

DISCRIMINATION IN THE WORKPLACE

The EU definition on discrimination is two-fold, focusing on both:

DIRECT DISCRIMINATION

One person is treated less favourably than another is, has been, or would be treated in a comparable situation on any of the grounds mentioned in various legal provisions.

INDIRECT DISCRIMINATION

An apparently neutral provision, would put persons having a particular protected characteristic (e.g. religion or belief, disability, age or sexual orientation) at a disadvantage compared with others.

WHAT RESPONDENTS OF THE EU CONSIDER THE MOST WIDESPREAD TYPE OF DISCRIMINATION IN THEIR COUNTRY

61%

AGAINST
ROMA

47%

ON BASIS OF
RELIGION AND BELIEF

59%

ON BASIS OF
SKIN COLOUR

44%

ON BASIS OF
DISABILITY

53%

ON BASIS OF
SEXUAL ORIENTATION

40%

ON BASIS OF
AGE

48%

ON BASIS OF
BEING TRANSGENDER

35%

ON BASIS OF
GENDER

Sources: <https://www.age-platform.eu/discrimination-in-the-european-union-eurobarometer-survey/>
<https://oshwiki.osha.europa.eu/en/themes/discrimination-workplace>