

BAROMETER OF EQUAL OPPORTUNITIES

Skopje, 2019

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OF EQUAL
OPPORTUNITIES**

Skopje, 2019

Publication: Barometer of Equal Opportunities

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Translation: Daniela Brajkovska

Designed and edited: Koma lab.

Printed: Polyesterday

Circulation: 300 copies

CIP - Каталогизација во публикација

Национална и универзитетска библиотека "Св. Климент Охридски", Скопје

316.6.647.82:316.654(497.7)*2009/18*(047)

KIMOV, Gjorgji

Barometer of equal opportunities [Електронски извор] : report / Gjorgji Kimov ; [translation Lena Zabaznoska]. - Skopje : OBSE, 2019

Начин на пристап (URL): <https://www.osce.org>. - Текст во PDF формат, содржи 100 стр., илустр. - Наслов преземен од екранот. - Опис на изворот на ден 25.10.2019. - Фусноти кон текстот. - Содржи и: Аппех

ISBN 978-608-4788-38-6

а) Дискриминација - Јавно мислење - Македонија - 2009-2018 - Извештаи
COBISS.MK-ID 111403274



The content of this publication does not necessarily represent the views or the positions of the OSCE Mission to Skopje.

Table of Contents

Introduction	1.	2.	3.	4.
Executive Summary	Setting the Context	Perception of Discrimination	Experiences of Discrimination	Experience and Perception of Multiple Discrimination
7-11	12-22	23-50	51-61	62-67
	<p>1.1 Do you have friends or acquaintances who belong to particular group(s)?</p> <p>1.2 Do you belong to any minority group, at your place of residence?</p>	<p>2.1 The Perceived Level of Discrimination</p> <p>2.2 Perceived Level of Discrimination in the Medium Term</p> <p>2.3 Accepting Differences</p>	<p>3.1 Personal Experiences of Discrimination</p> <p>3.2 Witnessing Someone Experiencing Discrimination</p>	<p>4.1 Personal Experiences of Multiple Discrimination</p> <p>4.2 Experience of Witnessing Third Party Multiple Discrimination</p> <p>4.3 Perception of Multiple Discrimination</p>

5 .	6 .	7 .	8 .	Annexes
Views on Equal Opportunities in Employment	Fight against Discrimination	Awareness of Rights and Seeking Protection in case of Discrimination	Conclusions	
68-76	77-78	79-85	86-90	91-103
<p>5.1 Position on Equal Opportunities in Employment</p> <p>5.2 Support for Measures Ensuring Equal Opportunities in Employment</p> <p>5.3 Support for Monitoring Measures in the Working Place</p>	6.1 Assessment of Efforts to Fight Discrimination	<p>7.1 Awareness of One's Rights in Case of Discrimination</p> <p>7.2 Readiness to Address Relevant Institutions in Case of Discrimination</p>		<p>Annex 1 Survey Methodology</p> <p>Annex 2 Survey Questionnaire</p> <p>Annex 3 Distribution of Relevant Socio-Demographic Characteristics of Respondents</p>

Discrimination, as a global phenomenon, has a negative effect on all aspects of human life. It leads to exclusion, marginalization and dehumanization. Therefore, the principle of equality and non-discrimination constitutes the cornerstone of fundamental rights and values that have been identified as essential by the majority of international organizations and legal instruments. As there were no legal regulations in the country to ensure protection against discrimination and exercise of the right to equality until 2010, the *Law on Prevention and Protection against Discrimination*¹ was adopted, and came into force on 1 January 2011. This is the first law in the country that attempts to treat discrimination in a general and comprehensive manner, as well as to introduce new protection mechanisms. Relevant institutions that have legally defined competences in the area of protection against discrimination and the exercise of the right to equality are the following:

- ▶ Commission for Protection against Discrimination;
- ▶ The Ombudsman Institution;
- ▶ The Constitutional Court;
- ▶ Courts;
- ▶ Legal Representative for Equal Opportunities of Women and Men

Experiences, not only in the country, but also in the European Union, show that invoking equal rights and the adoption of laws, their promotion and protection, do not suffice to ensure that every person enjoys equal opportunities in practice. Such experiences in the country have prompted initiatives for a more comprehensive fight against discrimination. Under the new approach, three public opinion surveys were conducted in the period from 2009 to 2018. The aim of these surveys is to provide empirical data on the perceptions and experiences of men and women in the area of discrimination, as well as to support measures against discrimination in general. In addition, following public trends in this area serves as a useful tool, which helps gain insight into them, not only among the public at large, but also among experts working on these challenges.

¹ [Official Gazette No. 50/2010 published on 13 April 2010.](#)

The first survey was carried out in April 2009, prior to the adoption of the *Law on Prevention and Protection against Discrimination*, thus representing a baseline for comparing perceptions, attitudes, knowledge and awareness of discrimination and inequality of the public at large, with the findings from the two follow-up surveys conducted in 2013 and 2018. The results of the last two surveys reflect the changes after the adoption of the Law and its implementation.

It should be underlined that, in light of the different approaches applied in the surveys, the possibilities for a comparative analysis were limited. The 2013 survey used telephone interviews as a data collection method, as opposed to the field surveys in 2009 and 2018, which used face-to-face interviewing in the respondents' homes. In addition, some changes were made in the order and wording of the 2013 survey questionnaire (for more details see: Annex 1 - Survey Methodology). Furthermore, due to the inaccessibility of the 2013 survey database, some parts of the report only show comparisons between the results of the 2009 and the 2018 surveys.

This report analyzes the findings from the survey "Barometer of Equal Opportunities", which was conducted for the third time, in September 2018, by Brima Gallup International.

A comparative analysis of the results of the three surveys provides an insight into the direction and intensity of changes of perceptions, attitudes, knowledge and awareness of discrimination and inequality in the country in the period from 2009 to 2018. The report examines replies of men and women regarding discrimination on seven grounds - sex, ethnicity, religion or belief, age, disability, sexual orientation and political affiliation.

The report also illustrates the intensity of changes that occurred in the country during the research period 2009-2018 and identifies the points where resistance to change is the most evident.

The report covers the following topics:

- ▶ The social background of male and female respondents and their self-identification as persons belonging to a minority/discriminated group;
- ▶ Perceptions of the various types of discrimination, multiple discrimination, and attitudes towards different groups susceptible to discrimination;
- ▶ Perceptions of individual discrimination experiences of respondents and/or testimonies of someone else's discrimination experiences;
- ▶ The respondents' assessments of the country's efforts to fight discrimination;
- ▶ Awareness among potential victims of discrimination about their rights; and
- ▶ Opinions about the equality of employment opportunities in the country.

When presenting and analyzing the findings of the researched topics, comparisons were made between different subgroups of respondents, defined according to the following socio-demographic characteristics: sex, age, level of education, ethnicity, religious and political affiliation, place of residence (urban/rural) and country's planning region.

Owing to the specific socio-political context in the country, in addition to the standard six categories² of grounds for discrimination applied in the Special Eurobarometer of the European Union Member-States, the category of discrimination on the ground of political affiliation³ was added to the initial 2009 survey. In interpreting the results of the 2018 survey, the political climate in which the survey was conducted was taken into consideration. The

² The six grounds of discrimination examined in the Special Eurobarometer are: discrimination on the grounds of ethnicity, sex, sexual orientation, age, religion or belief, and disability

³ Survey results show that for the great majority of the population political affiliation is the most widespread ground for discrimination, which is perceived as a key factor in the employment selection process.

fieldwork was implemented during a very significant historic moment for the future of the country. A nationwide referendum was scheduled for 30 September, at which citizens were asked to express their views on the so-called "Prespa Agreement", which was to end the decades long dispute with neighbouring Greece over the country's name. The fieldwork began two days before the start of the official national referendum campaign, which lasted from 7 to 27 September. Nevertheless, the results did not show any sudden changes in the trends that might indicate an impact from the referendum campaign.

The report presents only data that has a certain level of statistical relevance.

Executive Summary

4 Boris Petz, Osnovne statističke metode za namatematičare, SNL, Zagreb, 1981, p. 278: In statistics, the term "significant" does not mean "high", meaning instead that "the results are not incidental." Furthermore, Čedomir Dragičević, Statistika za psihologe Društvo psihologa, Srbije, Beograd, 1991, p. 189: "The procedure of drawing statistical conclusions with the help of which it is possible to test the differences in the results, are called methods of checking the significance of the differences between statistical measurements... Statistics enables to determine with great probability (of 95% i.e. 99%) whether there is or there is no real difference of derived data"

The 2009 and 2018 **surveys** show that the perception of the public is that discrimination is far more widespread than the perception that there is no discrimination. Discrimination on the grounds of political affiliation and ethnicity are perceived as the most widespread. This finding is closely related to the respondents' perception that political affiliation and ethnicity are the decisive factors that put candidates with an equal level of skills and qualifications in an unequal position in employment.

According to the public, discrimination on the ground of sexual orientation is perceived as the least widespread. An indicator that the general population distances themselves from this category of citizens is the fact that persons belonging to this group are the least accepted as neighbours or friends. Nevertheless, the number of male and female citizens that recognize this type of discrimination is continuously growing.

Responses to the question whether discrimination has been more or less widespread in the last five years show that discrimination is perceived to be more widespread. However, there is a growing number of citizens who consider that discrimination occurs more and more rarely. Survey data shows that, according to the respondents' perception, the best results in the fight against discrimination have been achieved with respect to discrimination on the grounds of age, disability and sex. In the medium term, the perception of discrimination is the most unfavourable in terms of political affiliation. The number of respondents who consider that this type of discrimination occurs more and more often is five times higher.

The data shows a significant decrease[•] in the perception that multiple discrimination is widespread, in the past nine years. However, one should take into account that this decreasing trend comes from those respondents who have neither been discriminated against nor have witnessed discrimination. On the other hand, multiple discrimination is perceived as increasingly widespread by victims of discrimination. Half of them, in all three surveys (2009, 2013 and 2018) stated that they had been subjected to multiple discrimination.

On the scale of tolerance towards different groups, respondents show great willingness to accept people of “other” political affiliation and people of “other” ethnic communities as neighbours and as appointed officials. On the other hand, there is an evident and expressed reservation towards people of different sexual orientation, both in the public and the private sphere.

Data on personal experiences with discrimination shows that more respondents state that they have witnessed discrimination, than having been a victim of discrimination. In all surveys, conducted in the period from 2009 to 2018, political affiliation is the most frequent ground of discrimination, both in situations when respondents have experienced discrimination and when they have witnessed discrimination. The second most frequent ground for personally experienced discrimination is ethnicity.

According to the public perception, three factors are predominant in leading to unequal treatment in employment: political affiliation, age of candidates and their ethnicity. On the other hand, the willingness to support affirmative measures to provide equal opportunities in employment gives priority to groups according to the age of candidates, their disability and ethnicity.

Over time, public opinion about efforts to fight discrimination shows a decreasing trend in the assessment that enough genuine efforts are made.

The majority of respondents stated that they would not know their rights if they were a victim of discrimination. In contrast, there is an increase in the awareness of rights among those who have been victims of discrimination.

Male and female respondents who stated that they would seek protection if they were victims of discrimination, would most commonly turn to the police, while a smaller number of them would take the matter to courts, the Commission for Protection against Discrimination, the Ombudsman Institution, a lawyer and civil society organizations.

The analysis of interactions among various social groups shows that the large majority of citizens perceive people belonging to different social groups as part of their own social circle. A large majority of male and female respondents state that they have friends or acquaintances, who are different from them i.e. are of a different ethnicity, political or religious affiliation, from their own. Three out of five respondents answered that they have friends or acquaintances belonging to the Roma ethnic community. The same applies to persons with disabilities. In contrast, only one out of ten respondents stated that they have people of different sexual orientation in their social circle.

1. Setting the Context

1.1 Do you have friends or acquaintances who belong to particular group(s)?

5 The differences with respect to the 2013 survey may be due to the changed methodology used for the survey. In the 2013 survey, the applied method was telephone interviews, while in 2009 and 2018 face to face interviews in the respondents' home were conducted

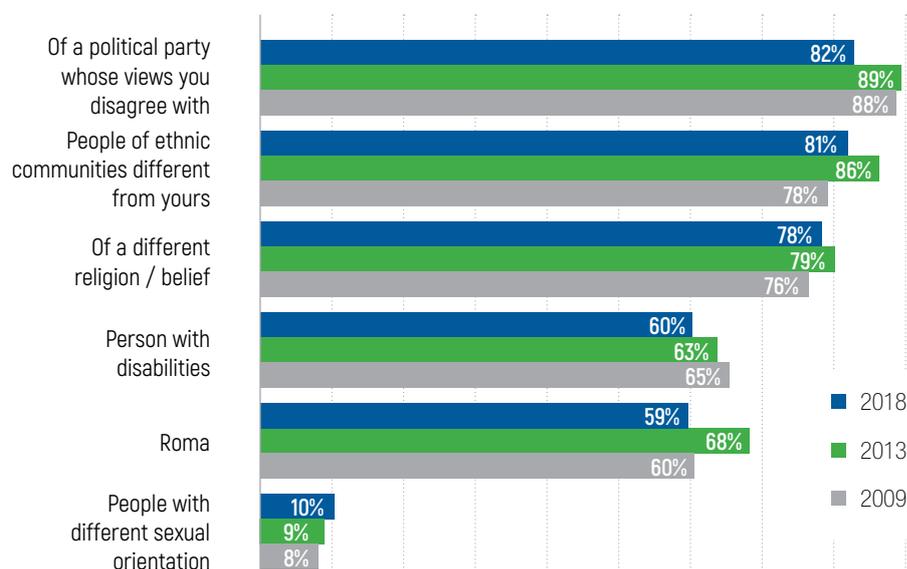
The survey shows that a large majority of male and female respondents consider people belonging to various social groups as part of their own social circle. In 2018, four out of five respondents stated that they have friends or acquaintances that are different from them in terms of political affiliation (82%), ethnicity (81%) and religious affiliation (78%). Three out of five respondents answered that they have friends or acquaintances belonging to the Roma ethnic community (59%) and friends or acquaintances with disabilities (60%). Only one in ten respondents stated that they meet people who are of different sexual orientation (10%) in their narrow, i.e. personal or wider social circle (See Graph No. 1).

In the last 9 years, there has been a decrease in the number of male and female respondents declaring that they have friends or acquaintances who are members of a political party whose views they disagree with (2009 - 88%, 2013 - 89%, 2018 - 82%) and friends or acquaintances with disabilities (2009 - 65%, 2013 - 63%, 2018 - 60%). A small increase was observed among respondents who say they have friends belonging to an ethnic community different from their own (2009 - 78%, 2013 - 86%, 2018 - 81%)⁵.

Graph

1

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



Having friends/acquaintances belonging to another ethnic community is more common among:

- ▶ Men than women;
- ▶ Respondents aged 15 to 54, than those aged 55 and older;
- ▶ Those with higher and secondary education, than those with primary education;
- ▶ Ethnic Macedonians than ethnic Albanians;
- ▶ Christians than Muslims; and
- ▶ Urban than rural residents.

Despite the fact that having friends/acquaintances belonging to another ethnic community is on the rise among women and among residents living in rural areas, this is still more present among men and residents of urban areas. A significant difference occurs in different ethnic and religious communities in the country. Namely, among ethnic Macedonians and Christians, a much larger number of respondents say that they have friends/acquaintances from different ethnic communities, than among ethnic Albanians and Muslims. The number of respondents who state that they have friends/acquaintances from different ethnic communities decreases with age (See Table No. 1).

Having friends/acquaintances belonging to another ethnic community

Sex:	Male		Female			
2009	85%		71%			
2018	86%		77%			
Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	78%	81%	78%	81%	78%	74%
2018	82%	83%	83%	83%	79%	77%
Education:	Primary		Secondary		Higher	
2009	70%		82%		86%	
2018	70%		84%		86%	
Ethnicity:	Macedonian		Albanian			
2009	79%		69%			
2018	84%		69%			
Religious affiliation:	Christian		Muslim			
2009	80%		75%			
2018	84%		75%			
Place of residence:	Urban		Rural			
2009	84%		71%			
2018	84%		78%			

In general, the number of respondents who stated that they have Roma friends/acquaintances has not changed when comparing the **2009** results (60%) with the **2018** results (59%). However, the comparative analysis shows that there have been some changes in the socio-demographic profile of respondents who have Roma friends (See Table No. 2).

Having Roma friends/acquaintances is more common among:

- ▶ Men than women;
- ▶ Older than younger respondents;
- ▶ Those with higher and secondary education, than those with primary education;
- ▶ Ethnic Macedonians than ethnic Albanians;
- ▶ Christians than Muslims; and
- ▶ Urban than rural residents.

There is a decrease in the number of male respondents who say they have Roma friends/acquaintances, and a small increase of the number of female respondents. For the first time, there is a reduction according to sex of the significant difference of 12 percentage points⁶ (in 2009) to statistically insignificant 2 p.p. (in 2018). The downward trend is present in all age groups, except among the population aged over 65 years that shows a small increase. In addition, the increase of age and level of education of respondents is accompanied with an increase in the percentage of those who say that they have Roma friends/acquaintances. Even though this statement is more common among those with secondary and higher education, there is still a downward trend throughout the years. The most visible difference is seen on the grounds of ethnicity and religious affiliation of respondents. The difference between ethnic Macedonians and ethnic Albanians of 34 p.p. in 2009 has increased to 40 p.p. in 2018. It is far more common for ethnic Macedonians and Christians to have a Roma friend/acquaintance than for ethnic Albanians and Muslims, regardless of the fact that most of the Roma self-identify as Muslims. There is an obvious difference of 20 p.p. according to the place of residence of the respondents. Having a Roma friend/acquaintance is more common in urban areas.

⁶ Percentage point (p.p.) is the difference between two percentages derived from populations or sub-populations of different size

Табела

2

Having Roma friends/acquaintances

Sex:	Male		Female			
2009	66%		54%			
2018	60%		58%			
Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	55%	61%	57%	65%	66%	58%
2018	47%	52%	65%	62%	65%	63%
Education:	Primary		Secondary		Higher	
2009	52%		64%		65%	
2018	52%		62%		60%	
Ethnicity:	Macedonian		Albanian			
2009	67%		33%			
2018	69%		29%			
Religious affiliation:	Christian		Muslim			
2009	67%		43%			
2018	69%		40%			
Place of residence:	Urban		Rural			
2009	68%		48%			
2018	68%		47%			

Having friends/acquaintances of different sexual orientation is more common among:

- ▶ Younger than older respondents;
- ▶ Those with higher education, than those with secondary or primary education;
- ▶ Ethnic Macedonians than ethnic Albanians;
- ▶ Christians than Muslims; and
- ▶ Urban than rural residents.

The frequency of having a friend/acquaintance of different sexual orientation decreases with the age of the respondents, and it is least likely among respondents aged over 65. A positive trend can be noticed in the age groups between 25-64 years. There is a greater likelihood of having a friend/acquaintance of different sexual orientation among respondents with a higher level of education. The frequency is higher among ethnic Macedonians, Christians and residents of urban areas, while showing a slight upward trend over the years (See Table No. 3).

Table

3

Having friends/acquaintances of different sexual orientation

Sex:	Male		Female			
2009	7%		9%			
2018	10%		11%			
Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	14%	10%	6%	6%	4%	3%
2018	12%	15%	9%	12%	11%	3%
Education:	Primary		Secondary		Higher	
2009	5%		9%		13%	
2018	4%		11%		15%	
Ethnicity:	Macedonian		Albanian			
2009	9%		5%			
2018	13%		5%			
Religious affiliation:	Christian		Muslim			
2009	8%		5%			
2018	12%		6%			
Place of residence:	Urban		Rural			
2009	10%		5%			
2018	15%		5%			

Having friends/acquaintances with a disability is more common among:

- ▶ Men than women;
- ▶ Respondents aged 45-64, than among respondents aged 15-24;
- ▶ Those with secondary and higher education, than those with primary education;
- ▶ Ethnic Macedonians than ethnic Albanians;
- ▶ Christians than Muslims; and
- ▶ Urban than rural residents.

Having a friend/acquaintance with a disability is still more common among the male population than the female, although in both groups, there is a decline in their number. A downward trend also occurs in almost all age groups, and the biggest decrease of 10 p.p., is among those aged 25-34. In 2018, respondents aged 45-64 were the most likely to have a friend/acquaintance with a disability, and the least likely were the young ones aged 15-24. Despite the fact that having a friend/acquaintance with a disability is more common among those with secondary and higher education, there is a significant downward trend noticed throughout the years. The difference between the two most numerous ethnic and religious communities in the country remains high. It is more common among ethnic Macedonians and Christians to have a friend/acquaintance with a disability, than among ethnic Albanians and Muslims. The small difference between citizens living in different environments has increased over the 9-year period, although those living in the city more often say that they have a friend/acquaintance with a disability than those who live in rural areas. However, both groups experience a downward trend (See Table No. 4).

Having friends/acquaintances with a disability

Sex:	Male		Female			
2009	68%		61%			
2018	63%		57%			
Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	58%	68%	64%	72%	65%	63%
2018	53%	58%	59%	66%	66%	58%
Education:	Primary		Secondary		Higher	
2009	58%		68%		71%	
2018	53%		61%		64%	
Ethnicity:	Macedonian		Albanian			
2009	68%		58%			
2018	63%		51%			
Religious affiliation:	Christian		Muslim			
2009	68%		56%			
2018	64%		52%			
Place of residence:	Urban		Rural			
2009	66%		63%			
2018	62%		57%			

Having friends/acquaintances of a different religion/belief is more common among:

- ▶ Men than women;
- ▶ Respondents aged 35-44, rather than those aged 15-24;
- ▶ Those with higher than secondary education, than those with primary education;
- ▶ Ethnic Macedonians than ethnic Albanians;
- ▶ Christians than Muslims; and
- ▶ Urban than rural residents.

The frequency of having a friend/acquaintance of a different religion continues to increase with the level of respondents' completed education. The difference between the ethnic communities has increased from 6 p.p. (2009) to 16 p.p. (2018). Ethnic Macedonians are more likely to have a friend/acquaintance of a different religion and the trend is increasing. In contrast, ethnic Albanians are less likely to have a friend/acquaintance of a different religion, and there is a downward trend noticed throughout the years. In the latest survey, there is a significant increase in the difference between the largest religious communities. In 2009, there was almost no difference, and after 9 years the difference increased to 10 p.p. Christian respondents are more likely to have a friend/acquaintance who belongs to a different religion or belief than their own, experiencing an increasing trend, while among

Muslims, it is not only less likely, but it also experiences a downward trend. Having a friend/acquaintance of another religion is more common in urban areas, showing a mild upward trend [See Table No. 5].

Table		5 Having friends/acquaintances of a different religion/belief					
Sex:		Male			Female		
2009		81%			70%		
2018		81%			74%		
Age groups:		15-24	25-34	35-44	45-54	55-64	65+
2009		75%	76%	77%	79%	76%	71%
2018		74%	79%	81%	79%	77%	76%
Education:		Primary		Secondary		Higher	
2009		66%		80%		86%	
2018		66%		79%		84%	
Ethnicity:		Macedonian			Albanian		
2009		76%			70%		
2018		81%			65%		
Religious affiliation:		Christian			Muslim		
2009		76%			74%		
2018		81%			71%		
Place of residence:		Urban			Rural		
2009		79%			72%		
2018		83%			71%		

Having friends/acquaintances who are members of a political party whose views respondents disagree with is more common among:

- ▶ Men than women;
- ▶ Respondents aged 35 and older, rather than those aged 15-24;
- ▶ Those with higher and secondary education, than those with primary education;
- ▶ Ethnic Macedonians than ethnic Albanians;
- ▶ Christians than Muslims; and
- ▶ Urban than rural residents.

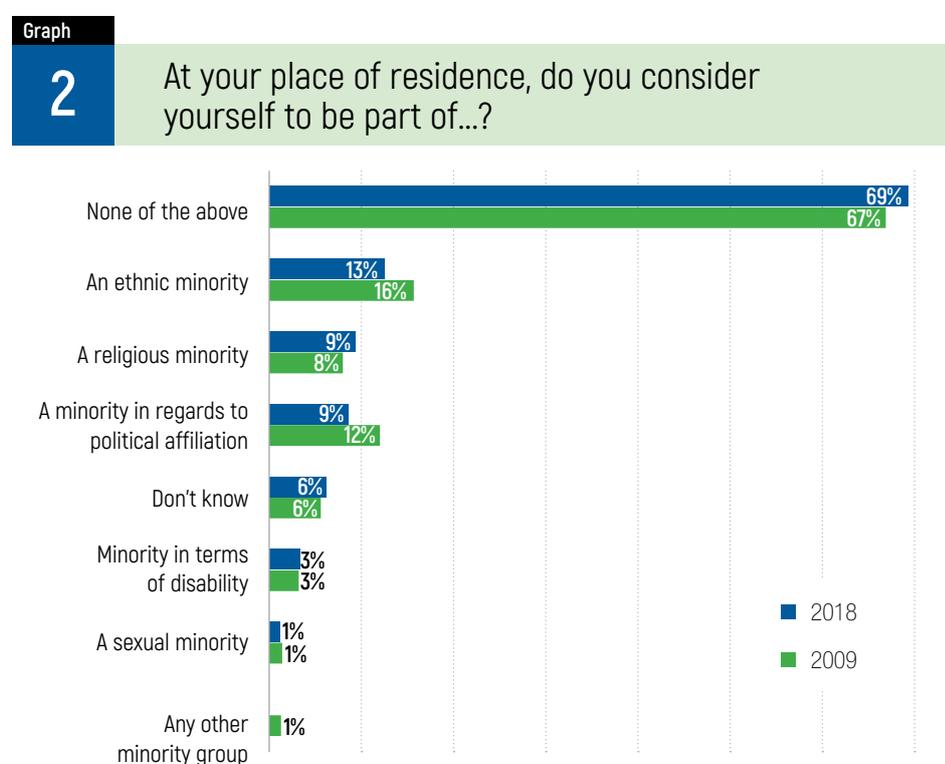
The difference between the sexes in terms of frequency of having a friend/acquaintance, who belongs to a political party whose views they disagree with, has decreased from 6 p.p. (2009) to 4 p.p. (2018). Despite the fact that it is more common for men to have this kind of acquaintance than women, there has been a significant reduction of this trend in

both groups, throughout the years. The latest survey shows a steep decline among the younger population aged 15-24 (15 p.p.) and 25-34 (10 p.p.). The frequency of having friends/acquaintances with different political views is increasing with the age of the respondents. A negative trend can be noticed among respondents of all levels of education - primary (9 p.p.), secondary (6 p.p.) and higher (10 p.p.). However, having a friend/acquaintance, who is a member of a political party whose views they disagree with, is more common among respondents with a higher level of education. The most significant difference is among the different ethnic communities, where there is an increase of the difference from 5 p.p. (2009) to 23 p.p. (2018). This is mainly due to the sharp decline of 20 p.p., among ethnic Albanians in the last survey of 2018. The survey has shown that the social circle of ethnic Macedonians is much more likely to include political opponents. Having a friend/acquaintance, who is a member of a political party whose views they disagree with, is more common in urban areas than in rural areas, with a large decrease of 11 p.p. (See Table No. 6).

Table		6 Having friends/acquaintances who are members of a political party whose views they disagree with					
Sex:		Male			Female		
2009		91%			85%		
2018		84%			80%		
Age groups:		15-24	25-34	35-44	45-54	55-64	65+
2009		85%	91%	87%	90%	87%	86%
2018		70%	81%	86%	86%	84%	86%
Education:		Primary		Secondary		Higher	
2009		81%		90%		97%	
2018		72%		84%		87%	
Ethnicity:		Macedonian			Albanian		
2009		90%			85%		
2018		88%			65%		
Religious affiliation:		Christian			Muslim		
2009		90%			83%		
2018		88%			70%		
Place of residence:		Urban			Rural		
2009		88%			87%		
2018		86%			76%		

1.2 Do you belong to any minority group, at your place of residence?

The percentage of male and female respondents, who perceive themselves as belonging to a minority in the place where they live, has reduced by 7 p.p. in the last 9 years, i.e. from 42% (2009) to 35% (2018). Throughout the entire survey period, the most numerous are those who think of themselves as belonging to an ethnic minority (2009 - 16%, 2018 - 13%), a minority in terms of their political affiliation (2009 - 12%, 2018 - 9%) and a religious minority (2009 - 8%, 2018 - 9%). At the same time, a very small number of respondents declare that they belong to a minority in terms of disability (2009 - 3%, 2018 - 3%) and in terms of sexual orientation (2009 - 1%, 2018 - 1%) [See Graph No. 2].



Despite the fact that the number of ethnic Albanians and ethnic Macedonians, who consider themselves to belong to an **ethnic minority**, has decreased in the last 9 years, the difference between them remains the same. Compared to ethnic Macedonians, more ethnic Albanians perceive themselves as an ethnic minority in the place where they live. In terms of **political affiliation**, the number of ethnic Albanians, who declare themselves as belonging to a minority on this ground, has reduced by 11 p.p., and consequently the percentage of Macedonians and Albanians who consider themselves as belonging to a political minority is similar in 2018. The number of those who feel that they belong to a **religious minority**, based on the declared religious affiliation of the respondents, has not changed. The number of Muslims declaring themselves as a minority is higher than the number of Christians (See Table No. 7).

7

In your place of residence,
do you belong to...

An ethnic minority:	Ethnicity:	
	Macedonian	Albanian
2009	8%	21%
2018	5%	17%
A minority in terms of political affiliation:	Macedonian	Albanian
2009	9%	20%
2018	9%	9%
A religious minority:	Religious affiliation:	
	Christian	Muslim
2009	4%	16%
2018	6%	16%

2.

Perception of Discrimination

2.1 The Perceived Level of Discrimination

The results of the three surveys conducted in 2009, 2013 and 2018 show that the perception of the public is that discrimination is far more widespread than the perception that there is no discrimination (See Graph No. 3). Over the past 9 years, the surveys registered a reduction in the number of citizens who consider that there is no discrimination in the country on any ground (2009 - 14%; 2013 - 13%; 2018 - 9%). The greatest drop is in the perception that there is no discrimination on the ground of sexual orientation, from 16% (2009) to 7% (2018). In relation to the other grounds, the range of perceptions that discrimination does not exist varies from 4% for political affiliation to 18% for religious affiliation and for people with disabilities.

The responses "do not know", in relation to discrimination on all grounds, are at the level of marginal values, varying from 2%, for political affiliation to 5% for religion and belief and for disability. The only exceptions to this are the respondents' answers to questions about discrimination on the ground of sexual orientation, which amount to 20% in all three surveys.

In order to gain a precise insight into the changes in the respondents' perceptions, all grounds of discrimination have been ranked from the most common to the least common. Whether discrimination is perceived as widespread is determined using aggregated responses from the answers "very widespread" and "fairly widespread".

Discrimination on the ground of political affiliation is perceived as the most common and the most widespread in all three surveys. Respondents answered that it was frequent in **2009** and **2013** - 78% and in **2018** - 77%.

Discrimination on the ground of ethnicity remains the second most frequent in all three

surveys, although there is a decline in the number of citizens who perceived it as widespread (2009 - 55%; 2013 - 51%; 2018 - 50%).

In 2009, **discrimination on the ground of sexual orientation** was ranked fifth, with 40% respondents stating that it was widespread. The number of these responses increased significantly in 2013, to 46%, when this ground was ranked third. In 2018, it remained third-ranked, although there is a slight decrease to 44%.

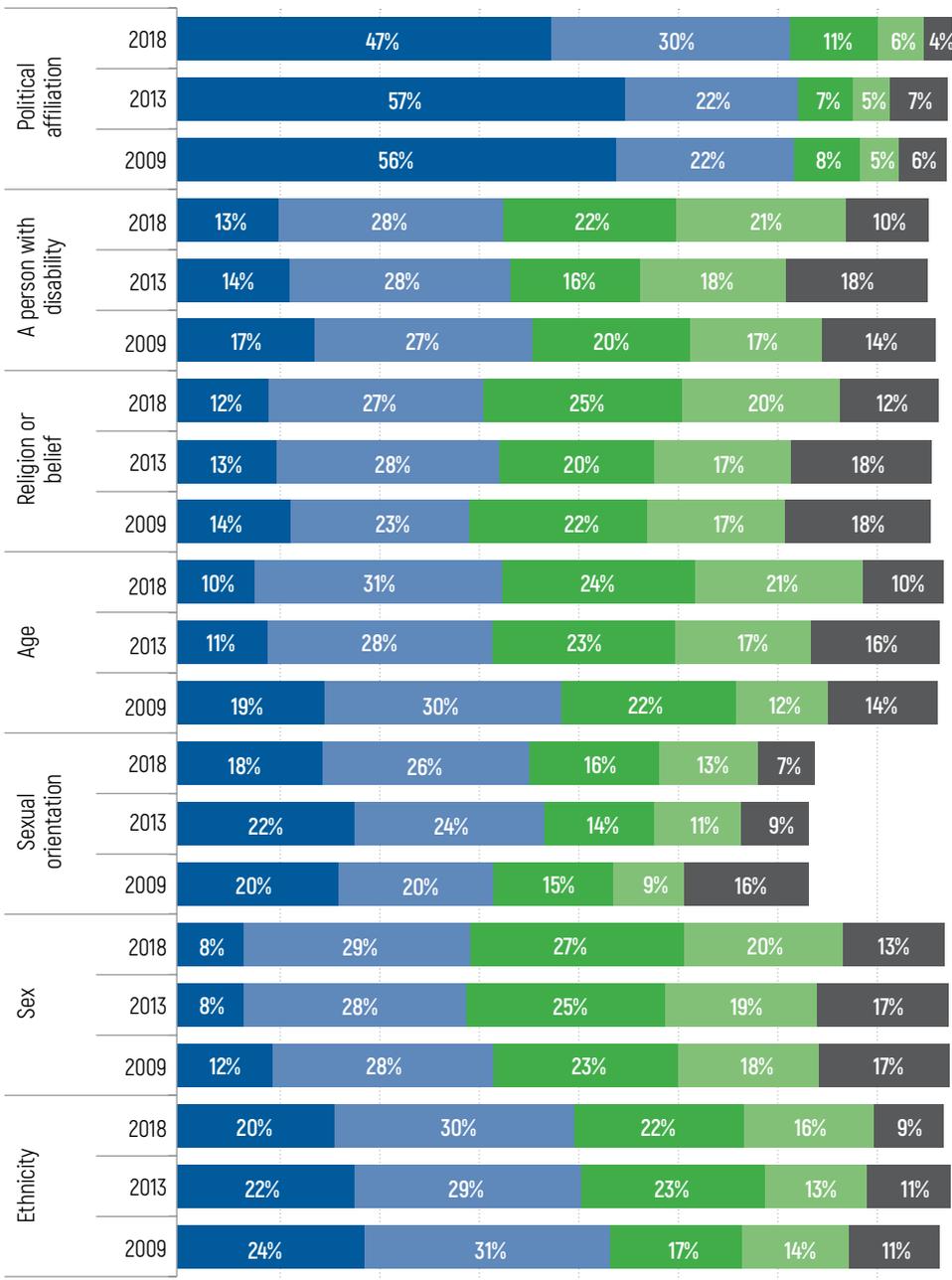
Discrimination on the ground of disability is ranked fourth in all three surveys, although there is a continuous reduction in the number of answers stating that it is widespread, from 45% in 2009 to 42% in 2013 and 41% in 2018.

With respect to **discrimination on the ground of age**, there is a significant reduction in the number of answers stating that it is widespread. From 49% in 2009, when it was ranked third, dropping to 40% in 2013, when it was ranked sixth. In the latest survey, it is ranked fifth with 41%.

Discrimination on the grounds of religion and belief shows some variations in the responses that it is widespread, ranging from 37% in 2009 when it was ranked seventh, to 41% in 2013 when it was ranked fifth. In 2018, it dropped slightly to 39% and was ranked sixth.

As for **discrimination on the ground of sex**, in 2009, 40% of respondents considered that it was widespread and it was ranked sixth. In both subsequent surveys (2013 and 2018), the frequency of such responses decreased to 37% and occupied the last place as seventh-ranked.

Graph
3 How widespread is discrimination in our country on each of the following grounds?



■ Very widespread
 ■ Fairly widespread
 ■ Fairly rare
 ■ Very rare
 ■ Non-existent

Cross-referencing the results with the socio-demographic characteristics, it can be noted that the respondents who are more likely to consider discrimination on the ground of political affiliation as widespread are:

- ▶ Men (2009 - 80%; 2018 - 79%), rather than women (2009 and 2018 76%); and
- ▶ Respondents with a higher level of education (2009 - 79%; 2018 - 77%) and secondary education (2009 - 81%; 2018 - 82%), rather than those with primary education (2009 - 73%; 2018 - 67%).

Discrimination on grounds of ethnicity is more commonly perceived as widespread by:

- ▶ Respondents aged 15-24 (2009 - 64%; 2013 - 58%; 2018 - 60%), rather than those aged over 65 years (2009 - 48%; 2013 - 45%; 2018 - 38%);
- ▶ Ethnic Albanians (2009 - 75%, 2013- 80%, 2018 - 63%), rather than ethnic Macedonians (2009 - 48%; 2013 - 43%; 2018 - 45%); and
- ▶ Respondents from Polog and Northeast regions (varies from 59% to 70%), rather than those living in the Eastern region (34%).

The perception that discrimination on the ground of ethnicity is widespread, decreases with the age of the respondents.

Discrimination on the ground of sexual orientation is more commonly perceived as widespread by:

- ▶ Respondents aged 15-24 (in **2009** and **2018** - 49%), rather than by respondents aged over 65 years (**2009** - 29%; **2018** - 33%);
- ▶ Respondents with a higher level of education (2009 - 47%; 2018 - 50%), rather than those with primary education (2009 - 30%; in 2018 - 38%); and
- ▶ Ethnic Macedonians (2009 - 45%; 2018 - 46%), rather than ethnic Albanians (2009 - 28%; 2018 - 43%).

In 2009, the perception of discrimination on the ground of sexual orientation as widespread was higher among ethnic Macedonians (45%) than among ethnic Albanians (28%). In 2018, the discrimination perception level remained almost the same among ethnic Macedonians (46%), but the discrimination perception level rose quite significantly among ethnic Albanians (43%).

Discrimination on the ground of sex is more commonly perceived as widespread by:

- ▶ Women (2009 - 43%; 2018 - 40%), rather than men (2009 - 37%; 2018 - 34%); and
- ▶ Ethnic Albanians (2009 - 49%, 2018 - 40%, rather than ethnic Macedonians (2009 - 38%; 2018 - 36%).

The perception that discrimination on the ground of disability is widespread is continuously decreasing. Both in 2009 and in 2018, the number of respondents among women, among the age group of 25 to 34 years, ethnic Macedonians and respondents from urban communities who responded that this type of discrimination is frequent, is above the average.

Discrimination on the ground of age is more commonly perceived as widespread by:

- ▶ Respondents aged 55 and older (2009 - 53%; 2018 - 46%) rather than by young respondents aged between 15 and 24 (2009 - 44%; 2018 - 33%);
- ▶ Respondents having secondary education (2009 - 51%; 2018 - 44%, rather than those having primary education (2009 - 44%; 2018 - 41%); and
- ▶ Ethnic Macedonians (2009 - 51%; 2018 - 46%) rather than ethnic Albanians (2009 - 43%; 2018 - 31%).

The perception that discrimination on the ground of age occurs often is more widespread among older people, respondents having completed secondary education and among ethnic Macedonians. This perception is relatively lower among younger people, respondents with primary education and among ethnic Albanians.

Discrimination on the grounds of religion and belief is more commonly perceived as widespread by:

- ▶ Younger people aged 15-24 (47%, in both surveys), than older respondents aged over 65 years (2009 - 31%; 2018 - 28%);
- ▶ Ethnic Albanians (2009-50%; 2018-49%), than ethnic Macedonians (2009 - 32%; 2018 - 35%); and
- ▶ Muslims (2009 - 47%; 2018 - 46%, than Christians (2009 - 32%; 2018 - 35%).

The perception that discrimination on the grounds of religion and belief is widespread is evident among a large number of young people aged 15-24 both in 2009 and in 2018, with 47%, compared to the older respondents, aged 65 or over, with 31% and 28% respectively. Discrimination on this ground is perceived as widespread by a significantly larger number of ethnic Albanians than ethnic Macedonians. A higher number of Muslims perceive discrimination on this ground as widespread, while Christians perceive it as less widespread. The last survey shows a tendency towards closing the perception gap between respondents belonging to the two religions.

2.2 Perceived Level of Discrimination in the Medium Term

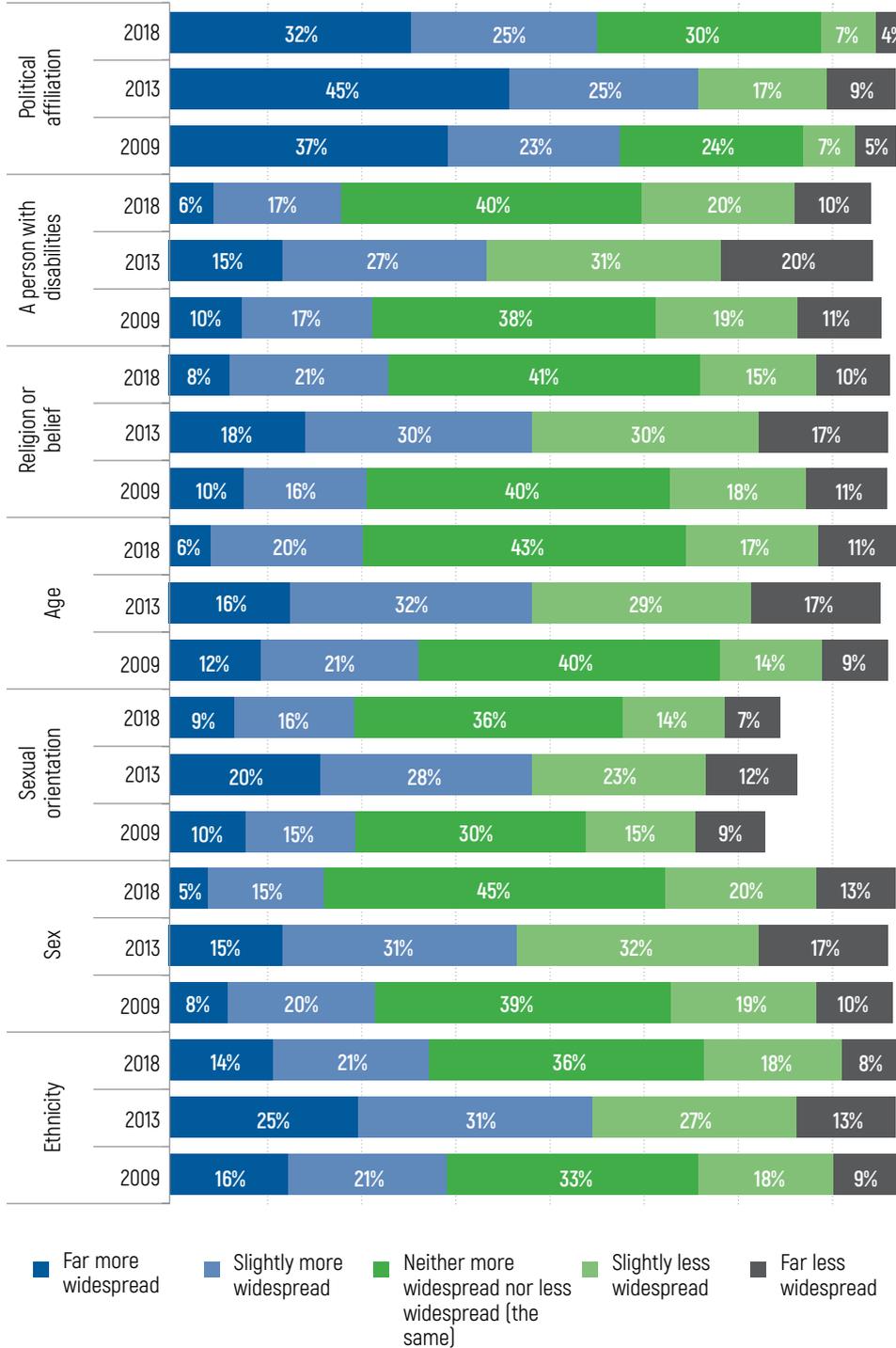
The analysis of answers in relation to how widespread discrimination on certain grounds is, compared to the situation 5 years ago, allows an assessment of the perception of respondents seen in a longer period of time. These perceptions are an indicator for assessing the impact of measures undertaken to counter discrimination. Responses that discrimination on certain grounds is more widespread indicate a failure in the fight against discrimination, while responses that discrimination on certain grounds is less widespread are an indication of the positive effects of efforts invested to reduce discrimination.

Survey results show that 60% of respondents considered discrimination based on political affiliation to be more widespread in **2009**, compared to the previous 5 years, 12% considered it less widespread and 24% considered that it remained the same. In **2018**, 57% of respondents assessed that it was more widespread, 11% that it was less widespread and 30% that it remained the same. Responses that discrimination on the ground of political affiliation is more widespread are the most frequent when compared with discrimination on other grounds and therefore this ground is ranked first in all three surveys (See Graph No. 4).

Graph

4

If you compare the present day situation with the situation of 5 years ago, would you say that discrimination on the following grounds is more common or less common in our country?

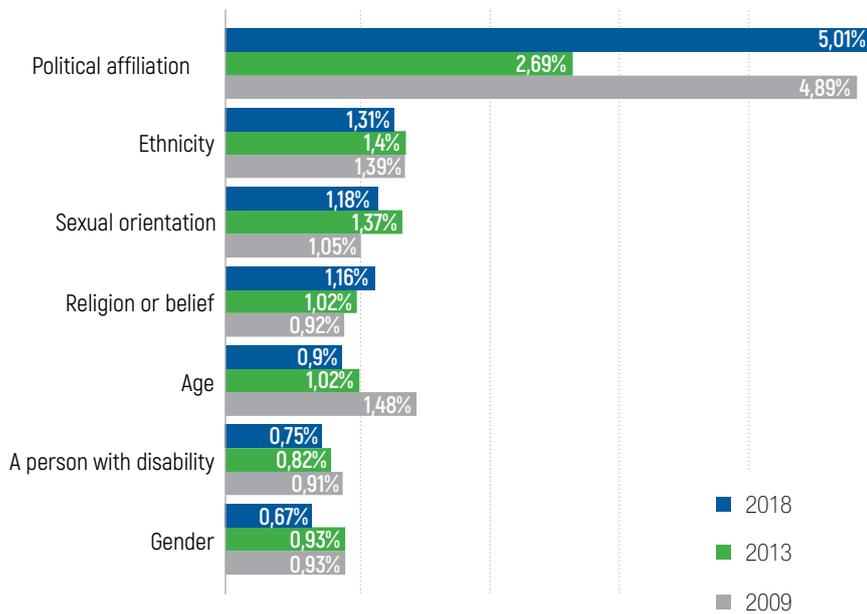


7 The coefficient K is obtained when the rating "more widespread" is divided with the rating "less widespread". Each value of K over 1 indicates the proportion of greater participation of the rating "more widespread" in relation to the rating "less widespread". Any value below 1 indicates the proportion of the lower participation of the rating "more widespread" in relation to the rating "less widespread". Coefficient K greater than 1 indicates that no visible results have been achieved and/or that traditional negative stereotypes represent a latent barrier in changes. Coefficients under 1 indicate a relatively positive outcome in the fight against discrimination in a specific area that is the subject of the survey.

8 The 2013 survey did not include the category "neither more widespread nor less widespread (the same)" and therefore the comparison of the results of 2009 and 2018 was taken only as an indicator for identification of possible major changes in the structure of attitudes of the population.

In order to obtain a picture of the public perception of whether discrimination has worsened or improved, the coefficient K⁷ has been calculated, showing the proportion of responses "more widespread" in relation to the responses "less widespread" (See Graph No. 5).

Graph
5 If you compare the present day situation with the situation of 5 years ago, would you say that discrimination on the following grounds is more common or less common in our country?



Discrimination on the ground of political affiliation was ranked first in 2009, K = 4.89 (more widespread 59.6% compared to less widespread 12.2%), which means that in this survey, the assessment "more widespread" is 4.9 times more present than "less widespread". In 2013, K = 2.69⁸ (more widespread - 70%; less widespread 26%) and in 2018, K = 5.01 (more widespread - 56.6%; less widespread 11.3%).

The cross-reference with the socio-demographic characteristics of the respondents shows that

Discrimination on the ground of political affiliation, compared to the situation five years ago, is perceived as more widespread by the following groups of respondents:

- ▶ According to age:
 - In both surveys among male and female respondents aged 25 to 34, rather than those aged over 55 years.
- ▶ According to education:
 - In 2009, there was no significant difference between respondents with different levels of education: higher education (59%), secondary education (61%), primary education (58%);
 - In 2018, respondents with higher education (60%) and secondary education (58%), rather than those with primary education (50%).

Younger respondents in both surveys are dissatisfied with the level of progress in addressing discrimination on the ground of political affiliation in the last 5 years. The level of education is an important factor in analyzing the responses. In 2009, the difference in the perception that discrimination was more widespread was not significant among people with primary education, compared to those with higher education. However, in 2018, the picture shows greater contrast, i.e. those with higher and those with secondary education perceived it as more widespread than those with primary education.

Discrimination on the ground of ethnicity was the second ranked. In **2009**, coefficient $K = 1.39$, (more widespread 36.8%, less widespread 26.4%), in 2013 the coefficient $K = 1.40$ (more widespread 56%, less widespread - 40%) and in **2018**, $K = 1.31$ (more widespread 34.4%, less widespread 26.3%). The data indicates that there was a perception of a slight improvement in respect of discrimination on this ground.

Discrimination on the ground of ethnicity, compared to the situation five years ago is perceived as more widespread by the following groups of respondents:

- ▶ According to age:
 - In 2009, respondents aged 15-44 (varies from 38% to 40%); rather than those aged over 55 years (varies from 29% to 33%);
 - In 2018, respondents aged 15-34 (varies from 39% to 42%), rather than those aged over 55 years (varies from 26% to 27%).
- ▶ According to ethnicity:
 - In both surveys, ethnic Albanians (2009 - 59%; 2018 - 50%) than ethnic Macedonians (2009 - 30%; 2018 - 30%).
- ▶ According to place of residence:
 - In both surveys, residents of rural areas (2009-40%; 2018-36%) than urban residents (2009- 35%; 2018:-33%).

Both in 2009 and in 2018, respondents aged 15 to 44 more readily assessed that discrimination on the ground of ethnicity was more widespread than in the previous 5 years, compared to older respondents aged 55 or over. In terms of ethnicity of respondents, although ethnic Albanians consider that discrimination is more widespread compared to ethnic Macedonians in both surveys, the discrimination perception is reduced only among ethnic Albanians. As for the place of residence, in both 2009 and 2018 surveys, the more frequent answer was that discrimination was more widespread in rural areas than in urban areas, with the 2018 survey showing a decrease in the assessment in both areas.

Discrimination on the grounds of religion and belief was ranked sixth in 2009 ($K=0.92$), when the number of replies that discrimination is less widespread was higher (28.5%), compared to replies that it was more widespread (26.2%). In the next two surveys, the coefficient K is on the rise. In 2013, $K = 1.02$ (more widespread 48%; less widespread - 47%) while in 2018 $K = 1.16$ (more widespread 29%; less widespread 25.1%) The data shows that in 2018, there was a turning point in the public perception of discrimination on this ground, and for the first time the perception that discrimination on this ground is more widespread, was more numerous than the perception that it was less widespread.

Discrimination on the grounds of religion and belief, compared to the situation five years ago, is perceived as more widespread, among the following groups of respondents:

- ▶ According to age:
 - Young respondents aged 15-24 (2009 - 32%; 2018 - 37%), rather than older respondents aged 65 and older (2009 - 21%; 2018 - 22%).
- ▶ According to education:
 - Respondents having secondary education (2009 - 28%; 2018 -30%) and those having higher education (2009 - 28%; 2018 -31%) rather than those with primary education (2009 - 22%; 2018 - 25%).
- ▶ According to ethnicity:
 - In both surveys, ethnic Albanians (38%) rather than ethnic Macedonians (2009 - 22%; 2018 - 26%).
- ▶ According to religious affiliation:
 - In both surveys, Muslims (35%) more than Christians (2009 -22%; 2018 - 26%).
- ▶ According to place of residence:
 - In 2009, there was **no significant change, urban (27%) or rural (25%);**
 - **In 2018, rural (31%)** more than urban residents (28%).

Based on the religious affiliation of respondents, Muslims in both (2009 and 2018) surveys, assessed that discrimination was more widespread compared to Christians. In addition, age, level of education and ethnicity of respondents were factors with a particularly strong impact on the mid-term perception of discrimination on this ground.

Discrimination on the grounds of age in 2009 was ranked third, with a coefficient $K=1.48$ (more widespread 33%; less widespread 22.3%). In 2013, the coefficient was reduced - $K = 1.04$, (more widespread 48%; less widespread 46%). In 2018, the coefficient K continued to decrease and fell under 1 - $K = 0.90$ (more widespread 25.5%; less widespread 28.3%). This point to a perception of a decrease in discrimination on this ground, serving also as an indicator of the favourable effects of measures undertaken in fighting discrimination on this ground.

Discrimination on the ground of age, compared to the situation five years ago, is perceived as more widespread by the following groups of respondents:

- ▶ According to age:
 - In **2009**, respondents aged 55-64 (43%), rather than young respondents aged 15-24 (26%);
 - In 2018, there was no significant change among the age group of 15-24 (28%) and among the age group of 55-64 (26%).
- ▶ According to education:
 - In 2009, respondents with higher education (38%) and with secondary education (36%), rather than those with primary education (28%);
 - In 2018, there was no significant change according to the level of education: primary and secondary education (26%) and higher education (24%).

The results show that in 2018 the level of perceptions among various groups come close to equalizing in answer to the question whether discrimination on this ground was more widespread, compared to the situation five years ago.

Discrimination on the ground of sexual orientation in 2009 had a coefficient $K=1.05$, which indicates that at that time there was a balance between the assessments that discrimination on this ground was more widespread (24.8%), compared to the assessments that it was less widespread (23.7%). In 2013, the coefficient increased with $K = 1.37$ (more widespread 48%; less widespread 35%) and discrimination on this ground was ranked fifth, while in 2018 the coefficient was $K = 1.18$ (more wide spread 24.5%; less wide spread 20.8%), i.e. it was reduced. However, discrimination on this ground remained fifth-ranked.

Discrimination on the ground of sexual orientation, compared to the situation five years before, is perceived as more widespread by the following groups of respondents:

- ▶ According to age:
 - Under both surveys, young respondents aged 15-24 (2009 - 28%; 2018 - 31%), rather than those aged over 65 years (2009 - 21%; 2018 - 19%).
- ▶ According to education:
 - Under both surveys, respondents having higher education (2009 - 28%; 2018 - 27%) rather than those having secondary education (2009 - 20%; 2018 - 22%).

In the 2009 and 2018 surveys, young respondents and respondents having higher education considered that discrimination on this ground was more widespread than in the previous 5 years, compared to respondents aged 65 and over, and compared to respondents having completed primary education.

In 2009, the coefficient **for discrimination on the ground of disability** was $K=0.91$, when 26.9% of male and female respondents assessed it was more widespread and 29.6% assessed it as less widespread. In 2013, it fell to $K = 0.82$ (more widespread 42%, less widespread 51%) continuing the downward trend reaching the value of $K = 0.75$ in 2018 (more widespread 22.7%, less widespread 30.2%). The total result of all these changes is reflected in the decreasing trend of the coefficient K , which is in constant decline and it is an indicator of the improvement in the perception among the public that discrimination on this ground is decreasing.

Discrimination on the ground of disability, compared to the situation five years before, is perceived as more widespread by the following groups of respondents:

- ▶ According to age:
 - In **2009**, respondents aged 15-44 (26%), rather than those aged over 65 years (18%);
 - In **2018**, there was no significant change of the perception of the group of respondents aged 15-24 or those aged over 65 years (25%).
- ▶ According to ethnicity:
 - In both surveys, more ethnic Albanians (**2009** - 38%; **2018** - 29%) rather than ethnic Macedonians (**2009** - 24%; **2018** - 22%)

In the 2009 and 2018 surveys, young people aged 15-24 considered that discrimination on this ground is more widespread than in the previous 5 years compared to respondents aged 65 and over. In terms of ethnicity, although ethnic Albanians consider that discrimination is more widespread compared to ethnic Macedonians in both surveys, in 2018 there was a significant decrease in the perception only among Albanians.

Discrimination on the ground of sex was ranked fourth in 2009, with a coefficient of $K = 0.93$ (more widespread 27.3%, less widespread 29.3%), while in 2013 it was ranked sixth with $K = 0.94$ (more widespread 46%; less widespread 49%) and in the last survey in 2018, it was ranked seventh with $K = 0.67$ (more widespread 20.5%; less widespread 30.4%). It can be said that the public perception of the frequency of discrimination on this ground changed for the better. The assessment that it was less widespread practically did not change (2009 - 29%; 2018 - 30%), while the assessment that it was more widespread reduced from 27% in 2009 to 21% in 2018.

Discrimination on the ground of sex, compared to the situation five years before is perceived as more widespread among the following groups of respondents:

- ▶ According to sex:
 - In both surveys, there was no significant change between men (2009 - 27%; 2018 - 20%) and women (2009 - 28%; 2018 - 21%).
- ▶ According to education:
 - In both surveys, respondents having secondary education (2009 - 29%; 2018 - 22%) and those having higher education (2009 - 30%; 2018 - 20%), rather than those having primary education (2009 - 24%; 2018 - 18%).
- ▶ According to ethnicity:
 - In both surveys, ethnic Albanians (2009 - 35%; 2018 - 24%), rather than ethnic Macedonians (2009 - 26%; 2018 - 19%).

In 2009, an equal number of men and women considered discrimination on the ground of sex to be more widespread, and in the last survey, it linearly decreased both among men and women. Despite the reduction in the perception that discrimination on this ground is more widespread, data shows that a higher number of ethnic Albanians and a higher number of respondents with secondary and higher education consider that discrimination on the ground of sex is more widespread, compared to ethnic Macedonians and respondents with primary education.

2.3 Accepting Differences

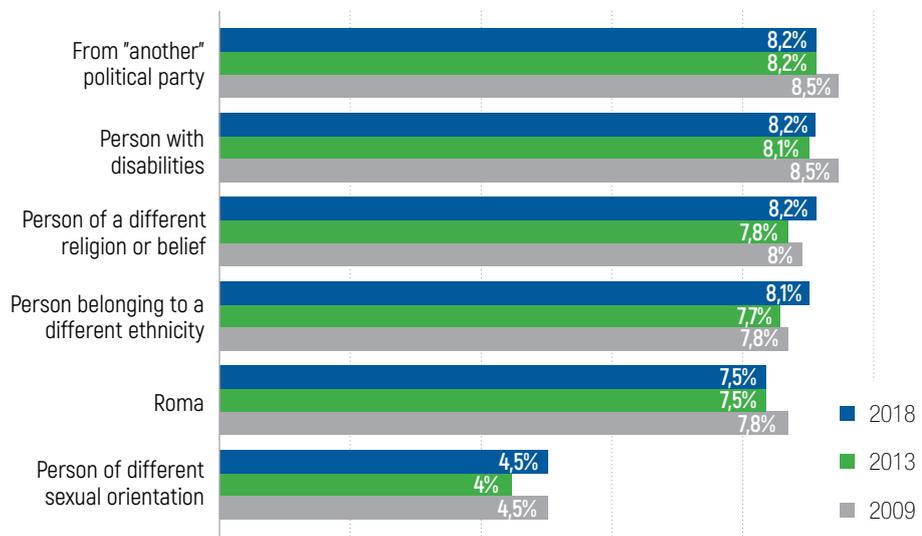
9 In the 2009 and 2018 surveys, the respondents were asked: Using a scale from 1 to 10, please tell us how you would personally feel about each of the following situations. On this scale, '1' means that you would be "very uncomfortable" and '10' means that you would be "totally comfortable" with this situation. The scale used in the 2013 survey has been changed: Using a scale from 1 to 9, please tell us how you would personally feel about each of the following situations? The scale "1" means that you would be "very uncomfortable" and "9" means that you would be "totally comfortable" in this situation. Therefore, the results of 2013 are taken only as an indicator to identify possible major changes in the structure of attitudes among the population.

10 The term "different" in quotation marks is used to indicate that it is a group/community that the respondents do not belong to.

Survey results show a stable trend of high level of readiness among respondents to accept different groups in their private life⁹.

The results show that there is the highest level of readiness to accept as a neighbour people who are in favour of a "different"¹⁰ political party or people with disabilities. The level of comfort toward members of "different" religious and ethnic communities increased in the last survey (2018), which makes them equally acceptable to the male and female respondents as the previous two groups. The level of comfort of having a neighbour from the Roma ethnic community is quite high, but it is still lower than the level of general acceptance of neighbours of a "different" ethnicity. The respondents show the lowest level of comfort towards people with a different sexual orientation. The evident and stark distance the society assumes towards this group remains unchanged (See Graph No. 6).

Graph
6 Using a scale from 1 (very uncomfortable) to 10 (totally comfortable), please tell us how you would personally feel having a neighbour



The level of comfort with having a Roma neighbour is higher among:

- ▶ Respondents aged over 65 years, rather than aged 15-24;
- ▶ Ethnic Macedonians than among ethnic Albanians; and
- ▶ Urban than rural residents.

The level of comfort with having a Roma neighbour increases with the respondents' age. In the last survey, the level of comfort among the young population aged 15 to 24 decreased and it is below the overall average value¹¹ of the survey (7.5). The results show a trend of greater willingness among ethnic Macedonians to accept Roma, compared to the willingness among ethnic Albanians, and among residents of urban areas than those in rural areas. The results also point to a downward trend among ethnic Albanians and residents of rural areas in relation to the level of comfort with having a Roma as a neighbour (See Table No. 8).

Table

8

The level of comfort of having a Roma neighbour

Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	7,5	7,7	7,7	7,8	8,1	8,0
2018	6,9	7,4	7,8	7,6	7,6	7,9
Ethnicity:	Macedonian		Albanian			
2009	8,0		6,5			
2018	8,2		5,8			
Place of residence:	Urban		Rural			
2009	8,0		7,3			
2018	8,0		6,9			

The level of comfort with having a person with disabilities as a neighbour is higher among:

- ▶ Respondents having higher education, rather than those having primary education;
- ▶ Among ethnic Macedonians rather than ethnic Albanians; and
- ▶ Residents of urban areas rather than those of rural areas.

Despite the fact that it is one of the highest rated categories in the survey, the feeling of comfort of having a person with disabilities as a neighbour shows variations according to the socio-demographic characteristics of respondents. Among certain demographic groups who show a lower level of readiness to accept persons with disabilities, there is also an accompanying slight trend of social distance taken by the concerned demographic group. The negative trend of not accepting persons with disabilities is more pronounced among respondents with completed primary school, more among ethnic Albanians and more among residents of rural areas (See Table No. 9).

¹¹ The average value or the average is the arithmetic mean of the results obtained from the question on a scale from 1 to 10. The higher arithmetic mean values indicate a higher level of comfort, and the lower ones a greater level of discomfort in the given situation (the mean point is 5.5).

The level of comfort of having a person with disability as a neighbour

Education:	Primary	Secondary	Higher
2009	8,4	8,6	8,5
2018	7,6	8,3	8,4
Ethnicity:	Macedonian	Albanian	
2009	8,8	7,4	
2018	8,6	6,9	
Place of residence:	Urban	Rural	
2009	8,8	8,1	
2018	8,4	7,8	

The level of comfort with having a person of different sexual orientation as a neighbour is higher among:

- ▶ Women rather than men;
- ▶ Respondents aged 35-44, rather than those aged over 65 years;
- ▶ Respondents with secondary and higher education, rather than those with primary education;
- ▶ Ethnic Macedonians rather than ethnic Albanians;
- ▶ Christians rather than Muslims; and
- ▶ Residents of urban, rather than those of rural areas.

Women are more willing to accept people with a different sexual orientation as neighbours than men. According to age, respondents aged over 65 years are the least willing. Those with completed secondary or higher education are more willing to accept people with a different sexual orientation than those with completed primary education, which is quite below the total average of the survey (4.5). Ethnic Albanians, Muslims, and residents in rural areas are below the total average, unlike ethnic Macedonians, Christians and those living in urban areas that are above the average. The 2018 survey shows widening of the gap between the two most numerous religions and respondents living in urban and rural areas (See Table No. 10)

Table

10

The level of comfort of having a person of different sexual orientation as a neighbour

Sex:	Male		Female			
2009	4,3		4,7			
2018	4,2		4,8			
Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	4,8	4,6	4,5	4,3	4,4	4,1
2018	4,5	4,6	5,0	4,4	4,4	3,9
Education:	Primary		Secondary		Higher	
2009	3,9		4,6		5,5	
2018	3,4		4,6		5,2	
Ethnicity:	Macedonian			Albanian		
2009	4,9			3,5		
2018	4,8			3,6		
Religious affiliation:	Christian			Muslim		
2009	4,8			3,6		
2018	5,1			3,3		
Place of residence:	Urban			Rural		
2009	4,8			4,0		
2018	5,2			3,6		

The level of comfort with having a person of a different ethnicity as a neighbour is higher among:

- ▶ Respondents aged over 65 years, rather than those aged 15-24;
- ▶ Ethnic Macedonians than ethnic Albanians; and
- ▶ Residents of urban, rather than those of rural areas.

The latest survey shows a widening of the gap between ethnic Macedonians and ethnic Albanians. (See Table No. 11).

The level of comfort of having a person of a different ethnicity as a neighbour

Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	7,8	7,6	7,9	7,7	7,9	8,1
2018	7,9	8,0	8,2	8,1	8,0	8,3
Ethnicity:	Macedonian			Albanian		
2009	8,0			7,2		
2018	8,5			7,0		
Place of residence:	Urban			Rural		
2009	8,1			7,5		
2018	8,4			7,8		

The level of comfort with having a person of a different religion or belief as a neighbour is higher among:

- ▶ Respondents aged over 65 years, rather than those aged 15-24;
- ▶ Respondents having higher and secondary education, rather than those with primary education;
- ▶ Ethnic Macedonians rather than ethnic Albanians;
- ▶ Christians rather than Muslims; and
- ▶ Residents of urban, rather than those of rural areas.

All three surveys show that people aged 65 and over are more willing to accept people of different religion or belief as neighbours. The same applies to those who have completed secondary and higher education compared to those with completed primary education, ethnic Macedonians and Christians compared to ethnic Albanians, Muslims and those in urban than those in rural areas. The latest survey shows a widening of the gap between ethnic Macedonians and ethnic Albanians (See Table No. 12).

The level of comfort of having a person of a different religion or belief as a neighbour

Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	8,0	7,8	8,1	7,8	7,9	8,3
2018	7,9	8,1	8,3	8,2	8,0	8,6
Education:	Primary		Secondary		Higher	
2009	7,7		8,0		8,6	
2018	7,7		8,3		8,4	
Ethnicity:	Macedonian			Албанека		
2009	8,2			7,2		
2018	8,6			6,9		
Religious affiliation:	Христијан/ка			Muslim		
2009	8,2			7,5		
2018	8,6			7,4		
Place of residence:	Urban			Rural		
2009	8,3			7,5		
2018	8,4			7,8		

The level of comfort with having a person who is a member/ supporter of another political party as a neighbour is higher among:

- ▶ Respondents aged over 65 years, rather than those aged 15-24;
- ▶ Respondents with higher and secondary education, rather than those with primary education;
- ▶ Ethnic Macedonians, rather than ethnic Albanians; and
- ▶ Residents of urban areas, rather than those of rural areas.

The positive trend among the older population, aged over 65 years, can be noticed through their readiness to have a person who is member or a supporter of another political party as a neighbour. There is a negative trend among Albanians, whose average is below the mean value of the survey. The results show greater readiness to accept members/supporters of different political parties among respondents with completed secondary and higher education and those living in urban areas (See Table No. 13).

The level of comfort of having a person who is a member/supporter of another political party as a neighbour

Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	8,4	8,6	8,6	8,2	8,4	8,8
2018	7,8	8,0	8,2	8,1	8,3	8,7
Education:	Primary	Secondary	Higher			
2009	8,2	8,6	8,9			
2018	7,8	8,3	8,4			
Ethnicity:	Macedonian	Albanian				
2009	8,8	7,5				
2018	8,7	6,8				
Place of residence:	Urban	Rural				
2009	8,7	8,2				
2018	8,4	7,9				

¹² In the 2009 and 2018 surveys, the respondents were asked: Using a scale from 1 to 10, please tell us how you would feel about having someone from each of the following categories in the highest elected political position in the country? (On this scale, '1' means that you would be "very uncomfortable" and '10' means that you would be "totally comfortable"). The scale used in the survey in 2013 was changed: Using the scale from 1 to 9, please tell us how you would feel about having someone from each of the following categories in the highest elected political position in the country? (On this scale, "1" means that you feel "very uncomfortable" and "9" means you feel "totally comfortable"). Therefore, the results of 2013 are taken only as an indicator to identify possible major changes in the structure of attitudes among the population.

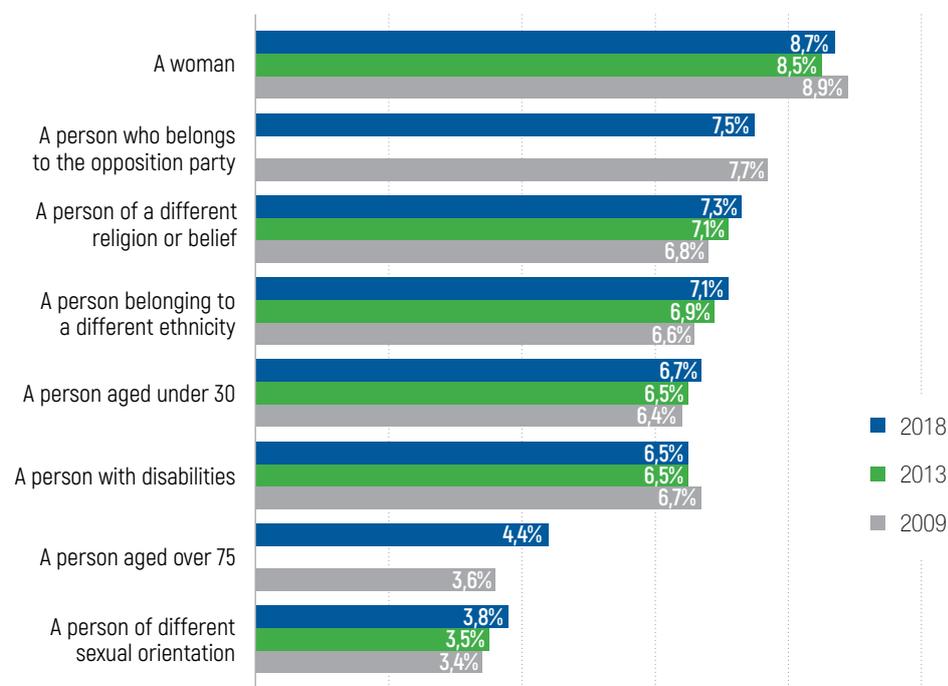
When it comes to the willingness to accept differences in the public sphere¹², the study shows that there are no drastic changes in the distribution of responses among the respondents, although in almost all categories individually there is a mild trend of increased readiness to accept different groups.

In all three surveys, respondents show the least reservations about the idea of a woman holding the highest elected political position in the country. The second-ranked, is the high level of comfort among respondents with having a member of an opposition party as the holder of that position. The next one is the willingness to accept a person of a different non-majority religion or ethnic group, which is progressively growing, and only a few of them would feel comfortable with the idea of having a person with disabilities as the holder of that position. When it comes to age, it is still more acceptable for respondents to support a young official for the highest elected political position than a person older than 75 years. However, the willingness to accept an older person is also in an upward trend. The reservations of respondents towards people with a different sexual orientation are visibly expressed in both the public and the private sphere. Although there is a slight growth, the idea of a person with a different sexual orientation being a holder of the highest elected political position in the country is still the least acceptable for respondents (See Graph No. 7).

Graph

7

Using a scale from 1 (very uncomfortable) to 10 (totally comfortable, please tell us how you would feel if in the highest elected political position in the country is...?



The level of comfort with having a woman in the highest elected political position is higher among:

- ▶ Women than men;
- ▶ Ethnic Macedonians, rather than ethnic Albanians;
- ▶ Christians rather than Muslims; and
- ▶ Residents of urban areas, rather than those of rural areas.

Those expressing greater readiness to accept a woman as a holder of the highest elected political position are: women rather than men, ethnic Macedonians than ethnic Albanians, Christians than Muslims, residents of urban areas than those in rural areas. At the same time, the 2018 survey shows a downward trend among ethnic Albanians, Muslims and those living in rural areas (See Table No. 14).

The level of comfort of having a woman in the highest elected political position

Sex:	Male	Female
2009	8,6	9,2
2018	8,5	9,0
Ethnicity:	Macedonian	Albanian
2009	9,1	8,4
2018	9,2	7,4
Religious affiliation:	Christian	Muslim
2009	9,1	8,4
2018	9,2	7,9
Place of residence:	Urban	Rural
2009	9,0	8,7
2018	9,0	8,3

The level of comfort with having a person of different sexual orientation in the highest elected political position is higher among:

- ▶ Women than men;
- ▶ Respondents with higher and secondary education, rather than those with primary education;
- ▶ Ethnic Macedonians, than ethnic Albanians;
- ▶ Christians than Muslims; and
- ▶ Residents of urban areas, than those of rural areas.

The willingness to accept a person with a different sexual orientation to hold the highest elected political position, analyzed by respondents' sex, increased in the last survey, and it is higher among women. The greater readiness to accept people of different sexual orientation in the public sphere increases with the level of education and it shows an upward trend over the years. A similar trend is evident among ethnic Macedonians, Christians and residents of urban areas [See Table No. 15].

Table

15

The level of comfort of having a person of different sexual orientation in the highest elected political position

Sex:	Male	Female	
2009	3,2	3,5	
2018	3,6	4,1	
Education:	Primary	Secondary	Higher
2009	3,0	3,5	3,8
2018	3,1	3,9	4,4
Ethnicity:	Macedonian	Albanian	
2009	3,6	2,8	
2018	4,2	2,9	
Religious affiliation:	Christian	Muslim	
2009	3,6	2,8	
2018	4,2	3,0	
Place of residence:	Urban	Rural	
2009	3,6	3,0	
2018	4,6	3,0	

The level of comfort with having a person who belongs to an ethnic or religious minority in the highest elected political position is higher among:

- ▶ Respondents with higher and secondary education, rather than those with primary education;
- ▶ Ethnic Macedonians, rather than ethnic Albanians;
- ▶ Christians rather than Muslims; and
- ▶ Residents of urban areas, rather than those of rural areas.

The readiness to accept a member of an ethnic or religious minority group in the highest political office is higher among those with higher education than those with completed primary education, while there is an increase among male and female respondents with completed secondary education. Greater readiness is also present among residents of urban areas than those of rural areas. For the first time, in the 2018 survey, ethnic Macedonians and Christians show greater readiness to accept a person belonging to an ethnic or religious minority group for the highest political office than ethnic Albanians and Muslims (See Tables No. 16 and 17)

Table

16

The level of comfort of having a person belonging to an ethnic minority in the highest elected political position

Education:	Primary	Secondary	Higher
2009	6,7	6,4	7,1
2018	6,7	7,1	7,3
Ethnicity:	Macedonian	Albanian	
2009	6,3	6,8	
2018	7,1	6,5	
Religious affiliation:	Christian	Muslim	
2009	6,4	7,1	
2018	7,1	6,9	
Place of residence:	Urban	Rural	
2009	6,8	6,3	
2018	7,3	6,8	

Table

17

The level of comfort of having a person who belongs to a religious minority in the highest elected political position

Education:	Primary	Secondary	Higher
2009	6,9	6,6	7,4
2018	6,9	7,3	7,4
Ethnicity:	Macedonian	Albanian	
2009	6,6	7,0	
2018	7,4	6,6	
Religious affiliation:	Christian	Muslim	
2009	6,6	7,2	
2018	7,4	7,0	
Place of residence:	Urban	Rural	
2009	7,0	6,4	
2018	7,5	7,0	

The level of comfort with having a person under the age of 30 in the highest elected political position is higher among:

- ▶ Respondents aged 15-34, rather than those aged over 65 years;
- ▶ Respondents with primary education, rather than those with secondary and higher education;
- ▶ Ethnic Albanians, rather than ethnic Macedonians; and
- ▶ Muslims rather than Christians; and
- ▶ Residents of rural areas, rather than those of urban areas.

Younger respondents aged 15-34 are more comfortable with the idea of having someone under 30 years of age in the highest political office, and the expressed level of comfort decreases with the age of the respondents. Respondents with completed primary education are more likely to accept a young official, as well as ethnic Albanians, Muslims and residents of rural areas (See Table No. 18).

Table

18

The level of comfort of having a person under the age of 30 in the highest elected political position

Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	7,1	6,5	6,3	6,2	5,8	5,9
2018	7,6	7,0	6,6	6,4	6,3	6,1
Education:	Primary		Secondary		Higher	
2009	6,7		6,2		6,1	
2018	7,0		6,6		6,5	
Ethnicity:	Macedonian			Albanian		
2009	6,0			7,6		
2018	6,4			7,2		
Religious affiliation:	Christian			Muslim		
2009	6,0			7,2		
2018	6,3			7,4		
Place of residence:	Urban			Rural		
2009	6,2			6,6		
2018	6,6			6,8		

The level of comfort with having a person aged 75 and over in the highest elected political position is higher among:

- ▶ Respondents aged 25-44, rather than those aged 15-24;
- ▶ Ethnic Macedonians, rather than ethnic Albanians; and
- ▶ Residents of urban areas, rather than those of rural areas.

The 2009 survey showed a higher level of acceptance of older persons at the highest elected political positions among men compared to women. In 2018, the level of readiness increased among both sexes, which resulted in levelling the degree of acceptance among men and women. In 2009, no differences were recorded according to the ethnicity of respondents, but in 2018 ethnic Macedonians showed a higher level of acceptance, compared to ethnic Albanians. In 2009, respondents aged 35-64 showed lower levels of acceptance of older people in the public sphere, which is below the overall average of the survey (3.6), while younger generations aged 15-34, and persons over 65 years showed a level of acceptance above the total average. In 2018, the younger generations aged 15-24 and the older generations aged 45-64, showed the lowest level of acceptance. Respondents in urban areas are more accepting of persons aged over 75 years in the highest political office than those in rural areas, but in both categories, there is significant positive growth (See Table No. 19).

Table

19

The level of comfort of having a person aged 75 and over in the highest elected political position

Sex:	Male			Female		
2009	3,9			3,3		
2018	4,5			4,4		
Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	3,7	3,7	3,5	3,4	3,5	3,8
2018	3,5	5,0	4,9	4,2	4,3	4,4
Ethnicity:	Macedonian			Albanian		
2009	3,6			3,5		
2018	4,7			3,9		
Place of residence:	Urban			Rural		
2009	3,8			3,3		
2018	4,7			4,1		

The level of comfort with having a person with disabilities in the highest elected political position is higher among:

- ▶ Respondents aged 25-44, rather than those aged 15-24;
- ▶ Respondents with higher and secondary education, rather than those with primary education;
- ▶ Ethnic Macedonians, rather than ethnic Albanians;
- ▶ Christians, rather than Muslims; and
- ▶ Residents of urban areas, rather than those of rural areas.

There are variations in the acceptance trend depending on the socio-demographic profile of respondents also when it comes to their expressed degree of reservations towards persons with disabilities in the public sphere. Generational differences are noted in the 2018 survey: respondents aged 15-24 and those aged 45-54 demonstrate lower readiness to accept persons with disabilities in public life, with an acceptance rate lower than the overall average (6.5). The level of acceptance increases with the level of completed education of respondents. Among those with completed primary education, there is a significant decrease in the acceptance. In 2018, acceptance among ethnic Albanians significantly decreased, making them more reserved than ethnic Macedonians. The same difference can be noted among Muslims and Christians. Residents of urban areas are still more likely to accept a person with disabilities as a high government official than residents in rural areas, who show a negative trend [See Table No. 20].

Table

20

The level of comfort of having a person with a disability in the highest elected political position

Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	6,8	6,6	6,8	6,9	6,5	6,7
2018	5,6	6,8	6,8	6,3	6,7	6,5
Education:	Primary		Secondary		Higher	
2009	6,6		6,7		7,1	
2018	5,8		6,6		7,0	
Ethnicity:	Macedonian			Albanian		
2009	6,7			6,7		
2018	6,9			5,8		
Religious affiliation:	Christian			Muslim		
2009	6,8			6,6		
2018	6,9			5,7		
Place of residence:	Urban			Rural		
2009	6,9			6,4		
2018	6,9			5,9		

The level of comfort with having a person belonging to an opposition party in the highest elected political position is higher among:

- ▶ Respondents aged over 65 years, rather than those aged 15-24;
- ▶ Respondents with secondary and higher education, rather than those with primary education;
- ▶ Ethnic Macedonians, rather than ethnic Albanians; and
- ▶ Residents of urban areas, rather than those of rural areas.

The 2018 survey shows that younger generations (15 to 34 years of age) are the least accepting of persons belonging to an opposition party in the highest political position, while respondents aged over 65 years are significantly the most comfortable with this idea. In 2009, the level of acceptance increased with the level of education. In 2018, it declines among all levels of education, yet respondents with completed primary education remain more reserved than those with completed secondary and higher education. In 2018, ethnic Albanians show a negative trend in the willingness to accept a person belonging to the opposition in the highest political position, while in all surveys, the level of acceptance of a person belonging to an opposition political party in the highest political position is higher among ethnic Macedonians compared to ethnic Albanians. Residents of urban areas show a higher level of acceptance than residents of rural areas (See Table No. 21).

Table

21

The level of comfort of having a person from the opposition party in the highest elected political position

Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	7,8	7,6	7,7	7,7	7,9	7,9
2018	7,0	7,2	7,6	7,4	7,6	8,1
Education:	Primary		Secondary		Higher	
2009	7,5		7,8		8,2	
2018	6,9		7,7		7,6	
Ethnicity:	Macedonian			Albanian		
2009	8,0			6,8		
2018	8,0			5,9		
Place of residence:	Urban			Rural		
2009	8,1			7,3		
2018	7,8			7,1		

3.

Experiences of Discrimination

3.1 Personal Experiences of Discrimination

Regarding experiences of discrimination, the respondents were asked two questions. The first one relates to personal experiences of discrimination: "In the past 12 months, have you personally felt discriminated against or harassed on the basis of one or more grounds?". The second question relates to respondents' experiences as witnesses of discrimination: "In the past 12 months, have you witnessed someone being discriminated against or harassed on the basis of one or more grounds?"

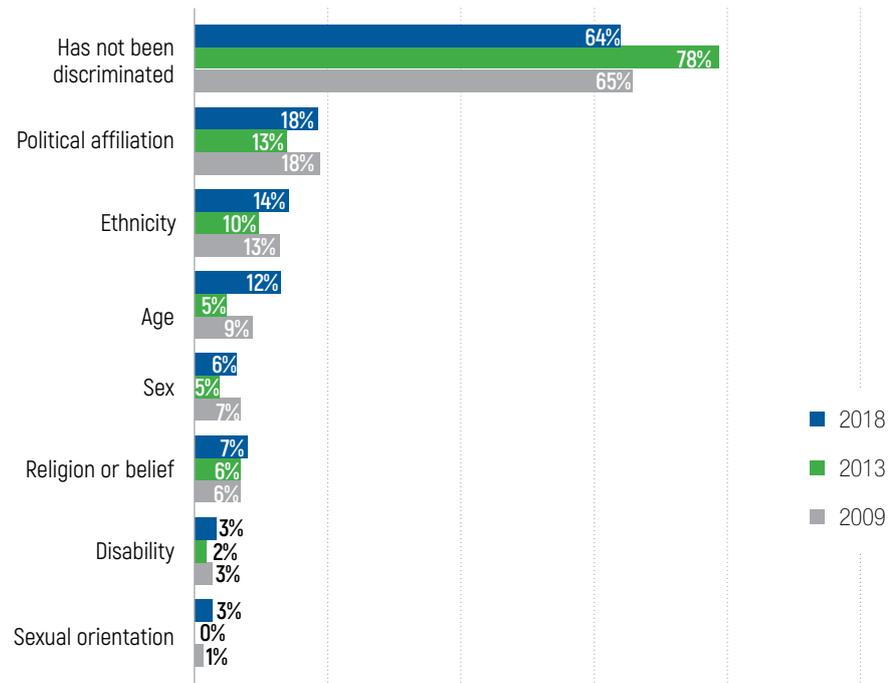
Survey results for the first question show that every third respondent has been discriminated against on at least one of the grounds analysed in the research (2009 - 34%, 2013-22%¹³, 2018 - 36%). The majority, in almost equal numbers, state that they personally have not felt discriminated against (2009 - 65%; 2013 - 78%; 2018 - 64%) (See Graph No. 8).

¹³ The 2013 survey results were obtained by conducting telephone interviews, as different from field surveys conducted in 2009 and in 2018. Therefore, the results of the 2013 survey are used only as an indicator, which basically shows the same structure but different frequency of answers.

Graph

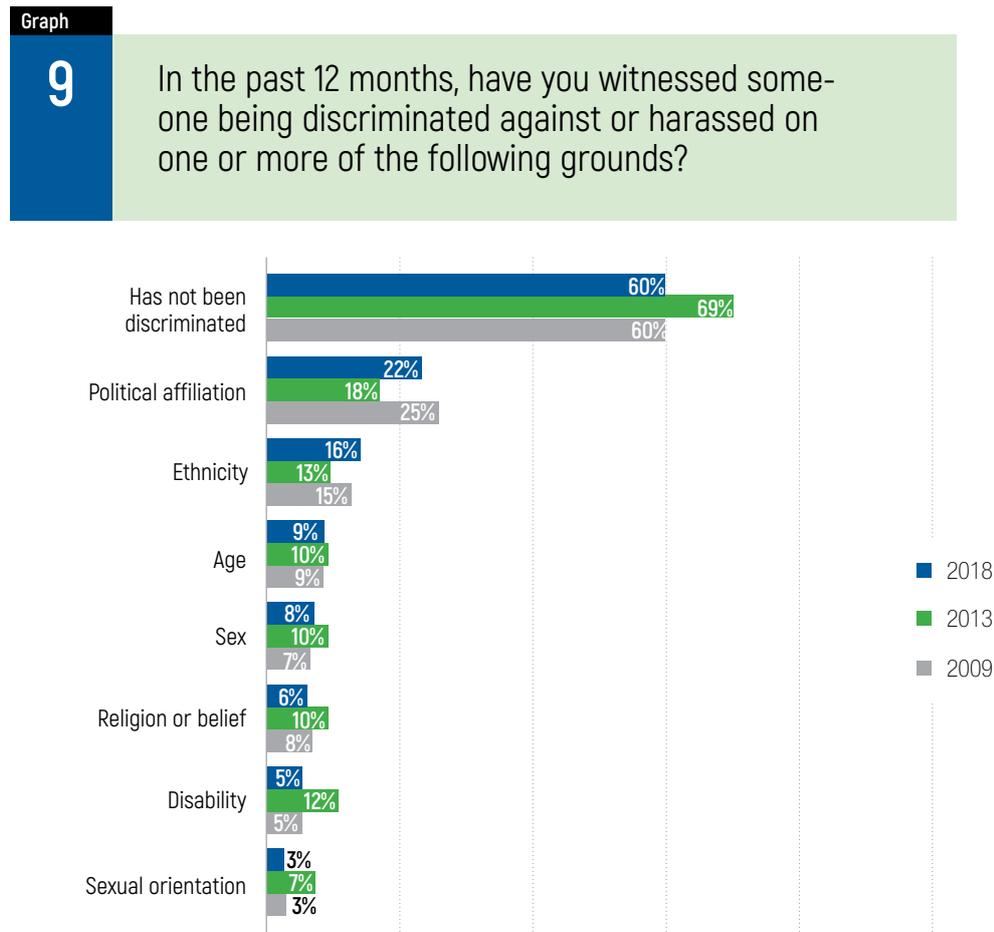
8

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



3.2 Witnessing Someone Experiencing Discrimination

On the other hand, in **2009**, 38% of respondents found themselves in a situation where they witnessed someone experiencing discrimination, 31% in **2013** and 40% in **2018**. In **2009** and in **2018**, 60% of respondents reported that they had not witnessed discrimination, while their percentage in 2013 was 69% [See Graph No. 9].



All three surveys show that the most often ground for discrimination is political affiliation, both when respondents have been personally discriminated against (**2009** - 18%; **2013** - 13%; **2018** - 18%) and when they have witnessed discrimination (**2009** - 25%; **2013** - 18%; **2018** - 22%). Data shows that, in most cases, male and female respondents were witnesses rather than victims of discrimination on the grounds of political affiliation, and that the latter is decreasing. The least number of respondents have been personally discriminated on the ground of sexual orientation (**2009** - 1%, **2013** - 0.4%, **2018** - 3%), and the least number of respondents have witnessed discrimination on this ground (**2009** - 3%; **2013** - 7%; **2018** - 3%).

Those who have personally experienced discrimination on the ground of political affiliation are more:

- ▶ Men than women; and
- ▶ Ethnic Albanians, rather than ethnic Macedonians.

Among those who have personally experienced discrimination on the ground of political affiliation are more men (**2009** - 21%; **2018** - 20%) than women (both in **2009** and in **2018** - 15%). After nine years, this proportion remains basically unchanged. In terms of ethnicity of respondents, in 2009, there were twice as many ethnic Albanians (30%) as victims, compared to ethnic Macedonian victims (14%). In 2018, this ratio shows a trend of convergence. Hence, 22% of ethnic Albanians were personally discriminated against on this ground, compared to 18% of ethnic Macedonians having been discriminated on this ground (See Table No. 22).

Table		
22 Respondents who have personally experienced discrimination on the ground of political affiliation:		
Sex:	Male	Female
2009	21%	15
2018	20%	15
Ethnicity:	Macedonian	Albanian
2009	14%	30%
2018	18%	22%

An average of 77% of the population at large consider that discrimination on this ground is widespread, as different from the average of 15% of respondents who consider that discrimination on this ground is rare. 90% of those who have stated that they have been discriminated against on this ground consider that discrimination on this ground is widespread, while 8% consider it to be rare. Data shows that one in five citizens believe that they have been discriminated against on political grounds (or at least this is how they interpret the event or situation in which they have found themselves). Discrimination on the ground of political affiliation is especially important for it is closely linked to creating equal employment opportunities and equal chances of making a professional merit based career, i.e. career founded on skills, qualifications and knowledge.

Ethnicity is the second ranked ground of discrimination based on personal experiences of discrimination (**2009** - 13%; **2013** - 10%; **2018** - 14%) and is significantly less frequent compared to discrimination on political grounds. Ethnicity is also second-ranked in situations when the respondents have been witnesses of discrimination (**2009** - 15%, **2013** - 13%, **2018** - 16%).

Those who have personally experienced discrimination on the ground of ethnic affiliation are more:

- ▶ Men than women;
- ▶ Ethnic Albanians, rather than ethnic Macedonians; and
- ▶ Muslims, rather than Christians.

In 2009, compared to ethnic Macedonians (5%), ethnic Albanians (34%) stated significantly more often that they had been discriminated on the ground of ethnicity. After 9 years, despite the tendency of the differences being reduced, this perception is still more common among ethnic Albanians (28%), compared to ethnic Macedonians (7%). There is a close correlation between ethnicity and religious affiliation in the country. This is confirmed by the data that shows a very close proportion between the answers of respondents according to their religious affiliation and according to their ethnicity. The experiences of discrimination also change depending on the sex of the respondent. According to the statements given, men feel more discriminated on the ground of ethnicity than women and such experiences remain basically unchanged nine years later¹³ (See Table No. 23).

Table		
23 Respondents who have personally experienced discrimination on the ground of ethnicity:		
Sex:	Male	Female
2009	15%	11%
2018	17%	12%
Ethnicity:	Macedonian	Albanian
2009	5%	34%
2018	7%	28%
Religious affiliation:	Christian	Muslim
2009	4%	32%
2018	7%	27%

¹³ Regarding the assessment whether or not there is any change, it should be taken into consideration that segments of the cross-tabulations have been analyzed with relatively small number of respondents in each of them, so they should be viewed as indications reflecting certain tendencies in the respondents' answers, with a certain level of probability.

The third-ranked ground of discrimination based on personal experience is age (2009 - 9%; 2013 - 5%; 2018 - 12%), which is also ranked third in cases when the respondents have witnessed discrimination (2009 - 9%; 2013 - 10%; 2018 - 9%).

Those who have personally experienced discrimination on the ground of age are more:

- ▶ Young people aged 15-24; and
- ▶ Male and female students and pupils.

In 2009, personal experience of discrimination based on the ground of age was most common among respondents aged 45-54, and the least common among adults aged over 65 years. There was a change in 2018, i.e. young people more often declared that they had experienced discrimination on this ground, whereas among the respondents aged 45-54, the discrimination level remained the same. According to the employment status, the most significant change in personally experienced discrimination on the ground of age has been registered among pupils and students (See Table No. 24).

Table

24

Respondents who have personally experienced discrimination on the ground of age

Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	8%	6%	10%	12%	11%	6%
2018	18%	12%	13%	12%	10%	8%
Ethnicity:	Employed	Unemployed	Homemaker	Student/pupil	Retired	
2009	10%	9%	5%	11%	8%	
2018	12%	12%	10%	21%	8%	

The fourth-ranked ground for personally experienced discrimination is religion and belief (2009 - 6%; 2013 - 6%; 2018 - 7%), which is also fourth-ranked in situation when respondents have witnessed discrimination (2009 - 7%; 2013 - 10%; 2018 - 8%). Personal experiences and testimonies are practically unchanged, but there are slight variations among respondents who have witnessed discrimination on this ground.

Those who have personally experienced discrimination on the ground of religion and belief are more:

- ▶ Men than women;
- ▶ Respondents aged 15-34;
- ▶ Ethnic Albanians, rather than ethnic Macedonians;
- ▶ Muslims, rather than Christians; and
- ▶ Residents of rural, rather than residents of urban areas.

The data analysis shows that personal experiences of discrimination on the ground of religion and belief are determined by several factors, based on which a profile of people who have personally faced discrimination on this ground can be made. It can be said with a degree of certainty that individuals, who are more likely to consider themselves discriminated against on the ground of their religion or belief and therefore consider that they are more often exposed to situations they experience or see as discriminatory are men from rural communities, young (aged 15 to 34), ethnic Albanians, and Muslims. Individuals who according to their statements have been less often faced with discrimination on this ground come from urban areas, they are older, especially those aged 65 and over, Macedonians by ethnicity, and Christians by religion. It is important to point out that there is relatively low frequency of exposure to discrimination on the grounds of religion or belief and it represented 6% of the respondents in 2009 and in 2013, and 7% in 2018 (See Table No. 25).

Table

25

Respondents who have personally experienced discrimination on the ground of sex

Sex:	Male		Female			
2009	7%		5%			
2018	9%		5%			
Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	8%	8%	7%	5%	4%	3%
2018	10%	12%	6%	6%	5%	2%
Ethnicity:	Macedonian		Albanian			
2009	2%		16%			
2018	3%		14%			
Religious affiliation:	Christian		Muslim			
2009	2%		16%			
2018	3%		14%			
Place of residence:	Urban		Rural			
2009	5%		7%			
2018	6%		9%			

The fifth-ranked ground of personally experienced discrimination is sex, (2009 - 7%; 2013 - 5%; 2018 - 6%), which is also ranked fifth in situations when the respondents have witnessed discrimination (2009 - 8%; 2013 - 10 %; 2018 - 6%).

Those who have personally experienced discrimination on the ground of sex are more:

- ▶ Women than men;
- ▶ Respondents aged 15-54, rather than respondents aged over 55 years; and
- ▶ Ethnic Albanians, rather than ethnic Macedonians.

Sex-based discrimination is experienced more by women than men and in both surveys (2009 and 2018), the number remains unchanged. In 2009, those discriminated against on the ground of sex, in an equal number, are respondents aged 15-44. In 2018, a slightly larger number of respondents personally experienced discrimination is the age group 15 to 34 years. According to ethnicity of respondents, discrimination on the ground of sex is more prevalent among ethnic Albanians than ethnic Macedonians (See Table No. 26).

Table

26

Respondents who have personally experienced discrimination on the ground of sex:

Sex:	Male			Female		
2009	5%			8%		
2018	5%			8%		
Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	8%	8%	8%	7%	5%	3%
2018	9%	9%	8%	5%	4%	2%
Ethnicity:	Macedonian			Albanian		
2009	4%			14%		
2018	5%			10%		

The sixth-ranked ground of personally experienced discrimination is **disability based discrimination** (2009 - 3%, 2013 - 2%, 2018 - 3%), which is also sixth-ranked in cases when respondents have witnessed discrimination on this ground (2009 - 5%, 2013 - 12%, 2018 - 5%).

Those who have personally experienced discrimination on the ground of disability are more:

- ▶ Respondents aged 15-24 and 35-54; and
- ▶ Ethnic Albanians, rather than ethnic Macedonians.

An equal number of male and female respondents have experienced discrimination on the ground of disability in both surveys. In 2009, discrimination on this ground was experienced equally by all age groups, while in 2018, discrimination on this ground was slightly more pronounced among age groups of 15-24 and those aged 35-54. The greatest difference with experience of discrimination on the ground of disability relates to the respondents' ethnicity. Compared to ethnic Macedonians, larger number of ethnic Albanians experience discrimination on this ground (See Table No. 27).

Table

27

Respondents who have personally experienced discrimination on the ground of disability:

Sex:	Male		Female			
2009	3%		2%			
2018	3%		3%			
Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	3%	3%	2%	2%	4%	3%
2018	4%	3%	4%	4%	2%	2%
Ethnicity:	Macedonian		Albanian			
2009	2%		7%			
2018	2%		6%			

Personal experience of discrimination on the ground of sexual orientation (2009 - 1%; 2013 - 0.4%; 2018 - 3%) is at the bottom of the rank list, which is identical also in situations when respondents have witnessed discrimination (2009 - 3%; 2013 - 7%; 2018 - 3%).

Those who have personally experienced discrimination on the ground of sexual orientation are more:

- ▶ Respondents aged 15-54; and
- ▶ Respondents with higher education.

The analysis of the socio-demographic characteristics of respondents who have faced discrimination on the ground of sexual orientation is limited because in 2009, only a small number of respondents confirmed their personal experiences with discrimination on this ground (1%), while in 2013, the result of 0.4% confirms that citizens of different sexual orientation avoid talking about their problems even when the survey is anonymous. Data of the 2018 survey reveals a visible increase in the number of those who openly speak about discrimination on the ground of sexual orientation. If the data is considered in this context, it seemingly leads to a paradoxical conclusion. In fact, the increased number of people who are ready to openly discuss discrimination on the ground of sexual orientation indicates a certain success in fighting discrimination on this ground. This is underlined since sexual orientation is closely related to the development of the personality and, as such, the size

of this community cannot be increased or reduced drastically in short periods of time. Therefore, the modest increase in the number of persons who openly discuss discrimination on this ground can be seen as the result of the gradual change in the society, which enables this isolated and closed group of citizens to speak more openly about their experiences with discrimination. The results of the 2018 survey show that an equal number of men and women were discriminated on the ground of sexual orientation. Personal experiences with discrimination on the ground of sexual orientation are equally present among respondents of the age group of 15 to 54, while discrimination on this ground is almost non-existent among older groups of respondents. Respondents who have completed higher education are more discriminated against on this ground than those with lower level of education (See Table No. 28).

Table

28

Respondents who have personally experienced discrimination on the ground of sexual orientation:

Sex:	Male			Female		
2009	1%			1%		
2018	3%			2%		
Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	2%	1%	0%	1%	1%	0%
2018	3%	4%	3%	4%	1%	0%
Education:	Primary		Secondary		Higher	
2009	1%		1%		1%	
2018	1%		2%		4%	

Further data processing shows that personal experiences with exposure to discrimination derives from situations in which respondents found themselves as witnesses, regardless of the ground of discrimination. The survey results show that those who have experienced discrimination personally were 10% in **2009** and 9% in **2018**. The situation in which they only witnessed discrimination has not changed (14% in **2009**, 13% in **2018**). Every fourth respondent stated that they have found themselves in situations of being personally discriminated against and in situations of having witnessed discrimination (24% in **2009**, 27% in **2018**). It can be noticed that the number in this category of respondents has increased by 3 p.p. between the two surveys. The majority of respondents (52% in **2009** and in **2018**) stated they neither were discriminated against nor witnessed discrimination.

Those who have both personally experienced and witnessed discrimination are more:

- ▶ Respondents who have completed higher level of education, rather than those with primary education;
- ▶ Ethnic Albanians and Muslims, rather than Macedonians and Christians; and
- ▶ Muslims, rather than Christians.

The further analysis shows that ethnic Albanians have given answers that they have been discriminated against or have witnessed discrimination significantly more often than ethnic Macedonians. This proportion has not *de facto* significantly changed in the period covered by the surveys. In 2018, it can be noticed that the number of ethnic Macedonians who have found themselves in such a situation grew by 4 p.p, whereas among ethnic Albanians it decreased by 2 p.p. The structure of such experiences is related to the religious affiliation. Data shows that Muslims compared to Christians, according to their statements, were more often in a situation to be both discriminated against and to be witnesses of discrimination. Education has also proven to be a factor that differentiates such experiences. Hence, there is higher frequency of responses of having experienced or witnessed discrimination among respondents with higher education in both surveys, in 2009 and in 2018 (See Table No. 29).

Table

29

Respondents who have both personally experienced and witnessed discrimination:

Education	Primary	Secondary	Higher
2009	22%	24%	26%
2018	21%	27%	32%
Ethnicity:	Macedonian	Albanian	
2009	17%	43%	
2018	21%	41%	
Religious affiliation:	Christian	Muslim	
2009	16%	40%	
2018	21%	37%	

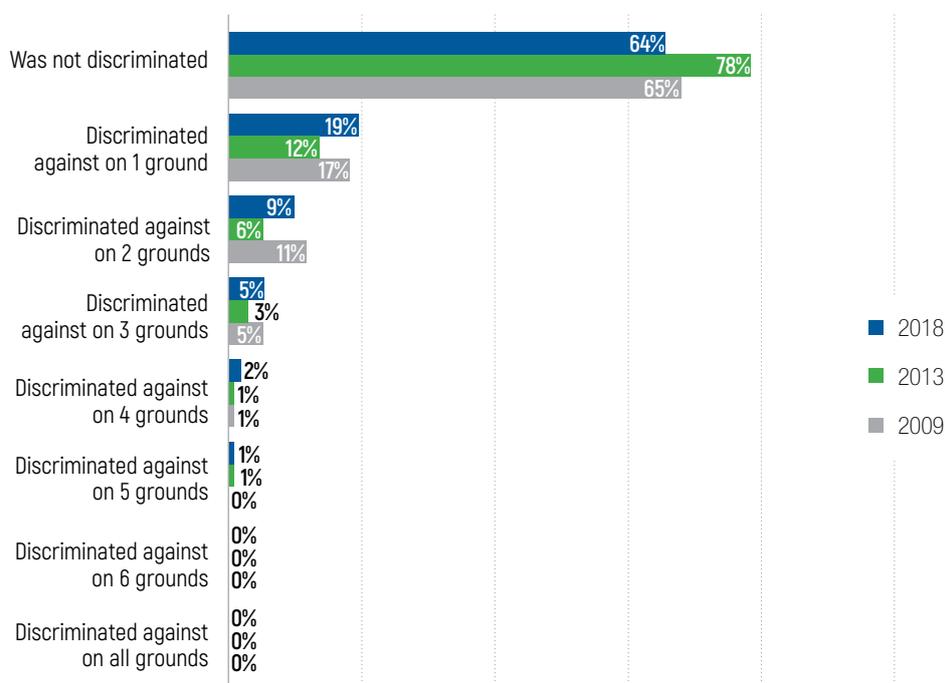
4.

Experience and Perception of Multiple Discrimination

4.1 Personal Experiences of Multiple Discrimination

Surveys results show that the majority of citizens have not been discriminated against on any grounds (2009 - 65%; 2013 - 78%; 2018 - 64%). Approximately, for every citizen who has been a victim of discrimination on some ground, in average, two citizens have not been discriminated against. Out of those who have been discriminated, the majority state that they have been discriminated against on a single ground (2009 - 17%; 2013 - 12%; 2018 - 19%). The other respondents state that they have been discriminated against on at least two grounds (See Graph No. 10).

Personal experiences of multiple discrimination



Cumulatively, the following percentage of respondents was discriminated against on at least two grounds: 17% in 2009, 11% in 2013, and 17% in 2018. This means that out of the total number of persons who were discriminated against, according to all three surveys, in average, half of them experienced discrimination on multiple grounds and the other half were discriminated only on one ground.

Personal experiences of multiple discrimination is more frequent among:

- ▶ Respondents working part-time;
- ▶ Respondents aged 15-24;
- ▶ Ethnic Albanians, rather than ethnic Macedonians; and
- ▶ Residents of rural, rather than urban areas.

According to the employment status, the most evident differences in terms of multiple discrimination are seen among part-time employees, with such differences decreasing over the course of time. On the other hand, multiple discrimination is less likely to occur among retired people. In terms of ethnicity, more ethnic Albanians have stated that they have found themselves in a situation of multiple discrimination, as different from ethnic Macedonians. Although there is a downward trend in multiple discrimination among part-time employees and ethnic Albanians, these two groups of respondents remain at the top of the scale of citizens who have been exposed to multiple discrimination, compared to

respondents from the entire spectrum of other socio-demographic groups. According to the age of respondents, multiple discrimination is the most widespread among the young people, and is the least widespread among older respondents. Multiple discrimination is almost linearly decreasing with the age of respondents in both surveys (in 2009 and in 2018). According to the place of residence, multiple discrimination is more common in rural areas than in urban areas and practically has not changed in the past years (See Table No. 30).

Table

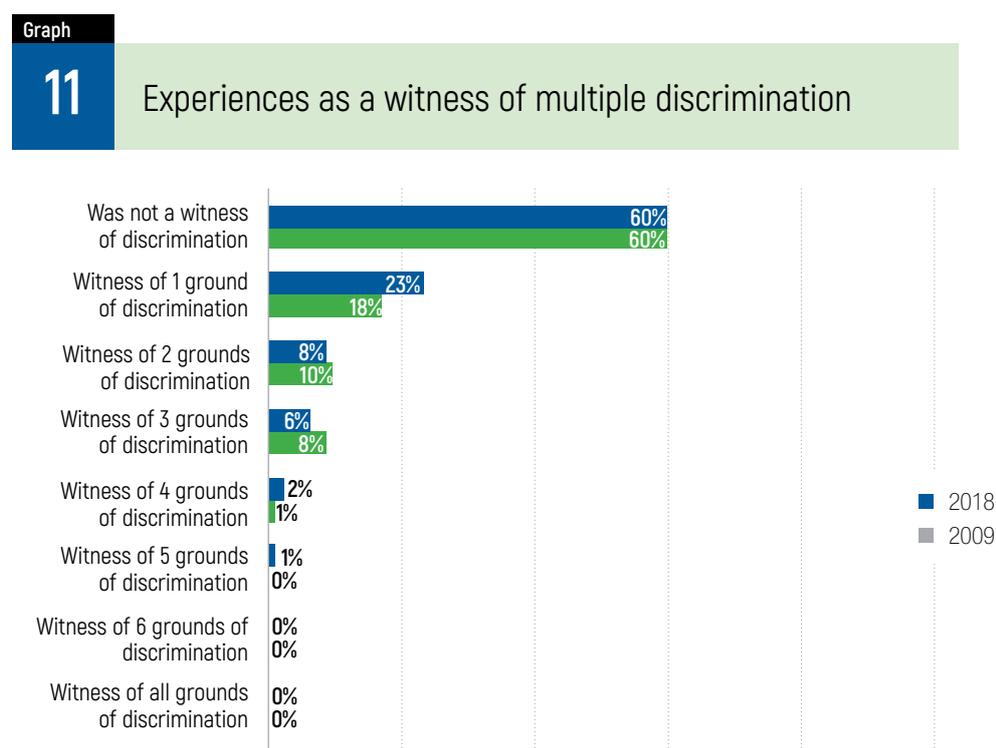
30

Personal experiences of multiple discrimination

Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	20%	19%	18%	19%	13%	8%
2018	24%	23%	20%	14%	9%	7%
Ethnicity:	Macedonian			Albanian		
2009	8%			43%		
2018	12%			29%		
Place of residence:	Urban			Rural		
2009	14%			21%		
2018	14%			19%		
Employment status:	Employed full-time	Employed part-time	Unemployed	Homemaker	Student/pupil	Retired
2009	15%	42%	16%	20%	23%	10%
2018	18%	30%	19%	18%	21%	6%

4.2 Experience of Witnessing Third Party Multiple Discrimination

The majority of citizens (60%) have not witnessed discrimination over the survey period (2009-2018). The number of respondents who stated that they had witnessed discrimination on one ground increased by 5 p.p. from 2009 to 2018 (2009 - 18%; 2018 - 23%). On the other hand, the number of respondents who stated that had witnessed discrimination on two or more grounds is with a declining tendency (2009 - 20%, 2018 - 17%) (See Graph No. 11).



Experiences as a witness of multiple discrimination are more commonly found among:

- ▶ Respondents aged 15-24;
- ▶ Respondents with higher education; and
- ▶ Ethnic Albanians, more than ethnic Macedonians.

The sex of respondents has no effect on the perception of multiple discrimination, when respondents find themselves in a situation of witnessing discrimination. According to the surveys, a significantly higher number of young people state that they have witnessed discrimination on at least two grounds, compared to older respondents. There is a similar trend according to the level of education of respondents - those with completed higher level of education more often state that they have witnessed multiple discrimination than respondents with primary education. However, over the course of time, a decrease is seen

in both categories. In terms of ethnicity, significantly higher number of ethnic Albanians state that they have witnessed multiple discrimination, compared to ethnic Macedonians. According to the surveys, the perception of multiple discrimination as a witness has practically not changed among the ethnic Macedonians, while it has significantly decreased among ethnic Albanians (See Table No. 31).

Table

31

Witness of multiple discrimination

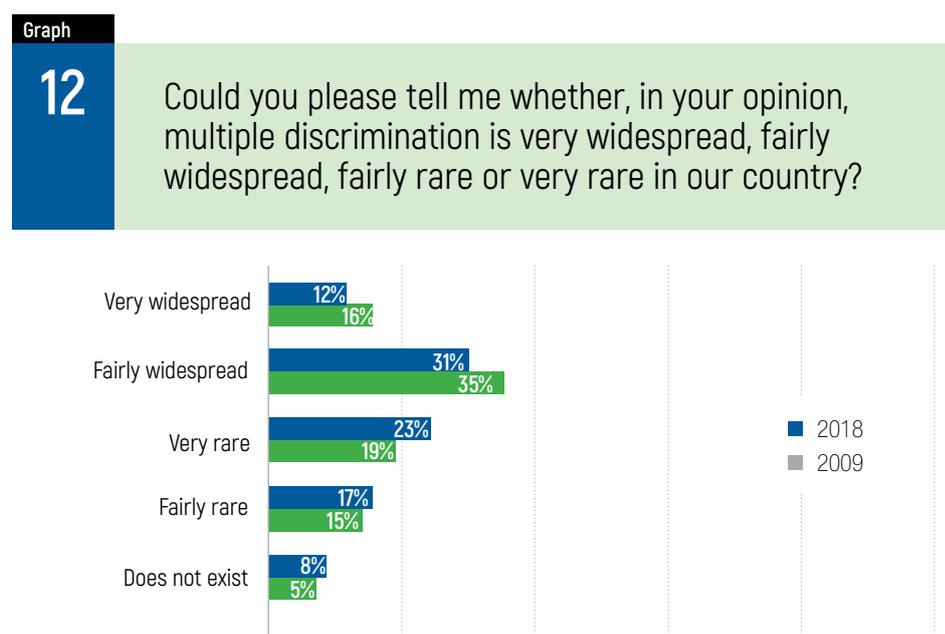
Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	26%	22%	21%	22%	15%	9%
2018	25%	19%	23%	15%	11%	5%
Education:	Primary		Secondary		Higher	
2009	19%		20%		25%	
2018	9%		18%		21%	
Ethnicity:	Macedonian			Albanian		
2009	13%			38%		
2018	15%			22%		

4.3 Perception of Multiple Discrimination

The results regarding the perception of multiple discrimination¹⁵ show that it has changed significantly. In 2009, the majority of respondents (51%) considered that multiple discrimination is widespread¹⁶, while in 2018 such views have significantly decreased (43%) (See Graph No. 12).

¹⁵ The question about the perception of multiple discrimination was not asked in the 2013 survey.

¹⁶ Responses "very widespread" and "fairly widespread" are aggregated under the category "widespread" and the responses "very rare" and "fairly rare" are aggregated under the category "rare".



Changes in the perception of multiple discrimination are strongly correlated with the experience of discrimination. The results show that the greatest decrease in the perception that multiple discrimination is widespread is noted among respondents who have neither been discriminated against nor have witnessed discrimination (2009 - 43%; 2018 - 27%); a slightly lower decrease in the perception of multiple discrimination is noted among respondents who have only been discriminated against (2009 - 55%; 2018 - 47%). The perception that multiple discrimination is widespread considerably increased among respondents who have only witnessed discrimination (2009 - 47%; 2018 - 56%). The most frequent answers that multiple discrimination is widespread, in both surveys, are given by respondents who have both witnessed and have been victims of discrimination (2009 - 68%; 2018 - 66%). This data indicates that the dual position, being both witnesses and victims of discrimination, strongly supports the impression that discrimination is not only present, but it is also widespread in the form of multiple discrimination. Therefore, it can be assumed that the attitudes towards discrimination among this category of citizens in general, will be the most resistant to change.

5.

Views on Equal Opportunities in Employment

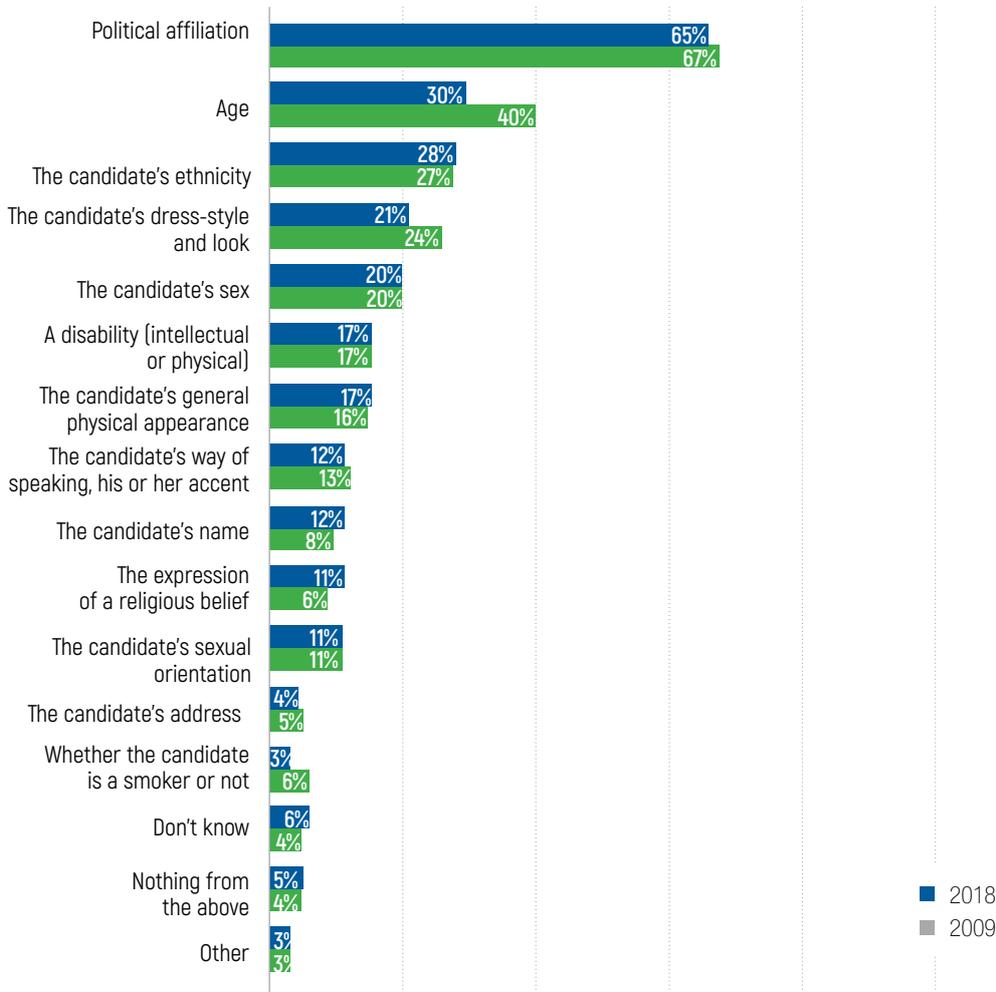
5.1 Position on Equal Opportunities in Employment

"Political affiliation" remains the main discriminatory factor among respondents when answering questions about unequal treatment of candidates having the same qualifications in the employment process (2009 - 67%; 2018 - 65%). Although the "age" factor shows a significant decline (2009 - 40%; 2018 - 30%), it is still the second key factor according to male and female respondents. This is followed immediately by the factor of ethnicity, which is the third most frequently mentioned factor that puts one of the candidates in a less favourable position (2009 - 28%; 2018 - 27%). On the other hand, factors that have the least influence in the employee selection process are the applicant's address and smoking habits (2009 - 5%, 2018 - 4%; 2009 - 6%, 2018 - 3%, respectively) (See Graph No. 13).

Graph

13

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?



All male and female respondents, regardless of their socio-demographic characteristics, consider that political affiliation is the most influential factor in employment.

The perception of the "age" factor as a ground of discrimination creates a division between the population along a number of socio-demographic lines.

The position that age is a discriminatory factor in employment, is more present among:

- ▶ Respondents aged 35-64;
- ▶ Respondents with education higher than secondary education; and
- ▶ Ethnic Macedonians, rather than ethnic Albanians.

Respondents aged 35-64 are more often of the opinion that the age of the candidate is a discriminatory factor in employment. On the other hand, the number of respondents with completed higher education who believe that age represents a discriminatory factor in employment has decreased significantly. Differences in positions are also noticeable among different ethnic communities. Thus, ethnic Macedonians see age as a ground for discrimination more than ethnic Albanians. In 2018, there was a significant decrease among both groups [See Table No. 32].

Table

32

Age as a discriminatory factor in employment

Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	34%	38%	45%	47%	42%	37%
2018	24%	23%	34%	34%	34%	29%
Education:	Primary		Secondary		Higher	
2009	35%		42%		49%	
2018	27%		32%		27%	
Ethnicity:	Macedonian			Albanian		
2009	44%			30%		
2018	33%			23%		

The position that the candidate's ethnicity is a discriminatory factor in employment, is more present among:

- ▶ Younger than older people; and
- ▶ Ethnic Albanians, rather than ethnic Macedonians.

The perception of ethnicity as a key factor for inadequate treatment in employment is related to the respondents' age, i.e. as the age of the respondents increases this perception is reduced. Although there is a downward trend among respondents belonging to the Albanian ethnic community in the perception of the role of ethnic affiliation in the employment selection, the gap between the two largest ethnic communities in the country is still wide on this issue [See Table No. 33].

The candidate's ethnic affiliation as a discriminatory factor in employment

Age groups:	15-24	25-34	35-44	45-54	55-64	65+
2009	33%	32%	25%	29%	19%	17%
2018	36%	35%	32%	25%	24%	16%

Ethnicity:	Macedonian	Albanian
2009	18%	47%
2018	22%	37%

5.2 Support for Measures Ensuring Equal Opportunities in Employment

In all three surveys, in period from 2009 to 2018, respondents were asked a set of questions related to their readiness to support measures and activities aimed at ensuring equal employment opportunities. The introduction of specific measures relates to special training programmes, quotas for the less represented groups on grounds of sex, ethnicity, political affiliation, age, religion and belief, disability or sexual orientation (affirmative actions).

Survey results show that those in favour of supporting such measures prevail compared to those against implementation of such measures¹⁷ (see Graph No. 14). However, an exception to this position of supporting such measures are measures targeting people of different sexual orientation, to which the majority of respondents are opposed, i.e. the majority of respondents is against introducing affirmative measures aimed at increasing the representation of this group.¹⁸

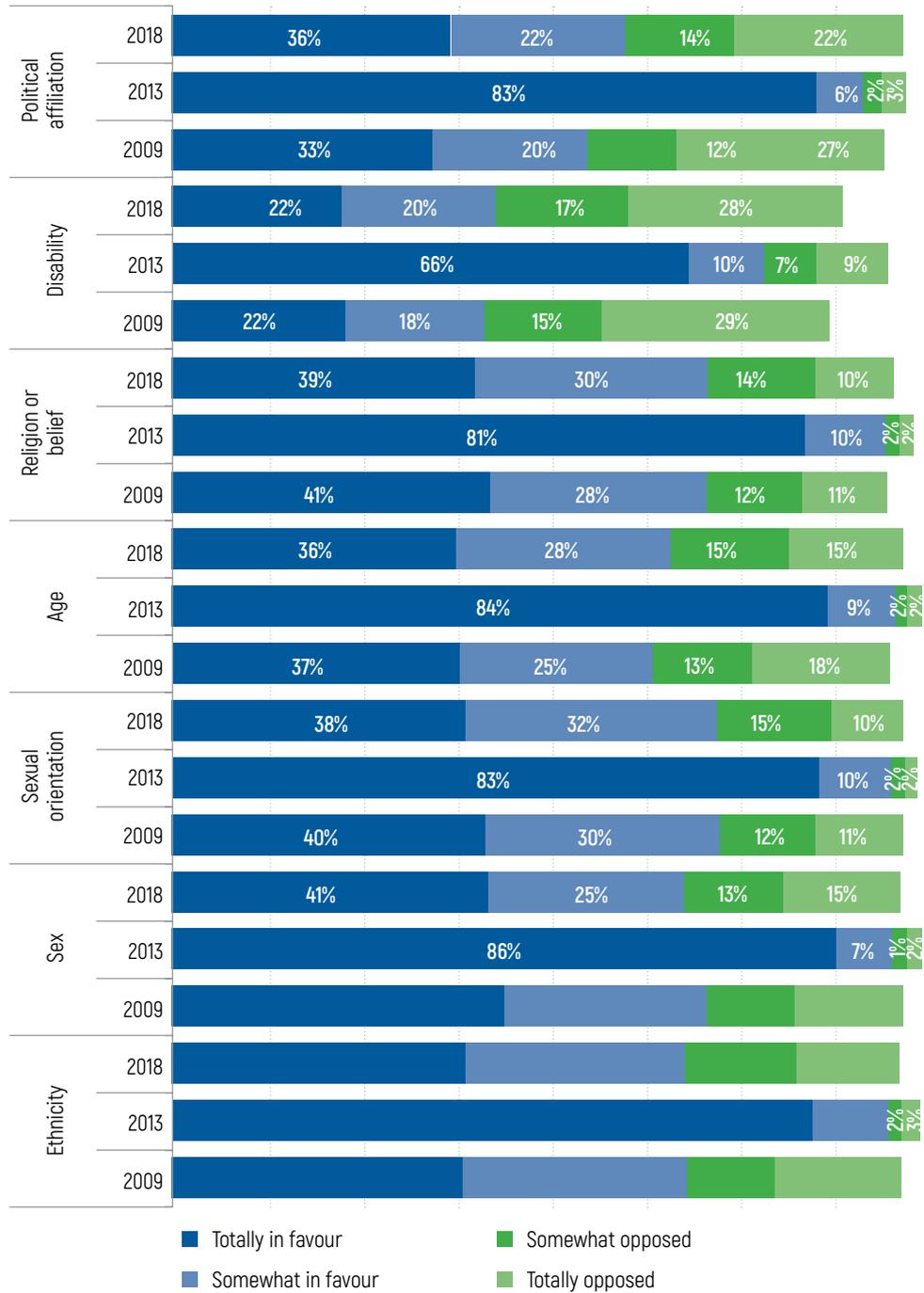
¹⁷ The answers "I agree" are aggregations of the answers "totally in favour" and "somewhat in favour", and the responses "against" are the aggregation of the answers "somewhat opposed" and "totally opposed".

¹⁸ In the telephone survey conducted in 2013, without exception, prevails the willingness to support the introduction of specific measures (affirmative actions) for all categories, including measures for individuals of different sexual orientation on grounds of their sexual orientation

Graph

14

Would you be in favour of or opposed to introducing specific measures to provide equal opportunities for everyone in the field of employment?



Both surveys (in 2009 and in 2018) show that 70% of respondents are supportive of the implementation of specific measures on the ground of age. The second ranked is the support for the implementation of measures against discrimination on the ground of disability (69%), followed by ethnicity (66%). Furthermore, the majority of respondents are in favour of supporting measures against discrimination of individuals on grounds of their sex, which has decreased by 4 p.p. compared to the first survey (2009 - 69%; 2018 - 65%). The majority of respondents also agree to support the introduction of specific measures for individuals discriminated against on the ground of their religion or belief (2009 - 62%, 2018 - 64%), and their political affiliation (2009 - 53%, 2018 - 58%). Only for people of different sexual orientation, the respondents are the least supportive of such measures compared to all other categories (2009 - 40%, 2018 - 41%).

The employment status of respondents is one of the most relevant socio-demographic characteristics when it comes to the willingness to support the introduction of specific measures for creating equal opportunities for all people. Data shows that the willingness to support such measures varies among people of different employment status. In the period from 2009 to 2018, there is a positive change in the willingness to support such measures among pupils and students. The readiness to support such measures significantly increased for 5 out of the 7 examined grounds.

Compared to the initial survey of 2009, in the latest 2018 survey, pupils and students in larger numbers show readiness to support affirmative measures. The positive change in the willingness to support affirmative measures applies to the following grounds: sex (2009 - 62%; 2018 - 74%), ethnicity (2009 - 59%; 2018 - 73%), age (2009 - 61%; 2018 - 76%), religion and belief (2009 - 55%; 2018 - 77%) and sexual orientation (2009 - 41%; 2018 - 53%). This group is unique compared to all other categories of respondents according to employment status, since only among this group the majority supports the introduction of specific measures against discrimination on the ground of sexual orientation. The support among pupils and students is below the average in the country (68%) only for persons with disabilities. Nevertheless, in both surveys, the majority (62%) of them supports such measures.

Furthermore, there are positive changes also among part-time workers. Such changes are also related to 5 out of the 7 categories: ethnicity, sex, religion and belief, political affiliation and sexual orientation, but the increase of the support regarding each of the grounds of discrimination is on a smaller scale, compared to students and pupils.

Declining support for the introduction of specific measures is recorded among the unemployed and retired people, regarding the grounds of ethnicity and sex, while among the retired people; there is also a further reduction in the support for measures for equal opportunities for people on the grounds of age. There are no significant changes in the support for such measures among the other categories of respondents, based on their employment status. This support varies insignificantly from the general average of accepting such measures.

A key finding from the surveys is that according to the respondents' profession, only among directors and managers, the level of support for the introduction of specific measures was reduced in 2018 compared to 2009. This finding is indicative (although it refers to a statistically small sub-population) given that the successful implementation of such measures, necessarily requires their contribution. Among this sub-group, the greatest reduction relates to establishing equal measures for people on the ground of their sex (2009

- 73%; 2018 - 52%), followed by disability (2009 - 79%; 2018 - 56%), and ethnicity (2009 - 67%; 2018 - 59%), and the greatest decrease in the support for affirmative action is on grounds of religion and belief (2009 - 64%; 2018 - 61%).

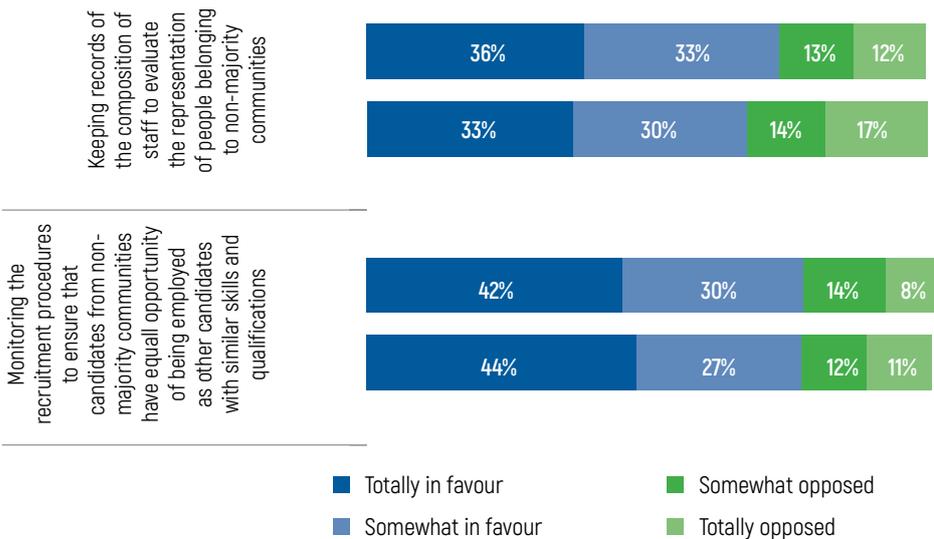
5.3 Support for Monitoring Measures in the Working Place

There is public support for measures aimed at ensuring equal opportunities for employment of people belonging to non-majority ethnic communities. Thus, the support is significantly higher than the opposition to such measures. In the 2009 survey, the percentage of those supporting the monitoring employment procedures is higher than the percentage of those who support keeping records of the ethnic composition of the employees (72% versus 63%). In the 2018 survey, this ratio has changed (73% versus 69%) and the difference between them decreased from 9 p.p. in 2009 to 4 p.p. in 2018. This decrease is primarily due to changes in the readiness to support such measures among the two largest ethnic communities in the country (See Graph No. 15).

Graph

15

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



Among ethnic Macedonians, the readiness for support for keeping records of the composition of the employees increased (2009 - 55%; 2018 - 64%), while among the ethnic Albanians it dropped (2009 - 84%; 2018 - 78%). However, despite the reduction, their support remains higher compared to ethnic Macedonians and it is significantly above the average support among the public at large (2009 - 63%; 2018 - 69%) (See Table No. 34).

Table

34

Keeping records of the composition of staff to evaluate the representation of people from non-majority ethnic communities		Macedonians	Albanians	Directors and managers
		Total:		
2018:				
Support	69%	64%	78%	68%
Oppose	25%	30%	15%	29%
2009:				
Support	69%	64%	78%	68%
Oppose	25%	30%	15%	29%

In addition to these quantitative changes, the changed attitude of directors and managers must be emphasized, as a specific category of respondents, who are in a position to significantly influence the successful implementation of affirmative measures. The support for keeping records of the composition of staff among directors and managers increased significantly over the past 9 years (2009 - 43%, 2018 - 68%). This finding is in collision with the finding that their support for introducing specific measures on the grounds of ethnicity has been reduced (see above in the section). This collision can probably be explained by the change following the adoption of the Law on Prevention and Protection against Discrimination (2010). In this context, the attitude of directors and managers regarding the introduction of specific measures to ensure equal employment opportunities generally goes in the direction of a cautious and reserved attitude towards the acceptance of certain specific measures. In such a context, this group creates its attitude towards adopting specific measures to eliminate discrimination with consideration given to a clearly and specifically defined measure.

Both surveys show, that monitoring employment procedures to ensure that candidates from ethnic non-majority communities have equal opportunities for employment is accepted by the vast majority of citizens (2009 - 71%; 2018 - 72%) in both surveys. In this case too, higher number of ethnic Albanians accept the adoption of such measures, compared to ethnic Macedonians (2009: Macedonians - 66%; Albanians - 83%; 2018: Macedonians - 69%; Albanians - 78%). The support among directors and managers is insignificantly increased (2009 - 59%; 2018 - 62%) (See Table No. 35).

Monitoring employment procedures to ensure that candidates from non-majority ethnic communities have equal opportunities for employment as other candidates with similar skills and qualifications.

		Macedonians	Albanians	Directors and managers
2018:		Total:		
Support	73%	69%	78%	62%
Oppose	22%	25%	16%	30%
2009:		Total		
Support	72%	66%	83%	59%
Oppose	23%	29%	9%	30%

6.

Fight against Discrimination

6.1 Assessment of Efforts to Fight Discrimination

The answers to the question of whether sufficient efforts are made to fight discrimination over time show a downward trend in the assessment (2009 - 46%; 2013 - 34%; 2018 - 36%), being reduced by 10 p.p. (See Table No. 36).

Table

36

In general, would you say that in our country sufficient efforts are made to fight all forms of discrimination?	Year		
	2009	2013	2018
Agree	46%	34%	36%
Disagree	49%	59%	58%

All three surveys show a continual trend among respondents who consider that discrimination is widespread, regardless of the ground of discrimination, of giving the assessment that there are not enough efforts made to fight discrimination, compared to the assessment of

respondents who consider that discrimination is rare. The same trend is noticed when the data is seen through the prism of experiences with discrimination. Respondents who have been discriminated against or who have been witnesses of discrimination more frequently respond that there are no sufficient efforts made to fight discrimination. In line with these trends, it can be concluded that there is a tendency of giving negative responses when evaluating the efforts made to fight discrimination. With a view to getting a clearer picture of the reasons for the increasing number of respondents assessing that insufficient efforts are made to fight discrimination, it is necessary to focus on the analysis of the correlation between awareness of the rights in case of discrimination and the assessments of the efforts made in the fight against discrimination.

The analysis shows that the increase by 9 p.p. of those who assess that insufficient efforts are made (2009 - 49%; 2018 - 58%) has a share of 5 p.p. in the replies of respondents who are aware of their rights (2009 - 18%; 2018 - 23%). On the other hand, the reduction of the number of respondents who give the assessment that sufficient efforts are made by 10 p.p. (2009 - 46%; 2018 - 36%) covers 6 p.p. of those who answer that they are not aware of their rights (2009 - 23%; 2018 - 17%). The change with respect to awareness of one's rights shows the entire effect of all activities undertaken by all stakeholders involved in the fight against discrimination. In fact, the greater awareness of citizens of their rights has contributed to raising the criteria in their assessments of the efforts made by the state in the fight against discrimination (See Table No. 37).

Table

37

In general, would you say that in our country enough effort is made to fight all forms of discrimination?	Do you know your rights if you are the victim of discrimination?							
	2009				2018			
	Yes	No	Other / Don't know	Total	Yes	No	Other / Don't know	Total
Yes	21%	23%	2%	46%	18%	17%	1%	36%
No	18%	30%	1%	49%	23%	32%	3%	58%
Don't know	1%	3%	1%	5%	2%	3%	1%	6%
Total	40%	56%	4%	100%	43%	52%	5%	100%

7.

Awareness of Rights and Seeking Protection in case of Discrimination

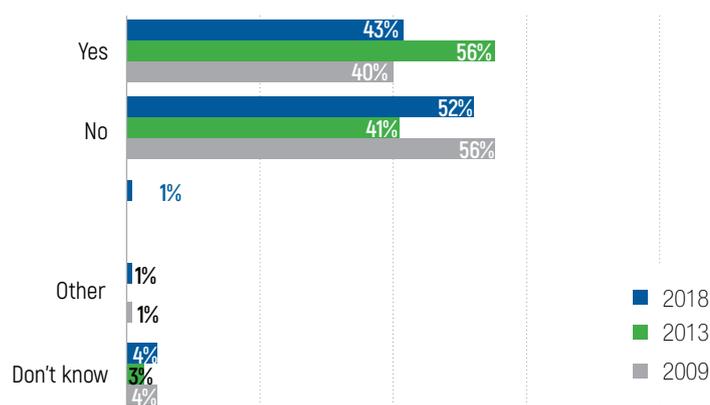
7.1 Awareness of One's Rights in Case of Discrimination

In the nine-year period, the awareness of respondents' rights in case they are victims of discrimination increased by 3 p.p. (2009 - 40%, 2018 - 43%)¹⁹. However, the majority of male and female respondents still say that they do not know their rights in case they are victims of discrimination (2009 - 56%, 2018 - 52%). Yet, there is a slight increase among those who state that they know their rights. However, the change is insignificant and slow (See Graph No. 16)

Graph

16

Do you know your rights in case you are a victim of discrimination?



¹⁹ It cannot be said with certainty if the changes in data of the 2013 survey are due to the changes that occurred among the population or because of the changed methodology used for the survey (the 2013 survey method is by telephone, and in 2009 and 2018 is face to face interviews in the respondent's home). Therefore, the 2013 data for questions about this topic are not analyzed.

The awareness of one's rights in case of discrimination is more present among:

- ▶ Men than women;
- ▶ Respondents with level of education higher than secondary education;
- ▶ Ethnic Macedonians, rather than ethnic Albanians;and
- ▶ Christians, rather than Muslims.

According to the perception of respondents, men are better informed about their rights in case they are victims of discrimination than women. The awareness of one's rights increases with the respondents' level of education. There is a sharp decline in the awareness of one's rights among ethnic Albanians (by 12 p.p.) and Muslims (by 9 p.p.). For the first time in the 2018 survey, a significantly lower number of respondents from these two groups said that they are aware of their rights, as different from ethnic Macedonians and Christians, who show increased awareness of their rights (See Table No. 38).

Table

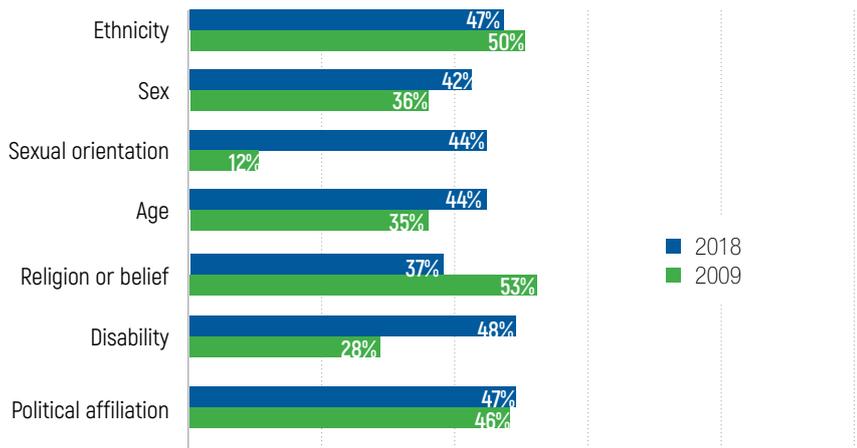
38 Awareness of one's rights in case of discrimination

Sex:	Male		Female	
2009	44%		37%	
2018	48%		38%	
Education:	Primary	Secondary	Higher	
2009	33%	41%	58%	
2018	28%	43%	57%	
Ethnicity:	Macedonian		Albanian	
2009	37%		50%	
2018	46%		38%	
Religious affiliation:	Christian		Muslim	
2009	38%		48%	
2018	45%		39%	

It is important to underline how many respondents, who have stated that they have been a victim of discrimination (on one or more grounds), have said in the last 12 months that they are aware of their rights. The analysis shows enormous changes for the better. In the last 9 years, there has been an evident increase of the awareness of the rights by victims of discrimination on almost all grounds. The greatest increase in awareness can be seen among victims of discrimination on the ground of sexual orientation (by 32 p.p.) and disability (by 16 p.p.). There is a lower increase among those discriminated on the ground of sex (by 6 pp) and age (by 9 p.p.). There is a sharp decline in the awareness among those discriminated against on the ground of religion or belief by 16 p.p., while there are little or not at all significant

changes in the awareness among victims of discrimination on the ground of ethnicity by 3 p.p. and political affiliation by 1 p.p. (See Graph No. 17).

Graph 17 Respondents who experienced discrimination on more than one ground in the past 12 months and are aware of their rights



However, an analysis of whether respondents who have considered themselves as victims of discrimination in the last 12 months, are better informed or not than those who have not considered themselves as victims of discrimination offers not very convincing results. Respondents who say that they are discriminated against are not better informed about their rights compared to those who state that they are not discriminated against. However, changes can be noticed among those who have stated that they have been discriminated on one ground. In the last 9 years, the level of awareness about their rights has been raised among this group by 11 p.p. On the other hand, the level of awareness has been reduced by 4 p.p. among those who have been discriminated on two or more grounds (See Table No. 39).

Table

39

Q12. Do you know your rights if you are a victim of discrimination?	Q3. Respondents who have experienced discrimination in the last 12 months			
		Not discriminated	Single ground	Multiple grounds
2018:				
Yes	43%	42%	48%	43%
No	52%	53%	48%	50%
2009:				
Yes	40%	40%	37%	47%
No	56%	56%	60%	50%

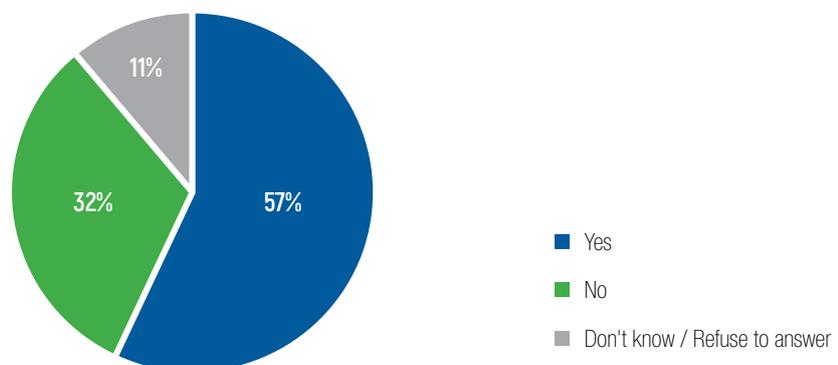
7.2 Readiness to Address Relevant Institutions in Case of Discrimination

The majority of respondents (57%) say that they would seek protection from relevant institutions if hypothetically they find themselves in a situation of being discriminated against or harassed. One third of them say they would not report the case (32%) [See Graph No. 18].

Graph

18

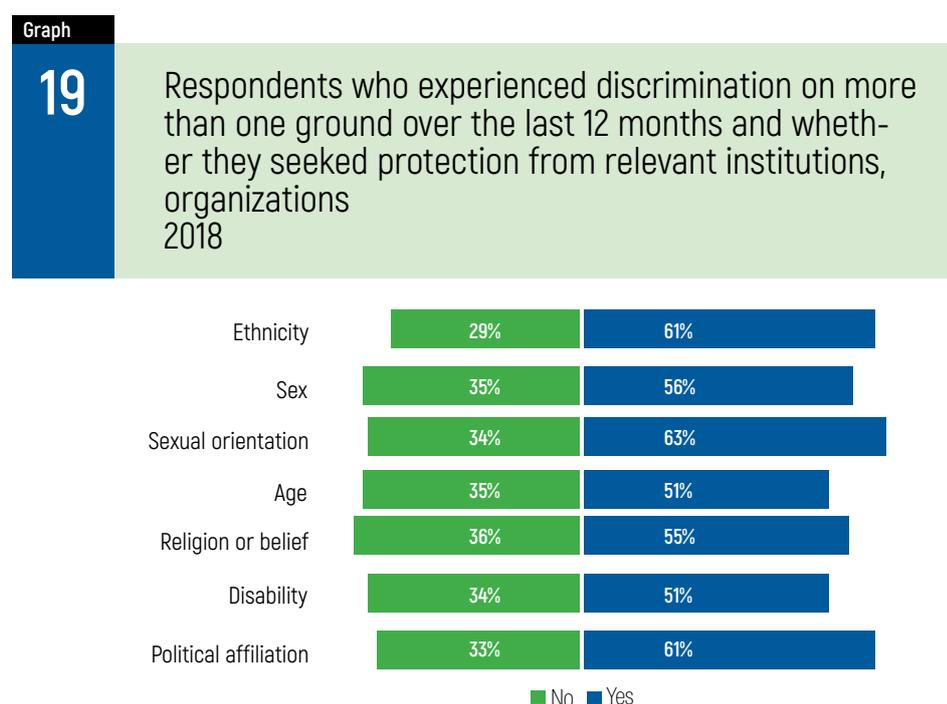
If you are a victim of discrimination or harassment, will you seek protection from relevant institutions, organizations? 2018



The readiness of respondents to address institutions and organizations in charge of protection against discrimination is much higher among those who have been victims of discrimination on any ground (71%) than of those who say that they have not been discriminated against in the last 12 months (47%). However, nearly a quarter (23%) of those who have personally experienced discrimination, still say that they would not seek protection from any relevant institution or organization (See Table No. 40).

Table		40	
Q13. If you are a victim of discrimination or harassment, will you seek protection from relevant institutions, organizations?	Q12. Do you know your rights if you are a victim of discrimination?		
	Yes	No	
2018:			
Yes	57%	71%	47%
No	32%	23%	41%

The analysis shows that there are no major differences among various vulnerable groups susceptible to discrimination, when it comes to their readiness to seek assistance and protection from the institutions in the country. In all seven groups of victims of discrimination covered by the survey, the majority of respondents (the percentage ranging from 51% to 63%) say that they would seek protection and one third of them (the percentage ranging from 29% to 36%), say that even if they feel discriminated against, they would not contact the relevant institutions for assistance (See Graph No. 19).



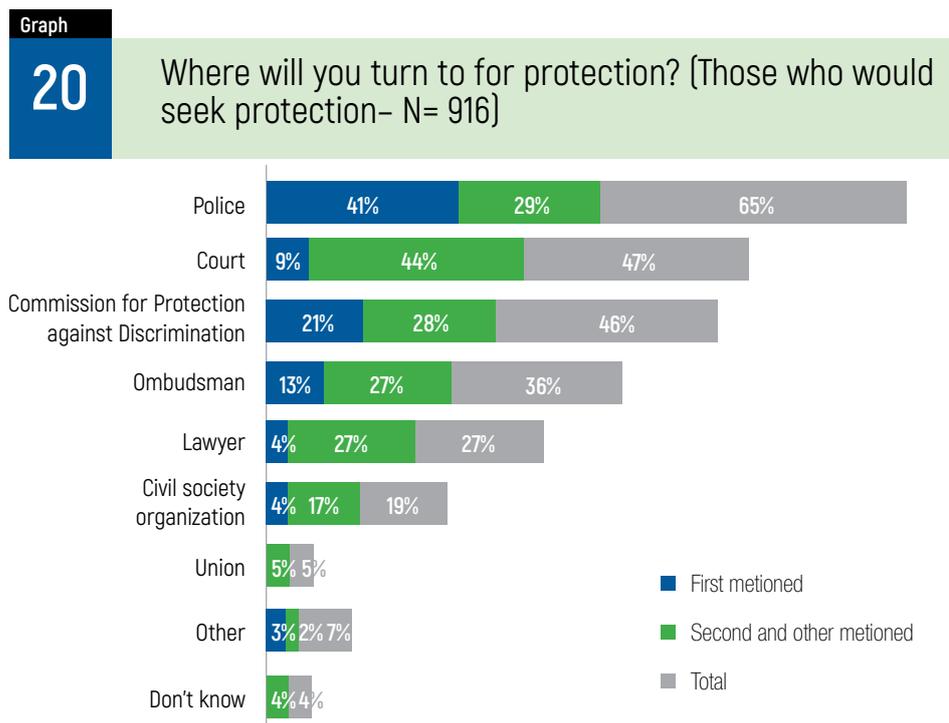
20 Respondents were asked: "If you are a victim of discrimination or harassment, will you seek protection from relevant institutions, organizations?" Those who answered that they would seek protection were asked an open question: "Where will you turn to for protection? And to what other place? And other?" with the possibility to state more institutions that come to their mind, without having to read any choice of answers.

21 Article 417 of the Criminal Code: Racial or other discrimination.

There are differences regarding this issue among certain segments of the population. The readiness to report a case of discrimination in a hypothetical scenario, if they were a victim, is more likely among respondents with higher education (2018: primary - 51%, secondary - 57%, higher - 63%). It is also more pronounced among ethnic Macedonians and Christians than among ethnic Albanians and Muslims (2018: Macedonians - 62%, Albanians - 45%; Christian - 62%, Muslim - 47%).

Most of the respondents who say that they would seek protection if they were victims of discrimination²⁰ - 57% (N = 916) would turn to the police (65%), which they consider to be a relevant institution in charge of protection against discrimination, and in somewhat smaller number they would turn to courts (47%) and to the Commission for Protection against Discrimination (46%), followed by the Ombudsman Institution (36%), a lawyer (27%) and a civil society organizations (19%). The results show that when the respondents think about where they would turn to seek help if they were victims of discrimination, the institution that most commonly comes first to mind is the police (41%), which are mentioned twice as often compared to the Commission for Protection against Discrimination (21%), and almost three times more than the Ombudsman Institution (13%). The court (9%), a lawyer (4%) and a civil society organization (4%) are not often mentioned as the first choice of respondents. The most frequently referred to as the second or the other is the court (44%), followed by the police (29%), the Commission for Protection against Discrimination (28%), the Ombudsman Institution (27%) and a lawyer (27%), less often are the civil society organizations (17%), and the least frequently mentioned as the second and the other are the trade unions (5%).

It is interesting to point out that the police are the first choice of respondents even though this institution does not have any competence to deal with discrimination (except in cases of violation of Article 417 of the Criminal Code)²¹. On the other hand, there is enhanced public trust in the Commission for Protection against Discrimination, compared to the survey results of 2013 (2013 - 8%; 2018 - 21%) (in 2009, it did not exist as an institution) (See Graph No. 20).



Among respondents with completed primary and secondary education, the police is more often to be the first mentioned institution (primary - 48%, secondary - 44%), rather than among respondents with completed higher education (28%). In this category of respondents, the police and the Commission for Protection against Discrimination (30%) are the most frequently first mentioned institutions. Among ethnic Albanians and ethnic Macedonians, the three most frequently mentioned institutions are: the police, the courts and the Commission for Protection against Discrimination. However, ethnic Albanians more often say that they would turn to seek protection from them (**Police:** Macedonians - 63%, Albanians - 71%; **Court:** Macedonians - 44%, Albanians - 60%; **Commission for Protection against Discrimination:** Macedonians - 42%, Albanians - 58%).

The analysis shows that the police is the most frequent choice among respondents no matter whether they have been discriminated against in the last 12 months on a single (66%) or more grounds (69%), or they have not been discriminated against at all (64%). However, greater number of those who say that they have been victims of multiple discrimination would choose the courts (63%) and the Commission for Protection against Discrimination (59%), than those discriminated on one ground (45%, 41%, respectively) or than those who have not been not discriminated against in the last 12 months (44%, respectively)²² (See Table No. 41).

²² Only the statistically significant differences are presented.

Table		Q3. Respondents who have experienced discrimination in the last 12 months		
Q14. Where will you turn to for protection? (Those who would seek protection- N= 916)		Q3. Respondents who have experienced discrimination in the last 12 months		
		No	Single ground	Multiple grounds
2018:				
Police	65%	64%	66%	69%
Court	47%	44%	45%	63%
Commission for Protection against Discrimination	46%	44%	41%	59%

8.

Conclusions

Perceptions of Discrimination

The analysis of the results of all three surveys (2009, 2013 and 2018) shows that the phenomenon of discrimination is widespread among the population, having a moderate increasing trend. The results continually show that higher proportion of male and female respondents consider discrimination to be widespread, as different from those who do not agree with this position and who consider that discrimination is rare. However, over the years, there has been a steady increasing trend in the perception of respondents that discrimination is rare. These changes in the perceptions cause an increase of the public perception that there is indeed discrimination in the country, while reducing the perceptions that there is no discrimination.

Discrimination on grounds of political affiliation and ethnicity is the most widespread. This data indicates that the public recognizes these grounds as the main “generators” that are an obstacle to achieving equal opportunities for citizens in various areas of life. The data shows that in most cases victims or witnesses of discrimination are people who have been placed in a less favourable position only because of their political affiliation or ethnicity. Moreover, according to the respondents’ assessment, at the top of the list of factors that put candidates with equal skills and qualifications in an unequal position in employment, is their political affiliation and ethnicity.

Discrimination on the ground of sexual orientation is at the bottom of the ranking list, as the least widespread. However, there is a continual increase of the number of male and female respondents that recognize this type of discrimination. This trend indicates that the overall climate in the country is changing in terms of increased awareness about discrimination on this ground. However, raised awareness among a significant part of the population is not in

correlation with the willingness to actually change attitudes towards this group. Research results show that in reality, there is increased social distance from people of different sexual orientation. Having someone belonging to this particular group as a neighbour or friend is ranked at the bottom of the list of acceptance, and there is also the lowest level of readiness to introduce specific measures aimed at providing equal employment opportunities for people of different sexual orientation.

A specific aspect of the perceptions of discrimination is the respondents' assessments whether discrimination on a particular ground is more or less widespread compared with five years before. According to this parameter, the results show that the perception of discrimination as more widespread has a tendency to be reduced. This is a consequence of the increased number of citizens who assess that the situation has remained unchanged. On the other hand, every fourth respondent is convinced that discrimination is less widespread. The effects of the activities undertaken in the fight against discrimination can be evaluated against the background of these results. The analysis of the structure and dynamic of the changes shows that the best results in the fight against discrimination, according to the respondents' perception, have been achieved with regard to discrimination on the grounds of: age, disability and sex. It is only for discrimination on these grounds that there is the prevailing assessment that there has been less widespread discrimination in the last five years. These findings confirm the results that the great majority of citizens are willing to support the introduction of specific measures to ensure equal employment opportunities for persons with disabilities, different sex and age.

The most unfavourable perception of discrimination in the medium term (in the past 5 years) is the perception of discrimination on the ground of political affiliation. The number of respondents who consider that discrimination on this ground is more widespread is five times higher than those who assessed it to be rarer. This drastic difference between the perceptions of discrimination on the ground of political affiliation, compared to all other grounds, is demonstrated by the fact that in the second ranked discrimination on the ground of ethnicity, the prevalence of the perception that it is more widespread is only by 1.3 times higher compared to the assessment that discrimination is less widespread.

Survey results show that respondents declare that they have high level of tolerance when the matter at hand regards the private sphere, i.e. living with neighbours belonging to different groups. This is reflected on the public sphere as well, in terms of accepting people belonging to different groups holding the highest elected political position. On the scale of tolerance towards different groups, male and female respondents show great willingness to accept both as neighbours and as holders of the highest elected political position people belonging to "other" political affiliation and to "other" ethnic communities. This data is in a negative correlation with the data on the widespread discrimination on grounds of political affiliation and ethnicity. The relation between these parameters indicates that social desirability for a tolerant response in surveys can have a major impact. When analyzing the survey results, such tendency of giving positive answers creates an opportunity to get a more positive picture of the level of tolerance towards the "others" in society than it truly exists in reality.

Regarding the negative zone of the "barometer" of tolerance, the reservations towards people of different sexual orientation are clearly expressed, both in the public and in the private sphere. A common denominator of data related to sexual orientation, consistently, throughout all issues and aspects of the surveys, is its negative sign. Therefore, it can be

concluded that the integration of this group represents one of the greatest challenges in the fight against discrimination.

Experience of Discrimination

Data on personal experiences of discrimination shows that every third respondent has replied that they have been a victim of discrimination and four out of ten respondents have witnessed discrimination. In all surveys (2009, 2013, 2018), political affiliation is perceived as more frequent ground for discrimination, both by respondents who have been victims and witnesses of discrimination. The second-ranked ground for personal experience with discrimination is ethnicity, which is significantly less common compared to political affiliation. The practice has shown that in numerous cases the personal experience of exposure to discrimination and the situation in which they found themselves as witnesses are closely linked. This double experience of discrimination significantly affects their perception of prevalence of discrimination. This is confirmed by the fact that a significantly larger number of these respondents perceive discrimination as widespread compared to all other categories of respondents. This finding should be used in targeting people with such experiences by organizations focusing on the fight against discrimination in order to obtain specific and definite information from such respondents, which can contribute to improve the fight against discrimination.

Half of those who say they have been discriminated against have been subjected to multiple discrimination. This practically means that almost every fifth citizen in the country declares that he/she has been subjected to multiple discrimination and their number has not changed over the years. On the other hand, data about the perception of multiple discrimination shows a trend of significant reduction of such perception. The experience of discrimination has a significant impact on the perception of multiple discrimination. The greatest decrease in the perception that multiple discrimination is widespread is noted among those respondents who neither have been discriminated against nor have witnessed discrimination. On the other hand, the most common answers that multiple discrimination is widespread are given by respondents who have been both witnesses and victims of discrimination.

Attitudes in relation to Equal Opportunities in Employment

The analysis of the perceptions of male and female respondents has shown that there are three main factors, which lead to unequal treatment in employment: political affiliation, candidates' age and their ethnicity. On the other hand, the surveys show that respondents have the greatest willingness to support specific measures ensuring equal opportunities in employment of others on grounds of their age, disabilities and ethnicity. The fact that the support for ensuring equal opportunities in employment to a high degree coincides with the key factors that undermine equal employment opportunities shows that discrimination in employment affects the citizens' vital existential and socio-economic interests. These findings are backed up with the expressed readiness of the majority of citizens to support the measures for keeping records and monitoring of procedures for employment of persons belonging to non-majority ethnic communities. As for the other aspects of discrimination, in

this case too, equality of people of different sexual orientation is neglected and only one in five respondents support measures aimed at ensuring equal opportunities in employment for these individuals.

Fight against Discrimination

The assessments of citizens as to whether sufficient efforts are made to fight discrimination show a downward trend in the assessment that sufficient efforts are made in the fight against discrimination.

In all three surveys (2009, 2013, 2018), it has been confirmed that the major reason for this trend is the constant tendency among respondents who believe that discrimination is widespread, regardless of the ground of discrimination, to assess that there are not enough efforts to fight discrimination, compared to respondents who consider that discrimination is rare. The same tendency can be seen when the data is analysed in light of experiences of discrimination. Respondents who have been discriminated against or who have been witnesses of discrimination more often respond that there are insufficient efforts made in the fight against discrimination.

Awareness of Rights and Seeking Protection in Case of Discrimination

Over the period covered by the surveys, i.e. from 2009 to 2018, the majority of respondents state that they do not know their rights in case they are victims of discrimination. Nevertheless, a positive effect in the fight against discrimination can be noted. The survey data shows that among respondents who have been victims of discrimination, the number of male and female respondents who are aware of their rights is increasing.

The readiness of respondents to address institutions and organizations charged with protection against discrimination is much higher among those who have been victims of discrimination than those who say that they have not been victims of discrimination. Out of the respondents who say that they would seek protection if they were victims of discrimination, most of them would turn to the police, which is considered as a relevant institution, competent for protection against discrimination, and in somewhat smaller numbers they would turn to courts, the Commission for Protection against Discrimination, followed by the Ombudsman Institution, lawyers and civil society organizations. The structure of these answers points to the conclusion that, *de facto*, a large part of citizens do not recognize the relevant anti-discrimination institutions, although they are subjectively convinced that they know them. This finding shows that greater public promotion is needed in relation to the mandates of institutions involved in the fight against discrimination, especially the Commission for Protection against Discrimination, the Ombudsman Institution and courts.

The Impact of the Social Context on Attitudes towards Discrimination

The analysis of the social context and the interactions between different social groups shows that the vast majority of citizens consider people belonging to various social groups as part of their own social circle. Large majority of respondents say that they have friends or acquaintances of different political positions, or of different ethnicity and of different religious affiliation. Furthermore, three out of five male and female respondents answered that they have friends or acquaintances from the Roma ethnic community and persons with disabilities. In contrast, only one in ten respondents stated that he/she meets people of different sexual orientation in his/her personal or wider social circle. In addition, the analysis shows that more frequent answers that discrimination is widespread are given by respondents with a broader circle of social contacts. Based on these findings, a general conclusion can be made founded on the surveys according to which perceptions and attitudes towards discrimination among the public will be widespread as long as there are grounds for anticipating discrimination on political and ethnic grounds. The focus of the fight against the widespread public perception of discrimination in the country should be placed on in-depth researches of the factors that determine such attitudes.

Annex 1 - Survey Methodology

The three waves of the survey were conducted from 2009 to 2018, at an interval of about five years. The data of the first survey was collected between 9 and 15 April 2009, of the second survey between 10 and 27 September 2013 and the data from the last survey was collected between 5 and 17 September 2018.

The first (2009) and the third (2018) survey were conducted by BRIMA - research agency for public opinion, marketing and media, using the same methodology and sample design. Both surveys were representative at the national level covering the 15+ aged population, using "face to face" data collection method in respondents' homes. The interviews were conducted in the Macedonian language (for ethnic Macedonians and respondents belonging to the smaller ethnic communities) and in the Albanian language (for ethnic Albanian respondents). The 2009 sample covers N=1606 respondents and the 2018 covered N=1607 respondents, with a margin of error +/- 2.5 at the 95% confidence level. The sample applied in the surveys was designed as multilayered, stratified randomly selected sample.

The first stage: Distribution of sampling points proportionally to regional, urban/rural and ethnic characteristics of the population, by applying the Probability Proportion to Size Method, i.e. probability proportionate to the size.

Second stage: Selection of households using the random selection method. For every sector a starting point and given direction were assigned.

Third stage: Selection of 1 respondent per household using the "first next birthday" selection key, which is the person in the household aged 15 years or over whose birthday is next.

Fourth stage: Replacement of the household, using a procedure for selection of households only if the selected household member refuses or is unavailable to take part in the interview after three attempts (initial visit and two call-backs).

The samples were prepared using State Statistical Office data (2002 Census results) for the population aged 15 and older. The sample also incorporated the structure of the population according to age, sex, place of residence, ethnic composition and region, and was updated accordingly to the latest estimates and primary data of the State Statistical Office on the population in the country, processed by BRIMA. The survey database was adjusted according to age, sex, region and ethnic affiliation.

The second survey (2013) was conducted by the Macedonian Centre for International Cooperation (MCIC), in cooperation with the M-prospect Company from Skopje. The survey was conducted by telephone (80% landline and 20% mobile phones using M-prospect's own database of telephone numbers) using the "next birthday" method on the 15+ aged population. The sample was designed as multilayered, taking into consideration the distribution of the population by place of residence in rural and urban areas and the ethnic affiliation. The interviews were conducted in the Macedonian and in the Albanian language. The sample covered 1600 respondents with a margin of error +/- 2.5 at the 95% confidence level.

Methodology Related Issues

The questionnaire used in all three surveys has the same structure of topics and questions in order to ensure insights into the changes of perceptions, attitudes, knowledge and awareness of discrimination, with certain changes in some of the questions of the 2013 survey.

In 2013, changes were made to the following questions:

- ▶ With respect to question 2 (Q2) the choice "Neither more widespread nor less widespread" was removed from the answers
- ▶ Questions Q5, Q7, Q10_1 and Q10_2 were removed from the questionnaire;
- ▶ The scale used in questions Q6 and Q8 was changed from 1 - 10 to 1 - 9;
- ▶ With respect to question Q9 new choice was added "neither agree nor disagree" ;
- ▶ With respect to Q13, no filter was used.

These changes in the questionnaire limited the possibilities for comparing the results of all three surveys.

Furthermore, new questions (Q13 and Q14) were added after 2013 to follow the impact and progress in the implementation of the Law on *Prevention and Protection against Discrimination*. In addition, the awareness of respondents of the existence of the *Commission for Protection against Discrimination*, as a central national body in this area was measured.

Annex 2 - Survey Questionnaire

(TO BE READ BEFORE ASKING THE FIRST
QUESTION)

The questions that follow are related to the topic of *discrimination*.

Discrimination means unequal treatment of people, i.e. different treatment of people only because they are female or male, belong to a particular ethnic group or community, have a certain religion, are persons with disabilities (i.e. persons with mental or physical disability), etc. Unequal treatment can be visible, such as when you find a published job advertisement, which states that workers belonging to a particular ethnic group or just males are required. Unequal treatment can also be hidden, for example, when in the employment procedure testing is conducted on a religious holiday due to which people belonging to a particular religion would not be able to attend.

SHOW CARD Q1

Q1. Could you tell me what you think, how widespread is discrimination on each of the following grounds in our country? Discrimination on the ground of...

READ OUT, ROTATE ONE ANSWER IN EACH ROW	Very widespread	Fairly widespread	Fairly rare	Very rare	Non- existent	DK (DO NOT READ)
Q1_1 Ethnicity	1	2	3	4	5	9
Q1_2 Sex	1	2	3	4	5	9
Q1_3 Sexual orientation (for example homosexuality)	1	2	3	4	5	9
Q1_4 Age	1	2	3	4	5	9
Q1_5 Religion or belief	1	2	3	4	5	9
Q1_6 Disability	1	2	3	4	5	9
Q1_7 Political affiliation	1	2	3	4	5	9

SHOW CARD Q2

Q2. If you compare the present day situation with the situation of 5 years ago, would you say that discrimination on the following grounds is more widespread or less widespread in our country? Discrimination on the ground of...

READ OUT, ROTATE ONE ANSWER IN EACH ROW		Very widespread	Fairly widespread	Fairly rare	Very rare	Non- existent	DK (DO NOT READ)
Q2_1	Ethnicity	1	2	3	4	5	9
Q2_2	Sex	1	2	3	4	5	9
Q2_3	Sexual orientation (for example homo- sexuality)	1	2	3	4	5	9
Q2_4	Age	1	2	3	4	5	9
Q2_5	Religion or belief	1	2	3	4	5	9
Q2_6	Disability	1	2	3	4	5	9
Q2_7	Political affiliation	1	2	3	4	5	9

SHOW CARD Q3

Q3. In the past 12 months, have you personally felt discriminated against or harassed on one or more of the following grounds? Have you been discriminated on ground of ...? Please select all applicable options.

MULTIPLE ANSWERS POSSIBLE		
Q3_1	Ethnicity	1
Q3_2	Sex	2
Q3_3	Sexual orientation	3
Q3_4	Age	4
Q3_5	Religion or belief	5
Q3_6	Disability	6
Q3_7	Political affiliation	7
Q3_8	For another reason (write down)	8
Q3_98	Has not been discriminated (DO NOT READ)	98
Q3_99	Don't know (DO NOT READ)	99

SHOW CARD Q4

Q4. In the past 12 months, have you witnessed someone being discriminated against or harassed on one or more of the following grounds? Was it discrimination on the ground of...? Please select all applicable options.

MULTIPLE ANSWERS POSSIBLE		
Q3_1	Ethnicity	1
Q3_2	Sex	2
Q3_3	Sexual orientation	3
Q3_4	Age	4
Q3_5	Religion or belief	5
Q3_6	Disability	6
Q3_7	Political affiliation	7
Q3_8	For another reason (write down)	8
Q3_98	Has not been a witness (DO NOT READ)	98
Q3_99	Don't know (DO NOT READ)	99

SHOW CARD Q5

Q5. We have just been discussing discrimination on grounds of ethnicity, sex, sexual orientation, age, religion or belief, and\ or disability (intellectual or physical disability). Some people may experience discrimination on more than one ground. When people are discriminated against on several grounds, this is called 'multiple discrimination'. Could you please tell me whether, in your opinion, multiple discrimination is very widespread, fairly widespread, fairly rare, very rare or does not exist in our country?

READ OUT	
Very widespread	1
Fairly widespread	2
Fairly rare	3
Very rare	4
Does not exist	5
Don't know (DO NOT READ)	9

SHOW CARD Q6

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

READ OUT, ROTATE ONE ANSWER IN EACH ROW		Very Uncom- fortable	2	3	4	5	6	7	8	9	Totally comfortable	Indifferent (SPONTANEOUS)	Don't know (DO NOT READ)
Q6_1	Having a Roma as a neighbour	1	2	3	4	5	6	7	8	9	10	11	99
Q6_2	Having a person with disabilities as a neighbour	1	2	3	4	5	6	7	8	9	10	11	99
Q6_3	Having a person of different sexual orientation (gay or lesbian) as a neighbour	1	2	3	4	5	6	7	8	9	10	11	99
Q6_4	Having a person belonging to a different ethnic group than yours as a neighbour	1	2	3	4	5	6	7	8	9	10	11	99
Q6_5	Having a person of a different religion or belief than yours as a neighbour	1	2	3	4	5	6	7	8	9	10	11	99
Q6_6	Having a person who is a member or a sympathizer of another political party other than the one you sympathize or of which you are a member as a neighbour	1	2	3	4	5	6	7	8	9	10	11	99

SHOW CARD Q7

Q7. 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? (Based on which the company will decide which of the two candidates not to hire)

READ OUT, ROTATE MULTIPLE ANSWERS POSSIBLE		
Q7_1	The candidate's name	1
Q7_2	The candidate's address	2
Q7_3	The candidate's way of speaking, his or her accent	3
Q7_4	The candidate's ethnicity	4
Q7_5	The candidate's sex	5
Q7_6	The candidate's sexual orientation (for example, being gay or lesbian)	6
Q7_7	The candidate's age	7
Q7_8	A disability (intellectual or physical)	8
Q7_9	The expression of a religious belief (for example wearing a visible religious symbol)	9
Q7_10	Political affiliation	10
Q7_11	Whether the candidate is a smoker or not	11
Q7_12	The candidate's look, dress-style and appearance	12
Q7_13	The candidate's general physical appearance (height, weight, face, etc.)	13
Q7_14	Other (write down)	14
Q7_98	Nothing from the above (DO NOT READ)	98
Q7_99	Don't know (DO NOT READ)	99

SHOW CARD Q8

Q8. 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?

READ OUT, ROTATE ONE ANSWER IN EACH ROW		Very uncomfortable	2	3	4	5	6	7	8	9	Totally comfortable	Indifferent (SPONTANEOUS)	Don't know (DO NOT READ)
Q8_1	A woman	1	2	3	4	5	6	7	8	9	10	11	99
Q8_2	A person of different sexual orientation (gay or lesbian)	1	2	3	4	5	6	7	8	9	10	11	99
Q8_3	A person belonging to a different ethnic community than the majority of the population	1	2	3	4	5	6	7	8	9	10	11	99
Q8_4	A person aged under 30	1	2	3	4	5	6	7	8	9	10	11	99
Q8_5	A person of a different religion than the majority of the population	1	2	3	4	5	6	7	8	9	10	11	99
Q8_6	A person with disabilities (intellectual or physical)	1	2	3	4	5	6	7	8	9	10	11	99
Q8_7	A person from a political party which is not part of the Government	1	2	3	4	5	6	7	8	9	10	11	99
Q8_8	A person aged over 75	1	2	3	4	5	6	7	8	9	10	11	99

SHOW CARD Q9

Q9. Would you be in favour of or opposed to introducing specific measures to provide equal opportunities for everyone in the field of employment? Such measures could include, for example, a special training programme or quota system for employment for people depending on their...

READ OUT, ROTATE ONE ANSWER IN EACH ROW		Totally in favour	Somewhat in favour	Somewhat opposed	Totally opposed	Don't know (DO NOT READ)
Q9_1	Ethnic affiliation	1	2	3	4	9
Q9_2	Sex	1	2	3	4	9
Q9_3	Age	1	2	3	4	9
Q9_4	Religion or belief	1	2	3	4	9
Q9_5	Disability (intellectual or physical)	1	2	3	4	9
Q9_6	Sexual orientation	1	2	3	4	9
Q9_7	Political affiliation	1	2	3	4	9

SHOW CARD Q10

Q10. To what extent would you support or oppose the following in the work place?

READ OUT, ROTATE ONE ANSWER IN EACH ROW		Totally support	Somewhat support	Somewhat oppose	Totally oppose	Don't know (DO NOT READ)
Q10_1	Keeping records of the composition of staff to evaluate the representation of people belonging to non-majority communities	1	2	3	4	9
Q10_2	Monitoring the recruitment procedures to ensure that candidates belonging to non-majority communities have an equal opportunity of being employed as other candidates with similar skills and qualifications	1	2	3	4	9

SHOW CARD Q11

Q11. In general, would you say that in our country sufficient efforts are made to fight discrimination on all grounds?

READ OUT	
Yes, definitely	2
Yes, to some extent	3
No, not really	4
No, definitely no	9

Q12. Do you know your rights if you are a victim of discrimination?

READ OUT	
Yes	1
No	2
Other (write down)	3
Don't know (DO NOT READ)	9

Q13. If you are a victim of discrimination or harassment, will you seek protection from relevant institutions, organizations?

READ OUT		
No	GO TO Q1_1	1
Yes	GO TO Q14	2
Don't know / Refuse to answer (DO NOT READ)	GO TO Q1_1	9

TO BE REPLIED ONLY BY THOSE WHO ANSWERED Q13
CHOOSING THE OPTION OR ANSWER NO. 2

Q14. Where will you turn to for protection? And to what other place? And other?

DO NOT READ THE ANSWERS

		Q14,a First mentioned	Q14,b Other mentioned
1	Court		
2	Police		
3	Ombudsman Institution		
4	Commission for Protection against Discrimination		
5	Lawyer		
6	Union		
7	Civil society organization		
8	Other (write down)		
9	Don't know / Refuse to answer (DO NOT READ)		

ASK ALL

Q1_1 Do you have friends or acquaintances who are...?

READ OUT, ROTATE ONE ANSWER IN EACH ROW		Yes	No	Don't know (DO NOT READ)
Q1_1_1	People belonging to an ethnic community different from your own	1	2	9
Q1_1_2	Roma	1	2	9
Q1_1_3	Persons of different sexual orientation	1	2	9
Q1_1_4	Persons with disabilities (intellectual or physical)	1	2	9
Q1_1_5	Of a different religion or have different beliefs than you	1	2	9
Q1_1_6	Members or sympathizers of a political party whose views you disagree with	1	2	9

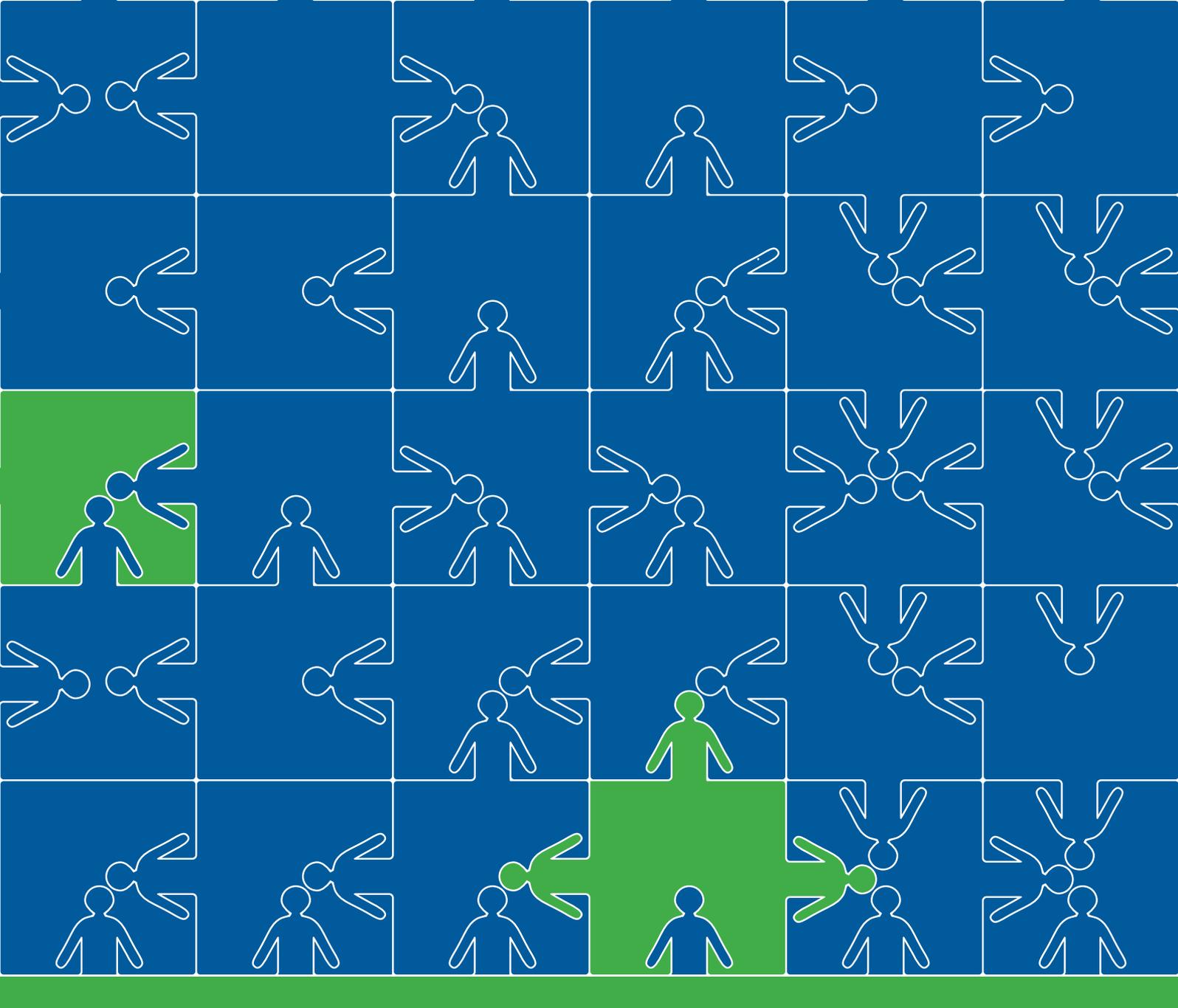
Q1_2 At your place of residence, do you consider yourself to be part of any of the following?
Please select all applicable options.

READ OUT, ROTATE ONE ANSWER IN EACH ROW		
Q1_2_1	An ethnic minority	1
Q1_2_2	A religious minority	2
Q1_2_3	A sexual minority	3
Q1_2_4	A minority in terms of disability (mental or physical minority)	4
Q1_2_5	A minority in regards to political affiliation or party sympathizer	5
Q1_2_6	None of the above	6
Q1_2_7	Any other minority group (write down)	7
Q1_2_99	Don't know (DO NOT READ)	99

Annex 3 - Distribution of Relevant Socio- Demographic Characteristics of Respondents

	2009	2013	2018
	%	%	%
Sex			
Male	50.3	50.0	49.8
Female	49.7	50.0	50.2
Age groups			
15-24	20.5		15.7
25-34	18.9		18.8
35-44	18.9		17.8
45-54	16.6		16.6
55-64	11.7	14.8	15.2
65+	13.4	12.3	15.9
Education			
Primary	35.8	17.7	24.2
Secondary	49.7	53.3	49.9
Higher	14.5	29.0	26.0
Ethnicity			
Macedonian	67.0	69.1	63.4
Albanian	22.9	24.8	25.9
Turkish	2.8	1.4	3.6
Vlach	0.9	0.6	0.1
Roma	3.1	1.1	3.2
Serbian	1.8	1.5	1.7
Other	1.6	1.5	2.1
Religious affiliation			
Christian	69.1		65.0
Muslim	29.5		34.2
Atheist	0.9		0.5
Other	0.5		0.2
Employment status			
Full time employed	28.7		40.3
Part-time employed	1.7		2.2

Unemployed	28.2		17.9
Homemaker	12.3		11.3
Student/pupil	11.5		8.4
Retired	16.9		18.6
Occupation			
Self-employed, craftsman	12.6		19.6
Executive, manager, director	8.1		4.3
Civil servant with university degree	19.9		19.4
Civil servant with no more than secondary school	12.0		9.4
Skilled worker with secondary school	29.7		26.8
Worker	14.9		15.1
Police, army	1.8		1.7
Farmer	0.3		3.1
Other	0.8		0.5
Place of residence			
Rural	42.4	37.9	43.2
Urban	57.6	62.1	56.8
Region			
Vardar	7.9	7.1	7.4
East	9.2	9.0	8.7
Southwest	10.9	10.0	10.8
Southeast	8.3	8.9	8.4
Pelagonia	11.6	10.9	11.3
Polog	14.2	16.0	15.5
Northeast	8.4	8.9	8.4
Skopje	29.4	29.1	29.5



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