

RELIGIOUS/BELIEF SYMBOLS (RBSs)

EXPLANATION OF SCORES

CLUSTERS A and B address the right to wear RBSs in the workplace by public (CLUSTER A) and private (CLUSTER B) employees.

CLUSTER C addresses the same issue with specific reference to MPs, judges, and members of the police force.

CLUSTER D considers the right to wear RBSs in public places and public institutions.

CLUSTER E provides information about the official display of RBSs by public institutions.

CLUSTER F contains data about the right to display RBSs in private spaces.

QUESTIONS 1.2, 2.2, 3.2, 3.3, 4.2, 6.1 and 7.2 provide background information about the responses that are considered in previous questions; therefore, they are not scored.

A coefficient of 0.5 has been applied to QUESTION 7.3.

Additional information about how scores are awarded, and detailed indications of the applicable international standards are provided in the section RELIGIOUS/BELIEF SYMBOLS of the page POLICY AREAS.

P-INDEX

CLUSTER A AND CLUSTER B: RIGHT TO WEAR AND DISPLAY RELIGIOUS SYMBOLS AT WORK: PUBLIC AND PRIVATE EMPLOYEES

QUESTION 1 *Do public employees have the right to wear Religious/Belief Symbols (RBSs) at work?*

QUESTION 2 *Do public employees have the right to display Religious/Belief Symbols at work?*

QUESTION 3 *Do private employees have the right to wear Religious/Belief Symbols at work?*

QUESTION 4 *Do private employees have the right to display Religious/Belief Symbols at work?*

There is no specific legal provision that prohibits wearing or displaying RBSs, score 0; there is a specific prohibition, score -1 (score -0.5 if only some symbols are banned); there is a specific provision that gives the employer the right to prohibit the wearing of RBSs, score -0.5.

QUESTION 1.1 *Do public employees have the right to wear symbols of the following RBMs?*

QUESTION 2.1 *Do public employees have the right to display symbols of the following RBMs?*

QUESTION 3.1 *Do private employees have the right to wear symbols of the following RBMs?*

QUESTION 4.1 *Do private employees have the right to display symbols of the following RBMs?*

Depending on the number of RBMs whose members enjoy this right, the following scores are given: score 0, no RBM; score 0.33, from one RBM to 1/3 of all RBMs; score 0.66, from 1/3 to 2/3 of RBMs; score 1, more than 2/3 of RBMs.

QUESTION 1.2 *If the answer to the QUESTION 1 is no, what are the grounds for this prohibition?*

QUESTION 2.2 *If the answer to the QUESTION 2 is no, what are the grounds for this prohibition?*

QUESTION 3.2 *If the answer to the QUESTION 3 is no, what are the grounds for this prohibition?*

QUESTION 4.2 *If the answer to the QUESTION 4 is no, what are the grounds for this prohibition?*

No score.

QUESTION 3.3 *If the answer to the QUESTION 3 is “only with the employer’s authorization”, in case of conflict is the employer obliged to prove that wearing religious/belief symbol has a negative impact on the company business?*

No score.

CLUSTER C: RELIGIOUS/BELIEF SYMBOLS AND MPs, JUDGES, AND POLICE MEMBERS

QUESTION 5 *Do MPs have the right to wear RBSs when performing their duties in Parliament?*

QUESTION 5.2 *Do judges have the right to wear RBSs when performing their duties in courts?*

QUESTION 5.3 *Do members of the police force have the right to wear RBSs when performing their duties?*

If there are specific norms that allow the wearing of RBSs, score 1; if there are no specific norms, score 0; if there are norms that prohibit the wearing of RBSs, score -1 (score -0.5, if only some RBSs are prohibited).

QUESTION 5.1 *If the answer to QUESTION 5 is yes, do MPs have the right to wear Religious/Belief Symbols of the following RBMs [de facto situation]?*

QUESTION 5.2.1 *If the answer to QUESTION 5.2 is yes, do judges have the right to wear Religious/Belief Symbols of the following RBMs [de facto situation]?*

QUESTION 5.3.1 *If the answer to QUESTION 5.3 is yes, do members of the police force have the right to wear Religious/Belief Symbols of the following RBMs [de facto situation]?*

Depending on the number of RBMs whose members (MPs, judges, members of the police force) enjoy this right, the following scores are given: score 0, no RBM; score 0.33, from one RBM to 1/3 of all RBMs; score 0.66, from 1/3 to 2/3 of RBMs; score 1, more than 2/3 of RBMs.

QUESTION 5.4 *If the answer to QUESTIONS 5, 5.2 or 5.3 is no, what are the grounds for this prohibition?*

No score.

CLUSTER D: RIGHT TO WEAR RELIGIOUS/BELIEF SYMBOLS IN PUBLIC PLACES

QUESTION 6 *Can individuals entering public institutions (Parliament, courts, etc.) wear Religious/Belief Symbols?*

The question aims to ascertain whether there are specific rules for public institutions that are different from the general rules applicable to public spaces.

If there are specific rules that forbid entering public institutions with RBSs, score -1 (score -0.5, if only some RBSs are forbidden); if there are specific rules that allow entering public institutions with RBSs, score 1; if general rules for public spaces apply, score 0, because any limitations are taken into account in QUESTION 7.

QUESTION 7 *Is it possible to wear Religious/Belief Symbols in public places (streets, squares, etc.)?*

QUESTION 8 *Is it possible to wear Religious/Belief Symbols in public places (airports, railways stations, etc.) where individuals may be required to identify themselves?*

It is possible to wear RBSs, score 0; it is forbidden, score -1; the prohibition concerns only some symbols, score -0.50.

QUESTION 6.1 *If the answer to the QUESTION 6 is no, what are the grounds for this prohibition?*

QUESTION 7.2 *If the answer to the QUESTION 7 is no, what are the grounds for this prohibition?*

No score

QUESTION 6.2 *Can individuals entering public institutions wear symbols of the following RBMs?*

QUESTION 7.1 *Do individuals have the right to wear the symbols of the following RBMs?*

QUESTION 8.1 *Are there any specific Religious/Beliefs Symbols that cannot be worn in these places? (please indicate which ones and the religion/belief concerned)*

Depending on the number of RBMs whose members enjoy the right to wear RBSs, the following scores are given: score 0, no RBM; score 0.33, from one RBM to 1/3 of all RBMs; score 0.66, from 1/3 to 2/3 of RBMs; score 1, more than 2/3 of RBMs.

QUESTION 7.3 *The violation of this prohibition [of wearing RBSs in public places] may be punished with:*
a) imprisonment; b) fines; c) other [please specify]

Imprisonment, score -1; fine, score -0.50; no sanction, score 0.

CLUSTER E: OFFICIAL DISPLAY OR RELIGIOUS/BELIEF SYMBOLS

QUESTIONS 9 *Can Religious/Belief Symbols (e.g. crucifix, star of David, etc.) be officially displayed in prisons?*

QUESTION 10 *Can Religious/Belief Symbols (e.g. crucifix, star of David, etc.) be officially displayed in healthcare institutions?*

QUESTION 11 *Can Religion/Belief Symbols (e.g. crucifix, star of David, etc.) be officially displayed in the army barracks?*

If the official display of RBSs is prohibited, score 0; if there is an obligation to display the symbol of the majority religion, score -1; if there is no prohibition and no obligation (that is, it is possible to display one or more RBSs), score 0.50.

For a discussion of these scoring criteria, see the section RELIGIOUS/BELIEF SYMBOLS of the page POLICY AREAS.

QUESTION 9.1 *Which RBMs have their symbols officially displayed in prisons?*

QUESTION 10.1 *Which RBMs have their symbols officially displayed in healthcare institutions?*

QUESTION 11.1 *Which RBMs have their symbols officially displayed in the army barracks?*

Depending on the number of RBMs whose symbols can be officially displayed, the following scores are given: score 0, no RBM; score 0.33, from one RBM to 1/3 of all RBMs; score 0.66, from 1/3 to 2/3 of RBMs; score 1, more than 2/3 of RBMs.

When the symbol of some RBMs coincides with the symbol of the majority religion that is officially displayed, a score of 0 has been given, on the assumption that that symbol is displayed only because it is the symbol of the majority religion.

On the meaning of “officially displayed” see the paragraph devoted to RELIGIOUS/BELIEF SYMBOLS in the section GLOSSARIES of the page DATA.

CLUSTER F: DISPLAY OF RELIGIOUS/BELIEF SYMBOLS IN PRIVATE SPACES

QUESTION 12 *Can RBSs be privately displayed in prisons?*

QUESTION 12.1 *Can RBSs be privately displayed in healthcare institutions?*

QUESTION 12.2 *Can RBSs be privately displayed in the army barracks?*

It is possible to display RBSs in the private space, score 0; it is forbidden, score -1.

QUESTION 12.3 *Which RBM members have the right to privately display their RBSs in prisons?*

QUESTION 12.4 *Which RBM members have the right to privately display their RBSs in healthcare institutions?*

QUESTION 12.5 *Which RBM members have the right to privately display their RBSs in the army barracks?*

Depending on the number of RBMs whose members enjoy this right, the following scores are given: score 0, no RBM; score 0.33, from one RBM to 1/3 of all RBMs; score 0.66, from 1/3 to 2/3 of RBMs; score 1, more than 2/3 of RBMs.

On the meaning of “privately displayed” see the paragraph devoted to RELIGIOUS/BELIEF SYMBOLS in the section GLOSSARIES of the page DATA.

E- INDEX AND G-INDEX

Only the questions with a score different from that given in the P-INDEX are listed.

CLUSTER A AND CLUSTER B: RIGHT TO WEAR AND DISPLAY RELIGIOUS SYMBOLS AT WORK: PUBLIC AND PRIVATE EMPLOYEES

QUESTION 1.1 *Do public employees have the right to wear symbols of the following RBMs?*

QUESTION 2.1 *Do public employees have the right to display symbols of the following RBMs?*

QUESTION 3.1 *Do private employees have the right to wear symbols of the following RBMs?*

QUESTION 4.1 *Do private employees have the right to display symbols of the following RBMs?*

Score 1 to each RBM whose members enjoy the right to wear RBSs; score - 1 to each RBM whose members do not enjoy it.

CLUSTER C: RELIGIOUS/BELIEF SYMBOLS AND MPs, JUDGES, AND POLICE MEMBERS

QUESTION 5.1 *If the answer to QUESTION 5 is yes, do MPs have the right to wear Religious/Belief Symbols of the following RBMs [de facto situation]?*

QUESTION 5.2.1 *If the answer to QUESTION 5.2 is yes, do judges have the right to wear Religious/Belief Symbols of the following RBMs [de facto situation]?*

QUESTION 5.3.1 *If the answer to QUESTION 5.3 is yes, do members of the police force have the right to wear Religious/Belief Symbols of the following RBMs?*

Score 1 to each RBM whose members (MPs, judges and police personnel) enjoy the right to wear RBSs; score -1 to each RBM whose members do not enjoy this right.

CLUSTER D: RIGHT TO WEAR RELIGIOUS/BELIEF SYMBOLS IN PUBLIC PLACES

QUESTION 6.2 *Can individuals entering public institutions wear symbols of the following RBMs?*

QUESTION 7.1 *Do individuals have the right to wear the symbols of the following RBMs?*

QUESTION 8.1 *Are there any specific Religious/Beliefs Symbols that cannot be worn in these places? (please indicate which ones and the religion/belief concerned)*

Score 1 to each RBM whose members enjoy the right to wear RBSs; score -1 to each RBM whose members do not enjoy this right.

CLUSTER E: OFFICIAL DISPLAY OR RELIGIOUS/BELIEF SYMBOLS

QUESTION 9.1 *Which RBMs have their symbols officially displayed in prisons?*

QUESTION 10.1 *Which RBMs have their symbols officially displayed in healthcare institutions?*

QUESTION 11.1 *Which RBMs have their symbols officially displayed in the army barracks?*

Score 1 to each RBM whose symbols can be officially displayed; score -1 to each RBM whose symbols cannot be officially displayed.

CLUSTER F: DISPLAY OF RELIGIOUS/BELIEF SYMBOLS IN PRIVATE SPACES

QUESTION 12.3 *Which RBM members have the right to privately display their Religious/Belief Symbols in prisons?*

QUESTION 12.4 *Which RBM members have the right to privately display their Religious/Belief Symbols in healthcare institutions?*

QUESTION 12.5 *Which RBM members have the right to privately display their Religious/Belief Symbols in the army barracks?*

Score 1 to each RBM whose members (inmates, patients, military personnel) enjoy the right to display RBSs in their private space; score -1 to each RBM whose members do not enjoy this right.