

# Do You Mean Me?

Discrimination: attitudes and experience  
in Northern Ireland

## Equality Awareness Survey 2011

Equality Commission

FOR NORTHERN IRELAND



# Executive Summary

The 2011 Equality Awareness Survey measures attitudes towards specific equality groups; perceptions and experiences of unfair treatment; and awareness of a range of equality related matters amongst the general public in Northern Ireland.

The survey involved over 1000 face to face interviews with members of the public across Northern Ireland conducted during September 2011. The sample was stratified by age, gender, religion, social class and geography.

The survey followed a similar structure and content to that of the Commission's previous Equality Awareness Surveys (2008 and 2005). Additional questions were included in 2011 to measure and provide baseline information, including the equality impact of the current economic climate.

## SOCIAL ATTITUDES

Respondents were asked a series of questions which focused on social attitudes and perceptions of equality. With regards attitudes to specific groups questions examined: general attitudes; attitudes towards specific groups in different situations (social distance) and; those groups considered to be treated unfairly. Questions also examined attitudes to equality and diversity – the importance of equality over time; how comfortable respondents would be with particular groups in the highest political office; as well as views on positive action, under-represented groups; and, affirmative action.

### General attitudes towards specific groups

Respondents were asked to indicate generally how positive or negative they felt towards each group – an indicator of open or publicly held views.

- For the most part, **attitudes towards the different groups were generally positive.**
- However **negative attitudes existed towards: Travellers (30%), transgender persons (22%), and Eastern European migrant workers (21%).** Only 7% perceived those from a different religion in an unfavourable light. Negative attitudes towards the different groups are broadly similar to those in 2008.
- **The only group to see a decline in negative attitudes towards them was lesbian, gay or bisexual persons, from 21% in 2008 to 15% in 2011.** There was not a corresponding increase in positive views though – rather the proportion of those holding 'neutral' views increased.

### Social distance – understanding latent views towards specific groups

Social distance – that is the extent to which respondents feel comfortable with varying degrees of closeness to a member of a ‘different’ group – was explored in the context of situations of work, community and family life.

These responses can provide an indication of latent or underlying feelings towards these groups.

- In terms of social distance scenarios, attitudes varied towards the different groups when contextualised in the situations of work, community and family life. Overall, attitudes towards different groups in different social distance situations have firmed or hardened over time, in particular in the ‘marry/relationship’ situation.
- As in 2008, the **most negative attitudes were towards Travellers** in each of the three situations. In 2011, 35% of respondents would mind (a little or a lot) having a Traveller as a work colleague, 54% would mind having a Traveller as a neighbour while 55% would mind having a Traveller as an in-law. This compares with 38%, 51% and 51% respectively in 2008.
- Negative attitudes were also displayed towards **transgender people** in each of the three social situations: 35% of respondents would mind (a little or a lot) having a transgender person as a work colleague, while 40% would mind having a transgender person as a neighbour and 53% would mind having a transgender person as an in-law (53%).
- In terms of the three types of disability considered (physical, learning or mental ill-health), as in 2008, **mental ill-health** evoked the greatest number of negative responses, with 26% saying they would mind (a little or a lot) having a person with mental ill-health as a work colleague, while 24% and 37% respectively would mind having this person as a neighbour or as an in-law.
- Notably, **negative attitudes towards those experiencing mental ill-health increased more over time than attitudes towards any other group**: with a ‘work colleague’ seeing an increase of 9 percentage points from 17% in 2008; a ‘neighbour’ an increase of 8 percentage points from 16% in 2008; and an ‘in-law’ by 12 percentage points from 25% in 2008.
- Respondents were **least likely to mind** having someone of a **different religion or with a learning disability** as a work colleague (8-11%); someone with a learning or **physical disability** or of a different religion as a neighbour (8-10%); and someone of a different religion or with a learning or physical disability as an in-law (17-18%).

### Perceptions of unfair treatment in Northern Ireland

Respondents were asked to identify the groups they thought were **treated unfairly** and the group they thought was **treated most unfairly** in Northern Ireland.

- When asked which **groups were treated unfairly**, the most common answers were **people over 70; lesbian, gay or bisexual people and disabled people (all 24%)**.
- When asked which specific **group was treated most unfairly**, **people aged over 70** were considered to be treated most unfairly in Northern Ireland (15% of respondents), followed by **lesbian, gay or bisexual people, disabled people and Roman Catholics (all 13% each)**. 8% felt Protestants were treated most unfairly and only a small proportion felt that men or women were treated unfairly (1% each).
- **In 2008, 24% had felt that racial or ethnic groups were treated the most unfairly, followed by Travellers (16%) and older people (15%** - the same as in 2011). Other comparator figures from 2008 include – disabled people 10%; Roman Catholics 5%; Protestants 4%.
- With regards to the **types of unfair treatment**, in 2011 respondents were of the view that:
  - people over 70 were most likely to be treated unfairly when using public services;
  - lesbian, gay or bisexual people were most likely to be subject to harassment; and that
  - disabled people and Roman Catholics were most likely to be treated unfairly at work.

A majority of respondents (54%) disagreed with the statement that **‘sometimes there is good reason to be prejudiced against certain groups’**, however, **close to one-third (30%) agreed** with the statement (a proportion similar to that noted in the 2010 Scottish Attitudes Survey, from which this question was developed).

### **Attitudes to equality and diversity**

The survey examined **attitudes to equality and diversity**. Respondents were asked questions regarding the importance of equality, efforts made to combat discrimination and questions regarding how ‘comfortable’ or not respondents would be with having someone from a range of different groups in the highest elected political position in Northern Ireland. It also sought views on the need to have more people from under-represented groups in employment or public life.

#### *Importance of equality over time:*

- For most people in Northern Ireland, the prevailing perception was one of **no change in the importance of equality issues over the last three years (50%)**. However, almost one in three said that **equality issues have become more important (29%)**.
- More than two-fifths (42%) said that **religion is the most important equality issue, followed by age (39%) and gender (27%)**.

- 45% of respondents were satisfied that **enough was being done to fight all forms of discrimination** in Northern Ireland (down from 55% in 2008), while **35% were not satisfied**.

### *Attitudes to diversity:*

- Respondents were most 'comfortable' with a man (mean score=9.25) or a woman (mean score=9.13) in the **highest elected position**. Respondents were most '**uncomfortable**' towards having a **Traveller** (mean score=5.34) in the highest elected political position in Northern Ireland. This was followed by a **transgender person** (mean score=5.75) and a **person experiencing mental ill-health** (mean score=6.14).
- More than two-thirds (69%) said they would like to see **more women in management positions** in the workplace. Increasing the representation of **disabled people in the workplace** (65%) and having **more female MLAs** (63%) were also popular choices attracting a lot of support. Respondents identified **least the need for people aged over 70 in companies** (42%).
- Over three-quarters (**77%**) either agreed or strongly agreed that '**public bodies in Northern Ireland should be more representative of both the Protestant and Roman Catholic communities**'. This is an increase of 7 percentage points since 2008 (70%).
- **Two-thirds (66%)** either agreed or strongly agreed that '**a police service whose religious composition is more representative of both the Protestant and Roman Catholic communities will offer a better service**' (findings broadly similar to the 2008 survey).

### **Positive and affirmative action in Northern Ireland**

The survey sought to assess the influence of positive action measures in attracting an under-represented community into employment.

- **52%** reported that they would be more **likely to apply for a job if a company** had advertisements that said they **particularly welcomed applicants from members of their communities**.
- Furthermore, **55%** indicated that they **would apply for a job if the company took practical steps to develop contacts within their communities**.
- **Support** for these affirmative measures **has increased** by a respective 6 and 7 percentage points since 2008.

### **Support for equality laws**

Support for equality laws in Northern Ireland has remained consistently high over time.

- 91% of respondents in 2011 agreed on the **need for equality laws**, a similar finding to 2008 and 2005 (both 92%).
- More than three-quarters of respondents (77%) agreed that **equality laws should be strengthened** to match those in Great Britain, while only 3% disagreed.

## DISCRIMINATION AND COMPLAINTS

This section explores personal experience of discrimination or harassment, and the extent to which respondents were prepared to seek redress in such a situation, including the likelihood of them contacting the Equality Commission.

### Experience of unfair treatment:

- **One in three (33%)** respondents said that they had been **subject to some form of harassment or unfair treatment** during the past three years because they belonged to a particular group, an increase of 16 percentage points since 2008 (17%) and 17 percentage points since 2005 (16%).
- In 2011 those **groups most likely to consider they had been subject to some form of unfair treatment** were minority ethnic groups (61%); lesbian, gay or bisexuals (53%); those from Belfast (44%); those with a Limiting Long Term Illness - LLTI (40%); those from a lower class (37%). In 2008 the comparable groups were lesbian, gay or bisexuals (34%); those of a higher class (18%); those from Belfast (26%) and those from a Roman Catholic community background (19%).
- In 2011, 14% of respondents felt they had **experienced harassment because** they belonged to a particular group while 14% felt they had not been able to express their own culture; 10% reported being treated unfairly at work. 10% considered they had been treated unfairly in relation to buying or renting a house, premises or land. In 2008 the most common reasons cited were being treated unfairly at work (8%) and belonging to a particular group (7%).

### Complaints:

- Of those who believed they had been treated unfairly (n=357), **just over one fifth (21%)** said they had made **some form of complaint**, a similar finding to 2008 (20%).

### Equality Commission advice and support:

- Respondents were informed that the Commission offers advice and assistance to people who believe they may have been discriminated against.
- A majority (**58%**) **said they would contact the Commission** if they had a problem, a rise of 16 percentage points since 2008 (42%). 18% said they would not.



- Of those respondents who would not contact the Commission (n=194), 23% said the main reason given was **lack of awareness** of the Commission, while 16% said they would **go to a solicitor or somewhere else** instead.

### Knowledge of rights:

- Almost **a quarter (24%)** of people surveyed felt that they **would know their rights** if they were the victim of discrimination or harassment, a decrease of 12 percentage points since 2008 (36%). There were no comparable questions in 2005.

## AWARENESS OF ANTI-DISCRIMINATION LAW

This section examines public awareness and perceptions towards anti-discrimination laws in Northern Ireland. In 2011 new additional questions were developed to establish the level of awareness of *grounds* (such as gender, age or disability) and *areas* (such as employment, education or transport) that are protected by anti-discrimination laws and to provide baseline data on awareness of the United Nations Convention on the Rights of People with Disabilities (UNCRPD).

### Awareness of areas and grounds

The survey found that a majority of the general public have good awareness of the areas and grounds protected by anti-discrimination laws in Northern Ireland. In general, those from a higher social class and with a third level education were most likely to indicate awareness across the different areas and grounds:

- More than half (52%) of respondents were aware that anti-discrimination laws protect them on the **grounds** of religion, while more than two-fifths were aware that age (46%) and disability (42%) were protected grounds. Political opinion (12%) was the least well-known ground protected under the laws. It was notable that, despite being long established, only one in three (34%) were aware that gender was a protected ground.
- More than two-thirds (69%) of respondents were aware that anti-discrimination laws protect them in the **area** of employment. 45% were aware that the laws protect them in the area of education, yet conversely training (17%) was the least well-known area protected under the law.

### Public Authority duties to promote equality and good relations

These questions sought to measure public awareness of the responsibilities of public authorities under equality legislation and to assess the extent to which the public had been consulted.

- Nearly **two-thirds (63%)** of respondents were **aware that public authorities have a responsibility** under Section 75 of the Northern Ireland Act **‘to promote equality of opportunity and good relations** in the ways that they work’.



- A minority of respondents (**15%**) were aware of instances where they had been asked to respond to a consultation about equality of opportunity and good relations by a public authority.

### United Nations Convention on the Rights of People with Disabilities (UNCRPD)

The Equality Commission, along with the Northern Ireland Human Rights Commission, has been designated as ‘independent mechanism’ under the UNCRPD to promote, protect and monitor implementation of the UNCRPD in Northern Ireland. The question sought to provide a baseline measure regarding awareness of the Convention. Just over **one-fifth (21%) of respondents had heard of the UNCRPD.**

## THE EQUALITY COMMISSION

Respondents were asked a series of questions with regards to the Equality Commission, in particular: awareness of the Commission, its role and responsibilities; and public confidence in the Commission.

### Awareness of the Commission and its role

In summary, awareness of the Commission was similar to 2008 levels.

- In 2011, **28% correctly identified the Equality Commission** as the organisation with overall responsibility for promoting equality and dealing with anti-discrimination laws in Northern Ireland (unprompted). This was similar to 2008 (30%) however this has increased by 17 percentage points since 2005 (11%). The next most common response was the former Equal Opportunities Commission (11%).
- When advised of the function of the Equality Commission, over half (**52%**) indicated that they **had heard of the Equality Commission**, which is similar to the response in 2008 (55%), however a decrease in prompted awareness of 6 percentage points since 2005 (58%).

*Of those who were aware of the Equality Commission (n=577)*

### Knowledge of the role and responsibilities of the Commission

Knowledge of the functions of the Commission has fluctuated, though remained high over time. The Commission’s role in assisting complainants and providing advice was most commonly cited by respondents.

- Almost three quarters (**72%**) indicated they ‘**knew something**’ about the roles and responsibilities of the Commission, compared with 82% in 2008 and 65% in 2005. This is a decrease of 10 percentage points since 2008, however this is an increase of 7 percentage points since 2005.

- When asked to suggest the **main services provided by the Commission** (n=577), the most common response was **supporting people to take cases to tribunal (41%)**. Awareness of this area has doubled since 2008 (20%). The next most common response was providing information and publications (39%), this has tripled from 12% since 2008. Knowledge of the Commission's work to assist employers with workforce monitoring has fallen from 26% in 2008 to 15% in 2011.

### Confidence in the Commission

Overall, **the survey indicates an increase in confidence in the Commission**. This increase was strongest in relation to the Commission as “a valued source of expert advice” (7 percentage points increase), and that the Commission is “respected equally by all sections of the community” (11 percentage points increase).

There was no difference by community background in the confidence levels expressed.

- Two thirds (**65%**) (n=577) had either some or a lot of confidence in the Commission's **ability to promote equality of opportunity for all**, 12% indicated little or no confidence, while 23% did not know. This is similar to the response in 2008 (63%, n=589).
- There was strong agreement that the Commission **provides a valued source of expert advice on equality issues (73%)**, an increase of 7 percentage points since 2008 (66%). 4% disagreed, while 23% were undecided.
- **68%** were either fairly satisfied or very satisfied that the Commission **treats members of the public equally irrespective of their background**, similar to 2008 (64%). 6% were either fairly dissatisfied or very dissatisfied, while 27% were undecided.
- **64%** either agreed or strongly agreed that the Commission **is respected equally by all sections of the community in Northern Ireland**. Support has shown an increase of 11 percentage points since 2008 (53%). 11% either disagreed or strongly disagreed, while 26% were undecided.

### Impacts of economic downturn

A new suite of questions in 2011 sought to explore employment effects of the economic downturn across equality grounds. Respondents were asked about: employment effects as a result of the current economic climate; confidence in the ability to keep their job; and, confidence in the likelihood of finding a job in the event of losing their job.

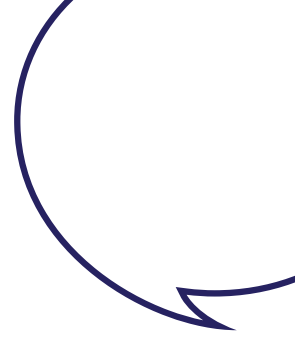
- **7% (1 in 14)** said that they **had lost their job in the last 12 months as a result of the economic climate**, while over half (54%) indicated they had not. Almost three-tenths (29%) said they had not been working and were not looking for work, while one-tenth (10%) said they had not been working but were looking for work.

- Those more likely to say they had lost their jobs due to the economic downturn were those with a **Limiting Long Term Illness - LLTI** (23%), with a **lower household income** of <£15K (19%), with **post primary or no qualifications** (15% and 12%, respectively) or from a **lower social class** (22%).
- Of those in employment (n=585), almost **one-quarter (24%) had been affected by reduced hours** as a result of the economic climate, while 76% had not been affected.
  - Those more likely to be affected by reduced hours were those with a **LLTI** (47%), from a **lower class** (35%), and those **living in the East** of Northern Ireland (29%).
- **Almost one-third** of those in employment, (32%, n=586) had been **affected by a pay cut or pay freeze** as a result of the economic climate, compared with 68% who had not.
  - Those more likely to be affected by a pay cut or pay freeze as a result of the economic climate were **males** (36%), those with **dependants under 18** (36%), **Roman Catholics** (37%), **Nationalists** (43%), those **married, cohabiting or in a civil partnership** (35%) and those living in **Belfast** (42%).
- **66%** were fairly confident or very **confident in the ability to keep their job in the next 12 months**, while almost **one-quarter (24%) were not** confident.
  - Further analysis suggested that there were no differences between sub-groups regarding confidence in their ability to keep their job.
  - **Public confidence in Northern Ireland is lower than the UK and EU average**, with a respective 77% each saying they were fairly confident or very confident in the ability to keep their job in the next 12 months.
- Opinion was equally divided when asked to indicate the **likelihood of finding a job in the next six months in the event that they lost their job**. Around **1 in 3** (36%) said they were fairly likely or very **likely to find a job** in the next six months in the event that they lost their job, while a **similar proportion** (35%) said they were **not likely to find a job** in the next six months.
  - **Those likely to be confident** in finding a job in the next six months in the event of being laid off work were **lesbian, gay or bisexual** people (82%) and those living in the **East** of Northern Ireland (58%).
  - **Confidence in Northern Ireland regarding finding a job is lower than that of the UK and EU average**, with a respective 51% and 44% saying that they were fairly confident or very confident in finding a job in the event of being laid off work.



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“

**33% of respondents said they had been subjected to some form of harassment or unfair treatment during the last three years because they belonged to a particular group.**

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**1**

# Introduction

“

**65% had confidence  
in the Commission's  
ability to promote  
equality of  
opportunity for all.**

”

# 1

## Introduction

In February 2011, the Equality Commission for Northern Ireland ('the Commission or Equality Commission') commenced work to conduct a survey of equality related issues and attitudes amongst the general public in Northern Ireland.

The fieldwork was conducted in September 2011 by Social Market Research (SMR) and covered five main areas, namely:

- social attitudes and perceptions;
- personal experiences of discrimination or harassment;
- awareness of anti-discrimination laws;
- perceptions of equality issues;
- awareness of and public confidence in the Equality Commission; and
- personal experiences of the economic downturn

This report presents the findings of this survey.

### 1.1 Role of the Equality Commission

The Equality Commission for Northern Ireland is an independent public body established under the Northern Ireland Act 1998. The Commission has the responsibility for overseeing, reviewing and enforcing equality laws with regards to religious belief, political opinion, sex, race, disability, sexual orientation and age. The statutes make discrimination unlawful in respect to employment and the provision of goods, facilities and services, with certain exceptions in regard to age.

In addition, the Commission has roles and responsibilities in relation to the duties placed on public bodies under Section 75 of the Northern Ireland Act (1998)<sup>1</sup> and the Disability Discrimination (NI) Order 2006<sup>2</sup>. The Commission also has joint responsibilities (with the Northern Ireland Human Rights Commission) as the independent mechanism in Northern Ireland of the United Nations Convention of the Rights of Persons with Disabilities.

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1 Section 75 of the Northern Ireland Act (1998) places a statutory duty on public bodies to promote equality of opportunity and good relations amongst people of different age, sex, sexual orientation, marital status, political opinion, race, religious belief, those with and without disability and those with and without dependants in policies and practices.

2 The Disability Discrimination (NI) Order 2006 places a duty on public bodies to promote positive attitudes towards disabled people, and encourage their participation in public life.

The Commission has a wide range of powers and responsibilities. These include:

- provision of advice and information;
- awareness raising activities;
- publications, codes of practice;
- research, education and training;
- influencing legislation, public policy and service delivery; and
- legal assistance and investigations.

## 1.2 Background to the survey

The 2011 Equality Awareness survey sought to measure current public awareness and attitudes towards: equality related legislation and rights under the law; personal experiences of discrimination; social attitudes towards various groups covered by equality legislation in Northern Ireland; and, awareness of, and attitudes towards the Commission. The survey incorporated new questions designed to measure the degree to which the current economic climate has had an impact on equality considerations.

The current survey builds on previous Equality Awareness surveys in 2005 and 2008. These surveys established baseline data on awareness of, and attitudes towards key equality issues, with the intention that this would be used in subsequent years to monitor change over time. Furthermore, the 2011 survey included similar questions to the Eurobarometer surveys to gain comparability on particular equality issues within the United Kingdom and other European regions.

## 1.3 Survey aim

The overall aim of the survey was to:

‘establish current awareness of equality-related issues amongst the general public in Northern Ireland, and to monitor this change over time’.

## 1.4 Research objectives

Within the overall project aim, the following present objectives were set:

Equality and society:

- to capture attitudes towards equality issues including key equality groupings to gauge perceptions and experiences of discrimination; and,
- to establish the degree of current awareness of rights and responsibilities.

The Equality Commission and its work:

- to acquire comparative data on the level of public confidence in the Commission and its work; and,
- to identify the level of current awareness of the roles and responsibilities of the Commission (for example, Section 75, information and advice, complaints procedures and affirmative action).

## 1.5 Methodology

The fieldwork for the survey was conducted on a face-to-face<sup>3</sup> basis by Social Market Research (SMR) with an achieved sample of 1,101 adults aged 16 and over. Interviews were conducted in respondent's homes using Computer Assisted Personal Interviewing (CAPI). A stratified random sample was used to ensure the sample was fully representative of the Northern Ireland adult population (aged 16 years and over).

### 1.5.1 Sample size and selection (n=1,101)

Defining a sample size is always a balance between the level of precision of sample estimates and cost. For the purposes of this survey, +/- 2.9% was considered an acceptable level of sampling error<sup>4</sup> (Table 1.1). As such the survey was conducted amongst a sample of 1,101 adults which in turn allowed sufficient disaggregation of the survey data by, for example, age, gender and religion.

Table 1.1 sets out the target quotas applied to the sample, which were based on the 2001 Northern Ireland Census of Population (2009 mid-year estimates). Table 1.1 also presents an overview of the representativeness of the sample in terms of the key variables of age, sex, social class and religion.

**Table 1.1**  
**Northern Ireland Population and Confidence Intervals for Key Variables**

Variable	Category	NI Population%	Confidence Interval 95 %		Achieved Sample %
Age	16-29	26	25.3	30.7	28
	30-49	35	34.1	39.9	37
	50-64	21	17.6	22.4	20
	65+	18	12.9	17.1	15
Sex	Male	49	47.0	53.0	50
	Female	51	47.0	53.0	50
Social Class	ABC1	47	*	*	49
	C2DE	53	*	*	51
Religion <sup>5</sup>	Catholic	41.9	*	*	45.8
	Protestant	55.8	*	*	53.0
	Other/Refused	2.3	*	*	1.3

**Source:** Age and Sex estimates are based on Northern Ireland Mid-Year Population Estimates, aged 16+ years (2009); Social Class is based on 2001 NI Census of Population \* (Approximate Social Grade) for those aged 16+ years and Religion is based on 2001 NI Census of Population\* for those aged 16+ years.

- 3 In the 2005 survey respondents were interviewed by telephone, rather than on a face-to-face basis, which may account for some of the observed difference in results.
- 4 Sampling error refers to the amount of potential inaccuracy in estimating the results of a survey when a sample is used to infer patterns in the total population.
- 5 Based on the response to a question asking respondents which religion they were brought up in and excludes 'none' and refusals.

### 1.5.2 Sampling of households and individuals

The sample was stratified by Local Government District (LGD) on a proportionate basis using Probability Proportionate to Size (PPS). This facilitated analysis by the three main areas<sup>6</sup> of Northern Ireland, namely: East of Northern Ireland, West of Northern Ireland and Belfast. Within each LGD a number of electoral wards were randomly selected to represent the LGD. Individuals were then selected from within each electoral ward on the basis of quotas for age, sex, social class, religion and area of residence.

### 1.5.3 Booster sample

In an effort to increase representation of minority groups, the overall sample sought to include booster samples of respondents from minority ethnic backgrounds (n=50) and respondents defining their sexuality as either lesbian, gay, bisexual (n=50).

### 1.5.4 Sampling error and confidence intervals

This survey is a sample survey, the results are therefore subject to sampling error, i.e. the actual proportion of the general population with a particular characteristic may differ from the proportion of the sample with that characteristic. For example, in the survey 92% agreed with the need for equality laws in Northern Ireland, with a confidence interval of +/- 1.7%. This means that there is a 95% certainty that the actual proportion of the population who agreed with the need for equality laws in Northern Ireland lies somewhere in the range of 90.3%-93.7%.

## 1.6 Profile of the sample

Table 1.2 presents an overview of the sample profile by each of the key equality groupings. A copy of the full survey questionnaire can be found in appendix one of this report.



**Table 1.2**  
**Profile of sample (n=1,101)**

<b>Key Variables</b>		<b>%</b>
<b>Age</b>	16 - 29 years old	27.7
	30 - 44 years old	27.3
	45 - 64 years old	29.2
	65+ years old	15.3
	Refused	0.5
<b>Sex</b>	Male	49.7
	Female	50.3
<b>Marital Status</b>	Single	29.7
	Married / Cohabiting / Civil P'ship	54.4
	Widowed / Separated / Divorced	15.1
	Refused	0.8
<b>Disability</b>	Yes	20.5
	No	78.3
	Refused	1.2
<b>Dependants under 18</b>	Yes	35.5
	No	64.5
<b>Ethnicity</b>	White	94.7
	Non-White	4.9
	Refused	0.4
<b>Sexual Orientation</b>	Same Sex	4.4
	A Different Sex	87.1
	Both Sexes	2.3
	Refused	6.3
<b>Religion (Community Background)</b>	Catholic	42.2
	Protestant	48.9
	None	6.6
	Other	1.2
	Refused	1.1
<b>Political Affiliation</b>	Nationalist	32.5
	Unionist	33.7
	Other	5.3
	Refused	28.5

## 1.7 Notes on socio-demographic analysis variables

The survey sought to identify statistically significant differences, not only across the sample as a whole, but also between different subgroups. In order to identify differences between subgroups, a number of derived variables were created. These variables include educational qualifications, social class, household income, community background, political affiliation, disability and sexual orientation.

The educational qualification variable was divided into three categories: no formal educational qualifications; post-primary (up to and including A-Level or equivalent); and, third-level (degree level or higher). Social class was categorised into two groups: ABC1 (higher) and C2DE (lower)<sup>7</sup>. Income has been derived from total income of respondent's household and was re-categorised into: lower income (<£15K per annum); middle income (£15,000K-£25,999 per annum); and, higher income (£26K+ per annum).

Community background was re-categorised into Roman Catholic and Protestant<sup>8</sup>, while political affiliation was recategorised into either Nationalist or Unionist. Furthermore, the disability variable is based on the 2011 census definition of 'limiting long-term illness'<sup>9</sup>. Finally, sexual orientation was re-categorised in two categories, namely: heterosexual; and lesbian, gay, bisexual persons. Only significant demographic variables are reported in the survey.

## 1.8 Statistical significance

Differences reported in the text are tested as being significant at the 95% level or greater. Where no differences between sub-groups are reported, the reader may assume that no significant differences were found.

Please note that while reporting is at the 95% level, as indicated, strength of significance is represented in the tables in Appendix two as:

- \* statistically significant at the 95% confidence interval;
- \*\* statistically significant at the 99% confidence interval; and,
- \*\*\* statistically significant at the 99.9% confidence level.

## 1.9 Notes on tables

Due to rounding, row and column percentages within the tables and charts may not always sum to 100. Note that base totals may also change in tables. It should be noted that dash marks [-] are used in some tables to indicate that the figure is less than 1% or where there is no comparable data.

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7 These categories are based on Market Research definitions for specific groupings.

8 Community background was derived from two questions which mirror those used in the Northern Ireland census questions (see questionnaire in appendix 1).

9 The Census 2011 questions defined limiting long-term illness as 'any day to day activities limited because of a health problem or disability (including problems which are due to ageing) which has lasted or is expected to last, at least 12 months'.

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**Respondents were least likely to mind having someone of a different religion as a work colleague.**

”

“

**69% of respondents  
said they would like  
to see more women  
in management  
positions in the  
workplace.**”



**2**

## **Social Attitudes**



## 2 Social Attitudes

Respondents were asked a series of questions which focused on social attitudes and perceptions of equality, including: perceptions of unfair treatment of specific groups; general perceptions of specific groups; attitudes towards specific groups in different situations (social distance and highest elected position scenarios); positive action and under-represented groups; and, perceptions of unfair treatment of specific groups.

### Key Findings

- For the most part, attitudes towards the different groups were positive. However negative attitudes existed towards: Travellers (30%), transgender persons (22%), and Eastern European migrant workers (21%). Only 7% perceived those from a different religion in an unfavourable light. Negative attitudes towards the different groups are broadly similar to those in 2008. The only group to see a decline in negative attitudes towards them were lesbian, gay or bisexual people, from 21% in 2008 to 15% in 2011.
- In terms of social distance scenarios, attitudes varied towards the different groups when contextualised in the situations of work, community and family life. The most negative attitudes were towards Travellers in each of the three situations: 35% of respondents would mind (a little or a lot) having a Traveller as a work colleague, 54% would mind having a Traveller as a neighbour and 55% would mind having a Traveller as an in-law. This compares with 38%, 51% and 51% respectively in 2008.
- Negative attitudes were also displayed towards transgender people in each of the three social situations: 35% of respondents would mind (a little or a lot) having a transgender person as a work colleague, while 40% would mind having a transgender person as a neighbour, and 53% would mind having a transgender person as an in-law.
- In terms of the three types of disability considered, mental ill-health evoked the greatest number of negative responses, with 26% saying they would mind (a little or a lot) having a person with mental ill-health as a work colleague, while 24% and 37% respectively would mind having this person as a neighbour or as an in-law. In the 2008 survey the findings were 17%, 16% and 25% respectively.



- Finally, of all groups, respondents were least likely to mind having someone of a different religion as a work colleague (8%) and someone with a learning or physical disability as a neighbour (8% both).
- Attitudes towards different groups in different social distance situations have hardened over time, in particular with the 'marry/relationship' situation. Attitudes towards persons with mental ill-health have seen the largest firming of attitudes:
  - With a 'work colleague' seeing an increase of 9 percentage points from 17% in 2008; as a 'neighbour' increased by 8 percentage points from 16% in 2008; and, as an 'in-law' increased by 12 percentage points from 25% in 2008.
- Respondents were most 'uncomfortable' towards having a Traveller (mean score=5.34) in the highest elected position in Northern Ireland. This group was followed by a transgender person (mean score=5.75) and a person experiencing mental ill-health (mean score=6.14). Respondents were most 'comfortable' with a man (mean score=9.25) or woman (mean score=9.13) in the highest elected position.
- More than two-thirds (69%) said they would like to see more women in management positions in the workplace. Increasing the representation of disabled people in the workplace (65%) and having more female MLAs (63%) were also popular choices attracting a lot of support. Respondents least identified the need for people aged over 70 in companies (42%).
- According to a small minority (15%), people aged over 70 were treated most unfairly in Northern Ireland, followed by lesbian, gay or bisexual people, disabled people and Roman Catholics (13% each). In 2008, 24% felt that racial or ethnic groups were treated the most unfairly, followed by Travellers (16%).

“ 35% of respondents would mind having a Traveller as a work colleague, as a neighbour (54%), or as an in-law (55%). ”

## SOCIAL ATTITUDES

This chapter of the survey explores public attitudes towards specific equality groups, in particular:

- general perceptions towards specific groups;
- attitudes towards specific groups in different situations;
- social distance scenarios;
- highest elected position scenario;
- positive action and under-represented groups; and
- perceptions of unfair treatment of specific groups.

### 2.1 General perceptions of specific groups

Respondents were asked how positive or negative they felt towards eleven specified groups (Table 2.1). In general, most respondents held positive views towards all of the specified groups.

**Table 2.1**

**In general, how positive or negative do you feel towards each of the following groups in Northern Ireland? (n=1,101)**

Groups	Negative (%)		Neutral (%)		Positive (%)	
	2008	2011	2008	2011	2008	2011
Travellers	28	30	26	30	46	40
Transgender people	-	22	-	30	-	48
Eastern European migrant workers	20	21	23	23	58	56
Lesbian, gay or bisexual people	21	15	22	28	57	57
Black and minority ethnic groups (BME)	-	13	-	22	-	66
People of a different religion to you	7	7	20	23	73	70
Disabled people	4	6	14	18	83	75
People under 25 <sup>10</sup>	-	5	-	18	-	77
People over 70	4	4	13	15	82	81
Men	4	2	13	12	83	87
Women	5	1	10	11	85	88

10 'People under 30' was asked in 2008 – responses were 7% negative; 15% neutral; and 79% positive.

However, a sizeable proportion of respondents held negative views, the level of which depended on the group being considered. Travellers attracted the greatest amount of negative feeling, with 30% of respondents holding negative views towards them. Transgender<sup>11</sup> people, who were asked about for the first time in this 2011 survey, and Eastern European migrant workers also attracted negative feeling, at 22% and 21% respectively. 15% held negative views towards lesbian, gay or bisexual people, followed by BME groups (13%). Only 7% reported adverse feelings towards persons of a different religion<sup>12</sup>.

### 2.1.1 Comparisons with 2008 and 2005

In 2008, the majority of respondents also held positive views towards all the specified groups. However, similar to the 2011 survey, Travellers attracted the greatest amount of negative feeling with a broadly similar 28% holding such views towards them in 2008. Lesbian, gay and bisexual people received the second highest amount of negative feeling in 2008. However, this proportion has fallen from 21% in 2008 to 15% in 2011 (by 6 percentage points) moving this group from the second to the fourth most negatively viewed group.

Between 2008 and 2011, the proportion of respondents holding negative views towards persons of a different religion or people over 70 has remained the same (7% and 4% in 2008), while negative feeling towards women has fallen by 4 percentage points from 5% in 2008 to 1% in 2011<sup>13</sup>.

### 2.1.2 Perceptions towards specified groups by demographic variables

Area of residence, sex, education and ethnicity emerged as the strongest predictors of views towards specified groups<sup>14</sup>. Overall, most respondents held positive views, however, these variables influence how likely someone is to report negative views towards the specified groups:

- **Living in Belfast:** those living in Belfast were more likely to report negative views towards all of the specified groups above (with the exception of Travellers<sup>15</sup>), than those living in the West of Northern Ireland and in the East of Northern Ireland<sup>16</sup>.
- **Males:** were more likely to report negative views towards Travellers (36%), transgender people (27%), Eastern European migrant workers (25%), lesbian, gay or bisexual people (20%), and those from a BME group (16%) compared with females (24%, 17%, 17%, 9% and 10%, respectively).

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11 The term 'Transgender' is an umbrella term for people whose gender identity and/or gender expression differ(s) from the sex assigned to them at birth (Mayock and Bryan et al, 2009).

12 For full details see Table A2.1 in appendix 2.

13 There were no comparisons for BME groups or transgender people as these were additional groups added to the 2011 survey. In addition, in 2008 perceptions of those under 30 were sought, rather than people under 25 as asked in the 2011. Furthermore, there were no comparable questions in the 2005 survey.

14 For details of full demographic analysis see Table A2.2-A2.12 in appendix 2.

15 Those living in the East of Northern Ireland (31%) or those living in the Belfast (30%) were most likely to report negative views.

16 For details of full demographic analysis see Table A2.2-A2.12 in appendix 2.

- **Those with no educational qualifications:** were more likely to report negative views towards Travellers (32%), transgender people (28%), lesbian, gay or bisexual people (20%), and those from a BME group (16%) compared with those with post-primary or third level qualifications. However, those with **post-primary qualifications** (8%) were more likely to report negative views towards disabled people and people over 70 (5%) compared with those with no educational qualifications (3% and 1%, respectively).
- **Those not from a BME group:** were more likely to report negative views towards Travellers (31%), Eastern European migrant workers (21%) and people from a BME group (14%). Further details of demographic findings can be found in appendix two.

## 2.2 Attitudes towards different groups in specific scenarios - social distance

A series of ‘social distance’ questions were asked to assess public attitudes towards eight specified groups. The social distance questions examined the extent to which people feel comfortable with varying degrees of closeness to a member of a ‘different’ group. Respondents were asked to indicate their opinion on whether they ‘would mind’ or ‘would not mind’ having a member of each group as a work colleague, a neighbour or if one of them were to marry a close relative. The eight groups were as follows:

- Travellers;
- lesbian, gay or bisexual persons;
- transgender persons;
- persons with a learning disability;
- persons experiencing mental ill health;
- persons with a physical disability;
- persons of a different religion; and,
- eastern European migrant workers.

“ 35% of respondents would mind having a Transgender person as a work colleague, as a neighbour (40%) or as an in-law (53%). ”

Chart 2.1

Would you mind having the following groups as a work colleague, neighbour or as a close relative?

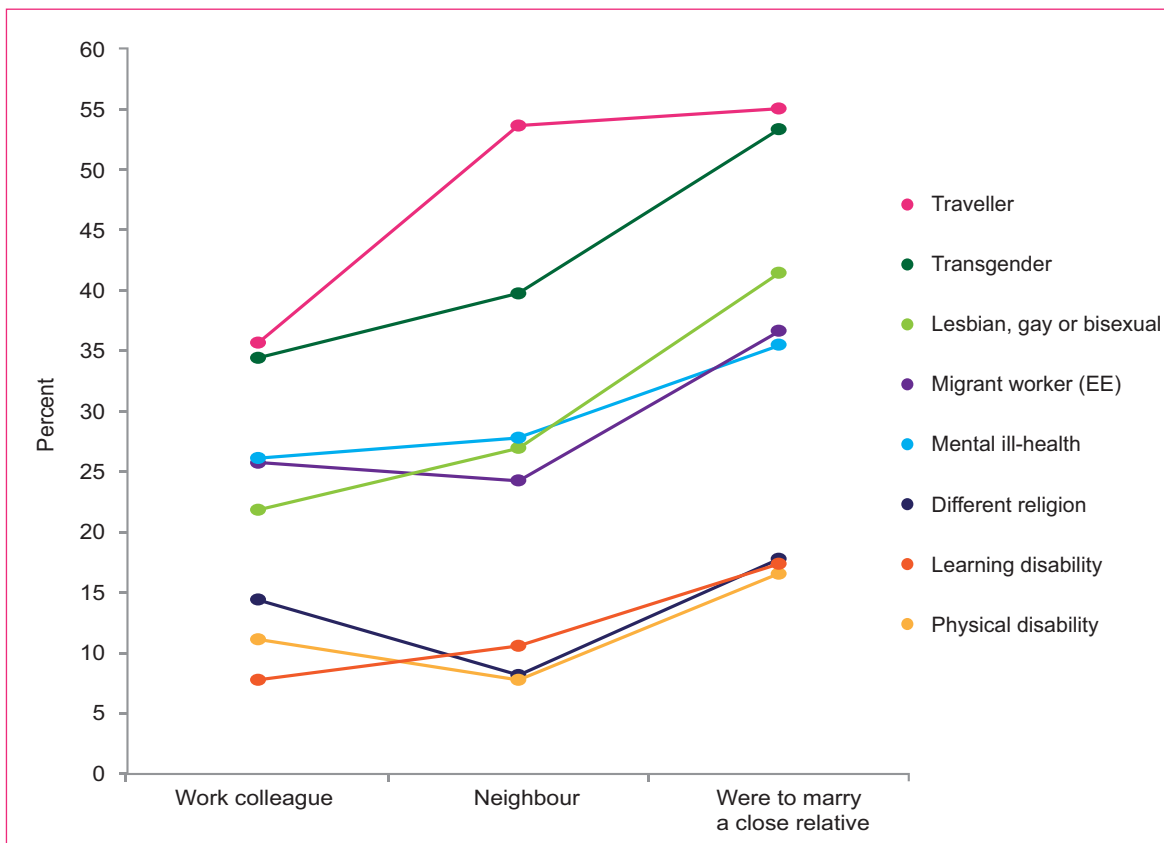


Chart 2.1 presents the overall trends in social distance for each of the eight groups. The chart reveals that Travellers are the most negatively perceived in these scenarios, followed by transgender people. In terms of the three types of disability considered, mental ill-health evoked the greatest numbers of negative responses. Finally, of all eight groups, respondents answered least negatively to persons with a learning disability and persons of a different religion.

Table 2.2 presents the detailed responses for each group in descending order<sup>17, 18</sup>. The table shows that, broadly speaking, most adults declared positive attitudes towards all of the groups in each of the three scenarios<sup>19</sup>. However, a notable proportion of respondents expressed negative attitudes towards various groups, in particular towards: Travellers, transgender people, LGB persons, Eastern European migrant workers and persons experiencing mental ill-health. With the exception of the three types of disability considered, the closer the social distance to a person from a particular group (e.g. as a work colleague or as an in-law), the greater the likelihood that negative attitudes were expressed.

17 Don't knows are excluded.

18 Only those who expressed a negative opinion are included.

19 For details of full demographic analysis see Table A2.13-A2.44 in appendix 2.

Of all eight groups, the most consistent negative attitudes across all three scenarios were towards Travellers. More than half of people surveyed (55%) said they would mind if a close relative were to marry a Traveller, while 54% would mind having a Traveller as a neighbour and 35% were opposed to working with a Traveller. Strong negative attitudes were also evident towards transgender people. More than half of respondents (53%) said they would mind if a close relative were to marry a transgender person, while 40% minded having a transgender person as a neighbour and 35% felt negative about working with a transgender person.

More than two-fifths (42%) of respondents would mind if a lesbian, gay or bisexual person was in a close relationship with a relative, while 27% minded having a lesbian, gay or bisexual person as a neighbour and 22% minded having an LGB person as a work colleague.

Eastern European migrant workers also evoked negative responses, with 36% of respondents saying they would mind if a close relative were to marry an Eastern European migrant worker (36%), while 28% minded having a migrant worker as a neighbour and 26% minded having an Eastern European migrant worker as a work colleague.

With regard to the three types of disability, different attitudes were held by respondents depending on the nature of the disability. Negative attitudes towards persons experiencing mental ill-health were twice as prevalent as attitudes towards those with a physical or a learning disability (Table 2.2).

Furthermore, respondents were least likely to hold negative views towards persons of a different religion, across the three scenarios. 17% of respondents would mind if a close relative were to marry someone from a different religion, while 10% and 8% respectively, would mind having a person of a different religion as a neighbour or a work colleague.

“ 26% of respondents would mind having a person with mental ill health as a work colleague, as a neighbour 24% or as an in-law (37%). ”

**Table 2.2**  
**Social distance scale: 2005, 2008 and 2011**

	MIND (a little or a lot)		
	2005	2008	2011
<b>Traveller</b>	%	%	%
as a work colleague	24	38	35
as a neighbour	41	51	54
were to marry a close relative	38	51	55
<b>Transgender person</b>			
as a work colleague	-	-	35
as a neighbour	-	-	40
were to form a relationship with a close relative	-	-	53
<b>Lesbian, gay or bisexual person</b>			
as a work colleague	14	23	22
as a neighbour	14	23	27
were to form a relationship with a close relative	29	35	42
<b>Eastern European migrant worker</b>			
as a work colleague	-	22	26
as a neighbour	-	23	28
were to marry a close relative	-	28	36
<b>Person with mental ill-health</b>			
as a work colleague	-	17	26
as a neighbour	-	16	24
were to marry a close relative	-	25	37
<b>Person with a learning disability</b>			
as a work colleague	-	8	11
as a neighbour	-	7	8
were to marry a close relative	-	14	17
<b>Person with a physical disability</b>			
as a work colleague	-	8	15
as a neighbour	-	6	8
were to marry a close relative	-	10	18
<b>Person of a different religion</b>			
as a work colleague	3	5	8
as a neighbour	3	6	10
were to marry a close relative	7	8	17



### 2.2.1 Comparisons with 2008 and 2005

With the exception of transgender persons<sup>20</sup>, all categories were directly comparable with 2008. Three categories - Travellers, LGB persons and those of a different religion are also directly comparable with the 2005 survey. The findings suggest a firming of negative attitudes in relation to social distance, particularly in the scenarios of 'as a neighbour' and 'as an in-law' (Table 2.2). Negative attitudes towards Travellers are statistically similar to the 2008 survey. However since 2005, negative attitudes have hardened at each level of proximity, with a respective increase of 11, 13 and 17 percentage points towards a Traveller as a work colleague (from 24%), neighbour (from 41%) or in-law (from 38%) in 2005.

Table 2.2 shows that negative attitudes towards having a lesbian, gay or bisexual person as a work colleague (23%) or neighbour (23%) is broadly similar to the 2008 survey. Negative attitudes towards having a lesbian, gay or bisexual person in a close relationship with a relative have increased by 7 percentage points from 35% in 2008. Since 2005 however, negative attitudes have become more prevalent across each of the scenarios with a respective increase of 8, 13, and 13 percentage points towards having a lesbian, gay or bisexual person as a work colleague (from 14%), as a neighbour (from 14%) or in a close relationship with a relative (from 29%) in 2005.

Since 2008, negative attitudes towards Eastern European migrant workers have increased at each level of proximity. That is, by 4 percentage points as a work colleague (from 22%), by 5 percentage points as a neighbour (from 23%) and by 8 percentage points towards an Eastern European migrant worker (from 28%) marrying a close relative since 2008. It should be noted that the results are not directly comparable to the 2005 survey as race was used instead of migrant worker in 2005.

In terms of the three types of disability, negative attitudes towards persons experiencing mental ill-health have increased at each level of proximity since 2008. Between 2008 and 2011, there was an increase in negative attitudes of 9, 8 and 12 percentage points towards persons experiencing mental ill-health as a work colleague (from 17%), a neighbour (from 16%) or marrying a close relative (from 25%). Negative attitudes towards a person with a physical disability saw an increase of 7 and 8 percentage points respectively as a work colleague (from 8%) or in-law (from 10%). Negative attitudes towards a person with a learning disability have remained broadly similar to the 2008 survey.

For the most part throughout the Equality Awareness surveys, respondents were least likely to hold negative views towards persons of a different religion. Negative attitudes towards persons of a different religion as a work colleague (5%) in 2008 are broadly similar to the 2011 survey. However, between 2008 and 2011, there was an increase in negative attitudes towards persons of a different religion as a neighbour by 4 percentage points, from 6% in 2008, or when marrying a close relative by 9 percentage points, from 8% in 2008.

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20 As these were a new group asked in the 2011 survey.



Negative attitudes towards persons of a different religion have become more hardened and increased at each level of proximity since 2005, with a respective increase of 5, 7 and 10 percentage points as a work colleague (from 3%), neighbour (from 3%) or marrying a close relative (from 7%).

### 2.2.2 Social distance scale by demographic variables

For brevity of the report only Travellers, transgender people and Eastern European migrant workers will be discussed here. Further demographic analysis can be found in appendix two<sup>21</sup>.

#### Travellers

Sex, age, household income, ethnicity, area of residence, marital status, LLTI, income, political affiliation, sexual orientation and community background were found to be the strongest predictors of negative attitudes towards having a **Traveller as a work colleague, neighbour or in-law**.

- **Males:** were more likely to mind having a Traveller as a work colleague (41%), neighbour (59%) or as an in-law (59%) compared with females (30%, 49% and 51%).
- **65+ year olds:** were more likely to mind having a Traveller as a work colleague (46%), neighbour (61%) or as an in-law (74%) compared with those aged 30 to 44 years old or 16 to 29 years old.
- **Those earning a higher household income of £26K+:** were more likely to mind having a Traveller as a work colleague (44%), as a neighbour (61%) or as an in-law (65%) compared with those with a household income of <£15K (29%, 48% and 49%, respectively).
- **Being from a BME group:** those from a BME group were more likely to mind having a Traveller as a work colleague (36%), as a neighbour (55%) or as an in-law (56%), compared with those who do not belong to a BME group (22%, 28% and 35%, respectively).
- **Living in the East of Northern Ireland:** those living in the East of Northern Ireland were more likely to mind having a Traveller as a work colleague (43%), neighbour (59%) or as an in-law (59%) compared with those living in Belfast (38%, 46% and 44%, respectively) or in the West of Northern Ireland (25%, 51% and 57%, respectively).
- **Those who were married, cohabiting or in a civil partnership or those who were widowed, divorced or separated (39% and 38%, respectively):** were more likely to mind having a Traveller as a work colleague, compared with single people (28%).

21 For details of full demographic analysis see Table A2.13-A2.44 in appendix 2.

- **Those with a LLTI:** were more likely to mind having a Traveller as a work colleague (45%) or as an in-law (62%) compared with those without a LLTI (32% and 53%, respectively).
- **Unionists** (42%): were more likely to mind having a Traveller as a work colleague, compared with Nationalists (34%).
- **Heterosexuals** (54%): were more likely to mind having a Traveller as a neighbour, or in-law (55%) compared with lesbian, gay or bisexual people (37% and 35%, respectively).
- **Protestants** (60%): were more likely to mind having a Traveller as an in-law, compared with Roman Catholics (53%).

### Transgender people

Sex, age, LLTI, education, sexual orientation, political affiliation, dependants, marital status, social class and area of residence were found to be significant predictors of attitudes towards having a transgender person as a work colleague, as a neighbour or in a relationship with a close relative:

- **Males:** were more likely to mind having a transgender person as a work colleague (44%), neighbour (50%) or in a relationship with a close relative (62%) compared with females (26%, 30% and 44%).
- **65+ year olds:** were more likely to mind having a transgender person as a work colleague (52%), neighbour (54%) or in a relationship with a close relative (69%) compared with the younger age groups aged 16 to 29 years old (29%, 33% and 46%, respectively) or 30 to 44 years old (28%, 34% and 48%, respectively).
- **Those with a LLTI:** were more likely to mind having a transgender person as a work colleague (45%), as a neighbour (48%) or in a relationship with a close relative (61%), compared with those without a LLTI (31%, 37% and 51%, respectively).
- **Those with no qualifications:** were more likely to mind having a transgender person as a work colleague (43%) or as a neighbour (48%), compared with those with third level qualifications who were least likely to mind (28% and 34%, respectively).
- **Heterosexuals:** were more likely to mind having a transgender person as a work colleague (35%), or as a neighbour (41%) compared with lesbian, gay or bisexual people (19% and 21%).
- **Unionists:** were more likely to mind having a transgender person as a work colleague (44%), compared with Nationalists (35%).

- **Those without dependants under 18:** were more likely to mind having a transgender person as a work colleague (37%) and as a neighbour (42%), compared with those with dependants under 18 (37% and 35%).
- **Those who were married, cohabiting or in a civil partnership (56%) or widowed, divorced or separated (56%):** were more likely to mind having a transgender person being in a relationship with a close relative, compared with those who were single (47%).
- **Those from a lower social class (C2DE) (43%):** were more likely to mind having a transgender person as a neighbour or in a relationship with a close relative (57%) compared with those from a higher social class (36% and 57%, respectively).
- **Those living in the East of Northern Ireland (41%) or living in Belfast (40%):** were more likely to mind having a transgender person as a work colleague or as a neighbour (44% and 45%, respectively) compared with those living in the West of Northern Ireland (24% and 32%, respectively).

### Eastern European migrant workers

An analysis of socio-demographic characteristics reveals that sex, age, marital status, LLTI, household income, community background, political affiliation, education, social class, sexual orientation and area of residence were predictors of attitudes towards having an **Eastern European migrant worker as a work colleague, neighbour or as an in-law:**

- **Males:** were more likely to mind having an Eastern European migrant worker as a work colleague (29%), or neighbour (31%), compared with females (23% and 25%, respectively).
- **65+ year olds:** were more likely to mind having an Eastern European migrant worker as a work colleague (36%), neighbour (39%) or as an in-law (50%), compared with the younger age groups aged 16 to 29 years old (22%, 24% and 30%, respectively) or 30 to 44 years old (24%, 24% and 32%, respectively).
- **Those who were married, cohabiting or in a civil partnership:** were more likely to mind having an Eastern European migrant worker as a work colleague (29%) or as a neighbour (32%), compared with those who were widowed, divorced or separated (24% and 28%, respectively) or single people (20% and 21%, respectively).
- **Those with a LLTI:** were more likely to mind having an Eastern European migrant worker as a work colleague (38%), as a neighbour (42%) or in a relationship with a close relative (45%), compared with those without a LLTI (22%, 24% and 33%, respectively).

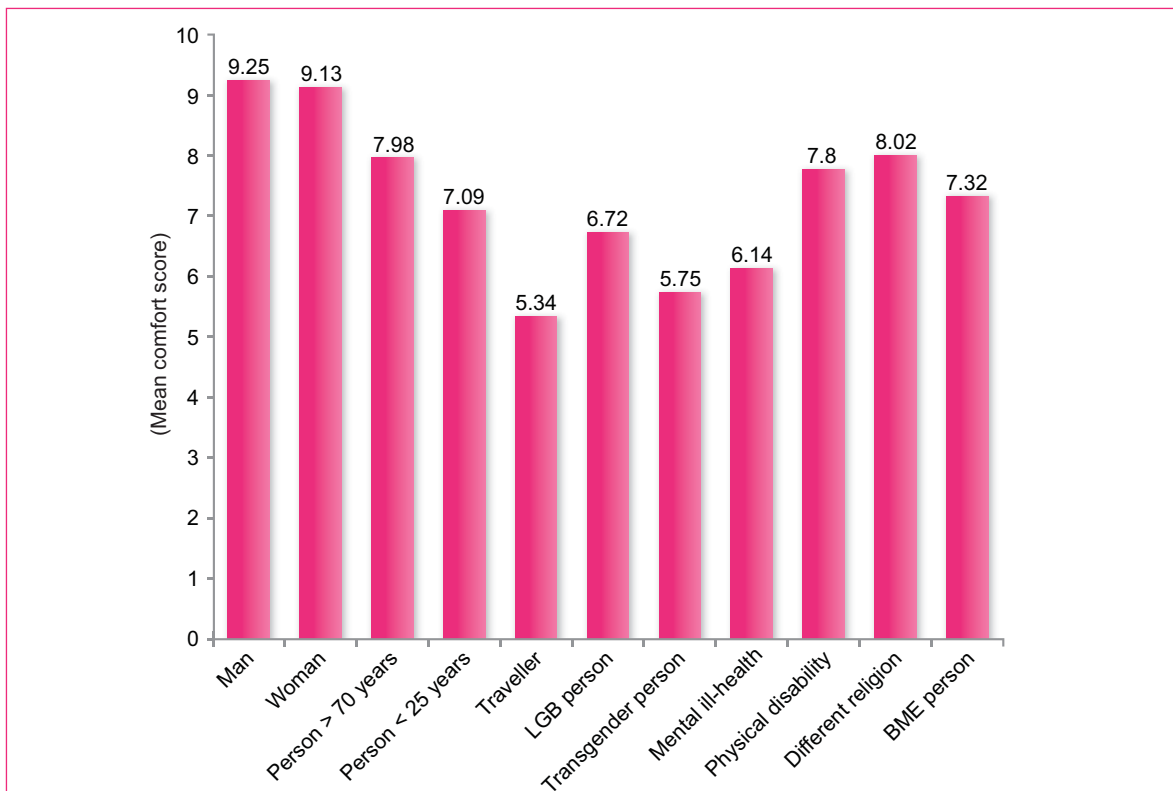
- **Those earning a higher household income of £26K+:** those earning a household income of £26K+ were more likely to mind having an Eastern European migrant worker as a work colleague (34%), as a neighbour (39%) or as an in-law (46%), compared with those with a household income of £15K-£25,999 (31%, 33% and 41%, respectively) or those with a household income of <£15K (24%, 24% and 31%, respectively).
- **Protestants:** were more likely to mind having an Eastern European migrant worker as a work colleague (32%), compared with Roman Catholics (22%).
- **Unionists:** were more likely to mind having an Eastern European migrant worker as a work colleague (35%), or as a neighbour (38%), compared with Nationalists (26% and 29% respectively).
- **Those with no qualifications:** were more likely to mind having an Eastern European migrant worker as an in-law (41%), compared with those with third level (31%) or post-primary level qualifications (32%).
- **Those from a lower social class (30%):** more likely to mind having an Eastern European migrant worker as a work colleague (30%), as a neighbour (31%) or as an in-law (39%), compared with those from a higher social class (22%, 25% and 32%, respectively).
- **Heterosexuals:** were more likely to mind having a Eastern European migrant worker as an in-law (36%), compared with lesbian, gay or bisexuals (24%).
- **Those living in either Belfast (35%) or in the East of Northern Ireland (34%):** were more likely to mind having an Eastern European migrant worker as a work colleague or as a neighbour (34% and 35%, respectively), compared with those living in the West of Northern Ireland (11% and 17%, respectively). Conversely, those living in the East of Northern Ireland (42%) were more likely to mind having an Eastern European migrant worker as an in-law, compared with those living in Belfast (36%) or in the West of Northern Ireland (28%).

### 2.3 Attitudes towards different groups in the highest elected position in Northern Ireland<sup>22</sup>

This question sought to gauge public attitudes towards how comfortable they would feel towards having a member of a particular group within the scenario of being in the highest elected position in Northern Ireland. Using a scale where ‘1’ meant they would be ‘very uncomfortable’ and ‘10’ meant they would be ‘totally comfortable’, respondents were asked to indicate their opinion on how comfortable they would feel with a member of one of these groups in this position. The eleven groups were as follows:

- a man;
- a woman;
- a person aged over 70;
- a person aged under 25;
- a Traveller;
- a lesbian, gay or bisexual person;
- a transgender person;
- a person experiencing mental ill health;
- a person with a physical disability;
- a person of a different religion; and
- a black and minority ethnic person.

**Chart 2.2**  
**Mean comfort score for each of the eleven specified groups: highest elected office in Northern Ireland**



22 For full details see Table A2.45 in appendix 2

Overall, respondents were more ‘comfortable’ than ‘uncomfortable’ with a member of each of the specified groups being in the highest elected position in Northern Ireland (i.e. mean score 5 and above).

However, Chart 2.2 reveals that respondents were most uncomfortable having Travellers (mean score=5.34) in the highest elected position in Northern Ireland. This was followed by a transgender person (5.75), a person with mental ill-health (6.14) and a lesbian, gay or bisexual person (6.72) in the highest elected position.

Respondents were most comfortable with a man (9.25) and a woman (9.13) in the highest elected position in Northern Ireland, followed by a person of a different religion than them (8.02).

### 2.3.1 Comparisons with UK and EU

In 2009, the Eurobarometer 317 survey asked respondents to indicate their opinion on how comfortable they would feel about having a member of each of the following groups in the highest elected position in their country<sup>23</sup>.

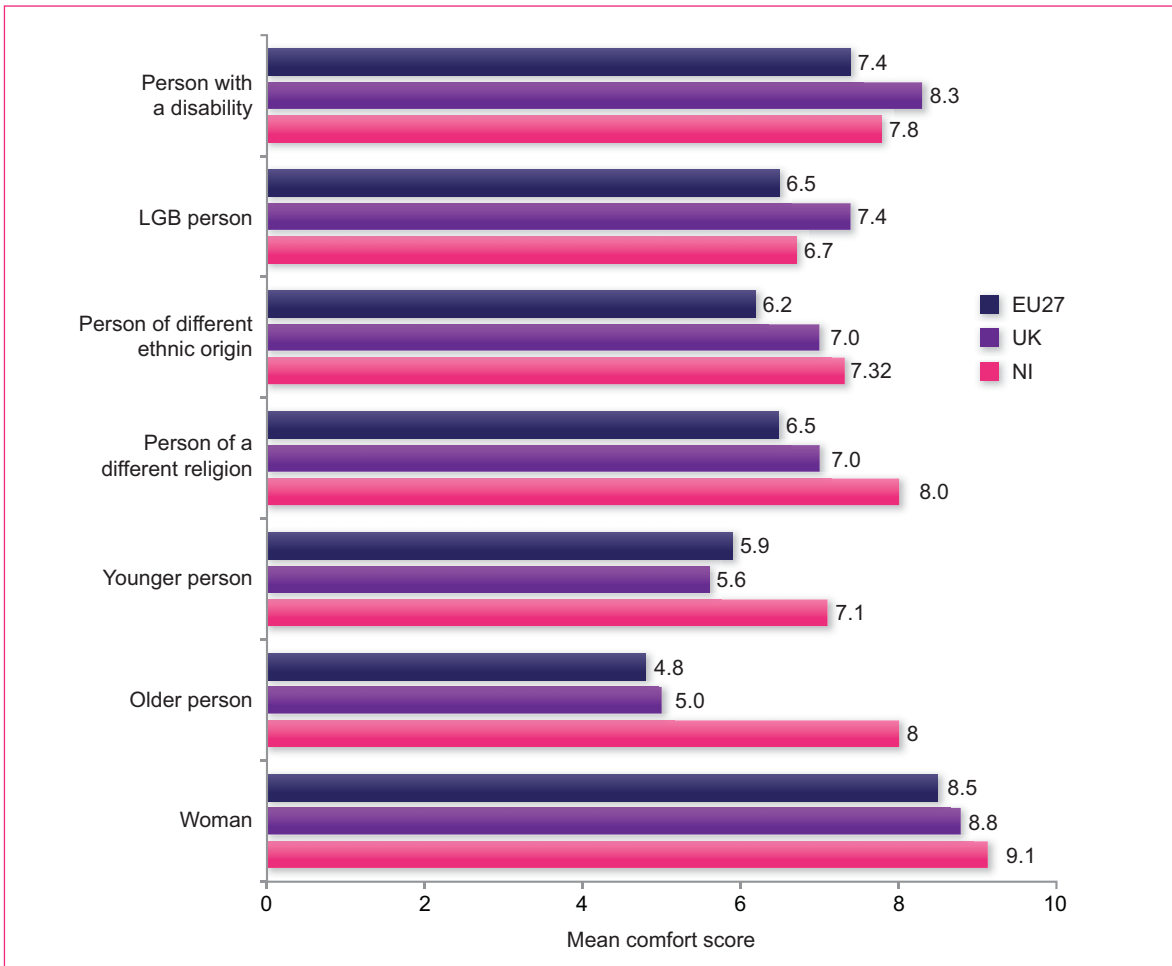
- a woman;
- a person aged over 75;
- a person aged under 30;
- a lesbian, gay or bisexual person;
- a person with a disability;
- a person of a different religion; and
- a person of a different ethnic origin.

“Those earning a higher household income were more likely to mind having a Traveller, an Eastern European migrant, a person with learning disabilities or a person with mental ill health as a work colleague, neighbour or in-law.”

23 Some categories used in the Eurobarometer survey differ in their phrasing and parameters to those used in the Equality Awareness Survey. Thus care should be taken when comparing the findings from the two surveys.

Chart 2.3

Comparison of mean comfort scores (Northern Ireland, UK, and EU 27): holding highest elected office in that jurisdiction.



(a) United Kingdom (UK) only

UK citizens were most uncomfortable with having a person aged over 75 in the highest elected position in the UK (mean score = 5.0), followed by a person under 30 (5.6). They were most comfortable with having a woman in the highest available elected position (8.8). People in the UK were less comfortable than Northern Ireland respondents with having older people (mean score = 5.0), young people (5.6), those of a different ethnic origin (7.0) and women (8.8) in the highest elected position. Conversely, they were more comfortable than Northern Ireland respondents with having a lesbian, gay or bisexual person (7.4) or a disabled person (8.3) in the highest elected position (Chart 2.3).



### (b) EU Average

EU citizens were most uncomfortable with having a person aged over 75 in the highest elected position in their country (mean score = 4.8), followed by a person under 30 (5.9). They were most comfortable with having a woman in the highest available elected position (8.5). EU respondents were less comfortable than Northern Ireland respondents with having any of the groups in the highest elected position in their country (Chart 2.3).

## 2.4 Positive action and under-represented groups

In order to assess public attitudes with regards to equal representation of various groups in society, respondents were asked to rate whether we need more participation of the five under-represented groups presented below:

- MLAs of a different ethnic origin than the majority of the population;
- female MLAs;
- women in management positions in the workplace;
- people aged over 70 in companies; and
- disabled people in the workplace.

### Chart 2.4

Would you say we need more of the following under-represented groups? (n=1,101)

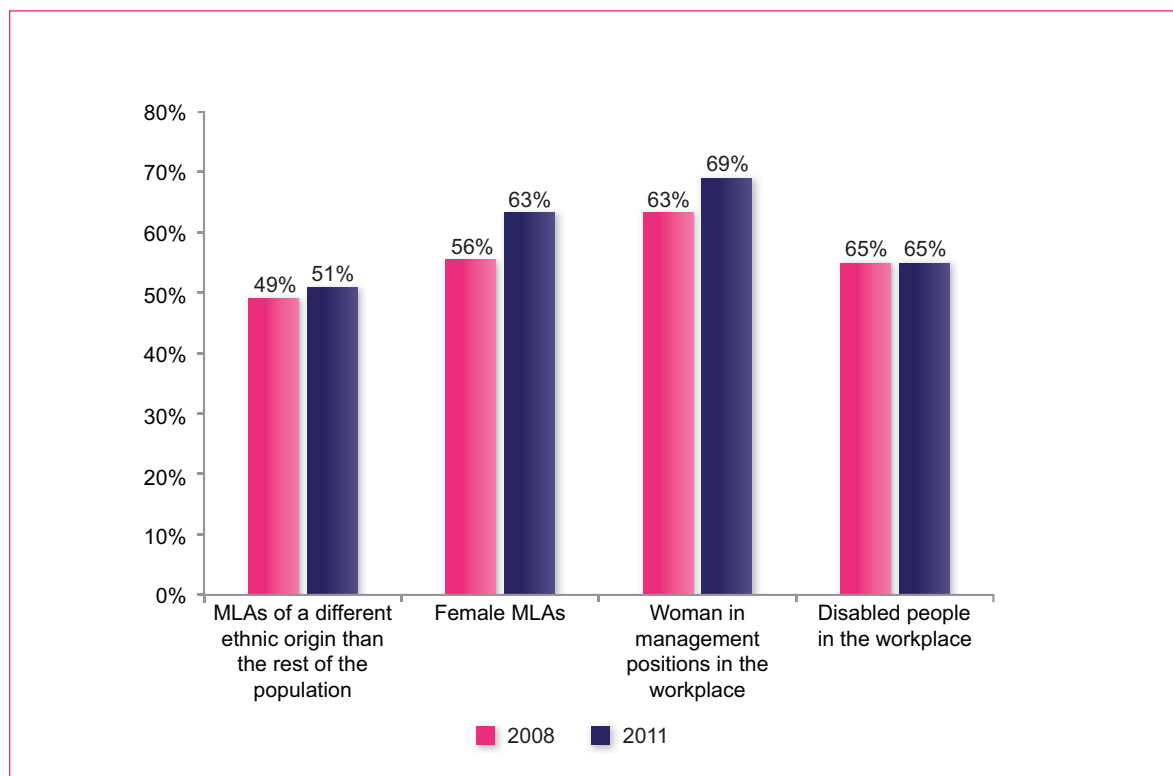




Chart 2.4 shows that more than two-thirds of respondents (69%) would like to see an increase in the number of women in management positions in the workplace. There was also popular support for increasing the representation of disabled people in the workplace (65%) and for having more female MLAs (63%). More than half (51%) of people surveyed said they would like to see more MLAs of a different ethnic origin, while respondents were least supportive of the need for people aged over 70 in companies (42%)<sup>24</sup>.

### 2.4.1 Comparisons with 2008 and 2005

Since 2008, public support towards improving the representation of women has increased in Northern Ireland. This is a respective increase of 7 and 6 percentage points in those supporting the need for more female MLAs (from 56% in 2008) and the need for more women in management positions (from 63% in 2008). Public support to increase the representation of disabled people in the workplace and for more MLAs of a different ethnic origin has remained broadly the same since 2008 (65% and 49%, respectively)<sup>25</sup>.

### 2.4.2 Positive action and under-represented groups by demographic variables

Overall, sex, LLTI, area of residence, household income and ethnicity emerged as the strongest predictors of attitudes towards **under-represented groups in different situations**<sup>26</sup>.

- **Females:** were more likely to say we need more MLAs of a different ethnic origin (55%), female MLAs (72%), women in management positions (80%) and people aged over 70 in the workplace (46%), compared with males (46%, 55%, 58% and 38% respectively).
- **Those with a LLTI:** were more likely to say that we need more people aged over 70 in companies (54%) and disabled people in the workplace (69%), compared with those without a LLTI (39% and 65%, respectively). However, those **without a LLTI** were more likely to say we need more MLAs of a different ethnic origin (53%) and female MLAs (65%), compared with those with a LLTI (45% and 59%, respectively).
- **Those living in the West of Northern Ireland:** were more likely to say we need more MLAs of a different ethnic origin (58%), female MLAs (73%), women in management positions (79%), people aged over 70 in the workplace (51%) and disabled people in the workplace (78%) while those living in Belfast were least likely to indicate these groups (34%, 43%, 47%, 35% and 51% respectively).

24 For full details see Table A2.46 in appendix 2.

25 The question of overall representation of people aged over 70 in companies is not directly comparable to the 2008 survey as the previous question asked whether there was a need for more people aged over 50 in companies (65%).

26 For details of full demographic analysis see Table A2.47-A2.51 in appendix 2.

- **Those with a household income of £15K-£25,999:** were more likely to indicate a need for more people aged over 70 in companies (48%) and disabled people in the workplace (67%), while those with a higher income of £26K+ were least likely to indicate these groups (33% and 61% respectively).
- **Those belonging to a BME group:** were more likely to say that we need more MLAs of a different ethnic origin (85%) and female MLAs (74%), compared with those not belonging to a BME group (49% and 63% respectively).
- **Nationalists:** were more likely to say we need more MLAs of a different ethnic origin than the rest of the population (53%), compared with Unionists (39%). For details of full demographic analysis see tables in appendix two.

## 2.5 Perceptions of unfair treatment of specific groups

Respondents (n=1,101) were asked their opinion on whether any of the following groups are treated unfairly when compared with other groups in Northern Ireland. The thirteen groups are as follows:

- men;
- women;
- persons aged over 70;
- persons aged under 25;
- Travellers;
- lesbian, gay or bisexual persons;
- transgender persons;
- persons with a disability;
- Roman Catholics;
- Protestants;
- black and minority ethnic groups;
- eastern European migrant workers; and
- persons with caring responsibilities.

“ Negative attitudes towards those experiencing mental ill-health increased more over time than attitudes towards any other group. ”

**Chart 2.5**  
**Perceptions of unfair treatment of specific groups (n=1,101)**

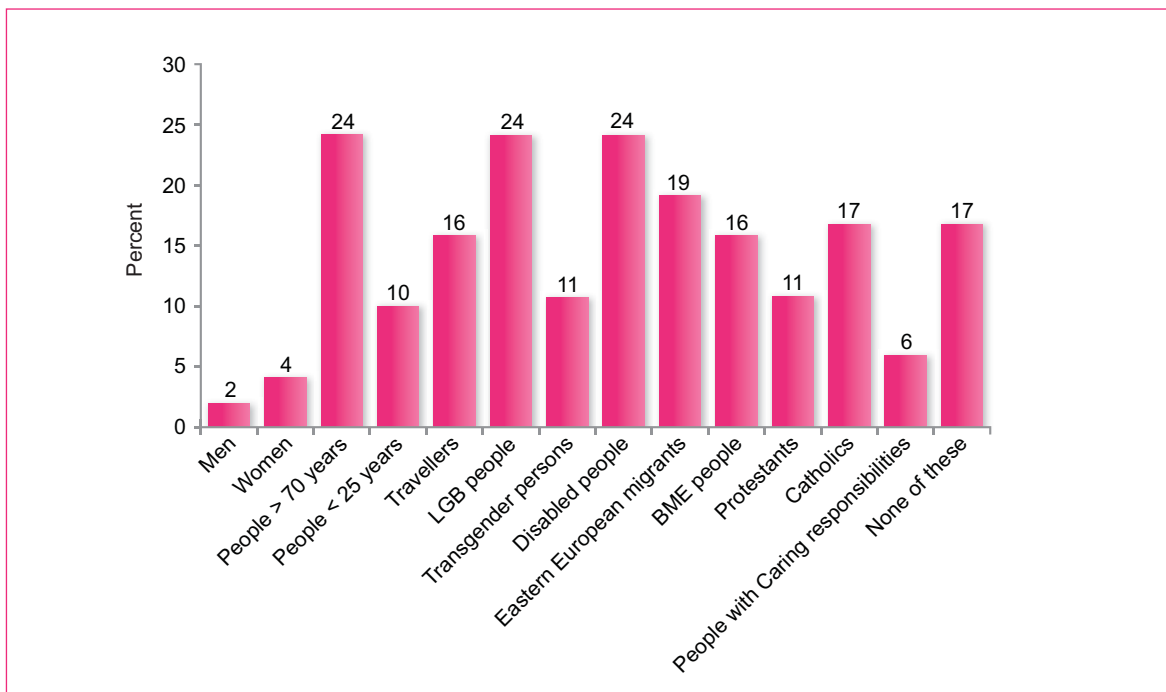


Chart 2.5 shows that almost a quarter (24%) of respondents perceived that people over 70, disabled people and lesbian, gay or bisexual people are treated unfairly in Northern Ireland.

These groups were followed by Eastern European migrant workers (19%), Roman Catholics (17%), BME groups (16%) and Travellers (16%). Only 4% perceived that women are treated unfairly, while 2% perceived that men are treated unfairly. Furthermore, 17% were of the view that no groups are treated unfairly in Northern Ireland<sup>27</sup>.

### 2.5.1 Comparisons with 2008 and 2005

In the 2008 survey, 20% of respondents perceived that racial or ethnic groups<sup>28</sup> were treated unfairly in Northern Ireland, followed by Travellers (18%), older people (17%), disabled people and lesbian, gay or bisexual people (both 15%). With regards to the changes in respondents' perceptions of unfair treatment, the proportion of respondents who felt that Roman Catholics were treated unfairly showed the greatest increase of 12 percentage points from 5% in 2008, while Protestants increased by 7 percentage points from 4% in 2008. Over the three year period, respondents' perceptions of unfair treatment of twelve of the specified groups have either increased or remained similar. In contrast, BME

27 For full details see Table A2.52 in appendix 2.

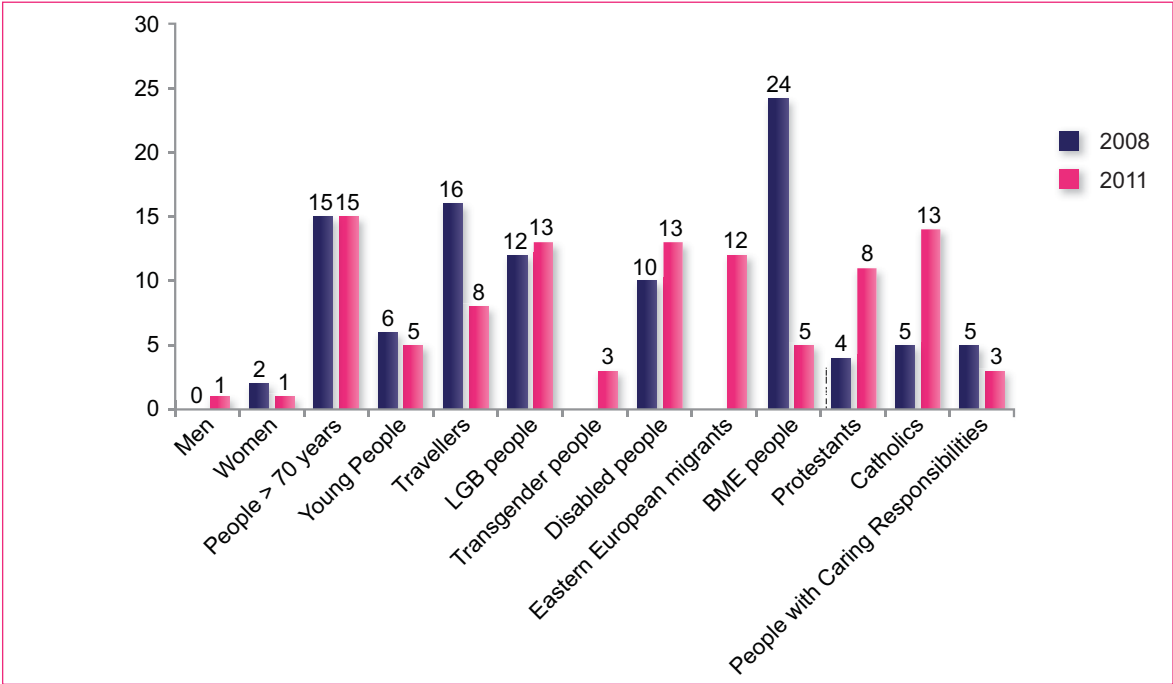
28 This group was not directly comparable with the 2011 survey, as it was since redefined into black and minority ethnic (BME) groups.

people are the only group to show a decrease in respondent perceptions of unfair treatment towards this group in Northern Ireland, by 4 percentage points from 20% in 2008.

**2.6 Groups perceived to be treated most unfairly**

As a follow up to the previous question, respondents were then asked to identify the group they thought was treated most unfairly.

**Chart 2.6**  
**Group perceived to be treated most unfairly 2008 – 2011<sup>29</sup>**



\* BME group is not directly comparable with the 2008 survey as it was redefined in 2011, from racial or ethnic groups to black and minority ethnic groups; young people – under 30 in 2008, under 25 in 2011.

The most common view shared by 15% of respondents (base=831) was that people over 70 were treated most unfairly, followed by lesbian, gay and bisexual persons, disabled people and Roman Catholics (13% each) (Chart 2.6). 12% felt that Eastern European migrant workers were treated most unfairly, followed by Protestants and Travellers (both 8%). A small proportion felt that men and women were perceived to be treated unfairly (1% each)<sup>30</sup>.

**2.6.1 Comparisons with 2008 and 2005**

In the 2008 survey, racial or ethnic groups<sup>31</sup> (24%) were perceived to be treated the most unfairly in Northern Ireland, followed by Travellers (16%), older people (15%), lesbian, gay or bisexual persons (12%) and those with a disability (10%). Transgender people are an additional group added in the 2011 survey and are not comparable to 2008 and 2005.

29 (2008, n=659) and (2011, n=831)  
 30 For full details see Table A2.53 in appendix 2.  
 31 BME group is not directly comparable with the 2008 survey as it was redefined in 2011, from racial or ethnic groups to black and minority ethnic groups.

Over the three year period, there has been a fluctuation in the perceptions of which group is being treated most unfairly. Respondents' perceptions of unfair treatment towards Roman Catholics has increased by the greatest amount, from seventh to second place, with an increase of 8 percentage points from 5% in 2008 (Chart 2.6). Respondents' perception of unfair treatment towards Protestants has increased by 4 percentage points, from 4% in 2008. Travellers are also perceived to be less unfairly treated with a decrease of 8 percentage points from 16% in 2008. In 2008 and 2011, the same proportion of respondents perceived people over 70 to be treated most unfairly.

In 2005, the groups perceived to be treated most unfairly were racial or ethnic groups (20%), followed by older people (15%), those with a disability (13%), Travellers (11%) and lesbian, gay or bisexual people (10%). These findings are similar to the 2011 findings, with the exception of perceptions of racial or ethnic groups<sup>32</sup>.

**2.7 How groups are perceived to be treated unfairly**

Respondents (n=830) were then asked in what way did they feel the group identified had been treated unfairly. Table 2.3 presents the findings for people over 70, lesbian, gay or bisexual persons, disabled people, Roman Catholics and Eastern European migrant workers. Responses for the remaining eight of the twelve groups were too small to permit a meaningful analysis and are not reported here.

**Table 2.3**  
**In what way do you feel this group is treated unfairly? (n=830)**

	People over 70	Lesbian, gay or bisexual	Disabled people	Roman Catholics	E.European migrant workers
At work	17%	10%	33%	36%	46%
In relation to educational opportunities	1%	5%	8%	2%	2%
When using public services	35%	8%	23%	7%	1%
When using shops, bars or restaurants	3%	16%	7%	2%	5%
When buying /renting house, business premises or land	2%	2%	-	1%	7%
Subject to harassment	23%	41%	20%	31%	32%
Expressing their culture	1%	9%	2%	21%	6%
Other	13%	6%	4%		1%
Don't know	6%	3%	4%	2%	-
Total number (n)	n=128	n=111	n=107	n=107	n=98

32 No demographic sub-analysis was conducted in this section.

Respondents were of the view that people over 70 were most likely to be treated unfairly when using public services (35%), while 41% were of the view that lesbian, gay or bisexual persons were more likely to be subject to harassment. Respondents felt that disabled people (33%), Roman Catholics (36%) and Eastern European migrant workers (46%) were more likely to be treated unfairly at work<sup>33</sup>.

**2.7.1 Comparisons with 2008 and 2005<sup>34</sup>**

In the 2008 survey, respondents were of the view that racial or ethnic groups were most likely to experience discriminatory behaviour at work (34%), while Travellers were more likely to be subjected to unfair treatment when expressing their culture (24%). For older people and lesbian, gay or bisexual people the prevailing view was that unfair treatment would generally manifest itself through harassment (43% and 54%, respectively).

In terms of hierarchy of perceptions of how these groups are treated unfairly, people over 70 and lesbian, gay or bisexual persons are the only two groups which are directly comparable from 2008 to 2011. The most common perception of unfair treatment towards people over 70 has changed from being treated unfairly due to being subject to harassment in 2008 (20 percentage point decrease), to being treated unfairly when using public services, which has increased (16 percentage points). Furthermore, similar to 2011, respondents in 2008 were of the view that lesbian, gay or bisexual persons were most likely to experience unfair treatment through being subjected to harassment. However, the proportion of respondents indicating this has decreased by 13 percentage points since 2008. The biggest increase in perceptions of unfair treatment towards lesbian, gay or bisexual persons was when using shops, bars or restaurants (by 12 percentage points).

“ Respondents were most ‘uncomfortable’ towards having a Traveller, followed by a Transgender person, in the highest elected political position in Northern Ireland. ”

33 For full details see Table A2.54-A2.56 in appendix two.  
34 No comparisons with 2005

“

**73% of respondents  
agreed that the  
Commission is a  
valued source of  
expert advice on  
equality issues.**

”





**3**

**Personal  
Experiences of  
Discrimination  
or Harassment**



3

# Personal Experiences of Discrimination or Harassment

## PERSONAL EXPERIENCES OF DISCRIMINATION OR HARASSMENT

This section explores personal experience of discrimination or harassment.

### Key Findings

- Almost a quarter (24%) of people surveyed claimed to know their rights if they were the victim of discrimination or harassment, a decrease of 12 percentage points since 2008 (36%).
- One-third (33%) of respondents said that they had been subject to some form of harassment or treated unfairly during the past three years because they belonged to a particular group, an increase of 16 percentage points since 2008.
- 14% of respondents said they had experienced harassment or had not been able to express their own culture; while 10% had been treated unfairly at work or treated unfairly in relation to buying or renting a house, premises or land.
- Of those who believed they had been treated unfairly (n=357), just over one fifth (21%) said they had made some form of complaint, either to the Commission or some other public body, a similar finding to 2008 (20%).
- A majority of respondents (58%) said they would contact the Commission if they had a problem, a rise of 16 percentage points since 2008 (42%), while 18% said they would not.
- Of those respondents who would not contact the Commission (n=194), 23% said the main reason given was lack of awareness of the Commission, while 16% said they would go to a solicitor or somewhere else instead.

### PERSONAL EXPERIENCES OF DISCRIMINATION OR HARASSMENT

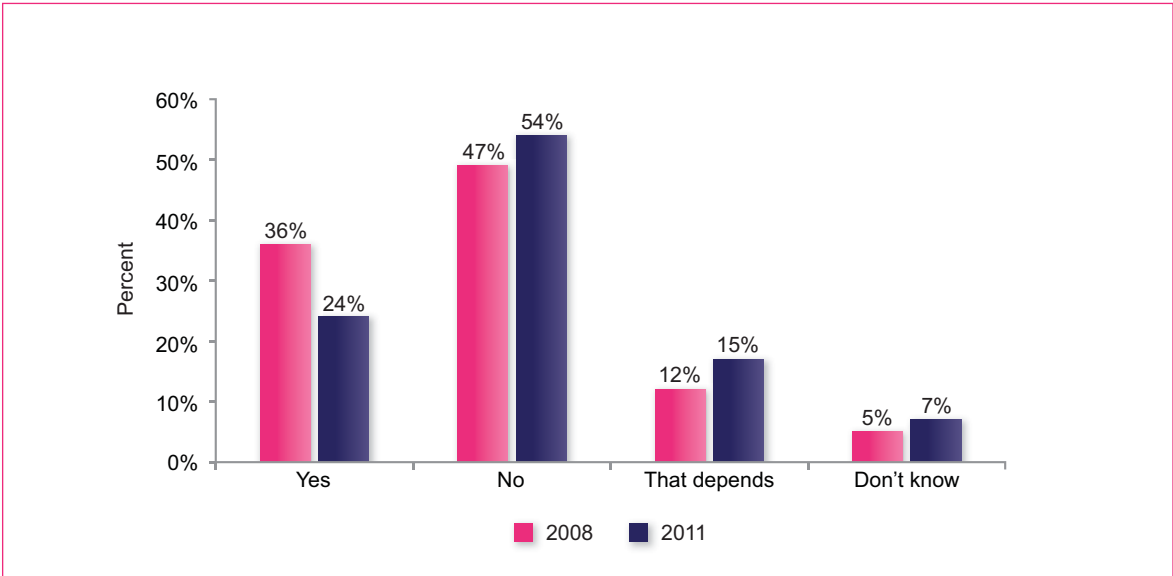
This chapter of the survey sought to explore personal experiences of discrimination or harassment through these sections:

- knowledge of rights when a victim of discrimination or harassment;
- experience of unfair treatment;
- types of unfair treatment;
- making a complaint; and,
- the Equality Commission – advice and assistance to complainants.

#### 3.1 Knowledge of rights if a victim of discrimination or harassment

This section examines the extent to which the general public know their rights if they were to become a victim of discrimination.

**Chart 3.1**  
Knowledge of rights if a victim of discrimination or harassment (n=1,101).



Knowledge of rights are low with only a quarter (24%) of people surveyed saying they would know their rights if they were to become a victim of discrimination, while over half (54%) said they would not. A small proportion (15%) of respondents said that their knowledge of rights would depend on the actual situation encountered, while 7% indicated that they did not know<sup>35</sup>.

35 For full details see Table A3.1 in appendix 2.

#### 3.1.1 Comparisons with 2008 and 2005

The 2011 survey saw an overall decline in the proportion of respondents saying they would know their rights if they were to become a victim of discrimination, from 36% of respondents in 2008 to 24% in 2011 (a decrease of 12 percentage points) (Chart 3.1). The survey found an increase of 7 percentage points in those that said that they don't know their rights, from 47% in 2008 to 54% in 2011. It is of worthy note that a broadly similar proportion of respondents in 2008 (12%) indicated that their knowledge of rights would depend upon the actual situation encountered. This question was not comparable with the 2005 survey.

#### 3.1.2 Comparisons with UK and EU

##### (a) United Kingdom only

Findings from the Eurobarometer Survey 2009<sup>36</sup> suggest that as a whole, more than twice as many people in the UK (49%) said they would know their rights if they were to become a victim of discrimination compared with those in Northern Ireland (Table 3.1).

**Table 3.1**

**Eurobarometer 2009 and EQAS 2011: Do you know your rights if you are the victim of discrimination? (n=1,101)**

Knowing your rights	EU 27 Eurobarometer 2009	UK Eurobarometer 2009	NI EQAS 2011
Yes	33	49	24
No	52	44	54
That depends	12	5	15
Don't know	3	2	7

##### (b) EU Average

On average, one-third (33%) of those surveyed in the European Union in 2009 said that they knew their rights should they become a victim of discrimination or harassment.

### 3.1.3 Knowledge of rights by demographic variables

The survey reveals significant differences of knowledge of rights when a victim of discrimination or harassment, depending on age, marital status, LLTI, education, social class, household income, and area of residence<sup>37</sup>. Although overall levels of knowledge were low, those who were more likely to be aware of their rights when faced with an incident of discrimination or harassment were:

- **45 to 64 year olds or 30 to 44 year old** (30% and 27%, respectively): were more likely to know their rights compared with older or younger respondents (aged 65+, 18% or 16 to 29 years old, 18%) who were less aware.
- **Those who were married, cohabiting or in a civil partnership** (27%): were more likely to know their rights than single people (21%) or those widowed, divorced or separated (18%).
- **Those without a LLTI** (26%): were more likely to know their rights than those with a LLTI (17%).
- **Staying in education:** those with third level qualifications (37%) were considerably more likely to know their rights than those with post-primary (23%) or no qualifications (18%).
- **Those from a higher social class (ABC1):** (30%) were considerably more likely to be aware of their rights than those from a lower social class (C2DE) (18%).
- **Those earning a higher household income of £26K+** (30%): were also considerably more likely to know their rights if a victim of discrimination than those with household earnings of <£15K (20%) or £15K-£25,999 (18%).
- **Those living in the West of Northern Ireland or in the East of Northern Ireland** (27% and 25%, respectively): were more likely to know their rights when faced with an incident of discrimination or harassment than those living in Belfast (15%).

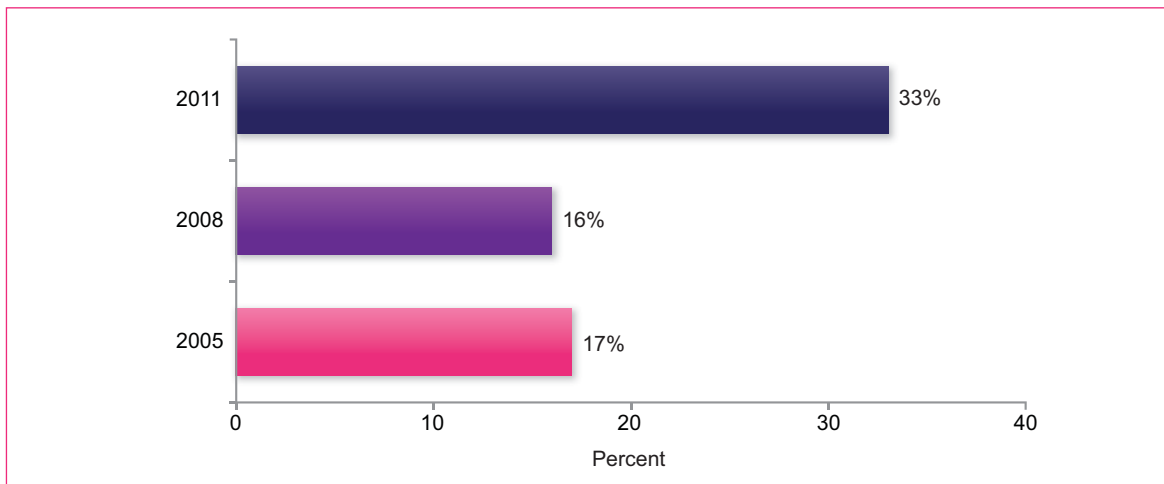
### 3.2 Experience of unfair treatment

Respondents were informed that sometimes people in Northern Ireland are discriminated against because they belong to a particular group, such as being disabled, lesbian, gay or bisexual, male or female. They were then presented with a list of seven types of unfair treatment and asked whether, in the last three years, they had experienced any of these situations because they identified with such a particular group.

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37 For details of full demographic analysis see Table A3.2 in appendix 2.

**Chart 3.2**  
**Proportion of respondents indicating some experience of unfair treatment/discrimination (3 year recall period), 2005 - 2011**



#### 3.2.1 Overall experience of unfair treatment

Overall, one third (33%) felt that they had been subject to one or more types of unfair treatment in the last three years<sup>38</sup> (Chart 3.2).

#### 3.2.2 Comparisons with 2008 and 2005

In 2011 (33%, n=1,101), nearly twice as many people believed they had been subject to one or more types of unfair treatment in the last three years compared with those in 2008 (16%, n=1,071) and 2005 (17%, n=1,000). This was a rise in perceived unfair treatment levels of 17 percentage points from 2008 and 16 percentage points from 2005.

#### 3.3 Types of unfair treatment

Respondents were then presented with a list of seven types of unfair treatment and asked whether, in the last three years, they had experienced any of these situations. They were informed that sometimes people in Northern Ireland are discriminated against because they belong to a particular group, such as being disabled, lesbian, gay or bisexual, male or female, Roman Catholic or Protestant. Respondents were then asked in the last three years had any of these types of unfair treatment happened to them because they were a member of a particular group.

**Table 3.2**  
**Type of unfair treatment experienced during the past three years due to membership of a particular group.**

Type of unfair treatment	2005 %	2008 %	2011 %
Been harassed because you belonged to a particular group	7	7	14
Not being able to express your culture	-	-	14
Treated unfairly at work	5	8	10
Treated unfairly when you tried to buy / rent house, business premises or land	1	4	10
Treated unfairly in relation to educational opportunities	2	3	8
Treated unfairly when you tried to get access to public services	5	3	8
Treated unfairly when you tried to use shops, bars or restaurants	2	4	8
One or more of the above	17	16	33
Total (n)	1,000	1,071	1,101

When presented with types of unfair treatment, the two most common forms of perceived unfair treatment in 2011 were harassment due to membership of a particular group (14%) and being unable to express one's own culture (14%) (Table 3.2). Ten percent had been treated unfairly at work or treated unfairly in relation to buying or renting a house, premises or land (10%). Eight percent perceived unfair treatment in relation to educational opportunities, when trying to use shops, bars and restaurants and a further 8% reported unfair treatment when trying to get access to public services.

### 3.3.1 Comparisons with 2008 and 2005

In comparison with 2011, the most common form of unfair treatment occurred at work (8%), followed by harassment due to group membership (7%) in 2008 (Table 3.2). In 2005, similarly the most common form of unfair treatment was being harassed due to membership of a particular group (7%), followed by being unfairly treated at work (5%) or when accessing public services (5%).

#### 3.3.2 Types of unfair treatment by demographic variables<sup>39</sup>

Overall, sexual orientation, ethnicity, social class, area of residence, household income, age, marital status, sex, LLTI and political affiliation emerged as the strongest predictors of unfair treatment:

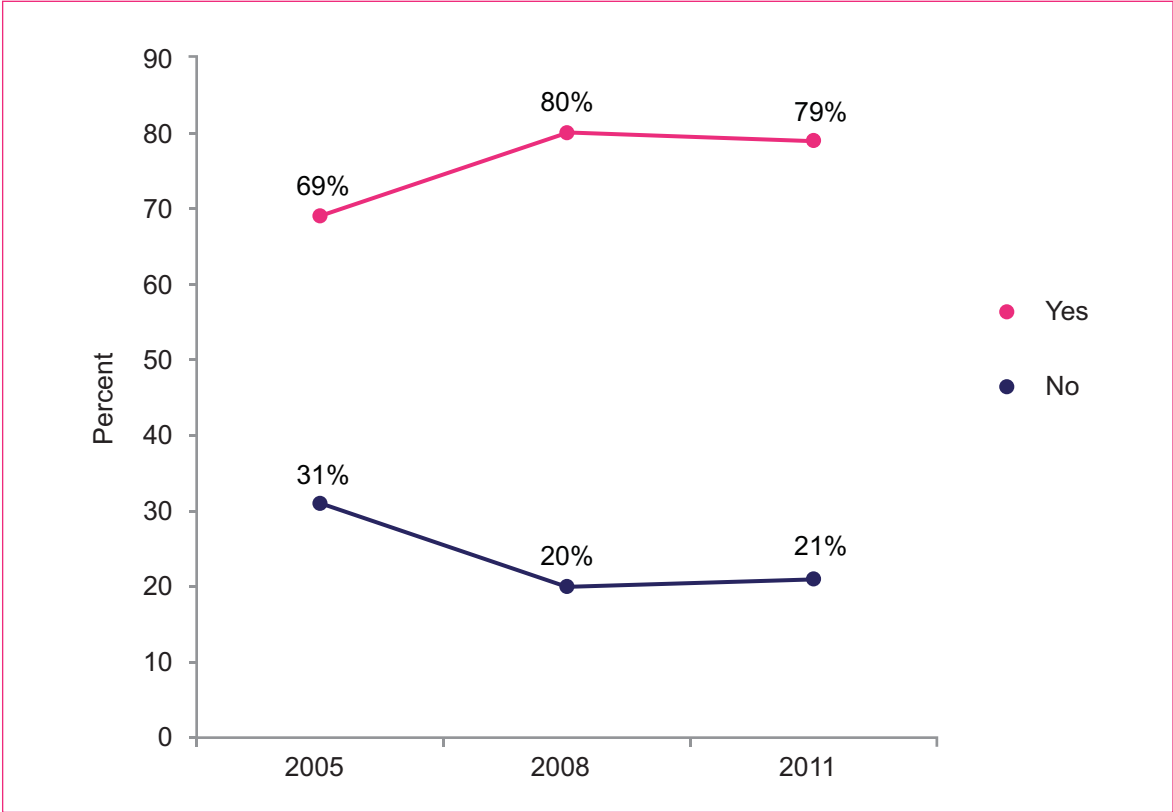
- **Lesbian, gay and bisexual people:** were more likely to report unfair treatment when trying to access public services (21%), or when trying to use shops, bars or restaurants (26%), when trying to buy or rent a house, business premises or land (21%), or being harassed because they belonged to a particular group (38%) than heterosexual respondents (7%, 7%, 10% and 13%, respectively).
- **Those from a BME group:** were more likely to report unfair treatment in relation to educational opportunities (17%), when trying to buy/rent a house, business premises or land (35%), or being harassed because they belonged to a particular group (35%) or not being able to express their culture (31%) than those who do not belong to a BME group (8%, 9%, 13% and 13%, respectively).
- **Those from a lower social class (C2DE):** were more likely to report unfair treatment in relation to educational opportunities (11%), when trying to access public services (12%), or when trying to use shops, bars and restaurants (10%) have been harassed because they belonged to a particular group (17%) or have not been able to express their culture (18%) than those from a higher 'ABC1' social class (5%, 5%, 6%, 11% and 9% respectively).
- **People living in Belfast:** were more likely to experience unfair treatment in relation to educational opportunities (15%), when trying to access public services (14%), or when buying or renting premises or land (20%) or have been harassed (22%) or have not been able to express their culture (25%) than those living in the West or the East of Northern Ireland.
- **Those with a lower household income of <£15K (13%):** were more likely to report unfair treatment in relation to public services than those in the other household income groups (5% both). In contrast, those with a higher household income £26K+ (16%) were more likely to report unfair treatment when buying or renting a house, business premises or land than those earning <£15K (11%) or £15K-£25,999 (9%).
- **The younger age groups:** (16 to 29 year olds and 30 to 44 year olds, 12% and 13% respectively) were more likely to report unfair treatment at work than the older age groups (9% and 5%, respectively). Those aged 16 to 29 years were more likely to report unfair treatment when trying to use shops, bars or restaurants (13%) or being harassed because they belonged to a particular group (19%) than the other age groups.

- **Single people:** were more likely to report unfair treatment when using shops, bars or restaurants (13%) than those who were married, cohabiting or in a civil partnership (6%) or those who were widowed, divorced or separated (5%).
- **Males (17%):** were more likely to report being harassed or not being able to express their culture (19%), compared with females (11% and 9%, respectively).
- **Those with a LLTI:** were more likely to report unfair treatment when trying to buy or rent a house, business premises or land (15%), or also, being unable to express their culture (16%) than those without a LLTI (9% and 13%).
- **Nationalists (19%):** were more likely to report unfair treatment in not being able to express their culture than Unionists (11%).

**3.4 Making a complaint**

This question sought to ascertain whether those who had experienced discrimination (n=357) subsequently made a complaint. Only one in five (21%) had made a complaint, while 79% had not done so<sup>40</sup>.

**Chart 3.3**  
**Proportion making a complaint having experienced discrimination, 2005-2011.**



40 For full details see Table A3.11 in appendix 2.



### 3.4.1 Comparisons with 2008 and 2005

In comparison with 2011, a broadly similar proportion (20%) had made a complaint in 2008 (Chart 3.3). Over a six year period, the proportion of complaints made by those who had experienced unfair treatment has fallen by ten percentage points, from 31% in 2005 to 21% in 2011.

### 3.4.2 Making a complaint by demographic variables

An analysis of socio-demographic characteristics reveals that **making a complaint**, depends to a certain degree on age, education, dependants and area of residence<sup>41</sup>.

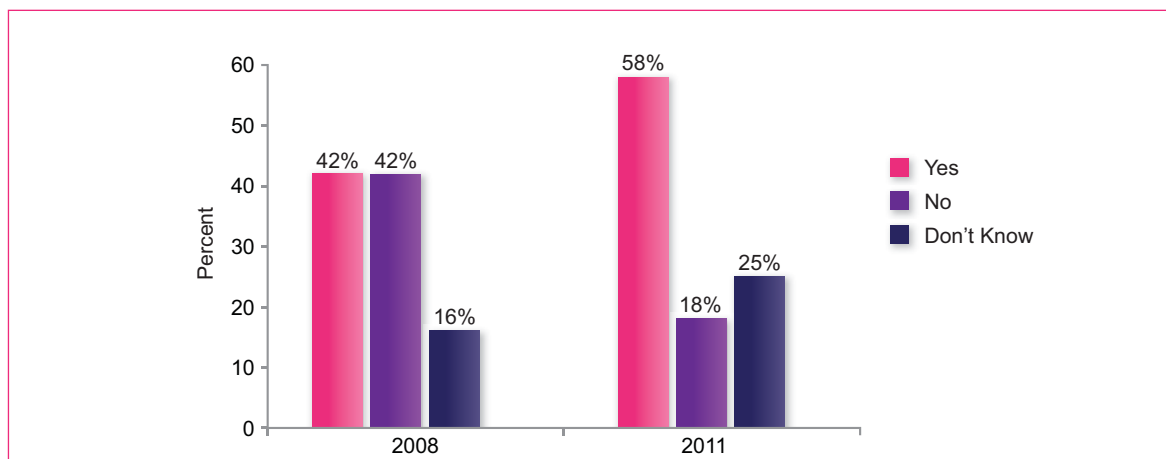
- **30 to 44 year olds or 45 to 64 year olds** (26% each): were more likely to make a complaint when a victim of discrimination than the younger (16 to 29 year old, 16%) or older age groups (65+, 11%).
- **Staying in education:** those with third level qualifications (34%) were twice more likely to make a complaint than those with no qualifications (18%) or post primary qualifications (17%).
- **Those with dependants under 18** (28%): were more likely to make a complaint than those without (17%).
- **People living in the West of Northern Ireland** (29%): were more likely to make a complaint than those living in the East of Northern Ireland (21%) or those living in Belfast (12%).

### 3.5 Equality Commission: advice and assistance

Respondents were informed that the Equality Commission offers advice and assistance to those who may have been discriminated against. They were then asked whether they would contact the Equality Commission for advice or assistance if they had a problem (n=1,905).

Chart 3.4

If you had a problem with equality or discrimination would you contact the Equality Commission for advice or assistance? (n=1,905)



41 For details of full demographic analysis see Table A3.12 in appendix 2.

A majority (58%) of respondents said they would contact the Commission for advice or assistance, while 18% said they would not. 25% of respondents were undecided<sup>42</sup> (Chart 3.4).

Of those respondents who would not contact the Commission (n=194), 23% said the main reason was lack of awareness of the Equality Commission, while 16% said they would go to a solicitor or somewhere else instead<sup>43</sup>. Ten percent said it was either too time consuming or too much hassle, while a small 6% said they had no confidence in the Commission. Four percent said that it would be unlikely to change anything, while 7% said other. 36% did not know.

**3.5.1 Comparisons with 2008 and 2005<sup>44</sup>**

The proportion of respondents who said they would contact the Commission if they needed advice or assistance has increased since 2008, from 42% to 58% in 2011 (by 16 percentage points) (Chart 3.4).

Over the three year period, those that would not contact the Commission had fallen by 24 percentage points, from 42% in 2008 to 16% in 2011. 16% were undecided in 2008, representing a 9 percentage point increase to 25% in 2011.

“ 21% of respondents said they had made some form of complaint. ”

42 For full details see Table A3.13 in appendix 2.  
43 For full details see Table A3.15 in appendix 2.  
44 There were no comparable questions in the 2005 survey.

#### 3.5.2 Equality Commission: advice and assistance by demographic variables

An analysis of socio-demographic characteristics reveals significant differences in those who said they would **contact the Equality Commission for advice and assistance**, depending on education, income, social class and area of residence<sup>45</sup>.

- **Staying in education:** those with third-level qualifications (69%) were more likely to contact the Commission than those with post-primary level qualifications (60%) or no qualifications (51%).
- **Those with a household income of £15K-£25,999** (65%): were more likely to contact the Commission for advice and assistance than those with higher (£26K+) or lower incomes (<£15K) (63% and 48%, respectively).
- **Those from a higher social class** (ABC1): (63%) were more likely to say they would make contact with the Commission compared with those from a lower social class (C2DE) (53%).
- **Those living in the West of Northern Ireland** (64%) were more likely to say they would contact the Commission for advice and assistance compared with those living in the East of Northern Ireland (59%) or those living in Belfast (44%).

“ More people are saying they would contact the Commission if they had a problem. ”

“

**69% of respondents  
were aware that  
anti-discrimination  
laws protect them  
in employment.**

”

“

**77% of respondents  
agreed that equality  
laws should be  
strengthened to  
match those in  
Great Britain.**

”



**4**

## **Awareness of Anti- discrimination Laws**

# 4 Awareness of Anti-discrimination Laws

This section examines public awareness and perceptions towards anti-discrimination laws in Northern Ireland, in particular: public awareness of areas and grounds protected by anti-discrimination laws; awareness of specific laws; awareness of the duties of public authorities; and, public attitudes towards equality laws.

## Key Findings

- The survey found that a majority of the general public have good awareness of anti-discrimination laws. In general, those from a higher social class and with third level education were most likely to indicate awareness across the different areas and grounds:
  - More than two-thirds (69%) of respondents were aware that anti-discrimination laws protect them in the **area** of employment, while 45% were aware that the laws protect them in the area of education. Training and goods, facilities and services were the least well-known areas protected under the laws (17% and 29% respectively).
  - More than half (52%) of respondents were aware that anti-discrimination laws protect them on the **grounds** of religion, while more than two-fifths were aware that age (46%) and disability (42%) were protected grounds. Political opinion (12%) was the least well-known ground protected under the laws.
- Nearly two-thirds (63%) of respondents were aware that public authorities have a responsibility under Section 75 of the Northern Ireland Act 'to promote equality of opportunity and good relations in the ways that they work'.
  - A minority of respondents (15%) were aware of instances where they had been asked to respond to a consultation about equality of opportunity and good relations by a public authority.
- In terms of awareness of specific treaties, laws, and sources thereof:
  - Just over one-fifth (21%) of respondents had heard of the UNCRPD.
  - More than two-fifths (44%) of respondents recalled seeing the television advert for Disability Discrimination (Transport Vehicles) Regulations, which ran in May 2011. In 2008, 47% of respondents cited television as the source of their information on equality laws.



- With regards to support for equality issues:
  - Support for equality laws in Northern Ireland has remained consistently high over time, 91% of respondents in 2011 agreed on the need for such laws, a similar finding to 2008 and 2005 (both 92%).
  - More than three-quarters of respondents (77%) agreed that equality laws should be strengthened to match those in Great Britain, while only 3% disagreed.
  - The majority of respondents (54%) disagreed with the statement that 'sometimes there is good reason to be prejudiced against certain groups', however, close to one-third (30%) agreed.

“ 63% of respondents were aware that public authorities have a responsibility under Section 75 of the Northern Ireland Act ‘to promote equality of opportunity and good relations in the way that they work’. ”

### AWARENESS OF ANTI-DISCRIMINATION LAWS

This chapter of the survey sought to explore trends in awareness of anti-discrimination laws, in particular:

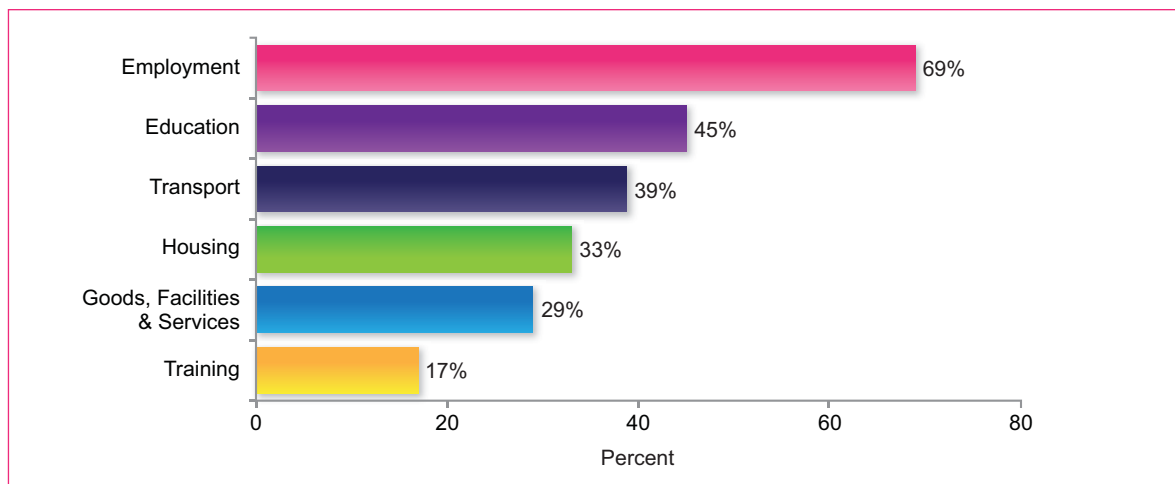
- public awareness of areas and grounds protected by anti-discrimination laws;
- awareness of specific laws e.g. Section 75 of the Northern Ireland Act (1998);
- awareness of the duties of public authorities;
- awareness of the Transport Regulations and UNCRPD<sup>46</sup>, and
- public attitudes towards equality laws.

#### 4.1 Awareness of areas protected by anti-discrimination laws

Anti-discrimination laws were enacted in Northern Ireland to ensure the equal treatment of particular groups and to offer protection to people in a range of areas and on a range of grounds. For the 2011 survey, respondents were presented with a list of six *areas* that are covered under anti-discrimination laws and were asked, in which areas they thought they were protected<sup>47</sup>.

Chart 4.1

#### Areas protected by anti-discrimination laws (n=1,101)



The survey found that respondents were most aware of their rights in the area of employment (69%). Education and transport were the next most common areas identified (Chart 4.1), with over two-fifths saying they were protected in these areas by anti-discrimination laws (45% and 39%, respectively). 33% indicated housing as an area protected by anti-discrimination laws. Goods, facilities and services (29%) and training (17%) were the least commonly identified areas<sup>48</sup>.

46 UNCRPD is available on the Commission's website UNCRPD, Independent Mechanism for Northern Ireland: <http://www.equalityni.org/archive/pdf/UNCRPDOptionalProtocol.pdf>

47 Respondents were able to indicate more than one area of protection.

48 For full details see Table A4.1 in appendix 2.

#### 4.1.1 Comparisons with 2008 and 2005

There were no directly comparable questions in 2008 or 2005. Previously in 2008 and 2005, the question asked whether respondents had heard of specific anti-discrimination laws e.g. Fair Employment and Treatment (NI) Order (1998) rather than areas protected by these laws<sup>49</sup>.

#### 4.1.2 Awareness of areas by demographic variables

Overall, social class, education, marital status, household income, LLTI, sex, community background and area of residence emerged as the strongest predictors of awareness of the specified *areas* covered under anti-discrimination laws. These variables influence how likely someone is to say that they are aware of the **specified areas covered under anti-discrimination laws**<sup>50</sup>.

- **Being from the higher social class (ABC1):** those in the higher class were more aware of their rights in the areas of education (51%), transport (43%), goods, facilities and services (34%), employment (73%) and training (20%) compared with those from the lower social class (C2DE) (39%, 34%, 25%; 66% and 14%, respectively).
- **Staying in education:** those with third level qualifications were more aware of their rights in the areas of education (53%), transport (51%), goods, facilities and services (42%) and training (23%) compared with those with no qualifications (34%, 27%, 25% and 12%, respectively).
- **Those who were married, cohabiting or in a civil partnership:** were more aware of their rights in the areas of education (49%) and transport (42%) as areas protected under anti-discrimination laws, compared with those who were widowed, separated or divorced (37% and 34%, respectively).
- **Those earning a higher household income of £26K+:** were more aware of employment (87%) and transport (43%) as areas protected under anti-discrimination laws, compared with those from a lower household income of <£15K (59% and 33%, respectively).
- **Those with a LLTI:** were more likely to be aware of housing (39%) as an area protected under anti-discrimination laws than those without a LLTI (32%).
- **Males (48%)** were more likely to be aware of education as an area protected by laws than females (42%).
- **Being from a Roman Catholic community (19%):** Roman Catholics were more likely to be aware of training as an area protected under anti-discrimination laws compared with Protestants (15%).

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49 ECNI (2009) Equality Awareness Survey: 2008. Equality Commission for Northern Ireland, Belfast. <http://www.equalityni.org/archive/pdf/ECSurvey2008.pdf>, and, ECNI (2006) Awareness of Equality Issues amongst the General Public in Northern Ireland: 2005. Equality Commission for Northern Ireland, Belfast. <http://www.equalityni.org/archive/pdf/ECSurvey2008.pdf>

50 For details of full demographic analysis see Table A4.2-A4.7.

- Those living in the East of Northern Ireland (44%) were more likely to be aware of transport as an area protected under anti-discrimination laws, compared with those living in the West of Northern Ireland (32%).

### 4.2 Awareness of grounds protected by anti-discrimination laws

Respondents were presented with a list of seven *grounds* that are protected under anti-discrimination laws. Respondents were then asked if they were discriminated against in employment, education or one of the areas they had mentioned previously, on which grounds they thought they would be protected<sup>51</sup>.

Chart 4.2

#### Grounds protected by anti-discrimination laws (n=1,101)

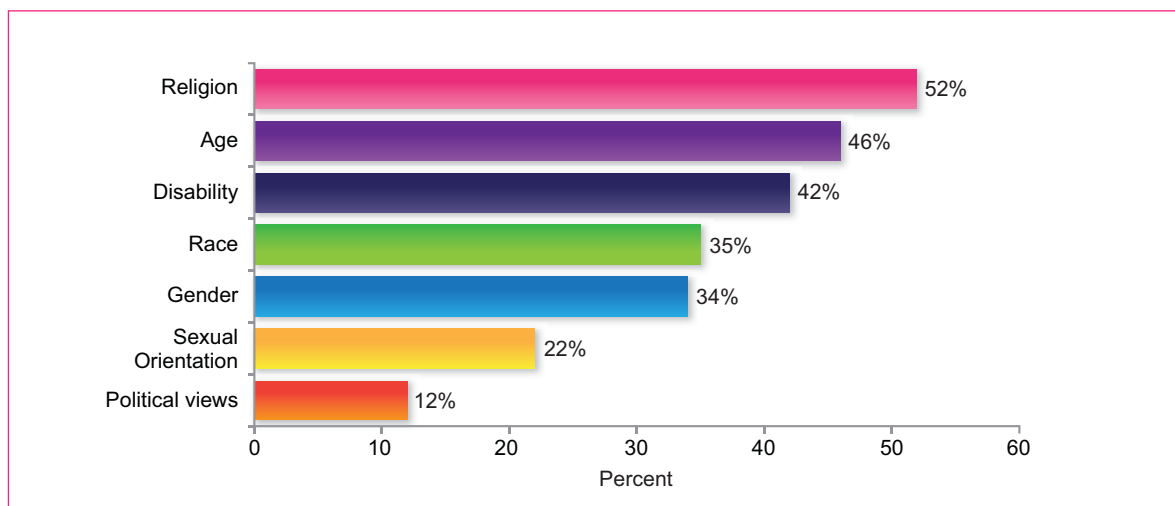


Chart 4.2 shows that religion (52%) was the ground most commonly identified as being protected under anti-discrimination laws. This was followed by age (46%), disability (42%) and race (35%). Political opinion (12%) was the least well-known ground protected under the laws<sup>52</sup>.

#### 4.2.1 Comparisons with 2008 and 2005

There were no directly comparable questions in 2008 or 2005. In 2008 and 2005, the question asked which specified groups were covered by Section 75 of the Northern Ireland Act 1998 e.g. men and women rather than grounds protected by anti-discrimination laws.

#### 4.2.2 Awareness of grounds by demographic variables

Overall, area of residence, education, age, social class, sexual orientation, household income and ethnicity emerged as the most consistent significant predictors of awareness of the specified *grounds* protected by anti-discrimination laws. These variables influence how likely someone is to say that they are aware of the specified **grounds covered under anti-discrimination laws**<sup>53</sup>.

51 Respondents were able to indicate more than one ground of protection.

52 For full details see Table A4.8 in appendix 2.

53 For details of full demographic analysis see Table A4.9-A4.15 in appendix 2.

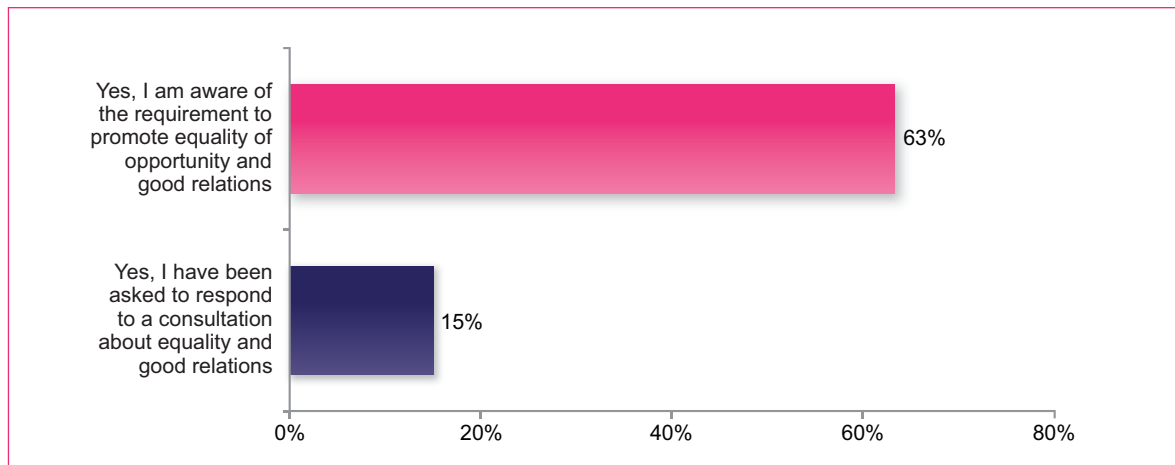
- **Those living in the East of Northern Ireland:** were more likely to be aware of disability (46%), race (40%), gender (39%), sexual orientation (25%) and political opinion (15%) as grounds covered under anti-discrimination laws, compared with those living in Belfast (26%, 30%, 29%, 16%, 8%). Those living in the **West of Northern Ireland** were more likely to be aware of religion (57%) as a ground protected than those living elsewhere (Belfast, 51% and East of Northern Ireland (48%) .
- **Staying in education:** those with third level qualifications were more likely to be aware of disability (51%), race (42%), gender (43%) and sexual orientation (28%) as grounds protected under anti-discrimination laws, compared with those with no qualifications (37%, 31%, 28%, 15%, respectively). Those with **post-primary qualifications** were more likely to be aware of religion (56%) as a ground protected under anti-discrimination laws compared with those with other educational qualifications (no qualifications 47% and third level qualifications 48%).
- **45 to 64 year olds:** were more likely to be aware of disability (50%) and political opinion (15%) as grounds covered under anti-discrimination laws than any other age group. Respondents aged **30 to 44 years** were more likely to be aware of gender (38%), however less likely to be aware of age and disability (37%) as grounds protected than other age groups. The **older age group (65+)** were more likely to be aware of age (54%) as a protected ground compared with those in other age groups.
- **Being from a higher social class (ABC1):** those in the higher social class were more likely to be aware of age (50%), disability (45%), race (39%), gender (41%) and sexual orientation (26%) compared with those from a lower social class (C2DE) (42%, 39%, 32%, 28% and 18%, respectively).
- **Heterosexuals:** were more likely to be aware of religion (53%) as a ground protected by laws than lesbian, gay or bisexual people (37%), however, **lesbian, gay or bisexual people** (44%) were more likely to be aware of sexual orientation as a ground than heterosexuals (21%).
- **Those earning a higher household income of £26K+:** were more likely to be aware of religion (60%) as a ground, compared with those with a lower household income of <£15K (44%).
- **Those from a black and minority ethnic (BME) group:** were more likely to be aware of race (65%) as a ground covered by anti-discrimination laws than those who were not from a BME group (34%).

### 4.3 Awareness of the duties of public authorities under Section 75 of the Northern Ireland Act 1998

Section 75 of the Northern Ireland Act 1998 came into force on 1 January 2000. It places a statutory obligation on public authorities, such as local councils, hospital trusts and government departments, to have due regard to the need to promote equality of opportunity between nine specified groups<sup>54</sup>. In addition, the legislation places certain duties on public authorities to have regard to the desirability of promoting good relations between persons of different religious beliefs, political opinion, and racial groups. Section 75 also places a duty on public authorities to consult with those likely to be affected by their policies.

Chart 4.3

#### Awareness of the Duties of Public Authorities under Section 75 of the Northern Ireland Act 1998 (n=1,101)



Respondents' awareness that public authorities are required (under Section 75) to promote equality of opportunity in the ways that they work was high, with 63% indicating that they were aware. 37% of respondents were not aware of this (Chart 4.3).

However, evidence of consultation was low, with 15% of respondents indicating that they had been asked to respond to a consultation about equality of opportunity and good relations by a public authority. A substantial 85% were not aware of any such instances.

54 The nine groups specified in the Section 75 legislation are as follows: persons of a different religion, political opinion, racial group, age, marital status, or sexual orientation, men and women generally, persons with a disability and persons without, and persons with dependants and persons without.

#### 4.3.1 Awareness of the duties of public authorities (under Section 75 of the Northern Ireland Act 1998) by demographic variables

a) To promote equality of opportunity in the ways that they work.

An analysis of socio-demographic characteristics reveals significant associations of age, education, social class and area of residence with awareness of Section 75. These variables influence how likely someone is to say that they are aware **that public authorities are required to promote equality of opportunity and good relations through Section 75 of the Northern Ireland Act 1998**<sup>55</sup>.

- **30 to 44 year olds:** 68% were more likely to be aware that public authorities are required to promote equality of opportunity and good relations through Section 75, compared with those aged 65+ or 16 to 29 years old (61% and 58%, respectively).
- **Staying in education:** Persons with a third level qualification (78%) were considerably more likely to be aware of the requirements compared with those with no qualifications (56%).
- **Those from a higher social class (ABC1)** (71%) were substantially more likely to be aware compared with those from a lower social class (C2DE) (57%).
- **Those living in the West of Northern Ireland** (75%) were more likely to exhibit higher awareness of Section 75 requirements compared with those living in Belfast (47%).

b) Consultation duties of public authorities.

An analysis of socio-demographic characteristics reveals that education, dependants under 18, social class, household income and area of residence were significantly associated with being asked to respond to a consultation. Although awareness was low, these variables influence how likely someone is to say that they had been **asked to respond to a consultation about equality and good relations by a public authority**<sup>56</sup>.

- **Staying in education:** those with third level qualifications (22%) were more likely to indicate that they had been asked to respond to a consultation about equality and good relations compared with those with post-primary qualifications (12%) or no qualifications (15%).
- **Persons without dependants** (17%) were more likely than those with dependants (12%) to indicate they had been asked to respond.
- **Those from a higher social class (ABC1)** (18%): were more likely to indicate they had been asked to respond to a consultation compared with those from a lower social class (C2DE) (13%).

55 For details of full demographic analysis see Table A4.16 in appendix 2.

56 For details of full demographic analysis see Table A4.17 in appendix 2.



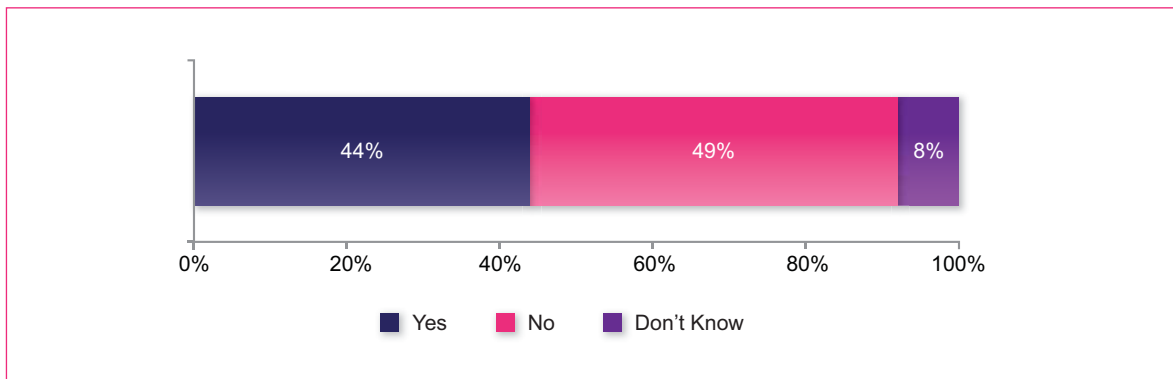
- **Those earning a higher household income of £26K+ (20%):** were more likely to say they had been asked to respond compared with those with lower household earnings of either £15K-£25,999 (13%) or £<15K (12%).
- **Those living in either the West of Northern Ireland (18%) or the East of Northern Ireland (17%)** were more likely to indicate they had been asked to respond to a consultation by a public authority compared with those living in Belfast (5%).

#### 4.4 Disability Discrimination (Transport Vehicles) Regulations (Northern Ireland) 2009: Television Advertisement

The Disability Discrimination (Transport Vehicles) Regulations (Northern Ireland) 2009, introduced in January 2010, make it unlawful for transport providers to refuse a service, or provide a service of a lower standard or on worse terms to a disabled person because of their disability. To publicise and promote the Transport Regulations the Equality Commission ran an advertising campaign in May 2011, which included a television advert<sup>57</sup>.

#### Chart 4.4

#### Awareness of Disability Discrimination (Transport Vehicles) Regulations (NI) 2009: Television Advertisement<sup>58</sup>, (n=1,101).



Of the 1,101 respondents surveyed, the proportion who recalled the television advertisement for the Transport Regulations (NI) 2009 (44%) was similar to the proportion who did not recall seeing the advert (49%) (Chart 4.4). 8% of respondents did not know if they had seen the advertisement<sup>59</sup>.

57 Disability Transport Regulations TV Advertisement, available from: [http://www.equalityni.org/sections/default.asp?secid=4&cms=Service+Providers\\_Transport\\_campaign&cmsid=130\\_724\\_731&id=731](http://www.equalityni.org/sections/default.asp?secid=4&cms=Service+Providers_Transport_campaign&cmsid=130_724_731&id=731)

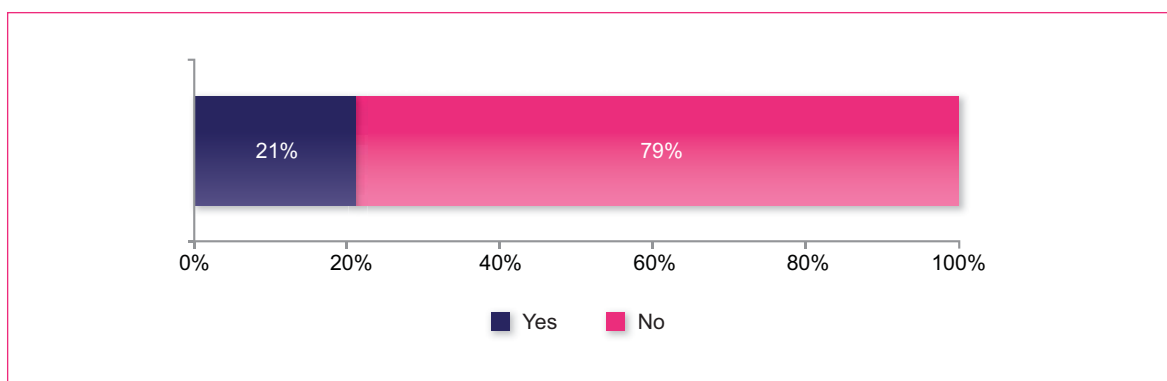
58 For full details see Table A4.18 in appendix 2.

59 For details of full demographic analysis see Table A4.19 in appendix 2.

## 4.5 Awareness of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)

In addition to the statutes discussed previously, there are a number of obligations placed on the UK Government under international human rights treaties that are designed to promote the human rights of certain groups of people. One example of this is the human rights treaty in respect of disabled people, the United Nations Convention on the Rights of Persons with Disabilities (hereafter ‘UNCRPD’)<sup>60</sup>, which the UK Government signed up to in June 2009. The UNCRPD says that countries should not treat people differently or unfairly because of their disability and explains that all disabled people have and should enjoy the same human rights as other people. The Commission has joint responsibilities (with the NIHRC<sup>61</sup>) as the independent monitoring mechanism in Northern Ireland on the UNCRPD and, therefore, has an interest in determining levels of awareness of this important international treaty in Northern Ireland.

**Chart 4.5**  
**Awareness of the UNCRPD (n=1,101)**



To generate baseline data on general public awareness of this treaty, respondents were asked if they had heard of the UNCRPD. Just over one-fifth (21%) said they had heard of the Convention, compared with a substantial 79% who said they had not (Chart 4.5).

### 4.5.1 Awareness of the UNCRPD by demographic variables

Marital status, education, dependants under 18, social class and household income were found to be significant predictors of awareness of the UNCRPD. Although awareness was low, these variables influence how likely someone is to say that they were aware of the UNCRPD<sup>62</sup>.

- **Those who were widowed, divorced or separated (27%)** were more likely to be aware of the UNCRPD than those who were either married, cohabiting or in a civil partnership (21%) or those who were single (17%).

60 UNCRPD is available on the Commission’s website UNCRPD, Independent Mechanism for Northern Ireland: <http://www.equalityni.org/archive/pdf/UNCRPDOptionalProtocol.pdf>

61 Northern Ireland Human Rights Commission

62 For details of full demographic analysis see Table A4.20 in appendix 2.

- **Staying in education:** those with third level educational qualifications (33%) were more likely to be aware compared with those with no qualifications (15%).
- **Those with no dependants under 18 (23%):** were more likely to be aware of the UNCRPD compared with those who have dependants under 18 (18%).
- **Those from a higher social class (ABC1):** those from a higher class (26%) were more likely to be aware than those from a lower social class (C2DE) (16%).
- **Those earning a higher household income of £26K+ (37%):** were more likely to be aware of the UNCRPD than those earning lower incomes (£15K-£25,999 and <£15K, 24% and 14%, respectively).

#### 4.6 Public attitudes towards equality laws

In addition to gauging awareness of anti-discrimination laws, this survey sought to ascertain public attitudes towards equality laws in Northern Ireland. Three statements about equality laws were read out and respondents were asked to indicate their level of agreement with each statement (Table 4.1)<sup>63</sup>.

**Table 4.1**  
**Attitudes towards equality laws in Northern Ireland (n=1,101)**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
	%	%	%	%	%
There is a need for equality laws in Northern Ireland	51	40	2	1	6
Equality laws should be strengthened to match those in Great Britain	44	32	2	1	20
Sometimes there is good reason for people to be prejudiced against certain groups	9	21	22	32	16

There was overwhelming public support for equality laws in Northern Ireland as 91% of respondents either agreed or strongly agreed that they were needed, while only 3% disagreed or strongly disagreed and 6% were undecided. When the undecided were excluded, 97% agreed or strongly agreed, while 3% disagreed or strongly disagreed.

Similarly, there was strong backing for equality laws to be strengthened to match those in Great Britain, as 77% of respondents agreed or strongly agreed with this statement while only 3% disagreed or strongly disagreed and 20% were undecided. When excluding the undecided from the analysis, 96% agreed or strongly agreed, while 3% disagreed or strongly disagreed.

Furthermore, the majority of respondents were opposed to the idea that ‘sometimes there is good reason to be prejudiced against certain groups’, with 54% disagreeing or strongly disagreeing with the statement (Table 4.1). Almost one-third (30%) agreed or strongly agreed that sometimes there is good reason for people to be prejudiced against certain groups. When the undecided were excluded from the analysis, 65% disagreed or strongly disagreed, while 35% agreed or strongly agreed.

#### 4.6.1 Comparisons with 2008 and 2005

Public attitudes towards the need for equality laws have remained consistently positive over time. Similar to 2011, 92% of respondents agreed or strongly agreed that there is a need for equality laws in 2008 and 2005 (92% each). There were no comparable questions in 2008 or 2005 for the other questions.

#### 4.6.2 Comparisons with United Kingdom

People in Northern Ireland (30%) have broadly similar attitudes with those in Scotland when agreeing that ‘sometimes there is a good reason for people to be prejudiced against certain groups’ (28%) (Scottish Attitudes Survey, 2010).

#### 4.6.3 Public attitudes towards equality laws by demographic variables<sup>64</sup>

Marital status, LLTI and area of residence were found to be significant predictors of attitudes towards a **need for equality laws**. There was very strong support for the need for equality laws across the demographic groups. However, those who were most likely to be in agreement were:

- **Single people or those who were widowed, divorced or separated** (99% and 98%, respectively), compared with those who were married, cohabiting or in a civil partnership (95%).
- **Those without a LLTI** (98%) were more likely to agree that there was a need for equality laws than those with a LLTI (94%).

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64 For details of full demographic analysis see Table A4.22-A4.24 in appendix 2.

- **Those living in the West of Northern Ireland or Belfast** (99% and 97%, respectively) were slightly more likely to support the need for equality laws than those living in the East of Northern Ireland (95%).

Significant associations were found between area of residence and public attitudes towards **strengthening equality laws to match Great Britain**. There was also strong support for strengthening equality laws to match Great Britain across the demographic groups. However, those who were most likely to support the strengthening of equality laws to match Great Britain were:

- **Those living in the West of Northern Ireland or in Belfast** (98% and 96%, respectively) compared with those living in the East of Northern Ireland (94%).

Age, education, household income, sexual orientation and area of residence were found to be significant predictors of public attitudes towards the statement that **sometimes there is good reason for people to be prejudiced against certain groups**. Overall, the majority of people disagreed with the above statement. However those that were most likely to agree with this statement were:

- **45 to 64 year olds** (43%) were more likely to agree that ‘sometimes there is good reason for people to be prejudiced against certain groups’, compared with those aged 16 to 29 year olds (35%), 30 to 44 year olds and those aged 65+ (31% and 30%, respectively).
- **Post-primary qualifications:** those with post-primary qualifications (40%) were more likely to agree with this statement, compared with those with no qualifications (32%) or third level qualifications (26%).
- **Those earning a higher household income of £26K+** (47%) were more likely to agree that sometimes there is good reason for people to be prejudiced against certain groups than those with lower household incomes of £15K-£25,999 and <£15K (38% and 32%, respectively).
- **Heterosexuals** (36%): were more likely to agree with this statement compared with lesbian, gay or bisexual people (21%).
- **Those living in Belfast** (46%) were more likely to agree that sometimes there is good reason for people to be prejudiced against certain groups compared with those living in the West of Northern Ireland and the East of Northern Ireland (34% and 32%, respectively).



“

**24% of people surveyed  
said they would know  
their rights if they were the  
victim of discrimination  
or harassment.**

”

“

**Almost one in three said that equality issues have become more important over the last three years.**

”





**5**

## **Perceptions of Equality Issues**

# 5 Perceptions of Equality Issues

Respondents were asked a series of questions relating to perceptions of equality issues in Northern Ireland, in particular: perceptions of the importance of equality issues; efforts made to combat unlawful discrimination; and, attitudes towards affirmative action.

## Key Findings

- The survey found that for most people in Northern Ireland, the prevailing perception was one of no change in the importance of equality issues over the last three years (50%). However, almost one in three said that equality issues have become more important (29%).
  - More than two-fifths (42%) said that religion is the most important equality issue, followed by age (39%) and gender (27%). Marital status (14%) and those with dependants or caring responsibilities (9%) were the least identified important equality issues.
- 45% of respondents were satisfied that enough was being done in Northern Ireland to fight all forms of discrimination, while 35% were not satisfied.
- Over three-quarters (77%) either agreed or strongly agreed that ‘public bodies in Northern Ireland should be more representative of both the Protestant and Roman Catholic communities’. This is an increase of 7 percentage points since 2008 (70%).
- Two-thirds (66%) either agreed or strongly agreed that ‘a police service whose religious composition is more representative of both the Protestant and Roman Catholic communities will offer a better service’, while a small minority (7%) disagreed. Support is broadly similar to the 2008 survey.
- 52% reported that they would be more likely to apply for a job if a company had advertisements that said they particularly welcomed applicants from members of their communities. Furthermore, 55% indicated that they would apply for a job if the company took practical steps to develop contacts within their communities. Support for these affirmative measures has increased by a respective 6 and 7 percentage points since 2008.

### PERCEPTIONS OF EQUALITY ISSUES

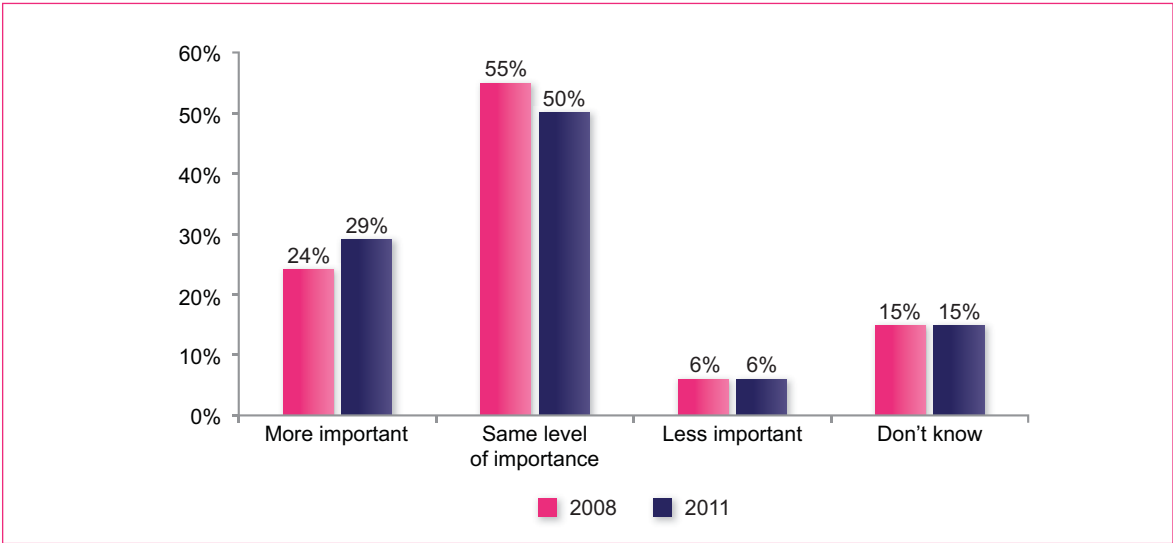
Further to examining awareness of anti-discrimination laws, this chapter considers general public perceptions and support towards equality issues in Northern Ireland, in particular:

- importance of equality issues over time;
- importance of specific equality issues;
- efforts made to fight all forms of discrimination; and,
- affirmative action;

#### 5.1 Importance of equality issues over time

Respondents (n=1,101) were asked to consider the importance of equality issues in 2011, compared with three years ago (Chart 5.1).

**Chart 5.1**  
**For you personally, compared with three years ago, have equality issues become more important, less important, or has the level of importance remained unchanged? (n=1,101)**



For most people in Northern Ireland, the prevailing perception was one of no change in the importance of equality issues over the last three years (50%) (Chart 5.1). Almost one in three (29%) said that equality issues have become more important and a minority (6%) rated them as being less important than three years ago. Fifteen percent did not know<sup>65</sup>.

65 For full details see Table A5.1 in appendix 2.

### 5.1.1 Comparisons with 2008 and 2005

The 2008 survey found that the majority (55%, n=1,064) of respondents were also likely to indicate that the importance of equality issues had remained the same. However, in comparison with 2011, the proportion of those who said that equality issues have become more important has increased by 5 percentage points, from 24% in 2008 to 29% in 2011 (Chart 5.1). Also, there was a decrease in the proportion of respondents indicating that the level of importance of equality issues has remained the same, by 5 percentage points, from 55% in 2008 to 50% in 2011<sup>66</sup>.

### 5.1.2 Importance of equality issues over time by demographic variables

Age, marital status, LLTI, ethnicity and area of residence were found to be significant predictors of the **importance of equality issues over time**<sup>67</sup>. Although the prevailing perception was that of the same importance, those that were more likely to rate equality issues as being more important were:

- **Single people** (41%): were more likely to indicate that equality issues had become more important compared with those who were married, cohabiting or in civil partnership or those who were widowed, divorced or separated (32% and 28%, respectively).
- **The younger age groups** (16 to 29 year olds, or 30 to 44 year olds) (39% and 36%, respectively): were more likely to indicate that equality issues had become more important to them compared with the older age groups (45 to 64 year olds or 65+, 33% and 23%, respectively).
- **Those without a LLTI** (38%): were more likely to say equality issues were more important compared with those with a LLTI (20%).
- **Those from a BME group** (58%): were more likely to indicate that equality issues had become more important than those not belonging to one of these groups (33%).
- **Those living in Belfast** (42%): were more likely to indicate that equality issues are more important than three years ago, compared with those living in the East or West of Northern Ireland (35% and 28% respectively).

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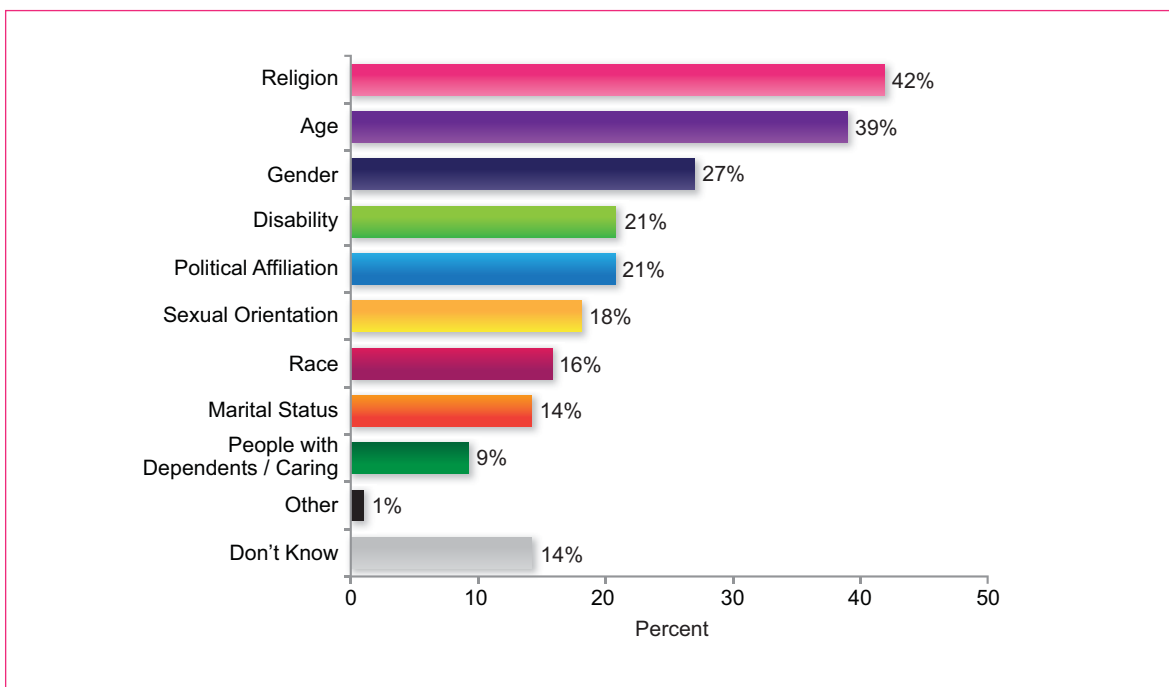
66 The question on the importance of equality issues used in 2005 is not directly comparable to that asked in the 2008 and 2011 surveys. In 2005, respondents were asked the question 'compared with five years ago, have equality issues to you personally, become more important, less important or has the level of importance not changed?'. Whilst not directly comparable, 52% of respondents in 2005 indicated that the level of importance had remained the same, while 42% felt that equality issues were more important to them.

67 For details of full demographic analysis see Table A5.2 in appendix 2.

## 5.2 Importance of specific equality issues

As a follow up to the previous question on the level of importance of equality issues, this question asked respondents (n=1,101) to indicate what equality issues were specifically important to them<sup>68</sup> (Chart 5.2).

**Chart 5.2**  
**What equality issues, if any, are important to you? (n=1,101)**



Over two-fifths said that religion (42%) is the most important equality issue. The next most common responses were age (39%) and gender (27%). 21% of respondents indicated that disability and political affiliation were important equality issues. Marital status (14%) and those with dependants or caring responsibilities (9%) were rated as the least most important equality issues<sup>69</sup>.

### 5.2.1 Comparisons with 2008 and 2005

The question on the importance of specific equality issues is a new question in the 2011 survey and is not directly comparable those asked in the 2008 and 2005 surveys.

68 Respondents were able to indicate one or more issues.  
69 For full details see Table A5.3 in appendix 2.

### 5.2.2 Importance of specific equality issues by demographic variables

Overall, area of residence, education, age, sexual orientation, household income, LLTI, community background, political affiliation and having dependants under 18 emerged as the strongest predictors of **specifically important equality issues**. These variables influence how likely someone is to rate the importance of specific equality issues<sup>70</sup>.

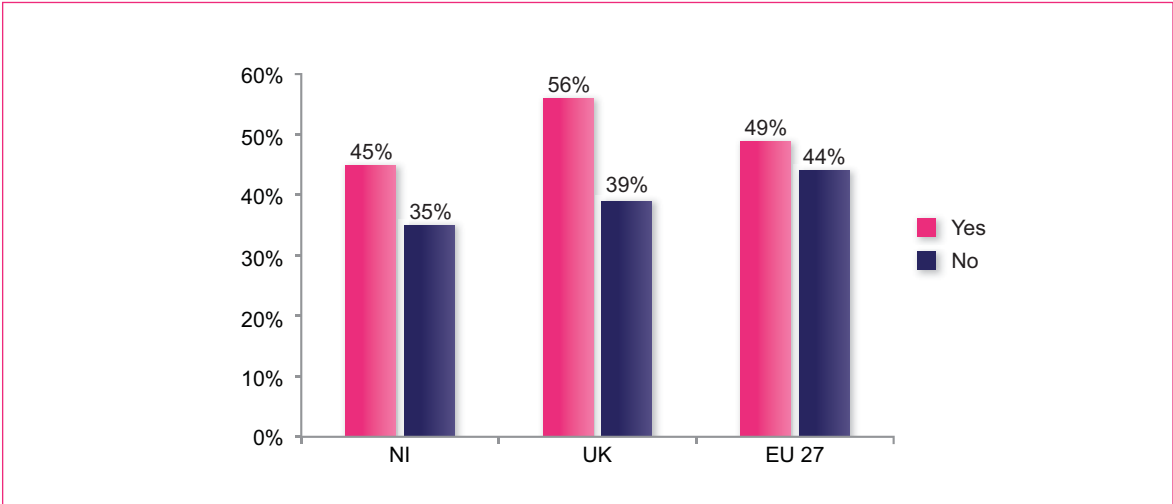
- **Those living in the East of Northern Ireland:** were more likely to indicate the importance of specific equality issues such as gender (34%), political affiliation (25%), sexual orientation (23%), race (20%), and marital status (17%) than those living in Belfast or in the West of Northern Ireland. However, **those living in Belfast** were more likely to say that age (46%) was an important equality issue, compared with those living elsewhere.
- **Staying in education:** Those with a third level education were more likely to indicate that gender (39%), political affiliation (32%), sexual orientation (24%) and marital status (19%) were important equality issues than those with post-primary or no qualifications.
- **45 to 64 year olds:** were more likely to indicate marital status (20%) and people with dependants/ caring (14%) as important equality issues than the other age groups. However, those **aged 65+** years old (48%) were more likely to indicate age as an important issue than the younger age groups. Those within the age groups of 45 to 64 years and 65+ were also more likely to indicate disability (26% both) as an important issue than the younger age groups.
- **Heterosexuals** were more likely to indicate that religion (43%) was an important issue compared with lesbian, gay or bisexual people. However, lesbian, gay or bisexual people were more likely to indicate that gender (45%) and sexual orientation (53%) were important equality issues compared with heterosexuals.
- **Those earning a higher household income of £26K+:** were more likely to indicate that religion (55%) and marital status (23%) were important equality issues, than the other income groups. However, those with household incomes of <£15K and £15K-£25,999 were more likely to indicate that race (16% and 15%, respectively) was an important issue, compared with those with a household income of £26K+ (9%).
- **Those from the Roman Catholic community:** were more likely to indicate the importance of equality issues such as religion (47%), political opinion (25%) and people with dependants/ caring (12%), compared with Protestants (39%, 19% and 8%, respectively).

- **Nationalists** were more likely to indicate that religion (48%) and age (44%) were important equality issues, compared with Unionists (40% and 36%, respectively). However, **Unionists** were more likely to indicate gender (28%) was an important equality issue, compared with Nationalists (21%).
- **Those with a LLTI:** were more likely to indicate that disability (27%) and political affiliation (27%) were important issues, compared with those without a LLTI (20% and 20%, respectively). However, those **without a LLTI** were more likely to indicate that sexual orientation (20%) and race (17%) were important equality issues than those with a LLTI (13% and 11%, respectively).
- **Those with dependants under 18:** were more likely to indicate that gender (31%) and race (19%) were important equality issues than those without dependants (25% and 14%, respectively).

**5.3 Efforts made to fight all forms of discrimination**

This section sought to gain public attitudes on whether enough effort is made in Northern Ireland to fight all forms of discrimination.

**Chart 5.3**  
**Is enough effort being made to fight all forms of discrimination: Comparisons between Northern Ireland, UK and EU.**



45% of respondents (base=1,089) were satisfied (either to some extent or definitely) that enough was being done in Northern Ireland to fight all forms of discrimination, while 35% were not satisfied (either not really or definitely not). One-fifth of respondents (20%) were undecided on the matter<sup>71</sup>.

71 For full details see Table A5.13 in appendix 2.



### 5.3.1 Comparisons with 2008 and 2005

The proportion of respondents who said enough was being done to fight all forms of discrimination in Northern Ireland has decreased by 10 percentage points, from 55% in 2008 to 45% in 2011. This question was not asked in the 2005 survey.

### 5.3.2 Comparisons with UK and EU

#### a) United Kingdom

In comparison with Northern Ireland (45%), results from the 2009 **Eurobarometer survey**<sup>72</sup> show that more people in the UK (56%, base=1,317) are satisfied that enough effort is being made to fight all forms of discrimination (Chart 5.3). However, slightly more people in the UK (39%) were not satisfied, compared with those in Northern Ireland (34%). In addition, more people were undecided in Northern Ireland (20%), compared with those in the UK (5%).

#### b) EU Average

Aggregate results at the EU level (n=26,756) are similar to those in Northern Ireland, with 49% saying that enough effort is being made. In addition, 44% of those in the EU were not satisfied, compared with 34% in Northern Ireland. Only 7% were undecided in the EU compared with 20% in Northern Ireland.

### 5.3.3 Effort made to fight all forms of discrimination by demographic variables

Marital status, education, income, social class and area emerged as the strongest predictors of efforts made to fight all forms of discrimination<sup>73</sup>. These variables influence how likely someone is to say that enough **effort is being made to fight all forms of discrimination**:

- **Those who were married, cohabiting or in a civil partnership** (60%): were more likely to say that enough effort is being made compared with those who were single or those who were widowed, divorced or separated (54% and 48%, respectively).
- **Staying in education**: those with third-level qualifications (66%) were more likely to agree that enough is being done compared with those with no qualifications (51%).
- **Those earning a household income of £15K-£25,999** (62%): were more likely to be satisfied that enough effort is being made, compared with those with household earnings of £26K+ or <£15K (51% and 49%, respectively).
- **Those from a higher social class (ABC1)**: (62%) were more likely to agree that sufficient efforts are being made to fight all forms of discrimination, compared with those from a lower social class (C2DE) (51%).

72 Special Eurobarometer 317: Discrimination in the EU in 2009.

73 For details of full demographic analysis see Table A5.14 in appendix 2.

- **Those living in the East of Northern Ireland:** (63%) were more likely to be satisfied with efforts being made compared with those living in the West of Northern Ireland (56%) or in Belfast (46%).

## 5.4 Affirmative action

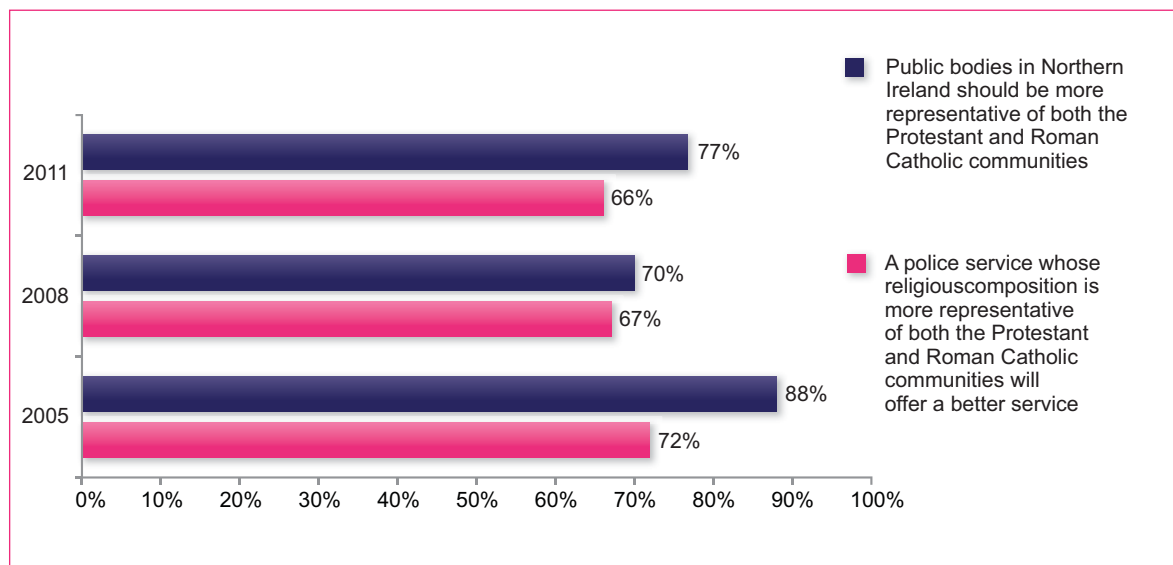
In Northern Ireland, the term ‘affirmative action’ is used to describe measures that employers may take to address an under-representation of members of the Protestant or Roman Catholic communities within the workplace. The 2011 survey contained two items designed to test public attitudes towards ‘affirmative action’ in Northern Ireland. The first concerned the representativeness of public bodies and the police service, while the second relates to affirmative action in the private sector<sup>74</sup>.

### 5.4.1 Representativeness of public bodies

There is considerable public support for representative public bodies in Northern Ireland.

#### Chart 5.4

**Public attitudes towards affirmative action in Northern Ireland (n=1,086-1,089)**



Almost 77% of respondents either agreed or strongly agreed with the statement that ‘public bodies in Northern Ireland should be more representative of both the Protestant and Roman Catholic communities’ (Chart 5.4). Only 3% disagreed, while 20% were undecided.

74 For full details see Table A5.15 in appendix 2.

### 5.4.1.1 Comparisons with 2008 and 2005

There has been an increase in support for representative public bodies in Northern Ireland, from 70% in 2008 to 77% in 2011 (7 percentage points) (Chart 5.4). However, this figure remains lower (by 11 percentage points) than that previously reported in 2005 (88%).

### 5.4.1.2 Representativeness of public bodies by demographic variables

An analysis of socio-demographic characteristics reveals that agreement for public bodies to be more representative is influenced by education and area of residence. These variables influence how likely someone is to say that they agree that **public bodies should be more representative** of both communities<sup>75</sup>.

- **Those with post-primary level qualifications (88%):** were more likely to support public bodies being more representative of both communities compared with those with no qualifications or third level qualifications (81% and 82%, respectively).
- **Those living in Belfast or the West of Northern Ireland (90% each)** were more likely to support representative public bodies compared with those living in the East of Northern Ireland (76%).

### 5.4.2 Representativeness of the Police Service of Northern Ireland

There is strong public support for a representative police service. Two-thirds (66%) of respondents agreed (or strongly agreed) with the statement that ‘a police service whose religious composition is more representative of both the Protestant and Roman Catholic communities will offer a better service’ (see Chart 3.3). A small minority disagreed (6%), while over a quarter (28%) were undecided.

#### 5.4.2.1 Comparisons with 2008 and 2005

Public support towards a more representative police service of Northern Ireland has remained the same since 2008 (67%). However, this figure remains lower (by 6 percentage points) than that previously reported in 2005 (72%).

#### 5.4.2.2 Representativeness of the Police Service of Northern Ireland by demographic variables

Marital status, household income and area of residence were found to be significant predictors of agreement for a representative police service offering a better service<sup>76</sup>. These variables influence how likely someone would agree that **a police service whose religious composition is more representative of both communities will provide a better service**.

- **Those who were widowed, divorced or separated (82%):** were more likely to agree, compared with those who were single (76%) or married, cohabiting or in a civil partnership (69%).

75 For details of full demographic analysis see Table A5.16 in appendix 2.

76 For details of full demographic analysis see Table A5.17 in appendix 2.

- **Those earning a higher household income of £26K+:** (81%) were more likely to support a representative police service, compared with those with household incomes of £15K-£25,999 (79%) or <£15K (72%).
- **Those living in either Belfast or the West of Northern Ireland** (79% each) were more likely to support a more representative police force than those living in the East of Northern Ireland (65%).

**5.5 Affirmative action measures in the private sector**

Respondents were presented with two examples of affirmative action measures and asked whether they would be more likely to apply for a job within a company which adopted these procedures<sup>77</sup>.

**Table 5.1**  
**Affirmative Action Measures in the Private Sector, 2011 - 2005<sup>78</sup>**

Affirmative Action	2005 %	Year 2008 %	2011 %
... if their advertisements said that they particularly welcomed applications from members of your community?	53	45	52
... if they took practical steps to develop contacts with your community (e.g. sponsored events or had links with job clubs in your community)?	47	49	55

In 2011, 52% of respondents reported that they would be more likely to apply for a job if a company had advertisements that said they particularly welcomed applicants from members of their communities (Table 5.1). Furthermore, 55% indicated that they would apply for a job if the company took practical steps to develop contacts within their communities.

**5.5.1 Comparisons with 2008 and 2005**

The willingness of respondents to apply for a job within a company who adopted affirmative action measures has increased since 2008. The proportion of respondents who would apply for a job within a company who adopted welcome statements in their advertisements directed at the respondent’s community has increased by 7 percentage point, from 45% in 2008 (Table 5.1). These findings however are broadly similar to that reported in 2005, with 53% reporting they would apply to such a company.

77 For full details see Table A5.18 in appendix 2.  
 78 This question asked: If a particular religion is under-represented in a firm, the firm should take action to encourage applications from people from that religion when filling posts. Would you be more likely to apply for a job in this company...?

Where affirmative action measures involved the company taking practical steps to develop contacts with the respondent's community, the proportion of respondents who were encouraged to apply has increased over time. In 2008, 49% said they would apply, while 47% would apply in 2005, an increase of 6 and 8 percentage points, respectively.

### 5.5.2 Affirmative action measures in the private sector by demographic variables<sup>79</sup>

(a) Particularly welcomed applicants from members of their community  
Age, LLTI, political affiliation and area of residence were found to be significant predictors of respondents saying they **would apply for a job with a company that used affirmative action measures such as welcome statements**. These variables influence how likely someone is to say that they would apply for a job with this company:

- **16 to 29 year olds and 45 to 64 year olds** (78% and 77%, respectively): were more likely to apply compared with 30 to 44 year olds and those age 65+ (75% and 60%, respectively).
- **Those without a LLTI** (77%): were more likely to apply than those with a LLTI (63%).
- **Nationalists** (75%): were more likely to apply than Unionists (66%).
- **Those living in the West of Northern Ireland:** (80%) were more likely to apply compared with those living in the East of Northern Ireland (71%) or Belfast (67%).

(b) Practical steps to develop contacts within Communities  
Age, marital status, LLTI, political affiliation and area of residence were found to be significant predictors of a respondent saying they **would apply for a job with a company who took practical steps to develop contacts within their community**. These variables influence how likely someone is to say they would apply for a job with this company.

- **16 to 29 year olds** (85%): were more likely to apply for a job than the other age groups.
- **Single people** (83%): were more likely to apply than those who were married, cohabiting or in a civil partnership (78%) or widowed, divorced or separated (69%).
- **Those without a LLTI** (81%): were more likely to apply than those with a LLTI (66%).

- **Nationalists** (78%): were more likely to apply than Unionists (70%).
- **Living in the West of Northern Ireland:** Those living in the West of Northern Ireland (85%) were more likely to apply to this type of company than those living in the East of Northern Ireland (78%) or Belfast (64%).

“ 52% reported they would be more likely to apply for a job if a company had advertisements that said they particularly welcomed applicants from members of their communities. ”

“

64% agreed that the Commission is respected by all sections of the community in Northern Ireland.

”





**6**

**Awareness of  
the Equality  
Commission**

# 6 Awareness of the Equality Commission

Respondents were asked a series of questions with regards to the Equality Commission, in particular: public awareness of the Equality Commission; knowledge of the role and responsibilities of the Commission, and public confidence in the Equality Commission.

## Key Findings

- When asked which organisation had overall responsibility for promoting equality and dealing with anti-discrimination laws in Northern Ireland, 28% of respondents were able to correctly identify the Equality Commission. This was broadly similar to the finding of the 2008 survey (30%). The next most common response was the former Equal Opportunities Commission (11%).
- When prompted on the function of the Equality Commission, over half (52%) indicated that they had heard of the Equality Commission.

Of those who were aware of the Equality Commission (n=577):

- Television was the most popular source of awareness of the Equality Commission (65%), followed by newspapers, magazines and articles (27%). Internet as a source of awareness of the Commission has increased since 2008
- 72% of those who were aware of the Equality Commission indicated they knew something about the roles and responsibilities of the Commission, compared with 82% in 2008.
- When asked to suggest the main services provided by the Commission, the most common response was that the Commission supports people who may have experienced discrimination to take their case to tribunal (41%), awareness of this service has doubled since 2008 (20%). This was followed by the Commission providing information and publications on the regulations (39%). Monitoring the workforce as a main service has fallen from 26% in 2008 to 15% in 2011.
- Nearly two-thirds (65%) had either some or a lot of confidence in the Commission's ability to promote equality of opportunity for all. This is broadly similar to the 2008 survey (63%, n=589).

- There was strong agreement that the Commission is a valued source of expert advice on equality issues (73%), an increase of 7 percentage points since 2008 (66%).
- 68% were either fairly satisfied or very satisfied that the Commission treats members of the public equally irrespective of their background, similar to 2008 (64%).
- 64% agreed that the Commission is respected equally by all sections of the community in Northern Ireland. Support has increased by 11 percentage points since 2008 (53%).

“ 72% of those who were aware of the Commission indicated that they knew something about its roles and responsibilities. ”

## AWARENESS OF THE EQUALITY COMMISSION

This chapter of the survey sought to explore trends in:

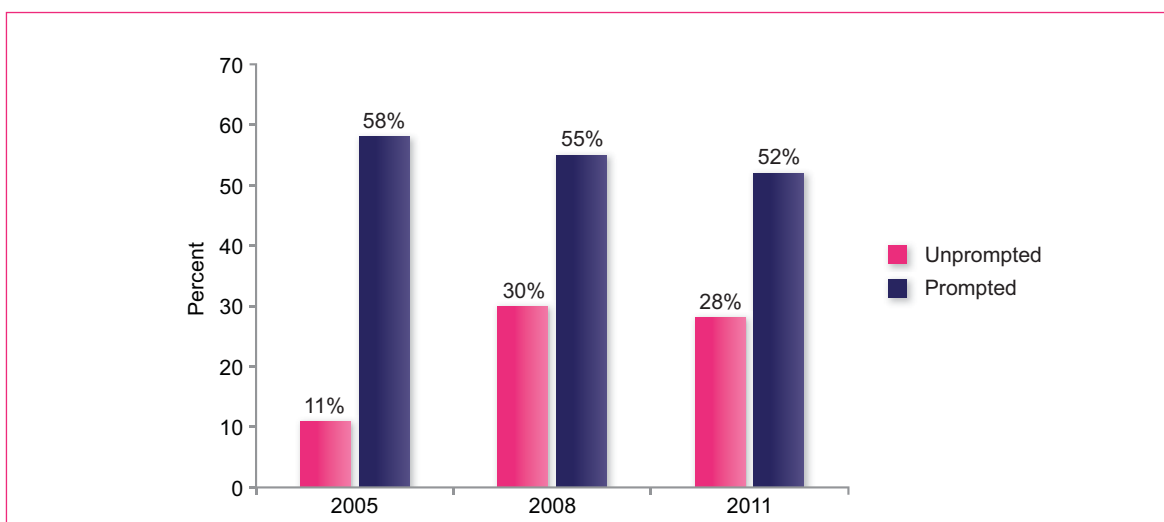
- public awareness of the Equality Commission;
- knowledge of the role and responsibilities of the Commission; and
- public confidence in the Commission.

### 6.1 Awareness of the Equality Commission

This section examines the level of current public awareness of the Equality Commission. The first question asked which organisation had the overall responsibility for promoting equality and dealing with anti-discrimination laws in Northern Ireland<sup>80</sup>.

Chart 6.1

Awareness (unprompted) of the Equality Commission, 2005-2011 (n=1,101)



In 2011, over a quarter (28%) of respondents were able to correctly identify the Equality Commission as the organisation with overall responsibility for promoting equality and dealing with anti-discrimination laws in Northern Ireland (Chart 6.1). The former Equal Opportunities Commission (11%) was the next most common response, followed by the former Fair Employment Commission (7%) and the Human Rights Commission (5%). 36% of respondents did not know.

The second question advised respondents of the function of the Equality Commission. Following this prompt, over half (52%) of those surveyed indicated that they had heard of the Commission.

### 6.1.1 Comparisons with 2008 and 2005

In 2008, a similar proportion of respondents (30%) correctly identified the Equality Commission. Public awareness of the Equality Commission as being the organisation with overall responsibility for promoting equality and dealing with anti-discrimination laws has increased over time, from 11% in 2005 to 28% in 2011 (by 17 percentage points). The second most common response in 2008 was the former Equal Opportunities Commission (5%).

When advised of the function of the Commission, a broadly similar proportion in 2008 (55%) said that they had heard of the Equality Commission. However, there was a decrease in prompted awareness of 6 percentage points over time, from 58% in 2005 to 52% in 2011.

### 6.1.2 Awareness by demographic variables<sup>81</sup>

(a) Unprompted awareness of the Commission.

Age, marital status, sexual orientation, education, social class, household income and area of residence were found to be significant predictors of **unprompted awareness of the Commission**:

- **45 to 65 year olds:** were more likely to have a higher awareness of the Commission (35%) compared with those aged 30 to 44 years (28%), those aged 65+ (24%), or, those aged 16 to 29 years (23%).
- **Those who were married, cohabiting or in a civil partnership:** (31%) were more likely to identify the Commission as the correct response than those who were widowed, divorced or separated (26%), or compared with single people (23%).
- **Lesbian, gay or bisexual respondents** (41%) displayed a considerably higher level of awareness of the Commission compared with heterosexuals (27%).
- **Staying in education:** those with a third level of education were more likely to be aware of the Commission (48%), compared with those with post primary level of education (26%) or those with no qualifications (18%).
- **Those from a higher social class (ABC1):** were more likely to be aware of the Commission (33%) compared with those from a lower social class (C2DE) (23%).
- **Those earning a higher household income of £26K+** (38%): displayed a higher level of awareness of the Commission, than those with a household income of £15K-£25,999 (26%), or <£15K (24%).
- **Those living in the East of Northern Ireland** (39%): had a considerably higher awareness of the Commission compared with those living in the West of Northern Ireland (20%) or those living in Belfast (17%).

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81 For details of full demographic analysis see Table A6.2 and A6.4 in appendix 2.

(b) Prompted awareness of the Commission.

An analysis of socio-demographic characteristics reveal that **prompted awareness** levels is influenced by sex, age, marital status, sexual orientation, education, social class, income and area of residence:

- **Males** (57%): had a higher level of prompted awareness than females (48%).
- **45 to 64 year olds** (63%): had a higher level of prompted awareness of the Commission compared with those aged 30 to 44 years old (57%) and the older and younger age groups, 65+ (48%) and 16-29 years old (40%), respectively.
- **Those married, cohabiting or in a civil partnership** (59%): had a higher level of prompted awareness compared with those respondents who were widowed, divorced or separated (48%) or who were single (43%).
- **Lesbian, gay or bisexual respondents**: displayed a considerably higher level of prompted awareness of the Commission (70%) compared with heterosexuals (52%).
- **Staying in education**: those with third level qualifications (74%) had considerably higher levels of prompted awareness of the Commission compared with those with post primary (52%) and no qualifications (40%).
- **Those from a higher social class (ABC1)** (61%): had considerably higher levels of prompted awareness compared with those from a lower 'C2DE' social class (44%).
- **Those earning a higher household income of £26K+** (68%): had higher levels of prompted awareness of the Commission compared with those receiving a household income of £15K-£25,999 (58%) or <£15K (46%).
- **Those living in the East of Northern Ireland**: displayed considerably higher levels of prompted awareness of the Commission (60%) compared with those living in the West of Northern Ireland (47%) and Belfast (46%).

## 6.2 Source of awareness of the Equality Commission

Only those respondents who had heard of the Commission (n=577) were invited to answer the remaining set of questions. Those that were aware of the Commission were asked where they had heard about the Equality Commission.

**Table 6.1**  
**Sources of awareness of the Equality Commission (n=577)**

	%
Television	65%
Newspapers, magazines and articles	27%
Radio	22%
Work or work related training courses	22%
Word of mouth	20%
Internet	15%
Personal experience	11%
Poster/billboard advertising	11%
Other	7%
Refused	1%

\*Figures do not sum to 100

Television remains the most popular source of awareness of the Equality Commission (65%). This was followed by newspapers, magazines and articles (27%), radio (22%) and work or work related training courses (22%). One-fifth (20%) of respondents cited word of mouth as their source of awareness, while 15% of respondents cited the internet and 11% cited either personal experience or billboard advertising<sup>82</sup>.

### 6.2.1 Comparisons with 2008 and 2005

Television was also cited as the most popular source of awareness of the Equality Commission in 2008 (53%) and 2005 (59%). Television saw an increase in popularity as a source of awareness of the Commission by 12 percentage points and 6 percentage points since 2008 and 2005 respectively. The second most popular source of awareness of the Commission in both 2008 (27%) and 2005 (59%) was newspapers and magazines. The 2011 survey saw a similar response to the 2008 survey, however a decrease in popularity in newspapers and magazines as a source of awareness of the Commission by 32 percentage points from 59% since 2005. The internet as a source of awareness has nearly doubled since 2008, from 8% to 15%.

### 6.2.2 Source of awareness by demographic variables

No significant differences emerged when further analysis was conducted by key variables.

82 For full details see Table A6.5 in appendix 2.

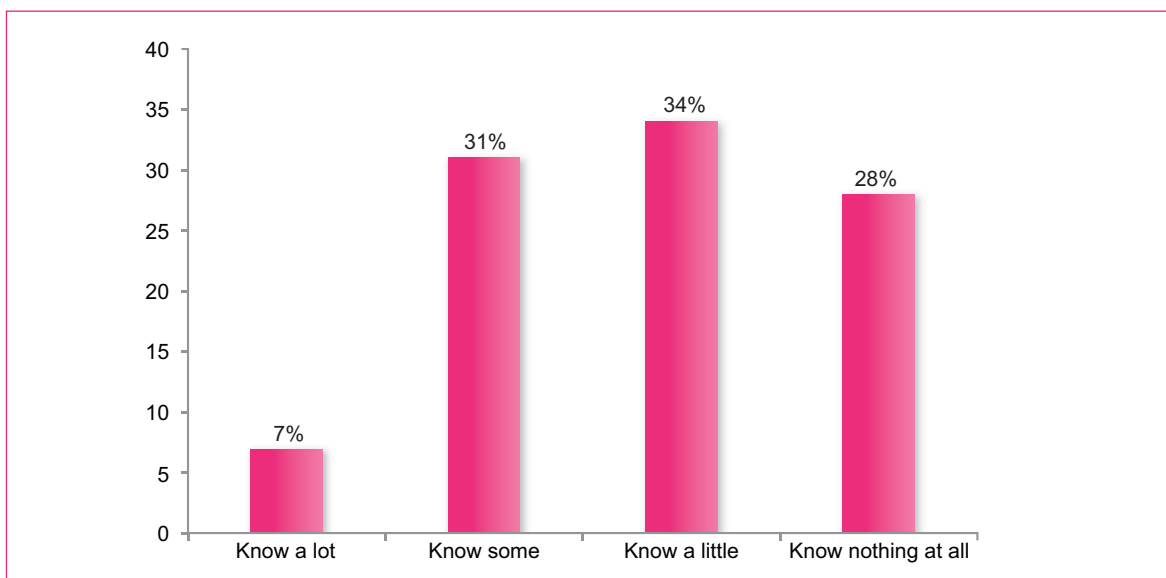


### 6.3 Knowledge of the role of the Equality Commission

The survey sought to determine public knowledge of the role and responsibilities of the Equality Commission. The first question asked how much respondents knew about the role or work of the Equality Commission. The second asked respondents if they knew something about the main services provided by the Equality Commission<sup>83</sup>.

#### Chart 6.2

How much would you say you know about the role or work of the Equality Commission (n=577)



Of those who were aware of the Commission (n=577), almost three-quarters (72%) said that they ‘knew something’ about the role or work of the Commission (Chart 6.2). 7% of respondents said they ‘knew a lot’, almost a third (31%) said they ‘knew some’ and 34% said they ‘knew a little’ about the role of the Commission. Over a quarter (28%) said that they ‘knew nothing’ about the role of the Commission.

#### 6.3.1 Comparisons with 2008 and 2005

There has been a fall in the proportion of respondents who said they knew something about the role or work of the Commission, from 82% in 2008 to 72% in 2011 (by 10 percentage points). However since 2005, there has been an increase of 7 percentage points, in respondents who knew something of the Commission’s role or work, from 65% in 2005.

#### 6.3.2 Knowledge of the role of the Equality Commission by demographic variables

Marital status, education, household income and area of residence were found to be significant predictors in the knowledge of **the role of the Commission**<sup>84</sup>.

83 For full details see Table A6.6 in appendix 2.

84 For details of full demographic analysis see Table A6.7 in appendix 2.

Although knowledge levels were high, respondents who were:

- **Single people or those who were married, cohabiting or in a civil partnership** (75% and 73%, respectively): were more likely to know something about the role of the Commission than those who were widowed, divorced or separated (60%).
- **Those earning a higher household income of £26K+** (81%): were considerably more likely to know something about the role of the Commission than those with a lower household income of <£15 (66%) or than those with a household income of £15K-£25,999 (65%).
- **Staying in education:** those with third level qualifications (75%) and those with post primary level qualifications (74%) were more likely to know something about the role of the Commission than those with no qualifications (60%).
- **Those living in the East of Northern Ireland** (76%): were more likely to know something about the role of the Commission than those living in the West of Northern Ireland (69%) or in Belfast (64%).

**6.4 Main services provided by the Equality Commission**

The survey sought to gain respondents knowledge of the main services provided by the Equality Commission.

**Table 6.2**  
**Main services provided by the Equality Commission (n=577)**

	%
<b>Supporting people</b> who may have experienced discrimination to take their case to a tribunal	41%
<b>Providing information</b> and publications on the Regulations	39%
<b>Advising people</b> who may have experienced discrimination	34%
<b>Investigating and researching</b> equality related issues	24%
<b>Information for employers on Equality Commission website</b>	24%
<b>Training for employers</b> (seminars and workshops)	15%
<b>Monitoring</b> the workforce	15%
<b>Employer-led networks</b> (supported by Equality Commission)	12%
<b>Information for service providers</b> (information on access to hotels, shops etc)	2%
<b>Other</b>	1%
Don't Know	10%

When respondents were asked to suggest the main services provided by the Commission (n=577), the most common response indicated was that the Commission supports people who may have experienced discrimination to take their case to a tribunal (41%) (Table 6.2). The next most common response was that the Commission provides information and publications (39%). Over a third of respondents (34%) were aware of the advisory role that the Commission provides for people who may have experienced discrimination.

Almost a quarter (24%) of respondents knew that the Commission investigates and researches equality related issues (Table 6.2). Similarly, almost a quarter (24%) knew about the information services for employers on the Commission website, while 15% knew of the training for employers and the Commission's responsibility to monitor the composition of the workforce in Northern Ireland (15%). Ten percent were unable to list any of the main services provided by the Commission<sup>85</sup>.

### 6.4.1 Comparisons with 2008 and 2005

In 2008, over two-fifths (43%) most commonly indicated that the Commission had an advisory role for people who may have experienced discrimination, while over a quarter (26%) knew that the organisation has a responsibility to monitor the composition of the workforce in Northern Ireland. In comparison, awareness of the Commission providing an advisory role for people has fallen since 2008, by 9 percentage points, from 43% to 34% in 2011.

Awareness of monitoring the workforce as a main service has also fallen by 11 percentage points, from 26% in 2008 to 15% in 2011. However, awareness of supporting people to take cases to tribunal as a main service provided by the Commission has doubled since 2008 from 20% to 41% in 2011 (an increase of 21 percentage points). In addition, awareness that the Commission provides information and publications has tripled since 2008 from 12% to 39%. There were no comparable questions in the 2005 survey.

### 6.5 Public confidence in the Equality Commission

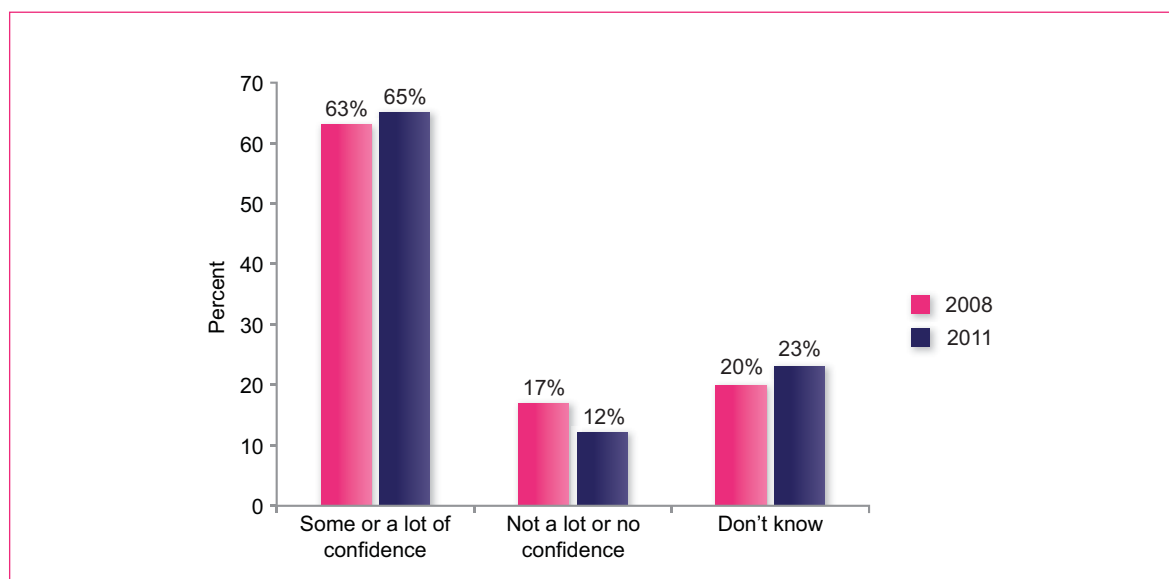
This section of the survey explored the level of confidence of the general public in the Commission and its work. Only those respondents who had heard of the Commission were invited to answer this set of questions (n=577). Five questions gauged general public confidence in:

- the ability of the Equality Commission to promote equality of opportunity for all;
- the Equality Commission providing a valued source of expert advice on equality;
- the Equality Commission treating members of the public equally in Northern Ireland irrespective of their background; and,
- the Equality Commission being respected equally by all sections of the community.

### 6.5.1 Ability of the Equality Commission to promote equality of opportunity

Respondents were asked how much confidence they have in the ability of the Equality Commission to promote equality of opportunity for all.

**Chart 6.3**  
Confidence in the ability of the Equality Commission to promote equality of opportunity for all (n=577)



Nearly two-thirds of respondents (65%) had some or a lot of confidence, 12% had not a lot or no confidence, while 23% did not know (Chart 6.3)<sup>86</sup>. When the undecided were excluded from the analysis, 85% had some or a lot of confidence and 15% had not a lot or no confidence.

### 6.5.2 Comparisons with 2008 and 2005<sup>87</sup>

In 2008, a similar number of respondents (63%) had some or a lot of confidence in the Commission's ability to promote equality of opportunity, while 17% had not a lot or no confidence (n=589). However when the undecided were excluded from the analysis, confidence in the Commission had slightly increased from 78% in 2008 to 85% in 2011.

### 6.5.3 Ability of the Equality Commission to promote equality of opportunity by demographic variables

An analysis of socio-demographic characteristics reveals significant differences in confidence levels depending on sex, social class and area of residence<sup>88</sup>. Whilst all characteristics reveal a high level of **confidence in the ability of the Commission to promote equality of opportunity for all**:

- **Females** (89%): had a slightly higher level of confidence compared with males (81%).
- **Those from the higher 'ABC1' social class** (89%): were more likely to exhibit a higher confidence level than those from a lower 'C2DE' social class (80%).

86 For full details see Table A6.9 in appendix 2.

87 There were no comparable questions with 2005.

88 For details of full demographic analysis see Table A6.10 in appendix 2.

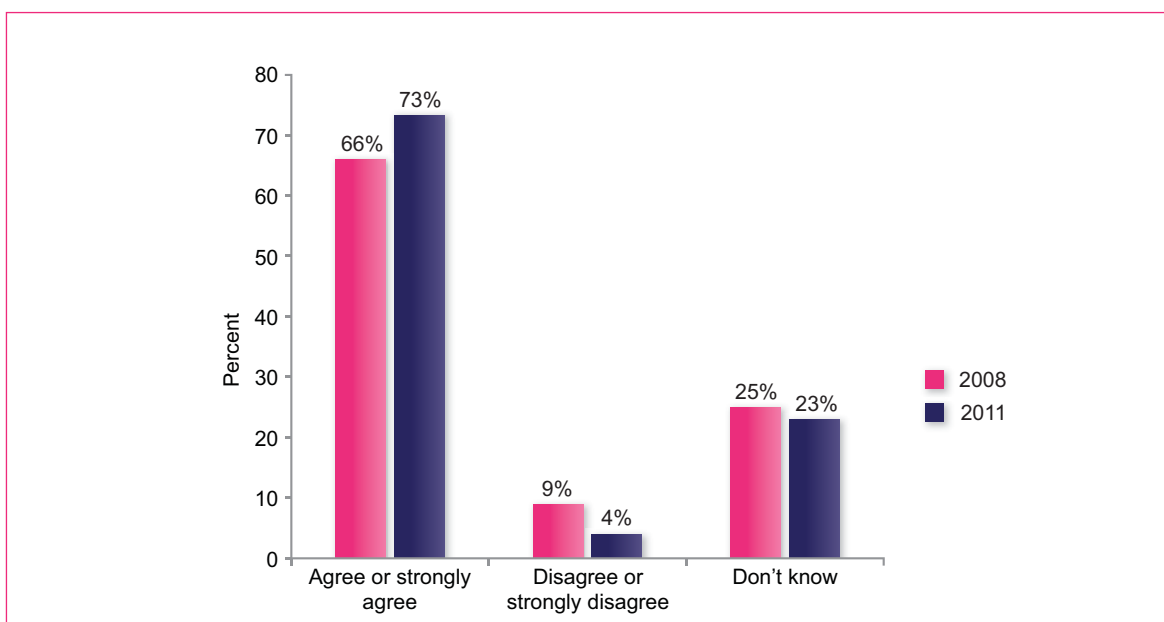
- **Those living in the East of Northern Ireland (90%):** had a higher level of confidence in the ability of the Commission to promote equality of opportunity for all compared with those living in the West of Northern Ireland (87%) or those living in Belfast (68%).

### 6.6 The Equality Commission as a source of expert advice

Respondents (n=577) were asked to indicate their agreement or disagreement that the Commission is a valued source of expert advice<sup>89</sup>.

Chart 6.4

How much would you agree or disagree that the Equality Commission provides a valued source of expert advice (n=577).



There was strong agreement that the Commission is a valued source of expert advice on equality issues (Chart 6.4). Almost three-quarters (73%) of respondents either agreed or strongly agreed that the Commission is a valued source of expert advice, while 4% disagreed or strongly disagreed. Just under a quarter (23%), were undecided. When the undecided were excluded from the analysis, a substantial 95% agreed that the Commission is a valued source of advice, while 5% disagreed.

#### 6.6.1 Comparisons with 2008 and 2005<sup>90</sup>

In 2008<sup>91</sup>, two-thirds (66%) either agreed or strongly agreed that the Commission is a valued source of expert advice on equality issues, an increase in agreement of 7 percentage points to 73% in 2011 (Chart 6.4). 9% of respondents

89 For full details see Table A6.11 in appendix 2.

90 There were no comparable questions with 2005.

91 n=590

disagreed or strongly disagreed, while a quarter of respondents were undecided (25%). However, when the undecided were excluded from the analysis, agreement that the Commission is a valued source of expert advice has increased from 88% in 2008 to 95% in 2011.

**6.6.2 The Equality Commission as a source of expert advice by demographic variables**

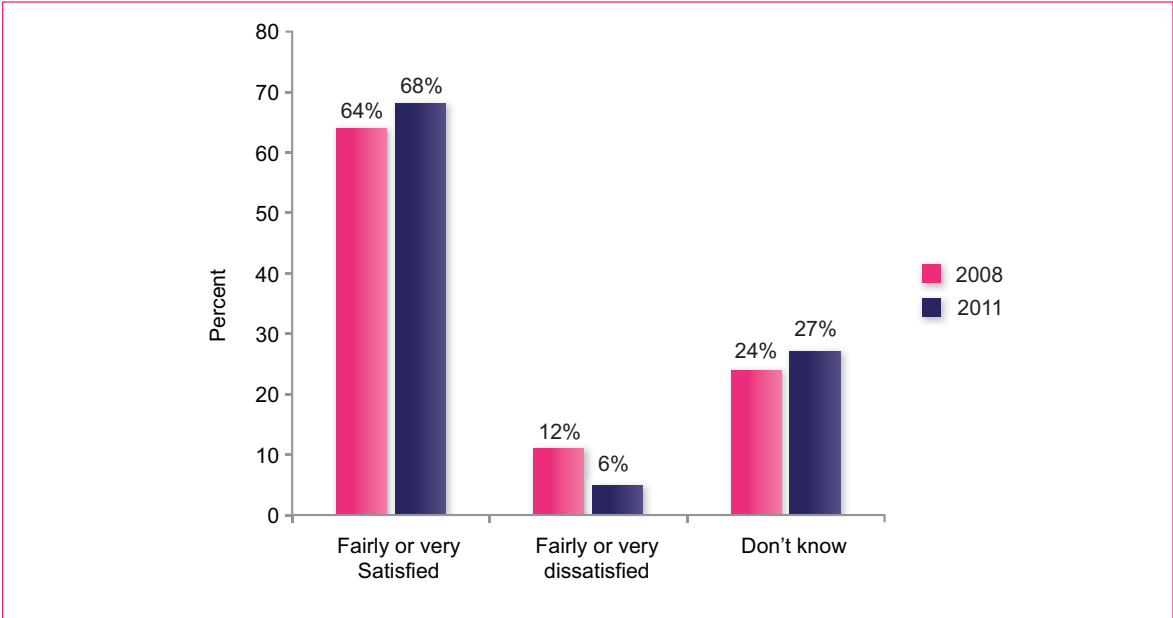
An analysis of socio-demographic characteristics reveals significant differences of agreement levels depending on LLTI<sup>92</sup>. Those with and those without a LLTI showed high levels of agreement that the **Commission is a source of expert advice**, however respondents:

- **Without a LLTI (96%):** had a higher level of agreement that the Commission is a valued source of expert advice than those with a LLTI (91%).

**6.7 The Equality Commission and its treatment of the general public**

Respondents (n=577) were subsequently asked to indicate their level of satisfaction that the Equality Commission treats members of the public equally irrespective of their background<sup>93</sup>.

**Chart 6.5**  
**How satisfied or dissatisfied are you that the Equality Commission treats members of the public equally in Northern Ireland irrespective of their background? (n=577).**



92 For full details of demographic analysis see Table A6.12 in appendix 2.  
 93 For full details see Table A6.13 in appendix 2.

Over two-thirds (68%) were either fairly or very satisfied that the Commission treats members of the public equally irrespective of their background, while 6% were either fairly or very dissatisfied (Chart 6.5). Over a quarter of respondents (27%) were undecided. When the undecided were excluded, a substantial 92% were either fairly or very satisfied that the Commission treats members of the public equally irrespective of their background, while 8% were either fairly or very dissatisfied.

### 6.7.1 Comparisons with 2008 and 2005<sup>94</sup>

In 2008<sup>95</sup>, a similar 64% were either fairly or very satisfied that the Commission treats members of the public equally irrespective of their background, while 12% were either fairly or very dissatisfied (n=590) (Chart 6.5). 24% of respondents were undecided. However, when the undecided were excluded from the analysis, satisfaction that the Commission treats members of the public equally has increased from 85% in 2008 to 92% in 2011.

### 6.7.2 The Equality Commission and its treatment of the general public by demographic variables

An analysis of socio-demographic characteristics reveals significant differences in confidence levels depending on area of residence<sup>96</sup>. All areas showed high satisfaction levels that the **Commission treats members of the public equally irrespective of their background**. However:

- **Those living in the East of Northern Ireland and the West of Northern Ireland:** showed the highest levels of satisfaction (94% each) than those living in Belfast (83%).

### 6.8 Respect for the Equality Commission by different communities

Respondents (n=577) were then asked to indicate their agreement or disagreement with the statement that the Commission is respected equally by all sections of the community (Chart 6.6)<sup>97</sup>.

94 There were no comparable questions with 2005.

95 n=590

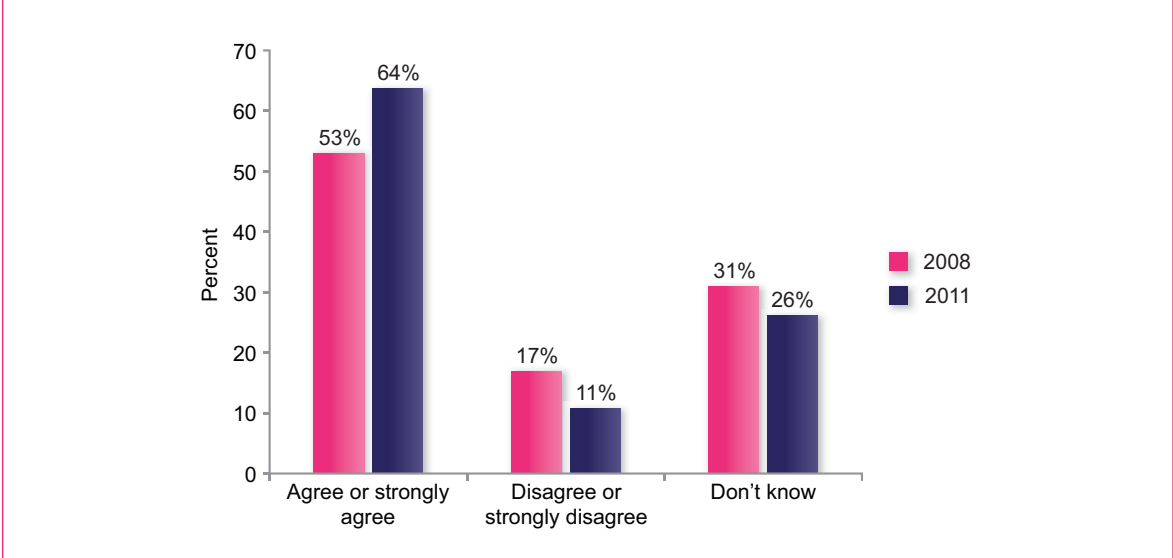
96 For details of full demographic analysis see Table A6.14 in appendix 2.

97 For full details see Table A6.15 in appendix 2.



**Chart 6.6**

**How much would you agree or disagree that the Equality Commission is respected equally by all sections of the community? (n=577).**



Almost two-thirds (64%) either agreed or strongly agreed that the Commission is respected equally by all sections of the community in Northern Ireland, while 11% either disagreed or strongly disagreed (Chart 6.6). 26% were undecided. Excluding the undecided, 86% either agreed or strongly agreed, while 14% either disagreed or strongly disagreed that the Commission is respected equally by all sections of the community.

**6.8.1 Comparison with 2008 and 2005<sup>98</sup>**

In 2008, just over half (53%) either agreed or strongly agreed that the Commission is respected equally by all sections of the community, an increase of 11 percentage points to 64% in 2011. 17% in 2008 either disagreed or strongly disagreed and almost one third (31%) were undecided. However, when the undecided were excluded from the analysis, agreement that the Commission is respected equally by all sections of the community has increased from 75% in 2008 to 86% in 2011.

**6.8.2 Respect for the Equality Commission by all sections of the community by demographic variables**

An analysis of socio-demographic characteristics reveals significant differences of agreement levels depending on household income, dependants and area of residence<sup>99</sup>. Overall agreement levels that **the Commission is respected equally by all sections of the community** are high.

98 There were no comparable questions with 2005.  
99 For details of full demographic analysis see Table A6.16 in appendix 2.

However those:

- **Earning a lower household income of <£15K** (91%) were more likely to either agree or strongly agree with this statement than those with higher household incomes (£15K-£25,999, 83%, or, £26K+, 78%).
- **Without dependants under 18** (89%): were more likely to have a higher level of agreement than those with dependants (80%).
- **Living in the West of Northern Ireland** (94%): had a higher agreement that the Commission is respected equally by all sections of the community than those living in the East of Northern Ireland (86%) or those living in Belfast (70%).

“ 65% had some or a lot of confidence in the Commission’s ability to promote equality of opportunity for all. ”

“

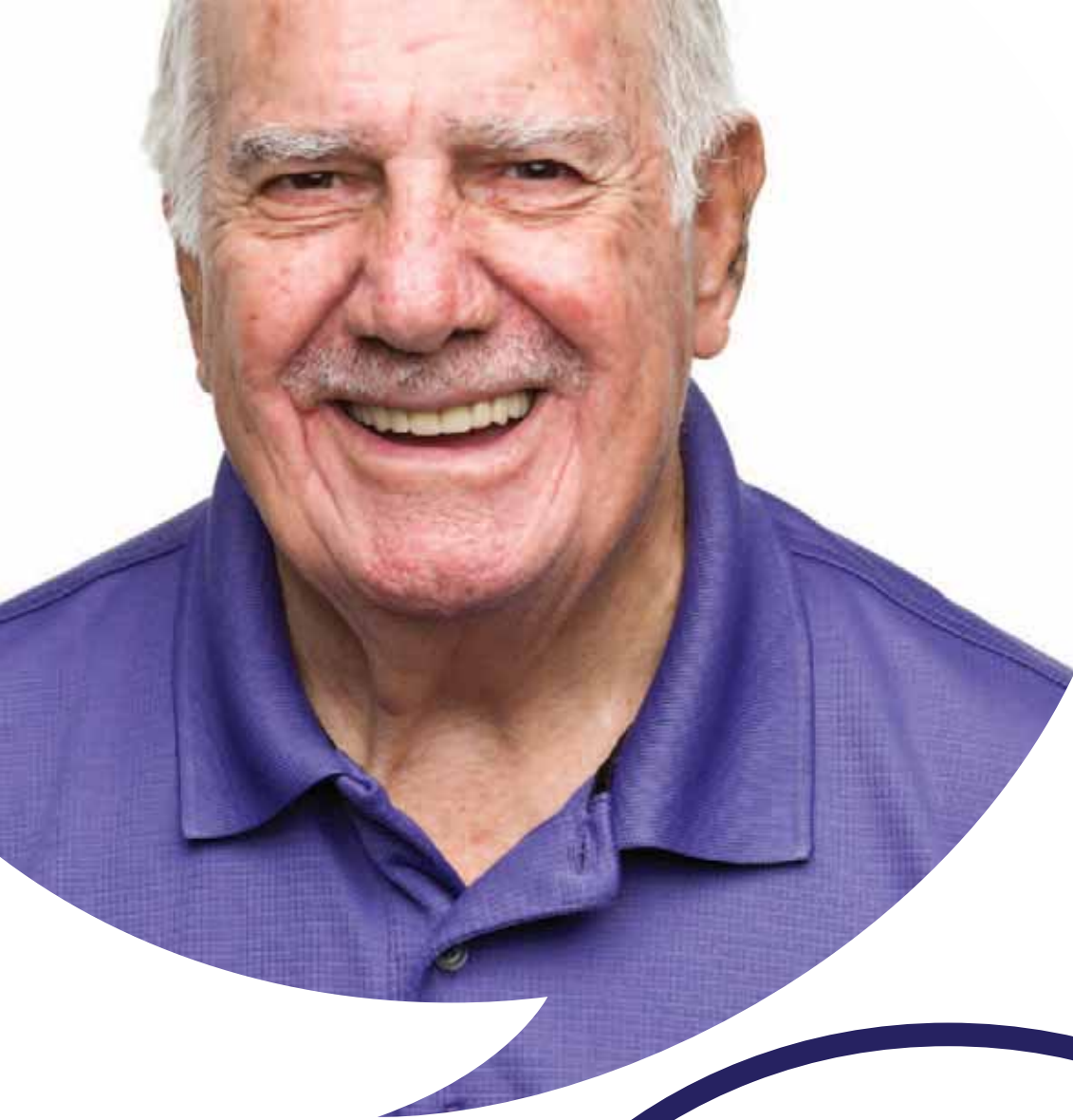
One in two  
people were  
aware of the  
Equality  
Commission.

”

“

Of those in employment, 24% had been affected by reduced hours in the last 12 months as a result of the economic climate.

”



**7**

## **Impacts of the Economic Downturn**

# 7 Impacts of the Economic Downturn

Respondents were asked a series of new questions with regards to the current economic climate, in particular: effects on employment as a result of the current economic climate; public confidence in the ability to keep their job; and, public confidence in the likelihood of finding a job in the event of being laid off.

## Key Findings

- 7% of those surveyed said that they had lost their job in the last 12 months as a result of the economic climate, while over half (54%) indicated they had not. Almost three-tenths (29%) said they had not been working and were not looking for work, while one-tenth (10%) said they had not been working but were looking for work.
  - For the most part respondents had not lost their jobs as a result of the economic downturn. However, those with a LLTI (23%), with a lower household income of <£15K (19%), with post primary or no qualifications (15% and 12%, respectively) and from a lower social class (22%) were more likely to say they had lost their jobs due to the economic downturn.
- Of the people surveyed who were in employment (n=586), almost one-quarter (24%) had been affected by reduced hours in the last 12 months as a result of the economic climate, while 76% had not been affected.
  - Those more likely to be affected by reduced hours were from a lower class (35%), with a LLTI (47%) and those living in the East of Northern Ireland (29%).
- Almost one-third of people surveyed (n=585) (32%), had been affected by a pay cut or pay freeze as a result of the economic climate, compared with 68% who had not.
  - Those more likely to be affected by a pay cut or pay freeze as a result of the economic climate were male (36%), those with dependants under 18 (36%), Roman Catholics (37%), Nationalists (43%), those married, cohabiting or in a civil partnership (35%) and those living in Belfast (42%).

- 66% were fairly confident or very confident in the ability to keep their job in the next 12 months, while almost one-quarter (24%) were not.
  - Public confidence in Northern Ireland is lower than that of the UK and EU average, with a respective 77% each saying they were fairly confident or very confident in the ability to keep their job in the next 12 months.
- Opinion amongst respondents was equally divided when asked to indicate the likelihood of finding a job in the next six months in the event that they were laid off work. 36% of people surveyed said they were fairly likely or very likely to find a job in the next six months in the event that they were laid off work, while 35% said they were not.
  - Public confidence in Northern Ireland is lower than the UK and EU average, with a respective 51% and 44% saying that they were fairly likely or not very likely in finding a job in the event of being laid off work. However of note, Northern Ireland has a higher proportion of people who were undecided compared with those in the UK and EU.
  - Those likely to be confident in finding a job in the next six months in the event of being laid off work were lesbian, gay or bisexual people (82%) and those living in the East of Northern Ireland (58%).

“ Those with a LLTI or from a lower social class were more likely to say they had lost their job as a result of the economic downturn. ”



### IMPACTS OF THE ECONOMIC DOWNTURN

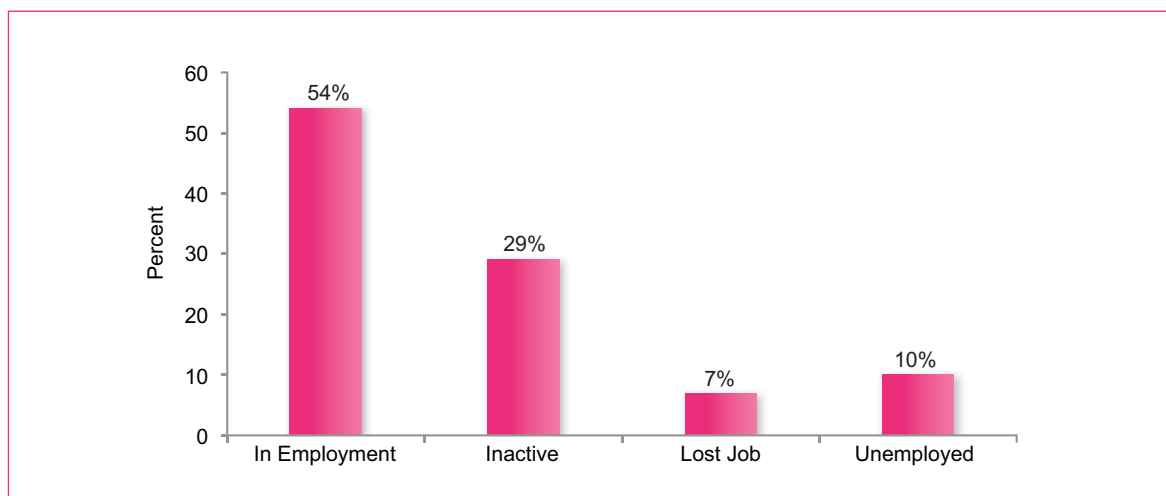
For the 2011 survey, the Commission developed a new suite of questions designed to establish public attitudes towards the impact of the economic downturn. This chapter of the survey sought to explore:

- effects on employment as a result of the current economic climate;
- degree of job loss;
- reduced hours and/or a pay cut or pay freeze;
- public confidence in the ability to keep their job; and
- public confidence in the likelihood of finding a job in the event of being laid off work.

#### 7.1 Degree of job loss as a result of the economic downturn

This section examines views about the affects of the current economic climate on the employment situation in Northern Ireland. Respondents were asked to indicate whether they had lost their job in the last 12 months as a result of the current economic climate.

**Chart 7.1**  
Employment status during the last 12 months (n=1,101)



Of the 1,084 respondents surveyed, a majority (54%) indicated they had not lost their job as a result of the economic climate, while 7% said that they had (Chart 7.1). Almost three-tenths (29%) said they had not been working and weren't looking for work, while 10% said they had not been working but were looking for work<sup>100</sup>.

### 7.1.1 Degree of job loss as a result of the economic downturn by demographic variables

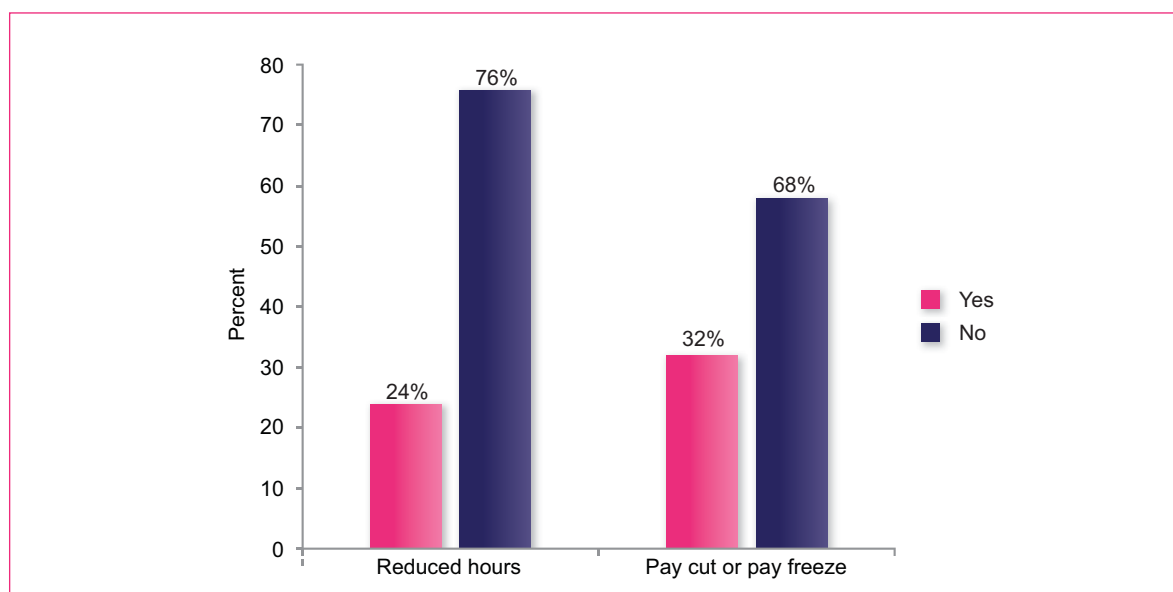
LLTI, household income, education and social class were found to be significant predictors of job loss as a result of the economic downturn<sup>101</sup>. Amongst those who were economically active, for the most part, respondents had not **lost their jobs as a result of the economic downturn**, however those more likely to have lost their jobs were as follows:

- **Those earning a lower household income of <£15K (19%):** were more likely to have lost their job than those with household earnings of £15-£25,999 or £26K+ (13% and 8%, respectively).
- **Those with a LLTI (23%):** were more likely to have experienced job loss than those without (11%).
- **Those with post-primary or no qualifications (15% and 12%, respectively):** were more than twice as likely to have lost their jobs, than those educated to a higher level (third level qualifications, 5%).
- **Those from a lower social class (C2DE) (22%):** were more than four times likely to have lost their job in the last 12 months as a result of the current economic climate than those from a higher social class (ABC1) (5%).

### 7.2 Reduced hours and/or pay cut or pay freeze as a result of the economic downturn

Respondents were then asked whether they had been affected by either reduced hours and/or a pay cut or pay freeze as a result of the current economic climate.

**Chart 7.2**  
Reduced hours and/or pay cut or pay freeze as a result of economic downturn (n=586 and 585)



101 For details of full demographic analysis see Table A7.2 in appendix 2.

Of the n=586 respondents who were in employment, 76% had not been affected by reduced hours, while almost one-quarter (24%) had been affected (Chart 7.2)<sup>102</sup>.

In addition, 32% had been affected by a pay cut or pay freeze as a result of the economic climate, compared with 68% who had not (n=585).

### 7.2.1 Effects of current economic climate by demographic variables

#### (a) Reduced hours

An analysis of socio-demographic characteristics reveals significant predictors of **reduced hours** as a result of current economic climate, were LLTI, social class and area of residence<sup>103</sup>:

- **Those with a LLTI (47%)**: were more likely to be affected by reduced hours at work than those without a LLTI (23%).
- **Those from a lower social class (C2DE) (35%)**: were more likely to have been affected than those from a higher 'ABC1' social class (19%).
- **Those living in the East of Northern Ireland (29%)**: were more likely to be affected by reduced hours in their workplace than those living in either the West of Northern Ireland (20%) or Belfast (21%).

#### (b) Pay cut or pay freeze

An analysis of socio-demographic characteristics reveals significant predictors of a **pay cut or pay freeze** as a result of the current economic climate were sex, dependants, community background, political affiliation, marital status and area of residence<sup>104</sup>:

- **Males (36%)**: were more likely to have been affected by a pay cut or pay freeze than females (27%).
- **Those with dependants under 18 (36%)**: were more likely to be affected by a pay cut or pay freeze than those without dependants (28%).
- **Those from the Roman Catholic community (37%)**: were more likely to be affected than those from the Protestant community (28%).
- **Nationalists (43%)**: were more likely to be affected by a pay cut or pay freeze than those with a Unionist political affiliation (28%).
- **Those who were married, cohabiting or in a civil partnership (35%)**: were more likely to have been affected than those who were single (25%) or who are widowed, divorced or separated (19%).

102 For full details see Table A7.3 in appendix 2.

103 For details of full demographic analysis see Table A7.4 in appendix 2.

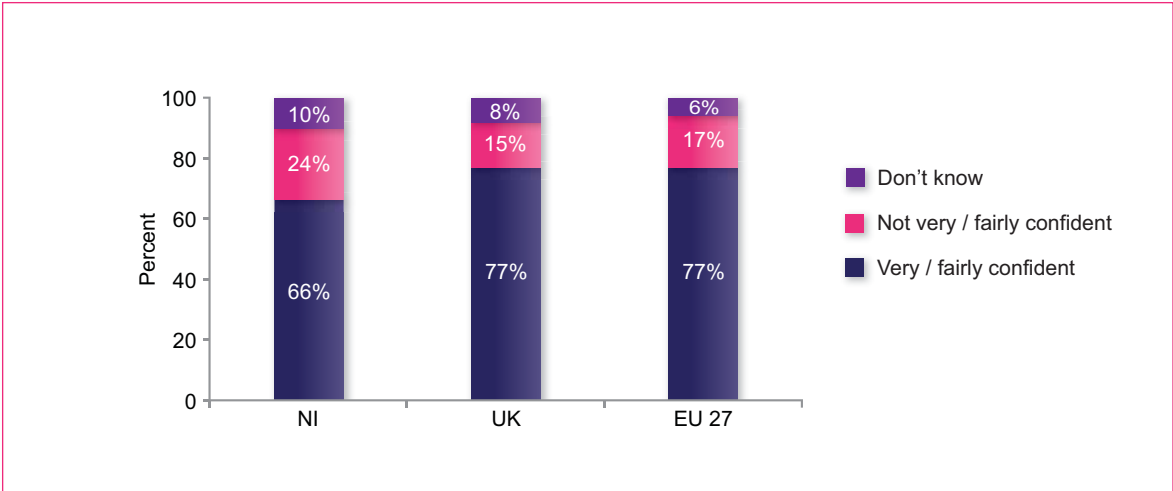
104 For details of full demographic analysis see Table A7.5 in appendix 2.

- **Those living in Belfast (42%):** were more likely to be affected by a pay cut or pay freeze than those living in the East of Northern Ireland (33%) or in the West of Northern Ireland (24%).

### 7.3 Public confidence in the ability to keep their Job

The survey asked respondents to indicate their level of confidence in their ability to keep their job in the next 12 months.

**Chart 7.3**  
Public confidence in the ability to keep jobs in the next 12 months



The general public in Northern Ireland were optimistic about keeping their jobs. Two thirds of people surveyed (66%) said they were fairly confident or very confident in being able to keep their job in the next 12 months (Chart 7.3). However, 24% said they were not very confident or not at all confident in being able to keep their job. 10% of respondents did not know<sup>105</sup>.

#### 7.3.1 Comparisons with UK and EU<sup>106</sup>

(a) United Kingdom only

The Eurobarometer 311 survey shows that in 2011, 77% of people in the UK said they were fairly or very confident in the ability to keep their job in the next 12 months, while 15% were either not very or not at all confident that they would be able to keep their job in the next 12 months. This suggests that public confidence in the ability to keep their jobs in Northern Ireland is lower than that of the UK average. 8% of respondents in the UK were undecided.

105 For full details see Table A7.6 in appendix 2.  
106 Special Eurobarometer 311 report (2011).

(b) EU Average

On average, across the 27 Europe member states in 2011, more than three-quarters of interviewees within the Eurobarometer were optimistic about their job situation in the near future; with 77% saying they were fairly or very confident that they would be able to keep their current job in the next 12 months. About one in six EU citizens were either not very or not at all confident (17%) that they would be able to keep their current job in the next 12 months. This suggests that public confidence in the ability to keep their jobs in Northern Ireland is also lower than that of the EU average. 6% of respondents in the EU were undecided.

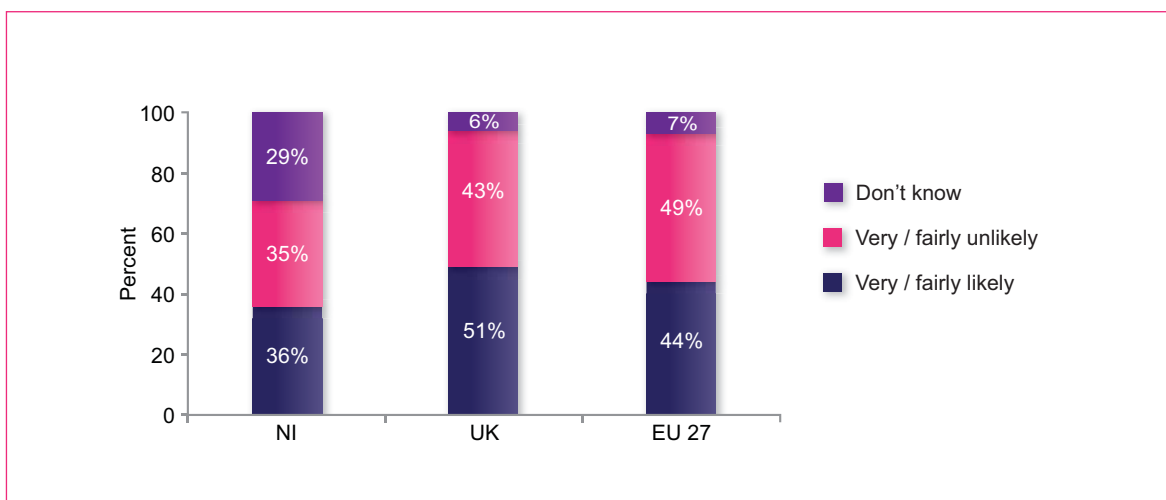
**7.3.2 Public confidence in the ability to keep their job by demographic variables**

No significant difference emerged when further analysis was conducted by key variables.

**7.4 Public confidence in finding a job in the event of a potential lay-off**

Following the previous question, respondents were asked to indicate the likelihood of finding a job in the next six months in the event that they were laid off work.

**Chart 7.4**  
Likelihood of finding a job in next six months (if laid off), by jurisdiction.



Opinion among respondents was equally divided, as 36% thought it would be fairly likely or very likely that they would find a new job in the next six months, while 35% said they were fairly unlikely or not at all likely in finding a job in the next six months in the event of a potential lay-off. 29% of respondents did not know<sup>107</sup>.

### 7.4.1 Comparison with the UK and EU<sup>108</sup>

#### (a) United Kingdom only

On average in the UK in 2011, 51% of respondents were fairly likely or very likely to say that they would find a new job within six months of a potential lay-off, while 43% considered it fairly unlikely or not at all likely they would find a new job within six months of being laid off. This suggests that public confidence in finding a new job in the next six months in Northern Ireland is lower than the UK average. However, of note, Northern Ireland has higher proportions of those who were undecided compared with those in the UK.

#### (b) EU Average

On average, 44% of those in the EU thought that it would be fairly likely or very likely that they would find a new job within six months of a potential lay-off. Almost a half (49%) considered it fairly unlikely or not at all likely that they would find a new job within six months of being laid off. This suggests that public confidence in finding a new job in the next six months in Northern Ireland is lower than the EU average. However, of note, Northern Ireland has higher proportions of those who were undecided compared with those in the UK.

### 7.4.2 Public confidence in finding a job in the event of a potential lay-off by demographic variables

An analysis of socio-demographic characteristics reveals significant predictors of perceptions of the **likeliness of finding a job in the next six months**. These were sexual orientation and area of residence<sup>109</sup>. Although the overall response was equally divided:

- **Lesbian, gay or bisexual respondents** (82%): were more optimistic about finding a job in the next six months than heterosexual respondents (47%).
- **Those living in the East of Northern Ireland** (58%): were more confident that they would find a job in the next six months than those living in Belfast (54%) and those living in the West of Northern Ireland (38%).

108 Special Eurobarometer 311 report (2011).

109 For details of full demographic analysis see Table A7.8 in appendix 2.

“

**66% were fairly or very confident in the ability to keep their jobs in the next 12 months, while 24% were not.**

”





8

## Conclusion

# 8 Conclusion

This final section considers the major findings of the 2011 Equality Awareness Survey and highlights where attitudes and perceptions have changed over time. The 2011 Equality Awareness survey broadly followed a similar structure and content to that of the previous Equality Awareness Survey in 2008. Additional questions were included in 2011 to measure and provide baseline information on equality impact of the current economic climate.

The survey involved over 1,000 face to face interviews with members of the public across Northern Ireland during September 2011. The sample was stratified by age, gender, social class and geography.

Each of the main areas of consideration in this project will be considered in turn, namely:

- social attitudes;
- personal experiences of discrimination;
- awareness of anti-discrimination laws;
- perceptions of equality issues;
- awareness of the Equality Commission; and
- impact of the economic downturn.

## 8.1 Social attitudes

This survey revealed that a majority of respondents generally held positive views. However, there was a significant minority of respondents who expressed negative attitudes, with Travellers, transgender people and Eastern European migrant workers attracting the most negative perceptions. Only 7% perceived those from a different religion in an unfavourable light.

Social distance – that is the extent to which respondents feel comfortable with varying degrees of closeness to a member of a ‘different’ group – was explored in the context of situations of work, community and family life. As with previous surveys, the findings indicate that the closer the social distance, the greater the likelihood of a negative attitude being expressed towards a particular group. Bromley<sup>110</sup>, who utilised a similar suite of questions in the Scottish Attitudes Survey (2006), suggests that ‘people often find it easier to accept that others are entitled to equal treatment in the public realm of employment or the provision of goods and services rather than in the private realm of intimate relationships’ (p12).

110 Bromley, C., Curtice, J. And Given, L. (2007). *Attitudes to discrimination in Scotland 2006: Scottish Attitudes Survey*. The Scottish Centre for Social Research. Edinburgh.

### 8.1.1 Travellers

In particular the most negative attitudes were towards Travellers, followed by transgender people in each of the three situations. A sizeable minority would mind having a Traveller as a work colleague (35%), neighbour (54%) or as an in-law (55%). In the 2010 Scottish Attitudes Survey<sup>111</sup>, findings reported that prejudiced attitudes were particularly common in relation to Gypsy/Travellers. For example, 37% said they would be unhappy with a Gypsy/Traveller marrying a close family member. As noted in the previous Equality Awareness Survey (2008), an implicating factor may be the conflict or tension between nomadic and sedentary cultures (see McVeigh, 1997)<sup>112</sup>. The observed findings are a sharp reminder of the potential vulnerability of Travellers to prejudicial views and thus, potential acts of discrimination.

### 8.1.2 Transgender people

Within Northern Ireland, research has found that there is a low level of understanding or awareness of the difficulties, barriers and challenges experienced by the transgender population (ICR, 2007)<sup>113</sup>. Mindful of this and drawing on discussions with representatives within the LGBT sector, the 2011 Equality Awareness Survey sought to explore attitudes towards this group. Negative attitudes expressed towards transgender people in each of the three situations were often not dissimilar to those held towards Travellers, with 35% of respondents indicating they would mind having a transgender person as a work colleague, as a neighbour (40%) or if a transgender person was in a relationship with a close relative (53%). In comparison, negative attitudes towards lesbian, gay or bisexual people were less prevalent. An implicating factor of prejudice views towards transgender people may be a general lack of knowledge, awareness and understanding of transgender identities and issues in Northern Ireland (see ICR, 2007). The findings indicate a need for a greater recognition of the issues faced by transgender people and for government strategies to incorporate actions to address these issues.

### 8.1.3 Disabled people

In 2008 the Commission introduced questions on three different 'types' of disability, having recognised that the collective term disability may not reveal true latent feelings towards specific groups therein. This hypothesis proved correct, with mental ill-health capturing more negative views than either physical or learning disabilities. Again in 2011, when considering the three types of disability, mental ill-health evoked a greater number of negative responses than physical or learning disability, particularly in the scenario of as an 'in-law'. Ormstrom<sup>114</sup> noted that in Scotland (2010), 1 in 5 (21%) of respondents would be

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111 Ormston, R., Curtice, J., McConville, S. and Reid, S. (2011). *Scottish Social Attitudes Survey 2010: Attitudes to Discrimination and Positive Action*. Scottish Centre for Social Research, Edinburgh. Available from: <http://www.scotland.gov.uk/Publications/2011/08/11112523/8>

112 McVeigh, R. (1997). Theorising Sedentarism: the Roots of Anti-nomadism, pp 7-25, in *Gypsy Politics and Traveller Identity*, T. Acton (ed). University of Hertfordshire Press, Hatfield.

113 Hansson, U. and Hurley Depret, M. (ICR) (2007). *Equality Mainstreaming: Policy and Practice for Transgender People*. OFMdFM, Belfast.

114 Ormston, R., Curtice, J., McConville, S. and Reid, S. (2011). *Scottish Social Attitudes Survey 2010: Attitudes to Discrimination and Positive Action*. Scottish Centre for Social Research, Edinburgh. Available from: <http://www.scotland.gov.uk/Publications/2011/08/11112523/8>

unhappy about a family member marrying someone who experiences depression from time to time. Compared with 2008, persons with mental ill-health have seen the greatest increase in negative attitudes across the three scenarios. This is worrying as statistics indicate that in Northern Ireland approximately 1 in 5 will experience mental ill-health at some point in their lives (Public Promotion Agency, 2006)<sup>115</sup>.

As stated in the Commission's Key Inequalities Statement in 2007<sup>116</sup>, working to counter and reduce prejudice and to promote good relations between people and groups is intrinsic to reducing inequality. Prejudice can lead to behaviour or attitudes which sustain inequality and exclusion from employment and services and can also restricts choices. Negative attitudes can lead to discrimination, exclusion and even to harassment, aggression and violence. With regards to addressing negative attitudes towards equality groups, research has found that encouraging people to participate in community and civic groups creates social capital and social cohesion, and act as environments in which negative social attitudes are disseminated (Huckfeldt et al, 1993; Putnam, 1993)<sup>117 118</sup>.

## 8.2 Unfair treatment in Northern Ireland

Perceptions of groups most commonly experiencing unfair treatment in Northern Ireland differ from those groups identified as experiencing the strongest negative social attitudes. Respondents were most likely to say that people over 70 (15%) were the most unfairly treated group in Northern Ireland, followed by lesbian, gay or bisexual people (13%). In comparison to the social distance scenarios, only 8% of respondents felt that Travellers were treated unfairly, and only 3% of respondents felt that transgender people were treated unfairly. With regards to the types of unfair treatment, respondents were of the view that people over 70 were most likely to be treated unfairly when using public services, lesbian, gay or bisexual people were most likely to be subject to harassment and that disabled people and Roman Catholics were most likely to be treated unfairly at work.

Research has shown that homophobic harassment is a major concern for the LGB community (Jarman and Tennant, 2003)<sup>119</sup>, and that disabled people can face barriers to working as a result of poor interfaces between employers, health-care professionals and social welfare workers and as a result of problems around accessing workplace adjustments (Clayton et al, 2011)<sup>120</sup>.

115 Public Promotion Agency (2006) Public attitudes, perceptions and understanding of mental health in Northern Ireland.

116 ECNI (2007) Statement on Key Inequalities in Northern Ireland. Equality Commission for Northern Ireland, Belfast. Available from: [http://www.equalityni.org/archive/pdf/Keyinequalities\(F\)1107.pdf](http://www.equalityni.org/archive/pdf/Keyinequalities(F)1107.pdf)

117 Huckfeldt, R., Plutzer, E. and Sprague, J. (1993). Alternative Contexts of Political Behavior: Churches, Neighborhoods, and Individuals. *Journal of Politics*, 55, 365–381.

118 Putnam, R.D. (1993). *Making Democracy Work: Civic Traditions in Modern Italy*. Princeton University Press, Princeton.

119 Jarman, N. and Tennant, A. (2003). *An unacceptable prejudice: homophobic violence and harassment in Northern Ireland*. Belfast: Institute for Conflict Research.

120 Clayton, S., Barr, B., Nylen, L., Burström, B., Thielen, K., Diderichsen, F., Dahl, E. and Whitehead, M. (2011). Effectiveness of Return-to-work Interventions for Disabled People: A Systematic Review of Government Initiatives Focused on Changing the Behaviour of Employers, *European Journal of Public Health*, pp.1-7 [online], doi: 10.1093/eurpub/ckr101 [accessed 01/04/2012].

There was widespread support among respondents for increasing the representation of women in management positions, of disabled people in the workplace and for having more female MLAs. Those surveyed were least likely to feel that there was a need for more people aged over 70 in companies. Research conducted by Wirth (2001, p.13)<sup>121</sup> suggests that women's upward progression through occupational categories and governmental structures is often hampered by institutional barriers and social attitudes. Wirth suggests that initiatives to enhance 'women's role in decision-making and management' are 'key to successfully addressing inequalities in the labour market' (2001, p.175).

Research into disability and employment has outlined a range of organisational and attitudinal barriers that disabled people face in seeking and maintaining employment and in advancing their careers (Wilson-Kovacs et al. 2008; also see: Stuart et al. 2002; Goldstone and Meager 2002). Wilson-Kovac (2008: p. 217)<sup>122</sup> suggests that disabled people's appointments are often more precarious than non-disabled people's due to an organisational lack of knowledge about disability, and lack of provisions of formal and informal support.

### 8.2.1 Are social attitudes and perceptions of unfair treatment changing over time?

For the most part, negative attitudes are broadly similar to those in 2008. The only group to see a decline in negative attitudes towards them were lesbian, gay or bisexual people from 21% in 2008 to 15% in 2011.

The findings suggest a firming of negative attitudes since 2008 in relation to social distance situations, particularly in the scenarios of as a 'neighbour' and as an 'in-law'. Three categories - Travellers, lesbian, gay or bisexual people and people of a different religion are comparable with the 2005 survey. Since 2005, negative attitudes have hardened at each level of proximity towards all three groups suggesting people are holding more prejudice views towards these groups.

Throughout the Equality Awareness Surveys, respondents were least likely to hold negative views towards persons of a different religion. It is however noteworthy that for the first time since 2005 there has been an increase in the proportion of those who would mind someone of a different religion as an in-law – almost one in five in 2011. Protestants were more likely than Roman Catholics to hold this view.

Public support for increasing the representation of women in management positions and supporting the need for more female MLAs has risen since 2008. However, there has been a sharp decline in those supporting the need for more people aged over 70 in companies since 2008.

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121 Wirth, L. (2001). *Breaking Through the Glass Ceiling: Women in Management*. International Labour Office, Geneva.

122 Wilson-Kovacs, D., Ryan, M.K., Haslam S.A. and Rabinovich A. (2008.) 'Just because you can get a wheelchair in the building doesn't necessarily mean that you can still participate': barriers to the career advancement of disabled professionals' in *Disability & Society* vol. 23 (7) pp. 705-717.



### 8.3 Discrimination and complaints

Overall one in three respondents felt they had been subject to one or more types of unfair treatment in the last three years. The two most common forms of perceived unfair treatment experienced were 'harassment due to membership of a particular group' and 'unable to express one's own culture' (14% each). Only 21% of those who had experienced discrimination had made a complaint. This low rate of reporting can perhaps be explained by the fact that only a minority of people surveyed (24%) said that they would know their rights if they were a victim of discrimination, while another 15% of respondents said that their knowledge would depend on the actual situation encountered. The Eurobarometer Survey<sup>123</sup> in 2009 found that in comparison, more than twice as many in the UK (49%) and one-third in the EU (33%) said they would know their rights if they were a victim of discrimination.

A majority of respondents (58%) said they would contact the Equality Commission for advice and assistance, while 18% said they would not. Of those that would not, 23% said the main reason was lack of awareness, while 16% said they would go to a solicitor or elsewhere instead.

#### 8.3.1 Are personal experiences of discrimination or harassment changing over time?

There has been a decline in the proportion of those surveyed saying they would know their rights if they were to become a victim of discrimination from 2008 - a decrease of 12 percentage points (pp).

Nearly twice as many people believed they had been subject to one or more types of unfair treatment in the last three years, compared with those asked in the 2008 and 2005 surveys. However, the proportion of respondents who had made a complaint has remained broadly similar since 2008.

### 8.4 Awareness of anti-discrimination laws

In 2011, the Commission sought to gain an insight into respondents' awareness of the areas (such as employment or transport) and grounds (such as gender or age) that offer protection under anti-discrimination laws. This was a departure from previous surveys which asked about awareness of named legislation. The most commonly identified area was employment while religion was the most known ground - neither of which are entirely surprising findings. It was noteworthy that gender, a ground that has been protected in legislation for some considerable time, was less well known, being recalled by one in three respondents. It was also observed that one in two (48%) were aware that education was a protected area yet less than one in five (17%) could identify training as a ground, despite the close association between the two. Consideration might thus be given to improving awareness in relation to these lesser known areas and grounds.

Awareness that public authorities have a responsibility under Section 75 of the Northern Ireland Act 1998 to promote equality of opportunity and good relations in the ways that they work was high and this is a positive finding. Public authorities also have a duty to consult on those policies relevant to the promotion of equality and good relations. Indeed the Section 75 effectiveness review<sup>124</sup> noted that ‘future improvements to the consultation process must ensure that public authorities seek the views of the public and those directly affected by the policy, rather than focusing wholly on representative organisations. This survey sought information on the extent to which members of the public had been invited to respond to such consultations.’ The response rate was low (15%), suggesting that public authorities may need to focus on engaging clearly with regards to consultation.

Awareness of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)<sup>125</sup> was quite low, at approximately one in five of the population. This finding reinforces one of the key findings of recent research commissioned by the Equality Commission<sup>126</sup> - that “awareness raising permeated all aspects of the UNCRPD and the real lives of people with disabilities..” as well as challenging prejudice and stereotyping at all levels of society. This data does provide a meaningful baseline, however, upon which to monitor the impact of future work by Government on awareness raising on the UNCRPD in Northern Ireland.

Support for the need for equality laws in Northern Ireland has remained consistently high since 2005 and there was strong support in 2011 for strengthening equality laws in Northern Ireland to match those in Great Britain. While a majority (54%) of respondents disagreed that ‘sometimes there is good reason to be prejudiced against certain groups’, almost one in three (30%) agreed, indicating that in some situations discrimination may be perceived as acceptable. Unusually in the context of the demographic analysis of the survey responses, those with the highest incomes (£26K+) were amongst those significantly more likely to hold this view. Ormstrom et al (2010) noted that a similar proportion of people in Scotland held this view.<sup>127</sup>

#### 8.4.1 Has awareness of anti-discrimination laws changed over time?

As the questions asked within this section of the survey were not directly comparable to the 2008 and 2005 surveys it is hard to establish whether there has been any change in awareness of anti-discrimination laws over time.

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124 ECNI (2007). Keeping it Effective: Reviewing the Effectiveness of Section 75 of the Northern Ireland Act 1998. Equality Commission for Northern Ireland, Belfast. Available from: <http://www.equalityni.org/archive/pdf/EffectivenessReviewFinalRpt1108.pdf>

125 UNCRPD, Independent Mechanism for Northern Ireland (2010). *UN Convention on the Rights of Persons with Disabilities and Optional Protocol*. Available from: <http://www.equalityni.org/archive/pdf/UNCRPDOptionalProtocol.pdf>

126 Harper, C., McClenahan, S., Byrne, B. and Russell, H: Disability Action (2011). Disability programmes and policies: How does Northern Ireland measure up? Equality Commission for Northern Ireland: Belfast.

127 Ormstrom, R., Curtice, J., McConville, S. and Reid, S. (2010). Scottish Social Attitudes survey 2010: Attitudes to discrimination and positive action. Scottish Centre for Social Research.



### 8.5 Perceptions of equality issues

The prevailing perception for most people in Northern Ireland was one of 'no change' in the importance of equality issues. However, almost one in three said that equality issues have become more important. When asked which equality issue was important, four in ten respondents said religion, while 39% said age.

Almost half of respondents were satisfied that 'enough is being done to fight all forms of discrimination in Northern Ireland' in 2011. Findings from the Eurobarometer survey (European Commission, 2009<sup>128</sup>) suggest that EU citizens had broadly similar views that enough effort was being made to fight all forms of discrimination, while those in the UK were more satisfied that enough effort is being made.

In considering affirmative action, there is continuing strong public support from people in Northern Ireland for more representation in both the police service and public bodies. In terms of affirmative action measures, a majority said they would be more likely to apply for a job where the company undertook to develop contacts with the respondent's community and where advertisements welcomed applications from members of the respondent's community.

#### 8.5.1 Have perceptions of equality issues changed over time?

- Since 2008, there has been an increase in the proportion of people saying that 'equality issues are more important now compared with three years ago', from 24% to 29% in 2011.
- There has been a decline in perceptions that enough effort was being made to fight all forms of discrimination (a decrease of 10pp, from 2008).
- Support for representative public bodies in Northern Ireland had increased by 7pp from 2008, while an increase by 11pp from 2005.
- Support for a representative police service has remained broadly similar to 2008, however support is lower than previously reported in 2005.
- Respondents are more likely to apply for a job within a company who adopted affirmative action measures such as a welcome statement in their advertisements and taking practical steps to develop contacts, compared with 2008.

### 8.6 The Equality Commission

Overall, the survey indicates an increase in confidence in the Commission. This increase was strongest in relation to the Commission as "a valued source of expert advice" (7pp increase), and that the Commission is "respected equally by all sections of the community" (11pp increase). There was no difference in confidence levels expressed by community background, for each of the indicators considered.

#### 8.6.1 Awareness of the Commission

More than one in five respondents (28%) were able to correctly identify the Equality Commission when asked which organisation had overall responsibility

for promoting equality and dealing with anti-discrimination laws in Northern Ireland. When prompted on the role of the Commission, over half (52%) indicated that they had heard of the Commission.

Around two-thirds (66%) of respondents had confidence in the Commission's ability to promote equality of opportunity for all, 68% were satisfied that the Commission treats members of the public equally irrespective of their background and 64% agreed that the Commission is respected equally by all sections of the Community.

### 8.6.2 Are attitudes towards the Equality Commission changing?

- Three years on from the last survey, awareness of the Equality Commission remains the same. In 2011 and 2008, similar proportions of respondents were able to correctly identify the Equality Commission as the organisation with overall responsibility for promoting equality and dealing with anti-discrimination laws (28% and 30%, respectively). Since 2005, however, awareness has greatly improved from 11%.
- Knowledge of the role or work of the Commission has fluctuated over time. In the last three years there has been a decline in those who knew of the role or work of the Commission, by 10pp, from 82% in 2008 to 72% in 2011. However, since 2005, knowledge about the role or work of the Commission has improved by 7pp, from 65%.
- Over the last three years, knowledge of the Commission supporting people who have experienced discrimination to take their case to a tribunal has doubled since 2008 (by 21pp). Although the biggest increase was knowledge of the Commission providing information and publications on the regulations, this has tripled since 2008 (by 27pp). However, knowledge of the Commission monitoring the workforce has fallen by 11pp since 2008. In a similar vein, knowledge of the Commission providing advice to people who may have experienced discrimination has also fallen by 9pp since 2008.
- Confidence in the Commission's ability to promote equality of opportunity for all has remained high (65%), since 2008.
- There is high public agreement (73%) that the Commission provides a valued source of expert advice on equality issues, these figures have also increased by 7pp points since 2008.
- A high proportion of those surveyed were satisfied that the Commission treats members of the public equally irrespective of their background (68%). However, there was a slight increase in satisfaction levels by 4pp since 2008.
- Just over two-thirds (64%) agreed that the Commission is respected equally by all sections of the community in Northern Ireland. Those proportions that agree have increased by 11pp since 2008.

### 8.7 Impact of the economic downturn

#### ***Is the economic climate having an impact on the people of Northern Ireland?***

The Commission's Statement of Key Inequalities<sup>129</sup> states that it is generally

129 Equality Commission for Northern Ireland (2007) Statement on Key Inequalities in Northern Ireland. Equality Commission for Northern Ireland, Belfast. Available from: [http://www.equalityni.org/archive/pdf/Keyinequalities\(F\)1107.pdf](http://www.equalityni.org/archive/pdf/Keyinequalities(F)1107.pdf)

accepted that improving access to, and progression within employment is seen as a key driver of economic and social wellbeing and presents a key route to improved social mobility and inclusion as well as a route out of poverty.

The UK was officially declared as being in a double dip recession as of April 2012 when it was announced that the UK economy had returned to recession, after shrinking by 0.2% in the first three months of 2012 (ONS, 2012)<sup>130</sup>. A recession is defined as two consecutive quarters of contraction. The economy shrank by 0.3% in the fourth quarter of 2011.

The Equality Awareness survey sought to establish the affects of the economic downturn across all equality grounds. 7% had lost their jobs as a result of the economic downturn. Those most likely to have lost their jobs were those with a LLTI, with a lower household income, with post-primary or no qualifications and from a lower social class.

Recent research<sup>131</sup> has highlighted the social implications of reduced hours and pay cuts in terms of contributors to in-work poverty. The Equality Awareness Survey found that almost one in four respondents in employment (24%) had been affected by reduced hours, while almost one-third (32%) had been affected by a pay cut or pay freeze in the last 12 months as a result of the economic climate. Those more likely to say they had been affected by reduced hours were from a lower social class, with a LLTI and those living in the East of Northern Ireland. In comparison, those more likely to say they had been affected by a pay cut or pay freeze as a result of the economic climate were male, those with dependants under 18, Roman Catholics, Nationalists, married, cohabiting or in a civil partnership and those living in Belfast. This in some way quantifies McQuaid et al (2010)<sup>132</sup> who proposed that employers may be more reluctant to let workers go and have instead made savings through pay cuts, pay freezes, reductions in hours and short term working.

The majority of those in Northern Ireland were confident in the ability to keep their jobs in the next 12 months (66%), however this was lower than the UK and EU average. In addition, only 36% of those surveyed said they were likely to find a job in the next six months in the event of being laid off work. Again, this is lower than the UK and EU average. Roman Catholics were less confident than Protestants in their ability to retain their job in the next 12 months.

Public confidence in Northern Ireland in finding a job in the next six months was divided, and also lower than that of the UK and EU average. Compared with others in their demographic grouping, respondents aged 45 and over and heterosexual people were least confident of finding a job in the next six months in the event that they were laid off work.

130 Office for National Statistics (ONS) (2012). Statistical Bulletin: Gross Domestic Product: Preliminary Estimate, Q1- 2012, Newport. Available from: [http://www.ons.gov.uk/ons/dcp171778\\_263578.pdf](http://www.ons.gov.uk/ons/dcp171778_263578.pdf)

131 Aldridge, H., Parekh, A., MacInnes, T. and Kenway, P. (2012). *Monitoring Poverty and Social Exclusion in Northern Ireland 2011*. Joseph Rowntree Foundation.

132 McQuaid, R., Holywood, E. and Canduela, J. (2010) *Economic inequalities in an Economic Downturn Belfast*: Equality Commission for Northern Ireland, Belfast.

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**58% of respondents  
said they would  
contact the  
Commission for  
advice or  
assistance.**

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<http://www.law.qub.ac.uk/schools/SchoolofLaw/Research/ResearchProjects/ChildhoodTransitionandSocialJusticeInitiative/PapersandPublications/>

Stuart, N., Watson, A., Williams, J., Meager, N., and Lain, D. (2002). *How employers and service providers are responding to the Disability Discrimination Act 1995*, Department for Work and Pensions in-house report 96. London: Department for Work and Pensions.

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Over the last three years, knowledge of the Commission supporting people who have experienced discrimination to take their case to tribunal has doubled.

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# 1 Appendix

Survey  
Questionnaire

**SECTION A: AWARENESS OF EQUALITY COMMISSION**

- A1. First of all, can I ask if you know the name of the organisation with overall responsibility for promoting equality and dealing with anti-discrimination laws in Northern Ireland? **DO NOT PROMPT: CODE ONE ONLY**

Equality Commission - <b>Correct</b>	1
Commission for Racial Equality	2
Disability Action	3
Equal Opportunities Commission	4
Fair Employment Commission	5
Human Rights Commission	6
Industrial Tribunals or Courts	7
Northern Ireland Disability Council	8
Northern Ireland Office	9
Northern Ireland Ombudsman	10
Office of the First Minister and Deputy First Minister	11
The Northern Ireland Assembly	12
Other (please specify)	13
Don't Know	14
Refused	99

- A2. The Equality Commission for Northern Ireland is the public body that deals with discrimination. Had you ever heard of the Equality Commission before I mentioned it just now? **CODE ONE ONLY**

Yes	1	-> go to A3
No	2	-> go to A11
Refused	9	-> go to A11

- A3. Where have you heard about the Equality Commission? **DO NOT PROMPT: CODE ALL MENTIONED**

Television (e.g. TV Ads, Current Affair Programmes, News)	1
Newspapers, Magazines, Articles (local and regional newspapers, Special interest group magazines)	1
Internet (e.g. Links on special interest group websites – i.e. Law Centre NI, News websites, Current affair blogs etc)	1
Radio (e.g. Radio Ulster, City Beat, Cool fm, etc)	1
Word of Mouth (e.g. friends, relatives, colleagues)	1
Work or Work Related Training Courses (ECNI Equality Training Programmes, Work in-house training, other Equality Training Organisations etc)	1
Personal Experience (e.g. having contacted ECNI before)	1
Poster / Billboard Advertising (e.g. ECNI Campaigns i.e. Transport Regulations)	1
Special Interest Groups (e.g. Law Centre, NICVA, Disability Action, Citizens Advice Bureau, etc)	1

Equality Commission source (Commission website, Commission e-zine, Commission publications)	1
GEMS NI (Employability project)	1
Social Networking Sites (e.g. Facebook, Twitter etc)	1
Other (please specify)	1
Refused	1

- A4. And how much would you say you know about the role or work of the Equality Commission? **SHOWCARD 1 CODE ONE ONLY**

Know a lot	1
Know some	2
Know a little	3
Know nothing at all	4
Refused	9

- A5. What do you think are the **main** services provided by the Equality Commission?  
**DO NOT PROMPT: CODE ALL MENTIONED (MULTI RESPONSE)**

<b><i>Providing information and publications on the Regulations</i></b>	1
<b><i>Advising people who may have experienced discrimination.</i></b>	1
<b><i>Supporting people who may have experienced discrimination to take their case to a tribunal</i></b>	1
<b><i>Investigating and researching equality related issues.</i></b>	1
<b><i>Information for employers on Equality Commission website</i></b>	1
<b><i>Training for employers (seminars and workshops)</i></b>	1
<b><i>Employer-led networks (supported by Equality Commission)</i></b>	1
<b><i>Monitoring the workforce</i></b>	1
<b><i>Information for service providers (information on access to hotels, shops etc)</i></b>	1
<b><i>Other (please specify)</i></b>	1
<b><i>Don't Know</i></b>	1

- A6. How much confidence do you have in the ability of the Equality Commission to promote equality of opportunity for all? **SHOWCARD 2 CODE ONE ONLY**

A lot of confidence	1
Some confidence	2
Not a lot of confidence	3
No confidence at all	4
Don't know	5
Refused	9

- A7. How much would you agree or disagree that the Equality Commission provides a valued source of expert advice on equality? **SHOWCARD 3 CODE ONE ONLY**

Strongly agree	1
Agree	2
Disagree	3

Strongly disagree	4
Don't know	5
Refused	9

A8. How satisfied or dissatisfied are you that the Equality Commission treats members of the public equally in Northern Ireland irrespective of their background? **SHOWCARD 4**

**CODE ONE ONLY**

Very satisfied	1
Fairly satisfied	2
Fairly dissatisfied	3
Very dissatisfied	4
Don't know	5
Refused	9

A9. How much would you agree or disagree that the Equality Commission is respected equally by all sections of the community in Northern Ireland?

**SHOWCARD 5**

**CODE ONE ONLY**

Strongly agree	1
Agree	2
Disagree	3
Strongly disagree	4
Don't know	5
Refused	9

**SECTION B: AWARENESS OF ANTI-DISCRIMINATION LAWS**

**Anti-discrimination laws have been drawn up in Northern Ireland to make sure that everyone is treated equally.**

- B1A. Anti-discrimination laws offer protection to people in a range of areas in their day to day lives. In what areas do you think you are protected by these laws?  
**PROMPTED: SHOWCARD 6 (INCLUDE INTERVIEWER BRIEFING NOTE)**  
**CODE ALL MENTIONED**

Transport (e.g. trains, bus, taxi, air travel)	1
Employment (In the workplace)	1
Education	1
Goods, Facilities & Services (In shops, bars, hotels, restaurants, banks, health services – including access, how treated by staff)	1
Housing	1
Training	1

- B1B. If you were discriminated against in employment, education or one of the areas you just mentioned, on which of the following grounds do you think you would be protected? Because of your: .....**SHOWCARD 7 CODE ALL MENTIONED**

Age	1
Disability (disabled or not disabled)	1
Religion	1
Race (e.g. white, Chinese, Irish Traveller...)	1
Gender (e.g. male, female...)	1
Sexual Orientation (e.g. straight, gay, bisexual.....)	1
Political views (e.g. unionist, nationalist.....)	1

- B2A. For you personally, compared with three years ago, have equality issues become more important, less important, or has the level of importance remained unchanged? **SHOWCARD 8 CODE ONE ONLY**

More important	1
Same level of importance	2
Less important	3
Don't know	4
REFUSED	9

B2B. Can I ask what equality issues, if any, are important to you? INTERVIEWER RECORD ANSWER (**UNPROMPTED**) **CODE ALL MENTIONED**

Gender (men and women)	1
Age (young and old)	1
Marital Status (single, married, widowed, divorced, separated)	1
Political Affiliation (unionist and nationalist)	1
Religion (protestant and catholic)	1
Sexual Orientation (Lesbian, Gay, Bisexual, Transgender)	1
Disability	1
Ethnicity (Black and Minority Ethnic Groups)	1
People with Dependents / Caring	
Other (specify)	1
Don't Know	1

B3. I am now going to read you out some statements about equality laws in Northern Ireland. For each statement, can you say if you agree, disagree or are undecided.

**SHOWCARD 9 CODE FOR EACH STATEMENT**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
There is a need for equality laws in Northern Ireland	1	2	3	4	5
Equality laws should be strengthened to match those in Great Britain	1	2	3	4	5
Sometimes there is good reason for people to be prejudiced against certain groups	1	2	3	4	5

**The next questions consider the Public Authority Equality Duty (Section 75 of the Northern Ireland Act 1998).**

B4. Are you aware that public authorities (such as local councils, hospitals, the housing executive and government departments) are required to promote equality of opportunity and good relations in the ways they work? **CODE ONE ONLY**

Yes	1
No	2
Refused	9

B5. Have you ever been asked to respond to a consultation about equality and good relations by a public authority (e.g. local council, health trust, education body)?

**CODE ONE ONLY**

Yes	1
No	2
Refused	9

B6. Have you heard of the United Nations Convention on the Rights of Persons with Disabilities? **(SEE INTERVIEWER BRIEFING NOTE) CODE ONE ONLY**

Yes	1
No	2
Refused	9

### SECTION C: ATTITUDES TO EQUALITY

C1. In general, how positive or negative, do you feel towards each of the following groups in Northern Ireland? **SHOWCARD 10 (INCLUDE INTERVIEWER BRIEFING NOTE)**

**CODE FOR EACH GROUP**

	Very Negative	Somewhat Negative	Neither Negative nor Positive	Somewhat Positive	Very Positive	Refused
Women	1	2	3	4	5	9
Men	1	2	3	4	5	9
People over 70	1	2	3	4	5	9
People under 25	1	2	3	4	5	9
Travellers	1	2	3	4	5	9
Disabled people	1	2	3	4	5	9
Lesbian, gay or bisexual people	1	2	3	4	5	9
Transgender people	1	2	3	4	5	9
Eastern European migrant workers	1	2	3	4	5	9
People of a different religion to you	1	2	3	4	5	9
Black and minority Ethnic Groups	1	2	3	4	5	9



C2. I am now going to read you out some statements about equality issues. For each statement, can you say if you agree, disagree or are undecided. First of all....

**SHOWCARD 11 CODE FOR EACH STATEMENT**

	Strongly Agree	Moderately Agree	Undecided	Moderately Disagree	Strongly Disagree	Refused
Public bodies in Northern Ireland should be more representative of both the Protestant and Roman Catholic communities	1	2	3	4	5	9
A police service whose religious composition is more representative of both the Protestant and Roman Catholic communities will offer a better service	1	2	3	4	5	9

C3. If a particular religion is under-represented in a firm, the firm should take action to encourage applications from people from that religion when filling posts. Would you be more likely to apply for a job in this company...? **(read only once) CODE FOR EACH**

	Yes	No	Don't Know	Refused
... if their advertisements said that they particularly welcomed applications from members of your community?	1	2	3	9
... if they took practical steps to develop contacts with your community (e.g. sponsored events or had links with job assist programs in your community)?	1	2	3	9

C4. Would you personally mind or not mind... **SHOWCARD 12 CODE FOR EACH SCENARIO**

	Mind a lot	Mind a little	Would not mind	Don't Know	Refused
Having a person of a different religion as a work colleague	1	2	3	4	9
Having a person of a different religion as a neighbour	1	2	3	4	9
If one of your close relatives were to marry someone of a different religion	1	2	3	4	9

C5. Would you personally mind or not mind... **SHOWCARD 12 CODE FOR EACH SCENARIO**

	Mind a lot	Mind a little	Would not mind	Don't Know	Refused
Having a person with a learning disability as a work colleague	1	2	3	4	9
Having a person with a learning disability as a neighbour	1	2	3	4	9
If one of your close relatives were to marry a person with a learning disability	1	2	3	4	9

C6. Would you personally mind or not mind... **SHOWCARD 12 CODE FOR EACH SCENARIO**

	Mind a lot	Mind a little	Would not mind	Don't Know	Refused
Having a Traveller as a work colleague	1	2	3	4	9
Having a Traveller as a neighbour	1	2	3	4	9
If one of your close relatives were to marry a Traveller	1	2	3	4	9

C7. Would you personally mind or not mind... **SHOWCARD 12 CODE FOR EACH SCENARIO**

	Mind a lot	Mind a little	Would not	Don't Know	Refused
Having a person who experiences mental ill-health as a work colleague	1	2	3	4	9
Having a person who experiences mental ill-health as a neighbour	1	2	3	4	9
If one of your close relatives were to marry a person who experiences mental ill-health	1	2	3	4	9

C8. Would you personally mind or not mind... **SHOWCARD 12 CODE FOR EACH SCENARIO**

	Mind a lot	Mind a little	Would not mind	Don't Know	Refused
Having a lesbian, gay or bisexual person as a work colleague.	1	2	3	4	9
Having a lesbian, gay or bisexual person as a neighbour.	1	2	3	4	9
If one of your close relatives was in a relationship with a gay, lesbian or bisexual person	1	2	3	4	9

C9. Would you personally mind or not mind... **SHOWCARD 12 CODE FOR EACH SCENARIO**

	Mind a lot	Mind a little	Would not mind	Don't Know	Refused
Having a person with a physical disability (e.g. blind or deaf) as a work colleague	1	2	3	4	9
Having a person with a physical disability as a neighbour	1	2	3	4	9
If one of your close relatives were to marry a person with a physical disability	1	2	3	4	9

C10. Would you personally mind or not mind... **SHOWCARD 12 CODE FOR EACH SCENARIO**

	Mind a lot	Mind a little	Would not mind	Don't Know	Refused
Having a transgender person as a work colleague.	1	2	3	4	9
Having a transgender person as a neighbour.	1	2	3	4	9
If one of your close relatives was in a relationship with a transgender person	1	2	3	4	9

C11. And would you personally mind or not mind... **SHOWCARD 12 CODE FOR EACH SCENARIO**

	Mind a lot	Mind a little	Would not mind	Don't Know	Refused
Having an Eastern European migrant worker (e.g. Polish, Lithuanian etc) as a work colleague	1	2	3	4	9
Having an Eastern European migrant worker (e.g. Polish, Lithuanian etc) as a neighbour.	1	2	3	4	9
If one of your close relatives was to marry an Eastern European migrant worker (e.g. Polish, Lithuanian etc)	1	2	3	4	9

C12. In your view are any of the following groups generally treated unfairly when compared with other groups in Northern Ireland? **SHOWCARD 13 CODE ALL MENTIONED**

Catholics	1	GO TO C13
Protestants	1	
Lesbian, gay or bisexual people	1	
People under 25	1	
Disabled people	1	
People over 70	1	
Transgender people	1	
Travellers	1	
Black and minority ethnic groups	1	
Eastern European migrant workers	1	
Women	1	
Men	1	
People with caring responsibilities	1	
NO GROUPS TREATED UNFAIRLY	1	GO TO C15
Refused	1	GO TO C15

C13. Of the groups you felt were treated unfairly, which group do you feel is treated most unfairly in Northern Ireland? **CODE ONE ONLY**

Catholics	1
Protestants	2
Lesbian, gay or bisexual people	3
People under 25	4
Disabled people	5
People over 70	6
Transgender people	7
Travellers	8
Black and ethnic minority groups	9
Eastern European migrant workers	10
Women	11
Men	12
People with caring responsibilities	13
Refused	14

C14. In what way do you feel this group is treated unfairly? **(DO NOT PROMPT: CODE ONE ONLY)**

Treated unfairly at work	1
Treated unfairly in relation to educational opportunities	2
Treated unfairly when using public services	3
Treated unfairly when using shops, bars or restaurants	4
Treated unfairly when buying or renting a house, business premises or land	5
Being subjected to harassment	6
Expressing their culture	7
Other (specify)	8
Don't Know	9
Refused	10

C15. In general, would you say that enough effort is being made in Northern Ireland to fight all forms of discrimination? **SHOWCARD 14 CODE ONE ONLY**

Yes, definitely	1
Yes, to some extent	2
No, not really	3
No, definitely not	4
Don't know	5
Refused	9

C16. Using a scale of 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 (i.e. First Minister) in Northern Ireland. On this scale, '1' means you would be 'very uncomfortable' and '10' means that you would be 'totally comfortable' with this situation. **SHOWCARD 15 CODE FOR EACH GROUP**

	1 Very uncomfortable	2	3	4	5	6	7	8	9	10 Totally Comfortable
A woman	1	2	3	4	5	6	7	8	9	10
A man	1	2	3	4	5	6	7	8	9	10
A person aged over 70	1	2	3	4	5	6	7	8	9	10
A person aged under 25	1	2	3	4	5	6	7	8	9	10
A Traveller	1	2	3	4	5	6	7	8	9	10
A physically disabled person	1	2	3	4	5	6	7	8	9	10
A lesbian, gay or bisexual person	1	2	3	4	5	6	7	8	9	10
A person with mental ill health	1	2	3	4	5	6	7	8	9	10
A transgender person	1	2	3	4	5	6	7	8	9	10
A person from a different religion than you	1	2	3	4	5	6	7	8	9	10
A black and minority ethnic person	1	2	3	4	5	6	7	8	9	10

C17. Would you say that we need more...? **SHOWCARD 16 CODE FOR EACH**

	Yes, definitely	Yes, Probably	No, probably not	No, definitely not	Don't know
MLAs of a different racial or ethnic origin than the rest of the population	1	2	3	4	5
Female MLAs	1	2	3	4	5
Women in management positions in the workplace	1	2	3	4	5
People aged over 70 in companies	1	2	3	4	5
Disabled people in the workplace	1	2	3	4	5

**SECTION D: COMPLAINTS**

D1. Do you know your rights if you are the victim of discrimination or harassment?  
**CODE ONE ONLY**

Yes	1
No	2
That depends (SPONTANEOUS)	3
Don't know	4

D2. Sometimes people in Northern Ireland are discriminated against because they belong to a particular group such as being disabled, lesbian or gay, male or female or being Catholic or Protestant. In the last 3 years have any of the following happened to you because you were a member of a particular group....?  
**SHOWCARD 17 CODE FOR EACH**

	Yes	No	Don't Know	Refused
Treated unfairly at work	1	2	3	4
Treated unfairly in relation to educational opportunities	1	2	3	4
Treated unfairly when you tried to get access to public services	1	2	3	4
Treated unfairly when you tried to use shops, bars or restaurants	1	2	3	4
Treated unfairly when you tried to buy or rent a house, business premises or land	1	2	3	4
Been harassed because you belonged to a particular group	1	2	3	4
Not able to express your culture	1	2	3	4
Other (specify)	1	2	3	4
Don't know	1	2	3	4
Refused	1	2	3	4

**IF RECORDED 'YES' TO ANY OF ABOVE GO TO D3 ELSE GO TO D4**



D3. On the last occasion that you were the victim of discrimination, did you or someone on your behalf make a complaint? **CODE ONE ONLY**

Yes	1
No	2
Refused	9

D4. The Equality Commission offers advice and assistance to people who believe they have been discriminated against. If you had a problem with equality or discrimination would you contact the Equality Commission for advice or assistance? **CODE ONE ONLY**

Yes	1	-> go to D6
No	2	-> go to D5
Don't Know	3	-> go to D6
Refused	9	-> go to D6

D5. What is the main reason why you would not contact the Equality Commission for assistance? **UNPROMPTED CODE ALL MENTIONED**

Lack of awareness / didn't know about the Equality Commission	1
Would go to a solicitor instead	1
Other (specify)	1

D6. INTERVIEWER PLAY TV ADVERTISEMENT: Do you recall seeing this TV ad before today? **CODE ONE ONLY**

Yes	1
No	2
Don't Know	3

### SECTION E: IMPACTS OF ECONOMIC DOWN TURN

E1. Please tell me if you have lost your job in the last 12 months as a result of the current economic climate? **CODE ONE ONLY**

Yes	1	-> go to F1
No, have been working	2	-> go to E2
No, not working and not looking for work	3	-> go to F1
No, not working but looking for work	4	-> go to F1
Refused	9	-> go to F!

E2. Please tell me if you were affected by any of the following in the last 12 months as a result of the current economic climate? **CODE FOR EACH**

	Yes	No	Refused
Reduced hours	1	2	9
Pay cut or pay freeze	1	2	9

E3. How confident would you say you are in your ability to keep your job in the next 12 months? **SHOWCARD 18 CODE ONE ONLY**

Not confident	1
Not very confident	2
Fairly confident	3
Very confident	4
Don't Know	9

E4. If you were to be laid-off, what would be likelihood of you finding a job in the next six months? Would you say it would not at all be likely, very likely or undecided? **SHOWCARD 19 CODE ONE ONLY**

Not likely	1
Fairly unlikely	2
Fairly likely	3
Very likely	4
Don't Know	5
Refused	9

## SECTION F: DEMOGRAHPC BACKGROUND QUESTIONS

**INTERVIEWER PASS RESPONDENT SHOWCARD WITH QUESTION F1 AND ASK THEM TO SELF COMPLETE THEIR RESPONSE I.E. 1,2,3 etc or 99.**

F1. Is your gender.....? **SHOWCARD CODE ONE ONLY**

Male	1
Female	2
Other (WRITE IN)	3
Refused	9

F2. Can you please tell me your age? **INPUT AGE**

Refused (999)

F3 And what is your marital status? **SHOWCARD 20 CODE ONE ONLY**

Single (never married and never registered as a same-sex civil partnership)	1
Married	2
Living together, as if you are married	3
Separated (but still legally married)	4
Divorced	5
Widowed	6
In a registered same-sex civil partnership	7
Separated (but still legally in a same-sex civil partnership)	8
Formerly in same-sex civil partnership which is now legally dissolved	9
Surviving partner from a same-sex civil partnership	10
Refused	11

F4. Are your day to day activities limited because of a health problem or disability which has lasted or is expected to last, at least 12 months? Include problems which are due to ageing **CODE ONE ONLY**

Yes, limited a lot	1
Yes, limited a little	2
No	3
Refused	9

F5. Do you regard yourself as belonging to any particular religion? **CODE ONE ONLY**

Yes	1	-> go to F5a
No	2	-> go to F5b

F5a. Which religion, religious denomination or body do you belong to?  
**SHOWCARD 21  
CODE ONE ONLY**

<b>No religion</b>	1
Catholic	2
Church of Ireland/Anglican/Episcopal	3
Baptist	4
Methodist	5
Presbyterian	6
Free Presbyterian	7
Brethren	8
United Reform Church (URC)/Congregational	9
Pentecostal	10
Church of Scotland	11
Elim Pentecostal	12
Reformed Presbyterian	13
Non-subscribing Presbyterian	14

F6. Which ethnic group do you consider you belong to? **SHOWCARD 22 CODE ONE ONLY**

White	1
Chinese	2
Irish Traveller	3
Indian	4
Pakistani	5
Bangladeshi	6
Black Caribbean	7
Black African	8
Black Other	9
Mixed Ethnic (please specify)	10
Other (please specify)	11
REFUSED	99

F7. In what country where you born? **CODE ONE ONLY**

Northern Ireland	1
Great Britain (England, Scotland or Wales)	2
Republic of Ireland	3
Portugal	4
Poland	5
Czech Republic	6
Slovakia	7
Bulgaria	8
Romania	9
Lithuania	10
Latvia	11
Estonia	12
India	13
China	14
Other (specify)	15
Refused	99

F8. What is your highest educational qualification? **SHOWCARD 23 CODE ONE ONLY**

Degree Level or higher	1
BTEC (Higher), BEC (Higher), TEC (Higher), HNC,HND	2
GCE A'Level (including NVQ Level 3)	3
BTEC (National), BEC (National), TEC (National), ONC, OND	4
GCSE (including NVQ Level 2), GCE O'Level (including CSE Grade 1), Senior Certificate, BTEC (General), BEC (General)	5
CSE (Other than Grade 1)	6
Other (Please specify)	7
No formal qualification	8
Refused	9

F9a. What is your employment status? **SHOWCARD 24 CODE ONE ONLY**

Self-employed	1
Working Full-time	2
Working Part-time	3
Seeking work for the first time	4
Unemployed, i.e. not working but actively seeking work	5
Looking after home and family	6
Unable to work due to permanent illness or disability	7
Not actively seeking work but would like to work	8
Not working and not seeking work	9
On a government scheme	10
Retired	11
Student	12
Other (Please specify)	13
Refused	99

F9b. **INTERVIEWER RECORD SOCIAL GRADE FROM EITHER OCCUPATION OF RESPONDENT OR IF NOT EMPLOYED, OCCUPATION OF THEIR HEAD OF HOUSEHOLD. NOTE THAT GRADE SHOULD MATCH QUOTA SHEET CODE ONE ONLY**

A	B	C1	C2	D	E
1	2	3	4	5	6

F10. How many dependent children do you have aged 18 or under? **INPUT NUMBER**

Refused (999)

F11. Do you have any caring responsibilities other than childcare, by caring I mean do you provide voluntary or unpaid help and support to anyone who has difficulties looking after themselves because of age, disability or long-standing illness?  
**CODE ONE ONLY**

Yes	1
No	2
Refused	3

- F12. For our records can I have your Postcode? **E.g. BT08 6UX**  
**[CODE EXACTLY AS EXAMPLE ABOVE]**

BT						
Don't know	77					
Refusal	99					

- F13. In terms of political affiliation would you describe yourself as broadly...  
**SHOWCARD 25**  
**CODE ONE ONLY**

Nationalist	1
Unionist	2
Other (specify)	3
Refused	9

- F14. If there were a general election tomorrow, in which only Northern Ireland parties were standing, which political party do you think you would be most likely to support? **SHOWCARD 26 CODE ONE ONLY**

Alliance Party	1
Democratic Unionist Party (DUP)	2
Sinn Fein	3
Social Democratic and Labour Party (SDLP)	4
Ulster Unionist Party (UUP)	5
Other (write in)	6
None	7
Don't Know	8
REFUSED.	9

**INTERVIEWER PASS RESPONDENT SHOWCARD WITH QUESTION AND ANSWER CATEGORIES AND ASK THEM TO SELF COMPLETE THEIR RESPONSE I.E. 1,2,3,4,5 or 9**

- F15. Is your sexual orientation towards someone of.....? **SHOWCARD 27 CODE ONE ONLY**

The same sex	1
Different sex	2
Both sexes	3
Questioning / not sure	4
Other (WRITE IN)	5
Refused	9

**INTERVIEWER PASS RESPONDENT SHOWCARD WITH QUESTION AND ANSWER CATEGORIES AND ASK THEM TO SELF COMPLETE THEIR RESPONSE I.E. 1,2,3 etc or 99.**

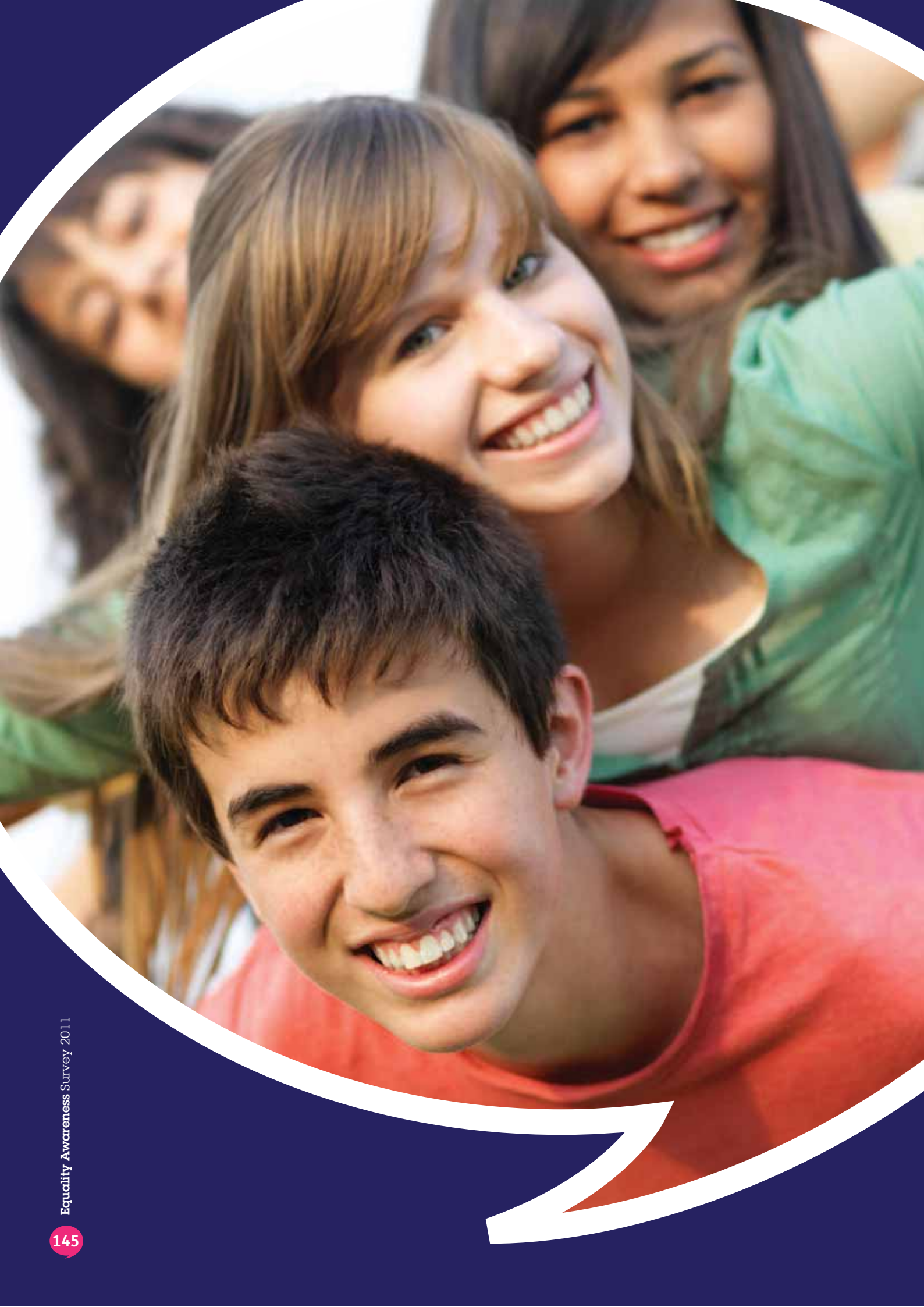
F16. And finally, what is the total income of your household from all sources before tax and national insurance contributions?

**INCLUDE ALL INCOME FROM EMPLOYMENT AND BENEFITS SHOWCARD  
28 CODE ONE ONLY**

Under £6,999 per annum (less than £135 per week)	1
£7,000 - £9,999 per annum (£135 - £195 per week)	2
£10,000 - £14,999 per annum (£195 - £290 per week)	3
£15,000 - £19,999 per annum (£290 - £385 per week)	4
£20,000 - £25,999 per annum (£385 - £500 per week)	5
£26,000 - £29,999 per annum (£500 - £580 per week)	6
£30,000 - £39,999 per annum (£580 - £770 per week)	7
£40,000 - £49,999 per annum (£770 - £960 per week)	8
£50,000 - £59,999 per annum (£960 - £1,150 per week)	9
£60,000 + per annum (£1,150 per week)	10
(Don't know)	12
REFUSED	99

**THANK YOU FOR TAKING PART IN THIS RESEARCH WHICH IS BEING  
CONDUCTED ON BEHALF OF THE EQUALITY COMMISSION FOR NORTHERN  
IRELAND**







# 2

# Appendix

Survey  
Technical  
Tables

## SOCIAL ATTITUDES

Table A2.1: In general, how positive or negative do you feel towards each of the following groups in Northern Ireland? [Multiple Response Question]					
	Very Negative	Somewhat Negative	Neither Negative nor Positive	Somewhat Positive	Very Positive
	%	%	%	%	%
Women (N=1088)	-	1.3	11.2	17.6	69.9
Men (N=1086)	0.1	1.6	11.6	18.9	67.9
People over 70 (N=1088)	0.6	2.9	15.4	24.3	56.8
People under 25 (N=1087)	0.5	4.4	17.8	26.4	51.0
Travellers (N=1078)	11.1	18.6	30.3	16.6	23.3
Disabled people (N=1084)	1.0	5.2	18.4	24.6	50.8
Lesbian, gay or bisexual people (N=1071)	6.0	8.7	28.3	22.7	34.4
Transgender people (N=1064)	9.6	12.2	30.3	19.1	28.9
Eastern European migrant workers (N=1084)	7.7	13.1	23.0	26.1	30.2
People of a different religion to you (N=1089)	1.7	5.2	22.8	24.8	45.5
Black or minority Ethnic Groups (N=1086)	5.3	7.6	21.5	28.4	37.2

Table A2.2: In general, how positive or negative do you feel towards each of the following groups in Northern Ireland by background variables: WOMEN					
WOMEN		Negative	Neither Positive nor Negative	Positive	N
		%	%	%	
All Respondents		1.3%	11.2%	87.5%	1088
Area**	Belfast	0.9%	16.4%	82.6%	213
	East of N Ireland	1.3%	12.7%	86.0%	471
	West of N Ireland	1.5%	6.7%	91.8%	404
LLTI*	Yes	1.8%	15.7%	82.5%	223
	No	1.2%	9.8%	89.0%	854
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); NB: 'Don't Knows' have been excluded from this analysis					

Table A2.3: In general, how positive or negative do you feel towards each of the following groups in Northern Ireland by background variables: PEOPLE OVER 70					
PEOPLE OVER 70		Negative	Neither Positive nor Negative	Positive	N
		%	%	%	
All Respondents		3.5%	15.4%	81.1%	1088
Education*	Third Level	2.6%	11.1%	86.3%	190
	Post Primary	4.5%	14.8%	80.7%	574
	No Qualifications	1.1%	15.8%	83.2%	285
Income*	<£15K	2.5%	15.0%	82.5%	320
	£15K-£25,999K	4.3%	15.5%	80.2%	207
	£26K+	5.9%	24.3%	69.7%	185
Area***	Belfast	8.9%	26.6%	64.5%	214
	East of N Ireland	2.1%	16.9%	80.9%	472
	West of N Ireland	2.2%	7.7%	90.0%	402
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );					

Table A2.4: In general, how positive or negative do you feel towards each of the following groups in Northern Ireland by background variables: MEN					
MEN		Negative	Neither Positive nor Negative	Positive	N
		%	%	%	
All Respondents		1.7%	11.6%	86.7%	1086
LLTI*	Yes	2.7%	15.7%	81.6%	223
	No	1.4%	10.3%	88.3%	852
Area**	Belfast	1.9%	19.2%	79.0%	214
	East of N Ireland	1.7%	11.7%	86.6%	469
	West of N Ireland	1.5%	7.4%	91.1%	403
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );					

Table A2.5: In general, how positive or negative do you feel towards each of the following groups in Northern Ireland by background variables: PEOPLE UNDER 25					
PEOPLE UNDER 25		Negative	Neither Positive nor Negative	Positive	N
		%	%	%	
All Respondents		4.9%	17.8%	77.4%	1087
LLTI*	Yes	7.2%	21.5%	71.3%	223
	No	4.0%	16.9%	79.1%	853
Education*	Third Level	2.6%	10.5%	86.8%	190
	Post Primary	5.2%	16.8%	78.0%	573
	No Qualifications	3.9%	21.1%	75.1%	285
Area***	Belfast	9.3%	27.1%	63.6%	214
	East of N Ireland	4.5%	18.1%	77.4%	470
	West of N Ireland	3.0%	12.4%	84.6%	403
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); NB: 'Don't Knows' have been excluded from this analysis					

Table A2.6: In general, how positive or negative do you feel towards each of the following groups in Northern Ireland by background variables: TRAVELLERS					
TRAVELLERS		Negative	Neither Positive nor Negative	Positive	N
		%	%	%	
All Respondents		29.8%	30.3%	39.9%	1078
Sex***	Male	36.0%	28.5%	35.4%	536
	Female	23.6%	32.1%	44.3%	542
Education*	Third Level	26.8%	23.0%	50.3%	183
	Post Primary	28.8%	31.4%	39.8%	573
	No Qualifications	32.2%	31.4%	36.4%	283
Income***	<£15K	23.4%	37.0%	39.6%	316
	£15K-£25,999K	36.5%	32.7%	30.8%	208
	£26K+	42.4%	27.7%	29.9%	184
Community background**	Catholic	29.1%	26.3%	44.6%	457
	Protestant	30.8%	33.8%	35.4%	526
BME***	No	30.8%	30.9%	38.3%	1023
	Yes	9.6%	21.2%	69.2%	52
Area***	Belfast	29.6%	42.3%	28.2%	213
	East of N Ireland	31.1%	30.0%	38.8%	466
	West of N Ireland	28.3%	24.3%	47.4%	399
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );					

Table A2.7: In general, how positive or negative do you feel towards each of the following groups in Northern Ireland by background variables: DISABLED PEOPLE					
DISABLED PEOPLE		Negative	Neither Positive nor Negative	Positive	N
		%	%	%	
All Respondents		6.2%	18.4%	75.5%	1084
Education***					
	Third Level	3.8%	10.8%	85.4%	185
	Post Primary	7.8%	18.1%	74.1%	576
	No Qualifications	2.5%	20.1%	77.5%	284
Income**					
	<£15K	4.1%	19.2%	76.7%	318
	£15K-£25,999K	7.2%	22.1%	70.7%	208
	£26K+	13.0%	23.2%	63.8%	185
Area***					
	Belfast	11.7%	28.0%	60.3%	214
	East of N Ireland	6.4%	21.3%	72.3%	469
	West of N Ireland	3.0%	9.7%	87.3%	401
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );					



Table A2.8: In general, how positive or negative do you feel towards each of the following groups in Northern Ireland by background variables: LESBIAN, GAY, BISEXUAL OR PEOPLE

LESBIAN, GAY, BISEXUAL OR PEOPLE		Negative	Neither Positive nor Negative	Positive	N
		%	%	%	
All Respondents		14.7%	28.3%	57.0%	1071
Sex ***	Male	20.1%	31.8%	48.1%	532
	Female	9.3%	24.9%	65.9%	539
Age**	16 - 29 years old	13.0%	25.8%	61.2%	299
	30 - 44 years old	12.0%	27.1%	60.8%	291
	45 - 64 years old	14.3%	28.3%	57.5%	315
	65 +	23.6%	33.5%	42.9%	161
Marital Status*	Single	14.5%	22.6%	62.9%	318
	Married/Cohab/C P	13.7%	29.9%	56.5%	586
	Widowed/Div/Sep	18.6%	34.2%	47.2%	161
LLTI***	Yes	22.7%	31.4%	45.9%	220
	No	12.1%	27.6%	60.2%	840
Education***	Third Level	8.5%	19.7%	71.8%	188
	Post Primary	13.6%	27.0%	59.4%	567
	No Qualifications	19.9%	34.3%	45.8%	277
Sex Orientation***	Heterosexual	15.5%	29.5%	55.0%	940
	Lesbian/Gay/Bisexual	7.0%	9.9%	83.1%	71
Social Class**	ABC1	11.6%	26.5%	61.8%	524
	C2DE	17.6%	30.0%	52.5%	547
Area***	Belfast	23.9%	36.6%	39.4%	213
	East of N Ireland	14.2%	30.5%	55.4%	466
	West of N Ireland	10.2%	21.2%	68.6%	392
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );					



Table A2.9: In general, how positive or negative do you feel towards each of the following groups in Northern Ireland by background variables: TRANSGENDER PEOPLE					
TRANSGENDER PEOPLE		Negative	Neither Positive nor Negative	Positive	N
		%	%	%	
All Respondents		21.8%	30.3%	47.9%	1064
Sex ***	Male	26.8%	33.3%	39.9%	529
	Female	16.8%	27.3%	55.9%	535
Age***	16 - 29 years old	22.1%	24.8%	53.1%	294
	30 - 44 years old	18.3%	28.7%	52.9%	289
	45 - 64 years old	19.3%	35.4%	45.3%	316
	65 +	32.9%	31.7%	35.4%	161
Marital Status**	Single	20.7%	23.2%	56.1%	314
	Married/Cohab/CP	21.8%	32.2%	46.0%	583
	Widowed/Div/Sep	24.4%	36.9%	38.8%	160
LLTI***	Yes	29.5%	31.4%	39.1%	220
	No	19.2%	30.0%	50.8%	833
Education***	Third Level	14.5%	23.7%	61.8%	186
	Post Primary	20.1%	30.4%	49.5%	562
	No Qualifications	27.8%	33.6%	38.6%	277
Sex Orientation***	Heterosexual	22.3%	32.2%	45.6%	933
	Lesbian/Gay/Bisexual	9.7%	13.9%	76.4%	72
Community background*	Catholic	18.8%	29.4%	51.8%	452
	Protestant	25.6%	31.0%	43.4%	519
Political Affiliation*	Nationalist	21.6%	31.3%	47.1%	348
	Unionist	29.8%	31.8%	38.4%	359

A2.9 continued					
Social Class*	ABC1	18.5%	29.9%	51.6%	519
	C2DE	25.0%	30.6%	44.4%	545
Area***	Belfast	30.7%	37.3%	32.1%	212
	East of N Ireland	22.3%	31.0%	46.6%	461
	West of N Ireland	16.4%	25.6%	58.1%	391
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );					

Table A2.10: In general, how positive or negative do you feel towards each of the following groups in Northern Ireland by background variables: EASTERN EUROPEAN MIGRANT WORKERS					
EASTERN EUROPEAN MIGRANT WORKERS		Negative	Neither Positive nor Negative	Positive	N
		%	%	%	
All Respondents		20.8%	23.0%	56.3%	1084
Sex **	Male	24.5%	22.4%	53.1%	539
	Female	17.1%	23.5%	59.4%	545
LLTI**	Yes	25.7%	25.7%	48.6%	222
	No	18.8%	22.4%	58.8%	851
Community background**	Catholic	18.6%	20.6%	60.8%	457
	Protestant	24.2%	25.6%	50.2%	532
BME*	No	21.3%	23.4%	55.3%	1027
	Yes	9.3%	16.7%	74.1%	54
Income***	<£15K	18.6%	24.5%	56.9%	318
	£15K-£25,999K	22.0%	33.0%	45.0%	209
	£26K+	35.1%	22.2%	42.7%	185
Area***	Belfast	29.9%	32.2%	37.9%	214
	East of N Ireland	25.2%	22.0%	52.8%	468
	West of N Ireland	10.7%	19.2%	70.1%	402
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );					

Table A2.11: In general, how positive or negative do you feel towards each of the following groups in Northern Ireland by background variables: PEOPLE OF A DIFFERENT RELIGION TO YOU					
PEOPLE OF A DIFFERENT RELIGION TO YOU		Negative	Neither Positive nor Negative	Positive	N
		%	%	%	
All Respondents		7.0%	22.8%	70.2%	1089
Sex *	Male	8.3%	25.6%	66.1%	540
	Female	5.6%	20.0%	74.3%	549
LLTI**	Yes	11.2%	24.1%	64.7%	224
	No	5.6%	22.2%	72.1%	854
Social Class*	ABC1	5.3%	21.3%	73.4%	530
	C2DE	8.6%	24.2%	67.3%	559
Area***	Belfast	15.0%	36.0%	49.1%	214
	East of N Ireland	5.3%	24.2%	70.6%	472
	West of N Ireland	4.7%	14.1%	81.1%	403
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );					

Table A2.12: In general, how positive or negative do you feel towards each of the following groups in Northern Ireland by background variables: BLACK AND MINORITY ETHNIC GROUPS

BLACK AND MINORITY ETHNIC GROUPS		Negative	Neither Positive nor Negative	Positive	N
		%	%	%	
All Respondents		13.0%	21.5%	65.6%	1086
Sex *	Male	15.8%	21.4%	62.8%	538
	Female	10.2%	21.5%	68.2%	548
LLTI*	Yes	14.7%	27.1%	58.2%	225
	No	11.9%	20.1%	68.0%	851
Education**	Third Level	8.0%	13.8%	78.2%	188
	Post Primary	11.6%	22.9%	65.5%	576
	No Qualifications	15.9%	21.9%	62.2%	283
BME***	No	13.6%	22.2%	64.2%	1031
	Yes	1.9%	7.5%	90.6%	53
Income**	<£15K	10.0%	23.1%	66.9%	320
	£15K-£25,999K	16.7%	27.1%	56.2%	210
	£26K+	21.1%	26.5%	52.4%	185
Area***	Belfast	23.4%	29.4%	47.2%	214
	East of N Ireland	14.6%	21.4%	63.9%	471
	West of N Ireland	5.5%	17.2%	77.3%	401
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );					

	Mind a lot	Mind a little	Would not mind	Don't know	n
	%	%	%	%	
Having a person of a different religion as a work colleague	1.1	6.7	90	2.2	1094
Having a person of a different religion as a neighbour	2.4	7.6	86.4	3.6	1091
If one of your close relatives were to marry someone of a different religion	5.5	11.4	78.2	4.9	1092

		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		7.9%	92.1%	1070
Sex **	Male	10.6%	89.4%	530
	Female	5.4%	94.6%	540
LLTI***	Yes	13.8%	86.2%	224
	No	6.1%	93.9%	835
Area***	Belfast	14.2%	85.8%	211
	East of N Ireland	8.7%	91.3%	461
	West of N Ireland	3.8%	96.2%	398
* ( $\chi^2$ , $p < 0.05$ ); ** ( $\chi^2$ , $p < 0.01$ ); *** ( $\chi^2$ , $p < 0.001$ ); [Don't Knows excluded from analysis]				

Table A2.15 Would you personally mind or not mind having a person of a different religion as a neighbour by respondent background characteristics?

		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		10.4%	89.6%	1052
Sex ***	Male	13.6%	86.4%	523
	Female	7.2%	92.8%	529
Age*	16 - 29 years old	10.0%	90.0%	290
	30 - 44 years old	7.9%	92.1%	290
	45 - 64 years old	8.9%	91.1%	304
	65 +	17.2%	82.8%	163
LLTI***	Yes	20.7%	79.3%	222
	No	7.3%	92.7%	821
Sex Orientation*	Heterosexual	10.8%	89.2%	917
	Lesbian/Gay/Bisexual	2.9%	97.1%	70
Community background*	Catholic	8.6%	91.4%	440
	Protestant	13.2%	86.8%	516
Political Affiliation*	Nationalist	11.0%	89.0%	336
	Unionist	17.2%	82.8%	355
Area***	Belfast	16.7%	83.3%	210
	East of N Ireland	11.0%	89.0%	453
	West of N Ireland	6.2%	93.8%	389

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ ); [Don't Knows excluded from analysis]

Table A2.16 Would you personally mind or not mind if one of your close relatives were to marry someone of a different religion by respondent background characteristics?

		Mind a little or mind a lot	Would not mind	
		%	%	
All Respondents		17.7%	82.3%	1038
Sex **	Male	21.3%	78.7%	511
	Female	14.2%	85.8%	527
Age***	16 - 29 years old	15.0%	85.0%	286
	30 - 44 years old	16.4%	83.6%	287
	45 - 64 years old	15.3%	84.7%	301
	65 +	28.9%	71.1%	159
LLTI***	Yes	29.1%	70.9%	220
	No	14.3%	85.7%	810
Community background*	Catholic	15.9%	84.1%	440
	Protestant	21.0%	79.0%	505
Area**	Belfast	25.1%	74.9%	211
	East of N Ireland	16.7%	83.3%	443
	West of N Ireland	14.8%	85.2%	384

Table A2.17: Would you personally mind or not mind...

	Mind a lot	Mind a little	Would not mind	Don't know	n
	%	%	%	%	
Having a person with a learning disability as a work colleague	1.6	9.1	86.1	3.2	1093
Having a person with a learning disability as a neighbour	1.1	6.5	88.9	3.5	1092
If one of your close relatives were to marry a person with a learning disability	6.2	9.6	76.6	7.5	1091

Table A2.18 Would you personally mind or not mind having a person with a learning disability as a work colleague by respondent background characteristics?

		Mind a little or mind a lot	Would not mind	
		%	%	
All Respondents		11.1%	88.9%	1058
	Male	13.8%	86.2%	522
	Female	8.4%	91.6%	536
Marital Status***	Single	8.2%	91.8%	318
	Married/Cohab/CP	14.1%	85.9%	573
	Widowed/Div/Sep	5.6%	94.4%	162
LLTI**	Yes	15.7%	84.3%	223
	No	9.3%	90.7%	825
Income***	<£15K	7.7%	92.3%	312
	£15K-£25,999K	11.8%	88.2%	204
	£26K+	19.8%	80.2%	177
Area***	Belfast	17.8%	82.2%	208
	East of N Ireland	14.0%	86.0%	458
	West of N Ireland	4.1%	95.9%	392
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); [Don't Knows excluded from				

Table A2.19 Would you personally mind or not mind having a person with a learning disability as a neighbour by respondent background characteristics?

		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		7.9%	92.1%	1054
LLTI***	Yes	15.1%	84.9%	219
	No	5.8%	94.2%	825
Income*	<£15K	5.5%	94.5%	309
	£15K-£25,999K	7.9%	92.1%	203
	£26K+	11.7%	88.3%	180
Area**	Belfast	13.0%	87.0%	208
	East of N Ireland	7.9%	92.1%	453
	West of N Ireland	5.1%	94.9%	393
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); [Don't Knows excluded from analysis]				



Table A2.20 Would you personally mind or not mind if one of your close relatives were to marry someone with a learning disability by respondent background characteristics?

		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		17.1%	82.9%	1009
Sex *	Male	19.9%	80.1%	502
	Female	14.4%	85.6%	507
LLTI**	Yes	23.5%	76.5%	213
	No	15.1%	84.9%	786
Income**	<£15K	13.6%	86.4%	301
	£15K-£25,999K	17.9%	82.1%	195
	£26K+	25.9%	74.1%	162
Area***	Belfast	26.9%	73.1%	208
	East of N Ireland	17.0%	83.0%	441
	West of N Ireland	11.7%	88.3%	360

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ ); [Don't Knows excluded from analysis]

	Mind a lot	Mind a little	Would not mind	Don't know	n
	%	%	%	%	
Having a Traveller as a work colleague	13.4	18.7	58.7	9.3	1091
Having a Traveller as a neighbour	24.7	24.0	42.0	9.3	1087
If one of your close relatives were to marry a Traveller	29.7	19.2	39.7	11.4	1082

		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		35.4%	64.6%	990
Sex ***	Male	40.7%	59.3%	489
	Female	30.1%	69.9%	501
Age**	16 - 29 years old	30.2%	69.8%	275
	30 - 44 years old	30.8%	69.2%	276
	45 - 64 years old	38.2%	61.8%	285
	65 +	46.3%	53.7%	149
Marital Status**	Single	27.6%	72.4%	301
	Married/Cohab/CP	38.7%	61.3%	535
	Widowed/Div/Sep	37.8%	62.2%	148
LLTI***	Yes	44.6%	55.4%	202
	No	32.4%	67.6%	777
Income**	<£15K	28.8%	71.2%	285
	£15K-£25,999K	40.2%	59.8%	194
	£26K+	44.2%	55.8%	163
Political Affiliation*	Nationalist	33.9%	66.1%	322
	Unionist	41.9%	58.1%	329
BME*	Yes	36.2%	63.8%	936
	No	21.6%	78.4%	51
Area***	Belfast	37.6%	62.4%	197
	East of N Ireland	42.9%	57.1%	438
	West of N Ireland	24.8%	75.2%	355
* (X <sup>2</sup> , p<0.05); ** (X <sup>2</sup> , p<0.01); *** (X <sup>2</sup> , p<0.001); [Don't Knows excluded from analysis]				

Table A2.23 Would you personally mind or not mind having a Traveller as a neighbour by respondent background characteristics?				
		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		53.7%	46.3%	986
Sex ***	Male	58.7%	41.3%	501
	Female	48.5%	51.5%	485
Age**	16 - 29 years old	48.5%	51.5%	274
	30 - 44 years old	47.8%	52.2%	272
	45 - 64 years old	59.9%	40.1%	282
	65 +	61.0%	39.0%	154
Income***	<£15K	48.1%	51.9%	287
	£15K-£25,999K	60.9%	39.1%	192
	£26K+	65.9%	34.1%	164
Sex Orientation**	Heterosexual	54.1%	45.9%	857
	Lesbian/Gay/Bisexual	37.1%	62.9%	70
BME***	Yes	55.2%	44.8%	930
	No	28.3%	71.7%	53
Area**	Belfast	46.3%	53.7%	201
	East of N Ireland	59.0%	41.0%	432
	West of N Ireland	51.3%	48.7%	353
* ( $X^2$ , $p<0.05$ ); ** ( $X^2$ , $p<0.01$ ); *** ( $X^2$ , $p<0.001$ ); [Don't Knows excluded from analysis]				

Table A2.24 Would you personally mind or not mind if one of your close relatives were to marry a Traveller by respondent background characteristics?

		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		55.2%	44.8%	959
Sex *	Male	59.1%	40.9%	484
	Female	51.2%	48.8%	475
Age***	16 - 29 years old	48.7%	51.3%	267
	30 - 44 years old	45.5%	54.5%	264
	45 - 64 years old	61.2%	38.8%	281
	65 +	73.6%	26.4%	144
LLTI*	Yes	62.4%	37.6%	202
	No	52.6%	47.4%	747
Income**	<£15K	48.6%	51.4%	282
	£15K-£25,999K	59.8%	40.2%	189
	£26K+	65.3%	34.7%	150
Sex Orientation**	Heterosexual	55.1%	44.9%	830
	Lesbian/Gay/Bisexual	35.3%	64.7%	68
Community background***	Catholic	52.7%	47.3%	412
	Protestant	60.1%	39.9%	461
BME**	Yes	56.3%	43.7%	907
	No	34.7%	65.3%	49
Area**	Belfast	44.4%	55.6%	196
	East of N Ireland	58.7%	41.3%	416
	West of N Ireland	57.1%	42.9%	347

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ ); [Don't Knows excluded from analysis]

Table A2.25: Would you personally mind or not mind...

	Mind a lot	Mind a little	Would not mind	Don't know	n
	%	%	%	%	
Having a person who experiences mental ill-health as a work colleague	6.6	17.3	68.7	7.4	1091
Having a person who experiences mental ill-health as a neighbour	6.1	15.4	67.1	11.4	1088
If one of your close relatives were to marry a person who experiences mental ill-health	11.7	19.8	54.1	14.4	1087

Table A2.26 Would you personally mind or not mind having a person who experiences mental ill-health as a work colleague by respondent background characteristics?

		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		25.8%	74.2%	1010
Sex ***	Male	31.9%	68.1%	504
	Female	19.8%	80.2%	506
Marital Status*	Single	22.0%	78.0%	305
	Married/Cohab/CP	29.2%	70.8%	545
	Widowed/Div/Sep	21.3%	78.7%	155
LLTI*	Yes	30.8%	69.2%	211
	No	24.0%	76.0%	788
Income***	<£15K	20.3%	79.7%	300
	£15K-£25,999K	24.7%	75.3%	190
	£26K+	38.4%	61.6%	172
Area***	Belfast	42.3%	57.7%	189
	East of N Ireland	29.2%	70.8%	435
	West of N Ireland	14.0%	86.0%	386

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ ); [Don't Knows excluded from analysis]

Table A2.27 Would you personally mind or not mind having a person who experiences mental ill-health as a neighbour by respondent background characteristics?

		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		24.3%	75.7%	964
Sex ***	Male	30.2%	69.8%	486
	Female	18.2%	81.8%	478
Income***	<£15K	19.2%	80.8%	292
	£15K-£25,999K	21.9%	78.1%	178
	£26K+	36.6%	63.4%	164
Area***	Belfast	32.4%	67.6%	179
	East of N Ireland	28.5%	71.5%	417
	West of N Ireland	15.5%	84.5%	368

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ ); [Don't Knows excluded from analysis]

Table A2.28 Would you personally mind or not mind if one of your close relatives were to marry someone who experiences mental ill-health by respondent background characteristics?				
		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		36.8%	63.2%	930
Sex ***	Male	42.8%	57.2%	465
	Female	30.8%	69.2%	465
Age***	16 - 29 years old	29.8%	70.2%	265
	30 - 44 years old	34.6%	65.4%	254
	45 - 64 years old	39.7%	60.3%	267
	65 +	48.9%	51.1%	139
LLTI**	Yes	44.4%	55.6%	196
	No	34.2%	65.8%	723
Income**	<£15K	30.9%	69.1%	285
	£15K-£25,999K	36.1%	63.9%	169
	£26K+	47.0%	53.0%	151
Sex Orientation*	Heterosexual	36.5%	63.5%	809
	Lesbian/Gay/Bisexual	23.8%	76.2%	63
Area***	Belfast	44.9%	55.1%	185
	East of N Ireland	40.1%	59.9%	409
	West of N Ireland	28.3%	71.7%	336
* ( $X^2$ , $p<0.05$ ); ** ( $X^2$ , $p<0.01$ ); *** ( $X^2$ , $p<0.001$ ); [Don't Knows excluded from analysis]				

Table A2.29: Would you personally mind or not mind...					
	Mind a lot	Mind a little	Would not mind	Don't know	n
	%	%	%	%	
Having a lesbian, gay or bisexual person as a work colleague.	8.2	12.6	14.3	4.8	1091
Having a lesbian, gay or bisexual person as a neighbour.	9.7	15.9	68	6.4	1089
If one of your close relatives was in a relationship with a gay, lesbian or bisexual person	21	16.5	52.1	10.5	1087

Table A2.30 Would you personally mind or not mind having a lesbian, gay or bisexual person as a work colleague by respondent background characteristics?

		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		21.9%	78.1%	1039
Sex ***	Male	28.9%	71.1%	516
	Female	15.1%	84.9%	523
Age***	16 - 29 years old	16.9%	83.1%	290
	30 - 44 years old	17.1%	82.9%	281
	45 - 64 years old	22.3%	77.7%	305
	65 +	39.2%	60.8%	158
Education**	Third Level	18.7%	81.3%	187
	Post Primary	18.6%	81.4%	549
	No qualifications	28.8%	71.2%	267
LLTI***	Yes	36.2%	63.8%	218
	No	17.7%	82.3%	810
Dependants under 18*	Yes	18.4%	81.6%	364
	No	23.9%	76.1%	675
Sex Orientation**	Heterosexual	22.6%	77.4%	908
	Lesbian/Gay/Bisexual	8.5%	91.5%	71
Community background**	Catholic	19.6%	80.4%	438
	Protestant	26.0%	74.0%	511
Political Affiliation*	Nationalist	23.0%	77.0%	335
	Unionist	30.6%	69.4%	350
Social Class*	ABC1	18.7%	81.3%	513
	C2DE	25.1%	74.9%	526
Area***	Belfast	33.3%	66.7%	201
	East of N Ireland	24.8%	75.2%	447
	West of N Ireland	12.8%	87.2%	391

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ ); [Don't Knows excluded from analysis]



		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		27.4%	72.6%	1019
Sex ***	Male	33.9%	66.1%	507
	Female	20.9%	79.1%	512
Age***	16 - 29 years old	22.6%	77.4%	287
	30 - 44 years old	22.5%	77.5%	276
	45 - 64 years old	27.1%	72.9%	299
	65 +	46.1%	53.9%	152
Dependants under 18*	Yes	22.8%	77.2%	355
	No	29.8%	70.2%	664
LLTI***	Yes	42.7%	57.3%	211
	No	23.1%	76.9%	797
Education***	Third Level	20.9%	79.1%	182
	Post Primary	24.2%	75.8%	538
	No qualifications	36.1%	63.9%	263
Sex Orientation**	Heterosexual	28.2%	71.8%	890
	Lesbian/Gay/Bisexual	11.3%	88.7%	71
Political Affiliation*	Nationalist	29.1%	70.9%	327
	Unionist	38.4%	61.6%	641
Social Class*	ABC1	24.3%	75.7%	497
	C2DE	30.3%	69.7%	522
Area***	Belfast	39.5%	60.5%	200
	East of N Ireland	29.3%	70.7%	443
	West of N Ireland	18.6%	81.4%	376
* ( $X^2$ , $p<0.05$ ); ** ( $X^2$ , $p<0.01$ ); *** ( $X^2$ , $p<0.001$ ); [Don't Knows excluded from analysis]				

Table A2.32 Would you personally mind or not mind if one of your close relatives were in a close relationship with a lesbian, gay or bisexual person by respondent background characteristics?

		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		41.8%	58.2%	973
Sex ***	Male	49.2%	50.8%	484
	Female	34.6%	65.4%	489
Age***	16 - 29 years old	37.1%	62.9%	275
	30 - 44 years old	34.6%	65.4%	266
	45 - 64 years old	46.1%	53.9%	282
	65 +	55.9%	44.1%	145
Dependants under 18*	Yes	37.5%	62.5%	341
	No	44.1%	55.9%	632
LLTI***	Yes	53.3%	46.7%	195
	No	38.7%	61.3%	768
Sex Orientation***	Heterosexual	43.4%	56.6%	845
	Lesbian/Gay/Bisexual	15.5%	84.5%	71
Area*	Belfast	48.8%	51.2%	201
	East of N Ireland	42.6%	57.4%	420
	West of N Ireland	36.9%	63.1%	352

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ ); [Don't Knows excluded from analysis]

Table A2.33: Would you personally mind or not mind...

	Mind a lot	Mind a little	Would not mind	Don't know	n
	%	%	%	%	
Having a person with a physical disability (e.g. blind or deaf) as a work colleague	2.1	12.3	83.2	2.5	1093
Having a person with a physical disability as a neighbour	1.5	6	87.8	4.7	1091
If one of your close relatives were to marry a person with a physical disability	5.2	11.6	76.2	6.9	1086

Table A2.34 Would you personally mind or not mind having a person with a physical disability as a work colleague by respondent background characteristics?				
		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		14.7%	85.3%	1066
Marital Status**	Single	10.6%	89.4%	320
	Married/Cohab/CP	18.1%	81.9%	576
	Widowed/Div/Sep	11.0%	89.0%	164
LLTI*	Yes	19.4%	80.6%	222
	No	13.1%	86.9%	833
Income*	<£15K	13.4%	86.6%	314
	£15K-£25,999K	16.0%	84.0%	206
	£26K+	22.9%	77.1%	179
Area***	Belfast	24.5%	75.5%	212
	East of N Ireland	17.3%	82.7%	457
	West of N Ireland	6.5%	93.5%	397
* ( $X^2$ , $p<0.05$ ); ** ( $X^2$ , $p<0.01$ ); *** ( $X^2$ , $p<0.001$ ); [Don't Knows excluded from analysis]				

Table A2.35 Would you personally mind or not mind having a person with a physical disability as a neighbour by respondent background characteristics?				
		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		7.9%	92.1%	1040
Marital Status**	Single	4.2%	95.8%	312
	Married/Cohab/CP	10.0%	90.0%	558
	Widowed/Div/Sep	6.7%	93.3%	164
Area*	Belfast	10.9%	89.1%	201
	East of N Ireland	9.1%	90.9%	451
	West of N Ireland	4.9%	95.1%	388
* ( $X^2$ , $p<0.05$ ); ** ( $X^2$ , $p<0.01$ ); *** ( $X^2$ , $p<0.001$ ); [Don't Knows excluded from analysis]				

Table A2.36 Would you personally mind or not mind if one of your close relatives were to marry a person with a physical disability (e.g. blind or deaf) by respondent background characteristics?				
		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		18.1%	81.9%	1011
LLTI***	Yes	26.5%	73.5%	211
	No	15.6%	84.4%	789
Income*	<£15K	16.2%	83.8%	302
	£15K-£25,999K	15.7%	84.3%	191
	£26K+	26.4%	73.6%	159
Political Affiliation*	Nationalist	17.7%	82.3%	328
	Unionist	24.6%	75.4%	333
Area*	Belfast	24.4%	75.6%	213
	East of N Ireland	17.9%	82.1%	441
	West of N Ireland	14.6%	85.4%	357
* ( $X^2$ , $p<0.05$ ); ** ( $X^2$ , $p<0.01$ ); *** ( $X^2$ , $p<0.001$ ); [Don't Knows excluded from analysis]				

Table A2.37: Would you personally mind or not mind...					
	Mind a lot	Mind a little	Would not mind	Don't know	n
	%	%	%	%	
Having a transgender person as a work colleague.	13.6	17.2	58.4	10.8	1089
Having a transgender person as a neighbour.	17	18.8	54.5	9.7	1089
If one of your close relatives was in a relationship with a transgender person	29.6	16.1	40.3	14	1085

Table A2.38 Would you personally mind or not mind having a transgender person as a work colleague by respondent background characteristics?				
		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		34.5%	65.5%	971
Sex ***	Male	43.5%	56.5%	485
	Female	25.5%	74.5%	486
Age***	16 - 29 years old	29.4%	70.6%	269
	30 - 44 years old	27.5%	72.5%	265
	45 - 64 years old	36.3%	63.7%	281
	65 +	52.3%	47.7%	151
LLTI***	Yes	45.4%	54.6%	207
	No	30.9%	69.1%	754
Education***	Third Level	28.3%	71.7%	173
	Post Primary	30.7%	69.3%	505
	No Qualifications	42.5%	57.5%	259
Sex Orientation**	Heterosexual	35.1%	64.9%	844
	Lesbian/Gay/Bisexual	18.8%	81.2%	69
Political Affiliation*	Nationalist	35.1%	64.9%	319
	Unionist	43.9%	56.1%	326
Dependants under 18*	Yes	29.9%	70.1%	345
	No	37.1%	62.9%	626
Area***	Belfast	39.7%	60.3%	184
	East of N Ireland	41.1%	58.9%	433
	West of N Ireland	23.7%	76.3%	354
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); [Don't Knows excluded from analysis]				

Table A2.39 Would you personally mind or not mind having a transgender person as a neighbour by respondent background characteristics?

		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		39.7%	60.3%	983
Sex ***	Male	49.7%	50.3%	495
	Female	29.5%	70.5%	488
Age***	16 - 29 years old	33.3%	66.7%	273
	30 - 44 years old	33.5%	66.5%	272
	45 - 64 years old	45.1%	54.9%	284
	65 +	53.7%	46.3%	149
Dependants under 18*	Yes	35.2%	64.8%	349
	No	42.1%	57.9%	634
LLTI**	Yes	48.3%	51.7%	205
	No	36.8%	63.2%	768
Education**	Third Level	33.7%	66.3%	175
	Post Primary	36.1%	63.9%	513
	No Qualifications	47.9%	52.1%	263
Sex Orientation***	Heterosexual	40.7%	59.3%	853
	Lesbian/Gay/Bisexual	20.8%	79.2%	72
Social Class*	ABC1	35.6%	64.4%	469
	C2DE	43.4%	56.6%	514
Area***	Belfast	45.0%	55.0%	191
	East of N Ireland	43.8%	56.3%	432
	West of N Ireland	31.9%	68.1%	360

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ ); [Don't Knows excluded from analysis]

		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		53.2%	46.8%	933
Sex ***	Male	62.3%	37.7%	472
	Female	43.8%	56.2%	461
Age***	16 - 29 years old	45.8%	54.2%	260
	30 - 44 years old	47.5%	52.5%	263
	45 - 64 years old	57.9%	42.1%	261
	65 +	68.8%	31.3%	144
Marital Status*	Single	47.1%	52.9%	289
	Married/Cohab/CP	56.2%	43.8%	495
	Widowed/Div/Sep	55.9%	44.1%	143
LLTI*	Yes	60.6%	39.4%	198
	No	50.8%	49.2%	726
Sex Orientation***	Heterosexual	54.1%	45.9%	806
	Lesbian/Gay/Bisexual	29.0%	71.0%	69
Social Class*	ABC1	48.8%	51.2%	441
	C2DE	57.1%	42.9%	492
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); [Don't Knows excluded from analysis]				

	Mind a lot	Mind a little	Woul d not mind	Don't know	n
	%	%	%	%	
Having an Eastern European migrant worker (e.g. Polish, Lithuanian etc) as a work colleague	7.8	16.8	71.2	4.2	1092
Having an Eastern European migrant worker (e.g. Polish, Lithuanian etc) as a neighbour.	8.6	18.3	68.8	4.3	1089
If one of your close relatives was to marry an Eastern European migrant worker (e.g. Polish, Lithuanian etc)	14.2	18.5	59	8.4	1088

Table A2.42 Would you personally mind or not mind having an Eastern European migrant worker as a work colleague by respondent background characteristics?				
		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		25.7%	74.3%	1046
Sex *	Male	28.5%	71.5%	523
	Female	22.9%	77.1%	523
Age**	16 - 29 years old	21.5%	78.5%	288
	30 - 44 years old	23.6%	76.4%	288
	45 - 64 years old	25.1%	74.9%	303
	65 +	36.4%	63.6%	162
Marital Status**	Single	19.9%	80.1%	312
	Married/Cohab/CP	29.3%	70.7%	570
	Widowed/Div/Sep	24.1%	75.9%	158
LLTI***	Yes	37.7%	62.3%	215
	No	21.7%	78.3%	820
Income*	<£15K	23.5%	76.5%	311
	£15K-£25,999K	30.8%	69.2%	195
	£26K+	34.3%	65.7%	175
Community background***	Catholic	22.2%	77.8%	446
	Protestant	31.5%	68.5%	508
Political Affiliation**	Nationalist	26.0%	74.0%	346
	Unionist	35.4%	64.6%	353
Social Class**	ABC1	21.5%	78.5%	506
	C2DE	29.6%	70.4%	540
Area***	Belfast	35.4%	64.6%	206
	East of N Ireland	33.6%	66.4%	452
	West of N Ireland	11.3%	88.7%	388
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); [Don't Knows excluded from analysis]				



Table A2.43 Would you personally mind or not mind having an Eastern European migrant worker as a neighbour by respondent background characteristics?				
		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		28.1%	71.9%	1042
Sex *	Male	31.0%	69.0%	525
	Female	25.1%	74.9%	517
Age**	16 - 29 years old	24.3%	75.7%	288
	30 - 44 years old	23.8%	76.2%	286
	45 - 64 years old	29.3%	70.7%	300
	65 +	38.7%	61.3%	163
Marital Status**	Single	21.1%	78.9%	313
	Married/Cohab/CP	32.0%	68.0%	566
	Widowed/Div/Sep	28.2%	71.8%	156
LLTI***	Yes	41.7%	58.3%	216
	No	23.7%	76.3%	815
Income***	<£15K	23.9%	76.1%	310
	£15K-£25,999K	33.2%	66.8%	199
	£26K+	39.3%	60.7%	173
Political Affiliation*	Nationalist	29.1%	70.9%	340
	Unionist	37.6%	62.4%	356
Social Class*	ABC1	24.6%	75.4%	500
	C2DE	31.4%	68.6%	542
Area***	Belfast	33.7%	66.3%	205
	East of N Ireland	35.3%	64.7%	450
	West of N Ireland	16.8%	83.2%	387
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); [Don't Knows excluded from analysis]				

Table A2.44 Would you personally mind or not mind if one of your close relatives were to marry an Eastern European migrant worker by respondent background characteristics?

		Mind a little or mind a lot	Would not mind	N
		%	%	
All Respondents		35.6%	64.4%	997
Age***	16 - 29 years old	29.6%	70.4%	277
	30 - 44 years old	32.1%	67.9%	271
	45 - 64 years old	36.3%	63.7%	292
	65 +	50.0%	50.0%	152
Income**	<£15K	31.0%	69.0%	297
	£15K-£25,999K	40.6%	59.4%	192
	£26K+	45.6%	54.4%	158
LLTI***	Yes	44.6%	55.4%	204
	No	32.6%	67.4%	783
Education*	Third Level	31.3%	68.8%	176
	Post Primary	32.3%	67.7%	526
	No Qualifications	40.7%	59.3%	258
Sex Orientation*	Heterosexual	36.2%	63.8%	870
	Lesbian/Gay/Bisexual	24.3%	75.7%	70
Social Class*	ABC1	31.9%	68.1%	486
	C2DE	39.1%	60.9%	511
Area***	Belfast	36.2%	63.8%	199
	East of N Ireland	41.6%	58.4%	428
	West of N Ireland	28.4%	71.6%	370

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ ); [Don't Knows excluded from analysis]

Table A2.45: Using a scale of 1 to 10, please tell me how you would feel about having someone from each of the following categories in the highest elected position in Northern Ireland. On this scale, '1' means you would be 'very uncomfortable' and '10' means that you would be 'totally comfortable' with this situation. (N=1,101)

	Mean Comfort Score
A man	9.25
A woman	9.13
A person from a different religion than you	8.02
A person aged over 70	7.98
A physically disabled person	7.80
A black or minority ethnic person	7.32
A person aged under 25	7.09
A lesbian, gay or bisexual person	6.72
A person with mental ill health	6.14
A transgender person	5.75
A Traveller	5.34

Table A2.46: Would you say that we need more....? (n=1,101)

	Yes, definitely	Yes, probably	No, probably not	No, definitely not	Don't know
MLAs of a different ethnic origin than the rest of the population	22.8	28.1	19.3	15.4	14.4
Female MLAs	27.1	36.3	13.4	10.0	13.3
Women in management positions in the workplace	32.4	36.7	11.2	7.2	12.5
People aged over 70 in companies	16.4	25.4	28.3	15.8	14.0
Disabled people in the workplace	24.5	40.9	14.5	5.3	14.8

Table A2.47: Would you say we need more MLAs of a different ethnic origin than the rest of the population by background variables

		Yes	No	Dont Know	N
		%	%	%	
All Respondents		50.9%	34.8%	14.4%	1101
Sex***	Male	46.3%	41.1%	12.6%	547
	Female	55.4%	28.5%	16.1%	554
Age**	16 - 29 years old	47.9%	34.1%	18.0%	305
	30 - 44 years old	58.1%	30.2%	11.6%	301
	45 - 64 years old	52.0%	33.6%	14.3%	321
	65 +	41.1%	47.0%	11.9%	168
LLTI*	Yes	44.7%	42.5%	12.8%	226
	No	52.9%	32.5%	14.6%	862
Education***	Third Level	65.4%	23.6%	11.0%	191
	Post Primary	49.5%	35.9%	14.7%	580
	No Qualifications	45.6%	38.0%	16.4%	287
Sex Orientation**	Heterosexual	50.2%	36.1%	13.8%	959
	Lesbian/Gay/Bisexual	65.8%	17.8%	16.4%	73
Political Affiliation***	Nationalist	52.8%	36.3%	10.9%	358
	Unionist	39.4%	44.5%	16.2%	371
Social Class*	ABC1	54.6%	32.7%	12.6%	538
	C2DE	47.2%	36.8%	16.0%	563
BME***	No	49.3%	36.0%	14.7%	1043
	Yes	85.2%	11.1%	3.7%	54
Area***	Belfast	33.6%	47.7%	18.7%	214
	East of N Ireland	52.7%	31.7%	15.6%	482
	West of N Ireland	57.8%	31.6%	10.6%	405
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );					

Table A2.48: Would you say we need more female MLAs by background variables					
		Yes	No	Dont Know	N
		%	%	%	
All Respondents		63.4%	23.3%	13.3%	1101
Sex***	Male	55.0%	31.1%	13.9%	547
	Female	71.7%	15.7%	12.6%	554
Age**	16 - 29 years old	60.7%	20.7%	18.7%	305
	30 - 44 years old	66.1%	21.9%	12.0%	301
	45 - 64 years old	66.7%	22.7%	10.6%	321
	65 +	58.3%	31.5%	10.1%	168
LLTI***	Yes	58.8%	31.9%	9.3%	226
	No	64.8%	20.9%	14.3%	862
Sex Orientation**	Heterosexual	61.9%	24.7%	13.3%	959
	Lesbian/Gay/Bisexual	79.5%	8.2%	12.3%	73
BME*	No	63.0%	24.2%	12.8%	1043
	Yes	74.1%	9.3%	16.7%	54
Area***	Belfast	42.5%	39.3%	18.2%	214
	East of N Ireland	64.5%	20.5%	14.9%	482
	West of N Ireland	73.1%	18.3%	8.6%	405
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );					

Table A2.49: Would you say we need more women in management positions in the workplace by background variables					
		Yes	No	Dont Know	N
		%	%	%	
All Respondents		69.1%	18.3%	12.5%	1101
Sex***	Male	58.3%	26.1%	15.5%	547
	Female	79.8%	10.6%	9.6%	554
Sex Orientation*	Heterosexual	68.5%	19.4%	12.1%	959
	Lesbian/Gay/Bisexual	79.5%	6.8%	13.7%	73
Education**	Third Level	77.5%	13.1%	9.4%	191
	Post Primary	69.1%	19.5%	11.4%	580
	No Qualifications	63.1%	19.9%	17.1%	287
Area***	Belfast	46.7%	35.5%	17.8%	214
	East of N Ireland	71.0%	13.9%	15.1%	482
	West of N Ireland	78.8%	14.6%	6.7%	405
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );					

Table A2.50: Would you say we need more people aged over 70 in companies by background variables					
		Yes	No	Dont Know	N
		%	%	%	
All Respondents		41.9%	44.1%	14.0%	1101
Sex**	Male	37.5%	48.8%	13.7%	547
	Female	46.2%	39.5%	14.3%	554
Age**	16 - 29 years old	38.7%	46.6%	14.8%	305
	30 - 44 years old	36.2%	46.8%	16.9%	301
	45 - 64 years old	43.0%	43.9%	13.1%	321
	65 +	56.0%	35.1%	8.9%	168
Marital Status*	Single	40.7%	46.2%	13.1%	327
	Married/Cohab/CP	39.6%	45.4%	15.0%	599
	Widowed/Div/Sep	53.6%	34.9%	11.4%	166
LLTI***	Yes	54.0%	38.1%	8.0%	226
	No	38.7%	45.9%	15.3%	862
Income***	<£15K	46.7%	35.0%	18.3%	323
	£15K-£25,999K	47.6%	37.7%	14.6%	212
	£26K+	32.6%	57.8%	9.6%	187
Dependants under 18*	Yes	37.6%	49.1%	13.3%	391
	No	44.2%	41.4%	14.4%	710
Area***	Belfast	34.6%	47.7%	17.8%	214
	East of N Ireland	37.6%	44.6%	17.8%	482
	West of N Ireland	50.9%	41.7%	7.4%	405
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );					

Table A2.51: Would you say we need more disabled people in the workplace by background variables					
		Yes	No	Dont Know	N
		%	%	%	
All Respondents		65.4%	19.8%	14.8%	1101
LLTI**	Yes	68.6%	23.0%	8.4%	226
	No	65.1%	18.8%	16.1%	862
Income*	<£15K	65.9%	16.1%	18.0%	323
	£15K-£25,999K	67.0%	20.8%	12.3%	212
	£26K+	60.4%	27.3%	12.3%	187
Area***	Belfast	50.5%	29.4%	20.1%	214
	East of N Ireland	61.4%	18.7%	19.9%	482
	West of N Ireland	78.0%	16.0%	5.9%	405
* (X <sup>2</sup> , p<0.05); ** (X <sup>2</sup> , p<0.01); *** (X <sup>2</sup> , p<0.001);					

Table A2.52: In your view are any of the following groups generally treated unfairly when compared with other groups in Northern Ireland (N=1,101) [Multiple Response Question]	
	%
Catholics	17
Protestants	11.3
Lesbian, gay or bisexual people	23.5
People under 25	10
Disabled people	23.6
People over 70	24.2
Transgender people	11.4
Travellers	15.5
Black or minority ethnic groups	16.1
Eastern European migrant workers	18.6
Women	4.4
Men	1.5
People with caring responsibilities	6.2
NO GROUPS TREATED UNFAIRLY	17.3
Refused	4.7



Table A2.53: Of the groups you felt were treated unfairly, which group do you feel is treated most unfairly in Northern Ireland (N=831)

	%
Catholics	12.9
Protestants	8.1
Lesbian, gay or bisexual people	13.4
People under 25	4.8
Disabled people	12.9
People over 70	15.4
Transgender people	2.9
Travellers	8.1
Black or minority ethnic groups	4.7
Eastern European migrant workers	11.8
Women	1.4
Men	0.5
People with caring responsibilities	3.2

Table A2.54: In what way do you feel this group is treated unfairly by group

	Catholics	Protestants	Lesbian Gay or Bisexual	People Under 25	Disabled People
	%	%	%	%	%
Treated unfairly at work	35.5%	41.8%	9.9%	40.0%	32.7%
Treated unfairly in relation to educational opportunities	1.9%	11.9%	5.4%	27.5%	8.4%
Treated unfairly when using public services	6.5%	3.0%	8.1%	5.0%	23.4%
Treated unfairly when using shops, bars or restaurants	1.9%	1.5%	16.2%	5.0%	6.5%
Treated unfairly when buying or renting a house, business premises or land	.9%	3.0%	1.8%	7.5%	-
Being subjected to harassment	30.8%	10.4%	40.5%	2.5%	19.6%
Expressing their culture	20.6%	20.9%	9.0%	10.0%	1.9%
Other (specify)		4.5%	6.3%	2.5%	3.7%
Don't Know	1.9%	3.0%	2.7%		3.7%
	N=107	N=67	N=111	N=40	N=107

	People Over 70	Transgender	Travellers	BME Person	East European Migrant Workers
	%	%	%	%	%
Treated unfairly at work	17.2%	8.3%	4.5%	23.1%	45.9%
Treated unfairly in relation to educational opportunities	.8%		3.0%	2.6%	2.0%
Treated unfairly when using public services	35.2%	16.7%	6.1%	2.6%	1.0%
Treated unfairly when using shops, bars or restaurants	3.1%	8.3%	16.7%	5.1%	5.1%
Treated unfairly when buying or renting a house, business premises or land	2.3%	-	10.6%	10.3%	7.1%
Being subjected to harassment	22.7%	58.3%	24.2%	41.0%	31.6%
Expressing their culture	.8%	8.3%	21.2%	10.3%	6.1%
Other (specify)	12.5%	-	7.6%	2.6%	1.0%
Don't Know	5.5%	-	6.1%	2.6%	-
	N=128	N=24	N=66	N=39	N=98

	Women	Men	People with Caring Responsibilities
	%	%	%
Treated unfairly at work	75.0%	50.0%	29.6%
Treated unfairly in relation to educational opportunities	8.3%	-	3.7%
Treated unfairly when using public services	-	25.0%	3.7%
Treated unfairly when using shops, bars or restaurants	-		7.4%
Treated unfairly when buying or renting a house, business premises or land	-	-	-
Being subjected to harassment	8.3%	-	3.7%
Expressing their culture		25.0%	3.7%
Other (specify)	8.3%	-	40.7%
Don't Know	-	-	7.4%
	N=12	N=4	N=27

## PERSONAL EXPERIENCES OF DISCRIMINATION OR HARASSMENT

	%
Yes	23.8
No	54.0
That depends (SPONTANEOUS)	15.3
Don't know	6.9

		Yes	No	That Depends	Dont Know	N
		%	%	%	%	
All Respondents		23.8%	54.0%	15.3%	6.9%	1101
Age***	16 - 29 years old	17.7%	59.7%	14.1%	8.5%	305
	30 - 44 years old	27.2%	50.2%	13.6%	9.0%	301
	45 - 64 years old	29.9%	49.2%	17.8%	3.1%	321
	65 +	17.9%	59.5%	15.5%	7.1%	168
Marital Status***	Single	21.4	59.6	11.6	7.3	327
	Married/Cohab/CP	26.7	48.1	17.4	7.8	599
	Widowed/Div/Sep	18.1	64.5	15.7	1.8	166
LLTI**	Yes	17.3%	62.8%	15.9%	4.0%	226
	No	25.5%	52.1%	14.8%	7.5%	862
Education***	Third Level	36.6%	44.5%	12.6%	6.3%	191
	Post Primary	22.6%	54.3%	16.4%	6.7%	580
	No Qualifications	17.8%	63.8%	11.8%	6.6%	287
Social Class***	ABC1	29.7%	48.3%	14.9%	7.1%	538
	C2DE	18.1%	59.5%	15.6%	6.7%	563
Income*	<£15K	20.4%	57.6%	15.8%	6.2%	323
	£15K-£25,999K	18.4%	55.7%	20.3%	5.7%	212
	£26K+	29.9%	43.3%	22.5%	4.3%	187
Area***	Belfast	15.4%	62.1%	12.6%	9.8%	214
	East of N Ireland	24.9%	49.6%	17.2%	8.3%	482
	West of N Ireland	26.9%	55.1%	14.3%	3.7%	405
* (X <sup>2</sup> , p<0.05); ** (X <sup>2</sup> , p<0.01); *** (X <sup>2</sup> , p<0.001);						

Table A3.3: Sometimes people in Northern Ireland are discriminated against because they belong to a particular group such as being disabled, gay or lesbian, male or female or being Catholic or Protestant. In the last 3 years have any of the following happened to you because you were a member of a particular group....?

	Yes	No	Don't Know	n
	%	%	%	
Treated unfairly at work	10.4	84.7	4.9	1096
Treated unfairly in relation to educational opportunities	8.3	86.6	5.0	1093
Treated unfairly when you tried to get access to public services	8.1	87.1	4.8	1093
Treated unfairly when you tried to use shops, bars or restaurants	8.2	86.1	5.7	1094
Treated unfairly when you tried to buy / rent house, bus. premises or land	10.3	85.1	4.6	1098
Been harassed because you belonged to a particular group	14.0	79.1	6.9	1093
Not being able to express your culture	13.8	79.0	7.2	1087
Any Of the Above	32.5	67.5	-	1101

Table A3.4: ....treated unfairly at work by background variables

		Yes	No	Dont Know	N
		%	%	%	
All Respondents		10.4%	84.7%	4.9%	1096
Age*	16 - 29 years old	11.9%	83.5%	4.6%	303
	30 - 44 years old	13.0%	83.0%	4.0%	300
	45 - 64 years old	9.4%	83.4%	7.2%	320
	65 +	5.4%	91.7%	3.0%	168

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ );

		Yes	No	Dont Know	N
		%	%	%	
All Respondents		8.3	86.6	5.0	1093
Social Class***	ABC1	5.1%	90.6%	4.3%	534
	C2DE	11.4%	82.8%	5.7%	559
BME*	No	7.8%	87.0%	5.2%	1036
	Yes	16.7%	81.5%	1.9%	54
Area***	Belfast	15.0%	78.4%	6.6%	213
	East of N Ireland	7.7%	86.8%	5.4%	479
	West of N Ireland	5.5%	90.8%	3.7%	401

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ );

		Yes	No	Dont Know	N
		%	%	%	
All Respondents		8.1%	87.1%	4.8%	1093
Social Class***	ABC1	4.5%	90.8%	4.7%	534
	C2DE	11.6%	83.5%	4.8%	559
Sex Orientation***	Heterosexual	7.4%	88.0%	4.6%	956
	Lesbian/Gay/Bisexual	21.1%	76.1%	2.8%	71
Income***	<£15K	12.5%	80.7%	6.9%	321
	£15K-£25,999K	4.8%	91.4%	3.8%	209
	£26K+	4.8%	91.4%	3.8%	186
Area*	Belfast	13.7%	82.0%	4.3%	211
	East of N Ireland	7.3%	87.3%	5.4%	480
	West of N Ireland	6.2%	89.6%	4.2%	402

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ );

Table A3.7: Treated unfairly when you tried to use shops, bars or restaurants by background variables					
		Yes	No	Dont Know	N
		%	%	%	
All Respondents		8.2%	86.1%	5.7%	1094
Age**	16 - 29 years old	12.6%	81.5%	6.0%	302
	30 - 44 years old	9.7%	85.3%	5.0%	300
	45 - 64 years old	5.0%	88.7%	6.3%	319
	65 +	4.2%	91.1%	4.8%	168
Marital Status**	Single	12.9%	81.8%	5.2%	325
	Married/Cohab/CP	6.4%	88.1%	5.5%	598
	Widowed/Div/Sep	4.9%	88.4%	6.7%	164
Sex Orientation***	Heterosexual	7.4%	87.3%	5.2%	955
	Lesbian/Gay/Bisexual	26.4%	69.4%	4.2%	72
Social Class*	ABC1	6.0%	88.9%	5.1%	533
	C2DE	10.3%	83.4%	6.2%	561
Area**	Belfast	13.7%	79.7%	6.6%	212
	East of N Ireland	6.3%	87.1%	6.7%	479
	West of N Ireland	7.7%	88.3%	4.0%	403
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );					

Table A3.8: Treated unfairly when you tried to buy / rent house, bus. premises or land by background variables					
		Yes	No	Dont Know	N
		%	%	%	
All Respondents		10.3%	85.1%	4.6%	1098
LLTI*	Yes	15.0%	81.0%	4.0%	226
	No	9.2%	86.2%	4.6%	861
Income*	<£15K	10.9%	82.6%	6.5%	322
	£15K-£25,999K	8.5%	88.2%	3.3%	212
	£26K+	16.0%	80.7%	3.2%	187
Sex Orientation*	Heterosexual	10.0%	85.9%	4.1%	959
	Lesbian/Gay/Bisexual	20.8%	77.8%	1.4%	72
BME***	No	9.0%	86.3%	4.7%	1041
	Yes	35.2%	63.0%	1.9%	54
Area***	Belfast	20.1%	75.7%	4.2%	214
	East of N Ireland	8.5%	85.4%	6.0%	481
	West of N Ireland	7.2%	89.6%	3.2%	403
* ( $X^2$ , $p<0.05$ ); ** ( $X^2$ , $p<0.01$ ); *** ( $X^2$ , $p<0.001$ );					

Table A3.9: Been harassed because you belonged to a particular group by background variables					
		Yes	No	Dont Know	N
		%	%	%	
All Respondents		14.0%	79.1%	6.9%	1093
Sex**	Male	17.2%	76.5%	6.2%	545
	Female	10.8%	81.8%	7.5%	548
Age*	16 - 29 years old	18.5%	75.2%	6.3%	303
	30 - 44 years old	16.0%	78.3%	5.7%	300
	45 - 64 years old	9.1%	83.3%	7.5%	318
	65 +	12.0%	80.2%	7.8%	167
Sex Orientation***	Heterosexual	12.7%	80.9%	6.5%	956
	Lesbian/Gay/Bisexual	38.0%	54.9%	7.0%	71
Social Class*	ABC1	11.4%	82.5%	6.2%	536
	C2DE	16.5%	75.9%	7.5%	557
BME***	No	12.9%	80.2%	6.9%	1036
	Yes	35.2%	57.4%	7.4%	54
Area***	Belfast	22.3%	66.4%	11.4%	211
	East of N Ireland	13.1%	80.2%	6.7%	480
	West of N Ireland	10.7%	84.6%	4.7%	402
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );					



Table A3.10: Not being able to express your culture by background variables					
		Yes	No	Dont Know	N
		%	%	%	
All Respondents		13.8%	79.0%	7.2%	1087
Sex***	Male	18.5%	74.2%	7.4%	542
	Female	9.2%	83.9%	7.0%	545
LLTI**	Yes	16.1%	72.6%	11.2%	223
	No	13.1%	80.9%	6.0%	853
Income*	<£15K	13.6%	80.1%	6.3%	317
	£15K- £25,999K	12.3%	78.2%	9.5%	211
	£26K+	21.9%	70.5%	7.7%	183
Political Affiliation*	Nationalist	18.5%	74.1%	7.4%	352
	Unionist	11.1%	80.2%	8.7%	368
Social Class***	ABC1	9.8%	84.5%	5.7%	529
	C2DE	17.6%	73.8%	8.6%	558
BME***	No	13.0%	79.9%	7.1%	1032
	Yes	30.8%	59.6%	9.6%	52
Area***	Belfast	24.9%	64.1%	11.0%	209
	East of N Ireland	11.1%	82.2%	6.7%	477
	West of N Ireland	11.2%	83.0%	5.7%	401
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );					

Table A3.11: On the last occasion that you were the victim of discrimination, did you or someone on your behalf make a complaint? (N=357)	
	%
Yes	20.7
No	79.3

Table A3.12: On the last occasion that you were the victim of discrimination, did you or someone on your behalf make a complaint by respondent background characteristics (N=357)

		Yes	No	N
		%	%	
All Respondents		21.7	79.3	357
Age*	16 - 29 years old	16.3%	83.7%	104
	30 - 44 years old	26.2%	73.8%	107
	45 - 64 years old	25.8%	74.2%	89
	65 +	10.7%	89.3%	56
Education**	Third Level	34.3%	65.7%	67
	Post Primary	17.1%	82.9%	187
	No Qualifications	17.6%	82.4%	85
Dependants under 18*	Yes	27.7%	72.3%	130
	No	16.7%	83.3%	227
Area*	Belfast	11.6%	88.4%	95
	East of N.Ireland	20.9%	79.1%	158
	West of N.Ireland	28.8%	71.2%	104
* (X <sup>2</sup> , p<0.05); ** (X <sup>2</sup> , p<0.01); *** (X <sup>2</sup> , p<0.001);				

Table A3.13: The Equality Commission offers advice and assistance to people who believe they have been discriminated against. If you had a problem with equality or discrimination would you contact the Equality Commission for advice or assistance?(N=1095)

	%
Yes	57.8
No	17.5
Don't Know	24.7

Table A3.14: The Equality Commission offers advice and assistance to people who believe they have been discriminated against. If you had a problem with equality or discrimination would you contact the Equality Commission for advice or assistance by respondent background characteristics

		Yes	No	Dont Know	N
		%	%	%	
All Respondents		57.8%	17.5%	24.7%	1095
Education***	Third Level	68.8%	15.9%	15.3%	189
	Post Primary	59.7%	16.1%	24.2%	578
	No Qualifications	50.5%	18.8%	30.7%	287
Income***	<£15K	48.1%	17.4%	34.5%	322
	£15K-£25,999K	64.9%	17.5%	17.5%	211
	£26K+	62.9%	20.4%	16.7%	186
Social Class***	ABC1	63.3%	16.9%	19.9%	534
	C2DE	52.6%	18.2%	29.2%	561
Area***	Belfast	44.4%	22.4%	33.2%	214
	East of N Ireland	59.0%	18.4%	22.6%	478
	West of N Ireland	63.5%	13.9%	22.6%	403
* ( $X^2$ , $p<0.05$ ); ** ( $X^2$ , $p<0.01$ ); *** ( $X^2$ , $p<0.001$ );					

Table A3.15: What is the main reason why you would not contact the Equality Commission for assistance? (n=194)

	%
Lack of awareness / didn't know about the Equality Commission	22.7
Go somewhere else instead	9.3
Would go to a solicitor	6.7
No confidence in Equality Commission	5.7
Time consuming	4.6
Too much hassle	4.6
Unlikely to change anything	3.6
Did not need to	2.1
Dont know	36.1
Other	4.6

## AWARENESS OF ANTI-DISCRIMINATION LAWS

Table A4.1: Anti-discrimination laws offer protection to people in a range of areas in their day to day lives. In what areas do you think you are protected by these laws? (N=1,101) [Multiple Response Question]

	%
Transport (e.g. trains, bus, taxi, air travel)	38.5
Employment (In the workplace)	69.2
Education	44.7
Goods, Facilities & Services (In shops, bars, hotels, restaurants, banks, health services – including access, how treated by staff)	29.2
Housing	33.4
Training	17.0

Table A4.2 Anti-discrimination laws offer protection to people in a range of areas in their day to day lives. In what areas do you think you are protected by these laws by background variables?

TRANSPORT		Yes	No	N
		%	%	
All Respondents		38.5	61.5	1101
Marital Status*	Single	34.6%	65.4%	327
	Married/Cohab/CP	41.9%	58.1%	599
	Widowed/Div/Sep	33.7%	66.3%	166
Income*	<£15K	33.1%	66.9%	323
	£15K-£25,999K	42.0%	58.0%	212
	£26K+	42.8%	57.2%	187
Education***	Third Level	50.8%	49.2%	191
	Post Primary	40.9%	59.1%	580
	No Qualifications	27.2%	72.8%	287
Social Class**	ABC1	42.9%	57.1%	538
	C2DE	34.3%	65.7%	563
Area***	Belfast	37.9%	62.1%	214
	East of N Ireland	44.2%	55.8%	482
	West of N Ireland	32.1%	67.9%	405
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A4.3 Anti-discrimination laws offer protection to people in a range of areas in their day to day lives. In what areas do you think you are protected by these laws by background variables?

EMPLOYMENT(in the workplace)		Yes	No	N
		%	%	
All Respondents		69.2%	30.8%	1101
Income***	<£15K	59.4%	40.6%	323
	£15K-£25,999K	73.6%	26.4%	212
	£26K+	86.6%	13.4%	187
Class*	ABC1	72.5%	27.5%	538
	C2DE	66.1%	33.9%	563
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A4.4 Anti-discrimination laws offer protection to people in a range of areas in their day to day lives. In what areas do you think you are protected by these laws by background variables?

EDUCATION		Yes	No	N
		%	%	
All Respondents		44.7%	55.3%	1101
Sex*	Male	47.7%	52.3%	547
	Female	41.7%	58.3%	554
Age**	16 - 29 years old	46.6	53.4	305
	30 - 44 years old	48.2	51.8	301
	45 - 64 years old	45.5	54.5	321
	65 or over years old	32.7	67.3	168
Marital Status*	Single	41.0%	59.0%	327
	Married/Cohab/CP	48.6%	51.4%	599
	Widowed/Div/Sep	38.6%	61.4%	166
LLTI**	Yes	35.8%	64.2%	226
	No	47.3%	52.7%	862
Education***	Third Level	53.4%	46.6%	191
	Post Primary	47.8%	52.2%	580
	No Qualifications	34.1%	65.9%	287
Social Class***	ABC1	51.1%	48.9%	538
	C2DE	38.5%	61.5%	563

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ );

Table A4.5 Anti-discrimination laws offer protection to people in a range of areas in their day to day lives. In what areas do you think you are protected by these laws by background variables?

GOODS, FACILITIES & SERVICES (In shops, bars, hotels, restaurants, banks, health services – including access, how treated by staff)		Yes	No	N
		%	%	
All Respondents		29.2%	70.8%	1101
Education***	Third Level	41.9%	58.1%	191
	Post Primary	27.6%	72.4%	580
	No Qualifications	25.4%	74.6%	287
Social Class**	ABC1	33.5%	66.5%	538
	C2DE	25.2%	74.8%	563

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ );

Table A4.6 Anti-discrimination laws offer protection to people in a range of areas in their day to day lives. In what areas do you think you are protected by these laws by background variables?

HOUSING		Yes	No	N
		%	%	
All Respondents		33.4%	66.6%	1101
LLTI*	Yes	39.4%	60.6%	226
	No	31.9%	68.1%	862

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ );

Table A4.7 Anti-discrimination laws offer protection to people in a range of areas in their day to day lives. In what areas do you think you are protected by these laws by background variables?

TRAINING		Yes	No	N
		%	%	
All Respondents		17.0%	83.0%	1101
Education*	Third Level	22.5%	77.5%	191
	Post Primary	17.6%	82.4%	580
	No Qualifications	12.2%	87.8%	287
Social Class**	ABC1	20.1%	79.9%	538
	C2DE	14.0%	86.0%	563
Community background*	Catholic	19.4%	80.6%	465
	Protestant	14.5%	85.5%	538
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A4.8: If you were discriminated against in employment, education or one of the areas you just mentioned, on which of the following grounds do you think you would be protected? Because of your: (N=1,101) [Multiple Response Question]

	%
Age	45.9
Disability (disabled or not disabled)	41.5
Religion	51.7
Race (e.g white, Chinese, Irish Traveller...)	35.4
Gender (e.g. male, female...)	34.0
Sexual Orientation (e.g. straight, gay, bisexual.....)	22.0
Political views (e.g. unionist, nationalist....)	11.7



Table A4.9 If you were discriminated against in employment, education or one of the areas you just mentioned, on which of the following grounds do you think you would be protected by background variables?				
AGE		Yes	No	N
		%	%	
All Respondents		45.9%	54.1%	1101
Age*	16 - 29 years old	44.3%	55.7%	305
	30 - 44 years old	40.5%	59.5%	301
	45 - 64 years old	48.6%	51.4%	321
	65+	54.2%	45.8%	168
Social Class*	ABC1	49.6%	50.4%	538
	C2DE	42.3%	57.7%	563
BME*	No	46.5%	53.5%	1043
	Yes	31.5%	68.5%	54
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A4.10 If you were discriminated against in employment, education or one of the areas you just mentioned, on which of the following grounds do you think you would be protected by background variables?

DISABILITY		Yes	No	N
		%	%	
All Respondents		41.5%	58.5%	1101
Age**	16 - 29 years old	39.0%	61.0%	305
	30 - 44 years old	36.9%	63.1%	301
	45 - 64 years old	49.5%	50.5%	321
	65+	39.9%	60.1%	168
Education*	Third Level	50.8%	49.2%	191
	Post Primary	41.6%	58.4%	580
	No Qualifications	37.3%	62.7%	287
Social Class*	ABC1	44.6%	55.4%	538
	C2DE	38.5%	61.5%	563
Area***	Belfast	26.2%	73.8%	214
	East of N Ireland	46.1%	53.9%	482
	West of N Ireland	44.2%	55.8%	405
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A4.11 If you were discriminated against in employment, education or one of the areas you just mentioned, on which of the following grounds do you think you would be protected by background variables?				
RELIGION		Yes	No	N
		%	%	
All Respondents		51.7%	48.3%	1101
Sex**	Male	56.5%	43.5%	547
	Female	46.9%	53.1%	554
Income***	<£15K	43.7%	56.3%	323
	£15K-£25,999K	55.7%	44.3%	212
	£26K+	59.9%	40.1%	187
Education**	Third Level	47.6%	52.4%	191
	Post Primary	55.9%	44.1%	580
	No Qualifications	45.6%	54.4%	287
Sex Orientation**	Heterosexual	53.2%	46.8%	959
	Lesbian/Gay/Bisexual	37.0%	63.0%	73
Area*	Belfast	50.9%	49.1%	214
	East of N Ireland	47.7%	52.3%	482
	West of N Ireland	56.8%	43.2%	405
BME*	No	52.5%	47.5%	1043
	Yes	37.0%	63.0%	54
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A4.12 If you were discriminated against in employment, education or one of the areas you just mentioned, on which of the following grounds do you think you would be protected by background variables?

RACE		Yes	No	N
		%	%	
All Respondents		35.4%	64.6%	1101
Education*	Third Level	42.4%	57.6%	191
	Post Primary	35.9%	64.1%	580
	No Qualifications	30.7%	69.3%	287
Social Class**	ABC1	39.4%	60.6%	538
	C2DE	31.6%	68.4%	563
Area*	Belfast	30.4%	69.6%	214
	East of N Ireland	40.2%	59.8%	482
	West of N Ireland	32.3%	67.7%	405
BME***	No	34.0%	66.0%	1043
	Yes	64.8%	35.2%	54
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A4.13 If you were discriminated against in employment, education or one of the areas you just mentioned, on which of the following grounds do you think you would be protected by background variables?

SEXUAL ORIENTATION		Yes	No	N
		%	%	
All Respondents		22.0%	78.0%	1101
Education***	Third Level	28.3%	71.7%	191
	Post Primary	23.8%	76.2%	580
	No Qualifications	15.0%	85.0%	287
Sex Orientation***	Heterosexual	21.0%	79.0%	959
	Lesbian/Gay/Bisexual	43.8%	56.2%	73
Social Class***	ABC1	26.2%	73.8%	538
	C2DE	17.9%	82.1%	563
Area*	Belfast	16.4%	83.6%	214
	East of N Ireland	25.1%	74.9%	482
	West of N Ireland	21.2%	78.8%	405
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A4.14 If you were discriminated against in employment, education or one of the areas you just mentioned, on which of the following grounds do you think you would be protected by background variables?

GENDER		Yes	No	N
		%	%	
All Respondents		34.0%	66.0%	1101
Age*	16 - 29 years old	31.1%	68.9%	305
	30 - 44 years old	37.9%	62.1%	301
	45 - 64 years old	36.8%	63.2%	321
	65+	26.8%	73.2%	168
LLTI*	Yes	27.9	72.1	226
	No	35.5	64.5	862
Education**	Third Level	42.9%	57.1%	191
	Post Primary	33.3%	66.7%	580
	No Qualifications	28.2%	71.8%	287
Dependants under 18*	Yes	38.6%	61.4%	391
	No	31.4%	68.6%	710
Social Class***	ABC1	40.5%	59.5%	538
	C2DE	27.7%	72.3%	563
Area**	Belfast	28.5%	71.5%	214
	East of N Ireland	39.4%	60.6%	482
	West of N Ireland	30.4%	69.6%	405

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ );

Table A4.15 If you were discriminated against in employment, education or one of the areas you just mentioned, on which of the following grounds do you think you would be protected by background variables?

POLITICAL OPINION		Yes	No	N
		%	%	
All Respondents		11.7%	88.3%	1101
Age*	16 - 29 years old	7.9%	92.1%	305
	30 - 44 years old	13.3%	86.7%	301
	45 - 64 years old	15.0%	85.0%	321
	65+	9.5%	90.5%	168
Area*	Belfast	7.5%	92.5%	214
	East of N Ireland	14.5%	85.5%	482
	West of N Ireland	10.6%	89.4%	405
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A4.16: Are you aware that public authorities (such as local councils, hospitals, the housing executive and government departments) are required to promote equality of opportunity and good relations in the ways they work by respondent background characteristics

		Yes	No	N
		%	%	
All Respondents		63.4%	36.6%	1101
Age*	16 - 29 years old	57.7%	42.3%	305
	30 - 44 years old	68.1%	31.9%	301
	45 - 64 years old	66.0%	34.0%	321
	65+	61.3%	38.7%	168
Education***	Third Level	78.0%	22.0%	191
	Post Primary	64.1%	35.9%	580
	No Qualifications	56.1%	43.9%	287
Social Class***	ABC1	70.6%	29.4%	538
	C2DE	56.5%	43.5%	563
Area***	Belfast	46.7%	53.3%	214
	East of N Ireland	61.0%	39.0%	482
	West of N Ireland	75.1%	24.9%	405

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ ); 'Don't Knows' excluded from analysis



Table A4.17: Have you ever been asked to respond to a consultation about equality and good relations by a public authority (e.g. local council, health trust, education body) by respondent background characteristics

		Yes	No	N
		%	%	
All Respondents		15.3%	84.7%	1101
Education**	Third Level	22.0%	78.0%	191
	Post Primary	12.4%	87.6%	580
	No Qualifications	15.3%	84.7%	287
Dependants under 18*	Yes	12.3%	87.7%	391
	No	16.9%	83.1%	710
Social Class*	ABC1	17.7%	82.3%	538
	C2DE	13.0%	87.0%	563
Income*	<£15K	11.8%	88.2%	323
	£15K-£25,999K	13.2%	86.8%	212
	£26K+	19.8%	80.2%	187
Area***	Belfast	5.1%	94.9%	214
	East of N Ireland	17.4%	82.6%	482
	West of N Ireland	18.0%	82.0%	405
* ( $X^2$ , $p<0.05$ ); ** ( $X^2$ , $p<0.01$ ); *** ( $X^2$ , $p<0.001$ ); 'Don't Knows' excluded from analysis				

Table A4.18: Do you recall seeing this TV ad before today? (N=1,101)

	%
Yes	43.6
No	48.7
Don't Know	7.7

Table A4.19 Do you recall seeing this TV ad before today by background variables?				
		Yes	No / Don't Know	N
		%	%	
All Respondents		43.6%	56.4%	1101
Age***	16 - 29 years old	35.4%	64.6%	305
	30 - 44 years old	48.8%	51.2%	301
	45 - 64 years old	48.3%	51.7%	321
	65+	39.9%	60.1%	168
Marital Status***	Single	36.1%	63.9%	327
	Married/Cohab/CP	48.4%	51.6%	599
	Widowed/Div/Sep	42.2%	57.8%	166
Education**	Third Level	55.0%	45.0%	191
	Post Primary	41.4%	58.6%	580
	No Qualifications	41.5%	58.5%	287
Social Class***	ABC1	48.9%	51.1%	538
	C2DE	38.5%	61.5%	563
BME*	No	44.5%	55.5%	1043
	Yes	27.8%	72.2%	54
Area**	Belfast	38.3%	61.7%	214
	East of N Ireland	49.0%	51.0%	482
	West of N Ireland	40.0%	60.0%	405
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A4.20: Have you heard of the United Nations Convention on the Rights of Persons with Disabilities by respondent background characteristics				
		Yes	No	N
		%	%	
All Respondents		20.9%	79.1%	1101
Marital Status*	Single	17.1%	82.9%	327
	Married/Cohab/CP	21.2%	78.8%	599
	Widowed/Div/Sep	26.5%	73.5%	166
Education***	Third Level	32.5%	67.5%	191
	Post Primary	20.5%	79.5%	580
	No Qualifications	15.3%	84.7%	287
Dependants under 18*	Yes	17.6%	82.4%	391
	No	22.7%	77.3%	710
Social Class***	ABC1	26.2%	73.8%	538
	C2DE	15.8%	84.2%	563
Income***	<£15K	13.6%	86.4%	323
	£15K-£25,999K	23.6%	76.4%	212
	£26K+	37.4%	62.6%	187
* ( $X^2$ , $p<0.05$ ); ** ( $X^2$ , $p<0.01$ ); *** ( $X^2$ , $p<0.001$ ); 'Don't Knows' excluded from analysis				

Table A4.21: I am now going to read you out some statements about equality laws in Northern Ireland. For each statement, can you say if you agree, disagree or are undecided.						
	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	N
	%	%	%	%	%	
There is a need for equality laws in Northern Ireland	50.8	40.1	2.4	0.7	6.0	1101
Equality laws should be strengthened to match those in Great Britain	44.4	32.1	2.1	1.0	20.4	1101
Sometimes there is good reason for people to be prejudiced against certain groups	8.5	21.2	22.3	32.1	15.9	1101

Table A4.22: There is a need for equality laws in Northern Ireland by respondent background characteristics?				
		Agree	Disagree	N
		%	%	
All Respondents		96.7%	3.3%	1035
Marital Status*	Single	98.7%	1.3%	310
	Married/Cohab/CP	95.2%	4.8%	564
	Widowed/Div/Sep	98.1%	1.9%	154
LLTI**	Yes	93.5%	6.5%	217
	No	97.5%	2.5%	810
Area**	Belfast	97.1%	2.9%	209
	East of N Ireland	94.8%	5.2%	439
	West of N Ireland	98.7%	1.3%	387
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); 'Don't Knows' excluded from analysis				

		Agree	Disagree	N
		%	%	
All Respondents		96.1%	3.9%	876
Area*	Belfast	95.9%	4.1%	170
	East of N Ireland	94.2%	5.8%	360
	West of N Ireland	98.3%	1.7%	346
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); 'Don't Knows' excluded from analysis				

		Agree	Disagree	N
		%	%	
All Respondents		35.3%	64.7%	926
Age**	16 - 29 years old	34.6%	65.4%	254
	30 - 44 years old	30.6%	69.4%	252
	45 - 64 years old	43.2%	56.8%	273
	65+	30.3%	69.7%	142
Education**	Third Level	26.1%	73.9%	176
	Post Primary	39.5%	60.5%	494
	No Qualifications	32.3%	67.7%	229
Income**	<£15K	31.8%	68.2%	258
	£15K-£25,999K	37.9%	62.1%	174
	£26K+	46.6%	53.4%	174
Sex Orientation*	Heterosexual	35.7%	64.3%	803
	Lesbian/Gay/Bisexual	20.9%	79.1%	67
Area**	Belfast	46.3%	53.7%	188
	East of N Ireland	31.5%	68.5%	384
	West of N Ireland	33.6%	66.4%	354
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); 'Don't Knows' excluded from analysis				

## PERCEPTIONS OF EQUALITY ISSUES

Table A5.1: For you personally, compared with three years ago, have equality issues become more important, less important, or has the level of importance remained unchanged? (1101)

	%
More important	28.8
Same level of importance	50.1
Less important	6.2
Don't know	14.9

Table A5.2: For you personally, compared with three years ago, have equality issues become more important, less important, or has the level of importance remained unchanged by background variables.

		More Important	Same	Less Important	N
		%	%	%	
All Respondents		33.8%	58.9%	7.3%	937
Age**	16 - 29 years old	39.3%	57.1%	3.6%	252
	30 - 44 years old	36.1%	56.9%	7.1%	269
	45 - 64 years old	32.6%	60.0%	7.4%	270
	65+	22.7%	63.8%	13.5%	141
Marital Status**	Single	41.4%	54.3%	4.3%	280
	Married/Cohab/CP	31.5%	60.8%	7.7%	508
	Widowed/Div/Sep	27.5%	60.6%	12.0%	142
LLTI* **	Yes	19.7%	70.0%	10.3%	203
	No	37.7%	55.9%	6.4%	724
BME***	No	32.7%	59.9%	7.5%	885
	Yes	58.3%	37.5%	4.2%	48
Area**	Belfast	42.1%	51.8%	6.1%	197
	East of N Ireland	35.4%	56.7%	7.9%	381
	West of N Ireland	27.6%	65.2%	7.2%	359
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); NB: 'Don't Knows' have been excluded from this analysis					

Table A5.3: Can I ask what equality issues, if any, are important to you? (N=1,101)  
[Multiple Response Question]

	%
Gender (Men and Women)	27.4
Age (Young and Old)	38.5
Marital Status (Single, Married, Widowed, Divorced, Separated)	14.3
Political Affiliation (Unionist and Nationalist)	21.2
Religion (Protestant and Catholic)	41.8
Sexual Orientation (Lesbian, Gay or Bisexual)	18.2
Disability	21.4
Ethnicity (Black and Minority Ethnic Groups)	15.8
People with Dependants / Caring	9.4
Other	1.4
Don't Know	14.4

Table A5.4: Can I ask what equality issues, if any, are important to you by background variables.

GENDER		Yes	No	N
		%	%	
All Respondents		27.4%	72.6%	1101
Marital Status*	Single	25.4%	74.6%	327
	Married/Cohab/CP	30.6%	69.4%	599
	Widowed/Div/Sep	21.1%	78.9%	166
Education***	Third Level	38.7%	61.3%	191
	Post Primary	27.9%	72.1%	580
	No Qualifications	18.5%	81.5%	287
Sex Orientation***	Heterosexual	26.2%	73.8%	959
	Lesbian/Gay/Bisexual	45.2%	54.8%	73
Dependants under 18*	Yes	31.2%	68.8%	391
	No	25.2%	74.8%	710
Political Affiliation*	Nationalist	20.7%	79.3%	358
	Unionist	27.5%	72.5%	371
Area***	Belfast	23.8%	76.2%	214
	East of N Ireland	33.6%	66.4%	482
	West of N Ireland	21.7%	78.3%	405

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ );

Table A5.5: Can I ask what equality issues, if any, are important to you by background variables.

AGE		Yes	No	N
		%	%	
All Respondents		38.5%	61.5%	1101
Age**	16 - 29 years old	33.1%	66.9%	305
	30 - 44 years old	34.6%	65.4%	301
	45 - 64 years old	43.3%	56.7%	321
	65 or over years old	47.6%	52.4%	168
Political Affiliation*	Nationalist	43.9%	56.1%	358
	Unionist	36.4%	63.6%	371
Area*	Belfast	46.3%	53.7%	214
	East of N Ireland	36.9%	63.1%	482
	West of N Ireland	36.3%	63.7%	405
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				



Table A5.6: Can I ask what equality issues, if any, are important to you by background variables.				
POLITICAL AFFILIATION		Yes	No	N
		%	%	
All Respondents		21.2%	78.8%	1101
LLTI**	Yes	27.4%	72.6%	226
	No	19.6%	80.4%	862
Education***	Third Level	31.9%	68.1%	191
	Post Primary	19.1%	80.9%	580
	No Qualifications	18.1%	81.9%	287
Community background*	Catholic	25.2%	74.8%	465
	Protestant	18.6%	81.4%	538
Area*	Belfast	19.2%	80.8%	214
	East of N Ireland	25.1%	74.9%	482
	West of N Ireland	17.5%	82.5%	405
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A5.7: Can I ask what equality issues, if any, are important to you by background variables.

MARITAL STATUS		Yes	No	N
		%	%	
All Respondents		14.3%	85.7%	1101
Age**	16 - 29 years old	12.5%	87.5%	305
	30 - 44 years old	13.3%	86.7%	301
	45 - 64 years old	19.6%	80.4%	321
	65 or over years old	8.3%	91.7%	168
Marital Status**	Single	11.0%	89.0%	327
	Married/Cohab/CP	17.7%	82.3%	599
	Widowed/Div/Sep	9.0%	91.0%	166
Income***	<£15K	7.4%	92.6%	323
	£15K-£25,999K	14.6%	85.4%	212
	£26K+	23.0%	77.0%	187
Education***	Third Level	18.8%	81.2%	191
	Post Primary	17.2%	82.8%	580
	No Qualifications	6.3%	93.7%	287
Area***	Belfast	7.0%	93.0%	214
	East of N Ireland	17.4%	82.6%	482
	West of N Ireland	14.3%	85.7%	405
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A5.8: Can I ask what equality issues, if any, are important to you by background variables.				
RELIGION		Yes	No	N
		%	%	
All Respondents		41.8%	58.2%	1101
Sex ***	Male	47.5%	52.5%	547
	Female	36.1%	63.9%	554
Marital Status*	Single	36.1%	63.9%	327
	Married/Cohab/CP	45.1%	54.9%	599
	Widowed/Div/Sep	41.6%	58.4%	166
Income***	<£15K	32.8%	67.2%	323
	£15K-£25,999K	43.9%	56.1%	212
	£26K+	55.1%	44.9%	187
Sex Orientation*	Heterosexual	43.0%	57.0%	959
	Lesbian/Gay/Bisexual	28.8%	71.2%	73
Community background*	Catholic	46.5%	53.5%	465
	Protestant	38.8%	61.2%	538
Political Affiliation*	Nationalist	48.3%	51.7%	358
	Unionist	40.4%	59.6%	371
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A5.9: Can I ask what equality issues, if any, are important to you by background variables.				
SEXUAL ORIENTATION		Yes	No	N
		%	%	
All Respondents		18.2%	81.8%	1101
LLTI*	Yes	13.3%	86.7%	226
	No	19.7%	80.3%	862
Education**	Third Level	23.6%	76.4%	191
	Post Primary	19.7%	80.3%	580
	No Qualifications	12.5%	87.5%	287
Sex Orientation***	Heterosexual	15.3%	84.7%	959
	Lesbian/Gay/Bisexual	53.4%	46.6%	73
Area***	Belfast	12.6%	87.4%	214
	East of N Ireland	23.4%	76.6%	482
	West of N Ireland	14.8%	85.2%	405
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A5.10: Can I ask what equality issues, if any, are important to you by background variables.				
DISABILITY		Yes	No	N
		%	%	
All Respondents		21.4%	78.6%	1101
Age*	16 - 29 years old	18.0%	82.0%	305
	30 - 44 years old	18.3%	81.7%	301
	45 - 64 years old	25.5%	74.5%	321
	65 or over years old	26.2%	73.8%	168
LLTI Illness*	Yes	26.5%	73.5%	226
	No	20.2%	79.8%	862
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A5.11: Can I ask what equality issues, if any, are important to you by background variables.				
RACE		Yes	No	N
		%	%	
All Respondents		15.8%	84.2%	1101
LLTI*	Yes	10.6%	89.4%	226
	No	17.4%	82.6%	862
Income*	<£15K	16.4%	83.6%	323
	£15K-£25,999K	15.1%	84.9%	212
	£26K+	8.6%	91.4%	187
Dependants under 18*	Yes	19.4%	80.6%	391
	No	13.8%	86.2%	710
Area**	Belfast	12.1%	87.9%	214
	East of N Ireland	19.7%	80.3%	482
	West of N Ireland	13.1%	86.9%	405
BME***	No	13.7%	86.3%	1043
	Yes	57.4%	42.6%	54
Community background**	Catholic	14.8%	85.2%	465
	Protestant	14.7%	85.3%	538
* ( $\chi^2$ , $p < 0.05$ ); ** ( $\chi^2$ , $p < 0.01$ ); *** ( $\chi^2$ , $p < 0.001$ );				

Table A5.12: Can I ask what equality issues, if any, are important to you by background variables.				
PEOPLE WITH DEPENDANTS		Yes	No	N
		%	%	
All Respondents		9.6%	90.4%	1101
Age*	16 - 29 years old	8.2%	91.8%	305
	30 - 44 years old	8.0%	92.0%	301
	45 - 64 years old	13.7%	86.3%	321
	65 or over years old	7.7%	92.3%	168
Community background*	Catholic	11.8%	88.2%	465
	Protestant	8.4%	91.6%	538
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A5.13: In general, would you say that enough effort is made in Northern Ireland to fight all forms of discrimination? (N=1,089)	
	%
Yes, definitely	7.4
Yes, to some extent	38.0
No, not really	24.6
No, definitely not	10.2
Don't know	19.7

Table A5.14: In general, would you say that enough effort is made in Northern Ireland to fight all forms of discrimination? by background variables.				
		Yes definitely or to some extent	No not really or definitely not	N
		%	%	
All Respondents		56.6%	43.4%	874
Marital Status*	Single	54.2%	45.8%	273
	Married/Cohab/CP	60.3%	39.7%	476
	Widowed/Div/Sep	47.5%	52.5%	120
Education*	Third Level	65.5%	34.5%	165
	Post Primary	56.3%	43.7%	487
	No Qualifications	50.5%	49.5%	194
Income*	<£15K	48.8%	51.2%	254
	£15K-£25,999K	61.8%	38.2%	173
	£26K+	50.6%	49.4%	168
Social Class***	ABC1	61.9%	38.1%	446
	C2DE	51.2%	48.8%	428
Area***	Belfast	46.3%	53.7%	188
	East of N Ireland	62.9%	37.1%	356
	West of N Ireland	55.8%	44.2%	330
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); NB: 'Dont Knows' excluded from analysis				

Table A5.15: I am now going to read you out some statements about equality issues. For each statement, can you say if you agree, disagree or undecided.							
	Strongly Agree	Moderately Agree	Undecided	Moderately Disagree	Strongly Disagree	Don't know	N
	%	%	%	%	%	%	
Public bodies in Northern Ireland should be more representative of both the Protestant and Roman Catholic communities	44.2	32.6	11.0	1.9	1.5	8.8	1089
A police service whose religious composition is more representative of both the Protestant and Roman Catholic communities will offer a better service	40.5	25.6	18.3	3.0	3.0	9.5	1086

Table A5.16: Public bodies in Northern Ireland should be more representative of both the Protestant and Roman Catholic communities by background characteristics					
		Agree	Neither	Disagree	N
		%	%	%	
All Respondents		84.2%	12.1%	3.7%	993
Education*	Third Level	81.8%	15.5%	2.8%	181
	Post Primary	87.7%	8.6%	3.7%	536
	No Qualifications	81.2%	14.4%	4.4%	250
Area***	Belfast	90.1%	7.3%	2.6%	192
	East of N Ireland	76.1%	19.3%	4.6%	414
	West of N Ireland	89.9%	6.7%	3.4%	387
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); NB: 'Don't Knows' excluded from analysis					



Table A5.17: A police service whose religious composition is more representative of both the Protestant and Roman Catholic communities will offer a better service by background characteristics

		Agree	Neither	Disagree	N
		%	%	%	
All Respondents		73.0%	20.2%	6.7%	983
Marital Status*	Single	76.1%	18.1%	5.8%	293
	Married/Cohab/CP	69.0%	23.3%	7.6%	536
	Widowed/Div/Sep	81.6%	12.9%	5.4%	147
Income***	<£15K	72.0%	24.5%	3.5%	286
	£15K-£25,999K	78.6%	13.0%	8.3%	192
	£26K+	81.0%	10.9%	8.0%	174
Area***	Belfast	79.0%	17.4%	3.6%	195
	East of N Ireland	64.9%	25.6%	9.6%	407
	West of N Ireland	78.7%	16.0%	5.2%	381
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); NB: 'Don't Knows' excluded from analysis					

Table A5.18: If a particular religion is under-represented in a firm, the firm should take action to encourage applications from people from that religion when filling posts. Would you be more likely to apply for a job in this company..

	Yes	No	Don't Know
	%	%	%
... if their advertisements said that they particularly welcomed applications from members of your community? (N=1084)	52.1	18.5	29.3
... if they took practical steps to develop contacts with your community (e.g. sponsored events or had links with job clubs in your community)? (N=1085)	55.3	15.5	29.2

Table A5.19: ... if their advertisements said that they particularly welcomed applications from members of your community by background variables				
		Yes	No	N
		%	%	
All Respondents		73.9%	26.1%	766
Age**	16 - 29 years old	77.8%	22.2%	216
	30 - 44 years old	74.5%	25.5%	212
	45 - 64 years old	77.2%	22.8%	215
	65 +	59.7%	40.3%	119
LLTI***	Yes	62.9%	37.1%	167
	No	76.7%	23.3%	593
Political Affiliation*	Nationalist	74.8%	25.2%	258
	Unionist	66.3%	33.8%	240
Area**	Belfast	66.5%	33.5%	158
	East of N Ireland	71.2%	28.8%	302
	West of N Ireland	80.1%	19.9%	306
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); NB: 'Don't Knows' excluded from analysis				

Table A5.20: ... if they took practical steps to develop contacts with your community (e.g. sponsored events or had links with job clubs in your community) by background variables				
		Yes	No	N
		%	%	
All Respondents		78.1%	21.9%	768
Age***	16 - 29 years old	85.0%	15.0%	220
	30 - 44 years old	77.7%	22.3%	211
	45 - 64 years old	79.1%	20.9%	220
	65 +	63.7%	36.3%	113
Marital Status**	Single	83.1%	16.9%	236
	Married/Cohab/CP	78.3%	21.7%	410
	Widowed/Div/Sep	68.7%	31.3%	115
LLTI***	Yes	66.3%	33.7%	163
	No	81.3%	18.7%	598
Political Affiliation*	Nationalist	77.9%	22.1%	267
	Unionist	69.7%	30.3%	238
Area***	Belfast	64.2%	35.8%	159
	East of N Ireland	78.3%	21.7%	304
	West of N Ireland	85.2%	14.8%	305
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); NB: 'Don't Knows' excluded from analysis				

## AWARENESS OF THE EQUALITY COMMISSION

Table A6.1: Know the name of the organisation with overall responsibility for promoting equality and dealing with anti-discrimination laws in Northern Ireland? (1101)		
	%	N
Equality Commission	27.8	306
Equal Opportunities Commission	10.6	117
Fair Employment Commission	7.4	81
Human Rights Commission	4.8	53
Commission for Racial Equality	3.9	43
Disability Action	3.7	41
Northern Ireland Ombudsman	1.5	17
Industrial Tribunals or Courts	1.2	13
The Northern Ireland Assembly	1.1	12
Northern Ireland Office	.5	6
Northern Ireland Disability Council	.2	2
Office of the First Minister and Deputy First Minister	.1	1
Other	.7	8
Don't Know	36.4	401

Table A6.2 Know the name of the organisation with overall responsibility for promoting equality and dealing with anti-discrimination laws in Northern Ireland by background variables.

		Yes	No	N
		%	%	
All Respondents		27.8%	72.2%	1101
Age**	16 - 29 years old	23.0%	77.0%	305
	30 - 44 years old	27.6%	72.4%	301
	45 - 64 years old	34.9%	65.1%	321
	65+	24.4%	75.6%	168
Marital Status*	Single	22.6%	77.4%	327
	Married/Cohab/CP	31.1%	68.9%	599
	Widowed/Div/Sep	25.9%	74.1%	166
Sexual Orientation**	Heterosexual	26.5%	73.5%	959
	Lesbian/Gay/Bisexual	41.1%	58.9%	73
Education***	Third Level	48.2%	51.8%	191
	Post Primary	26.0%	74.0%	580
	No Qualifications	18.5%	81.5%	287
Social Class***	ABC1	32.7%	67.3%	538
	C2DE	23.1%	76.9%	563
Income**	<£15K	23.8%	76.2%	323
	£15K-£25,999K	26.4%	73.6%	212
	£26K+	38.0%	62.0%	187
Area***	Belfast	17.3%	82.7%	214
	East of N Ireland	39.0%	61.0%	482
	West of N Ireland	20.0%	80.0%	405
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A6.3 The Equality Commission for Northern Ireland is the public body that deals with discrimination. Had you ever heard of the Equality Commission before I mentioned it just now?

	%	N
Yes	52.4%	577
No	47.6%	524
Base	100	1101

Table A6.4: The Equality Commission for Northern Ireland is the public body that deals with discrimination. Had you ever heard of the Equality Commission before I mentioned it just now by background variables.				
		Yes	No	N
		%	%	
All Respondents		52.4%	47.6%	1101
Sex**	Male	56.5%	43.5%	547
	Female	48.4%	51.6%	554
Age***	16 - 29 years old	40.0%	60.0%	305
	30 - 44 years old	56.5%	43.5%	301
	45 - 64 years old	62.6%	37.4%	321
	65+	48.2%	51.8%	168
Marital Status***	Single	43.1%	56.9%	327
	Married/Cohab/CP	58.6%	41.4%	599
	Widowed/Div/Sep	48.2%	51.8%	166
Sexual Orientation**	Heterosexual	51.6%	48.4%	959
	Lesbian/Gay/Bisexual	69.9%	30.1%	73
Education***	Third Level	73.8%	26.2%	191
	Post Primary	52.4%	47.6%	580
	No Qualifications	40.1%	59.9%	287
Social Class***	ABC1	60.8%	39.2%	538
	C2DE	44.4%	55.6%	563
Income***	<£15K	46.1%	53.9%	323
	£15K-£25,999K	58.0%	42.0%	212
	£26K+	68.4%	31.6%	187
Area***	Belfast	46.3%	53.7%	214
	East of N Ireland	59.8%	40.2%	482
	West of N Ireland	46.9%	53.1%	405

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ );

Table A6.5: Where have you heard about the Equality Commission? (Base=577)	
	%
Television (e.g. TV Ads, Current Affair Programmes, News)	65.3
Newspapers, Magazines, Articles (local and regional newspapers, Special interest group magazines)	27.4
Radio (e.g. Radio Ulster, City Beat, Cool fm, etc)	21.8
Work or Work Related Training Courses (ECNI Equality Training Programmes, Work in-house training, other Equality Training Organisations etc)	21.7
Word of Mouth (e.g. friends, relatives, colleagues)	19.9
Internet (e.g. Links on special interest group websites – i.e. Law Centre NI, News websites, Current affair blogs etc)	15.4
Personal Experience (e.g. having contacted ECNI before)	10.9
Poster / Billboard Advertising (e.g. ECNI Campaigns i.e. Transport Regulations)	10.6
Equality Commission source (Commission website, Commission e-zine, Commission publications)	1.4
Special Interest Groups (e.g. Law Centre, NICVA, Disability Action, Citizens Advice Bureau, etc)	0.5
Social Networking Sites (e.g. Facebook, Twitter etc)	0.5
GEMS NI (Employability project)	0.3
Other	3.8
Refused	1.2

Table A6.6: And how much would you say you know about the role or work of the Equality Commission? (Base=577)	
	%
Know a lot	6.8
Know some	31.2
Know a little	33.6
Know nothing at all	28.4



Table A6.7 And how much would you say you know about the role or work of the Equality Commission by background variables.				
		Know Something	Know Nothing	N
		%	%	
All Respondents		71.6%	28.4%	577
Marital Status*	Single	74.5%	25.5%	141
	Married/Cohab/CP	72.9%	27.1%	351
	Widowed/Div/Sep	60.0%	40.0%	80
Income*	<£15K	66.4%	33.6%	149
	£15K-£25,999K	65.0%	35.0%	123
	£26K+	80.5%	19.5%	128
Education*	Third Level	74.5%	25.5%	141
	Post Primary	74.0%	26.0%	304
	No Qualifications	60.0%	40.0%	115
Area*	Belfast	63.6%	36.4%	99
	East of N Ireland	76.0%	24.0%	288
	West of N Ireland	68.9%	31.1%	190
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A6.8: What do you think are the <b>main</b> services provided by the Equality Commission? (N=577)		%
<b>Supporting people</b> who may have experienced discrimination to take their case to a tribunal		41.2
<b>Providing information</b> and publications on the Regulations		38.8
<b>Advising people</b> who may have experienced discrimination.		34.3
<b>Investigating and researching</b> equality related issues.		23.9
<b>Information for employers on Equality Commission website</b>		23.9
<b>Training for employers</b> (seminars and workshops)		15.4
<b>Monitoring the workforce</b>		14.9
<b>Employer-led networks</b> (supported by Equality Commission)		12.0
<b>Information for service providers</b> (information on access to hotels, shops etc)		2.1
<b>Other</b>		0.9
<b>Don't Know</b>		10.2

Table A6.9: How much confidence do you have in the ability of the Equality Commission to promote equality of opportunity for all? (N=577)	
	%
A lot of confidence	19.1
Some confidence	45.9
Not a lot of confidence	9.9
No confidence at all	1.7
Don't know	23.4

Table A6.10: How much confidence do you have in the ability of the Equality Commission to promote equality of opportunity for all by background variables.				
		A lot / some confidence	Not a lot / no confidence	N
		%	%	
All Respondents		84.8%	15.2%	442
Sex*	Male	81.4%	18.6%	231
	Female	88.6%	11.4%	211
Social Class**	ABC1	88.7%	11.3%	257
	C2DE	79.5%	20.5%	185
Area***	Belfast	67.5%	32.5%	83
	East of N Ireland	89.7%	10.3%	224
	West of N Ireland	87.4%	12.6%	135
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); 'Don't Knows' excluded from analysis				

Table A6.11: How much would you agree or disagree that the Equality Commission provides a valued source of expert advice on equality? (N=577)	
	%
Strongly agree	25.3
Agree	48.0
Disagree	3.3
Strongly disagree	0.5
Don't know	22.9

Table A6.12: How much would you agree or disagree that the Equality Commission provides a valued source of expert advice on equality by background variables.

		Agree	Disagree	N
		%	%	
All Respondents		95.1	4.9	445
LLTI*	Yes	90.5%	9.5%	95
	No	96.3%	3.7%	348

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ );  
NB: 'Don't Knows' have been excluded from this analysis

Table A6.13: How satisfied or dissatisfied are you that the Equality Commission treats members of the public equally in Northern Ireland irrespective of their background? (N=577)

	%
Very satisfied	25.8
Fairly satisfied	41.8
Fairly dissatisfied	5.4
Very dissatisfied	0.5
Don't know	26.5

Table A6.14: How satisfied or dissatisfied are you that the Equality Commission treats members of the public equally in Northern Ireland irrespective of their background by background variables.

		Satisfied	Dissatisfied	N
		%	%	
All Respondents		92.0%	8.0%	424
Area**	Belfast	82.6%	17.4%	69
	East of N Ireland	93.6%	6.4%	220
	West of N Ireland	94.1%	5.9%	135

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ ); NB: 'Don't Knows' have been excluded from this analysis

Table A6.15: How much would you agree or disagree that the Equality Commission is respected equally by all sections of the community in Northern Ireland? (N=577)

	%
Strongly agree	23.4
Agree	40.4
Disagree	9.0
Strongly disagree	1.7
Don't know	25.5

Table A6.16: How much would you agree or disagree that the Equality Commission is respected equally by all sections of the community in Northern Ireland by background variables.

		Agree	Disagree	N
		%	%	
All Respondents		85.6%	14.4%	430
Income*	<£15K	90.5%	9.5%	105
	£15K-£25,999K	83.0%	17.0%	88
	£26K+	78.0%	22.0%	109
Dependants under 18*	Yes	79.9%	20.1%	154
	No	88.8%	11.2%	276
Area***	Belfast	69.7%	30.3%	76
	East of N Ireland	86.0%	14.0%	215
	West of N Ireland	93.5%	6.5%	139

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ ); NB: 'Don't Knows' have been excluded from this analysis

### IMPACTS OF THE ECONOMIC DOWNTURN

Table A7.1: Please tell me if you have lost your job in the last 12 months as a result of the current economic climate? (N=1084)

	%
Yes	7.3
No, have been working	54.1
No, not working and not looking for work	28.8
No, not working but looking for work	9.9

Table A7.2: Please tell me if you have lost your job in the last 12 months as a result of the current economic climate by background variables? [:N=665]

		Yes	No	N
		%	%	
All Respondents in employment excluding long term unemployed and economically inactive		11.9%	88.1%	665
LLTI**	Yes	23.2%	76.8%	56
	No	10.6%	89.4%	602
Income*	<£15K	19.1%	80.9%	157
	£15K-£25,999K	13.0%	87.0%	161
	£26K+	7.7%	92.3%	156
Education*	Third Level	5.4%	94.6%	149
	Post Primary	14.5%	85.5%	380
	No Qualifications	11.5%	88.5%	104
Social Class***	ABC1	5.2%	94.8%	402
	C2DE	22.1%	77.9%	263
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A7.3: Please tell me if you were affected by any of the following in the last 12 months as a result of the current economic climate? [EMPLOYEES ONLY]		
	%	%
	Yes	No
Reduced hours (n=586)	24.4	75.6
Pay cut or pay freeze (n=585)	31.6	68.4

Table A7.4: Please tell me if you were affected by any of the following in the last 12 months as a result of the current economic climate: REDUCED HOURS [N=586]				
REDUCED HOURS		Yes	No	N
		%	%	
All Respondents		24.4%	75.6%	586
LLTI***	Yes	46.5%	53.5%	43
	No	22.3%	77.7%	538
Social Class***	ABC1	18.6%	81.4%	381
	C2DE	35.1%	64.9%	205
Area*	Belfast	20.7%	79.3%	111
	East of N Ireland	28.9%	71.1%	284
	West of N Ireland	19.9%	80.1%	191
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ );				

Table A7.5: Please tell me if you were affected by any of the following in the last 12 months as a result of the current economic climate: PAY FREEZE [N=585]				
PAY FREEZE		Yes	No	N
		%	%	
All Respondents		31.6%	68.4%	585
Sex*	Male	35.9%	64.1%	295
	Female	27.2%	72.8%	290
Dependants under 18*	Yes	36.2%	63.8%	257
	No	28.0%	72.0%	328
Community background*	Catholic	36.8%	63.2%	261
	Protestant	27.6%	72.4%	275
Political Affiliation**	Nationalist	42.5%	57.5%	193
	Unionist	27.9%	72.1%	201
Marital Status*	Single	25.2%	74.8%	151
	Married/Cohab/CP	35.3%	64.7%	388
	Widowed/Div/Sep	18.6%	81.4%	43
Area**	Belfast	41.8%	58.2%	110
	East of N Ireland	32.7%	67.3%	284
	West of N Ireland	24.1%	75.9%	191
* ( $X^2$ , $p < 0.05$ ); ** ( $X^2$ , $p < 0.01$ ); *** ( $X^2$ , $p < 0.001$ ); 'Don't Knows' excluded from analysis				

Table A7.6: Please tell me how confident would you say you are in your ability to keep your job in the next 12 months? [N=585]	
	%
Not confident	3.6
Not very confident	20.2
Fairly confident	43.9
Very confident	22.4
Don't Know	9.9

Table A7.7: If you were to be laid-off, what would be likelihood of you finding a job in the next six months? Would you say it would not at all be likely, very likely or undecided [N=586]

	%
Not likely	11.3
Fairly unlikely	24.1
Fairly likely	28.8
Very likely	7.3
Don't Know	28.5

Table A7.8: If you were to be laid-off, what would be likelihood of you finding a job in the next six months? Would you say it would not at all be likely, very likely or undecided by respondent background characteristics [N=586]

		Not Likely	Likely	N
		%	%	
All Respondents		49.4%	50.6%	419
Sex Orientation***	Heterosexual	52.9%	47.1%	367
	Lesbian/Gay/Bisexual	17.9%	82.1%	39
Area**	Belfast	46.2%	53.8%	78
	East of N Ireland	42.0%	58.0%	205
	West of N Ireland	62.5%	37.5%	136

\* ( $X^2$ ,  $p < 0.05$ ); \*\* ( $X^2$ ,  $p < 0.01$ ); \*\*\* ( $X^2$ ,  $p < 0.001$ );





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