



Likestillings- og
diskrimineringsombudet

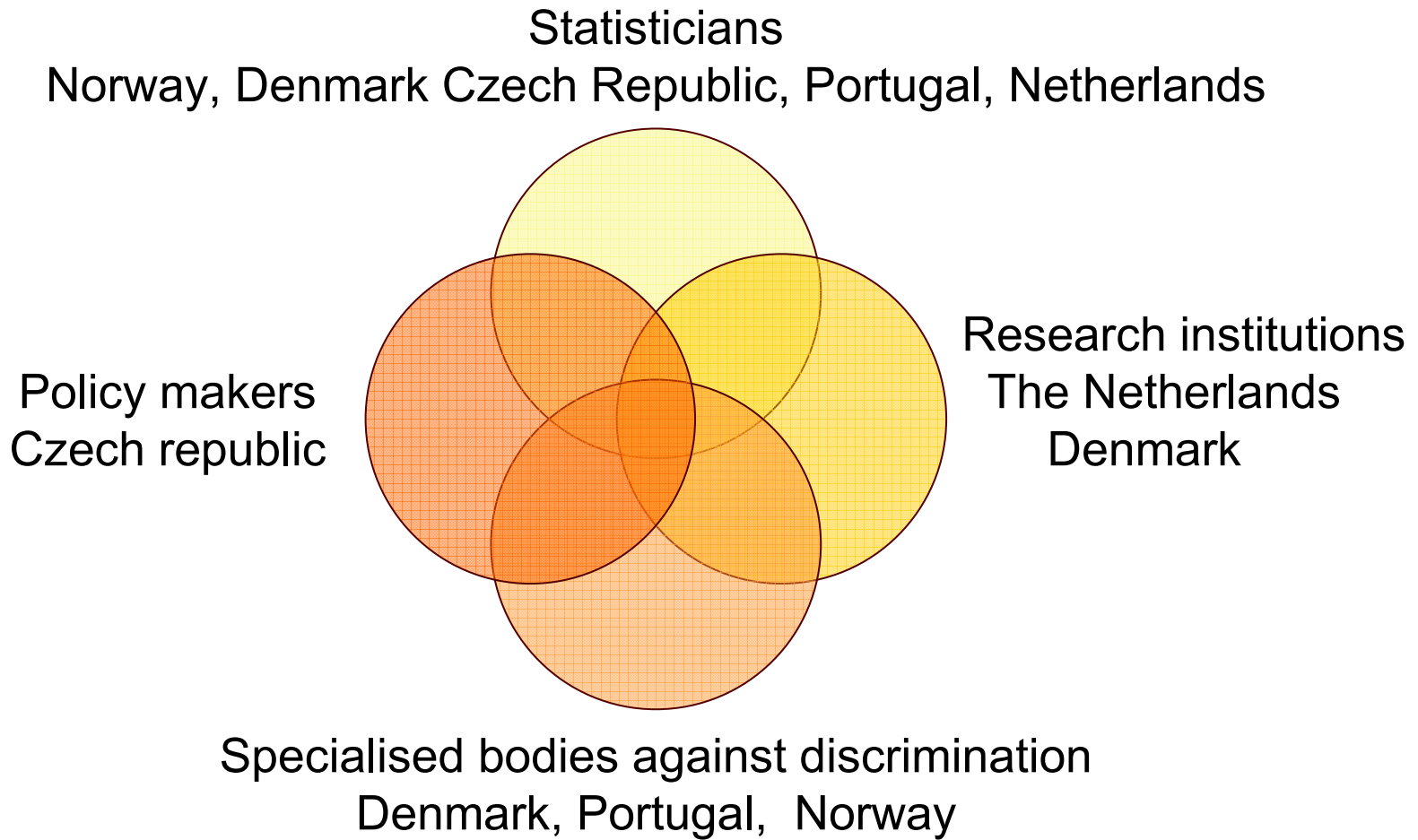
Common measures for discrimination

Ella Ghosh

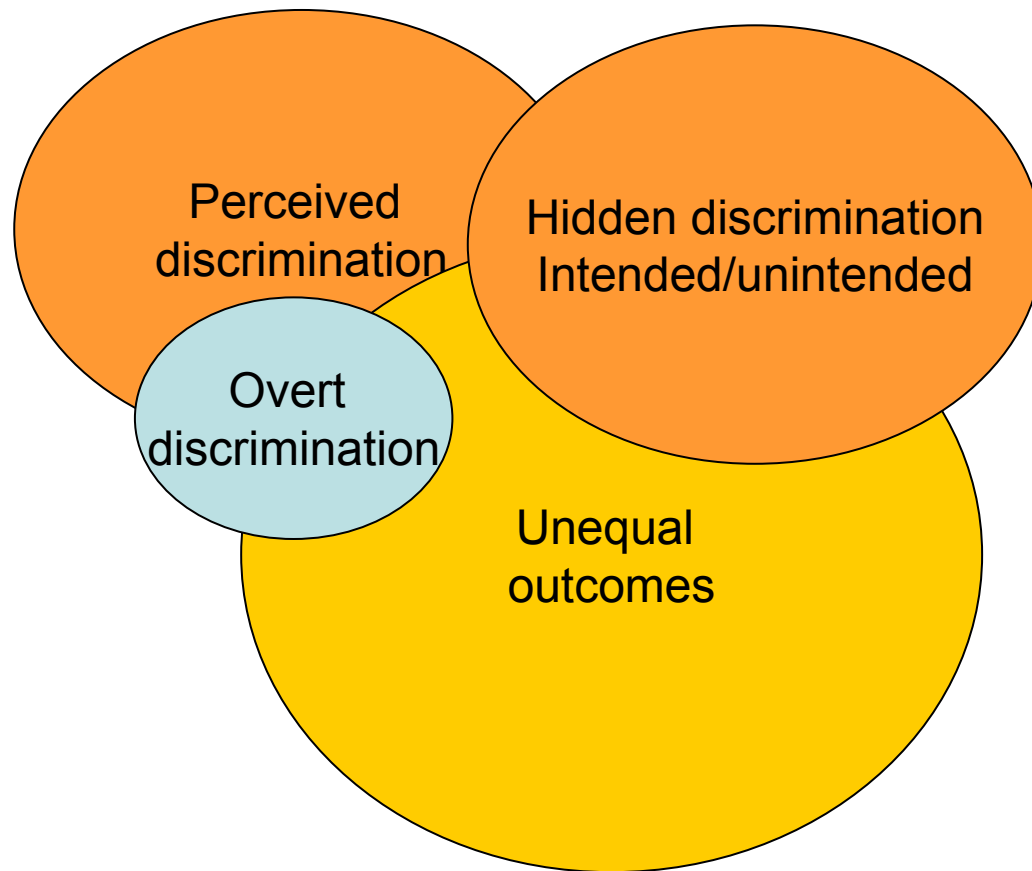
The Equality and Anti-discrimination
Ombud



Common measures – the project



What are we measuring?





Legal definition of discrimination

- A is treated or affected differently than x,y,z (comparators)
- The difference in treatment is disadvantageous to A
- The difference in treatment is causally linked to characteristics such as ethnic origin
- There is no justification permitting the difference in treatment

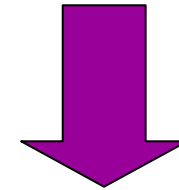
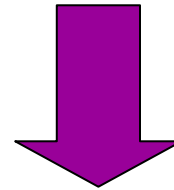
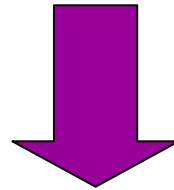
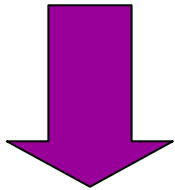
Sources of information

Outcome differences

Perceptions of disadvantage

Justification

Causal link



**Statistics
Register data**

**Surveys
Analysis of
complaints**

**Qualitative data
Complaints and
research**

Combining data



Why measure

- Data collection is necessary to create targeted policies that address inequality, discrimination and disadvantage.
- Finding good measures or indicators makes it possible to evaluate and compare results over time and across national boundaries



Target groups

- Target groups must be defined at national level
- We know more about the new immigrants, less about illegal migrants, national minorities, indigenous people.
- These groups are historically vulnerable to discrimination.

What can we do?

Public administration

Statistics

Research

Specialised bodies

EU

We have to speak the same language!

Use administrative registers more actively

Use questions on discrimination in surveys

Conduct surveys on perceived discrimination

Coordinate and combine data via focal points

Use harmonised categories to allow combining data

Use questions on discrimination in labour and living condition surveys



Seminar in Oslo

Monday, 20 November 2006

Final report - recommendations
Round table discussion

Participants: specialised bodies, statistical offices, research institutions, government agencies and NGOs.

*Towards Common Measures: Exploring possibilities for combining existing data for measuring ethnic discrimination (2005) at <http://www.ldo.no/go/projects>
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