Common measures for discrimination

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Common measures – the project

- Statisticians
  - Norway, Denmark, Czech Republic, Portugal, Netherlands

- Policy makers
  - Czech Republic

- Research institutions
  - The Netherlands, Denmark

- Specialised bodies against discrimination
  - Denmark, Portugal, Norway
What are we measuring?

- Perceived discrimination
- Hidden discrimination (Intended/unintended)
- Overt discrimination
- Unequal outcomes
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

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

We have to speak the same language!
Seminar in Oslo

Monday, 20 November 2006

Final report - recommendations
Round table discussion

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

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