

# LEGAL AWARENESS OF THE RIGHT TO EQUAL TREATMENT 2017

## SURVEY FINDINGS

*Budapest, 2017*

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# 1 The most important findings

- ❖ In 2017 there were four protected characteristics among the most frequent grounds for personally experienced discrimination: (1) age, (2) financial situation, (3) state of health, (4) social origin. In addition to these, frequent grounds of discrimination included gender, skin colour, racial origin, belonging to a national or ethnic minority, political opinion and type of employment.
- ❖ The data from 2017 indicate that in regard to all the protected characteristics the respondents mentioned personally experienced discrimination the most frequently. The explanations for this could be – of course to differing extents – the more frequent occurrence of discrimination in society or the reduction of fear and uncertainty in regard to the recognition of discrimination suffered and professing to it as part of a survey.
- ❖ As opposed to the surveys conducted in previous years, in respect to the dynamics of personally experienced discrimination grounds, social differences and inequalities manifested in financial situations (+7,7%) and social origin (+6,4%) represent a new trend and have become the most dynamically growing grounds of discrimination.
- ❖ Data show that in 2017, on a national level, almost two thirds of the population have not been affected by discrimination, more than one third (37.9%), however, have already experienced the phenomenon of discrimination in their lives on grounds of one of the 20 protected characteristics. In 2017, multiple discrimination affected over one fourth (28.3%) of the population over age 18 that already experienced discrimination personally.
- ❖ The lower somebody's level of education, the more likely it is that they have already experienced discrimination in their lives, furthermore, the involvement of people aged 50-59 in discrimination is also striking. In this age group over half (51.4%) have already been affected by discrimination. A disadvantageous labour market and income situation is also a factor increasing the chance of discrimination.
- ❖ In a wider context, the survey also examined the offences caused by discrimination and those falling outside the legal term of discrimination, as well as their forms of manifestation. In this area offences connected to ethnicity, disability and age were mentioned most frequently on the basis of personal discrimination experience.
- ❖ In addition to personally experienced discrimination the survey also examined what respondents thought of the penetration of discrimination on a national level. Of the nationwide discrimination issues perceived Roma origin was the number one factor; 14.5% of all respondents experienced such discrimination. The second factor most frequently leading to discrimination was age (10.3%) while disability was in 3<sup>rd</sup> place (5.3%). On the whole, the extent

of nationwide discrimination in the last five years was considered rather stable by two thirds / three quarters of respondents. They do perceive, however, the growth of discrimination on grounds of Roma origin (24% of respondents), compared to a more moderate level of discrimination based on age (15.2%) and sexual orientation (14.4%). Simultaneously, they perceive a positive change in the area of discrimination on grounds of disability: 20% of respondents thought that the situation of this protected group was improving.

- ❖ Awareness that the law on equal treatment exists declined somewhat by 2017. Being aged under 60 and having a higher level of education are still the most predominant factors determining people's awareness of a law on equal treatment.
- ❖ Almost half of respondents (46%) thought that the issues of discrimination and equal treatment are not sufficiently dealt with in Hungary.
- ❖ People's awareness of the Equal Treatment Authority (EBH) decreased slightly (46% to 42%) as compared to 2013, but it is still significantly higher than the value measured in the first survey of 2010. It is still age and level of education that influence awareness of this authority the most. The primary source of information concerning EBH is still television (33%) but friends and acquaintances (24%) and EBH's own online platforms (website 10%, Facebook 7%) have also turned out to be very important in this respect.
- ❖ The majority of people weren't familiar with the official organisational status of EBH.

## 2 About the survey

It was in 2010 and in 2013 that the first two stages of the survey based on a nationwide representative sampling titled *“Growth rate of legal awareness concerning equal treatment — with special focus on women, Roma people, people with disabilities and LGBT people”* were implemented by the Institute for Sociology of the Centre for Social Sciences of the Hungarian Academy of Sciences (MTA TK SZI), both of which were part of a complex longitudinal research to explore the various dimensions of discrimination (Neményi et al. 2013).

The objective of the longitudinal research was the exploration of the practices and cause-and-effect relationships resulting in discrimination experienced in various life situations, with special emphasis on the protected groups of women, Roma and people with disabilities.

In the examination of legal awareness, another important objective of the research program from the perspective of authority strategies is the exploration of current processes that may serve as guidelines in reducing discrimination and forming public opinion.

In spring 2017, MTA’s Centre for Social Sciences conducted another nationwide, representative questionnaire-based survey as the third stage of the longitudinal research. As part of this survey, as opposed to earlier years, a slightly narrower field could be examined, namely (1) personally experienced discrimination; (2) social perception of discrimination, and (3) awareness of and attitudes concerning the legal background of equal treatment, as well as awareness of the Equal Treatment Authority (EBH). This study will present the most important findings of the survey. Wherever relevant and made possible by the data structure, we shall also compare the results with the findings of the two earlier stages.<sup>1</sup>

## 3 Prejudices and attitudes towards discrimination

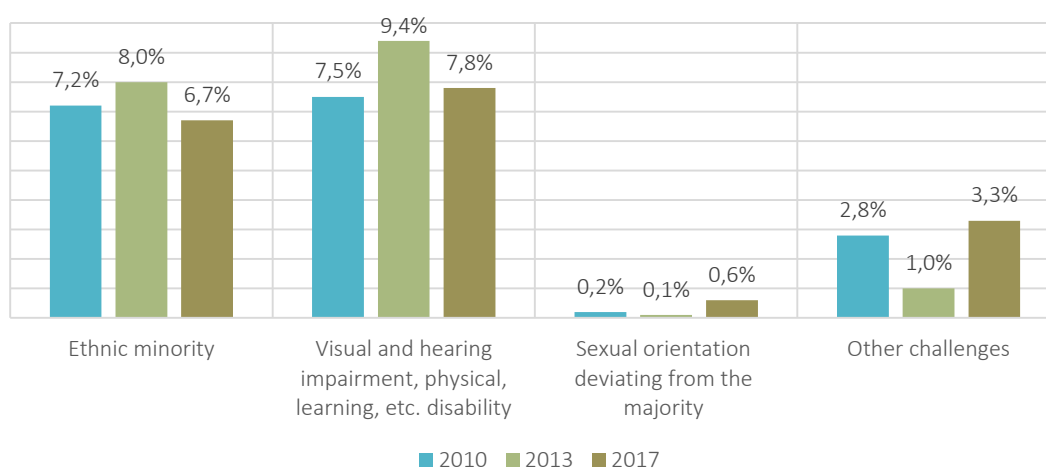
Similarly to the surveys conducted in 2010 and 2013, in this present survey we have also explored if people’s social status, their belonging to a group or their personal network influence

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<sup>1</sup> The survey was conducted in March 2017 by *Ipsos Média-, Reklám-, Piac- és Véleménykutató Zrt.* Based on their gender, age, level of education and residence the sample of 1,000 people interviewed corresponds to the composition of the Hungarian population over 18 years of age. The methodology of the two earlier surveys and the survey of 2017 was slightly different. In 2010 and 2013 data collection was paper-based, while in 2017 the surveyors used laptops. In the surveys of 2010 and 2013 the questions were limited to discrimination and equal treatment, while the one in 2017 was conducted as part of an omnibus survey. Finally, the respective sampling procedures of the two surveys were not identical. However, neither of these circumstances influence the fact that we can make statements concerning the general trends of the changes.

how fair they consider the world around them and what system of arguments they use to explain the perceived cases of social injustice and inequality. Since our earlier surveys focused on various vulnerable groups especially exposed to discrimination (women, Roma, people with disabilities, LGBT people), we thought that upon analysing these issues in the follow-up survey it was important to rely not only on the usual background variables (gender, age, marital status, type of employment, residence, level of education) but also to seek comparability with our earlier surveys. In 2017 we didn't have a chance to extend the survey to minority subsamples, still, even in this nationwide sample the presence of two vulnerable groups became distinct. 7.8% of respondents mentioned the fact that some impairment – vision, hearing, locomotor or learning – they had had already created problems for them in their lives, so we regarded them as a subgroup “with disabilities”, while 6.7% indicated they had had to face difficulties in everyday life because of their belonging to an ethnic minority – we have identified them as the “Roma” subgroup. Because of the negligible proportion (0.6%) of respondents with a sexual orientation deviating from the majority (still included at the focus of earlier surveys) we could not deal with this group specifically. Because of the representative nature of the survey, however, women and men are represented in an almost equal proportion, therefore the influence of gender on responses can still be examined and compared to the respective figures of earlier surveys. (Figure 1)

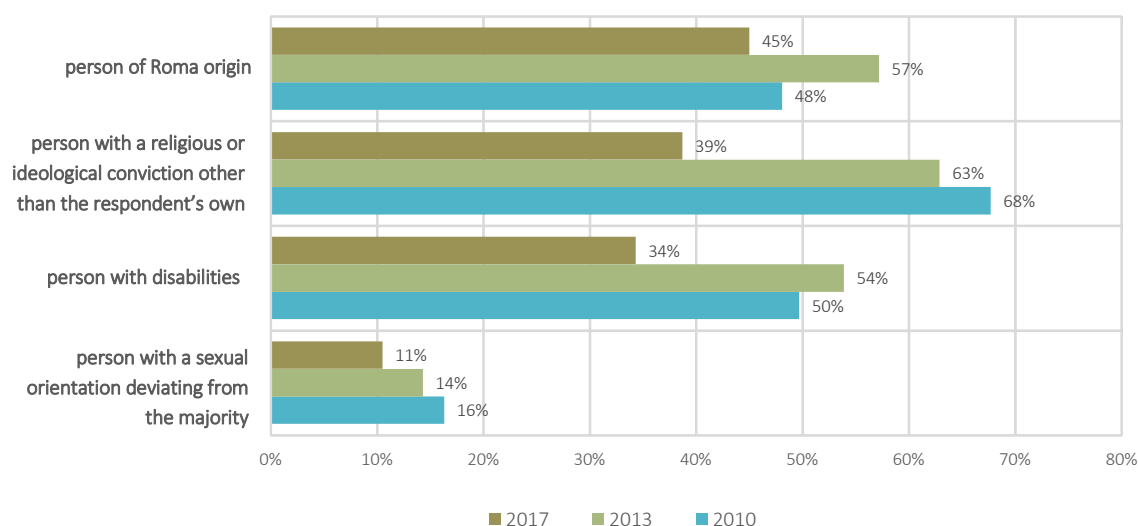
**Figure 1.**  
**Individual concern, 2010, 2013, 2017 (%)**  
*Do the following qualities create problems for you in your everyday life?*  
*(in percentage of 'yes' answers)*



The question examining whether there are any people belonging to the minority groups exposed to discrimination (i.e. people with disabilities, Roma, and persons with a sexual orientation deviating from the majority) in the immediate environment of the respondent refers to the social embeddedness of respondents. Respondents mentioned the Roma most frequently (44.8%) as people belonging to an ethnic minority in their everyday personal network, but more than a third of them are also in a direct relationship with persons of other religions or people with disabilities. It was the presence of people with a sexual orientation

deviating from the majority that our respondents indicated as the smallest, yet still significant proportion (11%). These proportions are all lower than experienced in earlier surveys. (Figure 2)

**Figure 2.**  
**Personal acquaintance, 2010, 2013, 2017**  
*„Is there a ... in your acquaintance?“*  
 (in percentage of 'yes' answers)



Knowing whether respondents classify themselves as belonging to a certain vulnerable group or at least know such people we were able to examine what reasons they assume to be behind the emergence of social inequalities or a disadvantageous status. A part of the answer options makes one of the characteristics of the discriminated person responsible for the situation, others assume social reasons behind the extreme inequalities and that the person in question is rather a victim, a sufferer of discrimination, rather than its causer. In the earlier studies, respondents listed alcoholism, addictive habits (as the affected person's own fault) most frequently as factors responsible for the disadvantageous status, followed by minority origin and the deficiencies of the economic system.

In the full sample of 2017, among the factors responsible for disadvantageous status, addictive habits are still ranked first by respondents, i.e. they emphasize personal responsibility. Similarly to the earlier surveys, this is followed by minority origin as a determinant factor for the disadvantage, then – also as a personal excuse – by the lack of effort in 3<sup>rd</sup> place. The deficiency of the economic system, taking the 3<sup>rd</sup> position in 2013 was ranked lower this time, preceded by social prejudice and a disadvantageous family background as explanations independent of the individual, and those of social origin. However, those that classify themselves as belonging to some minority group and those that have at least members of vulnerable groups living close by see the reasons for the disadvantageous status differently: they perceive the influence of all the factors listed above as stronger than the complete sample. Although addictive habits were

mentioned by all groups of respondents (including persons identifying themselves as Roma) in a high proportion, among the Roma even this frequent answer was preceded by the opinion that minority/Roma origin, a disadvantageous family background, and the prejudices of society contribute most to someone being of a disadvantageous status. Those that are not personally affected but have Roma or people with disabilities living in their proximity seem to recognize the social disadvantages of vulnerable groups more than those that keep a distance from these affected groups.

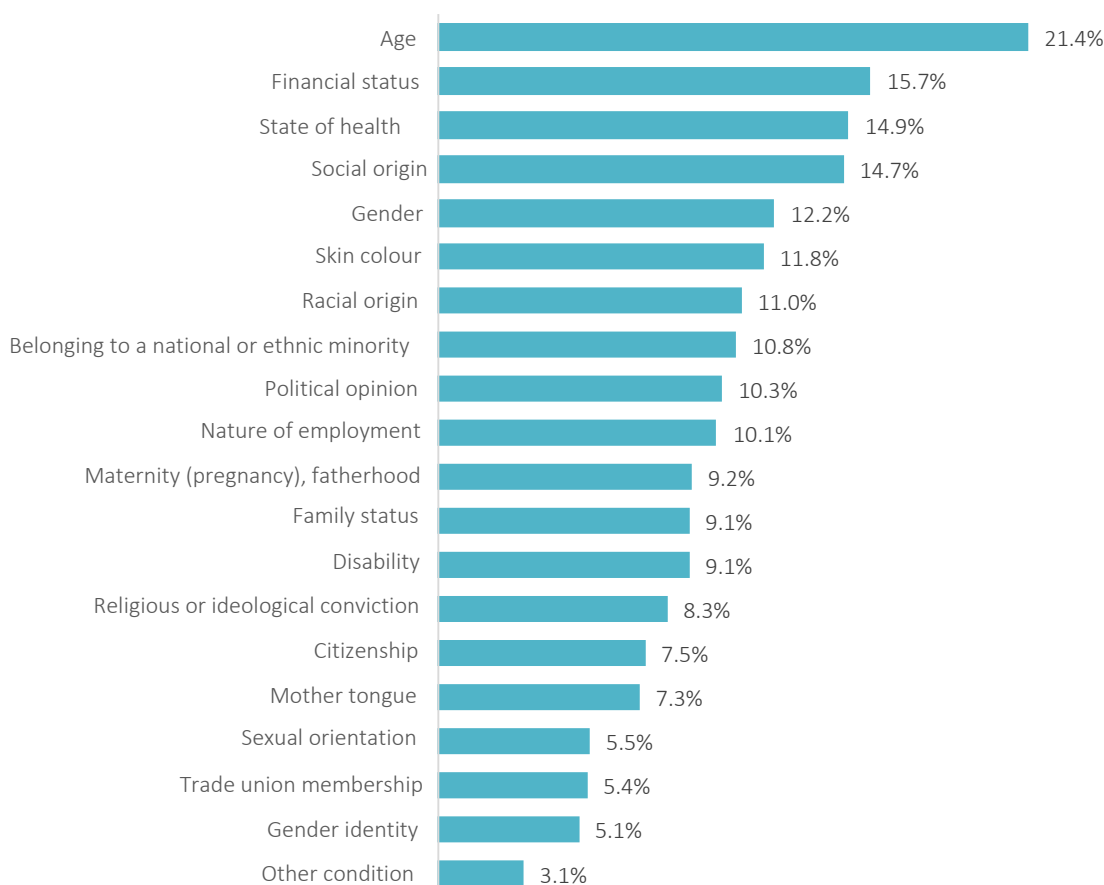
## 4 Personally experienced discrimination

### 4.1 Types of discrimination

Act No. CXXV of 2003 on equal treatment and the promotion of equal opportunities specifies 19 protected characteristics, for which the violation of the obligation of equal treatment is defined as discrimination. Our questionnaire contained a list of these protected characteristics and asked respondents to indicate if they have suffered any discrimination based on the various variables of the list and if they did, how frequently. (Figure 3)



**Figure 3.**  
**Frequency of discrimination grounds experienced personally, 2017 (%)**



62% of the full sample of 1,000 people declared that based on the 19 protected characteristics listed they have never been subject to discrimination in their lives. To put it a different way, in total 38% of the population reported personally experienced discrimination on grounds of at least one characteristic.<sup>2</sup> 10% was the proportion of people declaring themselves victims of discrimination based on one characteristic; 7% based on two, 4% based on three, 3% based on four and 14% on grounds of more than four characteristics. (The detailed analysis of multiple discrimination can be found in subsection 4.3)

Based on the responses we can declare that in 2017 there were four protected characteristics among the most frequent grounds of discrimination. Discrimination on grounds of *age* took 1<sup>st</sup> place (about 21.4% of respondents reported occasional perception of discrimination based on their age), respondents mentioned discrimination based on *financial situation* at 2<sup>nd</sup> place (15.7%), discrimination based on *state of health* came 3<sup>rd</sup> on the list (14.9%), while it was *discrimination based on social origin* that took the 4<sup>th</sup> position (14.7%). By order of magnitude

<sup>2</sup> We have classified those that in the questionnaire selected either of the categories *very rarely*, *sometimes*, *often*, *very often* rather than *never* into the group of people discriminated against.

the grounds *gender, skin colour, racial origin, belonging to a national or ethnic minority, political opinion* and *type of employment* also belonged to significant and frequent reasons for discrimination. These grounds of discrimination were mentioned by over one tenth of respondents. With the exception of gender, political opinion and type of employment the common quality of these reasons is that they correlate with ethnic origin. Among the reasons for personally experienced discrimination the ones connected with maternity, marital status, religious or ideological conviction, disability, mother tongue and citizenship were mentioned with medium frequency. The factors most rarely mentioned as reasons for discrimination were trade union membership, sexual orientation and gender identity.

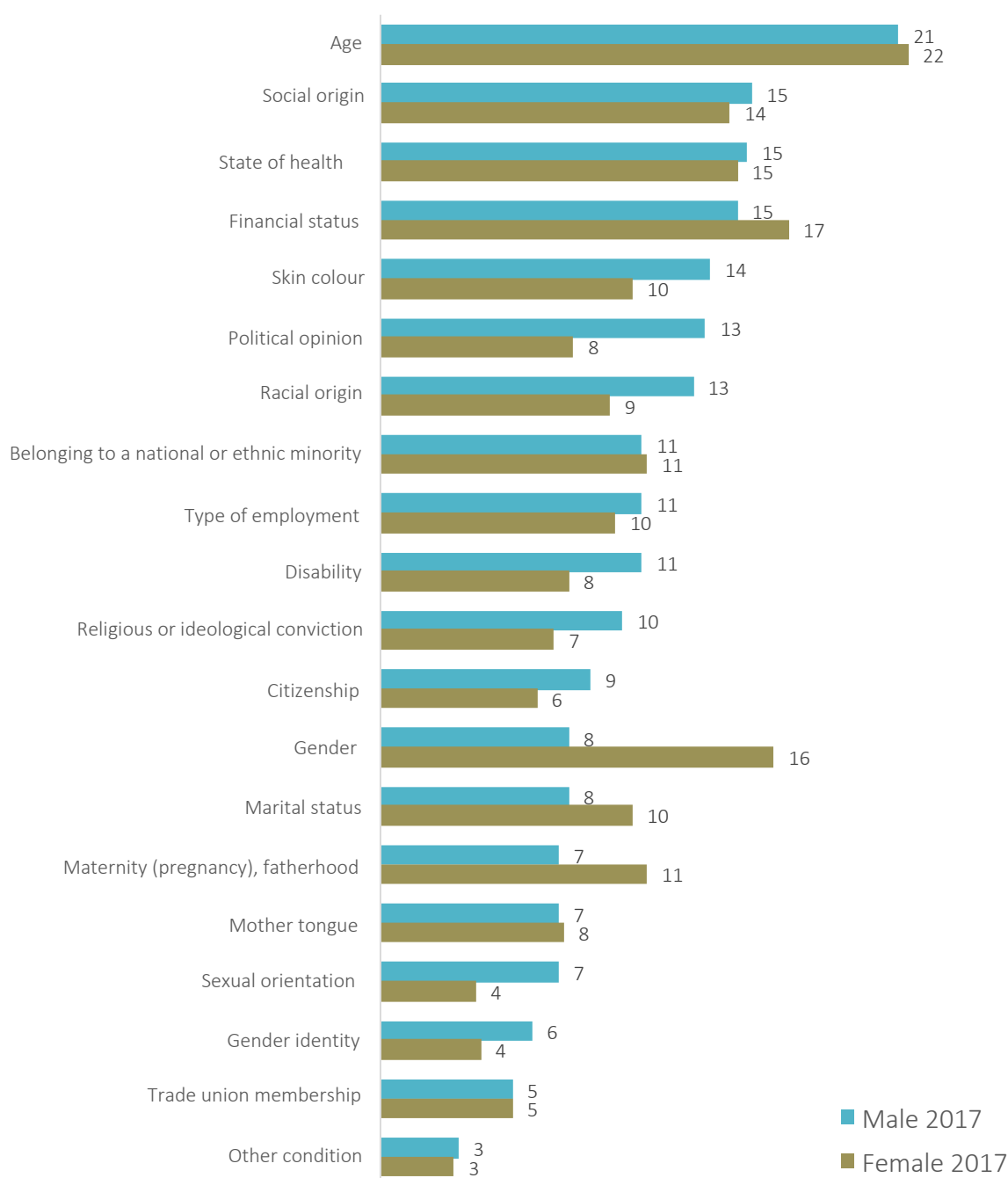
A fundamental question of our survey was whether the personal discrimination experience and perception of the population increased or decreased between 2013 and 2017. We found that *in 2017, with the exception of discrimination for "other reasons", respondents mentioned personally experienced discrimination with respect to all protected characteristics more frequently.* The reference to discrimination on grounds of financial situation, state of health, age and social origin increased the most, based on the personal experience of respondents. This means that the most frequent discrimination factors in absolute terms show the biggest relative growth at the same time. *In any case, we need to emphasize that the fact that social differences and inequalities manifested in financial situation and social origin have become the most dynamically growing reasons for discrimination represents a new trend concerning the dynamics of discrimination grounds.* Also, age and state of health that are traditionally frequent reasons for discrimination but had typically been stagnating in the period 2010-2013, started growing dynamically after 2013. It is worth noting that while in the first period of this longitudinal research between 2010-2013 the main driving forces of a growing personal experience of discrimination were ethnic and Roma origin (skin colour, belonging to a national or ethnic minority, racial origin), discrimination between 2013 and 2017 gained a wider context of interpretation than just dependence on an ethnic background by rather being associated with social inequalities. (Table 1)

Examining the figures of the 2017 sample in a breakdown by gender, among male and female respondents we found two protected characteristics each that affected one of the two genders significantly more than the other. Women had been subject to discrimination based on their gender and maternity status significantly more frequently than men, while men had perceived significantly more frequent discrimination based on their political opinion and sexual orientation, as compared to women.

In 2013, 17 of the 19 protected characteristics were mentioned more frequently by women, as compared to men. An important finding of the 2013 survey was that in the period between 2010 and 2013 the changes incurred in the field of personally experienced discrimination resulted primarily from the responses of women that reflected a higher awareness. As opposed to that, in the growth of personally experienced discrimination between 2013 and 2017 we find that the discrimination cases affecting men are of a determinant nature. In 2017, of the 19 protected characteristics 10 were mentioned more frequently by male respondents than by

women (political opinion, racial origin, sexual orientation, skin colour, disability, religious or ideological conviction, citizenship, type of employment, gender identity and social origin) and there were only four protected characteristics that women had more discrimination experience with: gender, maternity, marital status and financial situation. (Figure 4)

**Figure 4.**  
**Reference frequency of the various protected characteristics in personally experienced discrimination in 2017, by gender (%)**



Because of this shifting trend, we thought it would make sense to examine more closely how the discrimination experience of men and women changed with respect to the individual protected characteristics between 2013 and 2017. Survey figures of 2013 indicated that in the case of male respondents the reference frequency of six protected characteristics decreased between 2010 and 2013, while women mentioned all 19 protected characteristics more frequently in 2013 than in the first stage of the survey in 2010. In 2013 we also observed that in the case of the protected characteristics that were more frequently referred to by men and women alike in 2013, the rate of growth for women was still significantly bigger than for men. This applied especially in regard to protected characteristics of racial origin, skin colour and disability. As opposed to the findings of 2013, the survey figures of 2017 indicate that from the 19 protected characteristics 17 have grown to a bigger extent for male respondents than for female ones. So just the other way round than in the period between 2010 and 2013, between 2013 and 2017 it was not the discrimination experiences of women but those of men that increased. While between 2013 and 2017 the reference frequency of the various protected characteristics in respect to male respondents increased by 5.4 percentage points on average, the rate of average growth for women was less than half of this, at 2.6 percentage points.

Another interesting observation is that the periods between 2010-2013 and 2013-2017 are similar in regard to the fact that the most distinct difference in the change of male and female discrimination experience was on grounds of the protected characteristics of racial origin and skin colour. In 2013, however, because of the extreme growth of discrimination cases based on racial origin and skin colour observed among women we have set the hypothesis to be tested that the legal awareness of Roma women concerning discrimination increased in the respective period of 2010-2013 and that it represented a special form of multiple discrimination, namely intersectionality, which occurs when discrimination cases based on two or more protected characteristics are connected in an inseparable fashion.

In 2013, Roma women mentioned discrimination based on factors connected to Roma origin and to gender significantly more frequently than Roma men or non-Roma women. Survey findings of 2017, however, indicate just the opposite situation, i.e. that the perception of discrimination based on racial origin and skin colour primarily increased in the case of male respondents. Our hypothesis is that among Roma men – with a time shift as compared to Roma women – the legal awareness concerning discrimination increased in the period between 2013 and 2017, which could offer an explanation for the extreme growth experienced concerning the characteristics of racial origin and skin colour.

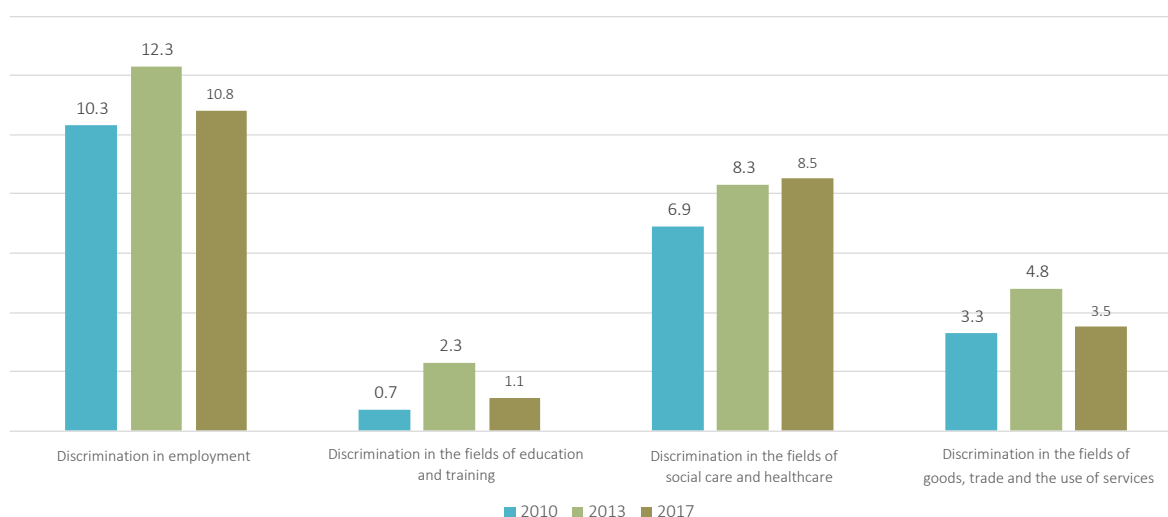
In spite of the changes in the different male and female discrimination patterns, projected to the entire population there is no significant difference between the consolidated discrimination experience of men and women. 37.9% of the population have already experienced discrimination in their lives, or 36.6% of men and 39.0% of women. There is no significant difference regarding the average number of discrimination reasons either: in 2017 men perceived discrimination based on 2.08, women based on 1.97 protected characteristics on average.

## 4.2 Areas of discrimination suffered in the recent past

One of our questions asked our respondents to remember if they had been subject to discrimination in the previous 12 months, and if so, in what area it had taken place. The act on equal treatment and the promotion of equal opportunities requires compliance with the principle of equal treatment in five areas: employment, education and training, social care and healthcare, residence, furthermore in the field of goods, trade and use of services. Apart from residence, we have data for all of the areas listed in the three stages of our questionnaire survey.

If we treat the accountable areas of equal treatment in a consolidated fashion and compare the figures taken in three different years, we can observe that while between 2010 and 2013 the proportion of respondents indicating discrimination grew in all four areas, in the period since 2013, apart from the area of social care and healthcare, the reference to recently experienced discrimination declined slightly. In the survey of 2017 the occurrence frequency of the individual areas is similar to the ranking of 2013: *it was at the workplace that respondents were most frequently exposed to discrimination in the previous 12 months (10.8%)*, with social care and healthcare being the 2<sup>nd</sup> most problematic area, where 8.5% of the respondents experienced discrimination. The area mentioned 3<sup>rd</sup> most frequently was trade and the use of services (3.5%). People only indicated infrequent discrimination experience (1.1%) in the area of education and training. (Figure 5)

**Figure 5.**  
**Frequency of personal discrimination experienced in the previous 12 months by areas in 2010, 2013, 2017 (%)**



Similarly to 2013, experiencing discrimination was the most frequent at the workplace and in the field of social care, but in a more detailed breakdown in most cases did not reach the level of 5%. The only exception to this was *workplace recruitment, selection* where 6.9% of

respondents had experienced discrimination in the previous 12 months. Within workplace events, cases of discrimination connected with the type of employment (4.6%), job classification and promotion (4.3%) and salary/wages (3.6%) were more frequent. In the area of social care and healthcare respondents experienced discrimination especially during general administration at a public office (5.0%), in healthcare (4.0%), furthermore, during the administration of social benefits (3.8%). Between 2013 and 2017, the proportion of discrimination events perceived in dealings with the police (+2.0%) and in regard to job classification and promotion (+2.1%) increased the most. Respondents indicated fewer discrimination cases in schools (-1.7%) and at workplace recruitment (-1.5%) as compared to 2013. (Table 2)

We examined the frequency of discrimination areas in greater detail with respect to the disadvantaged groups studied with special priority: women, Roma people and people with disabilities. On the one hand we need to establish that *in 2017 men reported discrimination in all four discrimination areas in larger proportions than women, but the differences are not significant*. This trend is exactly the opposite of the experience in 2013 when women represented the group perceiving discrimination in higher proportions in all areas. *Within the Roma population* – similarly to the nationwide sample – it was also the areas of the workplace and social care/healthcare that the highest proportion of respondents mentioned perceiving discrimination. A very important fact is that between 2013 and 2017 within the Roma population the proportion of those that perceived discrimination in the areas of employment and social care increased significantly. Among Roma respondents, workplace discrimination was almost five times, while discrimination in the area of social care/healthcare was over five times as much as the national average in 2017. (In 2013 the difference between the Roma population and the entire population in these fields was “only” two-/threefold.) In 2013, *people with disabilities* perceived discrimination in the field of services, more specifically in *transport* the most. As compared to that, by 2017, also within the group of people with disabilities, *employment and social care/healthcare* turned out to be the most significant areas of discrimination, while the proportion of people affected by discrimination within the group of people with disabilities doubled/tripled in the same period. It is important to observe that in recent years the social care of people with disabilities and other people in need was fundamentally reduced by the government, while their forced and not sufficiently careful reintegration into the labour market often made the groups of *people with disabilities and Roma* victims of discrimination. (Table 3)

As we have observed, in respect to the types of discrimination, the cases experienced in the field of employment are the most frequent ones, therefore we were also curious about how respondents perceive their own current or last workplace, and how important in their opinion the role of a discrimination-free operation and the promotion of equal opportunities in workplace policies were. In 2013, about a quarter of employees (26.7%) nationwide worked at a place where the elimination of discrimination and the promotion of equal opportunities played an important role. As opposed to this, in 2017 it was already less than one tenth (7.6%)

of respondents who thought that their respective employers paid attention to a discrimination-free operation, which can be regarded as a major change. In 2013 *almost half (47.1%)*, in 2017 *over half of all employees (55.5%)* thought that they work in a place where equal treatment and equal opportunities are not considered important on an organisational level. (In both years there was a large proportion of respondents – 2013: 22.5%, 2017: 30.4% – that gave no answer to this question.) In this issue there was no significant difference between the respective opinions of male and female respondents, and interestingly neither was there a significant difference between the opinions of Roma or disabled respondents and those of the respondents on average.

### 4.3 Multiple discrimination

*Multiple discrimination* is an important term in scientific literature dealing with discrimination. In our survey we also considered it as important to examine how characteristic the phenomenon when a person is discriminated against based on more than just one protected characteristic is in Hungary, and, furthermore, how this affects the various groups. The figures show that in 2017 almost two thirds of the population have never been subject to discrimination, while over one third (37.9%) have already experienced the phenomenon of discrimination in their lives based on at least one of the 19 protected characteristics. It is more typical among those who have already been discriminated against, however, that they have experienced discrimination in their lives based on two or more protected characteristics. On a nationwide level multiple discrimination has affected over one fourth of the population, while within the group of people discriminated against almost three quarters suffered discrimination based on several reasons simultaneously, rather than just one. Between 2010 and 2013 there was no significant difference between the proportion of respondents mentioning a single discrimination reason and those quoting several reasons. Between 2013 and 2017, however, within the group of those discriminated against it became more frequent that the discrimination victims were affected by multiple discrimination. (Table 4)

Earlier, we observed that between 2013 and 2017 the exposure of men to discrimination increased more than the exposure of women. As a result of this trend the significant differences existing in 2013 have become more moderate and slight differences lost their significant nature by 2017. We can see the same trend now with respect to the proportions of discrimination based on one or several reasons.

Compared to the nationwide average, multiple reasons for discrimination were more typical within the Roma population and the population with disabilities. While in 2013 the proportion of multiple discrimination was almost double in the area of people with disabilities, and 2.5 times among Roma as compared to the national average, by 2017 these proportions had grown dramatically: for Roma multiple discrimination based on several protected characteristics has grown to three times, and for people with disabilities to 2.5 times the national average. In

absolute terms this means that over four fifths of Roma (86.4%!), and over three quarters of people with disabilities (71.5%!) have been subject to multiple discrimination in their lives. All indicators show that between 2013 and 2017 the measure of subjectively perceived discrimination increased significantly among Roma and people with disabilities.

Multiple discrimination applies not only when someone is discriminated against based on several protected characteristics at the same time but also if people are subject to discrimination in several areas of their lives. In the following we shall examine how discrimination experienced in the field of employment and discrimination experienced in other institutional areas or when using services are connected. (Table 5)

In the 12 months preceding the survey in 2017, 83.5% of respondents had not been affected by discrimination at their workplace or on behalf of another institution. From the almost 17% of people who had been affected by discrimination in the previous year, 6.2% suffered discrimination at their workplace only, 5.7% from other institutions only, while 4.6% had suffered discrimination in both areas. In regard to the nationwide average, between 2013 and 2017 there is no significant difference between the frequency of discrimination cases occurring at the workplace, at other institutions and in both areas. (Table 6)

In 2017, the proportion of men that had experienced discrimination in the 12 months preceding the survey slightly increased as compared to 2013, while the proportion of women was slightly reduced, so by 2017 the discrimination proportions of the two genders came closer to each other. While in 2013 it was more typical for women (as compared to men) to become subject to institutional discrimination only, as well as to both workplace and institutional discrimination in an aggregate fashion, by 2017 these differences had been balanced out between the two genders.

In the two most vulnerable groups, among Roma people and people with disabilities, the measure of discrimination cases perceived has become significantly worse not only regarding their lives but also projected to the previous 12 months comprising the recent past. Between 2013 and 2017 the proportion of Roma people that hadn't perceived any discrimination in the 12 months preceding the survey went down to half its previous rate: while in 2013 60.8% of Roma people belonged to this group, in 2017 only less than one third of them (29.9%) declared that they had not been affected by discrimination in the year before. Both in 2013 and in 2017 the highest discrimination rate for Roma people can be attributed to the occurrence of multiple discrimination, especially the joint occurrence of workplace and institutional discrimination. The findings of the 2017 survey, however, indicate that cases of discrimination that only occurred at the workplace or only at other institutions have also increased significantly.

Among people with disabilities, between 2013 and 2017 the proportion of those that hadn't experienced any discrimination in the 12 months preceding the survey also went down significantly, but not to the extent we have seen among Roma respondents. While in 2013 65.2% of people with disabilities belonged to this group, in 2017 only 53.2% of them declared that they had not been affected by discrimination in the year before. In 2013 people with



disabilities were rather characterized by frequent discrimination in the field of institutional services, but by 2017 the respective proportions of both types of discrimination cases (workplace and institutional) perceived had increased significantly. (Table 7)

## 4.4 Characteristics of discrimination victims

### 4.4.1 Socio-demographic characteristics

Using the data of the survey we have broken down respondents into the groups “discriminated against” and “not discriminated against” based on whether they have mentioned personally experienced discrimination in their lives on grounds of any of the protected characteristics, and also based on whether they have mentioned a workplace or other institutional area where they had been discriminated against. In this way, the group *discriminated against* became somewhat bigger than the proportions presented so far, i.e. two fifths of the entire population (40.4% – 39.6% of men and 41.2% of women) have experienced discrimination at some point in their lives. The total proportion of people discriminated against was slightly higher in 2017 than the proportions measured in the previous two stages (38.5% and 36.0%, respectively).

The breakdown of the figures of the 2013 survey indicated that there is no significant difference between people discriminated against and people not discriminated against based on their level of education. This was a very important finding that contradicted the common opinion that discrimination substantially affects those with a lower level of education (who consequently have a weaker position in the labour market too). Hence, a higher level of education will not ‘protect’ anybody from discrimination: the proportion of people discriminated against among them was the same as in the entire sample. The representative survey of 2017, as opposed to the earlier ones, has already shown a weak but still existing reversely significant connection between the two variables: the lower somebody’s level of education, the more likely it is that they have been exposed to discrimination in their lives previously. (Table 8)

Examining the two groups of people discriminated against and people not discriminated against in a breakdown by age, we can see some difference both in 2013 and 2017, i.e. in people aged 40 to 60 the discrimination rate is slightly higher and in those aged under 40 rather lower than the average. In 2017 the involvement of people aged 50 to 59 in discrimination was especially high - in this age group over half (51.4%) experienced discrimination personally. The difference between the two variables was statistically not significant in 2013, so we could not state that discrimination was an issue that only affects a particular age group, i.e. the older generation. As opposed to that, in 2017 the connection already appeared significant, but still not too strong. (Table 9)

In our survey of 2013 the residence of respondents significantly affected their previous discrimination experience. Among the people discriminated against the respondents from smaller towns and Budapest were overrepresented as compared to their weight in the sample, while residents of villages and county seats were underrepresented. By 2017, however, residence ceased to be a differentiating factor in itself in respect to involvement in an earlier experience of discrimination. (Table 10)

#### **4.4.2 Characteristics in relation to status in the labour market**

An important question of the survey was how discrimination, and more specifically employment discrimination affects people's status in the labour market. According to the *figures of the nationwide sample* of both the 2017 and the 2013 survey *there is a significant correlation between discrimination and labour market status*. The first obvious sign was already that people discriminated against had a far more negative perception of the development of their prospects of finding a job in the previous five years. In 2017 28.5% of people discriminated against thought that their prospects of finding employment had become worse. Those affected by discrimination in employment had an even more pessimistic opinion about their own situation: over half of them (52.3%) thought that their chances of finding employment had been declining. On the other hand, of those that had not experienced discrimination before only 14.3% made a similarly negative statement about their prospects in 2017.

The biggest difference in the labour market situation of people discriminated against is that the proportion of unemployed people in 2017 is over five-fold in the group of people discriminated against, while the proportion of economically active people is significantly lower in the same group. In addition to unemployed people, people on an invalidity pension were also overrepresented in the group of people discriminated against. Four fifths of unemployed people and people on an invalidity pension have been affected by discrimination in their lives, which is exactly twice the discrimination rate of 40% characterising the entire population. In the other labour market categories we found no significant deviations from the overall figures. (Table 11)

#### 4.4.3 Characteristics of income status

As compared to the earlier surveys, in 2017 the living conditions in the households of people discriminated against were poorer than among people not discriminated against. Projected to the entire population, between 2013 and 2017 the proportion of the two worst subjective income categories (“we find it hard to make our living from our current income” and “we find it very hard to make our living from our current income”), however, went down from 62.3% to 44.4%. In parallel with this general improvement the differences between the subjectively experienced respective income situations of people discriminated against and people not discriminated against have grown, i.e. the gap between the two groups has widened. In 2013 the proportion of the two worst subjective income categories was 68.3% among people discriminated against and 58.7% among people not discriminated against, so the difference was barely 9.6 percentage points. By 2017 the proportion of the two worst subjective income categories went down to 57.6% among people discriminated against but the improvement among people not discriminated against was far more significant, thus in 2017 only 35.5% of respondents belonged to this category. Consequently, by 2017 a difference of 22.0 percentage points developed between the people discriminated against and people not discriminated against in the worst subjective income categories, which is over twice as much as the 9.6 percentage points experienced in 2013. (Table 12)

### 4.5 Offences: violence, harassment

#### 4.5.1 Offences suffered

Individuals may suffer various offences that do not necessarily qualify as discrimination. Such often humiliating behaviour on behalf of other people, offending personality and undermining self-esteem can take various forms. To our question whether the respondent has ever experienced any major offence, violent attack, harassment on grounds of some characteristics they have, 5% of the sample in 2017 answered yes, as opposed to over 10% experienced in earlier surveys.

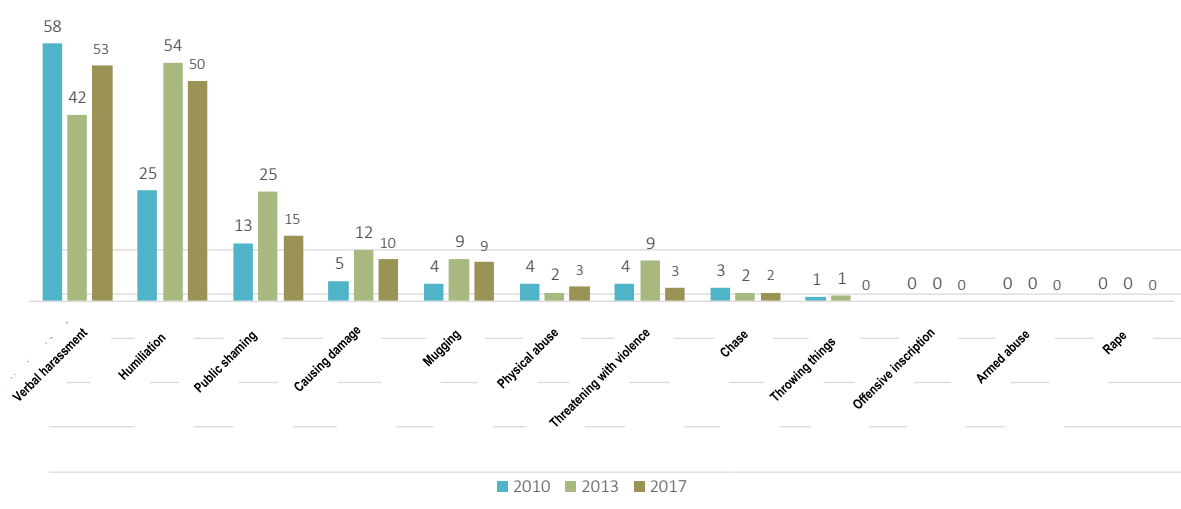
*It was ethnic origin that represented the greatest proportion of the reasons for the offence suffered.* This may result partly from the 6.6% proportion of Roma people within the entire sample, but it is also possible that somebody thought that they had been offended or hurt exactly because of their Hungarian ethnicity. *Besides ethnic origin offences suffered on the basis of disability and age were relatively often mentioned in 2017, similarly to the results of the 2013 survey.* (Table 13)

*Slightly more women than men indicated that they have been victims of some offence* (5.8% and 4.1%, respectively). For women, age, disability and ethnic origin were on top of the list of

reasons leading to the offences suffered. For men, the pattern looked slightly different: ethnic origin turned out to be the most important reason (42.1%), followed by offences on grounds of financial situation in 2<sup>nd</sup> and disability in 3<sup>rd</sup> place.

In 2017, the most frequent form of offence according to more than half of all respondents was verbal harassment. The 2<sup>nd</sup> most frequently mentioned form of offence was humiliation, as an offence to human dignity (50%), while our respondents mentioned public shaming frequently enough (15%) to reach 3<sup>rd</sup> place. The three major types of offence remained stable in the period between 2010 and 2017, but the relative weight and ranking of certain offence types has changed. (Figure 6)

**Figure 6.**  
**Manifestation forms of offences (in percentage of the number of victims) in 2010, 2013 and 2017**

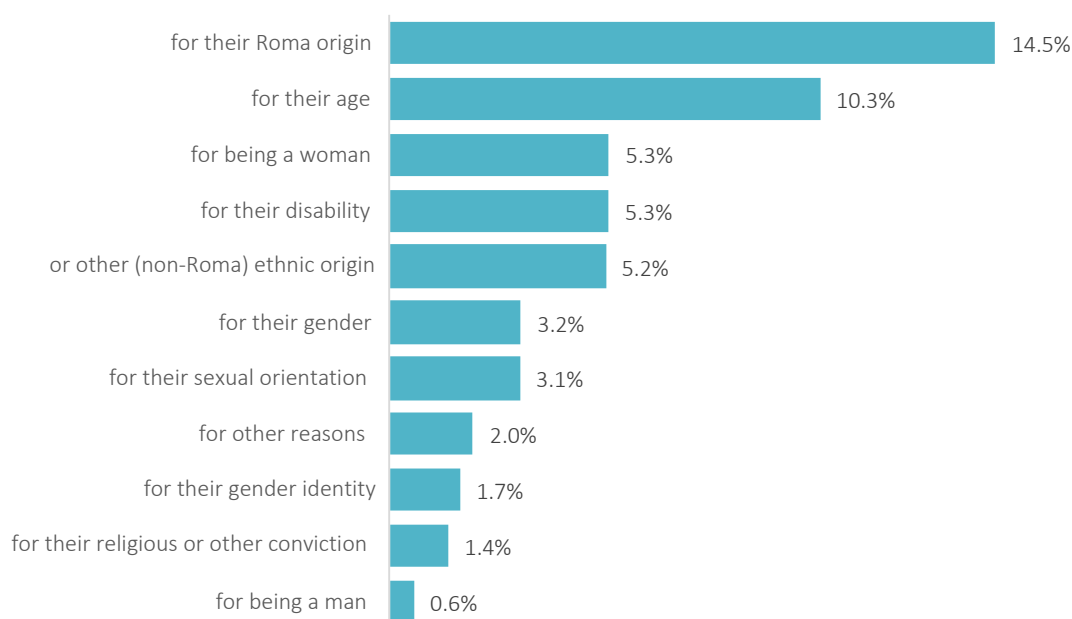


## 5 Detection of social discrimination

In this section we shall deal with the detection and perception of discrimination as a harmful phenomenon occurring in social actions, in systems of relationships, in institutional and in personal interactions. Similarly to the two earlier nationwide representative surveys in this longitudinal research we observed the same order of discrimination types experienced directly by the entirety of the population in the previous year. The discrimination of Roma people took the 1<sup>st</sup> place with 14.5% of our respondents having witnessed such an event. The 2<sup>nd</sup> most frequent ground for discrimination was age (10.3%), followed by disability (5.3%). Though not to a significant extent but in all three cases the rates in 2017 were slightly lower than the respective figures of the previous survey (8.5%, 11.4% and 7.9% in 2013, respectively). (Figure 7)

**Figure 7.****Detection of social discrimination, 2017 (%)**

*"Have you witnessed discrimination in the last 12 months on grounds of somebody possessing one of the following characteristics?"*



It is no coincidence that those respondents that we regard as Roma in our survey have experienced discrimination against Roma in a much larger proportion (21.7%) than the sample average, but it seems that the various subgroups of respondents have also had an experience deviating from the average to the extent of involvement (or potential involvement, exposure risk) in this field. Last year, 43% of respondents with a level of education of primary school or less, 33.5% of unemployed people, 31.3% of people on maternity leave, 21.5% of city residents experienced discrimination on grounds of Roma origin, but young people and the age group of 40 to 49 years were also exposed to this phenomenon to an extent significantly exceeding the average (18-19%).

In the case of discrimination on grounds of age that took the 2<sup>nd</sup> place in our ranking, we did not find such striking differences when comparing the various subgroups. It was only the comparison based on age groups that has split the pattern significantly, since with increasing age our respondents have experienced a growing number of such incidents: 25.5% of people aged 50-59 and 23.4% of the age group 60+ have reported discrimination experience based on age, while only 7.9% of the active group of 30 to 39 year olds have witnessed such cases.

Neither the 3<sup>rd</sup> ranking discrimination on grounds of disability, nor the perception of the next reason for discrimination, the one based on gender, has split the sample significantly: even the proportion of discrimination against women as experienced by female respondents has barely exceeded the proportion resulting from the answers of male respondents (6% of women and 4.4% of men reported such experiences).

In respect to our question regarding the penetration of discrimination affecting the various protected groups it was again Roma origin that was ranked 1<sup>st</sup>. Almost a quarter of respondents (22.2% - this rate was 33.0% in 2013) described this type of discrimination as a very frequent phenomenon, almost half of them (48.3%) as quite frequent and only less than a tenth of respondents thought that this was a rare phenomenon. Examining the Roma subgroup created for research reasons, the frequency of discrimination perceived by them exceeded the average significantly: 39.4% of them responded that the discrimination of Roma people was presently a very frequent phenomenon in Hungary.

The 2<sup>nd</sup> most frequent discrimination, the one based on age, was considered very common practice in society by almost half of the respondents (very frequent: 11.4%, quite frequent: 33.6% - the same figures in 2013 were 19.0% and 40.1%, respectively). In respect to this question it was illustrated well that along with an increase in age the frequency of detecting age-based discrimination is growing, too, up people aged 50 to 59, where 14.7% indicated a high occurrence frequency of this phenomenon. The same rate fell to 9.9% among respondents above 60 years of age, presumably because they are hardly affected anymore by this harmful phenomenon primarily typical of the labour market.

While in the survey of 2013 it only made it to the 3<sup>rd</sup> position regarding frequency, in this year's survey discrimination on grounds of disability only came 4<sup>th</sup> in the ranking, with response rates of 8.5% (very frequent) and 30.4% (quite frequent), respectively. Neither the various demographic characteristics of respondents, nor their residence or level of education had any significant impact on the distribution of answers, it was only the responses of the affected group, i.e. people considering themselves disabled or impaired in some way that deviated from the majority, among whom the proportion of those perceiving discrimination based on disability as a very frequent phenomenon in society was 22.2%.

In 2017, according to its perceived frequency among grounds of discrimination, it was discrimination based on sexual orientation that came 3<sup>rd</sup> in the ranking. 12% of respondents perceived the discrimination of people with a different sexual orientation than the majority as a very frequent phenomenon, 31.2% as quite frequent (in 2013 these rates were 5.8% and 21.5%, respectively). It has been confirmed in this area as well that involvement (which we could not examine directly, since only 0.5% of our respondents indicated that their sexual orientation being different from the majority had caused difficulties for them in their lives and we did not enquire directly about their sexual orientation) has an impact on the perception of social phenomena. 22.1% of those that have persons with a sexual orientation deviating from the majority in their environment (10% of all respondents) think that this type of discrimination is very frequent in Hungary. Interestingly – but perhaps not surprisingly – the discrimination of those belonging to a sexual minority was also considered a very frequent practice by 15.8% of the members of the youngest generation – by a rate significantly exceeding the full sample.

There were two more types of discrimination with an increase in the proportion of “very frequent” answers: both discrimination based on gender identity (2013: 3.9%, 2017: 8.3%) and

discrimination based on other (non-Roma) ethnic or national minority (2013: 7.5%, 2017: 8.2%) were perceived as more frequent since the survey conducted in 2013.

When we asked our respondents whether they thought that the various forms of discrimination had become more frequent, less frequent or if they had remained stable in present day Hungary as opposed to the situation five years before, around two thirds/three quarters of respondents rather reported the perception of constancy regarding the various types of discrimination. There were only five areas where respondents perceived the further spread and growth of the earlier discrimination practice in a relatively significant proportion. Discrimination on grounds of Roma origin was considered to be increasing by almost one fourth of respondents (24%), a much smaller proportion of them mentioned the growth of discrimination on grounds of age (15.2%) and – again preceding the growth of the risk of discrimination based on disability – thought that rather the discrimination on grounds of sexual orientation (14.4%) and discrimination on the basis of belonging to a different (non-Roma) ethnic minority (13.2%) were increasing. It seems to be a reassuring sign that only 9% of respondents thought that discrimination based on disability had been growing in recent years while more than twice as many of them thought that the situation was improving and this type of discrimination was getting less frequent. There were two more characteristics highly exposed to discrimination earlier where respondents indicated improvement: only 9.4% of respondents perceived a growing discrimination based on gender while 19.2% thought it was declining and there was an even bigger difference in the perception of discrimination on grounds of religious or ideological conviction, with only 7.8% of respondents perceiving a growing frequency, as opposed to the 20.5% that indicated a decreasing trend in this area of discrimination.

One of our questions was supposed to find out about the importance of a discrimination-free environment and the realization of equal opportunities at the current (or last) workplace of respondents. 30.4% of respondents could not answer this question and only 12% of them indicated that there had been efforts made in this field. This relatively low rate would require an analysis beyond the scope of our survey questions, an analysis of a much more complex texture of social/political context. Whatever our data reveals, however, shows some correlation with our findings so far. Those aged 40 to 49 – i. e. the people most affected by employment – reported positive changes in a proportion (20.9%) significantly exceeding the average. Our female respondents also perceived measures taken towards equal opportunities in a proportion exceeding the average (13.3%). Unfortunately, these reassuring signs are not perceived similarly by our Roma respondents, only 9.5% of them experienced positive efforts in this respect, while only one respondent from the group with disabilities indicated that measures had been taken at their workplace to promote equal opportunities.

## 6 Awareness of the legal background and of the Equal Treatment Authority

The third major block of questions in the questionnaire used for the survey examined awareness of the law concerning equal treatment and of the Equal Treatment Authority (EBH). In the three years examined (2010, 2013, 2017) people's awareness of the legal regulations concerning equal treatment, of the term equal treatment itself, furthermore the visibility of the Authority's activities can be explained by various reasons. During the data collection in 2010 the Authority's activities only had a history of a couple of years<sup>3</sup>, but in that period there was also an intensive campaign in society, while communication on behalf of the European Union also held the issue firmly on the agenda in Hungary. In 2013, directly before the survey, there was a complex nationwide communication campaign (billboard advertisements, radio- and TV spots), a network of officials was established, and numerous training courses, workshops and other specialist meetings were organized. The very active communication of the activity of the Equal Treatment Authority as well as of the principle of equal treatment itself must have had a serious impact on the findings of that year. Since 2013 a communication campaign of this intensity has not been seen again.

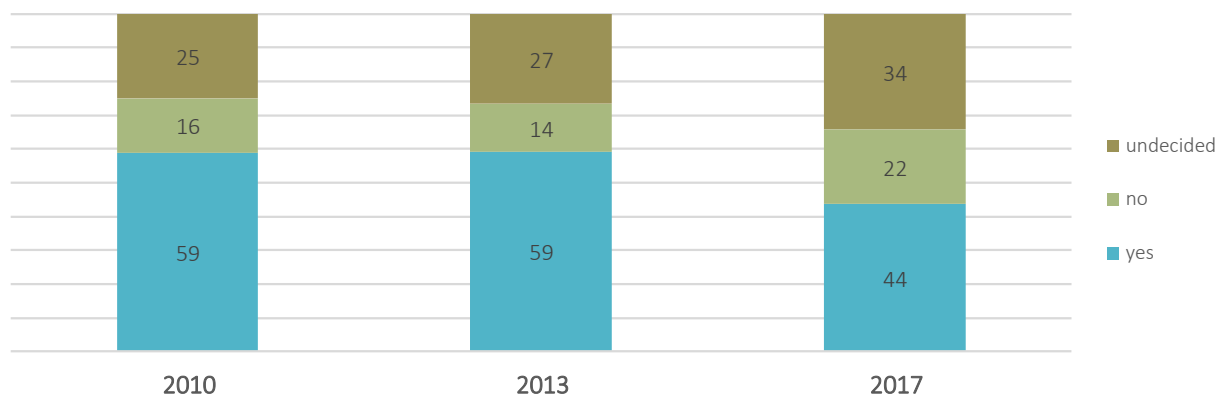
### 6.1 Awareness of the Act on Equal Treatment and of the opportunities for legal remedy

Awareness of the act on Equal Treatment declined slightly by 2017. While in 2010 and 2013 almost 60% of respondents thought that a law protecting people from discrimination exists, the same rate was only 44% in 2017. Simultaneously there was an obvious growth in the proportion of those that either could not answer this question or answered that no such law existed. The reasons behind this change could most probably be the factors already mentioned, i.e. the high awareness rate of 2013 was the result of the targeted nationwide communication campaign conducted directly before the survey. The figures of 2013 refer to a campaign period, while the figures of 2017 indicate the "normal" status of Hungarian society. (Figure 8)

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<sup>3</sup> The Equal Treatment Authority started its activities in 2005.



**Figure 8.****Awareness of the Act on Equal Treatment, 2017 (%)***“Do you think there is a law in Hungary protecting people from discrimination, i.e. is there a law about equal treatment?”*

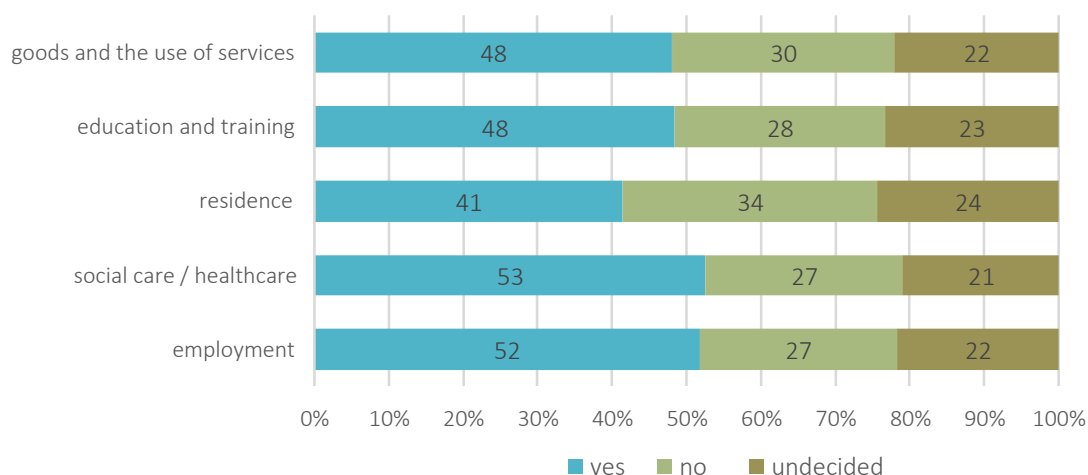
According to the figures of 2013, awareness of the law was higher than the average among people under 60, with at least a secondary level of education, and living in bigger cities (Budapest and county seats). The figures of 2017 still show very similar trends. It is still being under 60 and having a higher level of education that contributes the most to people's awareness of the existence of a law on equal treatment. The only difference can be observed in the case of the various settlement categories, where the higher rate of awareness earlier shown by Budapest and the county seats was not typical any more.

Another interesting factor related to this question is that apparently there is no correlation between people's earlier personal discrimination experience and their awareness of the existence of legal regulations in this issue, since the proportion of respondents providing a positive answer was very similar in both categories (45% vs. 42%, respectively). (Table 14)

We also examined the opinion of respondents on whether there is a chance for legal remedy in the various fields in the event of violating the principle of equal opportunities. In a comparison with the earlier surveys the breakdown of answers by categories shows similar trends. According to the findings, it is in the fields of social care and healthcare (53%) and employment (52%) where most respondents think there is a chance for legal remedy. A slightly smaller proportion of respondents thought that the areas of goods and the use of services (48%) and training and education (48%) also belong to this circle. Similarly to earlier surveys, it was again residence (41%) that turned out to be the least known area. (Figure 9)

**Figure 9.**  
**Chance for legal remedy 2017 (%)**

*“Is there a chance for legal remedy for violating the principle of equal opportunities in the fields below?”*



The consolidated analysis of the five separate questions above shows that there are two groups of respondents of approximately the same size (38-38%) that either thought there was no remedy in any of the fields or that there was legal remedy in every field specified. This also means that people tend to think in “extremes”: the two groups described above make up almost three quarters of the entire sample, i.e. the proportion of those that thought legal remedy guaranteed by law is only available in some areas, while it is not available in others. Our data show that in this issue it is again age and level of education that are most significant: the primary dividing line is positioned between the age groups younger or older than 60 years and between people with the lowest level of education (primary school or less) and the highest (higher education degree). (Table 15)

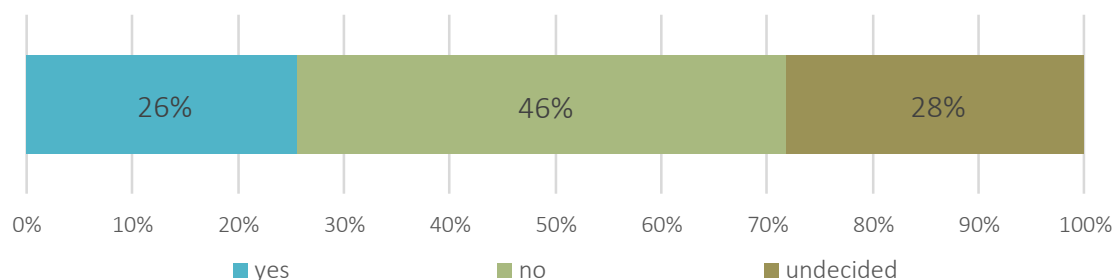
In the questionnaire we also enquired what the most important tools in the fight against discrimination could be. The three options were (1) *education* (raising awareness, school education, religion and family), (2) *punishment* (compliance with the respective legal regulations and their enforcement), and (3) *publicity* (shaming and expulsion). Findings are again in harmony with the earlier surveys: education was considered most important, then punishment, falling only slightly behind, while publicity seemed to be the odd one out, considered irrelevant by 23% of respondents.

Finally, we also asked our respondents about the importance of the issue of discrimination and equal treatment. Most people (46%) thought this issue was not sufficiently dealt with in Hungary. This value is identical with the proportion measured in 2010 but higher than the rate of 38% taken in 2013. Examining the issue at the individual level, almost 80% of all respondents thought that the issue of discrimination and equal treatment was either important or not

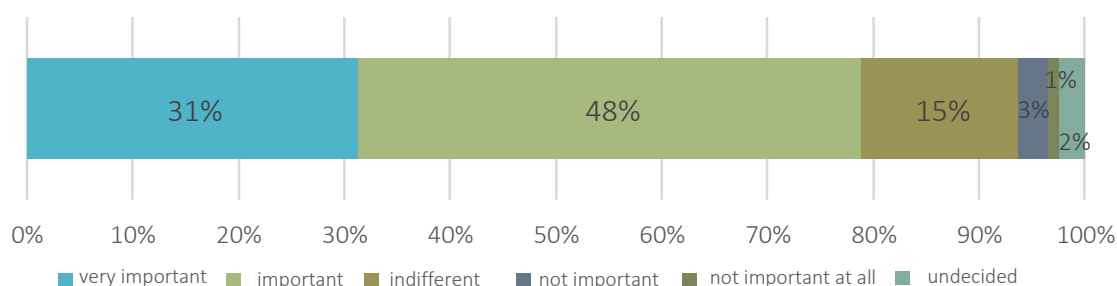
important, a further 15% were indifferent, while the proportion of those that thought it was irrelevant or could not decide was of negligible volume. (Figure 10)

**Figure 10.**  
**Opinions on the importance of the issues discrimination and equal treatment on a societal and individual level, 2017 (%)**

*“Do you think that the issue of discrimination and equal treatment is sufficiently dealt with in Hungary?”*



*„How important do you personally think the issue of discrimination and equal treatment is?”*



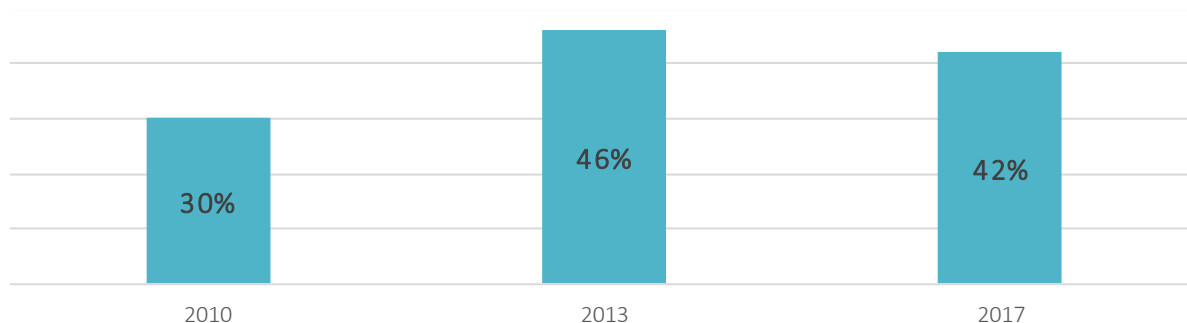
Examining the responses to the two questions above in a simple cross-table (where the percentage values of internal cells make up 100% altogether, i.e. we are not talking about column or row percentages), focusing on the cells highlighted in the left columns, the figures indicate that among those who consider the issue important and think it is sufficiently dealt with we can find more women than men, more of those that have a higher education level than the average and more economically active respondents. (Table 16)

## 6.2 Awareness of the Equal Treatment Authority (EBH) and its perception

Awareness of the Equal Treatment Authority (EBH) has declined slightly as compared to 2013, but it is still significantly higher than the first value taken in the survey of 2010. In 2017 42% of respondents claimed to have heard of the authority, while the same rate in 2013 made up 46%. This decline of four percentage points, however, is not a significant one, considering the fact that an active communication campaign was conducted by the authority before the data

collection in 2013, while activities of this nature with a similarly high public access efficiency were far more limited before the survey in 2017. (Figure 11)

**Figure 11.**  
**Awareness of the Equal Treatment Authority (EBH)**  
*“Have you heard of the Equal Treatment Authority?”*  
*in percentage of ‘yes’ answers*



Similarly to many questions before, the respondents' age and level of education represented the determinant factors. In short: middle-aged (mostly 30 to 50 years old) people with a better educational level were most familiar with the existence of EBH.

For EBH, the main source of awareness is still television. Every third person (33%) that claimed to know of the authority specified this medium. Slightly deviating from the trend of earlier years, this is followed by the recommendation of acquaintances and friends (24%). More frequent sources of information were posters and flyers (14%), the authority's own website (10%) and official Facebook page (7%). The role of the authority's website in sharing knowledge started increasing from 2015, while the Facebook channel providing a direct communication link has been operating since the spring of 2015.

Only a few respondents were able to name the organisational form of the Equal Treatment Authority. From the closed list provided barely 8% of respondents could identify it as an autonomous government unit. Their proportion was not higher either (only 10%) among those who otherwise knew of its existence. Slightly more respondents thought of it as an NGO. Most respondents defined EBH as a representative organisation – presumably, this activity was considered closest to the “assumed” operations of the authority. It is important to know that almost half (46%) of people not aware of its existence could not provide an answer (or even make a guess) to this question.

## 7 Summary

### 7.1 Personally experienced discrimination

The survey findings indicate that in 2017 multiple discrimination can still be regarded as a significant phenomenon. Over a quarter of our survey's participants have already suffered discrimination in their lives before on grounds of two or more protected characteristics, which represents over three quarters of people discriminated against on a nationwide level. We can certainly declare that the people who claimed to have been discriminated against in several of the areas; employment, social care and healthcare, education or trade and services, in the last 12 months were also exposed to multiple discrimination. In 2017 this affected almost 5% of the population.

During the analysis it turned out upon examining almost all aspects of discrimination, as compared to 2013, that - even if only slightly - personally experienced discrimination had increased by 2017, while the proportion of people discriminated against has been reduced. With respect to the respondents' entire course of life we could establish the same growing trend concerning the grounds leading to discrimination, concerning multiple discrimination and concerning the perception of any discrimination in any area by the respondent. In comparison with 2013 it represented a new trend that social differences and inequalities taking shape in people's financial situation and social origin have become the most dynamically growing reasons for discrimination besides state of health and age, i.e. in 2017, as compared to 2013 discrimination should be interpreted in a wider context than earlier in the case of ethnic origin, and is now much more connected to social inequalities. Another significant finding was that between 2013 and 2017 it was not women but men, more specifically Roma men whose discrimination experiences increased the most. In respect to the group of people discriminated against we can also state that the fact of discrimination has shown significant correlations with their educational level, older age, labour market situation and income situation. As opposed to this, in respect to gender and residence we could not demonstrate any significant differences based on earlier personal discrimination experience.

Evaluating discrimination trends we can regard it as a positive development, however, that in regard to discrimination experienced recently it turned out that as compared to 2013 and with the exception of the area of social care/healthcare, perceived discrimination has declined slightly in the areas of employment, education and services. The rate of change is very small, therefore the question arises if these figures can be projected to forecast a change of trends for the future. On one hand the labour market situation has improved in respect to employment having grown recently, that in certain segments of the labour market there has even been a shortage of labour, so it follows that employers will be more open towards groups with a disadvantageous situation. On the other hand, the fact that the discrimination indicators of

Roma and people with disabilities have deteriorated significantly since 2013 (certainly also affected by the situation of social care becoming increasingly uncertain) does not offer much hope in regard to social integration. It is not a heartening figure either that according to over half of the respondents equal treatment and the promotion of equal opportunities are not considered important at their workplace on an organisational level.

## 7.2 Social discrimination

In the area of social discrimination being detected, most of the respondents reported discrimination on grounds of Roma origin, frequently also mentioning discrimination based on age and some physical/mental disability. These trends are similar to the findings of earlier surveys. The majority of respondents did not perceive any significant improvement in the magnitude of social discrimination, while they even thought that discrimination on grounds of Roma origin and (to a smaller extent) based on age and sexual orientation was more likely to grow. Importantly, there is a perception of some improvement concerning discrimination based on disability: every fifth person thought that in recent years the situation of this protected group has improved in Hungary.

## 7.3 Equal treatment

Awareness of the law on equal treatment has gone down slightly as compared to the previous survey (in 2013), but the intensive presence of the issue in the media at that time significantly contributed to the higher level of being aware of its existence. Accordingly, the figure taken in the current “state of rest” should be evaluated in the light of this circumstance. Awareness of the law still shows a strong correlation with social status. In general we can establish that people’s awareness of the law in groups of higher status is generally better. Awareness of the Equal Treatment Authority (EBH) has slightly decreased since 2013 but it is still significantly higher than the value resulting from the first survey of 2010.

# 8 Conclusions

The earlier surveys on equal opportunities, equal treatment and legal awareness in 2010 and 2013, furthermore the follow-up survey of 2017 comprising the most important questions, were all conducted in a period characterized by the continuity of government/political control. In this period the institutions run by the state, the establishment of which the hope, then the fact of Hungary’s accession to the EU had played a major part in had already been built up and made accessible to people, and the appearance of the attitude that the discrimination of

individuals and groups of people is a threat to democracy itself has become increasingly frequent. EBH has had a distinguished role in the shaping and reinforcement of this attitude and will keep this role for future development.

Still, no matter how important the presence of EBH in current Hungarian society is in respect to equal treatment and anti-discrimination measures, neither its activities nor its scope is independent of the social/economical processes or the ideological/political atmosphere that the recent period has been characterized by. What today's respondents consider a fair world, what they perceive as discrimination or offence with respect to themselves or their personal network is influenced by a number of factors, partly reinforcing, partly cancelling each other out. It seems obvious from our surveys that the perception of discrimination is not independent of the respondents' life situation, gender, age, social status or belonging to a minority group, be it their own personal experience or their observations made in their closer or wider environment. But as the growing recognition of discrimination could mean the growth of legal awareness and the actual growth of discrimination at the same time, we similarly cannot tell if the decline of discrimination in some areas or the perception of constancy are perhaps connected to factors acting against recognition. Since we are basically discussing perceptions, approaches, and levels of awareness here, therefore in addition to hard variables – such as changes incurred at the institutions influencing people's lives fundamentally that are consolidated by legal regulations, for example in the fields of education, employment or social care – we also need to take certain psychological factors into consideration. Such factors may include the fear of losing a hard-earned job opportunity, anxiety because of uncertainty and vulnerability in the labour market, or the permanent presence of racist, sexist discrimination that may infiltrate the personality of the individual affected, when instead of awareness of the offences suffered and seeking legal remedy we rather find suppression of the negative experiences. We should not forget either that besides the minority we can see in our surveys that regard themselves as victims of some form of discrimination at some point in their lives there is also a majority that is only a silent observer of the social injustice perceived, feeling that any counteraction is futile and not raising any objection to it. In fact, undoubtedly this latter sample also comprises people who – for lack of awareness, out of ignorance or based on some institutional involvement or position – are not victims but perpetrators of the actions damaging the opportunities of, or discriminating against others.

We observed that the information campaign that also raised awareness concerning the role of EBH preceding the survey in 2013 had a clearly measurable impact on the perception of discrimination and anti-discrimination measures. Although the direct memory of this campaign may have faded slightly, awareness of the existence of EBH still exceeds the rate measured in the initial survey of 2010. Therefore we think that one of the most important missions of EBH is to keep and strengthen the faith of people that social injustices are not predestined, that a society with a democratic system of institutions, including the major official guardian of equal treatment and the ban on discrimination, the Equal Treatment Authority exists, in which discrimination can not only be recognized, but also redressed.

If the activities and presence of EBH received more attention and publicity, discrimination victims could also register that they are not alone, and they have somebody to lean on. Furthermore, it

would also be important for the EBH to continue the propagation of knowledge on equal treatment and the ban on discrimination, and to make it an integral part of the education and training of experts working in the affected fields, e.g. lawyers, teachers, social workers. If this knowledge could be integrated into the system of requirements between authority and client, it would most definitely reduce the chances of somebody – out of ignorance or thoughtlessness - becoming the perpetrator of discrimination against others.

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## Appendices

**Table 1**  
**Total and individual reference frequency of protected characteristics when reporting personally experienced discrimination, in 2013 and in 2017 (%)**

	EBH, 2013	EBH, 2017	Change between 2013 and 2017
Age	15.0	21.4	+6.4
Financial situation	8.0	15.7	+7.7
State of health	8.5	14.9	+6.4
Social origin	8.3	14.7	+6.4
Gender	9.0	12.2	+3.2
Skin colour	8.4	11.8	+3.4
Racial origin	7.9	11	+3.1
Belonging to a national or ethnic minority	8.1	10.8	+2.7
Political opinion	5.8	10.3	+4.5
Type of employment	6.0	10.1	+4.1
Maternity (pregnancy), fatherhood	6.6	9.2	+2.6
Disability	5.0	9.1	+4.1
Marital status	5.7	9.1	+3.4
Religious or ideological conviction	5.5	8.3	+2.8
Citizenship	3.3	7.5	+4.2
Mother tongue	3.7	7.3	+3.6
Sexual orientation	2.0	5.5	+3.5
Trade union membership	2.5	5.4	+2.9
Gender identity	2.0	5.1	+3.1
Other condition	3.4	3.1	-0.3
Not discriminated against on any grounds	65.6	62.1	-3.5
Discriminated against on one or more grounds	34.4	37.9	+3.5
Discriminated against on 1 ground	11.8	9.5	-2.3
Discriminated against on 2 to 5 grounds	17.2	17.6	+0.4
Discriminated against on 6 or more grounds	5.4	10.7	+5.3

**Table 2**  
**Frequency of personally experienced discrimination by areas, in the 12 months preceding the survey, in 2010, 2013 and 2017 (%)**

	2010	2013	2017	Change 2013-2017
<b>Discrimination at the workplace</b>				
Workplace recruitment	6.9%	8.4%	6.9%	-1.5%
Salary / Wages	3.4%	3.2%	3.6%	0.4%
Job classification	2.9%	2.2%	4.3%	2.1%
Type of employment	2.7%	3.8%	4.6%	0.8%
Dismissal	2.8%	2.5%	2.4%	-0.1%
<b>Discrimination in the areas of education and training</b>				
Primary school	0.6%	2.4%	0.7%	-1.7%
Kindergarden	0.3%	0.8%	0.6%	-0.2%
<b>Discrimination in the areas of social care and healthcare</b>				
Medical care	2.1%	3.5%	4.0%	0.5%
Administration of social benefits	3.8%	3.2%	3.8%	0.6%
Administration of unemployment benefit	1.9%	1.2%	2.3%	1.1%
General administration at a public office	3.0%	4.2%	5.0%	0.8%
At the police	1.7%	0.4%	2.4%	2.0%
<b>Discrimination in the areas of goods, trade and the use of services</b>				
Hospitality industry	1.6%	0.6%	1.0%	0.4%
Transport	1.9%	3.3%	2.4%	-0.9%
Shopping	1.5%	2.7%	1.9%	-0.8%

**Table 3**  
**Frequency of personally experienced discrimination by consolidated areas in the 12 months preceding the survey, in a breakdown by gender, Roma origin and disability in 2013 and 2017 (%)**

	Male 2013	Male 2017	Female 2013	Female 2017	Roma 2013	Roma 2017	Disabled 2013	Disabled 2017
Discrimination in employment	10.6	12.4	13.8	9.4	29.4	50	8.6	29.9
Discrimination in the areas of education and training	0.8	1.3	3.6	0.8	6.9	10.6	4.3	0
Discrimination in the areas of social care and healthcare	5.3	9	11	8.1	31.7	47	17.2	32.9
Discrimination in the areas of goods, trade and the use of services	2.7	4.1	6.6	2.8	9.9	7.6	24.7	14.5

**Table 4**  
**Proportion of people affected by multiple discrimination in 2010, 2013 and 2017 (%)**

	2010	2013	2017
Not affected by discrimination previously	65.4	65.6	62.1
Discriminated against on grounds of one protected characteristics	12.5	11.8	9.5
Discriminated against on grounds of several protected characteristics	22.1	22.6	28.3
of which:			
Discriminated against on grounds of 2-5 protected characteristics	17.8	17.2	17.6
Discriminated against on grounds of 6 or more protected characteristics	4.3	5.4	10.7
Total	100%	100%	100%

**Table 5**  
**Proportion of people affected by multiple discrimination broken down by gender, Roma origin and disability in 2013 and 2017 (%)**

	Male 2013	Male 2017	Female 2013	Female 2017	Roma 2013	Roma 2017	Disabled 2013	Disabled 2017
Not affected by discrimination previously	71.4	63.4	60.6	61	36.3	7.6	47.3	20.8
Discriminated against on grounds of one protected characteristics	12.3	9.6	11.4	9.4	3.9	6.1	7.5	7.8
Discriminated against on grounds of several protected characteristics	16.3	26.9	28.1	29.6	59.8	86.4	45.1	71.5
of which:								
Discriminated against on grounds of 2-5 protected characteristics	11.9	15.8	22	19.3	43.1	47	37.6	41.6
Discriminated against on grounds of 6 or more protected characteristics	4.4	11.1	6.1	10.3	16.7	39.4	7.5	29.9
Total	100%	100%	100%	100%	100%	100%	100%	100%

**Table 6**

**Breakdown of respondents on the basis of the area of discrimination, in the 12 months preceding the survey in 2010, 2013 and 2017 (%)**

	2010	2013	2017
Not affected by discrimination previously	85.1	80.5	83.5
Only affected by workplace discrimination	6.1	8.4	6.2
Only affected by institutional discrimination (social care, healthcare, education, services)	4.3	7.2	5.7
Affected by both types of discrimination (workplace and institutional)	4.5	3.9	4.6
Total	100	100	100

**Table 7**

**Breakdown of respondents on the basis of the area of discrimination, in the 12 months preceding the survey, by gender, Roma origin and disability in 2013 and 2017 (%)**

	Male 2013	Male 2017	Female 2013	Female 2017	Roma 2013	Roma 2017	Disabled 2013	Disabled 2017
Not affected by discrimination previously	84.7	82.2	76.7	84.6	60.8	29.9	65.2	53.2
Only affected by workplace discrimination	8.3	7.1	8.5	5.4	5.9	19.4	4.3	9.1
Only affected by institutional discrimination (social care, healthcare, education, services)	4.7	5.6	9.5	6	9.8	19.4	27.2	16.9
Affected by both types of discrimination (workplace and institutional)	2.3	5.2	5.3	3.9	23.5	31.3	3.3	20.8
Total	100	100	100	100	100	100	100	100

**Table 8**

**Breakdown of people discriminated against and not discriminated against by level of education, in 2013 and 2017 (%)**

	Discriminated against	Not discriminated against	2013	Discriminated against	Not discriminated against	2017
Primary school or less	44.3	37.8	40.3	33.9	25.4	28.8
Vocational school	18	17.5	17.7	22	22.4	22.2
Secondary school	26.4	31.3	29.4	29	32.9	31.3
Third-level education	11.2	13.3	12.5	15.1	19.3	17.6
Total	100	100	100	100	100	100

Sig.=0.175

Sig.=0.021

**Table 9****Breakdown of people discriminated against and not discriminated against by age, in 2013 and 2017 (%)**

	Discriminated against	Not discriminated against	Nationwide representative sample 2013	Discriminated against	Not discriminated against	Nationwide representative sample 2017
18-29 years	20.6	25.4	23.5	16.5	19.3	18.2
30-39 years	14.3	16.9	15.9	16	21.8	19.5
40-49 years	20.1	13.2	15.8	15.1	16.8	16.1
50-59 years	20.1	18.2	18.9	22.5	14.4	17.7
60 years or more	25	26.2	25.8	29.9	27.7	28.6
Total	100	100	100	100	100	100
	Sig.=0.027			Sig.=0.012		

**Table 10****Breakdown of people discriminated against and not discriminated against by residence, in 2013 and 2017 (%)**

	Discriminated against	Not discriminated against	2013	Discriminated against	Not discriminated against	2017
Village	29.7	37.6	34.5	29.5	28.9	29.1
Town	32.6	29.8	30.8	34.5	35.1	34.9
County seat	15.9	17.9	17.1	17.3	18.3	17.9
Budapest	21.9	14.8	17.5	18.6	17.8	18.1
Total	100	100	100	100	100	100
	Sig.=0.007			Sig.=0.970		

**Table 11****Breakdown of people discriminated against and not discriminated against by labour market situation (%)**

	Discriminated against	Not discriminated against	2013	Discriminated against	Not discriminated against	2017
Economically active	40.4	45.2	43.9	50.5	59.1	55.6
Retired; on a disability pension	25.5	29	27.6	33.7	27.4	30
Unemployed	14.8	9.8	11.7	9.4	1.7	4.8
Student	5.7	7	6.5	1.7	7	4.9
Other inactive + rejecting responses	12.7	9	10.4	4.7	4.7	4.7
Total	100%	100%	100%	100%	100%	100%
	Sig.=0.006			Sig.=0.000		

**Table 12****Breakdown of people discriminated against and not discriminated against by per capita income (%)**

	Discriminated against	Not discriminated against	2013	Discriminated against	Not discriminated against	2017
We can easily make our living from our current income	4	4.6	4.4	4	7.4	6
We can make our living from our current income	27.5	36.7	33.2	37.5	53.9	47.3
We find it hard to make our living from our current income	39.5	40.4	40	38.2	27.6	31.9
We find it very hard to make our living from our current income	28.8	18.3	22.3	19.4	7.9	12.5
Undecided	0	0	0	0	1.2	0.7
No response	0	0	0	1	2	1,6
Total	100	100	100	100	100	100

Sig.=0.000

Sig.=0.000

**Table 13****If having been discriminated against, on what grounds? In 2010, 2013 and 2017 (N, %)**

	2010	2013	2017	Male, 2017 (%)	Female, 2017 (%)
Gender	11	4	7.9	0	12.9
Ethnic identity	27	42	32.5	42.1	25.8
Age	23	25	25.2	10.5	32.5
Religion	7	6	3.6	5	3.2
Financial situation	7	16	18.8	25	16.1
Sexual orientation	0	0	0	0	0
Gender identity	0	1	0	0	0
Disability	19	33	23.8	15.8	29
Other	38	20	25.2	26.3	22.6
Number of cases (N)	123	127	50	100	100

**Table 14****Awareness of the Act on Equal Treatment by personally experienced discrimination, 2017 (%)**

		Do you think there is a law in Hungary protecting people against discrimination, i.e. is there a law on equal treatment?		
		yes	no	undecided
Have you been subject to discrimination of any kind?	no	45%	21%	34%
	yes	42%	24%	35%

**Table 15****Awareness of the Act on Equal Treatment by personally experienced discrimination, 2017 (%)**

	No legal remedy available in any of the areas	Legal remedy available in all areas	Composition of the entire sample
<b>GENDER</b>			
male	42.7%	48.9%	45.7%
female	57.3%	51.1%	54.3%
<b>AGE</b>			
18-29	17.3%	18.8%	18.0%
30-39	16.0%	23.3%	19.6%
40-49	15.2%	19.3%	17.2%
50-59	16.0%	19.6%	17.7%
60 and above	35.6%	19.0%	27.5%
<b>LEVEL OF EDUCATION</b>			
Primary school or less	43.6%	15.5%	29.8%
Vocational school	20.1%	18.8%	19.4%
Secondary school, technical school	27.1%	36.5%	31.7%
College, university	9.3%	29.2%	19.1%
<b>ECONOMIC ACTIVITY</b>			
economically active	44.2%	67.6%	55.7%
people on maternity leave, enjoying maternity benefits	4.1%	2.7%	3.4%
retired people, people on old age pension (by their own right) or survivor's pension	33.4%	16.3%	25.0%
people on invalidity pension	2.8%	5.1%	3.9%
unemployed	8.2%	1.9%	5.1%
student	5.7%	4.8%	5.2%
homemaker, other inactive	1.5%	1.1%	1.3%
<b>TYPE OF SETTLEMENT</b>			
Budapest	19.8%	17.6%	18.7%
County seat	19.0%	16.3%	17.7%
Town	25.7%	40.4%	32.9%
Village	35.5%	25.7%	30.7%
<b>Total</b>	<b>38.8%</b>	<b>37.4%</b>	

**Table 16**  
**Discrimination and equal treatment: importance and social perception 2017 (%)**

		How important do you think issues of discrimination and equal treatment are?						Total
		very important	important	neutral	not important	not important at all	undecided	
Are the issues of discrimination and equal treatment sufficiently dealt with in Hungary?	yes	9%	13%	3%	0%	0%		26%
	no	17%	21%	6%	2%	1%	0%	46%
	undecided	6%	13%	6%	1%		2%	28%
Total		31.4%	31%	48%	15%	3%	1%	2%



