



Special Eurobarometer 493

Summary

Discrimination in the European Union

Fieldwork
May 2019
Publication
October 2019

Survey requested by the European Commission,
Directorate-General for Justice and Consumers
and co-ordinated by the Directorate-General for Communication

This document does not represent the point of view of the European Commission.
The interpretations and opinions contained in it are solely those of the authors.

Special Eurobarometer 493 – Wave EB91.4 – Kantar



Special Eurobarometer 493

Summary

Discrimination in the European Union

May 2019

Survey conducted by Kantar on behalf of Kantar Belgium at the request of the European Commission,
Directorate-General for Justice and Consumers

Survey co-ordinated by the European Commission, Directorate-General for Communication
(DG COMM "Media Monitoring and Eurobarometer" Unit)

Project title

Special Eurobarometer 493
“Discrimination in the European Union”

Summary
EN

© European Union, 2019

<https://ec.europa.eu/commfrontoffice/publicopinion>

TABLE OF CONTENTS

I.	BELONGING TO A GROUP AT RISK OF DISCRIMINATION & SOCIAL CIRCLES	5
II.	PERCEPTION OF AND ATTITUDES TOWARDS DISCRIMINATION IN THE EU	6
1.	Perceptions of discrimination in the EU	6
2.	Attitudes: being comfortable with people from groups at risk of discrimination	8
3.	Ethnic origin and skin colour	12
4.	Being a Roma	14
5.	Gender	15
6.	Sexual orientation	16
7.	Age	17
8.	Religion/beliefs	18
9.	Disability	20
III.	FOCUS ON LGBTI: RIGHTS AND SHOWING AFFECTION IN PUBLIC	21
IV.	FOCUS ON ROMA	25
V.	EXPERIENCE OF DISCRIMINATION	27
VI.	VIEWS ABOUT EQUAL OPPORTUNITIES IN EMPLOYMENT	29
VII.	MEASURES AND POLICIES TO FIGHT DISCRIMINATION	30
	CONCLUSION	31

INTRODUCTION

Equality of individuals and the right of non-discrimination is enshrined in Chapter 3 of the EU Charter of Fundamental Rights¹. Discrimination on a wide range of grounds – including sex, race, religion, ethnic background, disability and sexual orientation – is prohibited. To safeguard these rights the European Union has some of the most extensive anti-discrimination legislation in the world².

The European Commission works in a number of ways to combat discrimination³:

- Raising awareness among individuals of their rights and obligations and also of the benefits of diversity;
- Taking measures to combat racism and xenophobia;
- Promoting inclusion of Roma, including measures under the EU Framework for National Roma Integration Strategies up to 2020;
- Advancing the equality of LGBTI (lesbian, gay, bi, trans and intersex);
- Engaging in dialogue with churches, religious associations and non-confessional organisations;
- Creating policies and funding programmes to end age discrimination.

This survey was commissioned by the Directorate-General for Justice and Consumers (DG JUST) and coordinated by the Directorate-General for Communication (DG COMM). It is part of a series of Eurobarometer surveys examining discrimination, with previous surveys conducted in 2006⁴, 2009⁵, 2012⁶ and 2015⁷. The current survey includes many of the same questions asked in previous years to provide insight into any changing opinions and attitudes about discrimination, as well as the social acceptance of a variety of groups at risk of discrimination.

The report covers the following topic areas:

- Whether respondents consider themselves part of a group at risk of discrimination;
- Perceptions of and attitudes towards discrimination, including the perceived extent of discrimination in respondents' countries, and their level of comfort with different groups at risk of discrimination in various situations;
- Attitudes towards LGBTI people, including their rights, and the level of comfort with public displays of affection;
- Attitudes towards Roma, including the level of comfort with Roma in different spheres, the effectiveness of integration efforts and perceptions on whether better integration of Roma benefits society;

¹ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:12012P/TXT>

² See Racial Equality Directive (Directive 2000/43/EC) implementing the principle of equal treatment between persons irrespective of racial or ethnic origin; Framework employment Directive (Directive 2000/78/EC) against discrimination at work on grounds of religion or belief, disability, age or sexual orientation; Gender recast Directive (Directive 2006/54/EC) on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation; Gender Goods and Services Directive (Directive 2004/113/EC) implementing the principle of equal treatment between men and women in the access to and supply of goods and services; Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC; Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security.

³ https://ec.europa.eu/info/policies/justice-and-fundamental-rights/combating-discrimination_en

⁴ http://ec.europa.eu/public_opinion/archives/ebs/ebs_263_en.pdf

⁵ http://ec.europa.eu/public_opinion/archives/ebs/ebs_317_en.pdf

⁶ http://ec.europa.eu/public_opinion/archives/ebs/ebs_393_en.pdf

⁷ <http://ec.europa.eu/commfrontoffice/publicopinion/index.cfm/ResultDoc/download/DocumentKy/68004>

- Personal experience of discrimination and who respondents would prefer to report discrimination to;
- Views about equal opportunities in employment, including whether enough is being done to promote diversity in the workplace;
- Measures and policies to fight discrimination, including the perceived effectiveness of national efforts to tackle discrimination, and personal action taken in this area.

This survey was carried out by Kantar in the 28 Member States of the European Union between 9 and 25 May 2019. 27,438 respondents from different social and demographic groups were interviewed face-to-face at home in their mother tongue on behalf of the Directorate-General for Justice and Consumers (DG JUST). The methodology used is that of Eurobarometer surveys as carried out by the Directorate-General for Communication (“Media monitoring and Eurobarometer” Unit)⁸. A technical note on the manner in which interviews were conducted is appended as an annex to this report. Also included are the interview methods and confidence intervals⁹.

Note: In this report, Member States are referred to by their official abbreviation. The abbreviations used in this report correspond to:

Austria	AT	Ireland	IE
Belgium	BE	Italy	IT
Bulgaria	BG	Lithuania	LT
Republic of Cyprus	CY *	Luxembourg	LU
Czechia	CZ	Latvia	LV
Germany	DE	Malta	MT
Denmark	DK	The Netherlands	NL
Estonia	EE	Poland	PL
Greece	EL	Portugal	PT
Spain	ES	Romania	RO
Finland	FI	Sweden	SE
France	FR	Slovenia	SI
Croatia	HR	Slovakia	SK
Hungary	HU	United Kingdom	UK

* Cyprus as a whole is one of the 28 EU Member States. However, the *acquis communautaire* has been suspended in the part of the country not controlled by the government of the Republic of Cyprus. For practical reasons, only the interviews carried out in the part of the country controlled by the government of the Republic of Cyprus are included in the “CY” category and the EU28 average.

We wish to thank the people throughout the European Union

who have given their time to take part in this survey.

Without their active participation, this study would not have been possible.

⁸ <https://ec.europa.eu/commfrontoffice/publicopinion/index.cfm>

⁹ 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% in cases where the respondent could give several answers to a question.

I. BELONGING TO A GROUP AT RISK OF DISCRIMINATION & SOCIAL CIRCLES

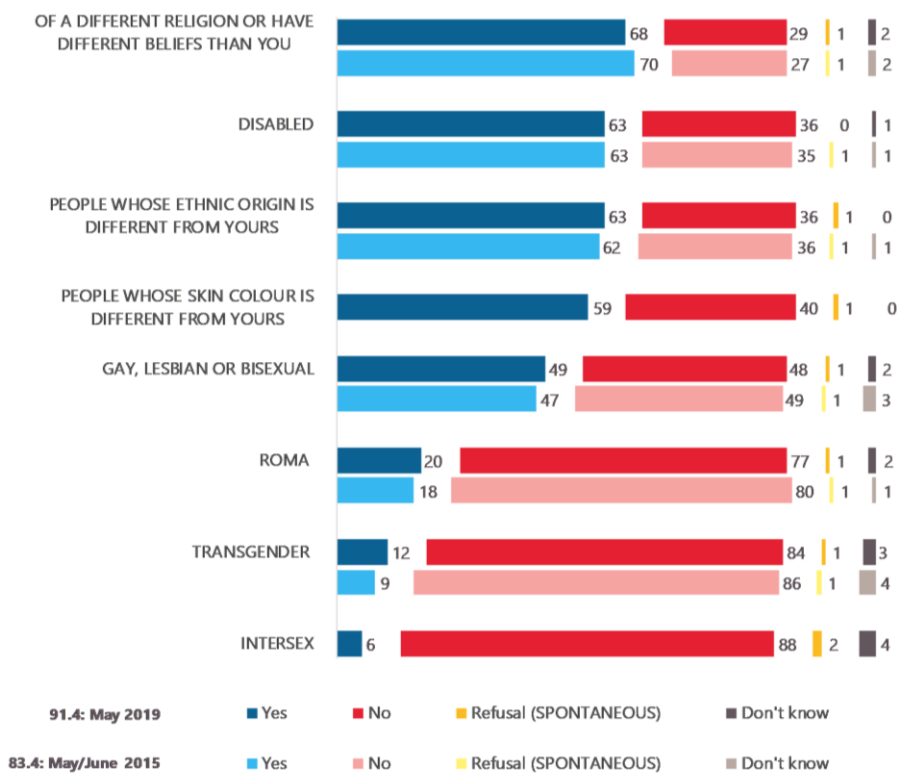
Although only a small proportion of respondents consider themselves part of a group at risk of discrimination, respondents have diverse social circles

Just over one in ten (12%) respondents consider themselves part of a minority group, with the large majority (85%) saying they are not. These findings are consistent with those from 2015.

Respondents continue to be part of diverse social groups. More than two thirds (68%) have friends or acquaintances who are of a different religion or have different beliefs than themselves, and 63% have a friend or acquaintance who is disabled or from a different ethnic origin. Almost six in ten (59%) have a friend or acquaintance with a different skin colour, and almost half (49%) have friends or acquaintances who are gay, lesbian or bisexual.

It is less common for respondents to have Roma (20%), transgender (12%) or intersex (6%) friends or acquaintances.

QSD1 Do you have friends or acquaintances who are...?
(% - EU28)



Base: all respondents (n= 27,438)

II. PERCEPTION OF AND ATTITUDES TOWARDS DISCRIMINATION IN THE EU

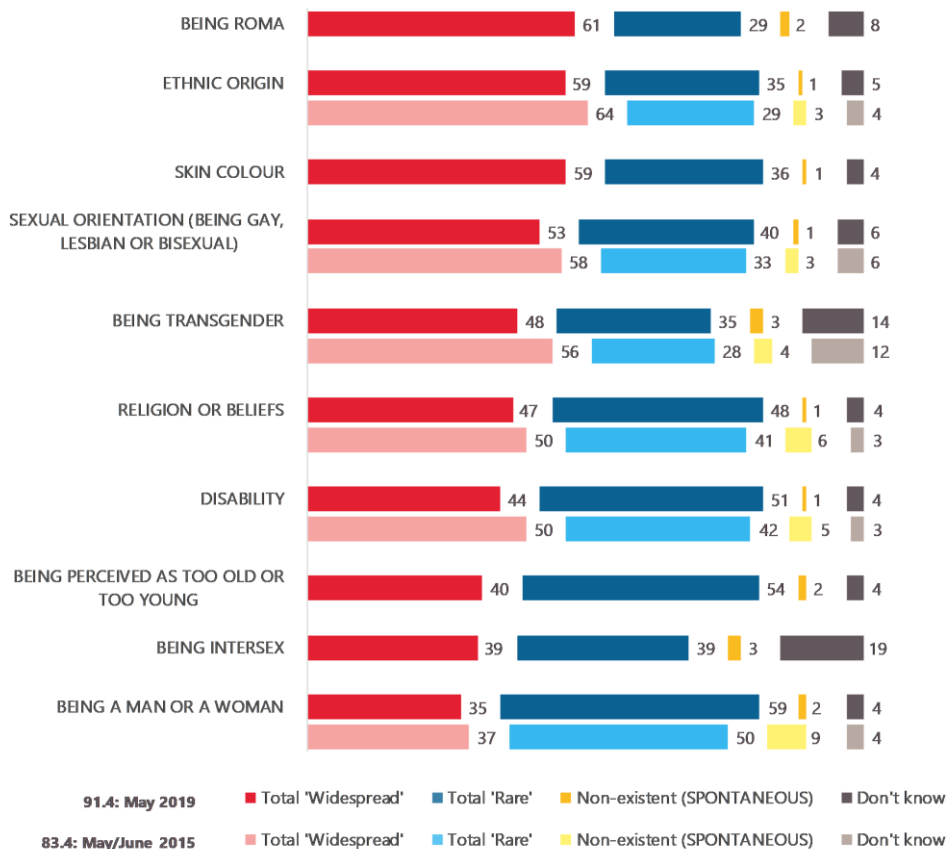
1 Perceptions of discrimination in the EU

a. Overall

The proportion of respondents who think discrimination is widespread in their country has generally declined since 2015 but perceptions vary significantly depending on the group asked about

Discrimination for being Roma is considered the most widespread (61%)¹⁰. Over half of respondents also say discrimination on the basis of ethnic origin and skin colour (both 59%) or sexual orientation (53%) is widespread in their country. Almost half (48%) say discrimination for being transgender is widespread, while 47% say this about religion or beliefs, 44% about disability and 40% about being perceived as too old or too young. Almost four in ten (39%) say discrimination for being intersex is widespread in their country, while 35% say this about being a man or a woman.

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



Base: all respondents (n= 27,438)

¹⁰ QC1 for each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of... In 2015, wording of item 1.8 was "Gender identity (being transgender or transsexual)" and wording of item 1.9 was "Gender"

b. Ethnic origin and skin colour

Almost six in ten think discrimination based on ethnic origin or skin colour is widespread in their country

At an EU level, almost six in ten (59%) think discrimination based on **ethnic origin** is widespread in their country, but there is significant variation between Member States. In 17 countries, more than half of all respondents think this type of discrimination is widespread in their country, with the highest proportions amongst respondents in the Netherlands (76%), France (74%), Belgium (71%) and Sweden (70%). In contrast, 18% in Lithuania, 24% in Slovakia and 25% in Latvia think the same way.

There is a wide variation of responses between Member States when it comes to the belief that discrimination on the basis of **skin colour** is widespread, with proportions ranging from 80% in France, 74% in Belgium and 71% in the Netherlands to 22% in Latvia, 23% in Lithuania and 26% in Bulgaria. Overall, there are 17 countries where more than half believe this kind of discrimination is widespread in their country.

c. Being a Roma

A majority of Europeans think discrimination against Roma is widespread in their country

Just over six in ten respondents (61%) in the EU think discrimination on the basis of being **Roma** is widespread. In 19 countries, more than half of all respondents think discrimination on this basis is widespread, with the highest proportions in Greece and Sweden (both 82%) and Italy (79%). At the other end of the scale, 23% in Estonia, and 35% in Malta and Latvia think the same way.

d. Gender

Over a third (35%) of respondents across the EU think discrimination based on being male or female is widespread in their country

This shows a slight decrease since 2015 (- 2pp). France (52%) is the only country where at least half say discrimination based on being **male or female** is widespread, although more than four in ten in the United Kingdom, Romania (both 44%), and Belgium (43%) think this way. At the other end of the scale, 16% in Bulgaria, 17% in Slovakia and 20% in Latvia and Poland say discrimination on the basis of being a man or a woman is widespread in their country.

Compared to 2015, there are now in 19 countries less people feeling that discrimination based on being male or female is widespread. That trend is particularly strong in Sweden (-14 pp) and Hungary (-10 pp). In some countries, there are now more people feeling that discrimination is widespread with the highest increase in Austria (+9 pp) and Portugal (+7 pp). Women are slightly more likely than men to say discrimination for being a man or a woman is widespread (37% vs 32%).

Almost half of respondents (48%) say discrimination on the basis of being transgender is widespread in their country and 39% about being intersex

Belief in widespread discrimination in their country against **transgender persons** is highest amongst respondents in Italy (66%), Portugal (59%) and Spain (58%), and lowest in Latvia and Slovakia (both 20%), and Bulgaria, Czechia and Luxembourg (all 23%).

It is worth noting that in almost all countries more than one in ten say they don't know, with particularly high levels in Luxembourg (31%), and Bulgaria and Latvia (both 30%).

There are only four countries where at least half of all respondents say discrimination against **intersex persons** is widespread: Italy (58%), Portugal (55%), Greece (54%) and Cyprus (52%). At the other end of the scale, 16% in Estonia, 17% in Luxembourg and Latvia and 19% in Slovakia say the same. In many countries, relatively high proportions say they don't know.

e. Sexual orientation

A slight majority think discrimination against gays, lesbians or bisexuals is widespread in their country

Across the EU just over half (53%) of all respondents think discrimination on the basis of **sexual orientation** is widespread in their country, and at least a quarter in each Member State thinks this way. This view is held by at least seven in ten in France (73%), Portugal (71%) and Greece (70%), compared to 25% in Slovakia, 27% in Luxembourg and 29% in Bulgaria.

f. Age

Four in ten respondents consider age discrimination to be widespread in their country

Four in ten respondents in the EU think discrimination on the basis of **being perceived as too old or too young** is widespread in their country. There are only four countries where at least half think this kind of discrimination is widespread: France (54%), Portugal (52%), the United Kingdom (51%) and Greece (50%). At the other end of the scale, 20% in Germany, 22% in Slovakia and 23% in Luxembourg think the same.

g. Religion/beliefs

Almost half think discrimination based on religion or beliefs is widespread in their country

Opinion in the EU is divided over whether discrimination on the basis of **religion or beliefs** is widespread in their country: 47% say that it is widespread and 48% that it is rare. There is also considerable variation at a country level. Almost seven in ten respondents in France (69%), 65% in Belgium and 61% in the United Kingdom and Denmark say discrimination on this basis is widespread, compared to 12% in Latvia, 13% in Slovakia and 15% in Lithuania. There are seven countries where at least half of the respondents feel discrimination is "widespread".

h. Disability

More than four in ten respondents think discrimination of persons with a disability is widespread in their country

More than four in ten (44%) respondents in the EU say discrimination on the basis of **disability** is widespread in their country, while 51% say it is rare.

At a country level, respondents in France (63%), Portugal (58%) and Greece (53%) are the most likely to say this kind of discrimination is widespread. At the other end of the scale, 19% in Luxembourg, 21% in Slovakia and 28% in Poland say the same.

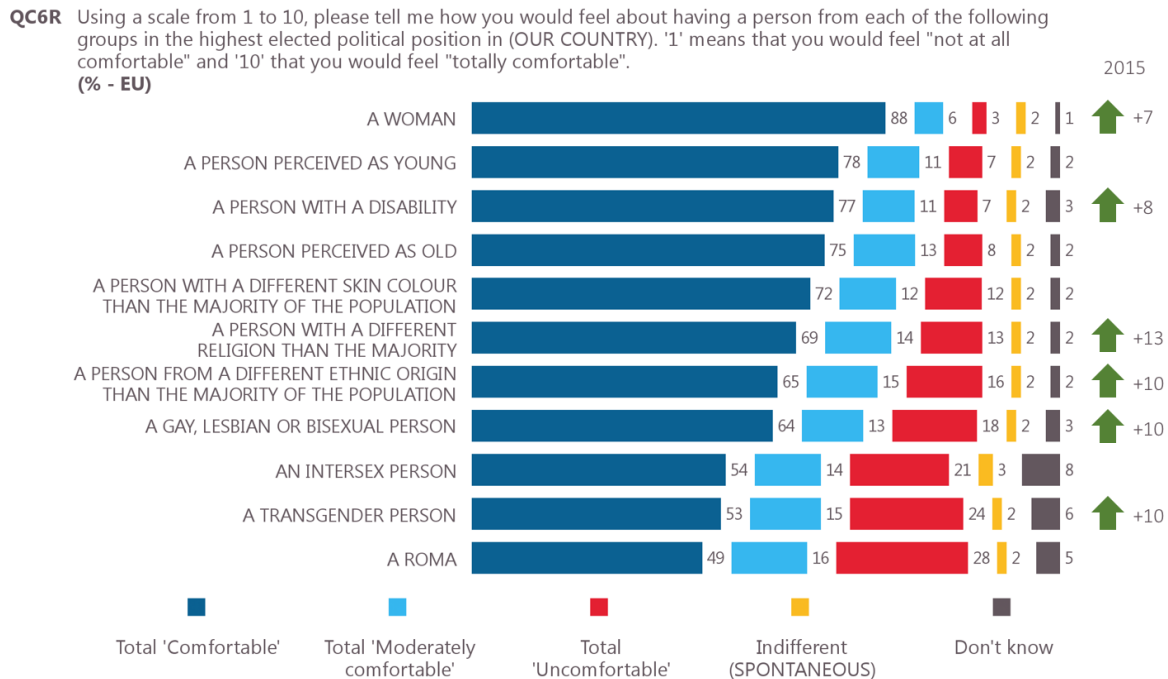
2. Attitudes: being comfortable with people from groups at risk of discrimination

a. Overall

Compared to 2015, respondents now say they feel more comfortable, but there are wide variations depending on the group at risk of discrimination

Respondents are increasingly comfortable¹¹ with the idea of someone from one of the groups elected at the **highest political position**¹². This is particularly the case for a person with a different religion than the majority (69%, +13 pp since 2015), a transgender person (53%, +10 pp), a person from a different ethnic origin than the majority of the population (65%, +10 pp), or a gay, lesbian or bisexual person (64%, +10 pp).

The proportions of respondents that say they are comfortable with the idea of someone from one of the groups elected at the highest political position **varies** from 88% for a woman, 78% for a person perceived as young and 77% for a person with a disability to 49% for a Roma, 53% for a transgender person and 54% for an intersex person.



Base: all respondents (n= 27,438)

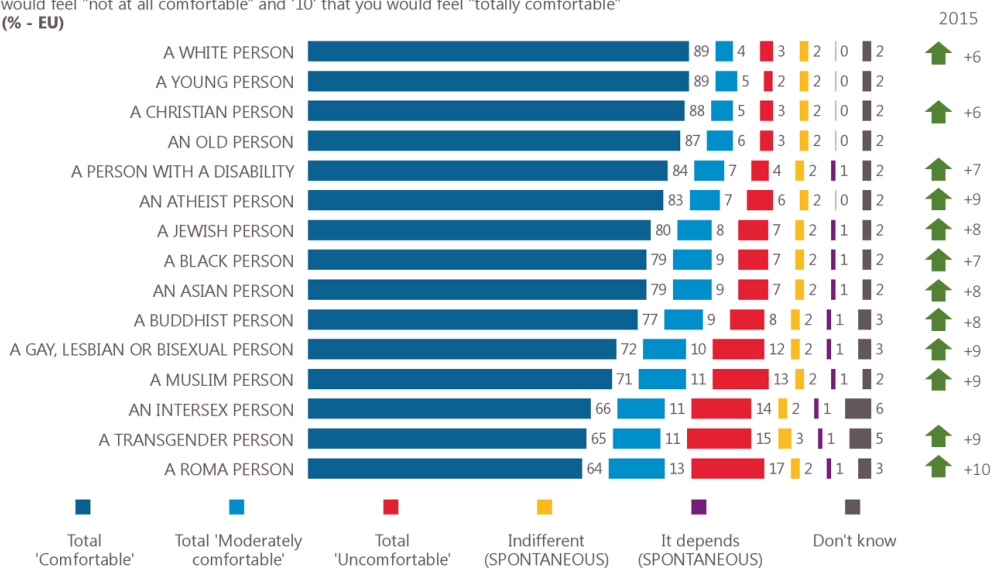
¹¹ For analysis purposes, respondents' responses have been combined into three categories: 'comfortable' (score of 7-10 out of 10), 'moderately comfortable' (score of 5 or 6) and 'uncomfortable' (score of 1 to 4).

¹² QC6 Using a scale from 1 to 10, please tell me how you would feel about having a person from each of the following groups in the highest elected political position in (OUR COUNTRY). '1' means that you would feel "not at all comfortable" and '10' that you would feel "totally comfortable". 6.3 A person from a different ethnic origin than the majority of the population.

Compared to 2015, respondents also feel more comfortable having someone from one of the groups as **a work colleague**¹³, with the largest increase for Roma (64%, +10 pp); atheist (83%, +9 pp); gay, lesbian or bisexual person (72%, +9 pp); Muslim (71%, +9 pp); or a transgender person (65%, +9 pp).

However, proportions **vary** considerably: from 89% for a white person or a young person, 88% for Christian person, and 87% for an old person, to 64% for a Roma, 65% for a transgender person and 66% for an intersex person.

QC12R Regardless of whether you are actually working or not, please tell me, using a scale from 1 to 10, how comfortable you would feel, if a colleague at work with whom you are in daily contact, belonged to each of the following groups? '1' means that you would feel "not at all comfortable" and '10' that you would feel "totally comfortable" (% - EU)

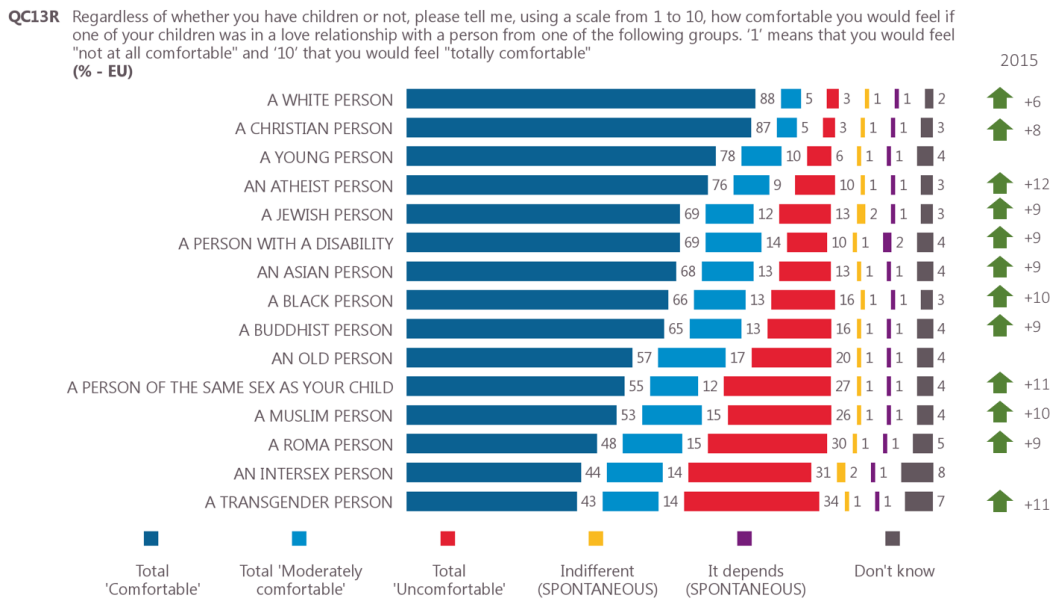


Base: all respondents (n= 27,438)

¹³ QC12R Regardless of whether you are actually working or not, please tell me, using a scale from 1 to 10, how comfortable you would feel, if a colleague at work with whom you are in daily contact, belonged to each of the following groups? '1' means that you would feel "not at all comfortable" and '10' that you would feel "totally comfortable".

Respondents, compared to 2015, feel more comfortable with the idea of someone from one of the groups being in a **love relationship with one of their children**¹⁴. There is a large increase for atheists (76%, +12 pp), a person of the same sex as their child (55%, +11 pp), a transgender person (43%, +11 pp), a black person (66%, +10 pp), a Muslim (53%, +10 pp) or a Roma person (48%, + 9 pp).

The proportion of respondents who say would feel comfortable if one of their children was in a love relationship with someone from one of the groups **varies** from 88% for a white person, 87% for a Christian and 76% for an atheist to 43% for a transgender person, 44% for an intersex person and 48% for a Roma.



Base: all respondents (n= 27,438)

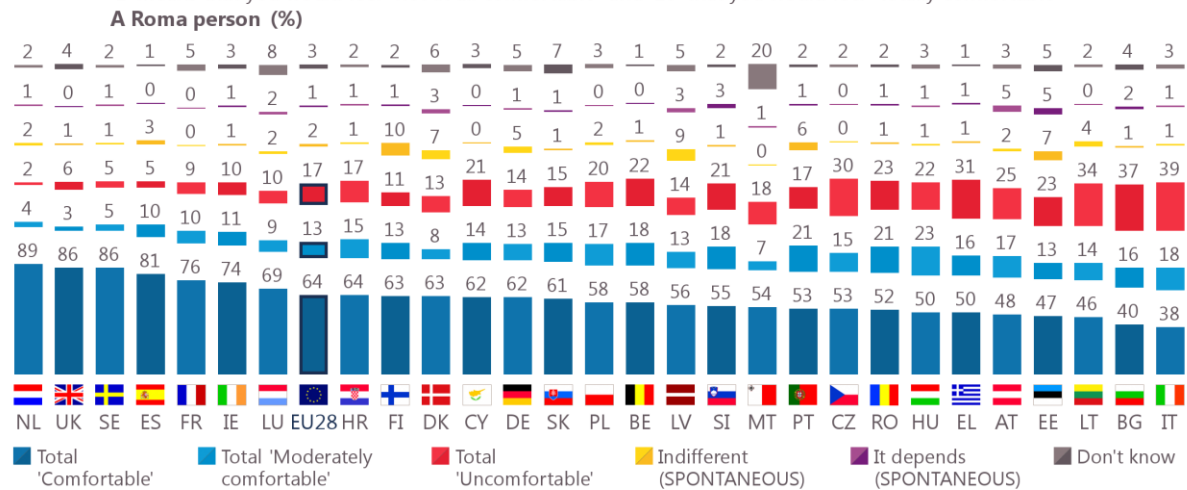
¹⁴ QC13 Regardless of whether you have children or not, please tell me, using a scale from 1 to 10, how comfortable you would feel if one of your children was in a love relationship with a person from one of the following groups. '1' means that you would feel "not at all comfortable" and '10' that you would feel "totally comfortable".

Attitudes vary considerably between EU countries

There is a **wide range of variation across Member States**. Respondents in the United Kingdom, the Netherlands, Ireland, Spain, Sweden are consistently amongst the most likely to feel comfortable with someone from a group at risk of discrimination in one of the scenarios. Those in Bulgaria, Hungary, Latvia and Lithuania are fairly consistently amongst the least likely to feel comfortable in each case.

For example, when it comes to how comfortable Europeans say they would feel about having as a **colleague** at work a **Roma person**, the percentage of respondents saying that they would feel comfortable range between 38% in Italy or 40% in Bulgaria to 86% in the United Kingdom and Sweden and 89% in the Netherlands.

QC12R.1 Regardless of whether you are actually working or not, please tell me, using a scale from 1 to 10, how comfortable you would feel, if a colleague at work with whom you are in daily contact, belonged to each of the following groups? '1' means that you would feel "not at all comfortable" and '10' that you would feel "totally comfortable"



Base: all respondents (n= 27,438)

3. Ethnic origin and skin colour

a. Having a person from a different ethnic origin or skin colour in the highest political office

More than six in ten would feel comfortable if the highest elected political position was occupied by someone with a different ethnic origin or skin colour than the majority

Almost two thirds (65%) of respondents in the EU overall would be comfortable having a person from a different **ethnic origin** to the majority in the highest elected political position. There is considerable variability at country level. At least eight in ten in the United Kingdom (88%), the Netherlands (85%) and Ireland, Spain and Sweden (all 80%) would be comfortable with this, compared to 40% in Czechia, 42% in Bulgaria and 43% in Hungary. In spite of these variations, however, it is worth noting that feeling “comfortable” is the most common response in each country.

The level of comfort of having a person with a different **skin colour** than the majority in the highest elected political position in their country also varies considerably across Member States: from 95% in the Netherlands, 92% in the United Kingdom and 89% in Sweden to 38% in Bulgaria, 42% in Hungary and 43% in Lithuania.

b. Working with a black, Asian or white person

Respondents have become more comfortable with the idea of a black, Asian or white person as a work colleague

Almost eight in ten respondents (79%) say they would feel comfortable having daily contact with a work colleague who is a **black person**. A further 9% would be moderately comfortable with this, while 7% would be uncomfortable. In all 28 countries “comfortable” is the most common answer, although proportions vary considerably: from 96% of respondents in the Netherlands and 95% in the United Kingdom and Sweden to 46% in Hungary, 48% in Bulgaria and 57% in Austria. Bulgaria (25%), Hungary (24%) and Lithuania (21%) are the only countries where at least one in five say they would be uncomfortable.

Almost eight in ten respondents (79%) would feel comfortable having daily contact with an **Asian colleague**, with a further 9% saying they would feel moderately comfortable. Fewer than one in ten (7%) would feel uncomfortable with this. At a country level, more than half in each Member State say they would feel comfortable in this situation, ranging from 96% in the Netherlands to 52% in Bulgaria.

In the EU, 89% of respondents would feel comfortable having daily contact with a **white colleague**, and in each country more than seven in ten feel the same. Proportions range from 97% in the Netherlands to 71% in Romania.

c. Having sons or daughters in a love relationship with a black, Asian or white person

Respondents have become more comfortable with the idea of a black, Asian or white person in a love relationship with one of their children

Just under two thirds of respondents in the EU say they would feel comfortable if one of their children was in a love relationship with a **black person**, and a further 13% say they would be moderately comfortable. Almost one in five (16%) say they would be uncomfortable in this situation. There is considerable variation at country level. At least eight in ten respondents in the Netherlands (89%), Sweden (88%), the United Kingdom (86%) and France (80%) say they would feel comfortable if their child was in a love relationship with a black person, compared to 15% in Bulgaria, 26% in Hungary and 33% in Slovakia. Bulgaria is the only country where more than half say they would be uncomfortable in this situation (63%), and “uncomfortable” is also the most common answer in Hungary, Slovakia, Czechia and Lithuania.

More than two thirds (68%) of respondents in the EU say they would feel comfortable if one of their children was in a love relationship with an **Asian person**, while a further 13% would feel moderately comfortable. Just over one in ten (13%) say they would not be comfortable in this situation. Once again there is considerable variation between countries. Nine in ten respondents in the Netherlands and Sweden say they would feel comfortable with this, compared to 26% in Bulgaria and 37% in Cyprus and Lithuania. These three countries are the only ones where being “uncomfortable” is the most common answer.

Almost nine in ten EU respondents (88%) say they would feel comfortable if one of their children was in a love relationship with a **white person**, with a further 5% moderately comfortable with this situation. There is relatively little variation at country level. The proportion who would feel comfortable in this situation ranges from 96% in Greece and 95% in Ireland, the Netherlands and Sweden to 70% in Romania and 79% in Austria and Poland.

4. Being a Roma

Attitudes towards Roma persons have improved since 2015 but there is still a wide variation between Member States

Acceptance of Roma in different spheres of life has **improved** since 2015: 64% (up from 54% in 2015) say they would feel comfortable working with a Roma colleague, and 48% (up from 39% in 2015) say they would feel comfortable having one of their children in a love relationship with a Roma.

There is a **wide variation** between Member States, with respondents in the United Kingdom (74%), Sweden (71%), the Netherlands (69%) and Spain (65%) amongst the most likely to say they would feel comfortable with one of their children in a love relationship with a Roma, and those in Bulgaria (14%), Greece (21%) and Lithuania (22%) much less likely to feel this way.

a. Having a Roma in the highest political office

Almost half (49%) of respondents say they would feel comfortable with the idea of a Roma in the highest elected political position

A further 16% say they would feel moderately comfortable and more than one quarter (28%) say they would feel uncomfortable. In most countries, the proportion that would be comfortable with having a **Roma** occupying the highest elected political position in their country is relatively low – and there are only seven countries where at least half say they would be comfortable. There is a wide variation at country level: at least seven in ten respondents in the Netherlands (76%), Spain and the United Kingdom (both 72%) and Sweden (70%) say they would be comfortable with this, compared to 21% in Lithuania, 25% in Bulgaria and 29% in Italy and Estonia.

b. Working with a Roma

Almost two thirds (64%) of respondents say they would feel comfortable having daily contact with a colleague who is a Roma person

A further 13% saying they would feel moderately comfortable. Fewer than one in five (17%) say they would feel uncomfortable in this situation. Respondents in the Netherlands (89%) and the United Kingdom and Sweden (both 86%) are the most likely to say they would be comfortable having daily contact with a **Roma** colleague, compared to 38% in Italy, 40% in Bulgaria and 46% in Lithuania. Italy is the only country where respondents are more likely to say they would be uncomfortable (39%) than comfortable (38%) with this situation.

c. Having sons or daughters in a love relationship with a Roma

Respondents are less likely to be comfortable with one of their children in a love relationship with a Roma than they are about having a Roma person as a colleague

Respondents are more likely to say they would feel comfortable if one of their children was in a love relationship with a **Roma** (48%). Besides, 15% say they would feel moderately comfortable and 30% say they would feel uncomfortable. At country level, respondents in the United Kingdom (74%), Sweden (71%) and the Netherlands (69%) are the most likely to feel comfortable if one of their children was in a love relationship with a Roma, with those in Bulgaria (14%), Greece (21%) and Lithuania (22%) the least likely to say they would feel comfortable in this situation.

5. Gender

a. Having a woman, transgender or intersex person in the highest political office

The majority say they would feel comfortable having a woman, a transgender or an intersex person in the highest elected political office

Almost nine in ten respondents (88%) across the EU say they would feel comfortable with a **woman** in the highest elected political position in their country, and in each Member State more than seven in ten think this way¹⁵. Proportions range from 97% in the Netherlands, 95% in Sweden and 94% in the United Kingdom and Ireland to 71% in Romania, 78% in Austria and 81% in Hungary.

Although more than half (54%) of all respondents in the EU say they would be comfortable with an **intersex person** in the highest elected political office in their country, there is considerable variation across countries. More than eight in ten (84%) in the Netherlands say they would be comfortable with this, as do 79% in the United Kingdom and 75% in Sweden. At the other end of the scale, 16% in Bulgaria, 22% in Lithuania and 24% in Latvia and Romania say the same.

Although just over half (53%) of all respondents in the EU say they would be comfortable with a **transgender person** in the highest elected political office in their country, the variation across countries is 70 percentage points. More than three quarters of respondents in the Netherlands (85%), the United Kingdom (80%) and Sweden (78%) say they would feel comfortable with this, compared to 15% in Bulgaria, 21% in Lithuania and 23% in Latvia.

b. Working with a transgender or intersex person

A majority of Europeans is comfortable with the idea of working with a transgender or intersex person

Almost two thirds of respondents (65%) in the EU say they would be comfortable having daily contact with a **transgender colleague**. Just over one in ten (11%) would be moderately comfortable, while 15% say they would feel uncomfortable. There is significant variation between countries. At least nine in ten respondents in the Netherlands (92%) and Sweden (90%) say they would feel comfortable having a transgender colleague, as would 89% in the United Kingdom. At the other end of the scale, 24% in Bulgaria, 33% in Hungary and 35% in Latvia say the same.

Just under two thirds of respondents in the EU would feel comfortable if a colleague at work they had daily interaction with was an **intersex person**. A further 11% would feel moderately comfortable, while 14% say they would feel uncomfortable. Once again there is considerable variation at country level. More than nine in ten (91%) in the Netherlands say they would feel comfortable in this situation, as would 89% in the United Kingdom and 84% in Sweden. This compares to 26% in Bulgaria, 33% in Hungary and 36% in Latvia.

¹⁵ QC6 Using a scale from 1 to 10, please tell me how you would feel about having a person from each of the following groups in the highest elected political position in (OUR COUNTRY). '1' means that you would feel "not at all comfortable" and '10' that you would feel "totally comfortable".

- c. Having sons or daughters in a love relationship with a transgender or intersex person

More than four in ten (43%) respondents in the EU say they would feel comfortable if one of their children was in a love relationship with a **transgender person**, with a further 14% saying they would feel moderately comfortable. Just over one third (34%) would feel uncomfortable. Comfort levels vary considerably between countries. More than six in ten in the United Kingdom, Sweden (both 68%), the Netherlands (66%) and Spain (61%) say they would feel comfortable in this situation, compared to 5% in Bulgaria and 12% in Lithuania and Latvia. Overall there are 11 countries where feeling “comfortable” is the most common response and 17 countries where feeling “uncomfortable” is the most common response.

More than four in ten (44%) respondents in the EU say they would feel comfortable if one of their children was in a love relationship with an **intersex person**. A further 14% say they would feel moderately comfortable, while 31% would feel uncomfortable in this situation. Once again, comfort levels vary widely across countries. More than six in ten in the United Kingdom (69%), the Netherlands and Sweden (both 66%) and Spain (61%) say they would feel comfortable in this situation, compared to 7% in Bulgaria and 13% in Latvia and Lithuania.

6. Sexual orientation

- a. Having a gay, lesbian or bisexual person in the highest political office

Almost two thirds (64%) of respondents say they would feel comfortable with a gay, lesbian or bisexual person in the highest elected political position in the country

A further 13% says they would feel moderately comfortable in this situation¹⁶. Almost one in five (18%) say they would feel uncomfortable. There is a wide variation in opinion across countries. At least nine in ten respondents in the Netherlands (93%) and Sweden (90%), and 86% in the United Kingdom say they would feel comfortable in this situation, compared to 18% in Bulgaria and 26% in Romania and Lithuania. In 22 countries, respondents are most likely to say they would feel comfortable with a **gay, lesbian or bisexual person** in the highest elected political position in the country. While in six countries respondents are more likely to say they feel uncomfortable.

- b. Working with a gay, lesbian or bisexual person

Almost three quarters (72%) of respondents would feel comfortable having daily contact with a gay, lesbian or bisexual colleague

A further 10% say they would feel moderately comfortable in this situation, while 12% say they would feel uncomfortable. In all but five countries, more than half say they would feel comfortable having a **gay, lesbian or bisexual colleague**, with the highest proportions in the Netherlands (96%), Sweden (94%) and the United Kingdom (92%). The exceptions are Bulgaria (27%), Romania (36%), Hungary (41%), Latvia and Lithuania (both 44%).

¹⁶ QC6 Using a scale from 1 to 10, please tell me how you would feel about having a person from each of the following groups in the highest elected political position in (OUR COUNTRY). '1' means that you would feel "not at all comfortable" and '10' that you would feel "totally comfortable". 6.2 A gay, lesbian or bisexual person

However, Romania and Bulgaria are the only countries where respondents are more likely to say they would be uncomfortable than comfortable.

- c. Having sons or daughters in a love relationship with a person of the same sex

The majority would feel comfortable if one of their children was in a same-sex relationship

More than half (55%) of all respondents in the EU would feel comfortable if one of their children was in a love relationship with a **person of the same sex**, with a further 12% saying they would feel moderately comfortable. More than one quarter (27%) say they would feel uncomfortable with this situation. Results vary considerably by country: 86% in the Netherlands, 83% in Sweden and 77% in the United Kingdom would feel comfortable if one of their children was in a same-sex love relationship, compared to 7% in Bulgaria, 16% in Lithuania and 17% in Cyprus and Greece.

7. Age

- a. Having a person perceived as young or old in the highest political office

Large majorities are comfortable with the idea of a person perceived as young or old in the highest elected political position in their country

Overall, more than three quarters (78%) of respondents say they would feel comfortable with a **person perceived as young** being in the highest elected political position in their country. More than six in ten respondents in each country say they would feel comfortable, with proportions ranging from 86% in Spain and 85% in the United Kingdom, Greece and the Netherlands to 62% in Estonia, 63% in Finland and 66% in Lithuania.

Three quarters of respondents across the EU say they would feel comfortable with a **person perceived as old** in the highest elected political position in their country, with a further 13% saying they would feel moderately comfortable. Fewer than one in ten (8%) say they would not feel comfortable in this situation. Proportions range from 89% in the United Kingdom, 88% in Ireland and 87% in Spain to 47% in Lithuania, 54% in Latvia and 55% in Cyprus.

- b. Working with a young or old person

Large majorities are comfortable with the idea of having a person perceived as young or old as a work colleague

Almost nine in ten respondents (89%) say they would feel comfortable if they had a **young person** as a work colleague, and large majorities in each country think the same way. Proportions range from 97% in the Netherlands and 96% in Greece, the United Kingdom and Sweden to 74% in Romania, 77% in Austria and 78% in Finland.

Almost nine in ten respondents (87%) say they would feel comfortable if they had an **old person** as a work colleague. More than two thirds in each country think this way, ranging from 97% in the Netherlands, 96% in Sweden and 95% in Ireland and the United Kingdom to 68% in Romania, 74% in Austria and 75% in Bulgaria.

- c. Having sons or daughters in a love relationship with a young or old person

Respondents feel less comfortable with the idea of a person perceived as young or old in a love relationship with one of their children

More than three quarters (78%) of respondents across the EU say they would feel comfortable if their child was in a love relationship with a **young person**, and more than half in each country think the same way.

More than half (57%) of all respondents say they would feel comfortable if one of their children was in a love relationship with an **old person**.

8. Religion/beliefs

- a. Having a person with a different religion than the majority in the highest political office

More than two thirds would feel comfortable if a person with a different religion than the majority occupied the highest elected political position in their country

Almost seven in ten (69%) respondents in the EU say they would feel comfortable if a person with a different religion than the majority occupied the highest elected political position in their country. In each country, more than four in ten think the same way. Proportions range from 88% in the United Kingdom, 85% in Ireland and 83% in Spain to 42% in Lithuania, 46% in Cyprus and 50% in Greece.

- b. Working with a Jewish, Muslim, Buddhist, Christian or atheist person

More than seven in ten would feel comfortable with a colleague who is Jewish, Muslim, Buddhist, Christian or atheist

Overall, eight in ten respondents say they would feel comfortable with a **Jewish colleague**, and more than half in each country feel the same way¹⁷. Proportions range from 96% in the Netherlands, 95% in the United Kingdom and 93% in Sweden to 53% in Romania, 63% in Bulgaria and 64% in Austria.

Although 71% of respondents say they would feel comfortable working with a **Muslim** person, there is considerable variation between countries. More than nine in ten in the United Kingdom (93%) and the Netherlands (91%) and 87% in France and Sweden say they would feel comfortable in this situation, compared to 35% in Czechia, 37% in Hungary and 47% in Lithuania. Czechia is the only country where respondents are more likely to say they would be uncomfortable than comfortable.

More than three quarters of respondents say they would be comfortable with a **Buddhist colleague**, and more than half in each country feel this way. Proportions range from 94% in the United Kingdom and the Netherlands to 51% in Hungary.

¹⁷ QC12 Regardless of whether you are actually working or not, please tell me, using a scale from 1 to 10, how comfortable you would feel, if a colleague at work with whom you are in daily contact, belonged to each of the following groups? '1' means that you would feel "not at all comfortable" and '10' that you would feel "totally comfortable"

Across the EU almost nine in ten (88%) respondents say they would feel comfortable with a **Christian colleague**, and large majorities in each country say the same. Proportions range from 97% in Greece to 74% in Romania.

More than eight in ten (83%) respondents say they would feel comfortable with an **atheist colleague**, and the majority of respondents in each country also say this. Proportions range from 95% in the Netherlands and 94% in the United Kingdom and Sweden to 57% in Romania, 64% in Austria and 68% in Hungary.

- c. Having sons or daughters in a love relationship with a Jewish, Muslim, Buddhist, Christian or atheist person

Levels of comfort vary considerably depending on the groups asked about

More than two thirds of respondents (69%) say they would feel comfortable if one of their children was in a love relationship with a **Jewish person**¹⁸. At a country level, however, proportions vary considerably: from 87% in the United Kingdom, 86% in Sweden and 85% in the Netherlands to 32% in Cyprus, 39% in Romania and 42% in Malta and Greece.

About half (53%) of respondents would feel comfortable if one of their children was in a love relationship with a **Muslim**. Respondents in the United Kingdom (82%) are more likely than those in other countries to say they would feel comfortable in this situation, followed by those in France (68%), and Ireland and Sweden (both 66%). At the other end of the scale, 18% in Czechia, 22% in Lithuania and 23% in Cyprus and Hungary would feel comfortable.

Almost two thirds (65%) of respondents overall say they would feel comfortable if their child was in a relationship with a **Buddhist**. However, at a country level this proportion varies substantially.

Across the EU, almost nine in ten respondents (87%) say they would feel comfortable if their child was in a love relationship with a **Christian**. The variation at country level is comparatively small, with proportions ranging from 97% in Greece to 72% in Romania.

Just over three quarters (76%) of all respondents say they would feel comfortable if one of their children was in a love relationship with an **atheist**. Respondents in Sweden (90%), France (89%) and the United Kingdom (87%) are the most likely to say they would feel comfortable in this situation. At the other end of the scale, 36% in Cyprus, 41% in Romania and 46% in Malta say the same.

¹⁸ QC13 Regardless of whether you have children or not, please tell me, using a scale from 1 to 10, how comfortable you would feel if one of your children was in a love relationship with a person from one of the following groups. '1' means that you would feel "not at all comfortable" and '10' that you would feel "totally comfortable"

9. Disability

a. Having a person with a disability in the highest political office

Respondents are increasingly comfortable with the idea of a disabled person in the highest political office

More than three quarters (77%) of respondents say they would feel comfortable if a **person with a disability** held the highest elected political position in their country¹⁹. In all but one country, the majority of respondents say they feel “comfortable”, although proportions vary considerably: from 91% in the Netherlands, 90% in the United Kingdom and 89% in Sweden to 49% in Romania, 52% in Hungary and 53% in Lithuania.

b. Working with a person with a disability

The large majority of respondents (84%) would feel comfortable having a colleague with a disability

Proportions range from 95% in the United Kingdom, the Netherlands and Sweden to 60% in Romania, 62% in Hungary and 67% in Bulgaria.

c. Having sons and daughters in a love relationship with a person with a disability

More than two thirds (69%) of respondents say they would feel comfortable if their child was in a love relationship with a person with a disability

However, there is a considerable variation across countries. Almost nine in ten respondents in the United Kingdom, the Netherlands (both 88%) and Sweden (87%) say they would feel comfortable in this situation, compared to 29% in Bulgaria, 34% in Hungary and 35% in Romania.

¹⁹ QC6 Using a scale from 1 to 10, please tell me how you would feel about having a person from each of the following groups in the highest elected political position in (OUR COUNTRY). '1' means that you would feel "not at all comfortable" and '10' that you would feel "totally comfortable".

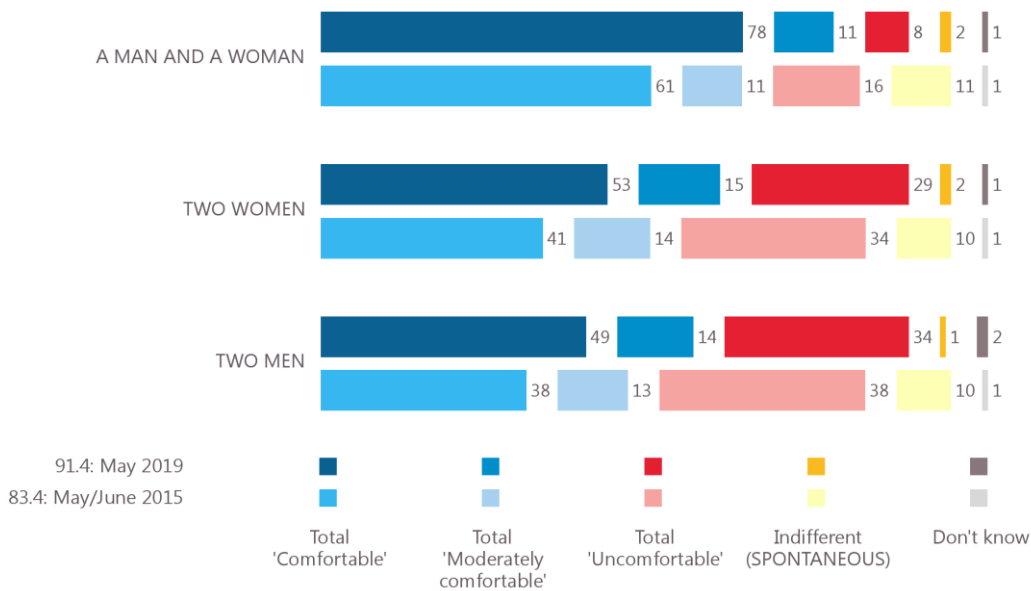
III FOCUS ON LGBTI: RIGHTS AND SHOWING AFFECTION IN PUBLIC

Although the support for LGBTI relationships and for equal rights has grown since 2015, there is a considerable variation between Member States

Compared to 2015, respondents are now more likely to be comfortable with **public affection** (e.g. kissing and holding hands) between a man and a woman (+17 pp), between two women (+12 pp) or between two men (+11 pp).

Respondents are more comfortable with public affection displayed by a man and a woman (78%) than by two women (53%) or two men (49%).

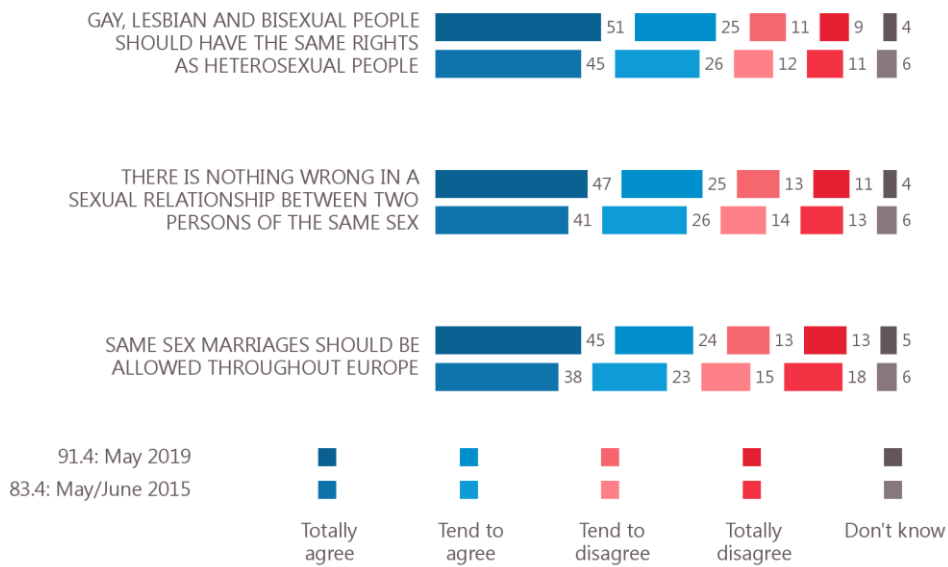
QC18R Using a scale from 1 to 10, please tell me how comfortable you would feel with the following people showing affection in public (e.g. kissing or holding hands). '1' means that you would feel "not at all comfortable" and '10' that you would feel "totally comfortable". (% - EU)



Base: all respondents (n= 27,438)

More than three quarters of respondents (76%, +5 pp since 2015) agree that gay, lesbian and bisexual people should have the **same rights** as heterosexual people, 72% (+5 pp) agree there is nothing wrong in a **sexual relationship** between two persons of the same sex and 69% (+8 pp) agree **same sex marriages** should be allowed throughout Europe²⁰.

QC15 To what extent do you agree or disagree with each of the following statements? (% - EU)

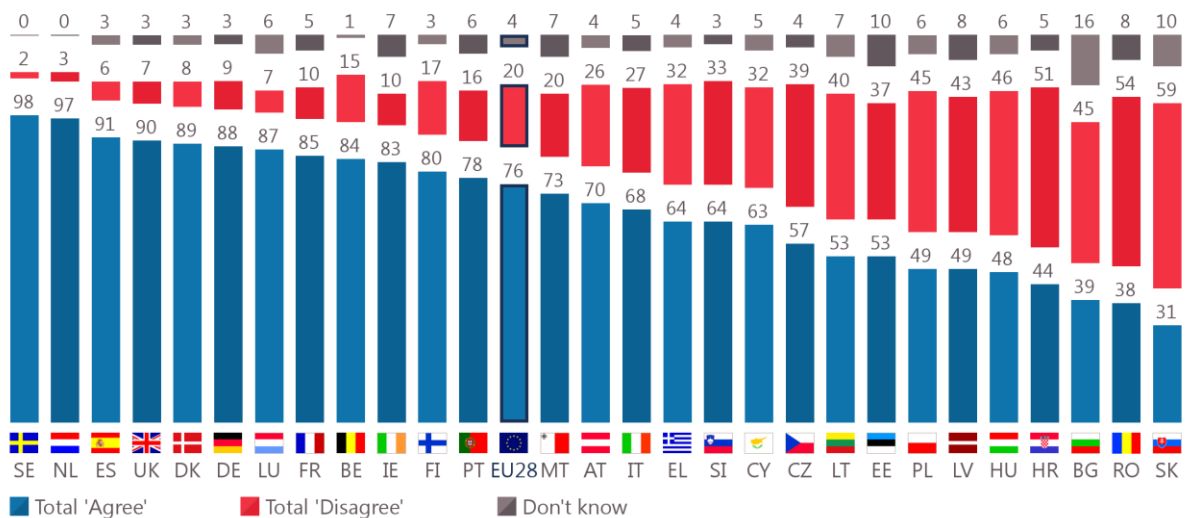


Base: all respondents (n= 27,438)

There is considerable **variation between countries** for all items. For example, almost all respondents in Sweden (98%) and the Netherlands (97%) agree gay, lesbian and bisexual people should have the same rights as heterosexual people, as do 91% in Spain and 90% in the United Kingdom. In contrast, 31% in Slovakia, 38% in Romania and 39% in Bulgaria think the same way.

QC15.1 To what extent do you agree or disagree with each of the following statements?

Gay, lesbian and bisexual people should have the same rights as heterosexual people (%)



Base: all respondents (n= 27,438)

²⁰ QC15 To what extent do you agree or disagree with each of the following statements?

Since 2015, respondents have become more accepting of each of these aspects of equal rights for LGBTI people. However, respondents in **nine countries** are today **less likely to agree that gay, lesbian, and bisexual people should have the same rights** as heterosexuals. This trend is particularly strong in Bulgaria (- 12 pp), Slovakia and Czechia (both - 5 pp).

Respondents in **eight countries** are today **less likely to say that there is nothing wrong with a sexual relationship between two persons of the same sex**. With regard to same **sex marriages**, respondents in **six countries** are **less likely to say that this should be allowed** throughout Europe. This trend is particularly strong in Czechia (- 9 pp) and Hungary (- 6 pp).

QC15 To what extent do you agree or disagree with each of the following statements?

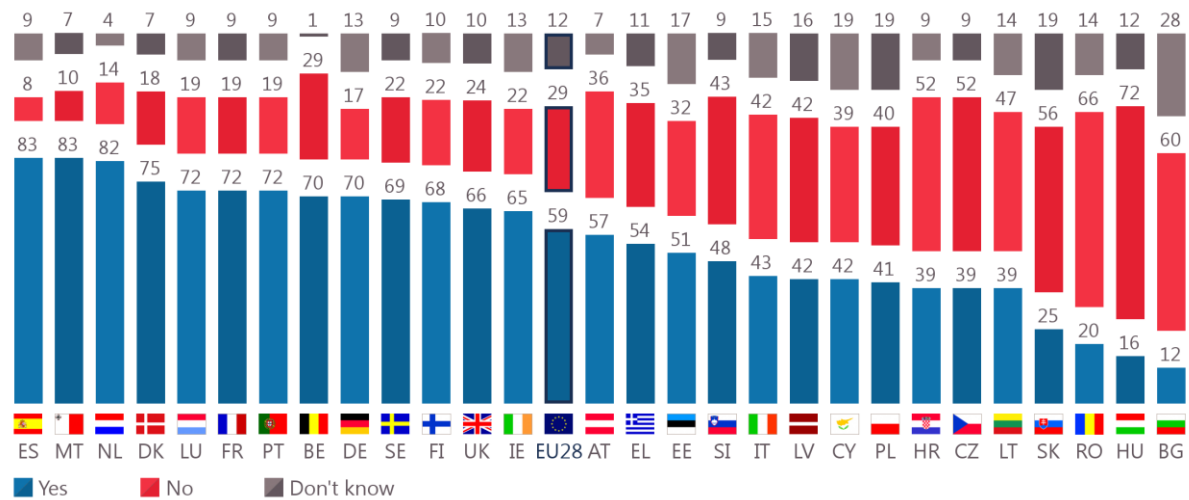
Total 'Agree' (%)

		Gay, lesbian and bisexual people should have the same rights as heterosexual people	Diff. May 2019 - May/June 2015	There is nothing wrong in a sexual relationship between two persons of the same sex	Diff. May 2019 - May/June 2015	Same sex marriages should be allowed throughout Europe	Diff. May 2019 - May/June 2015
EU28		76	▲ 5	72	▲ 5	69	▲ 8
BE		84	▲ 3	82	=	82	▲ 5
BG		39	▼ 12	20	▼ 7	16	▼ 1
CZ		57	▼ 5	57	▼ 3	48	▼ 9
DK		89	▼ 1	90	▲ 2	89	▲ 2
DE		88	▲ 18	86	▲ 12	84	▲ 18
EE		53	▲ 9	49	▲ 9	41	▲ 10
IE		83	▼ 4	80	▼ 2	79	▼ 1
EL		64	▲ 2	44	▲ 2	39	▲ 6
ES		91	▲ 1	89	▲ 2	86	▲ 2
FR		85	▲ 4	85	▲ 2	79	▲ 8
HR		44	▼ 4	36	▼ 3	39	▲ 2
IT		68	▼ 4	59	▼ 2	58	▲ 3
CY		63	▲ 1	40	=	36	▼ 1
LV		49	▲ 7	25	▲ 2	24	▲ 5
LT		53	▲ 9	35	▲ 5	30	▲ 6
LU		87	▲ 12	88	▲ 8	85	▲ 10
HU		48	▼ 1	41	▼ 3	33	▼ 6
MT		73	▼ 4	73	▲ 2	67	▲ 2
NL		97	▲ 1	92	▲ 1	92	▲ 1
AT		70	=	65	▼ 2	66	▲ 4
PL		49	▲ 12	49	▲ 12	45	▲ 17
PT		78	▲ 7	69	▲ 10	74	▲ 13
RO		38	▲ 2	29	▲ 5	29	▲ 8
SI		64	▲ 10	60	▲ 5	62	▲ 8
SK		31	▼ 5	29	▼ 4	20	▼ 4
FI		80	▲ 6	79	▲ 8	76	▲ 10
SE		98	▲ 3	95	▲ 2	92	▲ 2
UK		90	▲ 6	85	▲ 10	85	▲ 14

Base: all respondents (n= 27,438)

The majority of respondents (59%) think transgender persons should be able to **change their civil documents** to match their inner gender identity, although it varies from 83% in Spain and Malta to 12% in Bulgaria²¹.

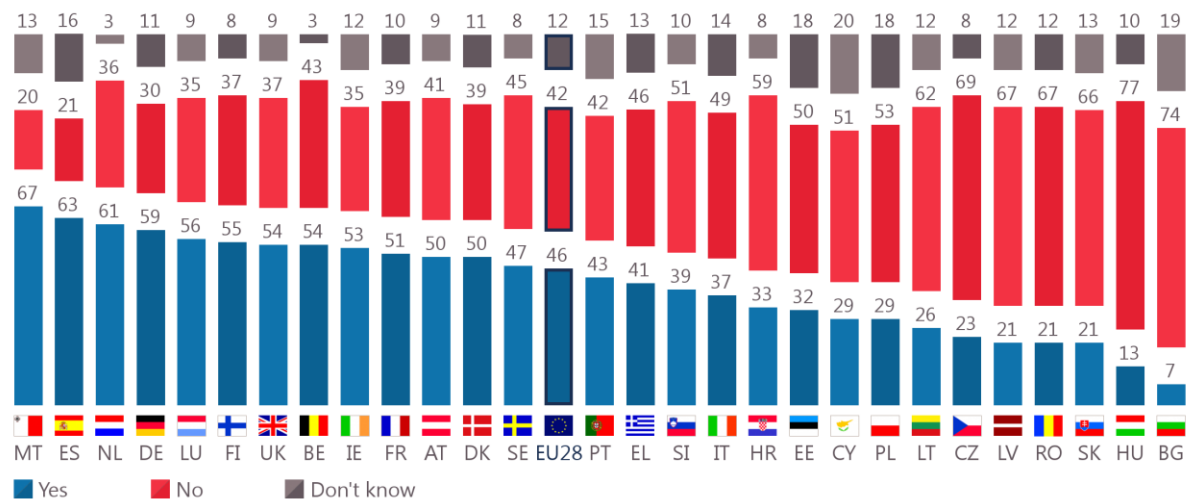
QC19 Do you think that transgender persons should be able to change their civil documents to match their inner gender identity? (%)



Base: all respondents (n= 27,438)

Almost half (46%) of all respondents think **official documents should have a third option**, such as X or O, for people who do not identify as female or male. However, this varies from 67% in Malta to 7% in Bulgaria²².

QC20 Do you believe that official documents, like passports and birth certificates, should have a third option, such as X or O (other) beside male and female for those persons who do not identify as female and male? (%)



Base: all respondents (n= 27,438)

²¹ QC19 Do you think that transgender persons should be able to change their civil documents to match their inner gender identity?

²² QC20 Do you believe that official documents, like passports and birth certificates, should have a third option, such as X or O (other) beside male (M) and female (F) for those persons who do not identify as female and male?

IV FOCUS ON ROMA

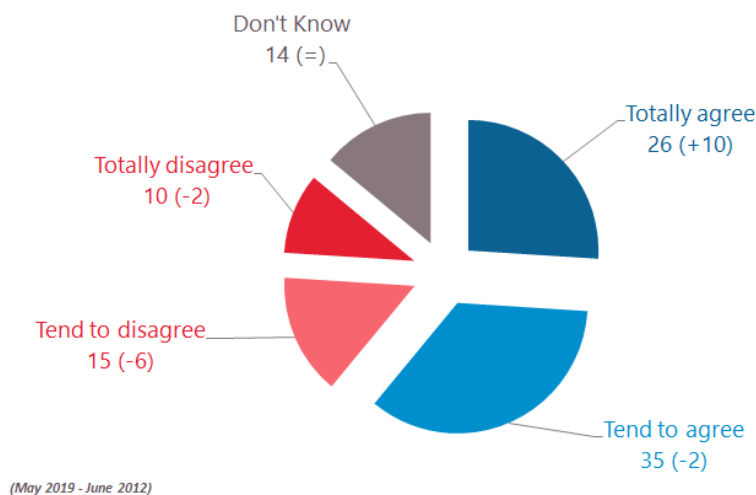
Almost four in ten respondents (39%) think citizens of their country would feel comfortable about their children having **Roma schoolmates**, an increase of eight points since 2012²³.

Respondents in Finland (59%), Latvia (56%) and Poland (53%) are the most likely to say citizens in their country would feel comfortable with their children having Roma schoolmates, particularly compared to those in France (25%), Portugal (27%) or Italy (29%).

The highest proportions of respondents who think their compatriots would be uncomfortable are observed in Greece (41%), Czechia (40%), Italy (38%), Austria and Belgium (both 36%).

There are also more people agreeing that society could benefit from a **better integration** of the Roma. This is the view of a majority of respondents (61%)²⁴.

QC16.1 To what extent do you agree or disagree with the following statement:
Society could benefit from a better integration of the Roma
(% - EU)



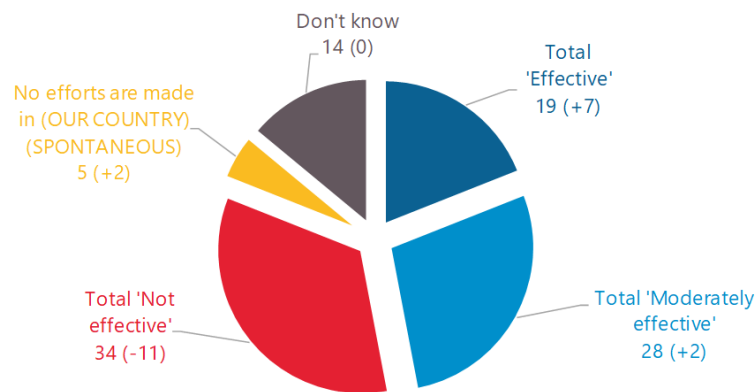
Base: all respondents (n= 27,438)

²³ QC14 Using a scale from 1 to 10, please tell me how, in your opinion, (NATIONALITY) citizens would feel about their children having Roma schoolmates? 1 means that (NATIONALITY) citizens would feel "not at all comfortable" and 10 that they would feel "totally comfortable"

²⁴ QC16 To what extent do you agree or disagree with the following statement: Society could benefit from a better integration of the Roma

However, only a small minority (19%) think their **country's efforts to integrate its Roma population** are effective²⁵, and a further 28% believe they are moderately effective.

QC8R Using a scale from 1 to 10, please tell me if you think that the efforts made in (OUR COUNTRY) for the integration (in the fields of education, health, housing and employment) of its Roma population are effective. '1' means you consider that these efforts are "not at all effective" and '10' that you consider that these efforts are "very effective". (% - EU)



(May 2019 - June 2012)

Base: all respondents (n= 27,438)

In spite of the positive trends emerging from the current survey, **Roma still face the highest risks of discrimination**. Just over six in ten respondents (61%) in the EU think discrimination on the basis of being Roma is widespread. Respondents are also less likely to feel comfortable with Roma in a range of situations compared to other groups, including those with a different ethnic origin, black people and Muslim. The only exception is when it comes to having a child in a love relationship with a Roma – here respondents are slightly more comfortable with this idea than they are about a transgender or intersex person in this situation.

²⁵QC8 Using a scale from 1 to 10, please tell me if you think that the efforts made in (OUR COUNTRY) for the integration (in the fields of education, health, housing and employment) of its Roma population are effective. '1' means you consider that these efforts are "not at all effective" and '10' that you consider that these efforts are "very effective"

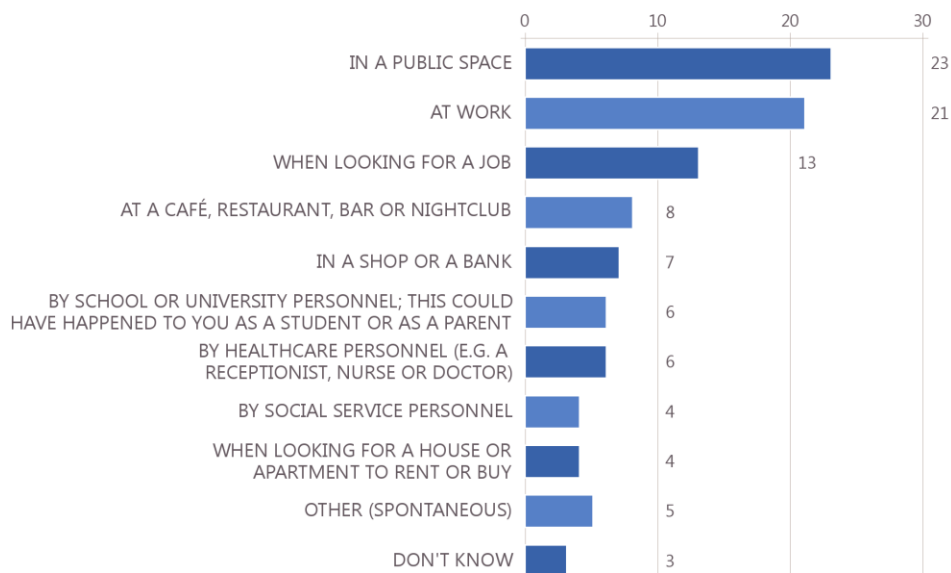
V. EXPERIENCE OF DISCRIMINATION

17% of respondents say they personally felt discriminated against in the last 12 months, compared to 21% in 2015²⁶. The percentage increases for those who consider themselves part of a minority group

Those who consider themselves part of a **minority group** are more likely to say they have been discriminated against or harassed in the last 12 months. For example: 58% for who consider themselves part of a sexual minority (such as being gay, lesbian or bisexual); 52% for disability; 49% for Roma; 40% for ethnic minority; and 38% for those who consider themselves as part of a religious minority, compared to 13% who do not identify as a minority.

Respondents who felt discriminated against in the past 12 months are most likely to say this happened in a **public space** (23%), at **work** (21%) or when **looking for a job** (13%)²⁷.

QC3 Thinking about the most recent time when you felt discriminated against, under what circumstances did it take place? ('THOSE WHO HAVE FELT DISCRIMINATED AGAINST', CODE 1 TO 14 IN QC2)
(% - EU)



Base: respondents who have felt discrimination against (4,550)

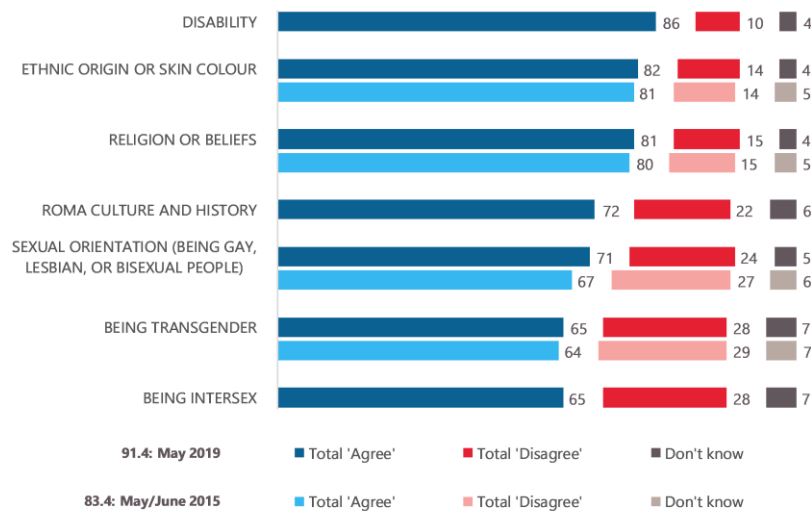
²⁶ QC2 In the past 12 months have you personally felt discriminated against or experienced harassment on one or more of the following grounds? Please tell me all that apply

²⁷ QC3 Thinking about the most recent time when you felt discriminated against, under what circumstances did it take place?

When discriminated against, respondents say they would prefer to **report** their case to: the police (35%), a friend or a family member (20%), an equality body or Ombudsman (12%), a lawyer (9%), NGOs or associations (4%), courts (4%), trade unions (4%), a dispute resolution system (3%), other (2%)²⁸. Less than one in ten (7%) said they don't know.

Most respondents think school lessons and material should include information about diversity. This is particularly the case when it comes to disability (86%), ethnic origin or skin colour (82%) or religion or beliefs (81%). In contrast, 65% think school lessons and material should include information on being transgender or intersex²⁹.

QC17 To what extent do you agree or disagree with each of the following statements? School lessons and material should include information about diversity in terms of ... (% - EU28)



Base: all respondents (n= 27,438)

²⁸ QC10 If you were the victim of discrimination (including harassment), to whom would you prefer to report your case?

²⁹ QC17 To what extent do you agree or disagree with each of the following statements? School lessons and material should include information about diversity in terms of...In 2015, wording of the item 17.2 was slightly different: Ethnic origin" and item 17.4 "Gender identity (e.g. transgender or transsexual people)

VI. VIEWS ABOUT EQUAL OPPORTUNITIES IN EMPLOYMENT

A candidate's look or age are most often considered to put them at a disadvantage in a job situation where two candidates have the same skills and qualifications

When asked to consider a situation where a company has a choice between two candidates with equal skills and qualifications 48% say a candidate's look may put them at a disadvantage, while 47% say this about their age (considered too old or too young)³⁰. Just over four in ten say one having a disability or their general physical appearance might put a candidate at a disadvantage (both 41%).

The criteria most often mentioned as putting a candidate at a disadvantage for a job when they have equal skills and qualifications varies across the EU. In 13 countries, the candidate's age is most mentioned while in eight countries the candidate's look is most often considered to put a candidate at a disadvantage. In five countries, the candidate being Roma is most mentioned (Finland, Greece, Slovenia, Hungary and Slovakia), while the candidate's skin colour is most mentioned in Belgium and general physical appearance in Poland.

Respondents are most likely to think enough is being done to promote diversity in their workplace based on a younger age or being a man or a woman

Respondents were asked whether they think enough is being done in their workplace to promote diversity in relation to various groups at risk of discrimination. Almost half of respondents spontaneously said that the questions were 'not applicable' to them. In the results below, these 'not applicable' responses have been excluded and the percentages have been recalculated on the basis of the remaining respondents³¹.

Two thirds of respondents think enough is being done to promote diversity in their workplace based on age (in relation to younger people) or being a man or a woman (both 66%), and in both cases more than three in ten totally agree. Almost six in ten (58%) think enough is being done when it comes to skin colour, or religion or beliefs, while 57% say this in relation to disability and 56% in relation to ethnic origin or age (in relation to older people). Half (50%) think enough is being done to promote diversity in their workplace in relation to sexual orientation.

³⁰ QC4 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?

³¹ QC9 Do you think that enough is being done to promote diversity in your work place as far as each of the following is concerned? In 2015, wording of the item 9.4 was "Gender", instead of "Being a man or a woman" and item 9.10 was "Gender identity (being transgender or transsexual)" instead of "Being transgender".

VII. MEASURES AND POLICIES TO FIGHT DISCRIMINATION

Only a minority think the efforts their country makes in fighting discrimination are effective

When respondents were asked about the effectiveness of their country's efforts to fight all forms of discrimination, just over one quarter (26%) think these efforts are effective, while a further 36% say they are moderately effective. Almost three in ten (28%) say they are not effective, while 7% don't know and 3% spontaneously say no efforts are made. There has been little change in opinion since 2015.

In each Member State, fewer than half of the respondents think their country's efforts are effective, with proportions ranging from 48% in Luxembourg, 42% in Ireland and 38% in Finland and Malta to 16% in Latvia and France and 20% in Czechia.

In the last 12 months a small proportion of respondents have taken personal actions to tackle discrimination

Publicly defending someone who was a victim of discrimination is the most common personal action taken in the last 12 months to tackle discrimination (16%)³². More than one in ten (13%) have shared content on online social networks about incidences of discriminatory treatment, while 11% have publicly raised the issue of discrimination in the workplace. More than one in twenty (7%) have joined an association or campaign that defends people against discrimination.

³² QCS In the last 12 months have you done any of the following: 5.1 You have shared content on online social networks about incidents of discriminatory treatment; 5.2 You have publicly defended someone who was victim of discrimination; 5.3 You have joined an association or campaign that defends people against discrimination; 5.4 You have publicly raised the issue of discrimination in the workplace.

CONCLUSION

Although considerable proportions of people across the EU continue to think discrimination against some groups is **widespread** in their country, there have been **decreases** since 2015. Compared to 2015, respondents are now also **more comfortable** with people from groups at risk of discrimination.

More than six in ten respondents say they would be comfortable **working with someone** from one of the groups asked about, and comfort levels have increased in all cases since 2015 of between six and ten points. The proportion of people who feel comfortable with having someone from various groups asked about occupying the **highest political position** in their country varies from 49% (for Roma) to 88% (for a woman). Nevertheless, for each group comfort levels have increased by at least seven points since 2015. A similar pattern applies considering respondents' comfort with having **one of their children in a love relationship** with a person from one of the groups asked about. Although absolute levels vary from 43% (for a transgender person) to 88% (for a white person), attitudes have become more positive, with increases of between six and 12 points since 2015.

In general, levels of comfort with **Roma people, intersex people** and those who are **transgender** are lower than for other groups. The results also highlight that respondents are more comfortable with the idea of someone from a group at risk of discrimination holding the highest elected political position or being a colleague than they are with the idea of someone from one of these groups in a love-relationship with one of their children.

Attitudes towards **LGBTI** rights and relationships have become more positive since 2015. A large majority of Europeans agree that gay, lesbian and bisexual people should have the same rights as heterosexual people (76%), that there is nothing wrong in a sexual relationship between two persons of the same sex (72%), or that same-sex marriages should be allowed throughout Europe (69%). More than four in ten respondents (46%) think official documents should have a third option (X or O) for people who do not identify as female or male. There is considerable variation in opinion across countries: from 67% in Malta and 63% in Spain to 7% in Bulgaria and 13% in Hungary.

More than six in ten respondents think discrimination against **Roma** is widespread in their country – the highest level for any group asked about. There is considerable variation between Member States ranging from 23% in Estonia to 82% in Greece and Sweden. Although almost two thirds of respondents would feel comfortable having a Roma colleague, they are less likely to feel comfortable with the idea of a Roma in the highest political office in the country or in a love relationship with one of their children. However, in each case attitudes are now more favourable than they were in 2015. Once again country patterns emerge, with respondents in the Netherlands, Spain, the United Kingdom, Sweden and Ireland amongst the most likely to feel comfortable with Roma people in these situations, and those in Lithuania and Bulgaria much less likely to feel this way.

Although fewer than four in ten think citizens of their country would feel comfortable about their children having Roma schoolmates, this is a considerable increase since 2012 when this issue was last canvassed. There is also an increase in agreement that society could benefit from a better integration of Roma, and this is the view of the majority. However, only a small minority think their country's efforts to integrate its Roma population are effective.

In spite of the positive trends emerging from the current survey, Roma still have one of the highest risks of discrimination. Respondents are less likely to feel comfortable with Roma in a range of situations compared to other groups.

When respondents across the EU are asked whether they felt **personally discriminated or harassed** in the last 12 months, 17% reply affirmatively. This percentage has decreased since 2015, when 21% of respondents said they felt that way. However, it is important to note that those

who consider themselves part of a minority group are more likely to say they have been discriminated against or harassed in the last 12 months, with percentages going up to 58% for those who consider themselves part of a sexual minority and 52% for persons saying they have a disability. When discriminated against, respondents most often say they would prefer to report their case to the police (35%), to a friend or a family member (20%), or to an equality body or ombudsman (12%).

Only a minority of respondents think that **authorities' efforts to fight discrimination** in their country are effective. At the same time, most respondents think **school lessons and material** should include information about diversity. This is particularly the case when it comes to disability (86%), ethnic origin or skin colour (82%) or religion or beliefs (81%).

