Education (End of)								
15	5928	37%	43%	8%	5%	7%	80%	13%
16-19	11255	41%	40%	10%	5%	4%	81%	15%
20+	6428	41%	37%	11%	7%	4%	78%	18%
Still studying	2590	43%	39%	9%	6%	3%	82%	15%
Respondent occupation scale								
Self- employed	2043	39%	40%	10%	7%	4%	79%	17%
Managers	2557	40%	36%	11%	9%	4%	76%	20%
Other white collars	3069	39%	40%	11%	6%	4%	79%	17%
Manual workers	5688	42%	41%	9%	5%	3%	83%	14%
House persons	2327	37%	41%	10%	6%	6%	78%	16%
Unemployed	1465	49%	35%	7%	4%	5%	84%	11%
Retired	7006	37%	41%	10%	5%	7%	78%	15%
Students	2590	43%	39%	9%	6%	3%	82%	15%

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? Measures such as, for example special training schemes or adapted selection and recruitment processes, for people depending on their...

Religion or belief

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
EU27	26746	34%	36%	14%	10%	6%	70%	24%
BE	1012	27%	34%	21%	16%	2%	61%	37%
BG	1000	45%	29%	6%	8%	12%	74%	14%
CZ	1070	27%	38%	21%	8%	6%	65%	29%
DK	1032	26%	28%	20%	23%	3%	54%	43%
DE	1562	33%	31%	17%	14%	5%	64%	31%
EE	1000	49%	31%	9%	8%	3%	80%	17%
EL	1000	51%	33%	12%	4%	-	84%	16%
ES	1004	43%	36%	9%	4%	8%	79%	13%
FR	1054	36%	34%	13%	12%	5%	70%	25%
IE	1000	49%	31%	6%	4%	10%	80%	10%
IT	1036	21%	44%	16%	12%	7%	65%	28%
CY	506	59%	24%	9%	5%	3%	83%	14%
LV	1004	26%	37%	16%	12%	9%	63%	28%
LT	1009	29%	47%	9%	5%	10%	76%	14%
LU	513	36%	34%	18%	4%	8%	70%	22%
HU	1000	45%	38%	9%	4%	4%	83%	13%
MT	500	39%	43%	8%	2%	8%	82%	10%
NL	1023	27%	29%	19%	23%	2%	56%	42%
AT	1008	15%	38%	27%	10%	10%	53%	37%
PL	1000	28%	47%	10%	5%	10%	75%	15%
PT	1000	29%	45%	15%	5%	6%	74%	20%
RO	1024	48%	27%	7%	5%	13%	75%	12%
SI	1026	43%	35%	13%	7%	2%	78%	20%
SK	1049	30%	43%	15%	7%	5%	73%	22%
FI	1001	24%	41%	19%	13%	3%	65%	32%
SE	1007	28%	25%	18%	23%	6%	53%	41%
UK	1306	44%	32%	14%	6%	4%	76%	20%
Sex								
Male	12797	34%	35%	15%	11%	5%	69%	26%
Female	13949	35%	36%	13%	9%	7%	71%	22%
Age								
15-24	4036	39%	35%	12%	9%	5%	74%	21%
25-39	6681	37%	34%	14%	10%	5%	71%	24%
40-54	6730	34%	35%	15%	11%	5%	69%	26%
55 +	9300	31%	37%	14%	9%	9%	68%	23%
Education (End of)								
15	5928	32%	39%	13%	8%	8%	71%	21%
16-19	11255	34%	37%	14%	9%	6%	71%	23%
20+	6428	36%	31%	15%	13%	5%	67%	28%
Still studying	2590	38%	36%	12%	10%	4%	74%	22%
Respondent occupation scale								
Self- employed	2043	32%	33%	17%	13%	5%	65%	30%
Managers	2557	37%	28%	16%	14%	5%	65%	30%
Other white collars	3069	32%	35%	17%	11%	5%	67%	28%
Manual workers	5688	37%	37%	13%	8%	5%	74%	21%
House persons	2327	33%	37%	12%	9%	9%	70%	21%
Unemployed	1465	42%	35%	11%	7%	5%	77%	18%
Retired	7006	31%	37%	14%	9%	9%	68%	23%
Students	2590	38%	36%	12%	10%	4%	74%	22%

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? Measures such as, for example special training schemes or adapted selection and recruitment processes, for people depending on their...

Disability

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
EU27	26746	46%	37%	8%	5%	4%	83%	13%
BE	1012	42%	39%	10%	8%	1%	81%	18%
BG	1000	54%	28%	3%	3%	12%	82%	6%
CZ	1070	32%	43%	16%	5%	4%	75%	21%
DK	1032	53%	30%	7%	9%	1%	83%	16%
DE	1562	50%	33%	8%	7%	2%	83%	15%
EE	1000	52%	33%	8%	3%	4%	85%	11%
EL	1000	66%	28%	4%	2%	-	94%	6%
ES	1004	51%	39%	4%	2%	4%	90%	6%
FR	1054	48%	37%	6%	6%	3%	85%	12%
IE	1000	56%	29%	4%	2%	9%	85%	6%
IT	1036	33%	43%	11%	6%	7%	76%	17%
CY	506	68%	20%	3%	7%	2%	88%	10%
LV	1004	36%	38%	13%	5%	8%	74%	18%
LT	1009	33%	46%	8%	3%	10%	79%	11%
LU	513	45%	37%	9%	3%	6%	82%	12%
HU	1000	48%	37%	8%	3%	4%	85%	11%
MT	500	49%	42%	3%	-	6%	91%	3%
NL	1023	52%	33%	7%	7%	1%	85%	14%
AT	1008	33%	41%	13%	6%	7%	74%	19%
PL	1000	37%	44%	7%	3%	9%	81%	10%
PT	1000	35%	47%	10%	3%	5%	82%	13%
RO	1024	46%	29%	8%	4%	13%	75%	12%
SI	1026	47%	37%	9%	4%	3%	84%	13%
SK	1049	28%	51%	12%	4%	5%	79%	16%
FI	1001	40%	42%	10%	7%	1%	82%	17%
SE	1007	50%	27%	8%	11%	4%	77%	19%
UK	1306	55%	32%	8%	2%	3%	87%	10%
Sex								
Male	12797	46%	37%	8%	5%	4%	83%	13%
Female	13949	47%	36%	7%	5%	5%	83%	12%
Age								
15-24	4036	49%	36%	8%	4%	3%	85%	12%
25-39	6681	48%	37%	7%	4%	4%	85%	11%
40-54	6730	48%	35%	8%	5%	4%	83%	13%
55 +	9300	43%	38%	8%	5%	6%	81%	13%
Education (End of)								
15	5928	42%	41%	7%	4%	6%	83%	11%
16-19	11255	46%	37%	8%	5%	4%	83%	13%
20+	6428	50%	33%	8%	6%	3%	83%	14%
Still studying	2590	49%	36%	8%	4%	3%	85%	12%
Respondent occupation scale								
Self- employed	2043	44%	38%	9%	6%	3%	82%	15%
Managers	2557	49%	34%	7%	7%	3%	83%	14%
Other white collars	3069	47%	35%	9%	5%	4%	82%	14%
Manual workers	5688	48%	37%	7%	5%	3%	85%	12%
House persons	2327	42%	37%	9%	5%	7%	79%	14%
Unemployed	1465	53%	35%	5%	3%	4%	88%	8%
Retired	7006	43%	38%	8%	4%	7%	81%	12%
Students	2590	49%	36%	8%	4%	3%	85%	12%

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? Measures such as, for example special training schemes or adapted selection and recruitment processes, for people depending on their...

Sexual orientation

	TOTAL	Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	DK	In favour	Opposed
EU27	26746	32%	33%	15%	12%	8%	65%	27%
BE	1012	31%	31%	19%	12%	2%	62%	36%
BG	1000	34%	21%	12%	12%	21%	55%	24%
CZ	1070	26%	36%	21%	11%	6%	62%	32%
DK	1032	30%	19%	17%	30%	4%	49%	47%
DE	1562	32%	30%	15%	17%	6%	62%	32%
EE	1000	41%	30%	12%	11%	6%	71%	23%
EL	1000	40%	34%	15%	10%	1%	74%	25%
ES	1004	43%	35%	8%	4%	10%	78%	12%
FR	1054	36%	32%	12%	7%	13%	68%	25%
IE	1000	45%	31%	8%	4%	12%	76%	12%
IT	1036	23%	40%	18%	11%	8%	63%	29%
CY	506	52%	24%	11%	9%	4%	76%	20%
LV	1004	19%	31%	21%	17%	12%	50%	38%
LT	1009	19%	33%	19%	14%	15%	52%	33%
LU	513	39%	32%	14%	6%	9%	71%	20%
HU	1000	27%	34%	21%	9%	9%	61%	30%
MT	500	44%	40%	5%	2%	9%	84%	7%
NL	1023	32%	24%	16%	26%	2%	56%	42%
AT	1008	19%	34%	23%	13%	11%	53%	36%
PL	1000	20%	38%	18%	9%	15%	58%	27%
PT	1000	28%	42%	17%	5%	8%	70%	22%
RO	1024	28%	25%	14%	15%	18%	53%	29%
SI	1026	38%	33%	17%	9%	3%	71%	26%
SK	1049	19%	42%	22%	9%	8%	61%	31%
FI	1001	23%	38%	21%	15%	3%	61%	36%
SE	1007	34%	19%	14%	26%	7%	53%	40%
UK	1306	45%	31%	13%	6%	5%	76%	19%
Sex								
Male	12797	31%	33%	17%	12%	7%	64%	29%
Female	13949	34%	33%	13%	12%	8%	67%	25%
Age								
15-24	4036	36%	34%	13%	11%	6%	70%	24%
25-39	6681	35%	32%	15%	12%	6%	67%	27%
40-54	6730	34%	32%	14%	13%	7%	66%	27%
55 +	9300	28%	33%	17%	11%	11%	61%	28%
Education (End of)								
15	5928	29%	35%	16%	10%	10%	64%	26%
16-19	11255	33%	34%	14%	12%	7%	67%	26%
20+	6428	35%	28%	16%	15%	6%	63%	31%
Still studying	2590	36%	34%	14%	11%	5%	70%	25%
Respondent occupation scale								
Self- employed	2043	31%	32%	16%	15%	6%	63%	31%
Managers	2557	37%	26%	15%	16%	6%	63%	31%
Other white collars	3069	33%	32%	16%	12%	7%	65%	28%
Manual workers	5688	35%	35%	13%	10%	7%	70%	23%
House persons	2327	30%	33%	15%	12%	10%	63%	27%
Unemployed	1465	39%	31%	13%	9%	8%	70%	22%
Retired	7006	27%	34%	17%	11%	11%	61%	28%
Students	2590	36%	34%	14%	11%	5%	70%	25%

QA10.1 To what extent do you support or oppose the following in the work place?

Monitoring the composition of the work-force to evaluate the representation of people from ethnic minorities

	TOTAL	Totally support	Somewhat support	Somewhat oppose	Totally oppose	DK	Support	Opposed
EU27	26746	21%	36%	20%	13%	10%	57%	33%
BE	1012	18%	43%	27%	10%	2%	61%	37%
BG	1000	28%	33%	12%	6%	21%	61%	18%
CZ	1070	13%	41%	27%	11%	8%	54%	38%
DK	1032	35%	36%	15%	11%	3%	71%	26%
DE	1562	14%	26%	30%	24%	6%	40%	54%
EE	1000	19%	34%	17%	18%	12%	53%	35%
EL	1000	39%	38%	13%	9%	1%	77%	22%
ES	1004	26%	39%	14%	4%	17%	65%	18%
FR	1054	19%	36%	21%	15%	9%	55%	36%
IE	1000	33%	38%	11%	6%	12%	71%	17%
IT	1036	16%	43%	19%	11%	11%	59%	30%
CY	506	43%	35%	12%	1%	9%	78%	13%
LV	1004	14%	27%	27%	18%	14%	41%	45%
LT	1009	21%	38%	16%	8%	17%	59%	24%
LU	513	18%	34%	23%	10%	15%	52%	33%
HU	1000	28%	42%	15%	6%	9%	70%	21%
MT	500	21%	38%	9%	3%	29%	59%	12%
NL	1023	20%	39%	19%	19%	3%	59%	38%
AT	1008	11%	31%	32%	14%	12%	42%	46%
PL	1000	12%	40%	20%	11%	17%	52%	31%
PT	1000	19%	46%	17%	6%	12%	65%	23%
RO	1024	27%	30%	10%	11%	22%	57%	21%
SI	1026	17%	33%	26%	17%	7%	50%	43%
SK	1049	7%	35%	36%	13%	9%	42%	49%
FI	1001	15%	46%	23%	9%	7%	61%	32%
SE	1007	21%	29%	21%	25%	4%	50%	46%
UK	1306	32%	34%	16%	10%	8%	66%	26%
Sex								
Male	12797	20%	35%	22%	14%	9%	55%	36%
Female	13949	21%	37%	19%	12%	11%	58%	31%
Age								
15-24	4036	24%	40%	18%	9%	9%	64%	27%
25-39	6681	22%	37%	21%	12%	8%	59%	33%
40-54	6730	21%	35%	21%	15%	8%	56%	36%
55 +	9300	18%	34%	20%	14%	14%	52%	34%
Education (End of)								
15	5928	19%	36%	18%	11%	16%	55%	29%
16-19	11255	21%	36%	21%	13%	9%	57%	34%
20+	6428	21%	34%	22%	16%	7%	55%	38%
Still studying	2590	23%	40%	19%	10%	8%	63%	29%
Respondent occupation scale								
Self- employed	2043	19%	37%	21%	15%	8%	56%	36%
Managers	2557	22%	30%	24%	19%	5%	52%	43%
Other white collars	3069	20%	36%	21%	15%	8%	56%	36%
Manual workers	5688	21%	38%	21%	11%	9%	59%	32%
House persons	2327	21%	38%	17%	11%	13%	59%	28%
Unemployed	1465	27%	38%	15%	10%	10%	65%	25%
Retired	7006	18%	33%	20%	14%	15%	51%	34%
Students	2590	23%	40%	19%	10%	8%	63%	29%

QA10.2 To what extent do you support or oppose the following in the work place?

Monitoring the recruitment procedures to ensure that candidates from ethnic minorities have the same chance of being selected for interview or hired as other candidates with similar skills and qualifications

	TOTAL	Totally support	Somewhat support	Somewhat oppose	Totally oppose	DK	Support	Opposed
EU27	26746	34%	37%	14%	7%	8%	71%	21%
BE	1012	31%	46%	17%	5%	1%	77%	22%
BG	1000	38%	35%	7%	3%	17%	73%	10%
CZ	1070	23%	45%	20%	6%	6%	68%	26%
DK	1032	58%	26%	7%	5%	4%	84%	12%
DE	1562	27%	31%	22%	16%	4%	58%	38%
EE	1000	46%	30%	10%	6%	8%	76%	16%
EL	1000	40%	36%	18%	6%	-	76%	24%
ES	1004	32%	40%	11%	3%	14%	72%	14%
FR	1054	40%	40%	9%	5%	6%	80%	14%
IE	1000	43%	35%	7%	3%	12%	78%	10%
IT	1036	21%	45%	17%	9%	8%	66%	26%
CY	506	45%	32%	14%	3%	6%	77%	17%
LV	1004	29%	42%	11%	8%	10%	71%	19%
LT	1009	30%	41%	13%	5%	11%	71%	18%
LU	513	44%	33%	11%	2%	10%	77%	13%
HU	1000	37%	41%	11%	3%	8%	78%	14%
MT	500	22%	38%	11%	5%	24%	60%	16%
NL	1023	48%	34%	9%	8%	1%	82%	17%
AT	1008	15%	40%	24%	10%	11%	55%	34%
PL	1000	20%	47%	13%	6%	14%	67%	19%
PT	1000	31%	45%	11%	3%	10%	76%	14%
RO	1024	38%	29%	6%	8%	19%	67%	14%
SI	1026	35%	37%	17%	6%	5%	72%	23%
SK	1049	16%	50%	21%	6%	7%	66%	27%
FI	1001	35%	43%	13%	6%	3%	78%	19%
SE	1007	63%	20%	7%	9%	1%	83%	16%
UK	1306	48%	30%	12%	5%	5%	78%	17%
Sex								
Male	12797	32%	37%	16%	8%	7%	69%	24%
Female	13949	35%	37%	13%	6%	9%	72%	19%
Age								
15-24	4036	41%	39%	10%	4%	6%	80%	14%
25-39	6681	35%	38%	14%	7%	6%	73%	21%
40-54	6730	34%	37%	15%	8%	6%	71%	23%
55 +	9300	29%	37%	15%	8%	11%	66%	23%
Education (End of)								
15	5928	27%	39%	15%	7%	12%	66%	22%
16-19	11255	33%	38%	15%	7%	7%	71%	22%
20+	6428	38%	35%	14%	8%	5%	73%	22%
Still studying	2590	41%	38%	11%	4%	6%	79%	15%
Respondent occupation scale								
Self- employed	2043	27%	38%	16%	12%	7%	65%	28%
Managers	2557	41%	32%	13%	10%	4%	73%	23%
Other white collars	3069	34%	39%	14%	8%	5%	73%	22%
Manual workers	5688	35%	39%	14%	6%	6%	74%	20%
House persons	2327	30%	39%	14%	6%	11%	69%	20%
Unemployed	1465	40%	36%	10%	6%	8%	76%	16%
Retired	7006	28%	37%	16%	8%	11%	65%	24%
Students	2590	41%	38%	11%	4%	6%	79%	15%

QA11 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
EU27	26746	11%	36%	36%	12%	5%	47%	48%
BE	1012	11%	43%	35%	9%	2%	54%	44%
BG	1000	10%	29%	34%	13%	14%	39%	47%
CZ	1070	8%	34%	40%	14%	4%	42%	54%
DK	1032	10%	35%	31%	22%	2%	45%	53%
DE	1562	13%	40%	31%	14%	2%	53%	45%
EE	1000	10%	36%	36%	11%	7%	46%	47%
EL	1000	8%	43%	30%	19%	-	51%	49%
ES	1004	13%	42%	28%	8%	9%	55%	36%
FR	1054	7%	31%	46%	13%	3%	38%	59%
IE	1000	12%	33%	29%	15%	11%	45%	44%
IT	1036	7%	32%	41%	14%	6%	39%	55%
CY	506	19%	47%	27%	3%	4%	66%	30%
LV	1004	5%	26%	46%	15%	8%	31%	61%
LT	1009	7%	33%	35%	14%	11%	40%	49%
LU	513	17%	44%	26%	6%	7%	61%	32%
HU	1000	12%	29%	41%	15%	3%	41%	56%
MT	500	12%	40%	29%	13%	6%	52%	42%
NL	1023	17%	47%	27%	7%	2%	64%	34%
AT	1008	16%	41%	27%	10%	6%	57%	37%
PL	1000	3%	27%	42%	14%	14%	30%	56%
PT	1000	9%	47%	28%	10%	6%	56%	38%
RO	1024	15%	36%	28%	8%	13%	51%	36%
SI	1026	9%	44%	35%	10%	2%	53%	45%
SK	1049	11%	36%	36%	13%	4%	47%	49%
FI	1001	11%	55%	28%	5%	1%	66%	33%
SE	1007	7%	24%	43%	25%	1%	31%	68%
UK	1306	15%	38%	35%	10%	2%	53%	45%
Sex								
Male	12797	12%	38%	34%	11%	5%	50%	45%
Female	13949	9%	35%	37%	13%	6%	44%	50%
Age								
15-24	4036	9%	33%	39%	14%	5%	42%	53%
25-39	6681	10%	36%	37%	13%	4%	46%	50%
40-54	6730	11%	37%	35%	13%	4%	48%	48%
55 +	9300	12%	37%	33%	10%	8%	49%	43%
Education (End of)								
15	5928	12%	36%	33%	11%	8%	48%	44%
16-19	11255	10%	36%	37%	12%	5%	46%	49%
20+	6428	11%	38%	35%	13%	3%	49%	48%
Still studying	2590	8%	36%	39%	13%	4%	44%	52%
Respondent occupation scale								
Self- employed	2043	11%	38%	34%	13%	4%	49%	47%
Managers	2557	12%	40%	35%	11%	2%	52%	46%
Other white collars	3069	10%	36%	38%	12%	4%	46%	50%
Manual workers	5688	10%	37%	36%	13%	4%	47%	49%
House persons	2327	10%	35%	35%	13%	7%	45%	48%
Unemployed	1465	8%	32%	38%	16%	6%	40%	54%
Retired	7006	12%	36%	33%	11%	8%	48%	44%
Students	2590	8%	36%	39%	13%	4%	44%	52%

QA12 Do you know your rights if you are the victim of discrimination or harassment?

	TOTAL	Yes	No	That depends (SPONTANEOUS)	DK
EU27	26746	33%	53%	11%	3%
BE	1012	31%	63%	6%	-
BG	1000	17%	61%	13%	9%
CZ	1070	40%	44%	14%	2%
DK	1032	32%	62%	5%	1%
DE	1562	26%	55%	15%	4%
EE	1000	33%	54%	11%	2%
EL	1000	35%	56%	9%	-
ES	1004	32%	57%	6%	5%
FR	1054	31%	62%	6%	1%
IE	1000	30%	49%	16%	5%
IT	1036	31%	43%	20%	6%
CY	506	45%	45%	9%	1%
LV	1004	24%	65%	10%	1%
LT	1009	35%	55%	6%	4%
LU	513	29%	60%	8%	3%
HU	1000	39%	45%	14%	2%
MT	500	49%	37%	10%	4%
NL	1023	35%	57%	5%	3%
AT	1008	18%	49%	28%	5%
PL	1000	36%	53%	8%	3%
PT	1000	35%	48%	13%	4%
RO	1024	31%	45%	16%	8%
SI	1026	44%	38%	16%	2%
SK	1049	46%	45%	6%	3%
FI	1001	62%	30%	7%	1%
SE	1007	41%	51%	7%	1%
UK	1306	41%	53%	3%	3%
Sex					
Male	12797	35%	50%	11%	4%
Female	13949	32%	55%	10%	3%
Age					
15-24	4036	35%	51%	10%	4%
25-39	6681	36%	49%	12%	3%
40-54	6730	36%	50%	11%	3%
55 +	9300	29%	58%	9%	4%
Education (End of)					
15	5928	24%	62%	10%	4%
16-19	11255	33%	53%	11%	3%
20+	6428	41%	46%	10%	3%
Still studying	2590	35%	49%	12%	4%
Respondent occupation scale					
Self- employed	2043	35%	50%	12%	3%
Managers	2557	45%	43%	10%	2%
Other white collars	3069	36%	47%	13%	4%
Manual workers	5688	33%	53%	11%	3%
House persons	2327	25%	61%	9%	5%
Unemployed	1465	36%	51%	10%	3%
Retired	7006	28%	59%	9%	4%
Students	2590	35%	49%	12%	4%

D47.1 Do you have friends or acquaintances who are...?

People whose ethnic origin is different from yours

	TOTAL	Yes	No	DK
EU27	26746	55%	44%	1%
BE	1012	59%	41%	-
BG	1000	68%	31%	1%
CZ	1070	40%	59%	1%
DK	1032	63%	37%	-
DE	1562	50%	49%	1%
EE	1000	78%	22%	-
EL	1000	53%	47%	-
ES	1004	57%	43%	-
FR	1054	74%	25%	1%
IE	1000	51%	48%	1%
IT	1036	49%	51%	-
CY	506	75%	25%	-
LV	1004	77%	23%	-
LT	1009	60%	40%	-
LU	513	63%	37%	-
HU	1000	48%	50%	2%
MT	500	30%	70%	-
NL	1023	72%	28%	-
AT	1008	41%	57%	2%
PL	1000	20%	79%	1%
PT	1000	55%	44%	1%
RO	1024	48%	48%	4%
SI	1026	63%	36%	1%
SK	1049	47%	52%	1%
FI	1001	48%	52%	-
SE	1007	77%	22%	1%
UK	1306	67%	32%	1%
Sex				
Male	12797	57%	42%	1%
Female	13949	52%	47%	1%
Age				
15-24	4036	69%	30%	1%
25-39	6681	63%	36%	1%
40-54	6730	57%	42%	1%
55 +	9300	41%	59%	-
Education (End of)				
15	5928	37%	63%	-
16-19	11255	53%	46%	1%
20+	6428	69%	31%	-
Still studying	2590	74%	25%	1%
Respondent occupation scale				
Self- employed	2043	61%	38%	1%
Managers	2557	73%	26%	1%
Other white collars	3069	59%	40%	1%
Manual workers	5688	59%	40%	1%
House persons	2327	42%	57%	1%
Unemployed	1465	55%	44%	1%
Retired	7006	38%	61%	1%
Students	2590	74%	25%	1%

D47.2 Do you have friends or acquaintances who are...?

Roma

	TOTAL	Yes	No	DK
EU27	26746	14%	85%	1%
BE	1012	6%	94%	-
BG	1000	47%	52%	1%
CZ	1070	18%	82%	-
DK	1032	4%	94%	2%
DE	1562	5%	94%	1%
EE	1000	7%	93%	-
EL	1000	6%	94%	-
ES	1004	32%	68%	-
FR	1054	14%	84%	2%
IE	1000	6%	93%	1%
IT	1036	5%	95%	-
CY	506	4%	96%	-
LV	1004	26%	74%	-
LT	1009	12%	88%	-
LU	513	6%	93%	1%
HU	1000	42%	57%	1%
MT	500	2%	97%	1%
NL	1023	5%	95%	-
AT	1008	3%	95%	2%
PL	1000	7%	92%	1%
PT	1000	26%	74%	-
RO	1024	42%	54%	4%
SI	1026	13%	86%	1%
SK	1049	37%	63%	-
FI	1001	20%	80%	-
SE	1007	9%	90%	1%
UK	1306	11%	87%	2%
Sex				
Male	12797	16%	83%	1%
Female	13949	13%	86%	1%
Age				
15-24	4036	17%	81%	2%
25-39	6681	19%	80%	1%
40-54	6730	14%	85%	1%
55 +	9300	10%	89%	1%
Education (End of)				
15	5928	13%	86%	1%
16-19	11255	15%	84%	1%
20+	6428	13%	86%	1%
Still studying	2590	16%	83%	1%
Respondent occupation scale				
Self- employed	2043	16%	82%	2%
Managers	2557	13%	86%	1%
Other white collars	3069	12%	87%	1%
Manual workers	5688	19%	80%	1%
House persons	2327	12%	87%	1%
Unemployed	1465	20%	79%	1%
Retired	7006	11%	88%	1%
Students	2590	16%	83%	1%

D47.3 Do you have friends or acquaintances who are...?

Homosexual

	TOTAL	Yes	No	DK
EU27	26746	34%	61%	5%
BE	1012	52%	48%	-
BG	1000	7%	87%	6%
CZ	1070	15%	83%	2%
DK	1032	55%	41%	4%
DE	1562	30%	66%	4%
EE	1000	13%	83%	4%
EL	1000	17%	82%	1%
ES	1004	42%	52%	6%
FR	1054	55%	41%	4%
IE	1000	32%	63%	5%
IT	1036	29%	67%	4%
CY	506	17%	80%	3%
LV	1004	10%	86%	4%
LT	1009	6%	90%	4%
LU	513	45%	52%	3%
HU	1000	6%	85%	9%
MT	500	34%	65%	1%
NL	1023	69%	29%	2%
AT	1008	22%	69%	9%
PL	1000	9%	87%	4%
PT	1000	20%	75%	5%
RO	1024	3%	85%	12%
SI	1026	17%	76%	7%
SK	1049	11%	85%	4%
FI	1001	32%	64%	4%
SE	1007	56%	39%	5%
UK	1306	55%	42%	3%
Sex				
Male	12797	33%	62%	5%
Female	13949	35%	61%	4%
Age				
15-24	4036	41%	55%	4%
25-39	6681	44%	52%	4%
40-54	6730	39%	57%	4%
55 +	9300	21%	74%	5%
Education (End of)				
15	5928	18%	78%	4%
16-19	11255	33%	63%	4%
20+	6428	50%	46%	4%
Still studying	2590	44%	51%	5%
Respondent occupation scale				
Self- employed	2043	43%	53%	4%
Managers	2557	52%	42%	6%
Other white collars	3069	41%	55%	4%
Manual workers	5688	36%	60%	4%
House persons	2327	28%	68%	4%
Unemployed	1465	34%	62%	4%
Retired	7006	19%	76%	5%
Students	2590	44%	51%	5%

D47.4 Do you have friends or acquaintances who are...?

Disabled

	TOTAL	Yes	No	DK
EU27	26746	55%	44%	1%
BE	1012	60%	40%	-
BG	1000	59%	39%	2%
CZ	1070	46%	54%	-
DK	1032	58%	42%	-
DE	1562	50%	49%	1%
EE	1000	60%	40%	-
EL	1000	33%	67%	-
ES	1004	52%	47%	1%
FR	1054	64%	36%	-
IE	1000	57%	42%	1%
IT	1036	54%	46%	-
CY	506	53%	47%	-
LV	1004	66%	34%	-
LT	1009	61%	38%	1%
LU	513	57%	42%	1%
HU	1000	43%	56%	1%
MT	500	48%	52%	-
NL	1023	58%	42%	-
AT	1008	42%	58%	-
PL	1000	45%	54%	1%
PT	1000	53%	46%	1%
RO	1024	37%	58%	5%
SI	1026	60%	39%	1%
SK	1049	59%	40%	1%
FI	1001	57%	43%	-
SE	1007	61%	38%	1%
UK	1306	71%	28%	1%
Sex				
Male	12797	55%	44%	1%
Female	13949	54%	45%	1%
Age				
15-24	4036	50%	49%	1%
25-39	6681	56%	43%	1%
40-54	6730	59%	41%	-
55 +	9300	52%	47%	1%
Education (End of)				
15	5928	47%	52%	1%
16-19	11255	55%	44%	1%
20+	6428	63%	36%	1%
Still studying	2590	52%	47%	1%
Respondent occupation scale				
Self- employed	2043	61%	39%	-
Managers	2557	64%	36%	-
Other white collars	3069	55%	44%	1%
Manual workers	5688	54%	45%	1%
House persons	2327	49%	50%	1%
Unemployed	1465	53%	46%	1%
Retired	7006	52%	47%	1%
Students	2590	52%	47%	1%

D47.5 Do you have friends or acquaintances who are...?

Of a different religion or have different beliefs than you

	TOTAL	Yes	No	DK
EU27	26746	61%	35%	4%
BE	1012	58%	41%	1%
BG	1000	60%	34%	6%
CZ	1070	40%	52%	8%
DK	1032	63%	33%	4%
DE	1562	68%	30%	2%
EE	1000	53%	44%	3%
EL	1000	35%	65%	-
ES	1004	47%	47%	6%
FR	1054	75%	23%	2%
IE	1000	70%	28%	2%
IT	1036	50%	45%	5%
CY	506	63%	37%	-
LV	1004	75%	22%	3%
LT	1009	50%	48%	2%
LU	513	68%	30%	2%
HU	1000	65%	28%	7%
MT	500	40%	59%	1%
NL	1023	86%	13%	1%
AT	1008	54%	41%	5%
PL	1000	42%	55%	3%
PT	1000	56%	39%	5%
RO	1024	56%	38%	6%
SI	1026	65%	34%	1%
SK	1049	71%	27%	2%
FI	1001	69%	29%	2%
SE	1007	66%	29%	5%
UK	1306	77%	20%	3%
Sex				
Male	12797	63%	33%	4%
Female	13949	60%	37%	3%
Age				
15-24	4036	67%	29%	4%
25-39	6681	67%	30%	3%
40-54	6730	65%	32%	3%
55 +	9300	52%	44%	4%
Education (End of)				
15	5928	44%	52%	4%
16-19	11255	62%	35%	3%
20+	6428	74%	24%	2%
Still studying	2590	71%	25%	4%
Respondent occupation scale				
Self- employed	2043	67%	29%	4%
Managers	2557	78%	20%	2%
Other white collars	3069	64%	32%	4%
Manual workers	5688	64%	33%	3%
House persons	2327	47%	50%	3%
Unemployed	1465	59%	37%	4%
Retired	7006	51%	45%	4%
Students	2590	71%	25%	4%

D51 Sur votre lieu de résidence, considérez-vous que vous appartenez à l'un des groupes suivants ?
 Veuillez m'indiquer tous ceux qui s'appliquent à vous. (ROTATION – PLUSIEURS REPONSES POSSIBLES)

D51 Where you live, do you consider yourself to be part of any of the following? Please tell me all that apply. (ROTATE – MULTIPLE ANSWERS POSSIBLE)

	TOTAL	An ethnic minority	A religious minority	A sexual minority	A minority in terms of disability	None of the above (SPONT.)	Any other minority group (SPONT.)	DK
EU27	26746	3%	3%	1%	2%	87%	1%	4%
BE	1012	3%	4%	1%	2%	87%	1%	3%
BG	1000	9%	3%	-	1%	84%	0%	5%
CZ	1070	5%	3%	1%	3%	89%	-	2%
DK	1032	1%	4%	1%	2%	91%	1%	2%
DE	1562	2%	3%	0%	2%	91%	0%	2%
EE	1000	9%	3%	-	3%	70%	-	17%
EL	1000	1%	2%	0%	0%	97%	0%	-
ES	1004	4%	1%	1%	1%	88%	1%	4%
FR	1054	2%	4%	1%	3%	87%	1%	4%
IE	1000	2%	1%	0%	1%	89%	3%	5%
IT	1036	2%	3%	1%	2%	86%	0%	7%
CY	506	1%	-	-	1%	98%	-	-
LV	1004	6%	4%	0%	2%	85%	-	5%
LT	1009	4%	1%	0%	3%	86%	-	8%
LU	513	5%	4%	1%	3%	81%	1%	8%
HU	1000	7%	3%	0%	2%	86%	-	1%
MT	500	0%	1%	0%	0%	93%	0%	5%
NL	1023	2%	4%	1%	1%	91%	1%	1%
AT	1008	5%	4%	2%	2%	84%	2%	4%
PL	1000	1%	3%	0%	2%	90%	-	4%
PT	1000	4%	7%	1%	1%	78%	0%	9%
RO	1024	5%	4%	0%	1%	85%	-	7%
SI	1026	3%	3%	0%	1%	89%	0%	4%
SK	1049	9%	7%	0%	3%	81%	0%	4%
FI	1001	1%	3%	0%	2%	85%	1%	8%
SE	1007	4%	4%	1%	2%	89%	-	1%
UK	1306	8%	6%	1%	3%	84%	0%	2%
Sex								
Male	12797	4%	3%	1%	2%	88%	0%	4%
Female	13949	3%	4%	1%	2%	87%	1%	4%
Age								
15-24	4036	4%	3%	2%	1%	85%	1%	5%
25-39	6681	4%	3%	1%	1%	88%	1%	4%
40-54	6730	4%	3%	1%	2%	88%	1%	3%
55 +	9300	2%	4%	0%	2%	88%	0%	4%
Education (End of)								
15	5928	3%	4%	0%	2%	88%	0%	4%
16-19	11255	4%	3%	1%	2%	88%	0%	3%
20+	6428	3%	4%	1%	2%	88%	1%	3%
Still studying	2590	4%	4%	2%	1%	86%	1%	5%
Respondent occupation scale								
Self- employed	2043	3%	3%	1%	1%	90%	1%	2%
Managers	2557	3%	3%	1%	1%	90%	0%	2%
Other white collars	3069	3%	3%	0%	2%	89%	0%	4%
Manual workers	5688	4%	3%	1%	2%	86%	1%	5%
House persons	2327	4%	4%	1%	2%	87%	0%	5%
Unemployed	1465	7%	3%	1%	3%	82%	2%	4%
Retired	7006	2%	3%	0%	3%	88%	0%	4%
Students	2590	4%	4%	2%	1%	86%	1%	5%