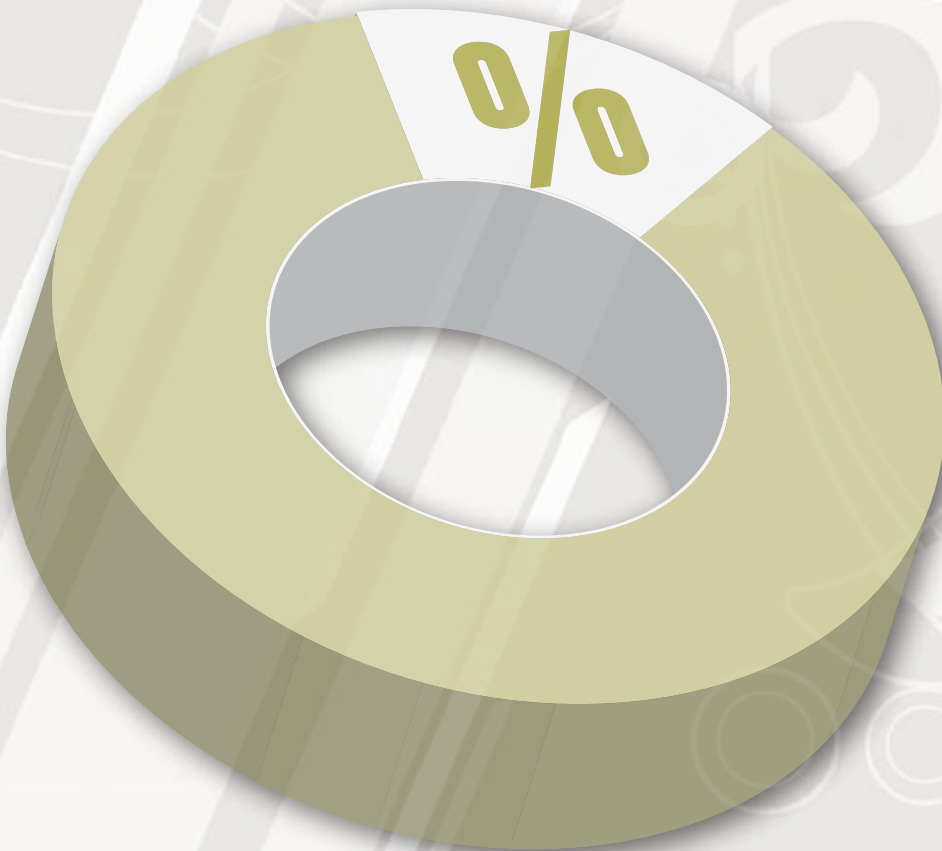
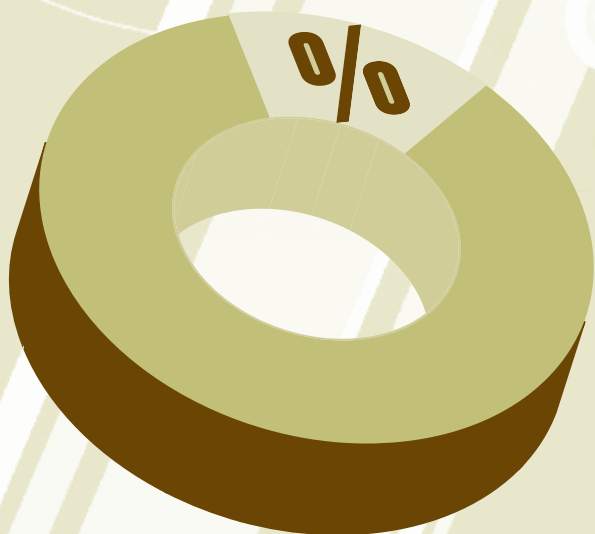


Survey Report:
**Equal Opportunities
Barometer**



Survey report
**Equal Opportunities
Barometer**





This publication is supported by the European Commission DG Employment, Social Affairs and Equal Opportunity.

It was funded by PROGRESS - the EU's employment and social solidarity programme (2007 – 2013). It was established to support financially the implementation of the objectives of the European Union in employment, social affairs and equal opportunities, as set out in the Social Agenda. It also contributes to the achievement of the EU 'Lisbon' Growth and Jobs Strategy.

The seven-year programme targets all stakeholders that may strengthen the development of appropriate and effective employment, social practice and provisions in accordance with the 27 EU Member States, EFTA/EEA countries and EU candidate and.

PROGRESS mission aims to enhance the contribution of EU in supporting the member states, which have their own responsibilities and commitments to create more and better jobs and greater social cohesion. PROGRESS aims to fulfil this mission in practice by:

- delivering analysis and advice on relevant issues in employment and social affairs, based on PROGRESS policies;
- looking at and check how far EU legislation and policies have been implemented;
- promoting policy transfer, learning and support on EU objectives and priorities at EU and Member State level;
- engaging with stakeholders and society at large to make sure that their concerns and expectations are voiced and heard.



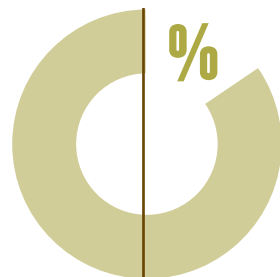
The information provided in this publication does not necessarily represent the point of view of the European Commission.

The opinions expressed here are those of the authors and do not necessarily reflect those of the Macedonian Centre for International Cooperation.

Copyright© 2009 Macedonian Centre for International Cooperation (MCIC), Skopje. All rights reserved.



The programme "Macedonia without Discrimination" is funded by the European Union.



Contents:

Introduction 5

Setting the context 7

The perception of discrimination 11

Experiences of discrimination 23

Combating Discrimination 31

Knowledge of one's rights 33

Views about equal opportunities in employment 35

Summary about certain types of discrimination 41

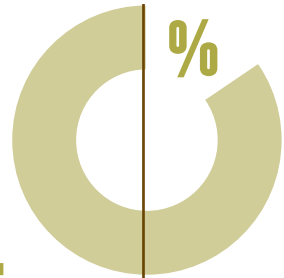
Annexes:

Research methodology 47

Questionnaire 48

Distribution of respondents in the sample according to the relevant
socio-demographic characteristics 57

Data analysis based on the existing experience 59



Introduction

In order to ensure that equal opportunities are enjoyed by everyone and adopted laws against discrimination are implemented in practice, the European Union has designated 2007 as the “European Year of Equal Opportunities for All”. The aim of this European Year was to inform people of their rights, to celebrate diversity and to promote equal opportunities for everyone in the European Union.

In anticipation of this Year of Equal Opportunities for All, the European Commission commissioned a survey and determined the perceptions, attitudes, knowledge and awareness about discrimination and inequality in Europe, conducted in the summer of 2006. A follow-up survey was conducted in the winter of 2008 (after the European year ended), tracking how perceptions and opinion in this field have changed due to the undertaken activities in the intervening year. The results of the survey were published in the Special Eurobarometer 296 as “Discrimination in the European Union: Perceptions, Experiences and Attitudes.”¹

This survey is based on the same instrument (with small additions) and the same methodology² is applied. The survey in the Republic of Macedonia was conducted in April 2009. The questionnaire was developed by the Centre for Human Rights and Conflict Resolution, in cooperation with Brima from Skopje on a sample of 1,606 respondents. The report was prepared by Prof. Dr. Violeta Petroska Beška. The analysis of the data based on the existing experience (Annex 3) was prepared by Prof. Dr. Mirjana Najcevska. The Report is part of the project “Macedonia without Discrimination” carried out within the Progress Programme of the European Commission in the Republic of Macedonia and implemented by Polio Plus, Macedonian Centre for International Cooperation (MCIC), the Centre for Human Rights and Conflict Resolution and the Ministry of Labour and Social Policy. The MCIC is responsible for realizing this project activity.

The survey explores the same six forms of discrimination examined in the EU context, which are defined in the two anti-discrimination directives of the European Union³: discrimination on the basis of gender, ethnic origin, religion or beliefs, age, disability (impediment in the development) and sexual orientation. Due to the current context, the research in the

1 The original publication: *Discrimination in the European Union: Perceptions, Experiences and Attitudes*. Special Eurobarometer 296, European Commission, 2008 may be downloaded from the following web site: http://ec.europa.eu/public_opinion/archives/ebs/ebs_296_en.pdf

2 Detailed information on the research methodology is provided in Annex 1 of this Report. Annex 2 presents the used questionnaire.

3 Racial Equality Directive, 2000/43/EC, и Employment Equality Directive, 2000/78/EC

Republic of Macedonia also examines the discrimination on the basis of party affiliation, a phenomenon which cannot be compared with the one in the EU countries.

The report for the Republic of Macedonia mainly follows the same structure as the European one:

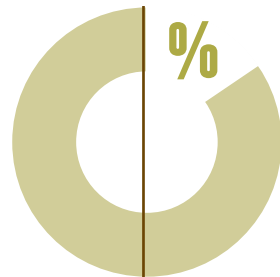
- 1 Setting the context, illustrating the diversity of respondents' social circles and whether people think of themselves as belonging to a minority (discriminated) group.
- 2 Presents the perceptions of different types of discrimination on individual grounds and on multiple grounds as well as the attitudes to different groups and the perceived extent of discrimination.
- 3 Presents measurements of discrimination on every ground separately, operationalized as direct experiences of the respondents and/or witnessed as happening to a third party.
- 4 Presents the assessments of efforts made by the country to combat discrimination.
- 5 Presents the knowledge of one's rights as a potential victim of discrimination.
- 6 Presents the views on equal opportunities in employment.
- 7 Summarizes the findings on discrimination on each ground separately.

In presenting and analysing each of these findings for each of the examined types of discrimination, comparisons were made among different subgroups of respondents, defined according to the following socio-demographic features:

- gender,
- age,
- education – primary (completed and not completed), secondary and higher (college and university),
- place of residence – urban and rural,
- ethnic origin – Macedonians and Albanians (as the only ethnic groups sufficiently represented in the sample to allow meaningful comparisons), and
- religion – Orthodox and Muslims (as the only religious groups sufficiently represented in the sample to allow meaningful comparisons).

Whenever possible the Report compares the results between the “European” and the “Macedonian” survey.

It is expected the findings presented in this report to serve as an illustration of the initial situation in the Republic of Macedonia, prior to the adoption of the Anti-Discrimination Law. These results may serve to monitor the effects of the law and to create policies for improving the situation regarding the discrimination on all grounds.

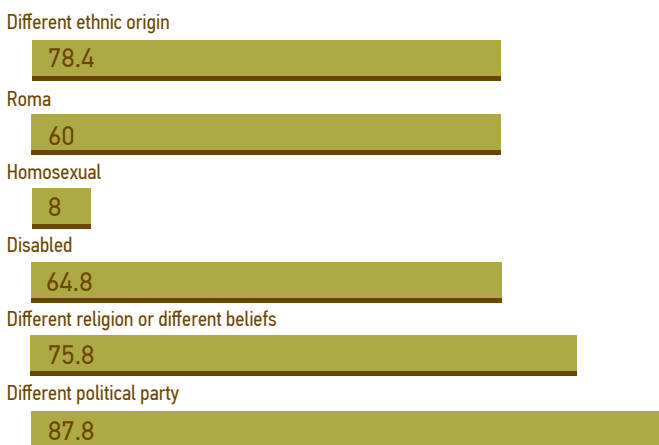


Setting the context

In order to make a comprehensive analysis of the issue of discrimination and to examine how the citizens of one country see this issue, it is necessary to explore whether the citizens are ready to consider the members of different social groups as belonging to their social circle and to see whether they define themselves as members of different social groups most subject to discrimination.

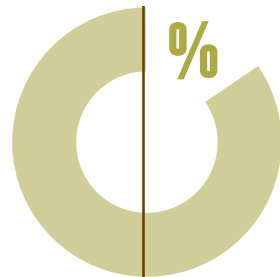
The findings (Q 1.1) show that **large majority of citizens of the Republic of Macedonia have friends or acquaintances that have different political attitudes, are of a different ethnic origin to them, or of a different religion.** Significant majority (more than 60%) have Roma friends or friends or acquaintances who are disabled. On the other hand, only 8% of the respondents report to have homosexual friends or acquaintances in their social circle.

Q 1.1 Do you have friends or acquaintances who are...



Peoples' contact with others who are different from them varies depending on the respondents' socio-demographic characteristics. The findings show that the openness towards the members of different social groups most subject to discrimination is determined by the demographics:

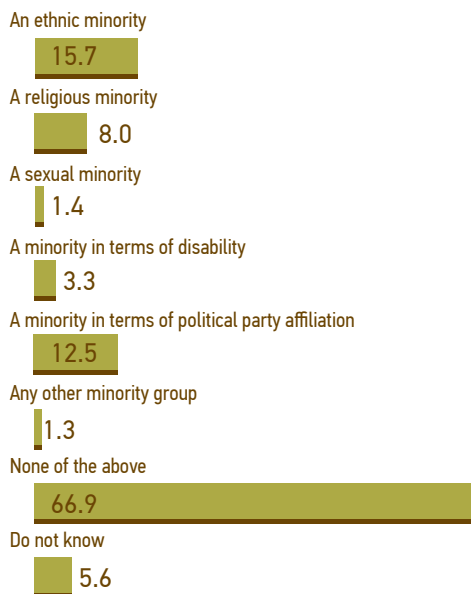
- Having friends/acquaintances of *different ethnic origin*:
 - More likely for respondents with higher level of education (primary –70%; secondary –82%; higher –86.5%)
 - More common among men (85%) than it is among women (71%)
 - More common in urban areas (84%) than rural areas (71%)
 - More common among Macedonians (79%) than it is among Albanians (69%)
- Having *Roma* friends/acquaintances:
 - More likely for respondents with higher level of education (primary –52%; secondary / higher –64.5%)
 - More common among men (66%) than among women (54%)
 - More common in urban areas (68.5%) than rural areas (48%)
 - Far more likely among Macedonians (67%) than it is among Albanians (33%)
 - Far more common among Orthodox (67%) than among Muslims (43%) although the Roma declare themselves as being Muslims
- Having *homosexual* friends/acquaintances:
 - More common among respondents with higher level of education (primary –5%; secondary –9%; higher –13%)
 - Becomes less common with age (15% of respondents aged between 19-26 and only 3,5% among people aged 55 and over)
 - More common in urban areas (10%) than rural areas (5%)
 - Among Macedonians (9%) than among Albanians (5%)
- Having *disabled* friends/acquaintances:
 - The longer people stayed in full-time education, the more likely it is (primary –58%; secondary –68%; higher –71.5%)
 - Becomes more common with age (most common among respondents aged between 38-54 than among those aged between 15-26)
 - More common among Macedonians (68%) than among Albanians (58%)
 - Among Orthodox (68%) than among Muslims (56%)
- Having friends/acquaintances of a different *religion/ beliefs*:
 - More likely for respondents with higher level of education (primary –66%; secondary –80%; higher –86%)
 - More common among men (81%) than among women (70%)
- Having friends/acquaintances of a different *political party* with different political attitudes:
 - More common among respondents with higher level of education (primary –81,5%; secondary – 90%; higher – 97%)



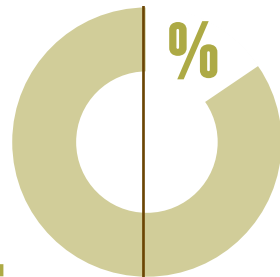
The comparisons show that the level of education is the only socio-demographic characteristic that determines the openness for contacts with those that are different, regardless of the source of this diversity – the higher the education the higher the number of friends/acquaintances from all social groups mostly subject to discrimination.

Only 27.5% of the respondents in the Republic of Macedonia consider themselves as belonging to a social group (one or several) mostly subject to discrimination (Q 1.2). **Most of those considering themselves as being part of a minority group, feel as ethnic minority, but also a minority in terms of political affiliation.** It is least likely for the respondents to consider themselves as belonging to a sexual minority or minority in terms of disability.

Q 1.2 Where you live, do you consider yourself to be part of...



21% of the Albanians, only 8% of Macedonians and 55% of the members of other ethnic communities consider themselves as being part of an ethnic minority in their place of residence. On the other hand, 20% of the Albanians, 9% of Macedonians and 17% of the members of other ethnic communities feel they belong to a minority in terms of political party affiliation.



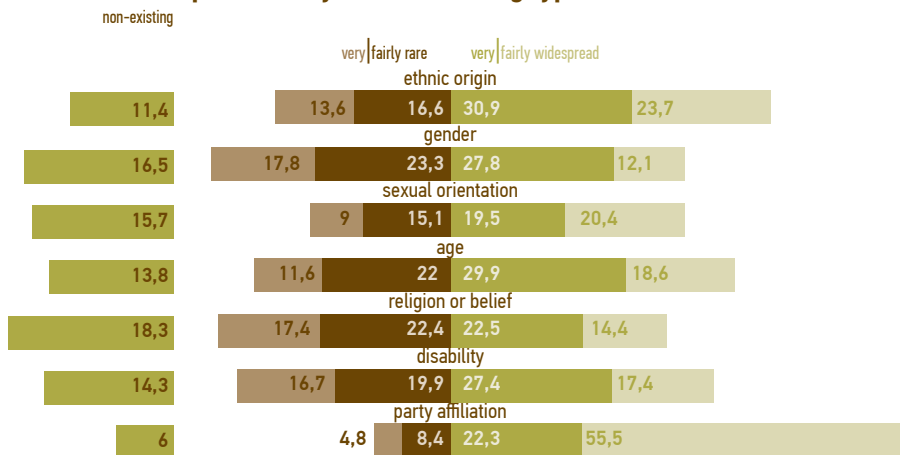
The perception of discrimination

The perceived level of discrimination

The percentage of respondents that do not see the presence of the different types of discrimination is very low (between 6% for party affiliation and 18% on grounds of religion or belief). The percentage of those considering the discrimination to be widespread is much higher (Q 1).

Discrimination based on party affiliation is seen to be the most widespread form of discrimination in the Republic of Macedonia – more than three quarters of the respondents (78%) see the belonging to a political party as widespread ground for discrimination. This is **followed by discrimination on ethnic grounds** – more than half of the respondents (55%) believe this is widespread type of discrimination.

Q 1 How widespread is any of the following types of discrimination in RM?⁴



The percentage of those considering that the other forms of discrimination are widespread is not to be underestimated, ranging from 48.5% for age based discrimination, 45% for

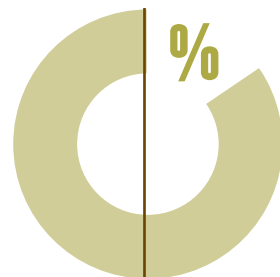
⁴ "Do not know" answers are not shown in the graph. Unlike the other forms of discrimination, where only small percentage of respondents answered *do not know* (mostly 5%), for discrimination on the basis of sexual orientation, 20% said they did not know whether it existed or not.

disability, 40% for gender and sexual orientation and 7% for discrimination on the grounds of religion/belief. However, a higher proportion of respondents consider discrimination on all grounds (apart on the basis of religion) to be widespread than to be rare.

Significant differences among the socio-demographic characteristics of respondents claiming that a certain type of discrimination is widespread are found only for some types of discrimination:

- The perception of *ethnic* discrimination as being widespread is more present among:
 - younger respondents (aged 15-26 – 61%), than older (aged 54 and over – 47%) respondents
 - far more Albanians (75%) than Macedonians (45%)
 - far more Muslims (69%) than Orthodox (48%) believers
- The perception of discrimination on the basis of *religion/ beliefs* as being widespread is more present among:
 - younger (aged 15-26 – 44%), than older (aged 54 and over – 31%) respondents
 - more Albanians (49,5%) than Macedonians (32%)
 - more Muslims (47%) than Orthodox (32%) believers
- The perception of *gender* discrimination as being widespread is more present among: more Albanians (49%) than Macedonians (38%)
 - The perception of *sexual* discrimination as being widespread is more present among:
 - younger (aged 15-26), than older (aged 54 and over) respondents
 - respondents with secondary and higher education (24,5%) that with primary (14%)
 - more Macedonians (44%) than Albanians (28%)
 - more Orthodox (45%) than Muslim (27%) believers
 - residents of urban areas (45%) than rural areas (32%)
- The perception of discrimination on the basis of *disability* as being widespread is more present among:
 - respondents with higher level of education (primary –41%; secondary –45%; higher –53%)
- The perception of discrimination on the basis of *party affiliation* as being widespread is more present among:
 - Respondents in the working age (aged 19-64 – average 80%) than other age groups (aged 15-18– 62% and aged 64 and over – 70%)

The results show that **the likelihood to perceive more widespread presence of certain type of discrimination is higher is the respondents have friends and/or acquaintances belonging to the groups subject to discrimination and even higher if they consider themselves as belonging to a minority group subject to discrimination.**



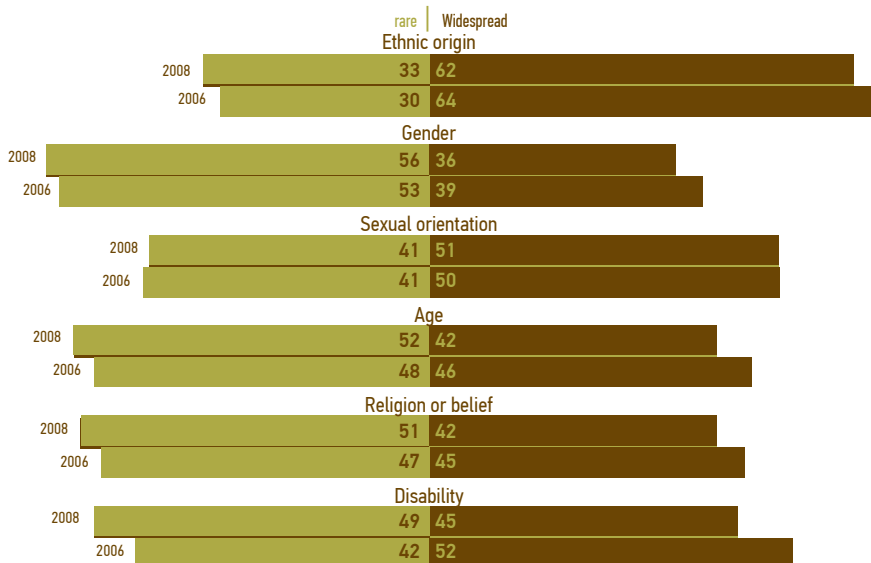
The perception that ethnic discrimination is widespread is influenced by having friends who are of a different ethnic origin than the respondent (Q 1/Q 1.1) and whether the respondents consider themselves to be part of an ethnic minority (Q 1/Q 1.2). The findings show that having friends and/or acquaintances of a different ethnic origin and the feeling of being a member of a minority group make respondents more sensitive to discrimination on this basis.

| Q 1. How widespread is the discrimination on the basis ... | | | Q 1.1. Do you have friends or acquaintances who are members of "other" (discriminated) groups? | | Q1.2. Do you consider yourself to be part of any minority on the basis of |
|--|------------|------|--|--------|---|
| | | | Yes | No | |
| Ethnic origin | Widespread | 55 % | 56 % | 49 % | 62,5 % |
| | Rare | 30 % | 28 % | 37 % | 27,5 % |
| Disability | Widespread | 45 % | 47 % | 41 % | 61 % |
| | Rare | 37 % | 36 % | 38 % | 27,5 % |
| Sexual orientation * | Widespread | 40 % | 57 % | 39 % | 64 % |
| | Rare | 24 % | 28 % | 24 % | 23 % |
| Religion or belief | Widespread | 37 % | 38 % | 33 % | 49 % |
| | Rare | 40 % | 38 % | 46 % | 36 % |
| Political affiliation | Widespread | 78 % | 80 % | 67 % | 88 % |
| | Rare | 13 % | 13 % | 14,5 % | 9 % |

* Only 22 out of 1,606 respondents consider themselves as sexual minority.

The findings of the EU survey (Q 1-EU) show that the **discrimination based on ethnic origin is seen to be the most widespread form of discrimination in the EU, followed by discrimination on the grounds of sexual orientation**. The same results are observed in both years. For other grounds of discrimination, generally considered to be more rare, there has been a decrease in the proportion of respondents who believe discrimination to be widespread in 2008.

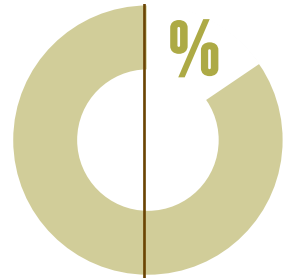
Q 1-EU How widespread is any of the following types of discrimination in Europe? ⁵



Apparently, the comparison of perceptions between the citizens of Republic of Macedonia and the EU citizens (Q 1 and Q 1-EU) shows more widespread discrimination of most of the forms of discrimination in Europe – except gender and age-based discrimination, all other forms are perceived as more widespread. The differences may be due to the higher tolerance towards discrimination (i.e. lower sensitivity for registering the presence of discrimination) among the citizens of the Republic of Macedonia, which is supported by the fact that considerably smaller percentage of EU respondents perceives absence of different forms of discrimination.

When asked to make a comparison with the situation five years ago, as much as 60% of the citizens of Republic of Macedonia (Q 2) believe that the **discrimination on the basis of political affiliation is more widespread now than five years ago**. This is also true for discrimination on the basis of ethnic origin where 37% consider that this has become more

⁵ The percentages referring to the answers *widespread* are calculated by aggregating the answers for *fairly widespread* and *very widespread* and consequently the percentages referring to the answers *rare* aggregate the answers for *fairly rare* and *very rare*. The European questionnaire does not offer the alternative *non-existent* although it was recorded when it emerged spontaneously. The graph does not show the results for discrimination on ground of party affiliation because it was not examined in the European questionnaire.

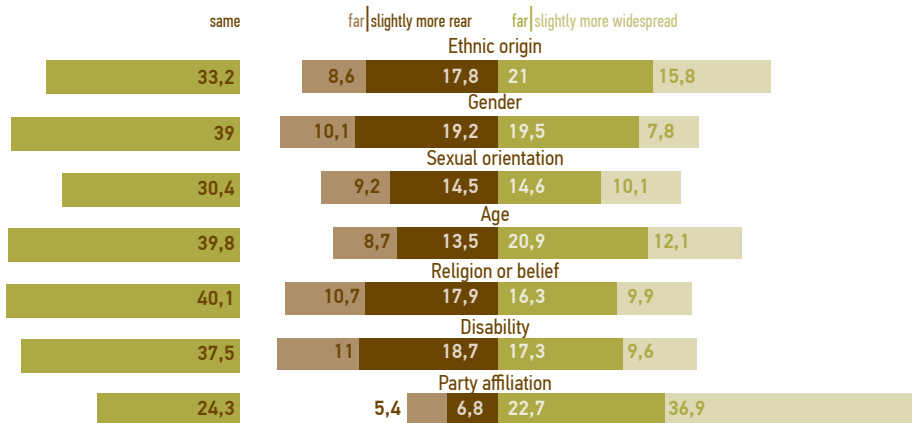


widespread in the past five years, compared with 33% of those that do not see any changes in the situation and 26% who see improvement.

Most of the respondents have observed improvement in the discrimination on the basis of disability (30%) and gender and religion or beliefs (29%), although the number of respondents that think the situation has not changed is still dominant.

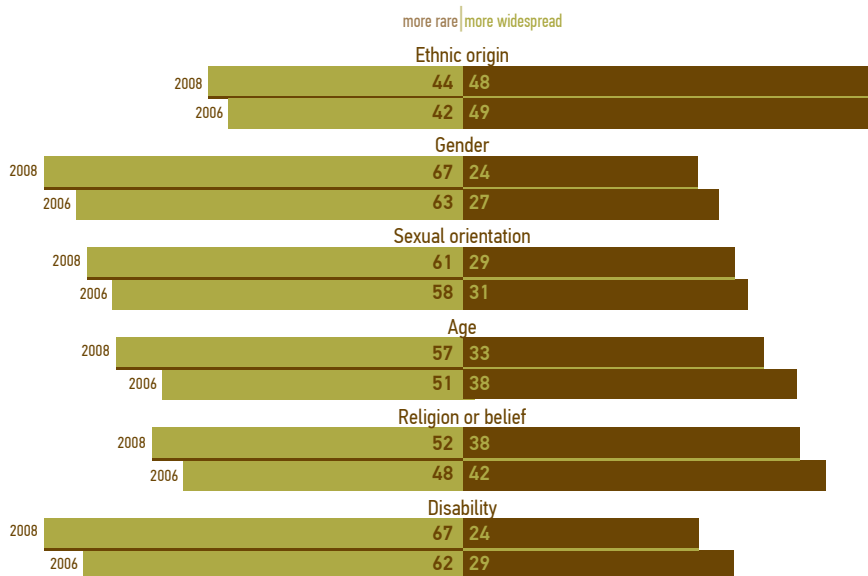
This indicates that the citizens of Republic of Macedonia perceive the political affiliation not only as the most widespread ground for discrimination, but also as the most likely to be seen to have been on the rise in the past five years

Q 2 Compared with the situation 5 years ago, how much more widespread are the different types of discrimination?



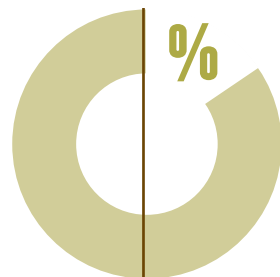
The EU respondents are most likely to say that discrimination on various bases, except for ethnic origin, has become less widespread (Q 2-EU). Only discrimination on the basis of ethnic origin is perceived to be more widespread than 5 years ago, without any changes in the two years. For the other forms of discriminations, the respondents do not only think that they are less widespread in the past five years, but they also think that there is a declining trend. This shows that the discrimination on the basis of ethnic origin is considered to be both the most widespread and is the most likely to be seen to have been on the rise in recent years in Europe.

Q 2-EU Compared with the situation 5 years ago, how much more widespread are the different types of discrimination in Europe? ⁶



The comparison of results from the survey in the Republic of Macedonia and the European Union (Q 2 и Q 2-EU) show that the discrimination on the grounds of ethnic origin, religion and sexual orientation in the Republic of Macedonia is less expansive than in the EU countries. However, higher percentage of the EU citizens believes that the discrimination on various grounds (except on ethnic origin) is less widespread – the residents of the Republic of Macedonia believe that the situation has not changed.

⁶ The percentages referring to the answers *widespread* are calculated by accumulating the answers for *fairly widespread* and *very widespread* and consequently the percentages referring to the answers *rare* accumulate the answers for *fairly rare* and *very rare*. The European questionnaire does not offer the alternative *same* although it was recorded when it appeared spontaneously. The graph does not show the results for discrimination on ground of party affiliation because it was not examined in the European questionnaire.

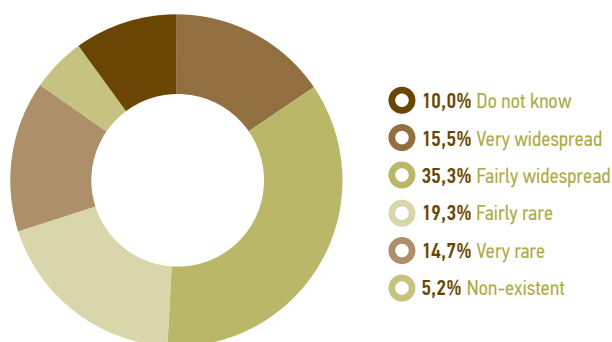


Perception of multiple discrimination⁷

Half of the citizens (51%) believe that discrimination on multiple grounds is widespread in Republic of Macedonia (Q 5). This puts the multiple discrimination on the top of the list of most widespread “single ground” discriminations, right after the discrimination on the basis of party affiliation and ethnic origin.

Out of the other half of respondents, 34% believe that multiple discrimination is rare, 10% do not know and others believe that it does not exist

Q 5. How widespread is multiple discrimination in RM?



The results from the Macedonian survey are very similar with those from the European one. Forty-eight percent of EU respondents say that they consider multiple discrimination to be widespread, while 37% consider it to be rare; (5%) give the spontaneous answer that multiple discrimination does not exist.

In the context of the Republic of Macedonia the ethnic origin and religion are the key influences when it comes to opinion on the prevalence of multiple discrimination. More Albanians (75%) than Macedonians (48%) and more Muslims (69%) than Orthodox (48%) see the multiple discrimination as widespread phenomenon.

Views on the extent of multiple discrimination are strongly related to those on single-ground discrimination (Q 1/Q 5). As would be expected in Republic of Macedonia (as well as in Europe), **respondents who perceive the single-ground discrimination to be widespread are considerably more likely to say the same of multiple discrimination.**

⁷ The term *multiple discrimination* is being used for discrimination on more than one ground.

| Q 5. How widespread is multiple discrimination | | Q 1. How widespread is each of the following types of discrimination | | | | | | |
|--|------|--|--------|--------------------|------|--------------------|------------|-------------------|
| | | Ethnic origin | Gender | Sexual orientation | Age | Религија/уверување | Disability | Party affiliation |
| Wide-spread | 51 % | 66 % | 66 % | 64 % | 62 % | 70 % | 64 % | 57 % |
| Rare | 34 % | 24 % | 25 % | 28 % | 27 % | 22 % | 26 % | 31 % |

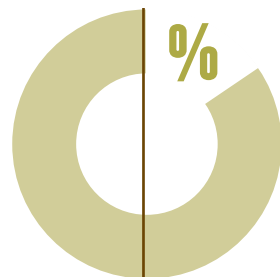
Unlike to what was noted above in the sections on single-ground discrimination, the composition of one's social circle is not a key influence when it comes to evaluations of multiple discrimination. The perception on how widespread is multiple discrimination is not influenced by having members of different groups subject to discrimination in the respondents' social circle (Q 5/Q 1.1).

| Q 5. Колку е честа повеќекратната дискриминација | | Q 1.1. Имаат пријатели или познаници: | | | | | |
|--|------|---------------------------------------|------|---------------|----------------|--------------------------------|--|
| | | од друга етничка заедница | Роми | хомосексуалци | инвалидизирани | со поинаква религија/уверување | од политичка партија со која не се согласуваат |
| Wide-spread | 51 % | 53 % | 50 % | 52 % | 53 % | 53 % | 52 % |
| Rare | 34 % | 33 % | 35 % | 40 % | 33 % | 33 % | 34 % |

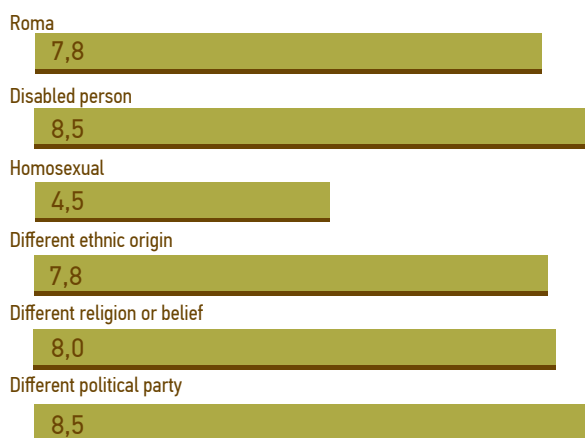
Accepting the diversity

Overall, the citizens of the Republic of Macedonia are comfortable with diversity in their environment (Q 6). The level of accepting the diversity in the private sphere, measured through the willingness to have neighbour who is "different", is fairly high for the members of all groups, except for the persons with homosexual orientation. The expressed need of the respondents to be socially distanced from the people with disability and the members/supporters of a different political party is lowest. In the same time, they do not feel the need to distance themselves socially from the Roma and the members of "other"⁸ ethnic and religious communities. **Only the need for social distancing from the people with homosexual orientation is very high.**

⁸ The term "other" in quotation marks is used to designate groups/communities to which the respondents do not belong.



Q 6. Using the scale from 1 (very uncomfortable) to 10 (totally comfortable) say how would you personally feel about having as a neighbour...⁹



The differences in the socio-demographic characteristics are reflected in the different acceptance of diversity. The comparison among the average levels of acceptance show:¹⁰

- Women are more comfortable with a neighbour of a different *sexual orientation* and *ethnic origin*.
- More comfortable with a neighbour of all six categories being “different” than the respondent are:
 - Macedonians than Albanians
 - Orthodox than Muslims
 - Residents of urban areas than rural
- Respondents with the higher education are more comfortable with a *homosexual* neighbour, neighbour of a different *ethnic origin*, different *religion/belief* and different *political party* than those with primary education.

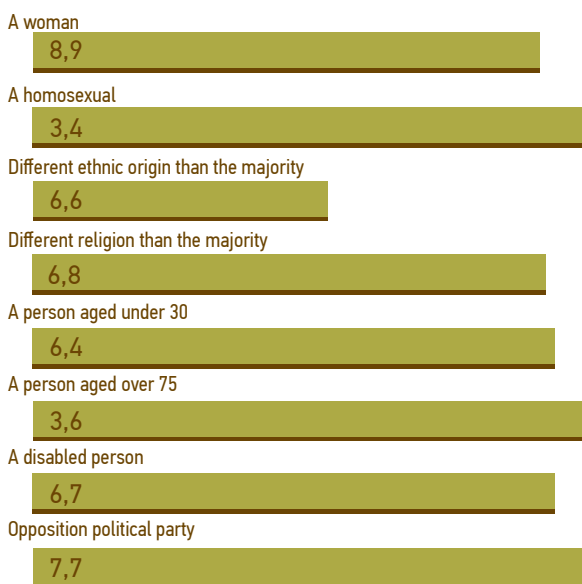
The EU survey (2008) showed that on average there is a high level of comfort with the idea of having a neighbour with disability (9.1), different religion or belief to their own (8.5),

⁹ The graph shows the average scores of the assessments made on the scale from 1 to 10, calculated as means. The higher mean indicate higher level of comfort, while the lower indicate higher level of discomfort in a given situation (an average score is 5.5)

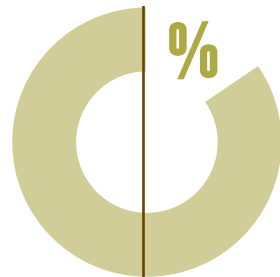
¹⁰ Only the statistically significant differences are shown ($p < 0,05$)

different ethnic origin (8.1) and homosexuality (7.9) and the level of comfort drops to 6.0 at the prospect of having a Roma neighbour. Compared with them, the citizens of the Republic of Macedonia have a need for greater social distance from all potentially discriminated groups, except Roma. The EU citizens tend to be less comfortable to accept Roma as their neighbour, but are far less likely to distance themselves from Roma than the likelihood of citizens of Macedonia to distance from the homosexuals. In other words, it is much better to be homosexual than Roma in Europe, while in Macedonia it is vice versa: much better to be Roma than homosexual.

Q 8. Using a scale from 1 to 10, say how would you feel about having someone from each of the following categories in the highest elected political position in RM...



For the question on the public sphere (Q 8), the tolerance for the diversity is dropping. So, the **citizens could easily accept a woman to be president of the Republic of Macedonia**, and this is much easier than the holder of the highest political office to be a member of a political party in opposition or a person of different ethnic origin or



different religion than the rest of the population.¹¹ Age is also an issue, with citizens being comfortable with this position being occupied by a young politician, but reluctant to accept a senior person. Again, **the need for social distance from people with homosexual orientation is observed in the public sphere.**

Different groups of respondents have different level of accepting the diversity in the public sphere¹²:

- More comfortable with the idea of having a *woman* as a President are:
 - Women than men
 - Macedonians than Albanians
 - Orthodox than Muslims
 - Residents in urban areas than rural areas
- More comfortable with the idea of having a *homosexual* in the highest elected political position are:
 - Macedonians than Albanians
 - Orthodox than Muslims
 - Residents in urban areas than rural areas
 - Respondents with higher and secondary education than those with primary
- More comfortable with the idea of having a *disabled* person in the highest elected political position are:
 - Residents in urban areas than rural areas
 - Respondents with higher education than those with primary
- More comfortable with the idea of having a person from a *different ethnic origin or different religion/ beliefs* in the highest elected political position are:
 - Muslims than Orthodox
 - Residents in urban areas than rural areas
 - respondents with higher than those with secondary education
- More comfortable with the idea of having a person *younger than 30* in the highest elected political position are:
 - Women than men
 - Albanians than Macedonians
 - Muslims than Orthodox

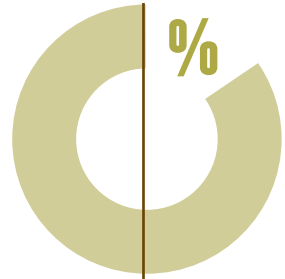
11 The results of this survey should be interpreted carefully, especially regarding the expressed gender equality. Namely, the socially desired answers are highly expected in this area, leading to an exceptionally large discrepancy between the statements of the respondents and the situation in practice. The gender dimension was emphasized as exceptionally significant at the last local elections (March 2009) when for the first time not a single woman was elected for a mayor.

12 Only the statistically significant differences are shown ($p < 0,05$)

- Residents in rural areas than urban areas
- Youngest respondents (aged 15-18) than older (aged 54 and over)
- More comfortable with the idea of having a person *older than 75* in the highest elected political position are:
 - Residents in urban areas than rural areas.

The answers to the same question posed to the citizens of the European Union (2008) show that the respondents have no qualms with this position being occupied by someone with a different religion or belief than the majority of the population (9.0), a woman (8.9) or a disabled person (8.0). There is more reluctance when it comes to homosexuality (7.0) and having a different ethnic origin than the rest of the population (6.4). Age is also an issue, especially if a person were to be over 75 (5.4), but also if they were to be under 30 (6.4).

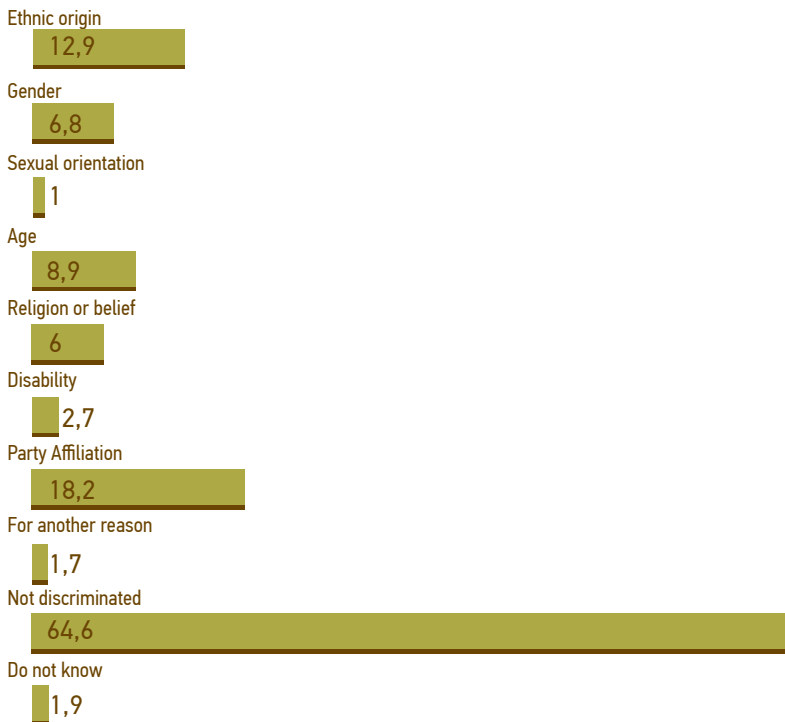
The comparison shows, the citizens of the Republic of Macedonia are less tolerant than the Europeans when it comes to appointing a disabled person on the highest elected political position; even less tolerant towards a person with a different religion or belief than the majority of the population and least tolerant for a homosexual (a man or a woman).



Experiences of discrimination

Personal experience of discrimination

Q 3. In the past 12 months have you personally felt discriminated on basis of...¹³



As much as 33.5% of respondents say they were discriminated against in the last year - on the basis of at least one of the grounds under consideration here. This

¹³ The respondents had a possibility to list one or several grounds of discrimination

percentage seems even higher when compared with findings from the European survey (2008), showing that only 15% of Europeans say that they have felt discriminated against on one or several grounds¹⁴.

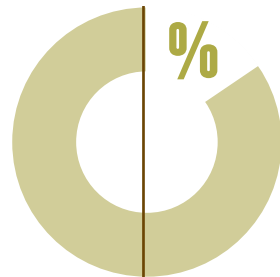
The **most common basis for self-reported discrimination is party affiliation**, followed by ethnic origin as basis for discrimination (Q 3). Compared with them, age, gender and religion are less likely to be reported as basis for discrimination. The least common basis for discrimination is the disability and sexual orientation, which may be due to the small percentage of disabled persons and homosexuals in the sample.

There are a number of differences according to social and demographic factors related to the different kinds of discrimination:

- Higher percentage of victims of discrimination on the basis of political affiliation is found among:
 - Men (21%) than women (15%)
 - Those with higher education (primary–16%; secondary –19%; higher–22%)
 - Albanians (30%) than Macedonian (14,5%)
 - Muslims (27,5%) than Orthodox (14%)
 - Rural areas (22%) than urban areas (15%)
- Discrimination on grounds of *ethnic origin* is especially commonplace amongst:
 - Albanians (34%) than Macedonian (5%)
 - Muslims (32%) than Orthodox (4%)
 - Rural areas (18%) than urban areas (5%)
- Higher percentage experience discrimination on grounds of *religion/belief*:
 - Among Albanians (17%) than Macedonian (2%)
 - Among Muslims (15,5%) than Orthodox (2%)
- *Gender* discrimination is experienced more:
 - by Albanians (14%) than Macedonian (4%)
 - by Muslims (13%) than Orthodox (4%)
- Higher percentage experience discrimination on grounds of *disability*:
 - Among Albanians (7%) than Macedonian (1,5%)
 - Among Muslims (6%) than Orthodox (1%)

The results show strong **correspondence between respondents defining themselves as part of a minority group and the experience of discrimination** (Q 3 / Q 1.2), with this particularly notable for discrimination on the grounds of political affiliation and ethnicity.

¹⁴ The highest annual rate of self-reported discrimination is seen in Austria – 25%, and lowest in Greece – 7%.



The graph illustrates that one third of the respondents who say that they belong to a minority group in terms of their ethnic origin also say that they have felt discriminated on these grounds in the last 12 months. This suggests either that self-perceived minorities are more likely to experience discrimination or that the experience of discrimination or harassment is a significant factor in people perceiving themselves to be a 'minority' in status term.

Q 3./Q 1.2. In the past 12 months have you personally felt discriminated on basis of...

- percentage of those considered to be members of a discriminated minority¹⁵



Experiences of multiple discrimination

17% of respondents say they experienced multiple discrimination in the last year. In fact, **half of the respondents who experienced discrimination on any ground were discriminated on two or multiple grounds.**

For 10% of the total number of respondents, the discrimination on basis of party affiliation and/or ethnicity was at least one of the grounds of multiple discrimination (Q 3 (3)). However, only just above half of the respondents that were discriminated on the basis of party affiliation and 80% of those discriminated on ethnic ground were subject to multiple discrimination. The likelihood to be discriminated on multiple grounds is highest for the victims of discrimination on the basis of sexual orientation, religion/belief and gender (Q 3 (4)).

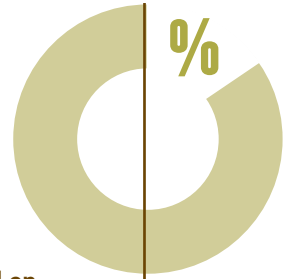
¹⁵ The graph shows the cross-tabulation on party affiliation and ethnic origin, because the percentage of respondents defining themselves as part of a discriminated minority exceeds 10% only for these two categories (12.5% for affiliation to a minority political party and 16% for being a member of a minority ethnic group).

| | Q 3. In the past 12 months have you personally felt discriminated on basis of... | | | | | | | |
|--|--|--------------------|--------|--------------------|--------|--------------------|------------|-------------------|
| | Total | Sexual orientation | Gender | Sexual orientation | Age | Religion or belief | Disability | Party affiliation |
| (1) No. of respondents that felt discriminated on certain ground | 539 | 208 | 108 | 16 | 143 | 97 | 43 | 292 |
| (2) No. of respondents that felt multiple discrimination | 273 | 168 | 93 | 16 | 100 | 91 | 35 | 167 |
| (3) Percentage of respondents that felt multiple discrimination | 17 % | 10,4 % | 5,8 % | 1 % | 6,2 % | 5,7 % | 2,2 % | 10,4 % |
| (4) Percentage of respondents that felt multiple discrimination of those that were discriminated on certain ground | 50,6 % | 80,8 % | 85,3 % | 100 % | 69,4 % | 93,8 % | 81,4 % | 57 % |

Seeing others discriminated against

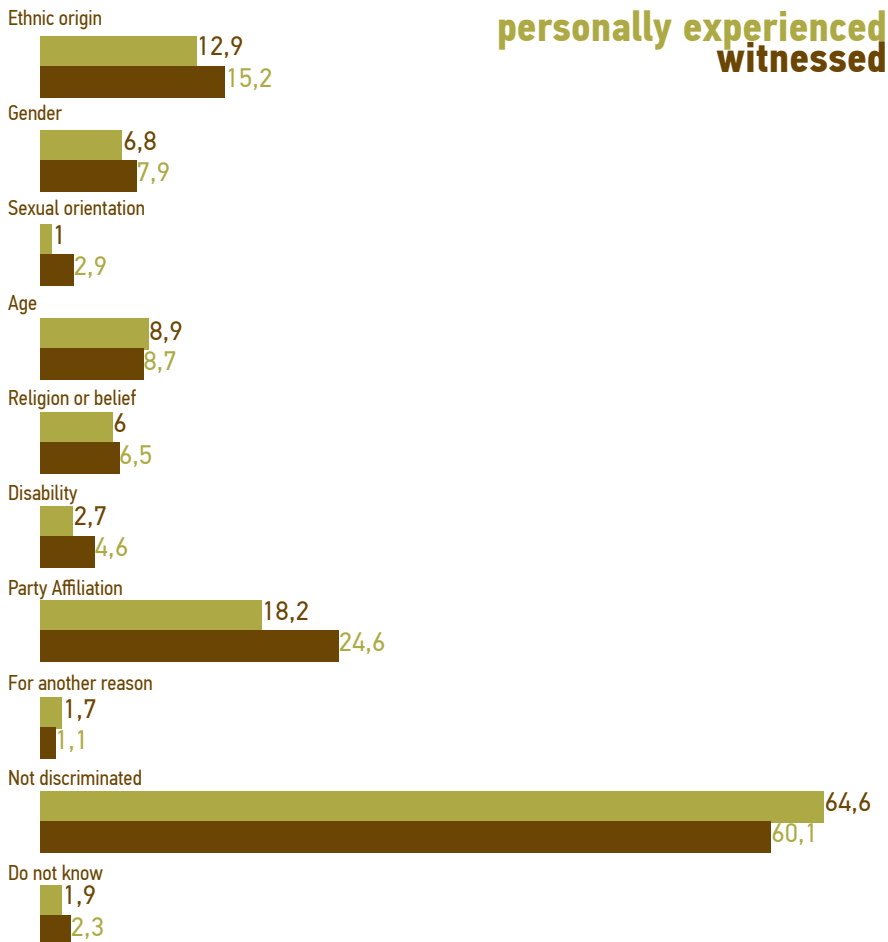
38.8% of the respondents report witnessing discrimination or harassment in the past year (Q 4). Again, this percentage is higher than the one in the European research, which is 29%¹⁶. When the percentage of the victims and witnesses in the Macedonian survey are compared with the ones in the European one, it can be noted that the **extent of discrimination in the Republic of Macedonia is far higher than the average extent of discrimination in the EU countries.**

16 The proportion is higher in only two EU countries: Sweden – 46% and Austria – 42%.



Q 3. In the past 12 months have you personally felt discriminated on basis of....

Q 4. In the past 12 months, have you witnessed someone being discriminated on basis of...¹⁷



It is evident, but not surprising that (Q3 and Q4) the percentage of witnesses of discrimination is higher than that for self-reported discrimination, for most of the grounds considered here, particularly for discrimination on the basis of disability and sexual orientation. When we examine specific grounds for discrimination, the order of results between self-reported

¹⁷ The respondents had an option to state one or several grounds of discrimination both when they have personally experienced it (Q 3) and when they have witnesses it (Q 4)

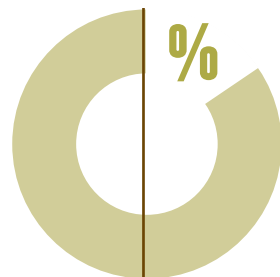
and third party-witnessed discrimination does not differ – the percentage of witnesses is again highest for discrimination on the basis of party affiliation, followed by the ethnic ground and others.

There is a correlation between the personal experience of discrimination and having witnessed someone being discriminated (Q 3/Q 4). The percentage of victims of discrimination on one or multiple grounds is far higher of those that were not discriminated, but have witnesses someone being discriminated. This shows that if a respondent is to some extent sensitive to the idea of discrimination they are more likely to perceive an incident as being one of discrimination.

| Q 4. Witnesses of discrimination | Q 3. Personally discriminated | | |
|----------------------------------|-------------------------------|-----------------------------|-----------------------------------|
| | Not discriminated | Discriminated on one ground | Discriminated on multiple grounds |
| Not witnessed discrimination | 79 % | 39,5 % | 19 % |
| Witnessed discrimination | 21 % | 60,5 % | 81 % |

The findings show that the **differences in age, education, ethnic origin and religion of the citizens of Republic of Macedonia are likely to affect a respondent's chances of perception and claiming to have witnessed discrimination and harassment.** The younger and more educated are more likely to do that. Also, more Albanians than Macedonians and more Muslims than Orthodox are more likely not only to claim they were victims of discrimination, but also to witness the discrimination of others.

The survey did not confirm the expectations on relationship between having members of different groups subject to discrimination in the social circle and the witnessing that someone is discriminated on the grounds of belonging to such group (Q 4/Q 1.1). The overall percentage of respondents that witnessed discrimination is not smaller than the percentage of witnesses among the respondents that have claimed to have friends and/or acquaintances that are members of these social groups. This applies to all situations, except when the friends and/or acquaintances are with different sexual orientation.

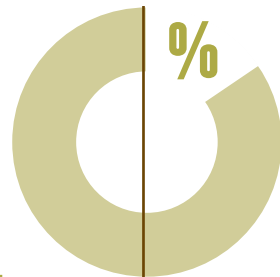


| Q 4. Witnessed someone being discriminated against or harassed on the basis of... | | Q1. 1. Do you have friends or acquaintances who are... | | | | | |
|---|-------|--|--------|----------|-------------|------------------------------|---------------------------|
| | | Different ethnic origin | Roma | Disabled | Homo-sexual | Different religion / beliefs | Different political party |
| Ethnic origin | 15 % | 17 % | 12,5 % | | | | |
| Disability | 5 % | | | 5 % | | | |
| Sexual orientation | 3 % | | | | 16 % | | |
| Religion or belief | 6,5 % | | | | | 7 % | |
| Party Affiliation | 25 % | | | | | | 25 % |

There is a relationship between witnessing the discrimination and the perception that this type of discrimination is widespread (Q 4/Q 1). The findings show that the percentage of respondents saying they have witnessed discrimination on certain ground is very high – exceeding 60% for all types of discrimination and is even higher for discrimination on the basis of party affiliation and ethnic ground.

| Q 4. Биле сведок кога некој бил дискриминиран или малтретиран по основа на... | | Q1. Мислат дека во РМ дискриминацијата по наведените основи е честа* | | | | | | |
|---|--------|--|------|-----------------------|---------|---------------------|-------------|---------------------|
| | | Етничка припадност | Пол | Сексуална ориентација | Возраст | Религија/ уверување | Инвалидност | Партиска припадност |
| Ethnic origin | 55 % | 83 % | | | | | | |
| Gender | 40 % | | 65 % | | | | | |
| Sexual orientation | 40 % | | | 62 % | | | | |
| Age | 48,5 % | | | | 61 % | | | |
| Religion or belief | 37 % | | | | | 67 % | | |
| Disability | 45 % | | | | | | 67 % | |
| Party Affiliation | 78 % | | | | | | | 91 % |

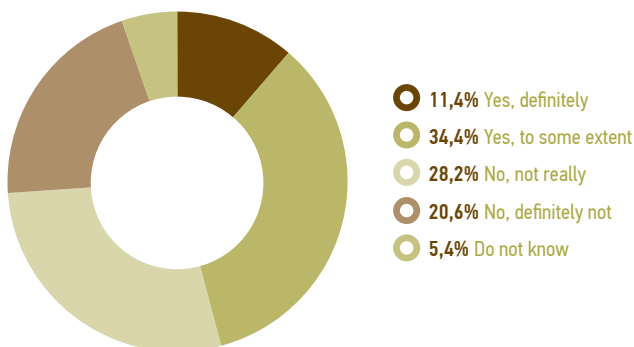
* What percentage of respondents claiming they have witnessed discrimination on a given ground believe that the discrimination on the same ground is widespread



Combating discrimination

Opinion on national efforts made to combat discrimination is split half and half between those who think these suffice and those who do not (Q 11). Of half of the respondents thinking that sufficient efforts are being made to fight all forms of discrimination (46%), very few believe that the efforts are definitely sufficient. However, **the number of those that think that this is the case is half of the number of those expressing the opposite view.**

Q 11. Would you say that enough effort is made in RM to fight all forms of discrimination?



The comparison with the EU findings shows that the assessments of the efforts made to fight all forms of discrimination do not differ to a large extent. The prevailing opinion in the EU countries is the one that is between the two extremes, somewhere in the middle – 36% claiming that efforts are made to some extent and 36% that real efforts are not made. The percentage of respondents at the two extremes does not differ either – 11% agree that definite efforts are made, while 12% think no efforts are made. The most impressive difference between the EU respondents and those from the Republic of Macedonia is that the number of the European respondents denying any efforts being made to fight against discrimination is halved.

In terms of general socio-demographic factors, respondents are more likely to feel that

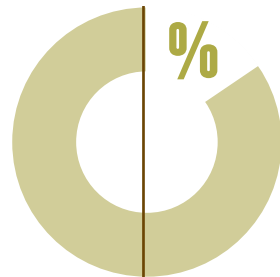
more effort needs to be made in their country if they are: young (56% of those aged 19-37), members of Albanian ethnic community (68% compared to 43% Macedonians) and Muslim believers (63% compared to 63% Orthodox)

There appears to be clear relationship between evaluations of the efforts being made to combat discrimination and perceptions of it being widespread or not (Q 11/Q 1). **Most of the respondents perceiving the discrimination as widespread in the country claim the current efforts to combat it are not sufficient.**

| Q 11. Would you say that enough effort is made in RM to fight all forms of discrimination? | | Q 1 Respondents perceiving discrimination in RM as widespread. | | | | | |
|--|--------|--|---------------|--------|--------------------|--------|--------------------|
| | | Disability | Ethnic origin | Gender | Sexual orientation | Age | Religion or belief |
| Yes | 45,8 % | 42,8 % | 40,8 % | 42,3 % | 47,7 % | 43,4 % | 42,4 % |
| No | 48,8 % | 52,3 % | 55,0 % | 53,2 % | 48,4 % | 52,4 % | 53,2 % |

Similarly, experience of discrimination, whether it has happened to the respondent personally or whether they claim to have witnessed it happening to someone else, is also an important influence on opinion on the sufficiency of efforts made to fight discrimination (Q 11/Q 3- Q 4). **Those having personal experience with any form of discrimination, feel that the anti-discrimination measures are not satisfactory.**

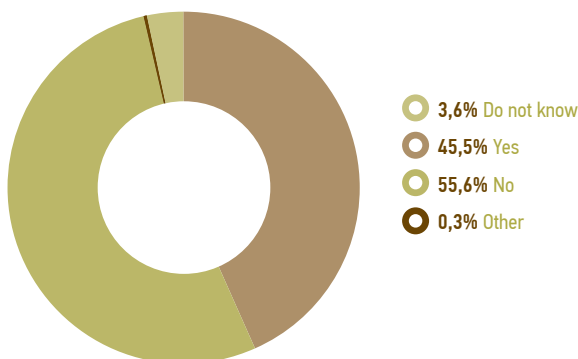
| Q 11. Would you say that enough effort is made in RM to fight all forms of discrimination? | | Q 3. Respondents that were personally discriminated in the past 12 months | | | Q 4. Respondents that witnessed discrimination in the past 12 months | |
|--|--------|---|------------|------------------|--|--------|
| | | No | One ground | Multiple grounds | Yes | No |
| Yes | 45,8 % | 51,7 % | 41,7 % | 29,3 % | 38,9 % | 51 % |
| No | 48,8 % | 43 % | 55,3 % | 64,8 % | 56,1 % | 43,9 % |



Knowledge of one's rights

More than half of the citizens of the Republic of Macedonia do not know their rights related to discrimination (Q 12). However, the percentage of those saying that they know their rights is higher than that of the EU citizens (33% say they know, 53% give the opposite answer).

Q 12. Do you know your rights if you are the victim of discrimination or harassment?

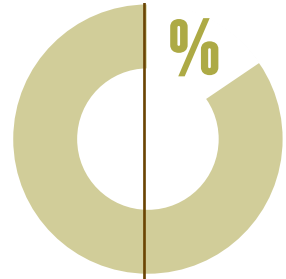


Citizens that do know their rights should they be a victim of discrimination differ according to several socio-demographic characteristics. More people among those with *higher education* (58%) than those with secondary (41%) and primary (33%) as well as member of the *Albanian ethnic community* (50%) than Macedonians (37%) say that they know their rights.

It is normally to expect that respondents that have actually experienced discrimination to be more aware of their rights, as in that way it would be easier to fight against it (Q 11/Q 3). In the context of the Republic of Macedonia, the respondents experiencing discrimination do not have higher level of awareness of their rights. There is only slightly increased level of awareness among the respondents experiencing it on multiple grounds, but for the others it may be concluded that the **lack of knowledge of the rights make them more liable to be victims of discrimination**.



| Q 12. Do you know your rights if you are the victim of discrimination or harassment? | | Q 3. Respondents that were personally discriminated in the past 12 months | | |
|--|--------|---|------------|------------------|
| | | Not discriminated | One ground | Multiple grounds |
| Yes | 40,5 % | 40,1 % | 36,8 % | 46,5 % |
| No | 55,6 % | 55,9 % | 59,8 % | 49,8 % |



Views about equal opportunities in employment

Factors which put people at a disadvantage

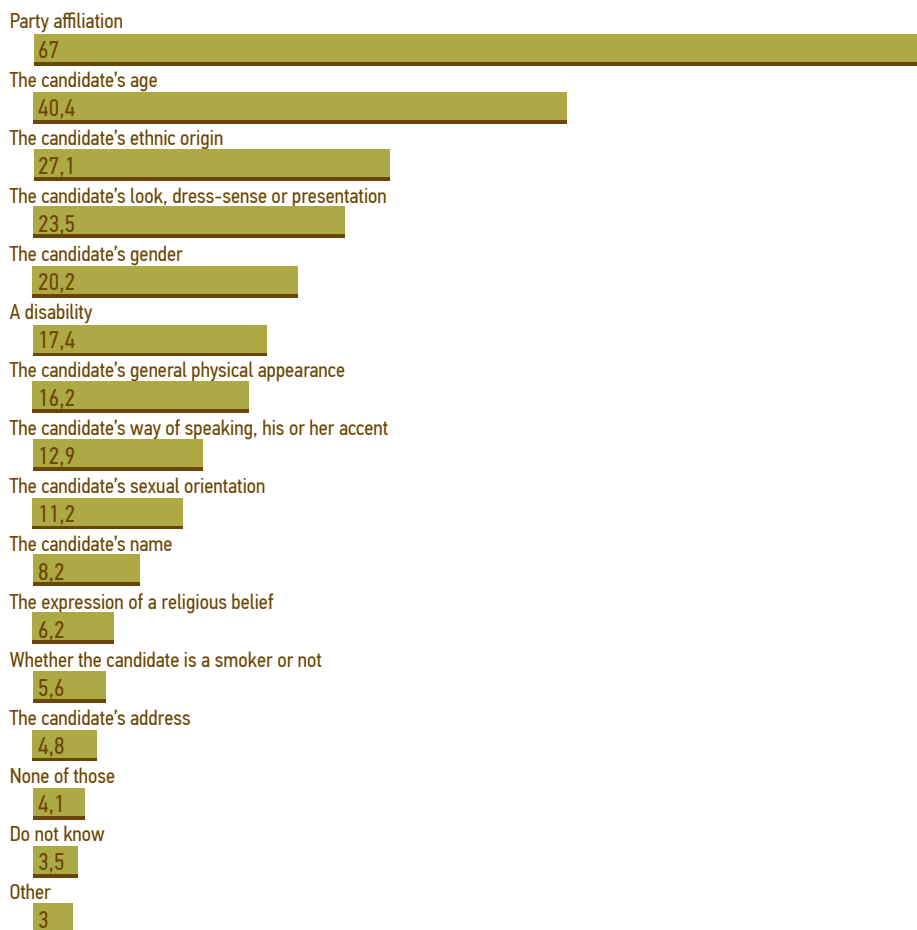
In the opinion of the citizens of the Republic of Macedonia, **party affiliation of the job candidate is the factor that mostly affects his/her employment. This is followed by the age and ethnic origin** as additional factors (more than 25% of the respondents mentioned them) most likely to put them at a disadvantage, were a company to choose between two candidates with otherwise equal skills and qualifications. The least commonly-mentioned of the criteria is the candidate's address, smoking habits, religion and name (Q 7).

All respondents, regardless of their socio-demographic characteristics, agree that the party affiliation is the most influential factor for employment. When it comes to the age as criterion of employment, the differences emerge as a result of the level of education (primary - 35%, secondary 42% and higher 49%) and the ethnic origin (Macedonians 44%, while Albanians 30%). The ethnic origin of the respondents determines the differences in the statements whether the ethnic origin is ground for discrimination during the recruitment – stated by 47.5% of Albanians and only 18.5% of Macedonians.

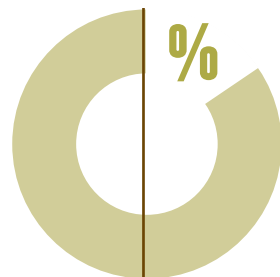
In the European context, range of criteria is stated as being likely to lead to disadvantage, regardless of the candidate's qualifications. Among those stated by at least one quarter of the respondents, there is a declining trend¹⁸: age (45%), skin colour or ethnic origin (42%) and having a disability (41%). In the group of the most commonly-mentioned criteria, there are such still maintaining high level: candidate's look, dress-sense or presentation (50%), candidate's general physical appearance (38%) and candidate's way of speaking (34%). The only item showing a year-on-year increase is the expression of a religious belief (26%), which could be considered as one of the most influential factors jeopardizing the employment of the candidates.

18 The trends are result of the difference in the proportion of answers in 2006 and 2008. The figures in the brackets are the percentages in 2008.

Q 7. When a company in RM 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?



The comparison between Macedonia and Europe on this question seemingly is in favour of Macedonia – apparently there are more grounds in the EU countries that can put one's employment at disadvantage. However, there are two important elements preventing us from making this conclusion. First, the employment opportunities and weighing the qualifications are exceptionally low due to the high rate of unemployment, which blurs the

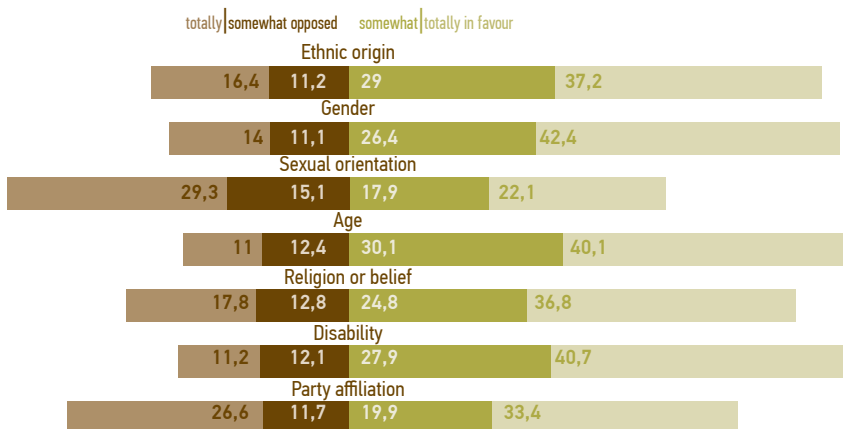


real picture. Second, party affiliation, which is not considered in the EU questionnaire, is way too dominant in the Republic of Macedonia, overshadowing all other possible reasons for unequal opportunities in employment.

Support for measures to provide equal opportunities in employment

The citizens of the Republic of Macedonia are somewhat supportive of the implementation of specific measures aimed at providing equal opportunities in the field of employment. Most of the respondents agree these specific measures to be implemented in all potential areas of discrimination, **except when it comes to the sexual orientation of the candidates.**

Q 9. Would you be in favour of specific measures being adopted to provide equal opportunities for everyone in the field of employment depending on their...



This support is strongest for the measures providing equal opportunities in employment depending on age, gender and disability of candidates, followed by those depending on the ethnic origin and religion. More than half of the respondents (53%) agree for measures depending on party affiliation of candidates, but only 40% would support measures depending on the sexual orientation (against 44% that are against their introduction). There is a difference in the support given to the measures providing equal opportunities in employment between Macedonians and Albanians. The Albanians are more supportive

for the “positive discrimination” measures on the basis of ethnicity (74% of Albanians and 63% of Macedonians) and party affiliation (63% of Albanians and 51% of Macedonians), while the Macedonians are more supportive for the measures neutralizing the influence of sexual orientation (44.5% of Macedonians and 29.5% of Albanians). Similar percentages illustrate the differences between the members of the two major faith communities when it comes to the measures providing equal opportunities for the members of the ethnic communities (79% for Muslims and 63% for Orthodox believers) and for people with homosexual orientation (44% for Orthodox and for Muslims).

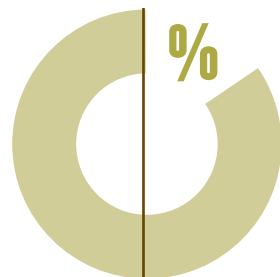
The EU public is much more supportive of equal opportunities measures. This support ranges from 83% for specific measures depending on disability to 65% for measures depending on sexual orientation. This may indicate that respondents consider that several factors other than skills and qualifications play a role in the selection of job applicants, so perhaps because of this there is strong support for the implementation of specific measures aimed at providing equal opportunities in the field of employment.

The cross-tabulation between the three most prominent factors hindering the employment and the support for implementing specific measures providing equal employment opportunities (Q 9/Q 7) shows that the respondents that have experienced that discrimination is present in the employment process are highly in favour of introducing measures to neutralize the discriminatory practice.

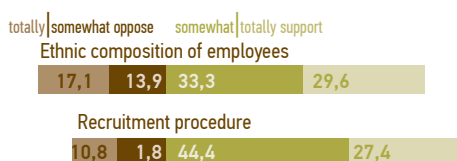
| Q 9. Would you be in favour of specific measures being adopted to provide equal opportunities for everyone in the field of employment | Q 7. Percentage of those saying that certain feature would put the candidate in more disadvantaged position | | |
|---|---|-------------------|--------|
| | Ethnic origin | Party affiliation | Age |
| In favour | 65 % | 52 % | 73 % |
| Opposed | 27,5 % | 43 % | 21,5 % |

Support for monitoring measures

The majority of the citizens of the Republic of Macedonia support monitoring measures aimed at evaluating equality in the workplace based on ethnicity – the respondents that agree outnumber those that disagree with their implementation (Q 10). Overall respondents are more favourable towards monitoring recruitment procedures than monitoring the composition of the work-force (72% against 63%).

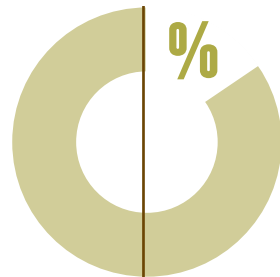


Q 10. To what extent do you support the following in the work place:
Monitoring the composition of the work-force to evaluate the representation of people from ethnic minorities
Monitoring the recruitment procedures to ensure that candidates from ethnic minorities have the same chance of being selected for interview or hired as other candidates with similar skills and qualification



The findings from the EU survey are very similar. Also, a greater proportion of respondents support monitoring recruitment procedures (71%) than support monitoring the composition of the work-force (57%).

The support for the monitoring measures aimed at providing equal opportunities in employment differs depending on the ethnic origin. Albanians are more supportive for both monitoring the composition of the work force to evaluate the representation of people from ethnic minorities (84%) and for monitoring the recruitment procedures (83%), than Macedonians (55% and 66,5% accordingly).



Summary about certain types of discrimination

Discrimination based on party affiliation

Discrimination on the ground of party affiliation is not only seen as being the most widespread type of discrimination in the Republic of Macedonia, but also as much more frequent now, than five years ago.

None of the relevant socio-demographic characteristics of the respondents affects these perceptions. This means that discrimination on the ground of party affiliation is considered as most widespread equally by men and women, older and younger, people with different level of education, those living in rural and urban areas as well as the members of different ethnic and religious communities.

According to the measures of experienced discrimination, the discrimination on the basis of party affiliation (or non-affiliation) is more widespread than any of the other types of discrimination both as experienced by the respondent and witnessed as happening to someone else. So, the perception of discrimination on the ground of party affiliation is supported by the measures of experienced discrimination.

This type of discrimination is more common for men, respondents with higher level of education, Albanians and Muslims (than Macedonians and Orthodox) and in rural areas (than urban). It is also experienced as the most independent type of discrimination compared with the others – smallest share in the multiple discrimination.

Most of the respondents are in favour of introducing specific measures for providing equal opportunities in employment based on political affiliation of the candidates. This finding may be interpreted as an indicator of the dissatisfaction with the existing practice of discrimination on party grounds, which make the respondents to justify the measures to be undertaken for its elimination in the employment process.

The citizens of the Republic of Macedonia do not have negative attitude towards the members and/or supporters of the political parties different than the one they belong to or support. This may be concluded based on the following: (1) most have friends/acquaintances that are members/supporters of a different political party, (2) do not have a need to distance themselves from those that are politically different in the private sphere and (3)

would not feel uncomfortable if the head of the state would be elected from a political party in opposition.a.

Discrimination on the basis of ethnic origin

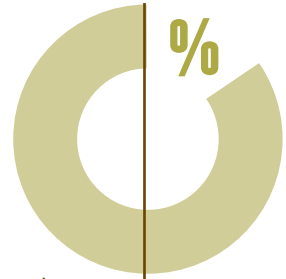
The discrimination on the ground of ethnic origin is ranked as second on the list of the most widespread types of discrimination. Only the discrimination on the basis of political affiliation is believed to be more widespread type of discrimination, which is on the rise in the past five years.

The perceptions of respondents on ethnic discrimination are determined by ethnicity and religion. Compared with the Macedonians and Orthodox believers, most of the Albanians and Muslims consider it as a widespread type of discrimination and report to be victims of this type of discrimination. However, the percentage of victims of ethnic discrimination defining themselves as members of an ethnic minority in the place of residence is higher than the percentage of representation of the Albanian ethnic community and all other smaller ethnic communities together, indicating that victims of discrimination on ethnic ground in Republic of Macedonia are also the ethnic Macedonians.

The percentage of citizens of Republic of Macedonia that were victims of ethnic discrimination and/or witnessed when someone else was discriminated on the same ground is fairly high, putting the experience of this type of discrimination on the second place (right after the discrimination on basis of party affiliation). Most of the victims of “ethnic” discrimination have also experienced discrimination on other grounds or witnessed the discriminatory activities against other people.

The ethnic origin is considered as one of the factors influencing a candidate’s employment. More Albanians than Macedonians have pointed out the ethnic origin as a ground for discrimination in employment, but also more Albanians than Macedonians support the measures providing equal opportunities in employment. This shows that the members of the Albanian ethnicity still feel more jeopardized during the recruitment process than the members of the Macedonian ethnicity.

Compared with the Albanians, Macedonians are more comfortable to accept those with a different ethnic origin. Macedonians have wider social circle of friends and/or acquaintances that are members of other ethnic groups and are more comfortable with a neighbour from another ethnic community. These differences may result from the differences in the



education level between Macedonians and Albanians, because many other surveys show that the higher education is accompanied with lesser need for social distance.

Generally speaking, **the attitude towards the Roma ethnic community** does not differ much from the attitudes towards the members of the “other” ethnic communities, which is concluded by the equal extent of expressed comfort with the situation of having a Roma as a neighbour and having a member of “another” ethnicity as a neighbour. However, there are evident differences in the level of accepting the Roma community by the members of the two largest ethnicities and religious group in the Republic of Macedonia.

The difference between the Macedonians and Albanians in the expressed need for social acceptance of the other ethnicities also refers to Roma as members of a different ethnic group. Macedonians are less likely to distance themselves from Roma than Albanians – Macedonians are more comfortable with having a Roma as a neighbour and having more Roma friends/acquaintances than the Albanians.

The ethnic differences in the social acceptance of Roma are reflected in (and cause) the differences on religious ground. Having Roma friends and/or acquaintances and Roma neighbour is more common among the Orthodox believers than among Muslims, despite the fact that Roma declare themselves as Muslims.

On the other hand, having Roma friends and/or acquaintances does not make the citizens of Republic of Macedonia more sensitive to ethnic discrimination. In case when discrimination on ethnic ground is perceived as widespread, the lack of relation between the presence of Roma in the social circle of the others and the presence of situations discriminating Roma on ethnic ground may either mean that Roma are only formal acquaintances to whom little attention is paid or they are not perceived as victims of discrimination.

Discrimination on the basis of religion or belief

Despite the high congruence between the members of the two largest ethnic communities (Macedonians and Albanians) and two largest religious communities (Orthodox and Muslims) the discrimination on basis of ethnic origin and religion are not seen in the same way. The religious discrimination is seen as most rare among all other types of discrimination, which observes a declining trend in the past five years.

However, the perceptions regarding the religion-based discrimination (similarly as with the discrimination on ethnic origin) are ethnically and religiously determined. Compared with Macedonians and Orthodox believers, most of the Albanians and Muslims consider

it as widespread type of discretion. Although there is a small percentage of victims of discrimination on the basis of religion or belief, almost everyone reporting the personal experience of religious discrimination are Albanians i.e. Muslims. Given that the discrimination on the basis of religion or belief is closely related with the multiple discrimination, it is highly likely the victims of this type of discrimination to be also discriminated on other grounds.

The fact that the religious convictions are not considered as disadvantageous factor in the employment is a support for the perceived “irrelevance” of discrimination on the ground of religion or belief. However, this does not prevent the respondents to largely support the implementation of measures providing equal opportunities in employment based on the religion of the candidates.

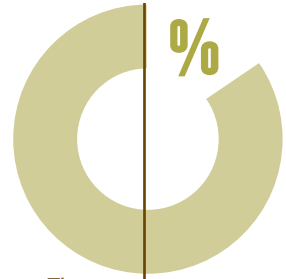
The acceptance of those with different religion is almost identical as the acceptance of the ethnically different. The readiness to have a neighbour of a different religion and having a neighbour from a different religion are highly widespread, although the same differences as with the ethnic origin emerge here – Macedonians and Orthodox believers are more tolerant than Albanians and Muslims.

Discrimination on the basis of disability

Disability-based discrimination is perceived as medium widespread types of discrimination (somewhere between the age and gender discrimination). Only the more educated citizens of the Republic of Macedonia consider it as more widespread phenomenon, although everyone agrees that this type of discrimination is stagnating in the past five years.

The percentage of victims of discrimination on the basis of disability is very low (2.7%), while the percentage of people considering themselves as minority on the basis of disability is somewhat higher (3.2%). The percentage of victims of this type of discrimination is higher among the Albanians than Macedonians, as well as among Muslims than Orthodox.

The attitude towards the disabled people is mainly positive. More than half of the respondents claim having friends or acquaintances with disability, this is more common for Macedonians, people with higher education, younger and residents of urban areas. It is considered mainly acceptable to welcome a disabled person in the highest elected political office and compared with the members of the other potentially discriminated groups, the disabled are most acceptable as neighbour. Macedonians, Orthodox and residents of urban areas are more likely to accept the disabled in their social circles, which only confirms that the prejudices towards the members of this vulnerable group are higher among Albanians, Muslims and residents of the rural areas.



In addition, the disability is not neglected as a factor that may impede the employment. The mainly positive attitude towards disabled people is confirmed by the support given to the measures providing equal opportunities in employment of disabled people.

Discrimination on the basis of sexual orientation

Discrimination on the basis of sexual orientation is seen as less widespread types of discrimination. The younger, more educated, Macedonians, Orthodox and residents of urban areas are more aware of its presence than older, less educated, Albanians, Muslims and residents of rural areas. It is also perceived as a type of discrimination that is not on the rise in the past five years.

Just 1% of the citizens report having been discriminated against on the grounds of sexual orientation and 1.4% of the respondents consider themselves to be part of a minority in terms of sexual orientation. Everyone that experienced discrimination, as a result of the sexual orientation, also experienced discrimination on other grounds.

Considerably smallest percentage of citizens of the Republic of Macedonia report having homosexual friends or acquaintances. Among them there are ethnical, religious, educational and age differences – Macedonians, Orthodox, more educated and younger are more likely to have homosexuals in their social circle. Those having homosexual friends or acquaintances are more likely to have witnessed someone being discriminated or harassed as a result of the sexual orientation.

The findings do not show any social acceptance of the people with homosexual orientation, only social distance both in the private and public sphere. Having a homosexual neighbour is largely uncomfortable, and even more uncomfortable is for the holder of the highest political office in the country to be a homosexual. The social distance from this vulnerable category is more common for the less educated, Albanians, Muslims and residents of rural areas.

The sexual orientation is among the less mentioned factors hindering the employment. The negative prejudices towards those different in these terms are supported by the fact that most of the citizens are not supporting only the introduction of measures providing equal opportunities in employment of candidates with different sexual orientation.

Discrimination on the basis of gender

Gender discrimination is seen as the one of the less widespread forms of discrimination. It is perceived as more widespread by the Albanians, but not among the women. It is the one of the rarest in the past five years (mainly stagnating) and is perceived as closely related with the discrimination on other grounds.

The results show that small percentage of people has experienced gender discrimination. It is experienced by a higher proportion of Albanians and Muslims than Macedonians and Orthodox believers. The victims of gender discrimination are highly likely to be victims of discrimination on other grounds as well.

The citizens of the Republic of Macedonia are highly comfortable with a female holding the highest political office, with women, Macedonians, Orthodox and residents of urban areas showing a higher level of comfort.

Although gender discrimination is not considered as very widespread type of discrimination in employment, most of the citizens agree with the introduction of measures to prevent it.

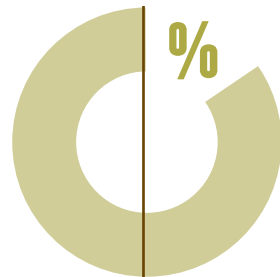
Discrimination on the basis of age

The discrimination on the basis of age is seen as one of the most widespread types of discrimination – third on the rank list of most widespread, right after the discrimination on grounds of political affiliation and ethnic origin. There are no demographic differences in the perception of its frequency – both younger and older and all other categories of citizens perceive it as equally widespread.

The age discrimination is among those that are not on the rise in the past five years and is perceived as highly related with other types of discrimination.

Both according to the number of people that have experienced it and those that have witnessed it, the age discrimination is on the third place, right after party and ethnic discrimination. There are no demographic differences among the victims – both younger and older, men and women, people with different education, members of different ethnic and religious communities and residents of urban and rural areas are equally reporting being discriminated against.

The age discrimination is considered as very widespread in the employment. To neutralize its effects, there is highest consensus for implementing measures providing equal opportunities in employment for both older and younger citizens of Republic of Macedonia.



ANNEX 1.

RESEARCH METHODOLOGY

Between the 9th and the 15th of April 2009, the Centre for Human Rights and Conflict Resolution – Skopje, in cooperation with Brima Ltd.-Skopje, carried out a research of the special EUROBAROMETER focused on DISCRIMINATION.

The SPECIAL EUROBAROMETER on DISCRIMINATION covers the population aged 15 years and over of the Republic of Macedonia. The basic sample design applied in the research is a multi-stage, random (probability) one, with sampling points drawn according to the distribution of the resident population in terms of rural and urban areas and ethnic origin.

The sampling points were drawn systematically from each of the seven regions, defined by Brima-Skopje based on a socio-demographic and geographic analysis in order to provide proportional representation of certain groups of the population in the sample. The sample covered 1,606 respondents.

In each of the selected sampling points, a starting address was drawn, at random. Further addresses (every 3rd address in urban areas and every 4th address in rural areas) were selected by standard “random route” procedures, from the initial address. In each household, the respondent was drawn, at random (following the “closest birthday rule”).

All interviews were conducted face-to-face in people’s homes and in the appropriate language (Macedonian language for the Macedonians and members of the smaller ethnic groups and Albanian language for Albanians). The interviews were conducted according to the rules and procedures of the Special Eurobarometer on Discrimination. The quality control is performed according to the standard procedures of Brima – Skopje.

During the data analysis, comparisons were made according to the place of residence, ethnic origin, gender, age, level of education and religion of the respondents. Annex 3 provides a distribution of respondents according to the relevant variables.

ANNEX 2.

QUESTIONNAIRE

(READ THE INSTRUCTIONS BEFORE THE FIRST QUESTION)

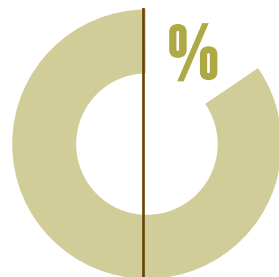
The questions below are related with discrimination.

Discrimination is unequal treatment of people, i.e. different treatment of people only because they are women or men, members of certain ethnic group or community, have certain religion, are disabled etc. The unequal treatment may be visible, for example when a job advertisement requires only workers of a certain ethnic group or men. But the unequal treatment may also be hidden, such as when a recruitment test is carried out on a religious holiday, only because the members of certain religion cannot attend.

SHOU CARD Q1.

Q1. For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in the Republic of Macedonia? Discrimination on the basis of...

| READ OUT – ROTATE ONE ANSWER PER LINE | | Very Wide spread | Fairly wide spread | Fairly rare | Very rare | Non- exist ent | Do not know (Don't read) |
|---|--|------------------------|--------------------------|----------------|--------------|----------------------|-----------------------------|
| Q1_1 | Ethnical origin | 1 | 2 | 3 | 4 | 5 | 9 |
| Q1_2 | Gender | 1 | 2 | 3 | 4 | 5 | 9 |
| Q1_3 | Sexual orientation (e.g. 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 | Party belonging | 1 | 2 | 3 | 4 | 5 | 9 |



SHOU CARD Q2.

Q2. If you compare the situation with 5 years ago, would you say that the following types of discrimination are more common or less common in the Republic of Macedonia? Discrimination on the basis of...

| READ OUT – ROTATE ONE ANSWER PER LINE | | Far more wide- spread | Slightly more wide- spread | Neither more frequent, neither more rare (same) | Slightly less wide- spread | Far less wide- spread | Do not know (Don't read) |
|---|--|--------------------------------|-------------------------------------|--|-------------------------------------|-----------------------------|-----------------------------------|
| Q2_1 | Ethnical origin | 1 | 2 | 3 | 4 | 5 | 9 |
| Q2_2 | Gender | 1 | 2 | 3 | 4 | 5 | 9 |
| Q2_3 | Sexual orientation (e.g. homosexuality) | 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 | Party belonging | 1 | 2 | 3 | 4 | 5 | 9 |

SHOU CARD Q3.

Q3. In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds? Was it a discrimination on basis of...? Please tell me all that apply.

| MULTIPLE ANSWERS POSSIBLE | | | | | |
|---------------------------|--|---|------|--------------------------------------|----|
| Q3_1 | Ethnical origin | 1 | Q3_6 | Disability | 6 |
| Q3_2 | Gender | 2 | Q3_7 | Party belonging | 7 |
| Q3_3 | Sexual orientation (e.g. homosexuality) | 3 | Q3_8 | You have not been discrimi- nated | 8 |
| Q3_4 | Age | 4 | Q3_9 | For another reason (specify) __ | 9 |
| Q3_5 | Religion or belief | 5 | | Do not know (Don't read) | 99 |

SHOU CARD Q4.

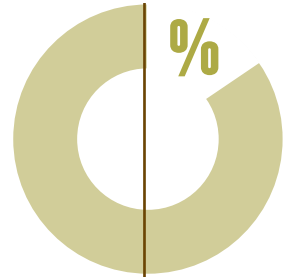
Q4. In the past 12 months, have you witnessed someone being discriminated against or harassed on the basis of one or more of the following grounds? Was it discrimination on basis of...? Please tell me all that apply.

| MULTIPLE ANSWERS POSSIBLE | | | | | |
|---------------------------|--|---|------|--------------------------------|----|
| Q4_1 | Ethnic origin | 1 | Q4_6 | Disability | 6 |
| Q4_2 | Gender | 2 | Q4_7 | Party belonging | 7 |
| Q4_3 | Sexual orientation (e.g. homosexuality) | 3 | Q4_8 | You have not been witness | 8 |
| Q4_4 | Age | 4 | Q4_9 | Another ground (specify) _____ | 9 |
| Q4_5 | Religion or belief | 5 | | Do not know (Don't read) | 99 |

SHOU CARD Q5.

Q5. We have just been discussing discrimination based on ethnic origin, gender, sexual orientation, age, religion or belief, and\ or disability. Some people may experience discrimination on the basis of more than only one of these characteristics. If they experience discrimination on several grounds, we call this 'multiple discrimination'. Could you please tell me whether, in your opinion, multiple discrimination is very widespread, fairly widespread, fairly rare or very rare in the Republic of Macedonia?

| READ OUT | | | |
|-------------------|---|--------------------------|---|
| Very widespread | 1 | Very rare | 4 |
| Fairly widespread | 2 | Non-existent | 5 |
| Fairly rare | 3 | Do not know (Don't read) | 9 |



SHOU CARD Q6.

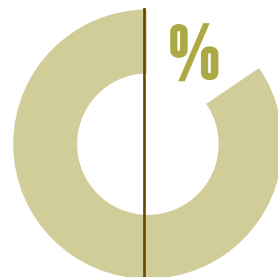
Q6. For each of the following situations, please tell me using this scale from 1 to 10 how you would personally feel about it. On this scale, '1' means that you would be "very uncomfortable" and '10' means that you would be "totally comfortable" with this situation.

| READ OUT – ROTATE ONE ANSWER PER LINE | | very uncomfort- able | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | totally comfort- able | Indiffer- ent | Do not know (Don't 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 disabled person as a neighbour | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 99 |
| Q6_3 | Having a homosexual (gay man or lesbian woman) as a neighbour | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 99 |
| Q6_4 | Having a person from a different ethnic origin than yours as a neighbour | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 99 |
| Q6_5 | Having a person with a different religion or belief than yours as a neighbour | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 99 |
| Q6_6 | Having a person as a neighbour who is member or supporter of a political party different than the one you support | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 99 |

SHOU CARD Q7.

Q7. In the Republic of Macedonia, 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 what the company would choose which of the two candidates should not be hired)

| 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 ethnic origin | 4 |
| Q7_5 | The candidate's gender | 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 | 8 |
| Q7_9 | The expression of a religious belief (for example wearing a visible religious symbol) | 9 |
| Q7_10 | Party affiliation | 10 |
| Q7_11 | Whether the candidate is a smoker or not | 11 |
| Q7_12 | The candidate's look, dress-sense or presentation | 12 |
| Q7_13 | The candidate's general physical appearance (size, weight, face, etc.) | 13 |
| Q7_14 | None of those | 14 |
| Q7_15 | Other (specify) _____ | 15 |
| Q4_99 | Do not know (Don't read) | 99 |



SHOU 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 the Republic of Macedonia)?

| READ OUT – ROTATE ONE ANSWER PER LINE | | very uncomfort- able | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | Totally comfort- able | Indiffer- ent | Do not know (Don't read) |
|---|---|----------------------------|---|---|---|---|---|---|---|---|-----------------------------|------------------|-----------------------------------|
| Q8_1 | A woman | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 99 |
| Q8_2 | A homosexual (gay man or lesbian woman) | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 99 |
| Q8_3 | A person from a different ethnic origin than the majority of the population | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 99 |
| Q8_4 | A person aged under 30 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 99 |
| Q8_5 | A person from a different religion than the majority of the population | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 99 |
| Q8_6 | A disabled person | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 99 |
| Q8_7 | Person from a political party not in power | 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 |

SHOU CARD Q9.

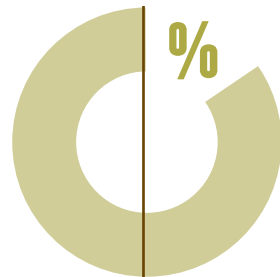
Q9. Would you be in favour of or opposed to specific measures being adopted to provide equal opportunities for everyone in the field of employment? Measures such as, for example special training schemes or quota systems for employment of people depending on their...

| READ OUT – ROTATE ONE ANSWER PER LINE | | Totally in favour | Somewhat in favour | Somewhat opposed | Totally opposed | Do not know (Don't read) |
|--|--------------------|----------------------|-----------------------|---------------------|--------------------|-----------------------------------|
| Q9_1 | Ethnic origin | 1 | 2 | 3 | 4 | 9 |
| Q9_2 | Gender | 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 | 1 | 2 | 3 | 4 | 9 |
| Q9_6 | Sexual orientation | 1 | 2 | 3 | 4 | 9 |
| Q9_7 | Party belonging | 1 | 2 | 3 | 4 | 9 |

SHOU CARD Q10.

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

| READ OUT – ROTATE ONE ANSWER PER LINE | | Totally sup- port | Somewhat support | Somewhat oppose | Totally oppose | Do not know (Don't read) |
|--|---|----------------------|---------------------|--------------------|-------------------|-----------------------------------|
| Q10_1 | Monitoring the composition of the work-force to evaluate the representation of people from ethnic minorities | 1 | 2 | 3 | 4 | 9 |
| Q10_2 | Monitoring the recruitment procedures to ensure that candidates from ethnic minorities have the same chance of being selected for interview or hired as other candidates with similar skills and qualifications | 1 | 2 | 3 | 4 | 9 |



SHOU CARD Q11.

Q11. Generally speaking, could you tell me that sufficient efforts are made in Macedonia for fighting against all types of discrimination?

| READ ONLY ONE ANSWER | |
|---------------------------|---|
| Real efforts are made | 1 |
| To a certain extent | 2 |
| Real efforts are not made | 3 |
| No efforts are made | 4 |
| Do not know (Don't read) | 9 |

SHOU CARD Q12.

Q12. Do you know your rights in case you become a victim of discrimination?

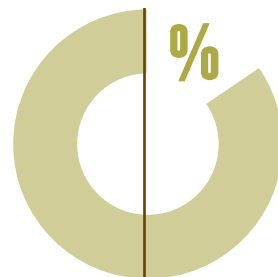
| READ | |
|--------------------------|---|
| Yes | 1 |
| No | 2 |
| Other (specify) _____ | 3 |
| Do not know (Don't read) | 9 |

Q1.1. Do you have friends or acquaintances who are...?

| READ OUT ONE ANSWER PER LINE | | Yes | No | Do not know (Don't read) |
|------------------------------|---|-----|----|--------------------------|
| Q1.1_1 | People whose ethnic origin is different from yours | 1 | 2 | 9 |
| Q1.1_2 | Roma | 1 | 2 | 9 |
| Q1.1_3 | Homosexual | 1 | 2 | 9 |
| Q1.1_4 | Disabled | 1 | 2 | 9 |
| Q1.1_5 | Of a different religion or have different beliefs than you | 1 | 2 | 9 |
| Q1.1_6 | Of a different political party or have different positions than you | 1 | 2 | 9 |

Q1.2. Where you live, do you consider yourself to be part of any of the following? Please tell me all that apply.

| READ OUT – ROTATE MULTIPLE ANSWERS POSSIBLE | | |
|---|--|---|
| Q1.2_1 | Ethnic minority | 1 |
| Q1.2_2 | Religious minority | 2 |
| Q1.2_3 | Sexual minority | 3 |
| Q1.2_4 | Minority in terms of disability | 4 |
| Q1.2_5 | Minority in terms of party belonging or supporting a party | 5 |
| Q1.2_6 | None of the above | 6 |
| Q1.2_7 | Any other minority group _____ | 7 |
| Q1.2_9 | Do not know (Don't read) | 9 |



ANNEX 3.

DISTRIBUTION OF RESPONDENTS IN THE SAMPLE ACCORDING TO THE RELEVANT SOCIO-DEMOGRAPHIC CHARACTERISTICS

Place of residence:

| | Frequency | Percentage |
|-------|-----------|------------|
| Rural | 680 | 42,4 % |
| Urban | 926 | 57,6 % |
| Total | 1.606 | 100 % |

Ethnical belonging:

| | Frequency | Percentage |
|------------|-----------|------------|
| Macedonian | 1.077 | 67 % |
| Albanian | 367 | 22,9 % |
| Turkish | 44 | 2,8 % |
| Vlach | 14 | 0,9 % |
| Roma | 49 | 3,1 % |
| Serbian | 28 | 1,8 % |
| Other | 26 | 1,6 % |
| Total | 1.606 | 100 % |

Gender:

| | Frequency | Percentage |
|--------|-----------|------------|
| Male | 808 | 50,3 % |
| Female | 798 | 49,7 % |
| Total | 1.606 | 100 % |

Age:

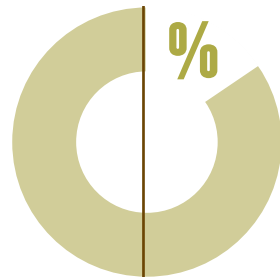
| | Frequency | Percentage |
|-------|-----------|------------|
| 15-18 | 108 | 6,7 % |
| 19-26 | 270 | 16,8 % |
| 27-37 | 350 | 21,8 % |
| 38-54 | 475 | 29,6 % |
| 55-64 | 188 | 11,7 % |
| 65+ | 214 | 13,4 % |
| Total | 1.606 | 100 % |

Level of education:

| | Total | Percentage |
|------------------|-------|------------|
| Primary | 575 | 35,8 % |
| Secondary | 798 | 49,7 % |
| Higher education | 233 | 14,5 % |
| | 1.606 | 100 % |

Religious belonging:

| | | Percentage |
|----------|-------|------------|
| Orthodox | 1.100 | 68,5 % |
| Muslims | 474 | 29,5 % |
| Other | 32 | 2 % |
| Total | 1.606 | 100 % |



Data analysis based on the existing experience

Guidelines and recommendations for development of an anti-discrimination law and establishment of anti-discrimination body¹⁹

1. Introduction to the analysis

In the analysis of data obtained as a result of surveying the perceptions, experiences and attitudes of the citizens of the Republic of Macedonia on discrimination, we used as a starting point the fact that this is a public opinion poll. This is a very significant method in policy making, but it has its own constraints and may (and should) be used within its function.

The survey of public opinion is done primarily to determine the global ambience in a certain area and to assess what is and what is not important for the citizens. Having data (information) on what citizens think is extremely important in policy making. When new policies are created or the old ones are monitored it is of utmost importance to take into consideration how people will react to certain changes to be made in the communities i.e. to initiate such changes. This implies that the policy making and initiation of changes should be based only on the knowledge obtained with the public opinion survey.

The usability of obtained data depends on the realization (achieved level) of several assumptions:

- the public is interested in the authorities;
- knows what it wants;
- has an ability to express its wanting;
- there are ways for the public will to be materialized in the law.

However, even when the data evidently do not correspond with the reality and there is no opportunity for direct impact, the survey of public opinion may be used in order to find out what should be done, what are the missing elements in the functional entirety which is being built as well as what strategies may (should) be developed to get the desired results.

¹⁹ Hereinafter "Commission"

2. Global state of discrimination and reading the survey results

The prohibition of discrimination in the Republic of Macedonia is a constitutional²⁰ and legally defined²¹ category and is one of the rights that has been subject to extensive discussion in the past 18 years (particularly the last eight years since the end of the armed conflict in 2001)

So far the dominant aspect in the discussions was the discrimination on ethnic (national grounds). The latest constitutional and legal amendments as well as the practical interventions mostly deal with the discrimination against the members of certain ethnic communities (primarily the members of the Albanian community). This possible ground for discrimination overshadows all others in the process of amending the laws and introducing the desired institutional changes and reforms in the judiciary and local self-government.²²

The other grounds of possible discrimination on which this survey is based, which can be recognized in the Republic of Macedonia are the gender and disability. The gender based discrimination is recognized as relevant with the adoption of the new law,²³ while the discrimination on grounds of disability is slowly trying to take its position.²⁴

Some of the aforementioned grounds for discrimination are either non-existing or very rare in the perceptions of the population (such as the age based discrimination), while for others the resistance towards the members of a certain group is so strong that the discriminatory acts are simply not considered as such (e.g. the discrimination based on sexual orientation).

However, when reading the survey results (particularly the comparison with the EU results) a special attention should be paid to several significant elements.

First, unlike the EU countries, Macedonia does not have an established system (either formal or informal) of principles and standards referring to discrimination, which sets the minimum standards and the minimal level of protection from discrimination. Namely,

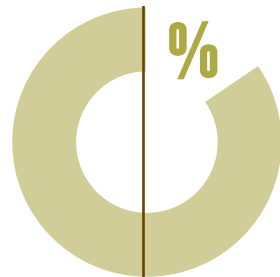
20 Constitution of the Republic of Macedonia, Article 9 – “Citizens of the Republic of Macedonia are equal in their freedoms and rights, regardless of sex, race, color of skin, national and social origin, political and religious beliefs, property and social status. All citizens are equal before the Constitution and law”.

21 Discrimination, in different ways, is mentioned in numerous laws (Law on Courts, Criminal Code, Law on Criminal Procedure, Law on Juvenile Justice, Law on Labor Relations, Law on Rights of Women and Men, Electoral Code, Law on Political Parties, Law on Local Self-Government, Law on Primary and Secondary Education, Broadcasting Law, etc.)

22 Constitutional amendments, Law on Territorial Organization of Local Self-Government, Law on Civil Servants, amendments to the Law on Court Procedure, etc.

23 Law on Equal Opportunities of Women and Men is adopted in 2006.

24 In 2005 over 10,000 (18,968) signatures were gathered by the citizens supporting the initiative for adoption of a law on the rights and dignity of people with special needs, but the law has still not reached the agenda of the Parliament of the Republic of Macedonia.



the discrimination is mentioned in the Constitution and the laws, but there is no anti-discrimination law, neither unified glossary, solutions and mechanisms that could be considered as set of principles for protection from discrimination in the particular laws in which the discrimination is mentioned.

Different laws attribute different meaning to the discrimination (even an elementary definition of discrimination is missing), different terms are being used and there is no single protection system (both from the aspect of procedures as well as the sanctions and possible compensation).

Second, Macedonia has not developed a strategy on promotion of discrimination based knowledge. Few people are really aware of what discrimination is, how it is manifested and how it can be recognized.

Third, there is no usable and unified system of protection from discrimination, neither the people are properly informed on the possibility to be protected from discrimination. The general constitutional formulation, based on which a protection can be sought by the court, is not further materialized in specific procedures in certain laws. This is also indicated by the absence of discrimination cases in front of the regular courts and the lack of initiatives started in the Constitutional Court. Of the total number of complaints of the citizens submitted to the Ombudsman last year, only 0.69 refer to discrimination cases (on any ground).²⁵

The context of the comprehensive analysis is set in the deficiencies in the legal protection, the lack of system of legal mechanisms and procedures and the fairly low level of knowledge on discrimination.

The analysis will not go any deeper in finding out the reasons for certain claims, for the existence or non-existence of certain perceptions and attitudes. We shall try to point out the most evident (largest) discrepancies between the citizens' perceptions and the factual situation (or the situation depicted in other researches from the relevant area) and shall try to indicate the most significant findings, which could be further used in developing an anti-discrimination law and initiating the establishment of a Commission.

3. Towards analysis of survey findings

The starting point in the data analysis is that discrimination exists in Macedonia. This assumption is made based on the broader knowledge obtained from different researches conducted in EU countries, according which not a single country in Europe is spared from the discrimination problem. Furthermore, many developed democracies fight to develop appropriate mechanisms for protection from discrimination, systems for punishing the discrimination and raising the awareness on discrimination.²⁶ Second, the assumption is

25 Annual Report of the Ombudsman for 2008 - http://www.ombudsman.mk/comp_includes/web-data/documents/Godisen%20izvestaj-2008.pdf

26 <http://www.stop-discrimination.info/7530.0.html>

based on the findings from the researches made in the Republic of Macedonia, providing data on factual existence of different types of discrimination and particularly the degree of (in)tolerance towards the diversity of the citizens of the Republic of Macedonia as well as based on numerous anecdotal cases reflecting the real situation.²⁷

Having in mind that Macedonia has no anti-discrimination law, no strategy on combating discrimination and no training on discrimination on any level of education (within the “in-service” and “by-service” learning), we can accept as highly likely the following positions:

- First, large number of people does not know what discrimination is and does not recognize discrimination when it happens to them, and even less when it happens to others;
- Second, the citizens of the Republic of Macedonia are not ready and do not know (have no skills) to react in case of discrimination;
- Third, there are no proper mechanisms through which the citizens can seek protection i.e. to expect the perpetrators to be sanctioned.

3.1. Setting the context

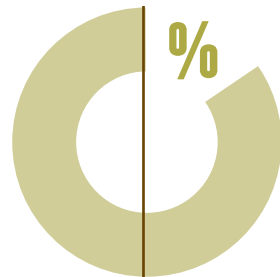
The way in which people interact, the acceptance of diversity and the general perceptions on discrimination, provide the global ambience in which the people belonging to vulnerable groups are positioned and for whom it is expected to be exposed to any type of discrimination.

The research data give highly positive picture from the aspect of citizens’ readiness to accept the diversity and to treat as equal those who are different.

The high level of willingness of the citizens to consider the members of different social groups as part of their own social circle is opposed to the field data and those obtained from different researches.²⁸

27 For example: Skenderi, S., ..., (2009), Analysis of Interethnic Relations in the Republic of Macedonia, Association of Citizens in Support of Interethnic Dialogue and Community Development “Shared Values”, Skopje; Confidence in the Civil Society, MCIC, 2008, Skopje; Research on Social, Cultural and Economic Rights of Roma, HRC, 2006; Let’s Ask Together, Poll Analysis, Polio Plus, 2005; Shadow Report towards the Convention on Elimination of All Types of Discrimination Against Woman, Association of Emancipation, Solidarity and Equality of Women of Republic of Macedonia (ESE), 2005, Skopje.

28 For example, according to the survey според истражувањето “Confidence in the Civil Society”, (MCIC, 2008): “Mistrust and intolerance towards different groups has increased in Macedonia. Compared to the previous year, the results show increased intolerance for all groups, except for alcoholics and victims of violence. The intolerance towards people from different ethnic belonging has increased for 4.3%, towards people from other religion for 3.4% and towards the immigrants/ foreign workers for 18.8 %. Or the research “Close and yet Distant” (Shared Values, 2008): “The interethnic relations are insincere and based on interest” (<http://www.idividi.com.mk/vesti/svet/375505/index.html>)



Large majority of the surveyed citizens say they have friends or acquaintances of a different ethnic origin to them (78.4%), which is contrary to what happens in the everyday life. Namely in the past 17 years, there is an ongoing process of permanent division of different ethnic communities in all segments of the everyday life.²⁹ The instrument itself does not provide an opportunity to specify the groups, which are identified as friends/acquaintances from a different ethnic community.³⁰

To a great extent this brings into question the claim about the percentage of surveyed citizens that really has friends or acquaintances from another ethnic community.

The situation is similar when it comes to the communication with people that have different religious or other beliefs. The experience from the past ten years shows that unbridgeable gaps are created along religious lines.³¹ Hence, it is not clear how come almost 76% of the surveyed have friend/acquaintance from a different faith or religion.³²

Another problematic issue is the claim of 60% of the surveyed to have a Roma friend/acquaintance. Having in mind the fact that Roma people live in closed communities, isolated from the other population, taking into consideration the data on poverty and education (according which Roma people live in substandard conditions) it is questionable

29 The data from the education show that declining number of primary and secondary schools have different languages of instruction and there are less schools in which the students from different ethnic background study together and in same shifts.

The process of division is evident in the creation of ethnically clean environments (primarily in the rural areas, particularly after the 2001 conflict as the internally displaced persons did not return), but also in the towns where there are clear physical divisions (especially between the Macedonian and Albanian community). This division can be witnessed in Skopje, Kumanovo, Tetovo, but also in Struga and other towns, which until recently were perceived as towns in which the population traditionally lives together, regardless of the ethnic belonging.

The process of division is also obvious in the existence of ethnically clean associations of citizens. (Only several registered associations of citizens have members of different ethnic belonging. Usually the associations are ethnically homogenous and even their name states the name of the ethnic community they belong to).

The political parties are established only on ethnic grounds and the presence of representatives of other ethnic communities is only an exception.

30 Namely, the problem is not that people have no friends or acquaintances from the other ethnic communities, but the question is from which ethnic communities. For example, the Macedonians have friends or acquaintances from the Vlach and Serbian ethnic community, while the Albanians have friends or acquaintances from the Turkish community.

31 One of the indicators of full separation on the ground of religious belonging and lack of close communication among the members of different religious beliefs (even when they belong to the same ethnic community) are the problems of the Macedonian. Muslims and the Albanians and Turks belonging to the Bekteshi Tarikat.

The religious intolerance was demonstrated to an extreme extent in the conflict regarding the construction of a church at the city square "Macedonia" in Skopje. (<http://www.dnevnik.com.mk/?itemID=2E4023C71FA89C43A240AEA936607D91&arc=1>)

32 We would pay attention to the term "acquaintances", which can be understood in a broader context and even the incidental contact with someone can be considered as an acquaintance.

how come large number of citizens has friends and acquaintances (especially among the people with higher education). The data from the other researches show that the citizens do not trust Roma people, while the cases from the practice³³ clearly indicate the high intolerance towards Roma. Therefore, the claim that 60% of the respondents have Roma friend or acquaintance is highly problematic.

Having in mind all this, the data on the context of the place of residence of the surveyed citizens must be taken with high caution and skepticism. Namely, the citizens of Macedonia do not live together, do not communicate on a daily basis and do not establish contacts to allow perceiving this closeness they want to present. The multicultural values are identified as desired on a general level and the citizens accept them in theory, without any visible application in the practice.

The lack of closer communication is necessarily reflected on the opportunity to perceive the real discrimination to which the members of certain vulnerable groups are exposed. The failure to perceive the discrimination refers in particular to the indirect discrimination and hidden (invisible) discrimination.

From the aspect of adopting the anti-discrimination law, this means that it is not certain whether the citizens will support its adoption. On contrary, it can be expected that the public may think that the existing provisions in the Constitution and the other laws provide sufficient ground for protection from discrimination and special legislation and body are not needed.

The general application of the law and the introduction of possible grounds of discrimination, which are not acceptable for the citizens (such as discrimination on the basis of sexual orientation), may emerge as a real obstacle in winning wider support.

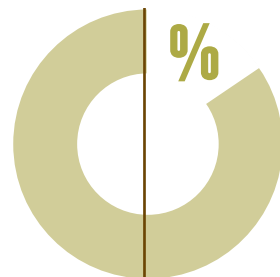
Therefore, the law must be broader and must offer numerous specific explanations which will help in raising the general awareness on human rights and will facilitate the exercise of the rights.

In this context, one of the elements of the Commission's mandate may be located – education and raising the awareness on the differences and establishing channels of real communication among the members of different groups.

3.2. Perception of discrimination

The perception of discrimination is exceptionally important both from the aspect of defending one's own rights and avoiding the discriminatory behavior, but also from the aspect of recognizing this behavior when it comes to violation of the rights of others and willingness to react in such situations. The perception of discrimination is particularly

33 For example: Report prepared by EKMI (file:///G:/ZA%20IZVESTAJOT%20ZA%20DISKRIMINACIJA/%D0%A0%D0%BE%D0%BC%D0%B8/regri_mk_index.htm), or the anecdotal examples from the practice: signing out the students from the class if the head teacher is from the Roma ethnic community in the primary school in Gostivar, inability of Roma people to enter certain restaurants in Skopje and Bitola, inability to enter certain swimming pools also in Skopje and Bitola, cases of police brutality during the detention of Roma people, etc.



related with the knowledge, information, but also the development of special skills (development of “receptors” for discrimination) and building a discrimination-free culture. The gathered data show a dominant perception of the political affiliation as a possible ground for discrimination, which is followed by the discrimination on ethnic grounds. The survey results do not correspond with the findings from the previous surveys on a similar sample.³⁴ The largest difference in the both surveys is the presence/absence of the social status as possible ground for discrimination. When the social status is absent, the party affiliation and ethnic belonging become dominant grounds for discrimination.

More than three quarters of the respondents (78%) see the belonging to a political party as widespread ground for discrimination. This means that it is either omnipresent or eye-catching that overshadows all other types of discrimination. Surprisingly, high percentage of citizens perceive as widespread the ethnic discrimination (55%), and one cannot underestimate the percentages indicating widespread presence of the other types of discrimination, raging from 48.5% on the grounds of age, 45% on disability, 40% on gender and sexual orientation to 37% on the grounds of religion/ belief

The issue on the widespread presence of different types of discrimination is a little bit tricky from the aspect of specific groups. Namely, the question is whether widespread means how many of the cases may perceive discrimination or to what extent compared with the relevant group.

The party affiliation touches wide range of citizens, regardless of the other features (unlike the age or disability) and no wonder it appears as dominant in numbers. However, it is an issue whether a disabled person will be more frequently exposed to discrimination as a result of his political affiliation or because of his disability. The same is true for an older man – whether he will be exposed to discrimination because he is old or because he belongs to a certain political party.

Particularly concerning are the data on lower ranking of sex based discrimination compared with the other types of discrimination. Despite the numerous cases of discrimination, this type is not considered as widespread compared with the political or ethnical. Together with the religion and disability, this is a ground for which it is claimed that is non-existent or rare ground for discrimination. Taking into account all previous researches in this areas (related to the traditional position of women in the family, higher rate of illiteracy, poverty,

34 From the research conducted by the Institute for Sociological, Political and Juridical Researches (ISPPI) in 2007 on a sample of 1.600 respondents on the territory of the Republic of Macedonia:

| In the Republic of Macedonia the most frequent type of discrimination is on the grounds of: | |
|---|---------|
| Ethnic belonging | 29,80 % |
| Religion | 6,10 % |
| Social status | 32,40 % |
| Party affiliation | 24,80 % |
| Age | 2,10 % |
| Gender | 1,90 % |
| Any other ground | 2,90 % |

girls leaving school, absence of women on the high positions in the government and particularly the family violence) it is clear that in this area there is a lack of real perception of discrimination and understanding of discrimination.³⁵

When speaking of disability, often the social protection is confused with the creation of conditions for equal exercise of rights and freedoms of disabled persons. Namely, in the traditional societies usually the disabled persons are seen as people that should be sheltered and cared for (usually denying their ability for independent life). They are not seen as people that should get a chance for independent existence, where the community could help them in exercising their independence.³⁶

Some of the other grounds for discrimination may be put in the context of low culture of human rights and domination of the traditional system of values. For example, traditionally the older people should stay at home. Automatically, the absence of support for increasing their mobility (discounted travel tickets, suitable vehicles they could use, traffic safety) is not seen as an absence of condition for non-discrimination i.e. the immobility of older people is not seen as manifestation of discrimination. The same is true for women's dominant care of the children and family. Disproportionally higher engagement of women in taking care of children is not seen as manifestation of discrimination. This is so widespread that even the texts of the laws stimulate the inequality.³⁷ The recent video ads of the government stimulating the birth to a large extent promote the stereotype of the woman as a mother and not the woman as equal participant in the public life.

The negative difference that appears regarding the perception of discrimination speaks in favor of this. Namely, the difference between the statements of the EU and Macedonian citizens, according to which the EU citizens are more likely to perceive the widespread discrimination (on different grounds) than the Macedonian citizens, can be hardly interpreted as an indicator of the lower discrimination in the Republic of Macedonia.

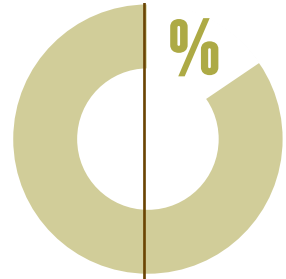
From the aspect of activities to be undertaken, these data suggest:

- *Sensitization of the citizens of the Republic of Macedonia to different types of discrimination;*
- *Increasing the level of knowledge and dissemination of information;*
- *Questioning the traditional values that oppose the exercise of basic human rights freedoms;*

35 Najčevska, M. (1997) – Participation of Woman in Politics in the Republic of Macedonia. Skopje: Friedrich Ebert Stiftung, Petroska-Beška, V. & Najčevska, M. (1998). Situation analysis of Children and Women in the Republic of Macedonia. Skopje: UNICEF, these data are present in all shadow reports on the Implementation of the Convention on Elimination of all Forms of Discrimination against Women prepared by the non-governmental organizations in Macedonia (http://www.esem.org.mk/Root/mak/default_mak.asp)

36 "Let's ask together" (poll analysis): scanning the situation and the opportunities for inclusion of the disabled persons in the societal life), Polio Plus, 2005.

37 For example, the Law on Child Protection, Official Gazette of RM, No. 98/2000, in the articles instead of using the term parent, usually only the mother is mentioned.



- *Adoption of appropriate laws and by-laws (legal framework);*
- *Stimulation of appropriate media presentation of discrimination and consequences of discrimination on exercising basic human rights freedoms;*
- *Stimulation of taking the discrimination cases in front of the courts.*

From the aspect of establishing a Commission, the data speak of the need for broad educational mandate of the Commission and developing a strategy on cooperation with the media and the civil society (primarily in terms of creating wide campaigns on raising the awareness).

3.3. Accepting the diversity

The multicultural structure of Macedonia, multicultural living and tradition of mutual understanding of members of different cultures are continuously promoted values on declarative level in the Republic of Macedonia. In this respect, the responses about diversity and acceptance of diversity must be analyzed through the prism of social desirability of certain answers in comparison with the real situation.

For example, the conclusion that “generally, the citizens of the Republic of Macedonia are comfortable with diversity in their environment” can be very problematic. This is contrary to the indicators obtained with many other surveys and to the developments in practice.³⁸

In addition, the high percentage of answers according to which there is high readiness (7.8 out of 10) to live near Roma neighbor is contradictory to the acts of open and direct discrimination towards the members of the Roma community (writings in the newspapers, police acts, school conduct, conduct of the tellers). This makes the expressed readiness to live together highly unlikely. If this data are compared with the data obtained in some of the researches (according to which the Roma people are at the bottom of the desirability scale and most of the stereotypes and prejudices are related to them) then the question is about the absence of true perception of real discrimination that exists against the members of the Roma ethnic community.³⁹

38 The expressed readiness to have a neighbor who is a member of another ethnic community is directly opposed to the processes of creating ethnically clean parts of the towns and ethnically clean villages and smaller settlements in the Republic of Macedonia. The irreversible process of moving out of the internally displaced persons after the 2001 conflict confirms this trend.

39 The research conducted for the children's show “Naše maalo” (CHRCR) indicates that the negative stereotypes and prejudices towards the members of the Roma community appear very early in life (at the age of 5 to 6 years). This is an indicator of the widespread presence of these stereotypes, which makes them generally acceptable and determines the conduct of large number of citizens in the Republic of Macedonia.

Sources of Insecurity in the Republic of Macedonia, UNDP (2001), Situation Analysis of Children and Women in the Republic of Macedonia (UNICEF, 1997) – research, <http://www.nationalromacentrum.org/mk/sredba-so-thomas-hamarberg/>; Rexhepi, N, (2007), Policies for Roma Integration in Macedonia – Reality or Illusion?, Association of Democratic Development of Roma – “Sonce”, Tetovo (http://www.sonce.org.mk/publikacii/Policy_brief/Policy_brief_analyzes.pdf)

The claim of the most of the respondents that they would feel very comfortable if they have as neighbors the members of other ethnic community or faith group does not allow us to identify the real situation.

It is similar situation with the claim of large number of respondents to accept having someone from the vulnerable categories in the highest elected political position (8.9 on a scale from 1 to 10). The high percentage of citizens that could easily accept a woman or disabled person on the highest state position, cannot find confirmation in the current situation in the Republic of Macedonia.⁴⁰

From the aspect of the anti-discrimination law, the data may indicate a need for very careful definition of the elements of positive discrimination/ affirmative action of the state.

From the aspect of the Commission, the data confirm the need of defining very strong component on education and raising the awareness.

3.4. Experiences of discrimination

Contrary to the claims of high tolerance and openness towards diversity, when it comes to the experience of discrimination as much as 33.5% of respondents say they were discriminated against in the last year on the basis of at least one of the grounds under consideration in the survey i.e. have witnessed the discrimination against others.

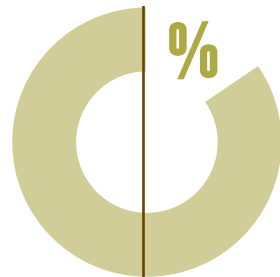
According to the data, those claiming to have members of certain vulnerable categories (groups subject to discrimination) in their social circle do not appear to be more numerous in the perception of discrimination of the same groups.

These data bring us again to a conclusion that maybe the citizens misunderstand the concept of discrimination and there is low level of self-criticism regarding one's own conduct. However, what is more important is that these cases are not resolved through the institutions of the system. The mere fact that no discrimination cases were reported to the regular courts and the Constitutional Court of the Republic of Macedonia and the exceptionally small number of complaints on violation of rights on the basis of discrimination submitted to the Ombudsman (0.69 % of the total number of complaints) is an indication of the lack of effective protection mechanisms that will ensure real protection of the citizens.

From the aspect of the anti-discrimination law, the data must be used to draft very precisely simple actions and procedures that will allow the citizens:

- to obtain advise (to consult) regarding a case in which they suspect possible discrimination;
- to initiate court procedure;

⁴⁰ For example: the fact that women managed to "enter" the Parliament of the Republic of Macedonia only after carefully defined quotas were introduced in the Electoral Code and the absence of women among the mayors elected at the final local elections (March 2009) gives quite different picture of the real situation.



- to be compensated in case of discrimination.

From the aspect of the Commission, it would be necessary to establish special advisory department, where the citizens can obtain information on whether there is discrimination in their case or not, the available protection measures and the procedures.

3.5. Combating discrimination

The opinions on whether national efforts are made to combat discrimination are highly divided. Majority of citizens believe that insufficient efforts or no efforts are being made to fight all forms of discrimination, however significant number of citizens believe that such efforts are made (to some extent and even sufficiently).

This data must be set in the context of wider perception of the problem with discrimination in the Republic of Macedonia, primarily as a problem of discrimination on ethnic grounds and the measures that are undertaken in fighting this type of discrimination.

In the existing activities on identifying the different types of discrimination, this is a continuous obstacle for seeing in a wider context the problem of discrimination and differentiation of various types of discrimination from the dominantly ethnical one.

From the aspect of the Commission, these data should be used in order to clearly define the different grounds of discrimination and the level of vulnerability of the members of different groups depending on the type of discrimination.

Particularly significant factor is the opening of wide front of combat, which will include the already mentioned education, dissemination of information and development of protection measures and channels of influencing the decision making centers. Exactly this element of analyzing the laws and by-laws from the aspect of discrimination, initiation of changes and direct participation in harmonizing the legislation with the EU standards should represent significant components in the structure and action of the Commission.

3.6. Knowledge of one's rights

The data suggest that more citizens from the Republic of Macedonia believe they know their rights in case of discrimination than the EU citizens. This is really highly problematic having in mind that one of the greatest problems in the practice on protection from discrimination in the Republic of Macedonia is the absence of precise regulation and efficient protection mechanisms in case of violation of one's rights. We already mentioned that there are no court proceedings on protection from discrimination, under 1% of the complaints submitted to the Ombudsman are on discrimination (on any ground) and there are no cases initiated in front of the Constitutional court. If 45.5% of the respondents know their rights (mostly with higher education) and over 34% were exposed to any type of discrimination, then we ask why no procedures were initiated to seek protection of one's own rights in front of the institutions of the system?

The available data bring us to the following conclusions:

- the citizens of Republic of Macedonia do not know their rights (although a lot is being said about them);
- do not know the existing protection mechanisms;
- do not use the existing protection mechanisms (as they do not have trust in the existing institutions or are afraid of initiating a procedure).

Regarding the adoption of the anti-discrimination law, this means drafting of very simple and understandable procedures that can be used by the citizens.

From the aspect of the Commission, again this would mean necessity for education, but also available information to be provided to the citizens on their rights and on the available means for protection of their rights.

3.7. Views about equal opportunities in employment

The citizens of the Republic of Macedonia see the party affiliation of the job candidate as a factor that mostly affects his/her employment.⁴¹ An eye-catching fact is that the respondents believe that in case of equal skills and qualifications, the choice of the employer will depend three times more on the party affiliation than the physical disability of the candidate. This is absolutely contrary to the experience from the practice, which shows that even when the state provides benefits for employment of disabled persons, they still remain unemployed.⁴²

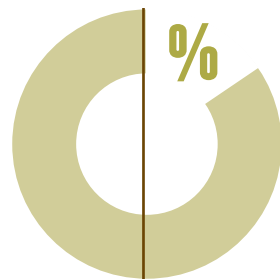
Still large number of Albanians (47.5 %) believes that the ethnical belonging is a ground of discrimination for employment. This is particularly interesting as the data show that in the past five years significantly more members of the Albanian community have been employed in the public services than Macedonians (in accordance with the amendments to the Law on State Administration).⁴³

Regarding the support for implementation of specific measures aimed at providing equal opportunities in the field of employment, the citizens of the Republic of Macedonia say to be highly supportive of the measures that would prevent the discrimination (e.g. they claim

41 An interesting fact is that exactly the Law on Employment and Insurance in case of Unemployment is a law that does not mention discrimination at all (Official Gazette of RM, No. 37/97).

42 This fact can be further questioned taking into account the unsuccessful attempt to adopt a law on protection of rights and dignity of disabled persons. Although more than 10.000 signatures were gathered by the citizens, this law did not enter the parliamentary procedure, inter alia, because of the financial implications of this law in providing the equal treatment of disabled persons.

43 <http://alsat-m.tv/mk/vesti/zemja/9687.html>, answer to the question by MP Tahir Hani at the 30th session of the Parliament of the Republic of Macedonia held on November 27, 2008. Analysis of policy and budget implications on "Appropriate and Equitable Representation of Communities" (http://forum-csrd.org.mk/wp-content/uploads/analiza_zapravna_zastapenost.pdf)



to be willing to introduce quotas for providing equal opportunities to the citizens).⁴⁴

According to these data, the citizens of the Republic of Macedonia support the positive discrimination (on all grounds, except on the ground of sexual orientation). However, even these highly projected commitments are still lower than those of the EU citizens.

From the aspect of the anti-discrimination law, obviously it is necessary to clearly define the positive discrimination in the law and to specify the cases when the different actions would not be considered as discrimination.

From the aspect of the Commission's mandate, it is necessary to develop a monitoring component, which would provide relevant data on the situation in certain areas and would allow the preparation of periodical reports in order to undertake appropriate measures in certain areas.

4. Towards the summary on certain types of discrimination

4.1. Discrimination based on party affiliation

Having in mind that discrimination on the grounds of party affiliation is not only seen as being the most widespread type of discrimination in the Republic of Macedonia, but also as much more frequent now, than five years ago, during the definition of anti-discrimination body it is of utmost importance to put an emphasis on the independence and no party affiliation of the members. This means that the selection procedure should give a guarantee to the citizens that these members can really respond to the task of combating this type of discrimination.

4.2. Discrimination on the basis of ethnic origin

It is an impressive that 37% of the citizens believe that discrimination on ethnic grounds is more widespread now, than five years ago.⁴⁵ Taking into account that many interventions were made in implementing the principle of equitable representation as well as practical interventions (opening an university in Albanian language, increasing the percentage of employees in the administration – both local and central – members of ethnic communities, increasing the number of municipalities in which the mayors are members of the ethnic minorities, increased use of language of minority communities, we have to ask where this perception comes from?

⁴⁴ This data is contrary to the very difficult process through which the idea for drafting quota in the Electoral Code went or the data on the number of cases initiated in front of the Constitutional Court (e.g. No. 206/1993-0-0, date of adoption: 02.22.1995).

⁴⁵ It is very important that this attitude is more widespread among the surveyed Albanians, than Macedonian.

In this case it is not important whether the ethnic discrimination really persist or not. Much more important is that there is a feeling of discrimination, which should be pointed out in the structure of the body, the selection process and the mandate of the body.

In this respect, from the aspect of the structure of the anti-discrimination body it is exceptionally important to point out the expressed feeling of discrimination on ethnic grounds. This implies that the structure of the body should reflect the multicultural composition of Macedonia. A logical implication of this request is to set up a body with collective governing structure.

4.3. Discrimination on the basis of religion or belief

Despite the enormous influence of certain faith communities (especially MOC and IRC)⁴⁶ and the incredibly strong feelings that were recently aroused about the religious beliefs⁴⁷, this is not considered as a growing factor of discrimination and the discrimination on religious grounds is perceived as the least widespread of all types of discrimination, showing a declining trend in the past five years.

The anti-discrimination law must insist on use of appropriate terminology in defining the belief as possible ground for discrimination (including the religious belief and all other beliefs).

The Commission should establish special department that would deal with this type of discrimination (as in the context of world developments regarding the requests for global fight against defamation of religion as well as regarding the growing role of religion in the societal and political life in the Republic of Macedonia.

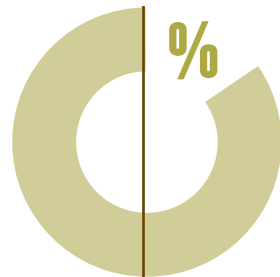
4.4. Discrimination on the basis of disability

Disability-based discrimination is perceived as medium widespread type of discrimination (somewhere between the age and gender discrimination). This are really interesting data having in mind the unemployment and abuse during the employment of disabled persons, their absence in the everyday living, the existence of special schools and lack of inclusion of children, the architectonic barriers, immobility and their complete absence from the politics and political influence.

.....
46 From the research conducted by the Institute for Sociological, Political and Juridical Researches (ISPPJ) in 2007 on a sample of 1.600 respondents on the territory of the Republic of Macedonia:

| The freedom of belief and religion cannot jeopardize the position of the traditional faith communities in the Republic of Macedonia | |
|---|---------|
| I agree | 75,80 % |
| I am not sure | 16,70 % |
| I disagree | 7,50 % |

47 Discussion on abortion, introduction of religious classes as part of the formal education, physical assault on the students demonstrating against the construction of a church on the city's main square, the "Vraniškovski's" case, etc.



The anti-discrimination law must provide provisions that will guarantee the equality in exercising the rights of disabled persons and will create appropriate conditions for exercising these rights.

The Commission in its composition and its work must ensure visible presence of disabled persons. From institutional aspect it may be suggested to establish special department, which would be focused on these problems (from analytical aspect, monitoring, but also providing support for certain cases).

4.5. Discrimination on the basis of sexual orientation

Discrimination on the basis of sexual orientation is seen as one of the less widespread types of discrimination. It is also perceived as a type of discrimination that is not on the rise in the past five years. This is contrary with all other data that speak of the enormous resistance towards the people with non-heterosexual orientation. It is not possible the expressed attitudes on open rejection of people with non-heterosexual orientation not to have any impact on this type of discrimination.

Despite the obvious rejection of homosexuals in one's own social circle⁴⁸, the citizens believe that sexual orientation is not a factor affecting the employment.

From the aspect of the anti-discrimination law and the aspect of the anti-discrimination body, it is necessary to apply the "from up to down" principle instead of expecting changes in the public opinion before making the amendments in the legislation and practice. This includes special lobbying activities both for adoption of appropriate legislation (e.g. law on same-sex partnerships) and provision of practical protection and compensation for the victims of this type of discrimination.

4.6. Discrimination on the basis of gender

When it comes to gender based discrimination, the most problematic is to identify the discrimination (both from the surroundings and the victim of discrimination). The problem is obvious when the absence from the public life, higher poverty, higher rate of illiteracy, school dropping, higher number of juvenile marriages of girls, family violence are not perceived as manifestation of gender based discrimination.⁴⁹ The declarations in this area are on exceptionally high level and it is necessary to develop special strategy in order to bring this problem to light.

⁴⁸ This is confirmed in other researches, and in the practice (persons with non-heterosexual orientation do not declare as such in the public, not even in the wider private circles and homosexuality is still a taboo, while the professional literature considers it as a pathology).

⁴⁹ These data are present in all shadow reports on the Implementation of the Convention on Elimination of all Forms of Discrimination against Women prepared by the non-governmental organizations in Macedonia (http://www.esem.org.mk/Root/mak/default_mak.asp)

In this respect, the Commission should achieve gender balance, but it should also undertake special measures for promotion and animation of the public on what gender based discrimination is (particularly through the media, but also as globally educational).

Special part of Commission's work should be the stimulation of positive discrimination/affirmative action of the state in order to provide equal status of women in the decision making centers, the public life, the family and the private sphere.

4.7. Discrimination on the basis of age

The issue of age based discrimination is one of the most problematic because it is not clear whether the respondents speak of discrimination of younger or older people. Discrimination of these two categories is very different and has a different effect. The discrimination of older people is rarely a subject of discussion in Macedonia (such as in education, employment, providing administrative services, health services, etc.)

Special problem is to understand the need for independent and meaningful life of older citizens (which is again related to the traditional values) in accordance with the UN principles for older persons.⁵⁰

This is an area which should be further discussed in future and should be of special interest of the anti-discrimination body.

50 <http://www.globalaging.org>

For the publishers

Sašo Klekovski, Chief Executive Officer

Authors

Violeta Petroska Beška - author of the report

Mirjana Najčevska – author of the data analyses based on the existing experience

Responsible Officer

Emina Nuredinoska

Design and Pre-Press

KOMA

Circulation:

500

.....
CIP – Каталогизација во публикација
Национална и универзитетска библиотека „Св. Климент Охридски“, Скопје

316.647.82 (497.7) “2009” (047.31)

342.724 (497.7) “2009” (047.31)

PETROVSKA Beška, Violeta

Equal opportunities barometer: survey report / (authors Violeta Petrovska Beška, Mirjana Najčevska ; translator Viktorija Dimitrovska). – Skopje : Macedonian Center for International Cooperation, 2009. – 78 стр. : табели ; 23 cm

Превод на делото: Барометар за еднакви можности / Виолета Петроска Бешка, Мирјана Најчевска. – Фусноти кон текстот

ISBN 978-9989-102-91-2

1.Najčevska, Mirjana (автор). – I. Петровска Бешка, Виолета
види Petrovska Beška, Violeta

а) Дискриминација – Македонија – 2009 – Истражувања
COBISS.MK – ID 79002890

