

Structural and institutional racism: evidence from FRA surveys and research

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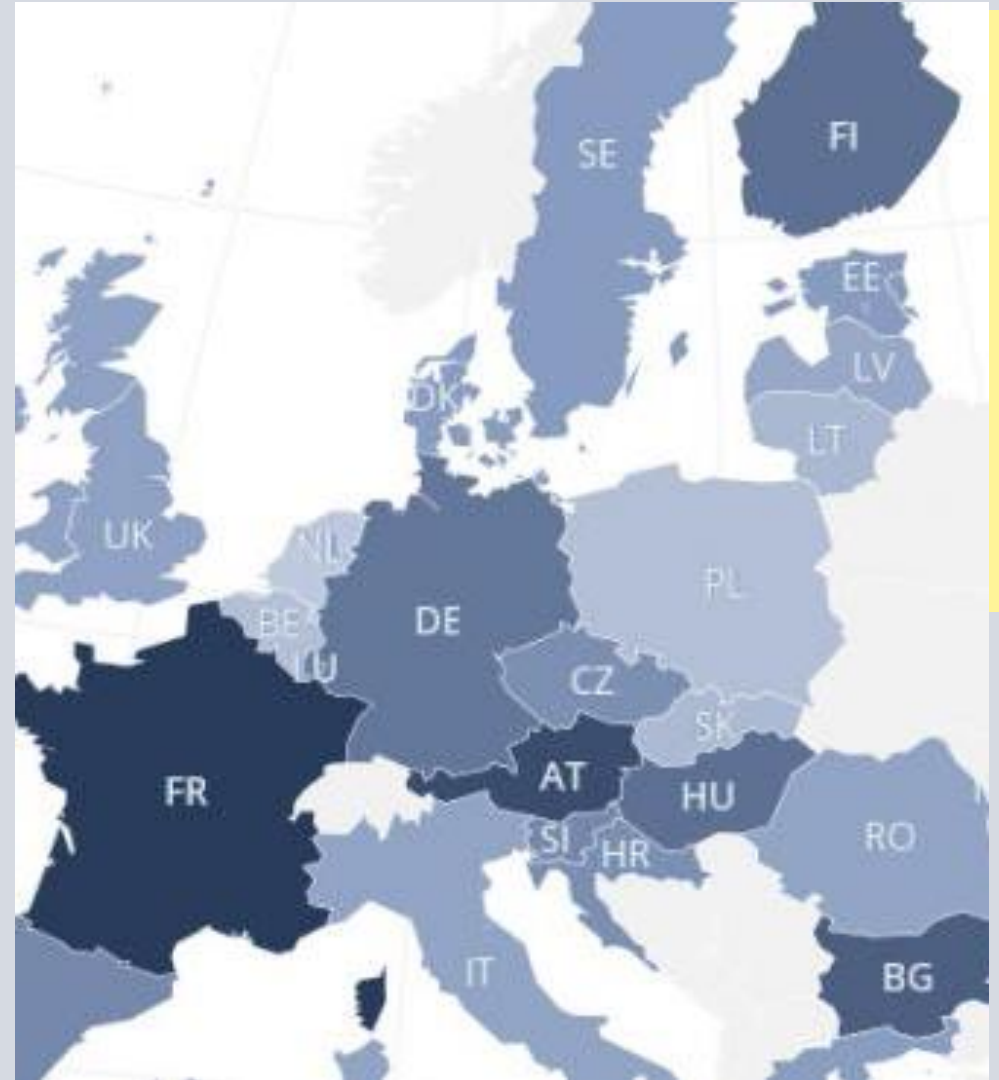
ECRI annual seminar with Equality Bodies - Exposing Racism, Intolerance, and Inequalities

17-18 November 2024

Equality data makes racism visible - zooming in FRA's evidence

FRA surveys

- Minorities and discrimination survey – EU-MIDIS (2008, 2016, 2022)
- Roma (and Travellers) survey (2011, 2019, 2021)
- Survey on discrimination and hate crime against Jewish people (2012, 2018, 2023)
- LGBTI Survey (2012, 2019, 2023)
- Fundamental rights survey (2019)



- Sub-sample from FRA's third EU survey on immigrants and descendants of immigrants
- Over 6,700 people of African descent living in 13 EUMSs

Selected findings

- **Employment:** Many people of African descent work in elementary occupations and are over-qualified for their jobs.
- **Poverty:** Rising inflation and cost of living have put people of African descent at higher risk of poverty than the general population.
- **Racial profiling:** Over half of people of African descent feel that their most recent police stop was a result of racial profiling.

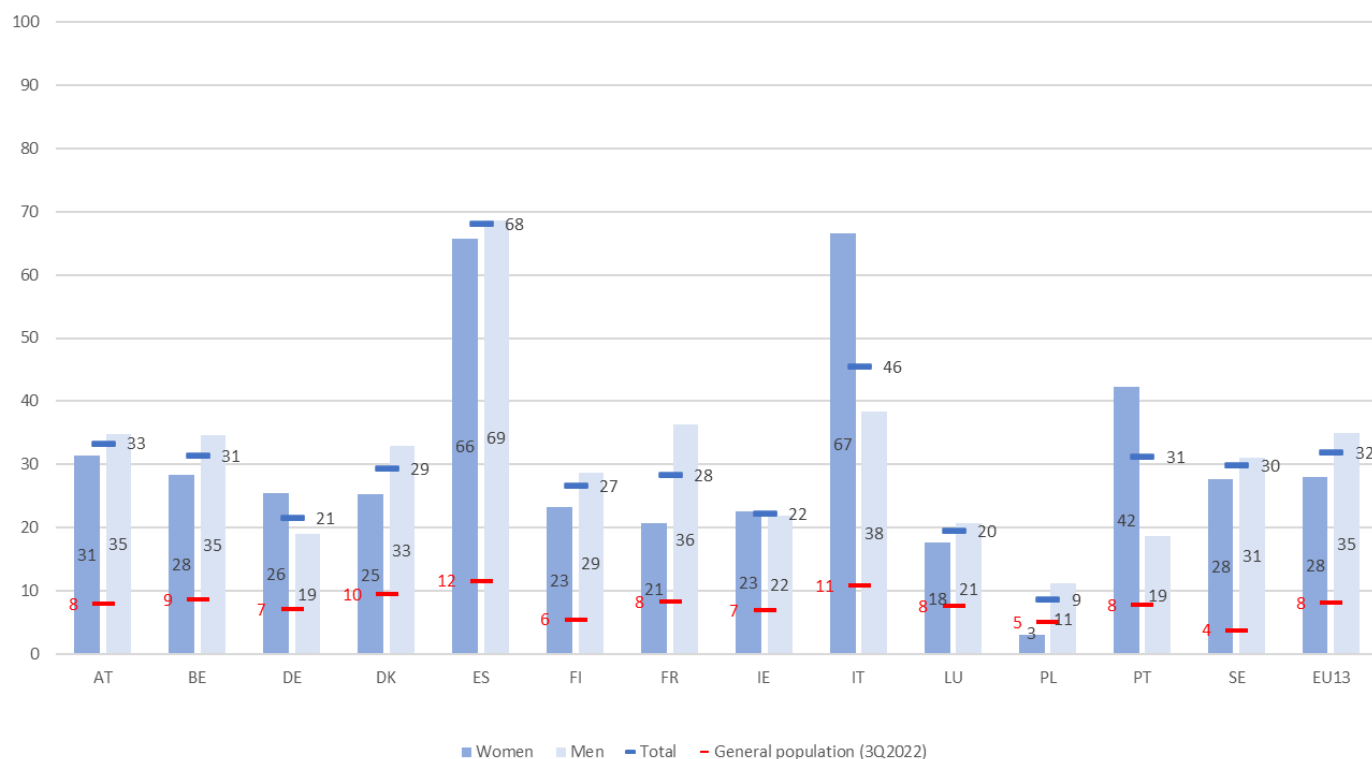
BEING BLACK IN THE EU

EXPERIENCES OF PEOPLE OF AFRICAN DESCENT

EU SURVEY ON IMMIGRANTS AND
DESCENDANTS OF IMMIGRANTS

Employment

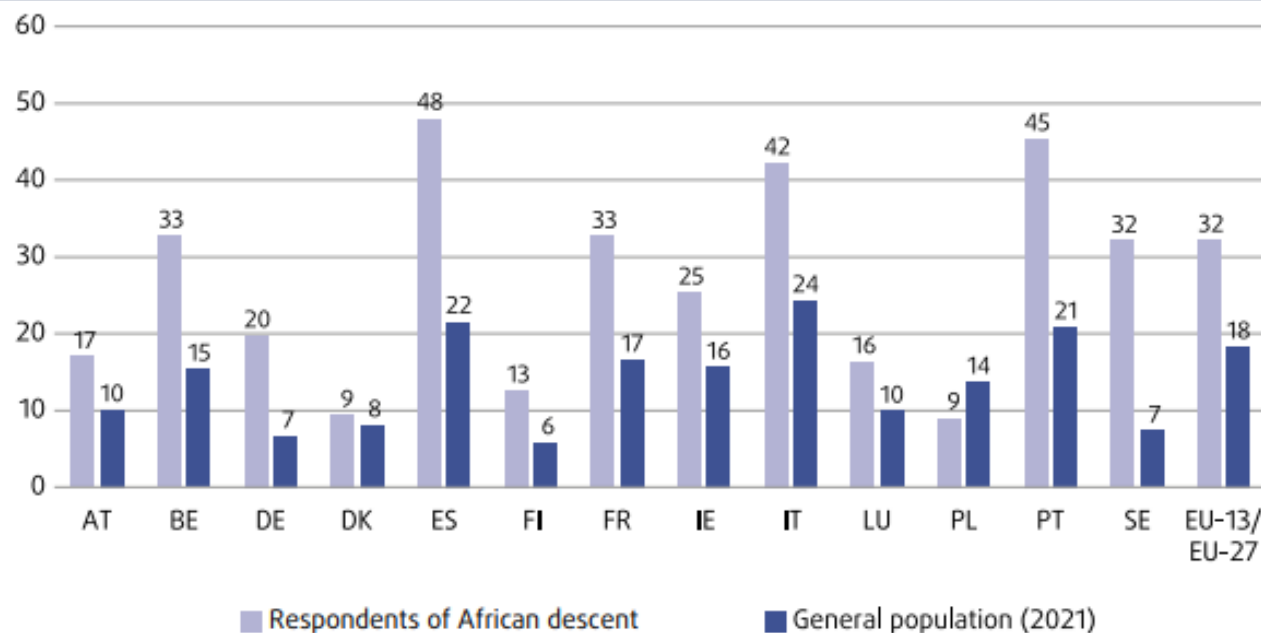
Share of respondents of African descent who indicated that they are employed and work in the elementary occupation, by country (%)



- Employment rate among people of African descent aged 20 to 64 years is similar to that of the general population **but work in elementary occupations and are over-qualified for their jobs**
- 32 % work in elementary occupations, compared with 8 % of the general population.

Poverty

Share of respondents of African descent who indicated that they have difficulty or great difficulty in making ends meet, by country (%)



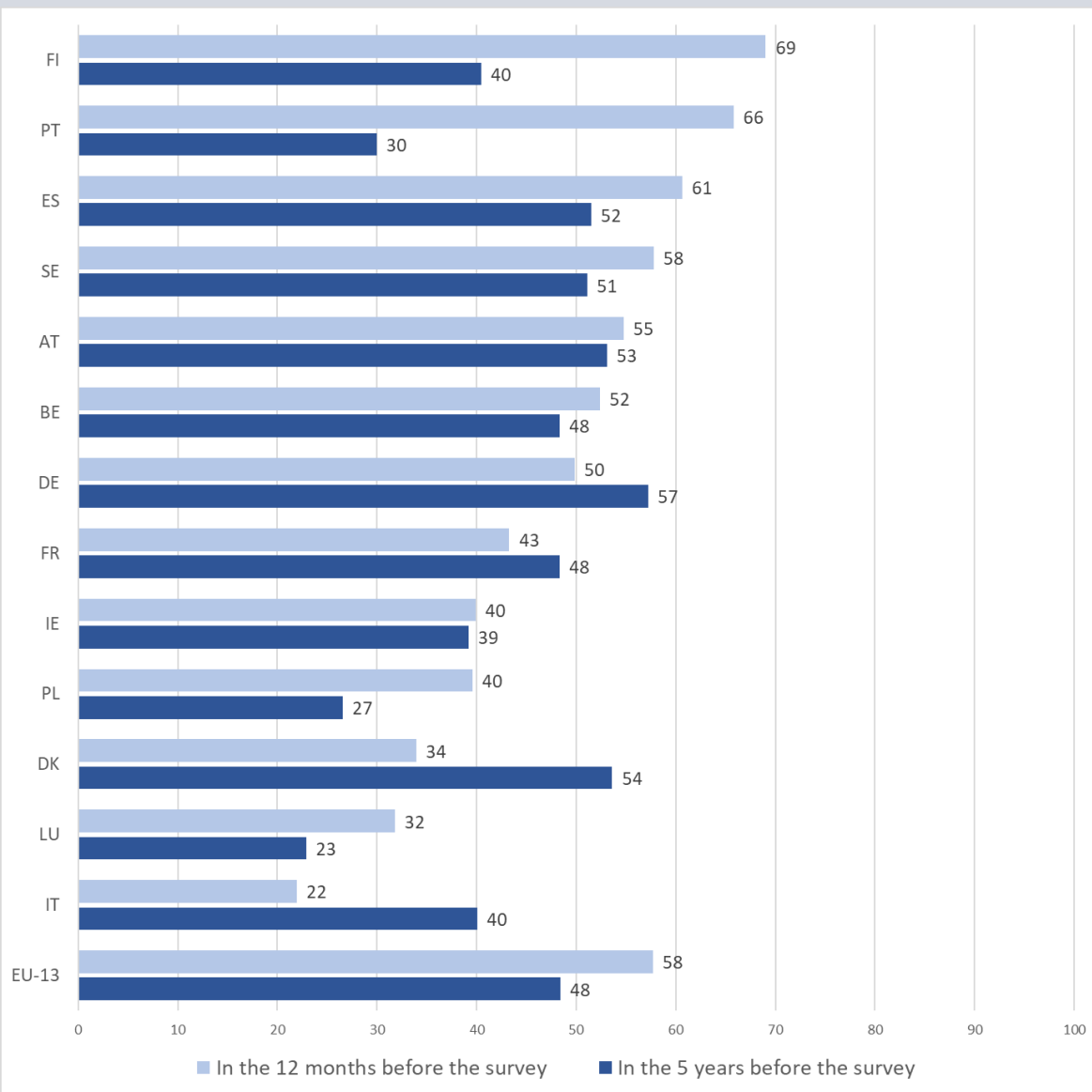
Sources: FRA's EU Survey on Immigrants and Descendants of Immigrants, 2022; results for the general population (2021) are from Eurostat (ILC_MDES09__custom_5615252) (downloaded 31 March 2023).

- Every third respondent (32 %) faces difficulties or great difficulties in making ends meet, while on average 18 % of the general population in the EU indicate that they have faced financial difficulties.

Racial profiling

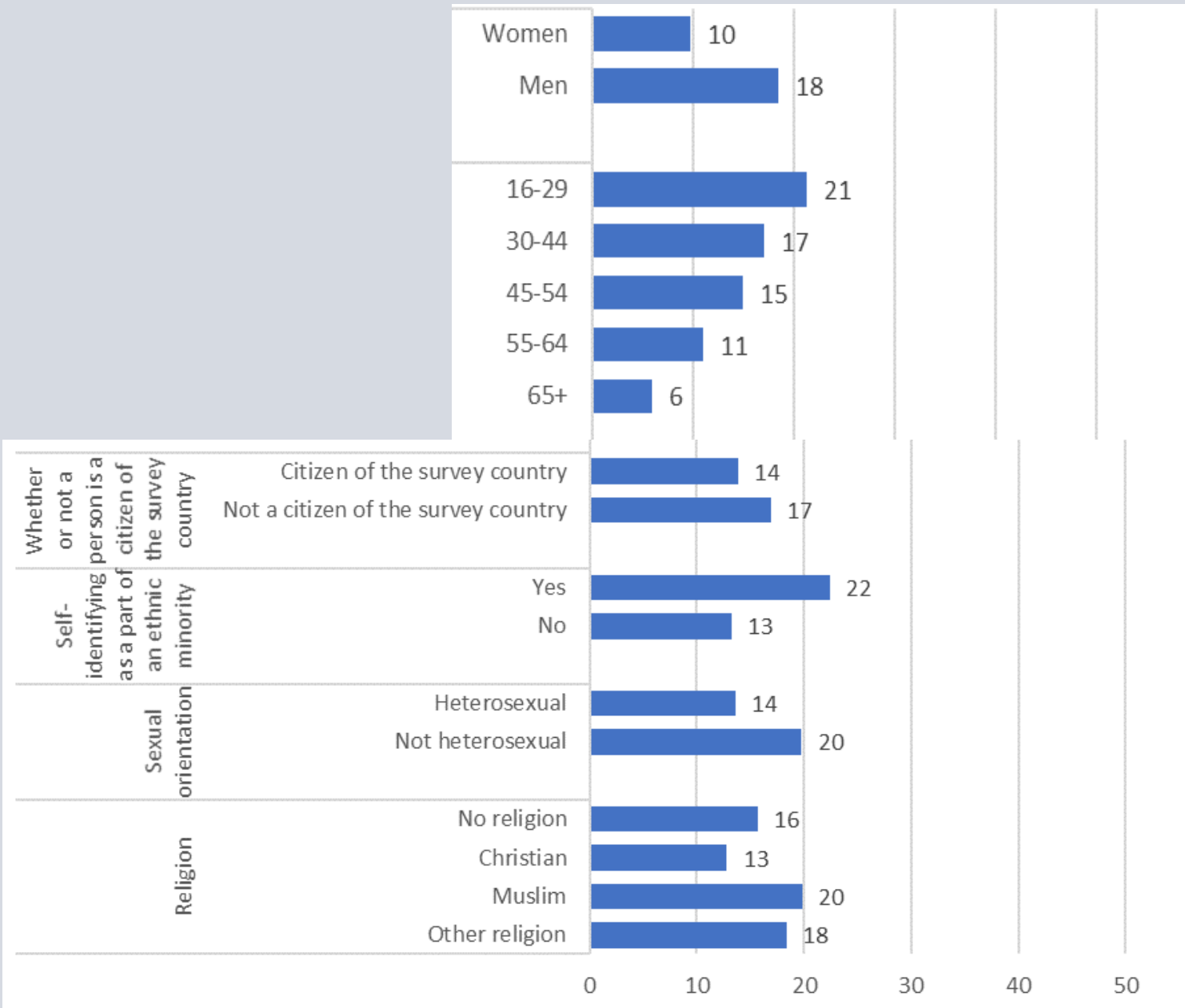
Most recent police stop perceived to be due to discriminatory ethnic profiling among those stopped in the 12 months and 5 years before the survey, by country

- One quarter (26 %) of respondents were stopped by the police in the 5 years before the survey
- 48 % of respondents whom the police stopped in the 5 years before the survey characterised the most recent stop as racial profiling
- Impact on the average level of trust in the police: 3.9, where 10 is total trust
 - 6.6 those who were not stopped
 - 6.1 those who did not perceive the stop as discriminatory ethnic profiling



Fundamental rights survey findings on police stops for the general population by socio-demographics: intersections

- 21 % of 16-29-year-olds in the EU-27 were stopped by the police, compared with 6 % of people aged 65 and over.
- 22 % out of people who consider themselves to be part of an ethnic minority were stopped by the police, as opposed to 13 % of people who do not consider themselves to be part of an ethnic minority.



Measurement of the scale of racism and racial discrimination in policing

- Most EUMSs do not have official data
 - Few record incidents of alleged racist policing as a dedicated category & it's not possible to trace reported incidents
- Low numbers of recorded incidents
 - Different reality from surveys/research and CSOs' data

National human rights bodies data

- All do not record/publish complaints (except for racial profiling) as a specific category
- Only a few oversight bodies publish some data

ADDRESSING RACISM IN POLICING

REPORT

Definitions & causal mechanisms: challenges in relations to measurement & causality

Challenges in measuring structural discrimination & modelling complex causal mechanisms

- **Multidimensional / multi-level** need multiple measurements / questions in a questionnaire to cover all relevant dimensions of racism – attitudes, beliefs, outcomes, processes, time, structures etc.
- Complex cause / effect interrelations between dimensions & levels ask for complex analytical models to explain the causal links at stake – e.g. multi-level, longitudinal, latent variables models
- Need for a comparator – general population versus racialised groups

*“rules, norms, routines, patterns of attitudes and behaviour in institutions and other societal structures that, consciously or unconsciously, present obstacles to groups or individuals in accessing the same rights and opportunities as others and that **contribute to less favourable outcomes for them than for the majority of the population.**”*

*ECRI General Policy Recommendation No. 2:
Equality bodies to combat racism and
intolerance at national level, para . 20*

Impact for analysis and interpretation of data on individual outcomes II

- Data/evidence on outcomes (e.g. higher poverty rate) **is an indication for a particular process**, but cannot be simply interpreted as a proof of an existing causal relationship per se
- To assume and assess a causal relationship, one needs to account for/control many relevant causal factors that might produce a particular outcome – i.e. use of a complex explanatory model: e.g. structural racism (accumulated inequalities – social status, education, labour market position) leads to higher poverty rate
- Interpretation of data on outcomes should always bear in mind all possible and interrelated causes that might lead to the effects/outcomes observed

Systemic racism “the operation of a complex, interrelated system of laws, policies, practices and attitudes in State institutions, the private sector and societal structures that, combined, result in direct or indirect, intentional or unintentional, de jure or de facto discrimination, distinction, exclusion, restriction or preference on the basis of race, colour, descent or national or ethnic origin”

OHCHR

Systemic discrimination “legal rules, policies, practices or predominant cultural attitudes in either the public or private sector which create relative disadvantages for some groups, and privileges for other groups”.

UN CESC

Thank you!

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