

Racial Equality Directive - questionnaire for targeted consultation

Fields marked with * are mandatory.

TARGETED CONSULTATION AS PART OF THE STUDY TO SUPPORT THE PREPARATION OF AN EU INITIATIVE TO ADDRESS POSSIBLE GAPS IN THE LEGAL PROTECTION AGAINST DISCRIMINATION ON GROUNDS OF RACIAL OR ETHNIC ORIGIN

ABOUT THE CONSULTATION

This consultation is part of the study to support the preparation of a possible EU initiative to address potential gaps in the legal protection against discrimination on grounds of 'racial'* or ethnic origin. The study to support the Commission's analysis is being carried out by a team of consultants from Milieu Consulting.

There is evidence that racial and ethnic discrimination is a persistent problem in the EU. According to the [2019 Eurobarometer on discrimination in the EU](#), 59% of Europeans 'believe that such discrimination is widespread in their country'. According to the [EU Agency for Fundamental Rights' \(FRA\) 2017 Minorities and Discrimination Survey](#), 24% of respondents 'felt discriminated against because of their ethnic or immigrant background'. Only 12% of the respondents who felt discriminated against reported or filled out a complaint about the incident.

The main instrument at EU level that offers protection against racial or ethnic discrimination is **Directive 2000/43/EC** (the so-called '**Racial Equality Directive**' or '**RED**'). This Directive prohibits racial or ethnic discrimination by public or private actors in various areas, including employment and occupation, education, access to and supply of goods and services available to the public, social protection and social advantages.

**Disclaimer.* The European Union rejects theories which attempt to determine the existence of separate human races. The use of the term "racial origin" in the Treaty on the Functioning of the EU and the Racial Equality Directive does not imply an acceptance of such theories.

The proposed study aims to provide the Commission with an overview of possible gaps in the protection against racial and ethnic discrimination offered by EU legislation and to provide support and give direction to a possible future EU initiative aiming to address those potential gaps.

The study has both a European and a national dimension and should gather data that allow for an understanding of (the extent of) racial and ethnic discrimination on the ground in areas beyond those

already covered by the RED. It should also gather data about possible gaps or shortcomings in the protection mechanisms against racial or ethnic discrimination provided for in the RED. The study not only aims at gathering data on where and how incidents of discrimination materialise, but also on how such incidents are followed up in practice and what their socio-economic impact is. On the basis of the findings of this analysis, the study will propose good practices and possible solutions to tackle any gaps identified, both at EU and national level.

This targeted consultation aims to gather information and the views of stakeholders on potential gaps in the material scope of the RED and in the protection mechanisms established by this Directive. The study will specifically look into racial and ethnic discrimination on the ground in areas that are generally considered to be outside of the RED's material scope, e.g. the exercise of public authority including by law enforcement authorities, the use of public spaces, access to certain events and activities. It will also look at what is needed to enhance the protection mechanism against racial and ethnic discrimination as currently provided for in the RED. The study will also identify best practices in Member States and third countries that can help addressing any identified gap. The different parts of the questionnaire address each of these aspects.

RESPONDING TO THE QUESTIONNAIRE

The questionnaire is being sent to:

- NGOs and civil society networks active in the field of anti-discrimination and inclusion
- EU trade unions and employers' representatives
- Selected academic networks and research organisations
- Representatives of ethnic and religious groups
- Ministries and administrations competent for law enforcement, justice, interior affairs, culture;
- Representatives of authorities,
- Member States' bodies promoting anti-discrimination: equality bodies, national human rights institutions, ombudsmen

For all the mentioned stakeholders, different levels will be targeted, including the EU, national and regional ones.

The targeted stakeholders have been selected with a view to obtaining a comprehensive overview of possible material areas where racial or ethnic discrimination occurs outside the scope of the RED, supported where possible by data. The survey aims specifically at identifying relevant domestic information and data in support of the research under this study. The survey's purpose is both to assess the scale of racial or ethnic discrimination in areas beyond the RED and to identify good practices aiming to enhance the protection of victims of such discrimination, beyond what is currently foreseen in the RED.

If you have any questions regarding the consultation, please contact: racial.equality@milieu.be

When responding to the questionnaire, please keep in mind that by 'discrimination based on ethnic or alleged racial origin', we mean: 1) a situation in which a person or a group of persons is treated less favourably than another is, has been or would be treated in a comparable situation on grounds of racial or ethnic origin (= direct discrimination); and/or 2) a situation in which a provision, criterion or practice apparently treats a person or a group of persons in a neutral manner while in fact it leads to a particular, illegitimate and inappropriate disadvantage compared with others on grounds of ethnic or racial origin (=

indirect discrimination); and/or 3) an unwanted conduct related to ethnic or racial origin that takes place with the purpose or effect of violating a person's dignity and of creating an intimidating, hostile, degrading, humiliating or offensive environment (= harassment).

As the consultation targets a diverse range of stakeholders, and the questions cover many different aspects of the study, the questionnaire is somewhat lengthy. **Respondents are asked to respond only to the questions for which they feel they have the expertise or experience to enable an informed answer. If you do not know or do not have an opinion, you do not need to provide an answer.** Only questions marked with a red asterisk are mandatory.

It is also important that answers are substantiated to the extent possible. The open text fields provide the possibility to explain answers, and to provide concrete evidence to support the answers. Wherever possible, we ask you to support your answers by any available data. We will also ask you to identify and describe real-life examples from specific situations that can concretely illustrate the response. You can provide links and/or upload documents to support these examples, as well as further useful data for the purposes of this study.

You may interrupt your session at any time and continue answering at a later stage. **If you do so, please remember to save the link to your answers as this is the only way to access them.** Once you have submitted your answers online, you will be able to download a copy of the completed questionnaire.

We kindly ask you to fill in the questionnaire by **03 March 2022**.

PRIVACY STATEMENT

Any personal data that you provide when answering this survey will only be used for the purpose of conducting the study.

Please be reassured that any personal data you provide will be treated in conformity with Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data and where applicable with Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (GDPR).

For more information on the processing of your personal data, please see the specific European Commission Privacy Statement.

European Commission Privacy Statement:

[Privacy statement - RED for survey.docx](#)

PLEASE CONFIRM: By checking this box, I confirm that I have read the specific European Commission Privacy Statement and agree with the processing of my personal data for the purposes stated therein.

PUBLICATION OF THE CONTRIBUTIONS

Please note that your views and opinions could be published on a Europa website, in the form of a summary report, or included in a wider policy document.

- * 1. Please indicate if you consent that your views and opinions are referenced in this study, which may be subject to publication, linking them to your organisation, but without any reference to you as an individual (your name and position within the organisation):

Please note that, whatever option chosen, your answers may be subject to a request for public access to documents under [Regulation \(EC\) N° 1049/2001](#).

- By checking this box, I acknowledge that my views will be shared with the European Commission and may be published with information concerning the country, name, and type of the organisation/profession that I represent, to which I hereby give my consent.
- By checking this box, I undertake that, after the completion of this survey, I will indicate if I do not accept the publication of some of the information shared. In this case, I will clearly identify the data concerned in the box under the last question of this survey and will clarify whether it should not be published or whether it could be published but without the name of the organisation I represent.

About the respondent

2. Are you replying as:

- A representative of a public body/authority
- An NGO active in the field of anti-discrimination
- A representative of a civil society network
- A representative of ethnic or religious minorities
- A research network or institution
- An individual academic expert or practitioner in the area of racial and ethnic discrimination
- A representative of a trade union
- A representative of an employers' organisation
- An equality body, a national human rights institution or an ombudsman
- Other

- * 3. If you are replying on behalf of an organisation, please state the name of the organisation, and the name and position of the respondent. If you are replying as an individual expert, please state your name and profession. *(Please note that your name and position within the organisation will not be made public.)*

Ibn Rushd Study Association Sweden

- * 4. Please provide an email address. *(Please note that your email will not be made public.)*

emelie.weski@ibnrushd.se

- * 5. In which country(ies) do you have experience with the topic of racial/ethnic discrimination? *(Please mark all that apply.)*

Please be aware that for all the other questions that will follow, you should focus the replies only on those geographical areas in which you have experience, as you will now indicate in this reply to question no. 5.

- Austria Germany Poland
- Belgium Greece Portugal
- Bulgaria Hungary Romania

- | | | |
|----------------------------------|--------------------------------------|--|
| <input type="checkbox"/> Czechia | <input type="checkbox"/> Ireland | <input type="checkbox"/> Slovakia |
| <input type="checkbox"/> Croatia | <input type="checkbox"/> Italy | <input type="checkbox"/> Slovenia |
| <input type="checkbox"/> Cyprus | <input type="checkbox"/> Latvia | <input type="checkbox"/> Spain |
| <input type="checkbox"/> Denmark | <input type="checkbox"/> Lithuania | <input checked="" type="checkbox"/> Sweden |
| <input type="checkbox"/> Estonia | <input type="checkbox"/> Luxembourg | <input type="checkbox"/> EU-level |
| <input type="checkbox"/> Finland | <input type="checkbox"/> Malta | <input type="checkbox"/> Other |
| <input type="checkbox"/> France | <input type="checkbox"/> Netherlands | |

1. Racial and ethnic discrimination outside of the material scope of the RED

The RED has a relatively broad material scope as it covers access to employment and self-employment, vocational training, employment and working conditions, membership of workers' or employers' organisations, social protection, including social security and healthcare, social advantages, education, and access to and supply of goods and services available to the public, including housing (Article 3(1) RED). This part of the questionnaire covers **areas in which racial and ethnic discrimination might take place beyond the areas covered by the RED.**

1.1. General questions on the material scope

6. In your/your organisation's opinion, are there important areas in which racial or ethnic discrimination occurs on a significant scale that are outside of the material scope of the RED? To see the material areas covered by the RED, click '?'

Material scope of the RED: access to employment and self-employment, vocational training, employment and working conditions, membership of workers' or employers' organisations, social protection, including social security and healthcare, social advantages, education, and access to and supply of goods and services available to the public, including housing.

- Yes
- No. Nearly all cases of racial or ethnic discrimination relate to areas covered by the RED.
- Do not know/Not applicable

7. Please explain your answer to Question 6 above, based on your/your organisation's experience, including examples of areas outside of the material scope of the RED, and add information supporting your answer.

Material scope of the RED: access to employment and self-employment, vocational training, employment and working conditions, membership of workers' or employers' organisations, social protection, including social security and healthcare, social advantages, education, and access to and supply of goods and services available to the public, including housing.

Access to bank accounts (Nordea and Swedbank deny financial services to muslim organisations due to that islamophobic rumours cannot be proven or disproven to what they call satisfactory fiduciary duty and compliance rules).

Public funding to civil society organisations is denied, or reclaimed as muslim organisations do not comply "satisfactory" with funding criteria or "satisfactory" stand by democratic values. The term "satisfactory" being defined retroactively and different standards are being used for Christian and secular organisation than for muslim organisations. Decisions regarding public funding are almost impossible to appeal or sue for discrimination, as discrimination laws are about individuals' rights not NGOs' rights, and due to the fact that

NGOs have small budgets restricted by the entity they would try to appeal to or sue, while public bodies have never ending pockets if the political will (read: structural bias) allows. In the case of Swedish Young Muslims (SUM) the court appealed even applied funding rules for faith communities, instead of those for youth organisations, which allowed for SUM to be tried against a stricter bar simply because they represented religious youth rather than christian or secular youth.

Several reports from among others the Barnombudsman, Brottsförebyggande rådet, Save the children Sweden and LSU - Swedish Council of Youth Organisations are reporting increase in hate and threats towards minority communities, especially the muslim community. Hate crimes motivated by islamophobia has doubled in the past 10 years. Nearly half of the NGOs have experienced some sort of threats and hate towards its representatives in the past year. About 10% of NGO's have had to readjust safety measures because of hate and threats including canceling meetings, changing locations of meetings, keeping meetings secret and turning off communication channels including social media. Children particularly are suffering from minority stress and internalised racism and are being hindered due to racism already in school having life long consequences.

Tamam, LSU and Ibn Rushd and Ibn Rushd member organisations report that people with non Swedish names and minority organisations, especially muslim sounding, are being met by non-equal treatment by governmental agencies. Governmental agencies are not open to a dialogue that improves the situation but rather, criticism is met with suspicion.

At Ibn Rushd

- Member organisations report difficulties getting their venues insured due to insurance companies' risk assessments of the level of threats against muslim venues and organisations.
- People are choosing not to get involved and have representative roles in Ibn Rushd as media attention comes with risks to personal safety.
- Participants decline to be in photos published with organisational logo or name as it has in the past meant that they would be located and targeted by islamophobic extremists.
- Ibn Rushd staff and representatives have been denied jobs, private bank loans etc with the justification that they are connected to Ibn Rushd and/or other muslim organisations.
- Applications for public funding together with partners have been denied when Ibn Rushd is on the reference group/steering committee while the exact same application without Ibn Rushd on the reference group /steering committee are approved.
- Though multiple governmental reports have been initiated to investigate Ibn Rushd due to islamophobic myths and rumours cloaked as legitimate criticism, and of which all have resulted in a confirmation that Ibn Rushd fulfill the requirements for public funding, nonetheless, more and more public bodies and political committees are denying Ibn Rushd access to funding because of those myths and rumours.

8.1. In your/your organisation's opinion, to what extent does racial or ethnic discrimination take place in the **exercise of public authority by law enforcement and judicial authorities**, potentially not covered by the material scope of the RED?

Material scope of the RED: access to employment and self-employment, vocational training, employment and working conditions, membership of workers' or employers' organisations, social protection, including social security and healthcare, social advantages, education, and access to and supply of goods and services available to the public, including housing.

	To a major extent	To a moderate extent	To a minor extent	Not at all	Do not know/Not applicable

Exercise of public authority by the police: in traffic controls	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exercise of public authority by the police: in identity checks	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exercise of public authority by the police: in arrests	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exercise of public authority by the police: at the police station	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exercise of public authority by the police: other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Exercise of public authority by a military officer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Exercise of public authority by security and intelligence services	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exercise of public authority by immigration or border authorities when enforcing immigration law and/or border management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Exercise of public authority through financial and fraud investigations	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Justice system: public prosecution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Justice system: judicial bodies (judges) in civil cases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Justice system: judicial bodies (judges) in criminal cases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
In access to justice, including access to a lawyer, pro bono services, to court, etc.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If 'Exercise of public authority by the police: other', please specify:

At the occasions Ibn Rushd sought the help of lawyers their reply have been that it is hardly possible to prove discrimination. Especially not from an organisational standpoint. And that they don't recommend us to appeal or sue. In the SUM case, forementioned in 7, the court even "invented" new law, retroactively applied it, and judged religious youth to another standard than secular or Christian youth. Other youth organisations that have had the same issues were deemed to have satisfactory complied and did not loose million SEK funding. Due to the justice process SUM doesn't even exist today, they went bankrupt because of the justice process.

8.2. In your/your organisation's opinion, to what extent does racial or ethnic discrimination take place in the **contacts with the public administration (beyond law enforcement and judicial authority)**, potentially not covered by the material scope of the RED?

Material scope of the RED: access to employment and self-employment, vocational training, employment and working conditions, membership of workers' or employers' organisations, social protection, including social security and healthcare, social advantages, education, and access to and supply of goods and services available to the public, including housing.

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	To a major extent	To a moderate extent	To a minor extent	Not at all	Do not know/Not applicable
Contacts with public administration beyond the provision of services covered by the RED (e.g. for issues relating to requesting an identity card or domicile, registration of a birth or marriage)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In controls conducted by security officers or ticket inspectors (not by police), e.g. on public transport, to enter a shop, when parking, etc.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use of public space (e.g. parks, streets, etc.)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing matters that may go beyond the RED (e.g. evictions, residential segregation, etc.)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8.3. In your/your organisation's opinion, to what extent does racial or ethnic discrimination take place in **other areas**, potentially not covered by the material scope of the RED?

Material scope of the RED: access to employment and self-employment, vocational training, employment and working conditions, membership of workers' or employers' organisations, social protection, including social security and healthcare, social advantages, education, and access to and supply of goods and services available to the public, including housing.

	To a major extent	To a moderate extent	To a minor extent	Not at all	Do not know/Not applicable
Access to and participation in free political events, or organisations	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to and participation in free cultural, social or sports events, or organisations	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organisation of free political, cultural, social or sports events	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to free goods or services and/or goods and services 'not available to the public'	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fiscal and tax matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

9. Please provide examples and supporting information (if possible) to your answers to Questions 8.1, 8.2 and 8.3 above.

-SOU 2021:38 – En ny lag om ordningsvakter m.m. New regulation due to security officers discriminatory treatment and unproportional violence against persons of color and muslims.
 -Brottsförebyggande rådets report on hate crimes motivated by islamophobia. The report shows that there is nearly nowhere a muslim can be without experience racism.
 -Bank-ID required for reporting participants in the study associations but Ibn Rushds participants denied bank-ID by private finance actor as they can chose whatever customer they want.

- Problem for muslim organisations to get insurance due to risk assessments finding risks are to big due to threats against muslim organisations
- Unproportional targeting of minority groups and immigrants by among others the new AML and MIFID II rules due to the fact that especially the muslim group tend to send money across the border to their family in their home country. The humanitarian organisation Islamic relief Sweden lost access to their bank account, Radiohjälpen funding is partly frozen due to approving humanitarian funds to muslim organisations.
- Unions are denying individuals right to representation in cases about religious rights as those cases are considered to politically sensitive or due to lack of knowledge about religious rights and muslims conditions in the workplace.
- Mosque denied allowance to put up security cameras outside their building, though escalating threats and vandalism.
- Certificate for officiating weddings only obtainable in Swedish language though a long queue for muslims to be wed by a Swedish Imam. Resulting in many muslims being wed by a non official officiator which in turn has consequences for their marital rights and taxes etc.
- Threats to defund organisations if they allow muslim human rights activists to participate.
- Muslim human rights activists being denied access to public and political events (Fatima Doubakil, see decision from Justice ombudsman)
- Muslim organisations being denied access to the rights to lifelong learning (folkbildning) (Bellevue mosque in Gothenburg, see decision by Gothenburg committee Socialnämnd centrum)

10. Please provide **studies** or **quantitative data sources** that document the extent to which discrimination is occurring in the areas listed in Questions 8.1, 8.2 and 8.3 above (if possible). *(If you wish to submit documentation in support of your responses, you can upload files at the end of the survey.)*

Very few studies have been conducted, the examples listed should be understood as indicators for where research is needed.

- Maimouna Abdulahei The forgotten women https://www.myndighetensst.se/download/18.1f4f2f6115680af2ce1a1303/1471273071822/forgotten_women_report_sweden_-_final-2.pdf
- Bråstudie: Misstänkta för brott bland personer med inrikes respektive utrikes bakgrund <https://bra.se/om-bra/nytt-fran-bra/arkiv/press/2021-08-25-ny-brastudie-misstankta-for-brott-bland-personer-med-inrikes-respektive-utrikes-bakgrund.html>
- Brå Islamofobiska hatbrott <https://bra.se/publikationer/arkiv/publikationer/2021-03-31-islamofobiska-hatbrott.html>

11.1. In your opinion, what impact does experiencing racial or ethnic discrimination have **on the individual person concerned**? Please indicate the impact per area. To see what the different areas might cover, click '?'

Exercise of public authority by law enforcement and judicial authorities: e.g. police, military officers, security and intelligence services, immigration or border authorities, financial and fraud investigation authorities, public prosecution, judges in civil and criminal cases, etc.

Contacts with the public administration outside the scope of the RED: beyond law enforcement and judicial authorities, such as immigration, tax or civil administration, etc.

Other areas not covered by the RED: e.g. access to and participation in free political, cultural, social or sports events or organisations; access to free goods and services or to goods and services not available to the public; fiscal and tax matters; or any other area not yet mentioned.

			Other areas not	
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	Exercise of public authority by law enforcement and judicial authorities	Contacts with the public administration outside the scope of the RED	covered by the RED	Do not know/Not applicable
Negative impacts on physical and/or mental health	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Negative impacts on job/career	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Negative impacts on housing situation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Negative impacts on financial situation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Negative impacts on relations with friends and/or family	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Negative impacts on education and/or training	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Negative impacts on safety or feelings of being safe	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Negative impacts on trust in public institutions /authorities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Avoidance of specific places /situations , including social events	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other negative impacts	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
No impacts on the individual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

If 'Other areas not covered by the RED', please indicate which areas your answers refer to:

- One political party raised a racist rumour nationally resulting in funding being delayed for 6 months and staff being questioned at their workplaces for 6 months.
- Employee denied private housing loan due to working at Ibn Rushd
- Elected persons on the management board negatively affect the prospects of funding of external organisations if they are part of the steering committee or similar in a joint project

- Staff receives hate mail to their homes, children to staff are afraid due to threats
- Larger events and events that will draw media attention requires risk assessments and extra funds for safety
- Muslim organisations are held accountable for sharia laws though having nothing to do with sharia and strong statues taking a stand for every persons equal worth.
- Non-racial women choose not to wear hijab (40 cases recorded) as the discrimination and treatment that comes with it is too racist to bear on a daily basis.
- Children to Ibn Rushd staff are denied jobs due to their parents jobs and political engagements.
- 13 filed police reports in February due to threats and volatile and islamophobic comments on Ibn Rushds social media in February and phone calls to employee phones.

If you believe there are other negative impacts at individual level, please specify below, including the areas that your answers refer to.

See previous reply.

11.2. In your opinion, what impact does the occurrence of racial or ethnic discrimination have **on society as a whole**? Please indicate the impact per area. *(Please mark all that apply.)* To see what the different areas might cover, click '?'

Exercise of public authority by law enforcement and judicial authorities: e.g. police, military officers, security and intelligence services, immigration or border authorities, financial and fraud investigation authorities, public prosecution, judges in civil and criminal cases, etc.

Contacts with the public administration outside the scope of the RED: beyond law enforcement and judicial authorities, such as immigration, tax or civil administration, etc.

Other areas not covered by the RED: e.g. access to and participation in free political, cultural, social or sports events or organisations; access to free goods and services or to goods and services not available to the public; fiscal and tax matters; or any other area not yet mentioned.

	Exercise of public authority by law enforcement and judicial authorities	Contacts with the public administration outside the scope of the RED	Other areas not covered by the RED	Do not know/Not applicable
Decrease of a country's Gross Domestic Product (GDP)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Loss of tax revenue	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Increased national healthcare expenditures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Increased social assistance expenditures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Reduced social cohesion	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Loss of trust in public institutions/authorities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Increased poverty, homelessness and/or unemployment rate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Increased number of young people (aged 15-29) not in employment, education or training ('NEETs')	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Increased crime rates (e.g. hate crimes)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other societal impacts	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
No impacts on society	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

If 'Other areas not covered by the RED', please indicate which areas your answers refer to:

- Many opponents and political columnists agree that muslim/or minority organisation and mobilisation is dangerous because we are a slippery slope to parallel societies - this is not true. Ibn Rushds mission is to build capacity in the muslim civil society and strengthen Swedish democracy - a.k.a. to increase dialogue and participation. Separatism is however in a society affected by structural racism a necessity for creating safe spaces and find places of support and allies. Still many politicians and public officials are falling for the islamophobic narrative and acting from an anti-muslim bias. This results in an ever increasing shrinking civic space and an increasing risk for violations of muslims' societal rights and human rights.

-In the past months there have been escalating rumours about the Swedish social service and the rights of muslim children not being protected. The spread of these rumours and the way both the muslim community and public bodies reacted indicates that trust between the two are extremely low and can be hazardous to both individuals and public tructure.

If you believe there are other impacts at societal level, please specify your answer below, including the areas that you answers refers to.

See previous

12. Please provide examples and supporting information (if possible) to your answers to Question 11.1 and 11.2 above.

See previous

13. Please provide **studies** or **quantitative data sources** that document the extent of the socio-economic impact of racial or ethnic discrimination on individuals and society as a whole in the areas listed in Questions 8.1, 8.2 and 8.3 above (if possible). *(If you wish to submit documentation in support of your responses, you can upload files at the end of the survey.)*

-Homelessness is 7 times as common among immigrants according to study: <https://isumalmo.mau.se/ny-avhandling-belyser-utsatta-modrars-situation-i-sverige/>

-All reports and news gathered at website Nyans: Muslim <https://www.nyansmuslim.se/category/rappporter/> and <https://www.nyansmuslim.se/category/nyheter/>

-Ibn Rushd consultation on the prohibition of racist organisations: <https://www.ibnrushd.se/ett-forbud-mot->

rasistiska-organisationer/

-Amnesty International Sweden speaks out about treatment of Ibn Rushd and the state of religious rights and the right to association in Sweden: <https://www.ibnrushd.se/amnesty-uttalar-sig-for-ibn-rushd/>

- BRÅ Islamophobic hate crimes a reell threat for many in Sweden: <https://bra.se/publikationer/arkiv/publikationer/2021-03-31-islamofobiska-hatbrott.html>

14. In your/your organisation's opinion/experience, is potential racial or ethnic discrimination exacerbated by the use of **Artificial Intelligence technologies**, such as automated data processing and algorithmic decision-making?

- Yes
- No
- Do not know/Not applicable

If yes, to what extent?

- Significantly
- Moderately
- To a limited extent

Please provide examples and supporting information/sources to your answer above (if possible).

Banks and insurance companies refer to fiduciary duty and risk assessments that do not allow for IbnR ushd and other muslim organisations and individuals in some cases to have access to all services

1.2. Exercise of public authority by law enforcement and judicial authorities

15. Are you/your organisation of the opinion that racial or ethnic discrimination by law enforcement or judicial authorities occurs?

- Yes
- No

16. Do you/your organisation have experience/information concerning racial or ethnic discrimination by law enforcement or judicial authorities?

- Yes
- No

17. What are in your/your organisation's opinion the main **situations** in which racial or ethnic discrimination by law enforcement or judicial authorities occurs?

- Racial or ethnic profiling
- Verbal harassment
- Excessive violence
- Other
- Do not know/Not applicable

If 'Other', please specify:

1000 character(s) maximum

Harassment.

Please explain your answer through examples and supporting data (if possible).

See previous replies

18. What are in your/your organisation's opinion the main **causes** of such discrimination?

- Structural or systemic racism
- Individual racism
- Individual (unconscious or conscious) bias
- Low level of racial sensitivity and cultural awareness training
- The use of new technologies, including Artificial Intelligence systems
- Other
- Do not know/Not applicable

Please explain your answer through examples and supporting data (if possible).

-

19. What are in your/your organisation's opinion the main **consequences**?

	Very often	Fairly often	Rarely	Never	Do not know/Not applicable
Increased stop and search activities (e.g. in the streets, at the airport, in vehicles, etc.)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increased arrests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Increased surveillance	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increased identity checks	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increased use of force/physical violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Increased use of verbal violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Increased use of pre-trial detention	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Increased use/length/severity of penalties	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increased likelihood of denial of bail	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Please provide examples and supporting information to your answers in the table above (if possible).

See previous replies

20. In your/your organisation's experience, has racial or ethnic discrimination by law enforcement or judicial authorities increased during the COVID-19 pandemic?

- Significantly
- Moderately
- Hardly
- Not at all
- Do not know/Not applicable

21. In your/your organisation's opinion/experience, in which areas of law enforcement and judicial authority (e.g. authority exercised by the police, the military, border management, criminal judges, prosecutors, civil judges, financial investigation units, customs authorities, etc.) does racial profiling exist and is the most prominent? Please provide examples and supporting information/sources (if possible).

financial investigation units. See previous replies.

22. Are you/your organisation aware of any **good practices** that would enhance the prevention of and protection against potential racial or ethnic discrimination by law enforcement or judicial authorities?

- Yes
- No

23. In your/your organisation's opinion, what **measures and/or initiatives** are necessary to address any gaps in protection against racial or ethnic discrimination by law enforcement or judicial authorities?

- Only EU legislation is needed
- Only domestic legislation is needed
- Soft measures or initiatives (e.g. recommendations, guidelines, training, exchange of best practices) at EU level would be sufficient
- Soft measures or initiatives (e.g. recommendations, guidelines, training, exchange of best practices) at domestic level would be sufficient
- A combination of EU legislative and EU soft measures/initiatives is needed
- A combination of domestic soft measures/initiatives and domestic legislation is needed
- A combination of EU soft measures/initiatives and domestic legislation is needed
- A combination of domestic soft measures/initiatives and EU legislation is needed
- Other
- Don't know

1.3. Contacts with the public administration outside the scope of the RED (beyond law enforcement and judicial authority)

The questions in this section relate to contacts with bodies of the public administration (i) other than law enforcement and judicial authorities, and (ii) outside the scope of the RED.

These are hereinafter referred to as '**other contacts with the public administration**'.

Reminder: the material scope of the RED includes access to employment and self-employment, vocational

training, employment and working conditions, membership of workers' or employers' organisations, social protection, including social security and healthcare, social advantages, education, and access to and supply of goods and services available to the public, including housing.

24. In your/your organisation's opinion, does racial or ethnic discrimination occur in other contacts with the public administration, such as immigration, tax or civil administration, etc.?

- Yes
- No

25. Do you/your organisation have experience/information concerning racial or ethnic discrimination in other contacts with the public administration?

- Yes
- No

26. Which are the areas and administrations concerned? Please provide supporting information (if possible).

See previous replies

27. What are, in your/your organisation's opinion, the main **situations** in which discrimination occurs in other contacts with the public administration?

- Racial or ethnic profiling
- Unfavourable treatment, for instance when in contact with an authority or in the authorities' decision-making power
- Verbal harassment
- Physical harassment
- Excessive/complex bureaucratic requirements
- Communication/linguistic difficulties
- Other
- Do not know/Not applicable

Please explain your answer through examples and supporting data (if possible).

See previous replies

28. What are, in your/your organisation's opinion, the main **causes** of such discrimination?

- Structural or systemic racism
- Individual racism
- Individual (unconscious or conscious) bias
- Low level of racial sensitivity and cultural awareness training of public officials/civil servants
- The use of new technologies, including Artificial Intelligence systems
- Other
- Do not know/Not applicable

Please explain your answer through examples and supporting data (if possible).

See previous replies

29. What are, in your/your organisation's opinion, the main **consequences**?

	Very often	Fairly often	Rarely	Never	Do not know/Not applicable
Obstacles in accessing public services	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obstacles in accessing public goods	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inability to effectively exercise rights such as voting rights	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Restrictions on freedom of movement such as exclusion from places or facilities of general use	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Difficulties in obtaining administrative documents, such as identity cards or birth certificates	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increased administrative checks or fines when using public space, including public transport	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Residential segregation (e.g. policies setting barriers to separate neighbourhoods; policies prohibiting certain groups from residing in certain areas)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Please provide examples and supporting information to your answers in the table above (if possible).

30. Are you/your organisation aware of any **good practices** that would enhance prevention of and protection against potential racial or ethnic discrimination in other contacts with the public administration?

- Yes
- No

If yes, please provide examples and supporting information/sources (if possible).

Folkbildning.

31. In your/your organisation's opinion, what **measures and/or initiatives** are necessary to address any gaps in the protection against racial or ethnic discrimination in other contacts with the public administration?

- Only EU legislation is needed
- Only domestic legislation is needed
- Soft measures or initiatives (e.g. recommendations, guidelines, training, exchange of best practices) at EU level would be sufficient
- Soft measures or initiatives (e.g. recommendations, guidelines, training, exchange of best practices) at domestic level would be sufficient
- A combination of EU legislative and EU soft measures/initiatives is needed

- A combination of domestic soft measures/initiatives and domestic legislation is needed
- A combination of EU soft measures/initiatives and domestic legislation is needed
- A combination of domestic soft measures/initiatives and EU legislation is needed
- Other
- Don't know

1.4. Other areas

32. In your/your organisation's opinion, does racial or ethnic discrimination occur in other areas not yet mentioned and not covered by the RED, such as access to and participation in free political, cultural, social or sports events or organisations, access to free goods and services, research and innovation, fiscal and tax matters, etc.?

Material scope of the RED: access to employment and self-employment, vocational training, employment and working conditions, membership of workers' or employers' organisations, social protection, including social security and healthcare, social advantages, education, and access to and supply of goods and services available to the public, including housing.

- Yes
- No

33. Do you/your organisation have experience/information concerning racial or ethnic discrimination in such other areas?

- Yes
- No

34. Are you/your organisation aware of racial or ethnic discrimination occurring in any of the areas below?

	Yes	No
Access to and participation in free political events or organisations	<input checked="" type="radio"/>	<input type="radio"/>
Access to and participation in free cultural, social or sports events, or organisations	<input checked="" type="radio"/>	<input type="radio"/>
Organisation of free political, cultural, social or sports events	<input checked="" type="radio"/>	<input type="radio"/>
Fiscal and tax matters	<input type="radio"/>	<input checked="" type="radio"/>
Access to goods not advertised to the public	<input checked="" type="radio"/>	<input type="radio"/>
Access to services not advertised to the public	<input checked="" type="radio"/>	<input type="radio"/>
Access to free goods	<input type="radio"/>	<input checked="" type="radio"/>
Access to free services	<input type="radio"/>	<input checked="" type="radio"/>
Research and innovation	<input type="radio"/>	<input checked="" type="radio"/>
Health promotion and disease prevention	<input checked="" type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>

Please provide examples and supporting information to your answers in the table above (if possible).

See replies above.

35. What are, in your/your organisation's opinion, the main **situations** in which racial or ethnic discrimination occurs in other areas (e.g. verbal or physical harassment, linguistic and communication difficulties, excessive or complex requirement for access, etc.)?

-

36. What are, in your/your organisation's opinion, the main **causes** of racial or ethnic discrimination in other areas (e.g. bias, (structural) racism, underrepresentation, socio-economic exclusion, geographical isolation, the use of new technologies, etc.)?

-

37. What are, in your/your organisation's opinion, the main **consequences** of racial or ethnic discrimination in these other areas?

-

38. Are you/your organisation aware of any **good practices** that would enhance prevention of and protection against potential racial or ethnic discrimination in any of these other areas?

- Yes
- No

If yes, please provide examples and supporting information/sources (if possible).

Folkbildning

39. In your/your organisation's opinion, what **measures and/or initiatives** are necessary to address any gaps in the protection against racial or ethnic discrimination in these other areas?

- Only EU legislation is needed
- Only domestic legislation is needed
- Soft measures or initiatives (e.g. recommendations, guidelines, training, exchange of best practices) at EU level would be sufficient
- Soft measures or initiatives (e.g. recommendations, guidelines, training, exchange of best practices) at domestic level would be sufficient
- A combination of EU legislative and EU soft measures/initiatives is needed
- A combination of domestic soft measures/initiatives and domestic legislation is needed
- A combination of EU soft measures/initiatives and domestic legislation is needed
- A combination of domestic soft measures/initiatives and EU legislation is needed
- Other
- Don't know

2. Protection mechanisms established by the RED

The Racial Equality Directive sets out some specific mechanisms to prevent discrimination and/or protect persons from racial and ethnic discrimination in the areas within its material scope. These include the following mechanisms:

Article of the RED	Protection Mechanism
Article 5 on positive action	<ul style="list-style-type: none"> ■ To ensure full equality in practice, Member States may maintain or adopt specific measures to prevent or compensate for disadvantages linked to racial or ethnic origin to ensure full equality in practice.
Article 7 on defence of rights	<ul style="list-style-type: none"> ■ National judicial and/or administrative procedures and conciliation procedures for the enforcement of the RED's obligations available to all persons who consider themselves wronged by failure to apply the principle of equal treatment to them. ■ Associations or other interested legal persons may undertake proceedings either on behalf of, or in support of the complainant.
Article 8 on burden of proof	<ul style="list-style-type: none"> ■ The victim of discrimination only needs to establish a presumption of discrimination after which it is for the respondent to prove that there has been no discrimination.
Article 9 on victimisation	<ul style="list-style-type: none"> ■ National measures to protect individuals from any adverse treatment or consequence as a reaction to a complaint or proceedings aimed at enforcing the principle of equal treatment.
Article 10 on dissemination of information	<ul style="list-style-type: none"> ■ The RED's provisions must be brought to the attention of the individuals concerned.
Article 11 on social dialogue	<ul style="list-style-type: none"> ■ National measures to promote social dialogue between social partners to foster equal treatment, specifically by monitoring practices in the workplace, producing codes of conducts and concluding collective agreements. ■ Member States must encourage the conclusion of agreements establishing non-discrimination rules in the fields which fall within the scope of collective bargaining.
Article 12 on dialogue with NGOs	<ul style="list-style-type: none"> ■ Civil dialogue with the civil society organisations concerned is also encouraged.
Article 13 on bodies for the promotion of equal treatment	<ul style="list-style-type: none"> ■ Each Member State must establish at least one body dedicated to the promotion of equal treatment of all persons without racial or ethnic discrimination. ■ These bodies must provide independent assistance to victims of discrimination in pursuing their complaints, conduct independent surveys, and publish independent reports and make recommendations on any issue relating to such discrimination.
Article 15 on sanctions	<ul style="list-style-type: none"> ■ Each Member State must provide effective, <u>proportionate</u> and dissuasive sanctions

This part of the questionnaire covers these protection mechanisms and aims at gathering information on possible gaps in and/or possible shortcomings of them, as well as on possible best practices to further enhance the legal protection offered by the RED against racial and ethnic discrimination.

40. In your/your organisation's opinion, do the protection mechanisms in your country provide sufficient protection against racial or ethnic discrimination?

- Yes
- No
- Do not know/Not applicable

41. In your/your organisation's opinion, how important are the following mechanisms for preventing and providing protection from racial and/or ethnic discrimination in your country?

	Very important	Fairly important	Important	Slightly important	Not at all important	Do not know /Not applicable
Positive action (Article 5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
National judicial and/or administrative procedures for victims of discrimination (Article 7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Conciliation procedures (Article 7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Associations/other legal entities undertaking proceedings on behalf of/in support of complainants (Article 7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Reversal of the burden of proof to the alleged perpetrator of discrimination in non-criminal cases (Article 8)	<input checked="" type="radio"/>	<input type="radio"/>				
Protection of individuals from adverse treatment or consequences following complaint/legal proceedings (Article 9)	<input checked="" type="radio"/>	<input type="radio"/>				
Dissemination of information about anti-discrimination legislation (Article 10)	<input checked="" type="radio"/>	<input type="radio"/>				
Social dialogue between social partners, including monitoring in the workplace and codes of conduct (Article 11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Conclusion of collective agreements establishing non-discrimination rules (Article 11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Dialogue with civil society organisations (Article 12)	<input checked="" type="radio"/>	<input type="radio"/>				
Establishment of equality bodies (Article 13)	<input checked="" type="radio"/>	<input type="radio"/>				
Specific tasks of equality bodies, including pursuit of complaints, independent surveys (Article 13)	<input checked="" type="radio"/>	<input type="radio"/>				



Please elaborate and provide examples and supporting information to your answers in the table above (if possible).

See replies above.

42. In your/your organisation’s opinion, to what extent have the following factors inhibited progress in combatting discrimination?

	To a major extent	To a moderate extent	To a minor extent	Not at all	Do not know/Not applicable
Lack of or limited knowledge and experience of civil servants concerning the anti-discrimination legislation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Lack of or limited knowledge and experience of victims about mechanisms available to them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Lack of or limited knowledge and experience of law enforcement officials concerning anti-discrimination legislation and victim support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Lack of or inadequate mechanisms/procedures to lodge complaints of racial/ethnic discrimination	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of or inadequate sanctions for racial/ethnic discrimination	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Difficulties in accessibility of existing mechanisms/procedures to lodge complaints of racial/ethnic discrimination	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Complexity of mechanisms/procedures to lodge complaints of racial/ethnic discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Lack of or limited visibility of the outcomes of complaint mechanisms/procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Lack of or limited understanding of the RED’s requirements by stakeholders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Lack of or limited availability of guidance on the complaint mechanisms/procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Lack of or limited availability of sectoral guidance, e.g. specific guidance for the education sector or the law enforcement sector	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Lack of or limited training of persons involved in implementing anti-discrimination policies at sectoral level, e.g. schools, workplace, public authorities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of or limited awareness-raising campaigns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Lack of availability or inappropriate quality of relevant and up-to-date equality data to support policies or cases	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of availability or inappropriate quality of information on underlying factors of discrimination, such as 'structural' discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Lack of protection mechanisms designed at national level that go beyond those provided for by the RED	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of or insufficient monitoring of effects of the implementation of plans or programmes to tackle racial/ethnic discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Lack of availability and exchange of best practices in combating racial/ethnic discrimination for different sectors (e.g. employment, education, cities)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Lack of exchange of information in existing networks at EU/national level	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of exchange of information and insights on protecting against racial or ethnic discrimination caused by new technologies, including Artificial Intelligence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

44. Please explain your answers to Question 42 above, based on your experience and including examples (if possible).

-

45. In your/your organisation's experience, how important would it be to include the following additional protection mechanisms or related measures?

	Very important	Fairly important	Important	Slightly important	Not at all important	Do not know/Not applicable
Collection of equality data	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Use of equality data	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Development of national anti-racism strategies	<input checked="" type="radio"/>	<input type="radio"/>				
Monitoring of implementation of policies aiming at combating racial/ethnic discrimination	<input checked="" type="radio"/>	<input type="radio"/>				
Equality duties for public actors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Equality duties for private actors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Equality mainstreaming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Vocational training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Research on underlying factors of discrimination (e.g. structural racism, racial bias, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

47. Please explain your answers to Question 45 above, based on your experience and including examples (if possible).

-

48. In your/your organisation's opinion, are there any protection mechanisms for other grounds of discrimination (e.g. gender, sexual orientation, religion or belief, age, etc.) that should also be considered for the area of racial or ethnic discrimination?

- Yes
 No

If yes, please describe which ones and provide examples and sources (if possible).

Religious is almost inseparable from racial and ethnic discrimination in the nordics.

49. Are you aware of any protection mechanisms at Member State level that could be considered a good practice for combating racial or ethnic discrimination?

- Yes
 No

50. Are you aware of any protection mechanisms in third (non-EU) countries that could be considered a good practice for combating racial or ethnic discrimination in the EU?

- Yes
 No

3. Final remarks

51. If you wish to submit additional documentation in support of your responses, please upload your files here. Please note that all uploaded documents might be published together with your contribution.

52. If you do not accept the publication of some of the information or documents shared in this survey, please clearly identify the data concerned in the box below and indicate one of the following options regarding its publication:

- The information indicated should not be published.
- The information indicated may be published, but without the name of the organisation I represent.

-

Please feel free to add any other comments and observations in the box below.

Additional comments:

-

Contact

[Contact Form](#)