

### Racism and ethnic discrimination in Germany: update report 2010

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# Racism and Ethnic Discrimination in Germany

## Update Report 2010

european forum for migration studies (efms)

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Bamberg, October 2010

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### **Annex 1: Tables**

### **Annex 2: Good practice**

**This report covers a selection of relevant developments in the field of racism and ethnic discrimination that occurred between January 2010 and October 2010. The structure, style and content of the report are based on the guidelines provided by the EU Agency for Fundamental Rights (FRA) for the RAXEN Complementary Data Collection report.**

**This report tries to avoid any subjective or unsubstantiated statements; where it contains opinions and/or personal assessments; it expresses only the opinion of the author and does not necessarily reflect the position of the FRA or of the efms.**

# 1. Equality Bodies

- [1]. The official statistics on discrimination of the equality body *Antidiskriminierungsstelle des Bundes* [federal anti-discrimination agency, ADS] do not provide data specifically on cases of discrimination, but more generally on queries and contacts to the ADS; in addition to this deficiency, the ADS statistics that are made publicly available do not contain a breakdown by social areas.
- [2]. Between August 2006 and July 2010, a total number of 10,777 contacts were counted, among those 5,123 queries that referred to the General Equal Treatment Act (AGG). Almost 4,000 of these queries could be categories under one or several particular grounds of discrimination. Discrimination due to one's ethnic origin and religion was recorded in 639 cases (16.02 per cent) and 146 cases (3.66 per cent) respectively (see tab. 1, 2). A general trend can not be identified on the basis of these official data, as annual statistics are not publicly available.
- [3]. On the state level, Berlin, being the only *Land* with a statutory anti-discrimination body<sup>1</sup> that publishes state-wide statistics on discrimination complaints (recorded through a network of several mainly non-governmental organisations), has seen a substantial increase in the total number of registered complaints of discrimination on any grounds between 2008 and 2009; in particular the numbers of reported cases of religion discrimination, but also discrimination due to one's ethnic origin have increased (see tab. 13). Except for Berlin, state-wide statistics on reported cases of discrimination, collected by statutory anti-discrimination bodies, are not available. On the local and regional (but not state-wide) level, only a few NGOs and/or governmental bodies offer specialised support to victims of discrimination and systematically register respective complaints and cases. The latest complaints figures of these few organisations and bodies (see tab. 3-12) do not offer a sufficiently solid data basis for any defensible statements about a general trend.
- [4]. In late 2009, the ADS took measures to address the prevailing lack of defensible equality data in Germany which continues to hamper the effective legal and juridical as well as political and societal struggle against discrimination. To address this deficiency, the ADS commissioned a feasibility study on how to improve the quantitative equality data situation, especially in the area of complaint data.<sup>2</sup> The study recommends, amongst other things, the enhancement of specialised anti-discrimination support offers and setting up a nationwide network of organisations that support victims of discrimination and register discrimination complaints in a coherent and standardised way. In late September 2010, an expert workshop with key actors in the field of anti-discrimination support work was held by the ADS in order to jointly discuss a road map to establish such a support and complaint data collection network.<sup>3</sup>

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<sup>1</sup> The Berlin anti-discrimination body is called Landesstelle für Gleichbehandlung – gegen Diskriminierung (LADS).

<sup>2</sup> M. Peucker, C. Lechner (2010) *Machbarkeitsstudie. Standardisierte Datenerhebung zum Nachweis von Diskriminierung I?*, Berlin: ADS.

<sup>3</sup> [www.antidiskriminierungsstelle.de/ADS/root.did=159410.html](http://www.antidiskriminierungsstelle.de/ADS/root.did=159410.html) (25.10.2010)

## 2. Employment

### 2.1. Racism and discrimination (incidents and practices)

#### 2.1.1. Statistical data and tables on incidents of discrimination and racism

- [5]. Several civil society organisations and governmental bodies specialised in supporting victims of discrimination on the grounds of ethnic origin, religion and related characteristics register **complaints on (experienced) discrimination**. Annex 1 contains tables on complaint statistics (tab. 3-14) that also cover labour market discrimination.<sup>4</sup> Most complaint statistics show that the access to employment is a social area with a particular high level of (ethnic) discrimination. A general development can, however, not be identified on the basis of the data available.
- [6]. The **UN Special Rapporteur on contemporary forms of racism**, Mr Muigai, stated after his country visit to Germany in summer 2009 that, according to representatives of the Federal Ministry for Labour and Social Affairs, discrimination in the hiring practices is more of a problem than discrimination in the workplace; especially young people with a migration backgrounds are affected by these discriminatory hurdles in the access to the labour market. The Special Rapporteur also pointed to a more structural type of discrimination: ‘a key problem faced by persons with a migration background is the recognition of diplomas obtained in their own countries. Some key areas such as medicine are particularly problematic’. Government officials confirmed that third country nationals encounter ‘considerable obstacles in obtaining equivalencies for their diploma’ which hampers their access to qualified job positions.<sup>5</sup>

#### 2.1.2. Exemplary incidents and cases

- [7]. The ADS reported a case of **unlawful victimisation** of a trainee of Asian background. The employer informed the young man that his contract will not be extended arguing that the company prefers ‘German employees’. The man asked for advice at the ADS and then lodged a complaint on ethnic discrimination at the company’s internal complain department and was dismissed shortly after that. The ADS contacted the employer and pointed out that the dismissal in response to the person’s complaint is unlawful according to Sec. 16 AGG (victimisation).

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<sup>4</sup> The complaint data, presented in Annex 1, stem from the following antidiscrimination offices: Anti-discrimination Office Cologne (ADB Köln), AMIGRA: anti-discrimination department of the City of Munich, the Berlin-wide network of organisations, coordinated by the Berlin State anti-discrimination body LADS, the specialised anti-discrimination NGO Basis & Woge (Hamburg) and the anti-discrimination offices affiliated with the umbrella organisation Antidiskriminierungsverband Deutschland (advd).

<sup>5</sup> United Nations General Assembly/Human Rights Council (2010) *Report of the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerances, Githu Muigai. Mission to Germany*, pp. 12-13

The young man and the employer agreed on a settlement which included financial compensation.<sup>6</sup>

- [8]. In October 2009, the labour court in Gießen (Hesse) ruled that the **rejection of a job applicant**, a 26-year-old **Muslim woman**, by the accused head of an architectural firm is to be regarded as a case of religious discrimination. The accused was sentenced to pay compensation of three monthly wages (in total 6,450 EUR). The plaintiff had applied for a job as an architect to support the construction management team; she submitted her application portfolio including a CV with a photo showing her with a headscarf. On the same day the accused responded via e-mail explaining that she was not the right person as they were looking for someone for the construction management and not the project planning team; furthermore, the employer stated that ‘an employee with a Islamistic attitude with the symbol of a headscarf for oppression of women is out of the question. The headscarf is a symbol of politically desired oppression and no expression of a religious belief (as often falsely claimed). Unfortunately, we can not accept this in our office’. Although the court realised that the plaintiff did not meet all requirements of the vacant position (e.g. work experiences), it deemed this cases as unlawful discrimination due to the plaintiff’s religion.<sup>7</sup>
- [9]. A 38-year-old man, born in **Ivory Coast**, who has been living in Germany since 2002, applied three times for a advertised job as a postman between November 2008 and February 2009, but was **rejected** each time, while the position remained vacant. After having submitted his first application in November 2008, the man was phoned by a representative of the company in question. Based on this first contact via the phone the company rejected the man’s application arguing that his command of German was not good enough – although the man had successfully undertaken an apprenticeship in Germany and had worked in German offices. Supported by the Hamburg-based anti-discrimination office Basis & Woge, the man took legal action against the company. In January 2010, the labour court in Hamburg held that the rejection was a cases of unlawful indirect discrimination on the grounds of ethnic origin (according to the AGG) as the institutionalised practice of unannounced phone calls of applicants puts people with non-German mother tongue at a disadvantageous situation. According to the judge, this discriminatory recruitment practice is not justified by a legitimate goal. The fact that other applicants with a migration background were hired was regarded as irrelevant. The company was sentenced to pay compensation of 5, 400 EUR, which is the equivalent of three monthly wages. The case received a fair deal of public attention in the media.<sup>8</sup>
- [10]. A woman of non-German origin applied for a freelance position as a part time lecturer at a private education institute in the field of medical professions. Although she meets the qualification requirements, her application is not considered. When the vacant position is advertised again, she contacted the head of the institute and asked for clarification; he responded that her accent was the reason for the rejection arguing that his students have problems understanding the difficult ‘Latin terminology’ of the subjects when pronounced with an accent.

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<sup>6</sup> Germany, Antidiskriminierungsstelle des Bundes (2010), Newsletter ADS-aktuell No. 1/2010; available at: [www.antidiskriminierungsstelle.de/ADS/root.did=129710.html](http://www.antidiskriminierungsstelle.de/ADS/root.did=129710.html) (02.09.2010)

<sup>7</sup> Germany/Arbeitsgericht Gießen/5 Ca 226/09 (29.10.2009)

<sup>8</sup> Germany/Arbeitsgericht Hamburg/25 Ca 282/09 (26.01.2010); see also Germany, Antidiskriminierungsstelle des Bundes (2010), Newsletter ADS-aktuell No. 1/2010; available at: [www.antidiskriminierungsstelle.de/ADS/root.did=129710.html](http://www.antidiskriminierungsstelle.de/ADS/root.did=129710.html) (02.09.2010)

The woman seeks advice at a NGO specialised in anti-discrimination and also at the ADS but decided against legal steps. The ADS pointed out that the rejection due to someone's accent may be discriminatory; the claimed difficulties of the students were not regarded a sufficiently legitimate reason for unequal treatment.<sup>9</sup>

### 2.1.3. Research findings

#### Victim surveys

- [11]. In April 2010, the research institute Zentrum für Türkeistudien [Centre for Studies on Turkey, ZfT] published its tenth annual report on the situation of people of Turkish origin in North Rhine-Westphalia (NRW).<sup>10</sup> The study is based on a representative multi-topic survey, carried out among 1,000 adults of Turkish origin in summer 2009. The survey encompasses, among other issues, questions on experienced discrimination. Altogether 67 per cent of the respondents – less than in previous years (2008: 71 per cent; 2003: 79.9 per cent) – stated that they have experienced ethnic discrimination. Despite this decreasing tendency in the general level of experienced discrimination, the level of perceived discrimination slightly increased in several core areas of life (e.g. workplace, neighbourhood, courts and police). The highest rates of perceived discrimination continue to occur at the workplace or at school/university (50.6 per cent) and when looking for a job (40.2 per cent) (tab.15-16).
- [12]. In 2010, the **Open Society Institute** (OSI) released two research reports on the social situation of Muslims in Berlin<sup>11</sup> and Hamburg<sup>12</sup>; the results are based on focus group discussions, expert interviews and in-depths, face-to-face interviews of 200 people in multi-ethnic neighbourhood in each city (Berlin-Kreuzberg and Hamburg-Mitte). In each city, half of the respondents described themselves as Muslims; the other half was non-Muslim and mostly native German. The findings – though not representative – show a significant level of experienced discrimination also in the labour market.
- [13]. In Berlin, for instance, 38 of the 100 interviewed Muslim reported to have been denied a job within the last year; 20 of them claimed that ethnic and/or religion discrimination was the main or an additional reason. 14 interviewees stated that they have been kept from a promotion within their job for reasons of discrimination; nine of them described their ethnicity and/or religion as a decisive factor. Moreover, the findings of the qualitative research approaches showed the (perceived) discriminatory barriers Muslim women with a headscarf face when trying to secure employment.<sup>13</sup>
- [14]. In Hamburg, both Muslim (34 per cent) and non-Muslim respondents (38 per cent) reported discrimination in the access to the labour market; however, the causes for this unequal treatment

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<sup>9</sup> Germany, Antidiskriminierungsstelle des Bundes (2010), Newsletter ADS-aktuell No. 1/2010; available at: [www.antidiskriminierungsstelle.de/ADS/root.did=129710.html](http://www.antidiskriminierungsstelle.de/ADS/root.did=129710.html) (02.09.2010); Basis & Woge (2010) *Zwei Jahre Antidiskriminierungsberatung in Hamburg*, Hamburg: Basis & Woge, p. 22

<sup>10</sup> M. Sauer (2010) *Teilhabe und Orientierung türkeistämmiger Migrantinnen und Migranten in Nordrhein-Westfalen*. Essen: ZfT; available at: [www.mgffi.nrw.de/pdf/integration/NRW-Bericht\\_2009.pdf](http://www.mgffi.nrw.de/pdf/integration/NRW-Bericht_2009.pdf) (19.09.2010)

<sup>11</sup> Open Society Institute (2010) *Muslims in Berlin*, New York, London & Budapest: OSI

<sup>12</sup> Open Society Institute (2010) *Muslims in Hamburg*, New York, London & Budapest: OSI

<sup>13</sup> Open Society Institute (2010) *Muslims in Berlin*, New York, London & Budapest: OSI, pp. 94-96



differed: While non-Muslim respondents assume to be discriminated against mainly due to their age (13 per cent), Muslim interviewees stated that their Islamic religion was the reason (14 per cent).<sup>14</sup>

- [15]. In both OSI studies, interviewees were also asked about their employers' respect for diverse religious customs at the workplace. In **Hamburg**, 53 per cent of the Muslims respondents considered the employer's respect as 'too little'; 22 per cent stated that their religion was appropriately respected.<sup>15</sup> In **Berlin** 54 per cent of the interviewed Muslims reported a lack of consideration, while 35 per cent did not express any criticism on this issue. The main reasons for the negative assessment in Berlin were 'the rejection of women wearing a headscarf (16) as well as difficulties in securing time during the workday for daily prayer (15)'.<sup>16</sup>

### Testing study

- [16]. The results of the first **systematic discrimination testing study**<sup>17</sup> in Germany since the mid-1990s were published in February 2010 proving that applicants with a Turkish sounding name face discriminatory barriers in the access to the labour market. The researchers tested 528 publicly advertised student internships and discovered that chances of applicants with a Turkish name to receive a call back by the employer are 14 per cent lower than the chances of the 'German' testers. The discrimination rate was significantly higher in small companies where the call back rate of 'Turkish' applicants was 24 per cent lower compared to the German tester.<sup>18</sup>

### Statistical analysis of wage discrimination

- [17]. The two economic researchers Cornelissen and Jirjahn analysed the German Socio-Economic Panel (GSOEP) in order to find out whether **Muslims** have been subject to **wage discrimination** in the aftermaths of the terror attacks on 9/11. The wage developments of 2,500 employees with a migration background – 960 of them considered themselves as Muslims – were examined with statistical methods. The findings show that the Islamic religion, but not the country of origin, had a statistically significant, negative affect on the development of the wages

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<sup>14</sup> Open Society Institute (2010) *Muslims in Hamburg*, New York, London & Budapest: OSI, p. 116

<sup>15</sup> The other respondents did not express a clear opinion (22 per cent) or thought that religious customs are respected too much (3 per cent) (Open Society Institute (2010) *Muslims in Hamburg*, New York, London & Budapest: OSI, p. 114)

<sup>16</sup> In Berlin, ten per cent of the Muslims respondents did not have an opinion on the matter and one percent state that religious customs are respected too much; Open Society Institute (2010): *Muslims in Berlin*. New York, London & Budapest: OSI, p. 93

<sup>17</sup> L. Kaas & C. Manger (2010) *Ethnic Discrimination in Germany's labour Market: A Field Experiment*, Bonn: IZA; available at: <http://ftp.iza.org/dp4741.pdf> (19.09.2010)

<sup>18</sup> The researchers also discovered that the testers were treated equally when adding a reference letter to their application with positive statements of previous employers about the candidate's personality; this finding was interpreted as an indicator for 'statistical discrimination'.

The findings of this testing study received a great deal of public attention; the German anti-discrimination agency ADS referred to the results also when presenting its one-year pilot project on the feasibility of standardised recruitment procedures using anonymous CVs starting in autumn 2010. In August 2010, the economic research institute Institut zur Zukunft der Arbeit (IZA) published an expertise in cooperation with the ADS on such anonymous recruitment procedures; this report present insights in experiences with such procedure from an international perspective and offers practical recommendation on how to implement them in Germany (A. Krause; U. Rinne, K. Zimmermann (2010) *Anonymisierte Bewerbungsverfahren. IZA Research Report No. 27*, Bonn: IZA).

of those Muslim employees with a lower qualification level and those who work in smaller and medium companies.<sup>19</sup>

### Attitude survey

- [18]. The German research institute INFO and the Turkish Liljeberg Research International Ltd. carried out an attitude survey among some 2,100 people in Germany, almost half of them with a migration background. The results were published in May 2010. Some of the many questions refer to employment: 14 per cent of the German respondents believe that the high level of unemployment is mainly due to the many foreigners living in Germany. 17 per cent openly stated that companies should privilege German job applicants when hiring new staff.<sup>20</sup>
- [19]. The result of the eight rounds of the **longitudinal survey Gruppenbezogene Menschenfeindlichkeit** [Group-focussed Enmity; GMF] conducted by the Interdisciplinary Institute for Conflict and Violence Research (IKG, University of Bielefeld) show a persistently high level, but also a slightly decreasing trend of negative **attitudes towards minorities and migrants**.<sup>21</sup> In 2009, 45.8 per cent of the interviewees (2002: 55.4 per cent) agree ‘rather’ (25.0) ‘fully’ (20.8) agree that too many foreigners are living in Germany. 21.4 per cent of the interviewees fully or rather support the statement that Muslims should be prohibited to immigrate to Germany (2005: 24.3 per cent); almost one third stated that he or she feels like a stranger in his/her own country because of the many Muslims. 11.3 per cent fully or rather agreed on the blatantly racist statement that ‘Whites are legitimately leading in this world’ (2002: 16.4 per cent) and 16.8 per cent (rather or fully) agree that Jews have too much influence in Germany (2002: 21.6 per cent).
- [20]. The **Integrationsbarometer** of the *Sachverständigenrat deutscher Stiftungen für Integration und Migration* [Expert Council of several German Foundations in the field of migration and integration, SVR], a large-scale (telephone-based) survey among almost 5,700 people with and without a migration background, contained a short section on experiences of discrimination. According to survey findings, people with a migration background, in particular those of Turkish origin and those with a Muslims background, experiences discrimination – on any grounds – more often than people without a migration background. 69.7 per cent of the migrant respondents stated that they have never experienced discrimination in the labour market. 16.0 per cent reported a ‘rather low’ level of discrimination, 14.3 reported a medium (4.2 per cent), a rather strong (7.3 per cent) or a very high level of discrimination (2.9 per cent). The migrant interviews experiences discrimination in the labour market more than in the neighbourhood but

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<sup>19</sup> T. Cornelissen; U. Jirhahn (2010) *September 11th and the Earnings of Muslims in Germany – The Moderating Role of Education and Firm Size*, SOEP Paper No. 278, Berlin: DIW, online available at: [www.diw.de/documents/publikationen/73/diw\\_01.c.353821.de/diw\\_sp0278.pdf](http://www.diw.de/documents/publikationen/73/diw_01.c.353821.de/diw_sp0278.pdf) (05.10.2010).

<sup>20</sup> INFO; Liljeberg Research (2010) press information, released on 11.05.2010; online available at: [www.liljeberg.net/aktuell/Wertewelten-summary\\_07.pdf](http://www.liljeberg.net/aktuell/Wertewelten-summary_07.pdf) (05.10.2010).

<sup>21</sup> For the representative GMF survey, 2,000 people have been selected and interviewed every year since 2002. The data presented here stem from the press release of the University of Bielefeld, IKG on 4.12.2009 ([www.uni-bielefeld.de/ikg/download/pressehandout\\_gmf\\_2009.pdf](http://www.uni-bielefeld.de/ikg/download/pressehandout_gmf_2009.pdf)); the respective publication is: W. Heitmeyer (2010) *Deutsche Zustände. Folge 8*, Frankfurt/Main: Suhrkamp

slightly less than at school (incl. apprenticeship) and at public authorities and departments, where about one third have experienced discrimination.<sup>22</sup>

#### 2.1.4. Additional information

- [21]. New instances of third-country nationals (TCN) suffering differential treatment in employment based on their **citizenship status** can not be identified during the reporting period.
- [22]. New substantiated information on racist reactions or **discrimination against EU Member State nationals** due to their ethnic background is not available. It is noteworthy, however, that in summer 2009 a heated public and political debate – with partly anti-Roma resentments – occurred when some 100 **Roma** from Rumania moved to Berlin and initially stayed in a park. The City of Berlin offered up to 250 EUR per person to those who voluntarily leave the city. As a reaction to these incidents, the Berlin Senate established a specific contact office for ‘European migrants workers and Roma’, where six social workers offer support to newly arrived Roma regarding the access to legal work, health and decent housing; the contact office, which is funded by the Berlin Senate with almost 30,000 EUR until October 2010, is also engaged in raising public awareness of the situation of Roma and in mediating when anti-Roma incidents occur.<sup>23</sup> According to the Berlin Commissioner for Integration and the head of the contact office, the situation has improved and conflicts between Roma and the general population have escalated less often.<sup>24</sup>
- [23]. Discrimination in the labour market and other social areas are sometimes justified by the perpetrators’ reference to the **victims’ Islamic faith** or their **lack of German skills** (see 2.1.2). The actual extent of these phenomena of indirect discrimination can not be determined. This holds true for both third TCN as well as EU citizens; citizenship status does not seem to have a significant impact on discriminatory practices.
- [24]. Formal restrictions in the **access to the labour market**, as briefly described in CDC 2009, are still in place, but some improvements came into effect on 1 January 2009: TCN who have been holding a toleration certificate (*Duldung*) or a temporary residence status during their pending asylum procedure for at least four years are now entitled to work without a prior check (*Vorrangprüfung*) of the Employment Agency as to whether a German or privileged foreigner might be available for the job. This mandatory labour market check was also abolished for highly qualified Union citizen from the ‘new’ central and eastern EU member states (and their

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<sup>22</sup> pp. 46-47

<sup>23</sup> The contact office for Roma in Berlin is run by the two NGOs Südost Europa Kultur and Amarao Drom ([www.suedost-ev.de](http://www.suedost-ev.de)); a flyer on the offers of the contact office is available at: [www.suedost-ev.de/mobile\\_anlaufstelle/flyer\\_wanderarbeiter\\_juli\\_2010\\_web.pdf](http://www.suedost-ev.de/mobile_anlaufstelle/flyer_wanderarbeiter_juli_2010_web.pdf).

Moreover, the Berlin senate compiled an information leaflet for employees of public administrations on the legal rights and duties of Roma and European migrant workers, covering the areas of employment, access to school and social benefits. The manual is available at: [www.berlin.de/imperia/md/content/lb-integration-migration/publikationen/recht/handreichung\\_roma\\_u\\_europ\\_wanderarbeitnehmer\\_innen\\_bf.pdf?start&ts=1281002053&file=handreichung\\_roma\\_u\\_europ\\_wanderarbeitnehmer\\_innen\\_bf.pdf](http://www.berlin.de/imperia/md/content/lb-integration-migration/publikationen/recht/handreichung_roma_u_europ_wanderarbeitnehmer_innen_bf.pdf?start&ts=1281002053&file=handreichung_roma_u_europ_wanderarbeitnehmer_innen_bf.pdf) (06.10.2010)

<sup>24</sup> Interview with head of the contact body for Roma: ‘Anpassung ist unausweichlich’ in: *taz online* (18.08.2010); available at: [www.taz.de/1/berlin/artikel/1/anpassung-ist-unausweichlich/](http://www.taz.de/1/berlin/artikel/1/anpassung-ist-unausweichlich/) (10.09.2010); C. Spangenberg (2010) ‘Heimatsuche mit Hindernissen’, in *tagesspiegel online* (02.09.2010); available at: [www.tagesspiegel.de/berlin/heimatsuche-mit-hindernissen/1917434.html](http://www.tagesspiegel.de/berlin/heimatsuche-mit-hindernissen/1917434.html) (10.09.2010).

family members) and for citizens from these countries with a German school leaving certificate.<sup>25</sup>

- [25]. On 25 August 2010, the Federal Cabinet agreed on a bill on **data protection** of employees which comprises, amongst others, proposed amendments to the Federal Data Protection Act (BDSG). The bill contains a provision that explicitly limits the legal scope of registering data on the job applicant's 'racial and ethnic origin, religion or belief' and other sensitive data. Such data shall only be allowed to be recorded in cases where different treatment is lawful due to the occupational requirement (Sec. 8 (1) AGG). Similarly, data on religious beliefs and denomination can be recorded if the person should be employed by a church or a subordinated (religious) organisation and if the religious conviction is considered an objectively justified occupational requirement.<sup>26</sup>
- [26]. No new data or information on the participation of migrants and ethnic minorities in **trade unions** available.

## 2.2. Good practice

- [27]. Key policy and practical initiatives by civil society and government are presented in Annex 2.

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<sup>25</sup> Germany, Verordnung zur Änderung der Beschäftigungsverfahrensverordnung und der Arbeitsgenehmigungsverordnung, 10.11.2008; BGBl. 2008/ I/53 (27.11.2008)

<sup>26</sup> Germany, Bundesministerium des Innern, press release (25.08.2010); available: at: [www.bmi.bund.de/SharedDocs/Kurzmeldungen/DE/2010/08/beschaefigtendatenschutz.html](http://www.bmi.bund.de/SharedDocs/Kurzmeldungen/DE/2010/08/beschaefigtendatenschutz.html) (10.09.2010); the bill is available at: [www.bmi.bund.de/cae/servlet/contentblob/1286172/publicationFile/95297/Entwurf\\_Beschaefigtendatenschutz.pdf](http://www.bmi.bund.de/cae/servlet/contentblob/1286172/publicationFile/95297/Entwurf_Beschaefigtendatenschutz.pdf) (10.09.2010)

## 3. Housing

### 3.1. Racism and discrimination (incidents and practices)

#### 3.1.1. Statistical data and tables on incidents of discrimination and racism in housing

- [28]. Although **complaints of discrimination** in housing are recorded less often by special support organisations (see 2.1.1) than in areas like employment, it remains a social field with a significant degree of discrimination (see Annex 1, tab. 3-14). A general trend can not be determined.
- [29]. The **UN Special Rapporteur on racism** stated that, according to NGOs, housing discrimination is ‘one of the major problems faced by migrant communities’ in Germany. He emphasised that housing discrimination contributes to the problem of forced ‘ghettoization’, which entails additional integration barrier for migrants and ‘has also fostered the image of migrant communities as being “secluded” and “unwilling” to integrate’. Moreover, he criticised the AGG provision which ‘allows for legal discrimination’ in the realm of housing in cases where the difference in treatment is aimed to create or maintain stable housing and settlement structures and balanced economic, social, social and cultural conditions in the neighbourhood (Sec. 19 (3) AGG).<sup>27</sup>

#### 3.1.2. Exemplary incidents and cases

- [30]. The Hamburg-based anti-discrimination office Basis & Woge presented a case of housing discrimination: **Two brothers from Afghanistan** were looking for a flat for themselves and their parents and applied for a vacant flat. Although the family met all formal requirements, they were rejected by the housing company – with the argument that the parents had **no sufficient command of German**: this would ‘negatively affect the neighbourhood relationships’.<sup>28</sup>
- [31]. The ADS offered assistance to a **Muslim woman** who encountered difficulties when looking for a flat. After the landlord and the woman came to an agreement and were about to sign the lease, the woman was informed that other tenants in the building had expressed their disapproval of her due to her headscarf. She was told by the landlord to reconsider her intention to move in. In addition she was informed that the rent would be higher than initially agreed and that the

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<sup>27</sup> Regarding the specific situation of asylum seekers, the UN Special Rapporteur strongly recommends that reception centres for asylum-seekers should offer with reasonable living conditions, including access to education and health services. Moreover, the government should ensure that asylum seekers can enjoy the right of freedom of movement during the asylum applications procedure and when refugee status has been granted (United Nations General Assembly/Human Rights Council (2010) Report of the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerances, Githu Muigai. Mission to Germany, pp. 12, 20)

<sup>28</sup> Further information on the outcome of this case (e.g. legal steps, sanctions imposed), is not available. Basis & Woge (2010) *Zwei Jahre Antidiskriminierungsberatung in Hamburg*, Hamburg: Basis & Woge, p. 12

renovation prior to her moving in was cancelled – although this was agreed on by the woman and the landlord. After the ADS' intervention, the lease was signed under the previously agreed conditions.<sup>29</sup>

### 3.1.3. Research findings

- [32]. The findings of aforementioned annual survey, carried out by the ZfT among 1,000 **migrants of Turkish origin in NRW**, indicate that a significant proportion of respondents have experienced ethnic discrimination in the area of housing. 39.1 per cent of the respondents reported about experiences of discrimination when looking for a flat and 28.4 per cent have encountered discrimination in the neighbourhood (see tab. 15).
- [33]. The *Kriminologische Forschungsinstitute Niedersachsen* [Criminological Research Institute Lower Saxony, KFN] published the results of a large scale questionnaire-based survey, carried out in 2006 among almost 45,000 secondary school students in the ninth grade. In a sub-sample 20,604 German (non-migrant) ninth-grade students were asked about their attitudes towards certain **minority members as neighbours**. The results show that German youngsters prefer other native Germans in their neighbourhood (mean value: 6.2) over migrants and minorities. The by far most undesirable neighbours are Turks (mean value: 3.4), followed by ethnic German *Spätaussiedler* (4.1). People with dark skin and Jewish people are considered by the respondents more positive (4.8 and 4.5 respectively), but still less desirable than Swedish and Italian neighbours (5.1 and 4.9 respectively).<sup>30</sup>

### 3.1.4. Legal restrictions to access to housing

- [34]. Only some migrant groups face legal restrictions in their choice of where to take up residence (see CDC 2009). However, in 2010, some **improvements** occurred: on 31 December 2009, the *Wohnortzuweisungsgesetz* [Residence Allocation Act] expired and is not in effect any longer. Thus, recently immigrated ethnic German migrants (*Spätaussiedler*) are not obliged anymore to take up residence in the municipality assigned to them by the authorities (see CDC 2008).<sup>31</sup>
- [35]. In July 2010, two new state-level decrees came into effect in the two neighbouring *Länder* Berlin and Brandenburg that make it easier for asylum seekers and foreigners with a toleration

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<sup>29</sup> Germany, Antidiskriminierungsstelle des Bundes (2010), Newsletter ADS-aktuell No. 2/2010; available at: [www.antidiskriminierungsstelle.de/ADS/root.did=129756.render=renderPrint.html](http://www.antidiskriminierungsstelle.de/ADS/root.did=129756.render=renderPrint.html) (09.09.2010)

<sup>30</sup> D. Baier, C. Pfeiffer, J. Simonson, S. Rabold (2009) *Jugendliche in Deutschland als Opfer und Täter von Gewalt. Erster Forschungsbericht zum gemeinsamen Forschungsprojekt des Bundesministeriums des Innern und des KFN*, Hanover: KFN, p. 114

The large-scale representative youth survey *Shell Studie 2010*, carried out every fourth year in Germany, came to similar results. In early 2010, some 2,600 young people aged between twelve and 25 were interviewed. 27 per cent of the respondents stated that they would find it 'not good' if a Turkish family moved in next door; 26 per cent expressed negative attitudes to *Spätaussiedler* as neighbours ([www.fr-online.de/politik/aufstiegschancen-dringend-gesucht/-/1472596/4644812/-/index.html](http://www.fr-online.de/politik/aufstiegschancen-dringend-gesucht/-/1472596/4644812/-/index.html) (05.10.2010)).

In the aforementioned attitude survey, carried out by the two research institutes INFO and Liljeberg Research International, 20 per cent of the German respondents without a migration background stated they would rather not have migrants or foreigners as neighbours (see section on employment).

<sup>31</sup> [www.bamf.de/nm\\_974806/SharedDocs/Anlagen/DE/Migration/Publicationen/Publikationen/Forschung/Forschungsberichte/fb3-wohnortzuweisungsgesetz.html](http://www.bamf.de/nm_974806/SharedDocs/Anlagen/DE/Migration/Publicationen/Publikationen/Forschung/Forschungsberichte/fb3-wohnortzuweisungsgesetz.html) (05.10.2010).

certificate to temporarily leave the *Land* of their regular place of residence and visit the respective other *Land*.<sup>32</sup> The federal government announced in its coalition agreement that the **mobility for asylum seekers** should be enhanced, especially with the aim to enable those persons with a work permit to secure employment.<sup>33</sup> Concrete political decisions have not been made so far.<sup>34</sup>

- [36]. In an EU Commission report on discrimination in the area of financial services, the author of the German country report presented several cases of ethnic discrimination regarding the **access to bank accounts**. Individual cases were reported in which banks refused to set up an account for, provide a credit or issue a credit card to migrants due to the applicant's residential status, their ethnic origin or 'because they don't speak German'. The cases were gathered by the author with the help of several complaint and monitoring bodies.<sup>35</sup>

## 3.2. Good practice

- [37]. Good practice projects and initiatives are presented in Annex 2.

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<sup>32</sup> The asylum seekers and refugees are not obliged any longer to apply for an exceptional permit every time they want to go to Berlin or Brandenburg respectively. Instead they need to apply only once and receive a permanent permit; the reasons for the trips to Berlin or Brandenburg respectively do not need to be disclosed (<http://www.residenzpflicht.info/>).

<sup>33</sup> <http://www.cdu.de/doc/pdfc/091026-koalitionsvertrag-cducsu-fdp.pdf>

<sup>34</sup> Regarding the situation of asylum seekers, the Special Rapporteur strongly recommended that freedom of movement should be ensured while asylum applications are pending or when refugee status has been granted (UN General Assembly/Human Rights Council (2010) *Report of the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerances, Githu Muigai. Mission to Germany*, p. 20)

<sup>35</sup> Civic Consulting (2010) *Study on the use of age, disability, sex, religion or belief. Racial or ethnic origin and sexual orientation in financial services, in particular in the insurance and banking sectors. Final report, Part II: Country Reports* (prepared for the EU Commission), pp. 43, 48; available at: <http://ec.europa.eu/social/BlobServlet?docId=5600&langId=en>

## 4. Health care

### 4.1. Racism and discrimination (incidents and practices)

#### 4.1.1. Statistical data and tables on incidents of racism and discrimination

- [38]. Only some of the specialised anti-discrimination organisations that document **discrimination-related complaints** deploy a separate category for discrimination in the area of health; thus, only limited data is available (tab. 3, 13). A general trend can not be identified.
- [39]. Discrimination in the German health sector is hardly mentioned by the **UN Special Rapporteur on racism**. However, he emphasised that housing discrimination contributes to segregated neighbourhoods in some metropolitan areas and has ‘spillover effects in areas such as education and health care’. He also urged the government to provide asylum seekers ‘with reasonable living conditions, including access to education and health services’.<sup>36</sup>

#### 4.1.2. Exemplary incidents and cases

- [40]. In the recent past, several cases of discrimination in the health sector due to an employee’s or a patient’s Muslim headscarf have been reported.
- [41]. The Hamburg-based anti-discrimination organisation *Basis & Woge* presented the following cases: A Muslim employee of a **nursing home for elderly people** came back from her parental leave and decided to wear a **headscarf**. Her employer threatened to fire her if she refused to take off the headscarf at work. After the woman sought help at the anti-discrimination office and told her employer that the dismissal because of her headscarf would be unlawful, the employer gave in and came to an agreement with the Muslim employee: she has been permitted since to work with a white headscarf.
- [42]. In August 2010, a **general practitioner** in a small town in Hesse decided to not treat Muslim women with a headscarf, patients without basic German skills and ‘Islamic families with more than five children’. These new rules were presented in his medical practice. He justified these new rules by pointing to previous bad experiences and difficulties in **treating Muslim patients** with a headscarf and their often low command of German. He stated that he did not mean to discriminate against anyone, but certain grounds rules need to be complied with. After talks with representatives of the local Muslim community and after the Medical Council (*Ärztekammer*) in Hesse and the association of physicians (*Kassenärztliche Vereinigung*) started

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<sup>36</sup> UN General Assembly/Human Rights Council (2010) *Report of the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerances, Githu Muigai. Mission to Germany*, pp. 17, 20



to examine the cases, the doctor apologised and announced that he is willing to reword, but not fully abandon his 'ground rules' for Muslim patients.<sup>37</sup>

- [43]. An orthodontist in Baden-Württemberg refused to treat a 16-year-old young man of Turkish origin because of his name "Cihad", a common Arabic name, but also a term used by Islamic extremist for 'holy war'. The orthodontist state that she interpreted this name as a 'declaration of war against non-Islamists' and was thus not willing to treat the young man. Later on the doctor apologised.<sup>38</sup>
- [44]. A 27-year old medical assistant was dismissed because of her Muslim headscarf. The woman had worked for an internist in Dortmund for about nine years – first as an intern, then as an apprentice and then as an employee. In 2009, she decided to not take off her Muslim headscarf during work like she used to do before. The employer made her redundant arguing that the headscarf made it impossible to develop a sufficient level of trust between her and the patients. The Muslim women took legal action against the employer which resulted in a settlement between both parties out of court.<sup>39</sup>
- [45]. In spring 2010, a 24-year old woman with a Muslim headscarf applied for a three-month internship at the Catholic St. Vincenz hospital in Paderborn as a preparation for an apprenticeship to become a PTA. During the job interview, her Muslim headscarf was not mentioned as a problem, but four weeks after she started her internship, the managing director confronted her with the internal regulations of the Catholic hospital according to which Muslim headscarves are not part of the official working clothes and thus prohibited; she also emphasised the Christian orientation of the hospital and that a headscarf is conflicting with the dignity that God gives to each individual'. The woman was dismissed after four weeks.<sup>40</sup>

### 4.1.3. Additional information

- [46]. No new information available; for more, see previous CDC 2009 report.

### 4.1.4. Research findings

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<sup>37</sup> F. Schuster (2010) ‚Kopftuchverbot in Arztpraxis‘, in: Frankfurter Rundschau (04./05.09.2010), p. D1; J. Andersson 82010) ‚Kein neuer Sarrazin‘, in: *Frankfurter Rundschau* (07.09.2010), p. D7; M. Mück-Raab (2010) ‚Arzt will Regelungen für Patientinnen mit Kopftuch‘, in: *Der Tagesspiegel online* (10.09.2010); available at: [www.tagesspiegel.de/weltspiegel/arzt-will-regelungen-fuer-patientinnen-mit-kopftuch/1930054.html](http://www.tagesspiegel.de/weltspiegel/arzt-will-regelungen-fuer-patientinnen-mit-kopftuch/1930054.html) (15.09.2010)

<sup>38</sup> H.-H. Kotte (2010) ‚Cihad mit de Zahnsperre‘, in Frankfurter Rundschau, (6./7.02.2010), p. 4; Spiegel online (05.02.2010); available at: [www.spiegel.de/panorama/0,1518,676093,00.html](http://www.spiegel.de/panorama/0,1518,676093,00.html); Welt Online (05.02.2010), available at: [www.welt.de/vermischtes/article6269759/Aerztin-entschuldigt-sich-nach-Wirbel-um-Cihad.html](http://www.welt.de/vermischtes/article6269759/Aerztin-entschuldigt-sich-nach-Wirbel-um-Cihad.html) (both 10.09.2010)

<sup>39</sup> J. Hartwich (2009) ‚Kopftuch-Klage – Ärzte auf Schadensersatz verklagt‘, in: Ruhr Nachrichten.de (14.12.2009), available at: [www.ruhrnachrichten.de/lokales/dortmund/lokalmeldungen\\_dortmund/Kopftuch-Klage-Aerzte-auf-Schadenersatz-verklagt;art930,761961](http://www.ruhrnachrichten.de/lokales/dortmund/lokalmeldungen_dortmund/Kopftuch-Klage-Aerzte-auf-Schadenersatz-verklagt;art930,761961)

<sup>40</sup> J. Steinmetz (2010) ‚Paderborner St.-Vincenz-Krankenhaus verbietet Muslima-Kopfbedeckung‘, in: *Neue Westfälische Zeitung* (18.04.2010), available at: [http://www.nw-news.de/owl/3495818\\_Paderborner\\_St.-Vincenz-Krankenhaus\\_verbietet\\_Muslima-Kopfbedeckung.html](http://www.nw-news.de/owl/3495818_Paderborner_St.-Vincenz-Krankenhaus_verbietet_Muslima-Kopfbedeckung.html) (12.09.2010)

- [47]. The aforementioned annual representative survey among people of Turkish origin in NRW, conducted by the ZfT, shows that respondents **experience** a significant level of **discrimination** in the health system, though to a much lower degree than in most other areas of life. 21.3 per cent reported about ethnic discrimination ‘at the hospital’ and 20.1 per cent ‘at the doctor’; this indicates a slight increase compared to 2008, but remains below the level of the previous years (annex 1, tab. 15).
- [48]. In 2009, the two psychologists Ziegler and Beelmann published an article on the effect of ethnic discrimination on mental and physical health. While the researchers do not present any new empirical data, they deliver a state-of-the-art overview based on a meta-analysis of numerous studies, carried out primarily outside Germany. The findings confirm the causal association between ethnic discrimination and physical and mental health; the strongest effects are higher level of stress, lower well-being and higher rates of mental illnesses (e.g. depressive disorder), but the researchers also found that discrimination increases the risk of heart diseases and hypertension. The health-related effects of discrimination depend on the frequency and type of discrimination as well as on individual coping resources and strategies and experienced social support.<sup>41</sup>

## 4.2. Good practice

- [49]. Several good practice initiatives are presented in **Annex 2**.

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<sup>41</sup> P. Ziegler, A. Beelman (2009) ‘Diskriminierung und Gesundheit’, in: a. Beelmann; K. J. Jonas (eds.) *Diskriminierung und Toleranz. Psychologische Grundlagen und Anwendungsperspektiven*. Wiesbaden: VS Verlag, pp. 357-378

## 5. Education

### 5.1. Statistical data and tables on racist incidents

- [50]. **Complaints of discrimination** in education are recoded fairly often by specialised anti-discrimination offices. According to the joint statistics of the umbrella anti-discrimination organisation advd, twelve per cent of all registered discrimination complaints refer to the area of education. Several anti-discrimination organisations and networks have registered an increase in education related discrimination (e.g. AMIGRA and LADS) in recent years (see tab. 3-14).
- [51]. In some *Länder* (e.g. Saxony, Saxony-Anhalt) official statistics on **extreme right-wing crimes** committed at or in the vicinity of **schools** are available, usually based on a special analysis of the police statistics on politically motivated right-wing crimes<sup>42</sup> In Berlin, a special reporting scheme on violent incidents at schools, operational since 2003, encompasses, amongst others, the category ‘extremist incidents’; under this heading, cases of Swastika smearings and NS slogans, showing the Hitler salute and xenophobic and anti-Semitic statements are recorded (see tab. 19). Both the special analyses of the police statistics (see tab. 17, 18) and the Berlin statistics on violent incidents at schools provide some information on extreme right-wing incidents at schools. A general trend can, however, not be identified: While in Saxony and Saxony-Anhalt the statistics show a very high number of extreme-right-wing incidents in 2008 and in the school term 2007/2008 respectively and a lower number for 2009, in Berlin a relatively low number of ‘extremist’ incidents were recorded in both term 2007/2008 and 2008/2009.
- [52]. The *Kriminologische Forschungsinstitute Niedersachsen* [Criminological Research Institute Lower Saxony, KFN] published the results of a large scale questionnaire-based survey among almost 45,000 secondary school students in the ninth grade. A sub-sample of 20.604 German (non-migrant) students completed a questionnaire on extreme right-wing, xenophobic/racist and anti-Semitic attitudes and behaviour. The young people were also asked, amongst others, about the use of racist derogatory expression. Only 56.1 per cent stated that they never use words like ‘Nigger’, ‘Scheiß Ausländer’ (‘fucking foreigners’), ‘Dönerfresser’ (derogatory term for people with an Arabic or Turkish background), Kanake (derogatory for ‘foreigner’) or ‘Polake’ (derogatory for person of Polish origin). 31.2 per cent use such insults rarely or sometimes and 12.7 per cent often or very often. The survey data suggest that such racist expressions are used more commonly by students in western and southern parts of Germany than in eastern Germany.<sup>43</sup>

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<sup>42</sup> These special statistics based on an regular analysis of the police statistics on politically motivated right-wing (i.e. extreme right-wing) crimes usually fail to provide a more detailed break-down according to xenophobic, racist or anti-Semitic incidents. The vast majority of these recorded offences are deemed to be propaganda offences (e.g. smearing Swastika, showing the Hitler salute).

<sup>43</sup> D. Baier, C. Pfeiffer, J. Simonson, S. Rabold (2009) Jugendliche in Deutschland als Opfer und Täter von Gewalt. Erster Forschungsbericht zum gemeinsamen Forschungsprojekt des Bundesministeriums des Innern und des KFN, Hannover: KFN, pp. 118-121 (for more information, see RAXEN Thematic Study on Hate Crime 2010).

- [53]. The **UN Special Rapporteur on racism** criticised the German school system for its early selection in separate educational tiers, which puts students whose mother tongue is not German at a disadvantaged position; this was seen as factor that contributes to the ‘overrepresentation of minority students in the lower school stratum’.<sup>44</sup>

## 5.2. Exemplary cases of discrimination

- [54]. The anti-discrimination office *Basis & Woge* in Hamburg reported about the following case of discrimination in the education system (another incident is presented in annex 3). A **primarily school pupils** was continuously bullied and insulted by his schoolmates because of his **dark skin**. His mother overheard one day that a schoolmate shouted at her son he should ‘piss off and go where people with such a dirty skin colours belong’. As the teacher who had noticed the incidents did not interfere, she decided to talk to her son’s main teacher and the school’s principal – without success. The school expressed the opinion that ‘nine year old children do not have racist attitudes and hence their behaviour towards others can not be called racist’; the mother was criticised for causing trouble. Together with the anti-discrimination office the mother sought to solve the problem, but the school refused to admit any problems. In the end, the mother decided to register her son at another school.<sup>45</sup>
- [55]. Another incident, reported by Basis & Woge, took place in an evening school, where a 20-year-old refugee from an African country was enrolled to get his A-level and to acquire the entitlement to study at university. Several of the required assignments at school were to be rendered not individually but by a group of students. As the classmates did not want to accept the young man as one of their group member, the teacher referred him to a group. The students in this group kept excluding him from their work, refused to share information about the joint project and dates of group meetings. The young man asked the teacher for help but did not receive any support. In the end he got sick but managed to submit a project assignment, accomplished alone without the group. Although the teacher described his performance as above average, he informed the student that he had failed as the assignment needed to be done as a group.<sup>46</sup>
- [56]. According to a press release of the Islamic organisation IGMG and a media report in February 2010, a tenth-grade high school student was temporarily banned from attending school lessons because of her Muslim headscarf; she was wearing a so-called Khimar, a headscarf that covers also her upper body but not her face. The case dates back to 2008, but was made public in early 2010 when the public prosecutor confirmed that the Düsseldorf office of the prosecutor was currently examining the incident. The head of the school in Oberhausen (NRW) stated that he had continuously called upon the student, who is of Bosnian origin, to stop wearing her Muslim headgear. He argued that he has a problem with the headscarf as it conveys a certain message arguing that we must not bring all societal conflicts (...) into the schools. When the student refused to follow his request, she was temporarily barred from school lessons. In the meantime the student left the high school. According to the regional school authority, a decree for all state

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<sup>44</sup> UN General Assembly/Human Rights Council (2010) *Report of the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerances, Githu Muigai. Mission to Germany*, p. 11

<sup>45</sup> Basis & Woge (2010) *Zwei Jahre Antidiskriminierungsberatung in Hamburg*, Hamburg: Basis & Woge, pp. 17-18

<sup>46</sup> Basis & Woge (2010) *Zwei Jahre Antidiskriminierungsberatung in Hamburg*, Hamburg: Basis & Woge, p. 12

schools was issued in 2009 according to which students' headgears that hampers or makes the communication in the classroom impossible are not wanted. The individual schools are responsible for the practical implementation of this general decree.<sup>47</sup>

### 5.3. Restrictions to access to education

- [57]. The regulations on the right or obligation of **undocumented migrants** to attend school differ significantly between the *Länder*.<sup>48</sup>
- [58]. In the *Land Hesse*, a new provision came into effect on 10 December 2009, which removed practical barriers for undocumented migrants to enrol their children at school. A residence status or a toleration certificate is no longer a precondition for the right to schooling. According to the new regulation, an official document proving that the family is registered at the municipality is not required anymore for the enrolment procedure.<sup>49</sup> A similar regulation has been in force in **NRW** since March 2008: the NRW State Ministry for Schools and Further Training issued a decree clarifying that schools are not permitted to ask for official registration documents or the parents' ID/passports who intend to enrol their children. Moreover, according to the decree, teachers and other school staff are not obliged to inform the foreigners' department when finding out about the undocumented status of a child at school.<sup>50</sup> In **Berlin**, the State Senate for Education, Sciences and Research issued an official information statement to all public schools in Berlin in November 2009 which underscores the right to attend school for undocumented migrant children and clarifies that 'in general, public schools are not subject to the obligation' to inform the foreigners' department about the undocumented status of a pupil.<sup>51</sup>
- [59]. On the federal level, a legal amendment, in effect since 1 January 2009, has lowered the barriers regarding the **access to an apprenticeship** for third-country nationals with a toleration certificate, who have been living in Germany for at least one year. They are now entitled to start an apprenticeship without the Employment Agency's prior check as to whether Germans or other privileged foreigners are available for the apprenticeship. Moreover, foreigners with a toleration certificate are entitled to receive financial benefits for their apprenticeship according

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<sup>47</sup> H. Sibum (2010) 'Die große Kleiderfrage', in: *Der Westen online* (10.02.2010); online available at: [www.derwesten.de/staedte/oberhausen/Die-grosse-Kleiderfrage-id2535618.html](http://www.derwesten.de/staedte/oberhausen/Die-grosse-Kleiderfrage-id2535618.html) (25.10.2010); IGMG press release (12.02.2010), online available at: [www.igmg.de/nachrichten/artikel/2010/10/13/gymnasialrektor-noetigt-muslimische-schuelerin.html](http://www.igmg.de/nachrichten/artikel/2010/10/13/gymnasialrektor-noetigt-muslimische-schuelerin.html) (25.10.2010).

<sup>48</sup> A nation-wide harmonised regulation was announced by the Federal Government in 2009, but concrete steps towards such a regulation based on an amendment to the Residence Act have not been taken so far (Sachverständigenrat deutscher Stiftungen für Integration und Migration (SVR) (2010) *Humanität und Staatsräson auf Kollisionskurs: Der Schulzugang von Kindern irregulärer Zuwanderer. Ergebnisse einer Studie für die Stiftung Mercator*; Berlin: SVR).

<sup>49</sup> The new provision was introduced with an amendment to Sec. 3 of the Hesse State Act on schooling for pupils with non-German mother tongue. See also: D. Vogel; M. Abner (2010) *Kinder ohne Aufenthaltsstatus – illegal im Land, legal in der Schule*, online available at: [www.svr-migration.de/wp-content/uploads/2010/04/svr\\_schulzugang\\_irregulaere\\_vogel\\_asner.pdf](http://www.svr-migration.de/wp-content/uploads/2010/04/svr_schulzugang_irregulaere_vogel_asner.pdf) (24.09.2010).

<sup>50</sup> H. Cremer (2009) *Das Recht auf Bildung für Kinder ohne Papiere. Empfehlungen zur Umsetzung. Policy paper No. 14*, Berlin: German Institute for Human Rights, p. 10-11

<sup>51</sup> [http://www.fluechtlingsinfo-berlin.de/fr/pdf/Schulpflicht\\_Berlin.pdf](http://www.fluechtlingsinfo-berlin.de/fr/pdf/Schulpflicht_Berlin.pdf)

to the Federal Training Assistance Act BAföG and Social Code SGB III, after four years of legal stay in Germany.<sup>52</sup>

## 5.4. Special measures for persons belonging to national minorities

- [60]. No significant changes have occurred regarding educational measures fostering knowledge of the culture, history, language and religion of national minorities.
- [61]. According to the federal government, the adult education centre in the city of Marburg was intending to offer a **Romanes class** primarily for adults, but also open to children; non-Romanes speakers were not permitted.<sup>53</sup> Moreover, in 2009 the Hesse State association of Sinti and Roma compiled a set of **educational materials on Sinti and Roma** ('Media Suitcase') which has been distributed among schools in Darmstadt since fall 2009; the material should help teachers to impart knowledge about the situation of Sinti and Roma and to redress anti-Roma prejudices among the pupils. This education initiative was part of a local action plan in Darmstadt, funded within the federal support programme *Vielfalt tut gut*.<sup>54</sup>
- [62]. According to the fourth report of the federal government on the European Charter for Regional and Minority Languages, the NRW state association of Sinti and Roma is currently developing a **handbook on school and extra-curricular support** of pupils from Sinti and Roma families, including additional tuition in Romanes. This handbook should serve as a basis for discussion with the State Ministry of Schools and Further Education on how to implement such measures.<sup>55</sup>

## 5.5. Good practices

- [63]. Good practices in the field of education are presented in Annex 2.

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<sup>52</sup> Germany, Gesetz zur arbeitsmarktdäquaten Steuerung der Zuwanderung Hochqualifizierter und zur Änderung weiterer aufenthaltsrechtlicher Regelungen (Arbeitsmigrationssteuerungsgesetz), [www.bundesrat.de/cln\\_099/SharedDocs/Drucksachen/2008/0901-1000/970-08.templateId=raw.property=publicationFile.pdf/970-08.pdf](http://www.bundesrat.de/cln_099/SharedDocs/Drucksachen/2008/0901-1000/970-08.templateId=raw.property=publicationFile.pdf/970-08.pdf)

<sup>53</sup> Germany/Federal Ministry of the Interior (2010) *Fourth Report of the Federal Government of Germany in accordance with Article 15 (1) of the European Charter for Regional or Minority Languages*, p. 180

<sup>54</sup> <http://www.vielfalt-in-darmstadt.de/>

<sup>55</sup> Germany/Federal Ministry of the Interior (2010) *Fourth Report of the Federal Government of Germany in accordance with Article 15 (1) of the European Charter for Regional or Minority Languages*, p. 190

## 6. Participation of minorities in public life

### 6.1. Respecting the right to identity and promoting mutual understanding

- [64]. No new evidence is available on **restrictions of constitutional freedom** of peaceful assembly, freedom of association, freedom of expression, and freedom of thought, conscience and religion or that minorities do not fully enjoy the right to manifest their religion or belief and to establish religious institutions, organisations and associations.
- [65]. The verdict of the administrative court Berlin which gave a Muslim high school student the **right to pray during his lesson breaks** (see CDC 2009) was overruled by the Upper Administrative Court on 27 May 2010. The second instance court decided that the school is not obliged to provide such a room to pray; this restriction of the freedom of practicing one's religion is, according to the court, justified. The court referred to the schools neutrality and its duty to guarantee a peaceful learning environment.<sup>56</sup>
- [66]. There is a variety of measures financed and initiatives undertaken by authorities aiming to **depict minorities as enrichment** for society and **promote tolerance** and mutual understanding. These activities range from public statements of leading politicians to practical measures such as initiating awards for certain projects or specific PR activities and large-scale funding programmes (see previous CDC reports) like *Vielfalt tut gut* [Diversity feels good], XENOS and financial support provided by the Federal Office for Migration and Refugees (BAMF).<sup>57</sup> Some concrete examples are presented in the following:
- [67]. The newly elected Federal President, Wulff, emphasized in his inauguration speech in July 2010 that the country's biggest gift is its people and their diversity and talents. He announced his intention to bring migrants and natives closer together and to work towards equal chances and more cooperation of all. Similarly, the Federal Minister of the Interior, de Maizière, stated in a newspaper article in September 2010, 'that without immigration, in combination with a tolerant and a cosmopolitan open attitude, our country would be much poorer'.
- [68]. In addition to numerous such statements expressed by leading politicians, public authorities on the state and the federal level have initiated or supported programmes that aim to recognise minorities and diversity as enrichment for society and to encourage mutual respect and tolerance. Some examples are the following; more such initiatives are presented in annex 2:

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<sup>56</sup> Germany, Oberverwaltungsgericht Berlin-Brandenburg, OVG 3 B 29.09 (27.05.2010), press release of the Oberverwaltungsgericht Berlin-Brandenburg online available at: <http://www.berlin.de/sen/justiz/gerichte/ovg/presse/archiv/20100527.1605.297041.html> (27.09.2010)

<sup>57</sup> In 2009, some 400 (2008: 500) projects that aim to foster integration and the mutual respect and acceptance between migrants and natives were carried out with funding provided by the Federal Office for Migration and Refugees BAMF (14 million EUR) and the federal ministry of Family, Seniors, Women and Youth (7.2 million EUR) (BAMF (2009) *Projektjahrbuch 2009. Potenziale nutzen – Integration fördern*, p. 11).

- The integration competition ‘Respekt 2010’, set up by the Federal Commissioner for Integration, calls upon high-school students to create and submit songs dealing with tolerance and integration.
- The competition ‘Berliner Tulpe’ has been carried out for the fifth time under the heading ‘Jointly active for mutual understanding – a chance for Berlin.’ Civil society initiatives that seek to promote German-Turkish cooperation can be submitted and win a prize of 10,000 EUR.
- In late 2009, the German equality body ADS launched a public awareness raising campaign called ‘Vielfalt statt Einfalt’ – Gemeinsam für Gleichbehandlung’, promoting the joint commitment for equal treatment and diversity.
- The Hesse State Ministry for Education awarded four projects that aim to foster migrant integration in education with the prize ‘Unfold potentials: Education for Integration in Hesse’; each projects was awarded a prize of 5,000 EUR.

[69]. In addition to the **platforms for communication** between minority and majority Communities presented in the previous RAXEN CDC report, the advisory board of the national equality body ADS should be mentioned.<sup>58</sup> This board was first established in 2006, with changes regarding its composition in 2010. The general objective of this board is to promote a dialogue with groups and organisations that have dedicated themselves to the objective of providing protection against discrimination. It advises the ADS in submitting reports and recommendations to the Bundestag and can make suggestions of its own in this context as well as on research studies. The Advisory Board consists of anti-discrimination experts and representatives of various organizations, such as the Central Council of German Sinti and Roma, the Jewish welfare organisation ZWST and the Secretariat for Minorities (*Minderheitensekretariat*).

[70]. No new evidence occurred (during the reporting period) that minorities encounter difficulties when registering **cultural associations** fostering their heritage or structural difficulties when practicing their religion.

[71]. As described in the previous Annual Report, numerous initiatives are carried out or supported by public authorities that aim at actively taking **minority cultures into account**. These measures range from institutional funding for national minority organisations to managing diversity concepts and activities pursuing the aim of making public administration a more diverse workplace that reflects the cultural heterogeneity of the society.<sup>59</sup> Moreover, an increasing number of municipalities and state administrations have developed and deployed innovative approaches to encourage young people with a migration background to start their apprenticeships or apply for vacant jobs within the administration and/or the police. Concrete measures range from altered recruitment strategies and culturally sensitive selection

<sup>58</sup> [www.antidiskriminierungsstelle.de/ADS-en/advisory-board.html](http://www.antidiskriminierungsstelle.de/ADS-en/advisory-board.html) (27.09.2010)

<sup>59</sup> Almost 80 public authorities or departments on the local, regional, *Land* and federal level have, for example, signed the Charter of Diversity. By doing so, they explicitly emphasised the positive recognition of an ethnically and otherwise diverse workforce and expressed their commitment to implement respective diversity management measures.



procedures<sup>60</sup> to PR campaigns targeting young immigrants (e.g. ‘We are Hamburg! Do you join us?’ or ‘Berlin needs you!’); some of these strategies have led to a significant increase in the number of recruited migrants.

- [72]. It is noteworthy that politicians in Schleswig-Holstein are currently discussing the question as to whether the specific protection and support of **national minorities**, enshrined in the state constitution, should be expanded to Sinti and Roma. Currently, the state constitution only mentions the specific position of the Danish and the Frisian national minorities; the Central Council for German Sinti and Roma criticised that Sinti and Roma in Schleswig-Holstein (some 5,000 people) felt like ‘second class’ national minorities.<sup>61</sup>

## 6.2. Promoting the public use of languages spoken by minorities

- [73]. There is no new information on the potential interference of German authorities with the public use of **regional or minority languages**; however, new significant measures to promote such lesser-used languages or to raise social acceptance of such languages could also not be found. According to the federal government, the main approach to implement the European Charter for Regional and Minority Languages is not through legal provisions (which is, according to the government, difficult due to the responsibilities of the *Länder*), but focuses on practical issues, ‘such as funding’, which can currently – given the ‘tight public budget situation’ – not be increased.<sup>62</sup>
- [74]. **Media** in lesser-used languages do exist both for most national minorities and migrant communities (see CDC 2009); evidence that such media or public broadcasting are hindered or prohibited could not be identified.<sup>63</sup>
- [75]. As an innovative way to show appreciation of Muslims and their religious needs the private TV channel RTL II offered a **special service during Ramadan** between 11 August and 9 September 2010. Every day during Ramadan the beginning and the end of the fastening time were announced on the RTL II TV programme. The Central Council for Muslims in Germany welcomed this initiative as a way to raise awareness for the life of Muslims.
- [76]. Public broadcasting services, both via radio and TV, cater for the **needs of ethnic and religious minorities** through various multi-lingual or integration-related programmes as described in the previous RAXEN CDC report. A new development emerged in German television with the new

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<sup>60</sup> The Ruhr area-based city network ‘Integration.Interkommunal’ has compiled a booklet with good practice examples on how to target young immigrants in the recruitment process ([www.integration-interkommunal.net/content/unsere-Produkte/index.htm](http://www.integration-interkommunal.net/content/unsere-Produkte/index.htm)); see also Annex 2.

<sup>61</sup> S. Hentschke (2010) ‘Sicherheit für Sinti und Roma’, in: *taz* (14.09.2010), available at: [www.taz.de/1/nord/artikel/1/sicherheit-fuer-sinti-und-roma/](http://www.taz.de/1/nord/artikel/1/sicherheit-fuer-sinti-und-roma/) (29.09.2010)

<sup>62</sup> Germany/Federal Ministry of the Interior (2010) *Fourth Report of the Federal Government of Germany in accordance with Article 15 (1) of the European Charter for Regional or Minority Languages*, pp. 11-12

<sup>63</sup> Two radio broadcasting programmes that have recently been launched and address, amongst others, national minorities and migrants respectively are the Frisian radio FriisFunk broadcasted on the Open Channel (since September 2010) and the Berlin-based multi-lingual radio programme multicult.FM, broadcasted five hours every day (since May 2010).

TV show JoNaLu which has been specifically designed to foster language learning not only, but especially for young children with a non-German mother tongue;<sup>64</sup> scientific experts on language acquisition in early childhood were involved in developing the concept of JiNaLu, which can also be systematically used and integrated into the language learning activities in nursery schools.<sup>65</sup>

- [77]. No significant new developments could be identified regarding provision of **access to broadcasting** and media or regarding the use of minority languages before **administrative authorities or courts**.<sup>66</sup>
- [78]. For the **minority language** Danish, Sorbian, Frisian and Low German specific committees, composed of representatives of the relevant language group and the federal and relevant *Land* parliaments, have been installed in order to give representatives of these language groups a stronger (consultative) say in political decisions concerning their minority language. For Romanes, such a consultative committee does not exist – according to the government, due to the allegedly lacking ability of two Sinti and Roma organisations to cooperate.<sup>67</sup>
- [79]. In Germany a **narrow definition of minorities** prevails, which excludes all migrant groups from the special protection status of recognised national minorities according to the Framework Convention for the Protection of National Minorities. The same applies to languages of migrant groups that are not officially covered by the European Charter for Regional and Minority Languages.

### 6.3. Effective participation of persons belonging to minorities in public life

- [80]. While several leading politicians have emphasised that the personal composition of the staff in public administrations should become more culturally diverse<sup>68</sup>, concrete measures have not been pursued on the federal level. In a growing number of municipalities and *Länder*, however, concrete steps have been taken to ensure that **public administration** reflect the ethnic diversity of the society. Some examples are briefly mentioned in section 6.1.

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<sup>64</sup> <http://www tivi.de/fernsehen/jonalu/start/index.html> (01.10.2010)

<sup>65</sup> <http://www bibernetz.de/wv3ee/sprachfoerderung-jonalu.php> (01.10.2010)

<sup>66</sup> According to the CoE expert committee on Minority Languages, the possibility to use regional or minority languages before judicial and administrative authorities remains marginal; the Federal Government responded that such possibilities have been created as far as finances allow, which can not extended due to the current financial constraints.

Regarding measures to provide adequate radio and television broadcasting, the federal and state authorities refers to 'very limited possibilities to provide financial incentives to increase the provision of (...) minority languages', as programming decisions 'are made based on the number of potential listeners/viewers and thus on anticipated advertising revenue. Public subsidies for programming for which there is little demand could hardly make up for this revenue.' (Germany/Federal Ministry of the Interior (2010) *Fourth Report of the Federal Government of Germany in accordance with Article 15 (1) of the European Charter for Regional or Minority Languages*, p. 16; available at: [www.coe.int/t/dg4/education/minlang/Report/PeriodicalReports/GermanyPR4\\_en.pdf](http://www.coe.int/t/dg4/education/minlang/Report/PeriodicalReports/GermanyPR4_en.pdf) (05.10.2010)

<sup>67</sup> Germany/Federal Ministry of the Interior (2010) *Fourth Report of the Federal Government of Germany in accordance with Article 15 (1) of the European Charter for Regional or Minority Languages*, pp. 44-45

<sup>68</sup> See for instance, the parliamentary secretary of the Federal Ministry of the Interior in an interview published in: Germany, Bundesministerium des Innern, Innenpolitik No. 2 April 2010, pp. 10-11

- [81]. Information on **advisory boards of foreigners** and/or migrants was presented in the previous RAXEN CDC report. No new developments regarding mechanisms to assure that minorities and migrants are represented in public institutions.
- [82]. Third country nationals (TCN) are not allowed to vote or stand as candidate in **local elections**; according to Art 28 (1) Basic Law (GG), only German citizens and Union citizens are entitled to vote in local and district election. The opposition parties have drafted bills aiming to amend this provision by expanding the right to vote also to TCN with permanent residence in Germany.<sup>69</sup> These proposals were discussed in parliament in March 2010<sup>70</sup>, but not passed since the conservative parties refuse to support such a motion – which makes the two-thirds majority, required for changes of the constitution, impossible.
- [83]. As described in previous RAXEN reports, TCN are entitled to stand as candidates for **work councils** (Sec. 7 BetrVG); new defendable evidence as to which degree this possibility is used in practice is not (publicly) available.
- [84]. There is no new evidence on how the participation of national minorities through **specialised governmental bodies** or consultative mechanisms developed.
- [85]. The number of **MPs who have a migration background** has further increased as a result of the federal election and the NRW state elections. In the 17<sup>th</sup> federal parliament (2009-2013), some 20 MPs (of altogether 622) have a migration background (2008: 12); half of them have their roots outside the European Union (e.g. Turkey, Iran, India Croatia); the other MPs with a migration background are, for example, of Polish, French, Spanish, Czech and/or Belgian origin. In the new NRW state parliament, elected in May 2010, eight MPs have a migration background; six of them are of Turkish origin.
- [86]. There is a slow development towards a stronger representation of people with a migration background in leading **political positions**. Czem Özdemir, for example, politicians with a Turkish background, has been chairman of the Green party since November 2008. In 2010 the conservative politician Aygül Özkan (CDU) assumed the office of state minister for social affairs, women, families, health and integration in Lower Saxony and became the first state minister with a background ground – and the first Muslim minister – in Germany.
- [87]. In the Berlin State Administration, the Senator for the Interior installed a new **department for intercultural affairs**; the head of this department, Sawsan Chebli, a woman of Palestinian origin, acts as advisor for the Berlin Senate on issues of Islam and migrant integration and assists in organising the German Islam Conference.
- [88]. No new information is available on EU citizens with a minority background standing as candidates for the **EP elections**.
- [89]. There is no (new) defendable evidence that **elections** at the national or *Land* level function as a catalyst for xenophobic attitudes. However, it is worth mentioning that a new party with a

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<sup>69</sup> Germany, Bundestag, printed matter 17/1074 (16.03.2010), [www.demokratie.agaby.de/AKTUELLES.391.0.html](http://www.demokratie.agaby.de/AKTUELLES.391.0.html) (05.10.2010)

<sup>70</sup> Germany, Bundestag, plenary protocol 17/34 (25.03.2010)

primarily anti-Muslim agenda was founded in Berlin with the intention to participate in the next Berlin state election in autumn 2011 and later on also in the federal elections. The new party called *Die Freiheit* [The Freedom]<sup>71</sup> was founded by the former member of the conservative party CDU and MP in the Berlin Senate, Stadtkewitz. Stadtkewitz left the CDU in 2009 and was then excluded from the CDU parliamentary group in September 2010 after he had refused to take back his invitation of the Dutch politician Geert Wilders to give a speech in Berlin.<sup>72</sup>

- [90]. Strengthening the participation of migrants and minorities in the **media** has been one of the priorities of the National Integration Plan. Concrete steps have been taken with, amongst other activities, the foundation of the *Zentrum für mediale Integration* [Centre for Media Integration, ZmI] at the Technical University of Dortmund in 2007. The ZmI seeks to promote diversity in the media production and to increase the number of journalists with a migration or minority background. These goals should be achieved, firstly, by analyzing the preconditions of a successful promotion of ethnic diversity in the media and, secondly, by developing training offers and qualifications measures specifically for migrants. Currently the ZmI is carrying out an empirical research project (2010-2012) to gain insights in the situation of migrants in the media production and the conditions for the promotion of ethnic diversity.<sup>73</sup>

## 6.4. Trends and good practices

- [91]. A particularly discernable trend in the recent public and political debate in the context of migrant integration is the increasing **focus on Islam** – often with a negative connotation. This development has been ongoing for several years and reached a new peak in September 2010 when the former Berlin State senator for finances, Sarrazin, published a book that depicts Muslim immigrants as generally unwilling to integrate and less intelligent and thus a burden for German society.<sup>74</sup> The releases of the book and numerous public statements of the author fuelled a heated debate on ‘failed integration of Muslims’, the racist nature of his statements on intelligence and freedom of speech. Expert organisations, such as the Intercultural Council and

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<sup>71</sup> [www.diefreiheit.org/](http://www.diefreiheit.org/) (05.10.2010)

<sup>72</sup> The newly founded party Die Freiheit pursues similar political goals as the movement Pro Deutschland and its organisations on the state level, such as PRO Berlin and PRO NRW ([www.pro-deutschland.net/index.php](http://www.pro-deutschland.net/index.php) (05.10.2010)): on the top of their anti-Muslim and anti-diversity agenda are the fight against Islam and its manifestations in Germany and the deportation of ‘foreigners who do want or are not able to integration and abuse our social system’. PRO Berlin also announced its intention to participate in the Berlin state elections in 2011. In previous elections on the federal or state level the PRO movement has not been successful so far; in the NRW state elections in May 2010, PRO NRW received 1.4 per cent of the votes.

<sup>73</sup> The research project is funded within the Mercur programme, set up by the Mercator Foundation (J. Lofink; H. Pöttker (2010) ‘Potenzial für die Medien entdecken’ in: *clavis*, No. 2/2010, pp. 10-11; online available at: [www.content-zwh.de/intqua/fileadmin/user\\_upload/pdf/clavis/clavis\\_2\\_2010\\_Druck.pdf](http://www.content-zwh.de/intqua/fileadmin/user_upload/pdf/clavis/clavis_2_2010_Druck.pdf) (02.10.2010)

<sup>74</sup> T. Sarrazin (2010) *Deutschland schafft sich ab. Wie wir unser Land aufs Spiel setzen*, Stuttgart: Deutsche Verlags-Anstalt.

the German Institute for Human Rights<sup>75</sup>, and many leading politicians rejected Sarrazin's statements, but many also stated that there are indeed integration problems.<sup>76</sup>

[92]. This **negative depiction of Muslim migrants** has not only been an abstract topic in media or in political discussions of recent years, but appears to have manifested itself also in a growing **disposition to discriminate** against Muslims (see incidents described above, but also RAXEN Thematic Study on hate crimes).<sup>77</sup> While this seemingly growing problem of discrimination against Muslims may be partly due to an increased media attention, the UN Special Rapporteur on racism underscored after his country visit in summer 2009 that 'discrimination against Muslims increased substantially after 11 September 2001, with widespread stigmatization associating Muslims and terrorism. This directly affects Muslims in many aspects of their life'.<sup>78</sup>

[93]. The public and political debate on integration and social cohesion in a pluralistic society continues to pay only little **attention to the problem of ethnic discrimination and racism** beyond the extreme right-wing scene. However, the issue of discrimination seemed to occur more often in the political and media than in previous years. This slightly increasing attention to discrimination seemed to be related to and reinforced by, amongst other factors, the release of the discrimination testing study by the IZA in spring 2010 (see employment) and the new proactive approach of the ADS to combat any forms of discrimination. Especially the ADS' pilot project on anonymous recruitment procedures received a great deal of public attention.<sup>79</sup> The 'Sarrazin debate' has also contributed to an increased attention to issues of discrimination against Muslims and, more generally, a cohesive society of equity and mutual respect. The most outstanding example was delivered by the federal president Wulff; he emphasised in his public speech on the occasion of the 20<sup>th</sup> anniversary of Germany's unification that **Muslims belong to Germany** and rejected any form of prejudice and exclusion.<sup>80</sup>

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<sup>75</sup> German Institute for Human Rights, public statement on 02.09.2010, online available at: [www.institut-fuer-menschenrechte.de/fileadmin/user\\_upload/PDF-Dateien/Stellungnahmen/stellungnahme\\_zu\\_aussagen\\_v\\_thilo\\_sarrazin\\_02\\_09\\_2010.pdf](http://www.institut-fuer-menschenrechte.de/fileadmin/user_upload/PDF-Dateien/Stellungnahmen/stellungnahme_zu_aussagen_v_thilo_sarrazin_02_09_2010.pdf) (05.10.2010);

Interkultureller Rat, press release on 24.08.2010, online available at: <http://www.interkultureller-rat.de/wp-content/uploads/PM-Sarrazin-2408103.pdf> (05.10.2010)

<sup>76</sup> Media dossiers with dozens of articles on Sarrazin's statements and reactions have been compiled by several national newspapers, such as the Frankfurter Rundschau ([www.fr-online.de/politik/spezials/spezial--sarrazin-/4607922/4607922/-/index.html](http://www.fr-online.de/politik/spezials/spezial--sarrazin-/4607922/4607922/-/index.html)), the Süddeutsche Zeitung ([www.sueddeutsche.de/thema/Thilo\\_Sarrazin](http://www.sueddeutsche.de/thema/Thilo_Sarrazin)) or the FAZ ([www.faz.net/s/Rub31A20177863E45B189A541403543256D/Tpl~Ecommon~SThemenseite.html](http://www.faz.net/s/Rub31A20177863E45B189A541403543256D/Tpl~Ecommon~SThemenseite.html)).

<sup>77</sup> The German equality body ADS published a detailed state-of-the-art report on ethnic and religious discrimination against Muslims in the labour market, which also emphasises the intertwined problems of anti-Muslim racism, Islamophobia and discrimination against Muslim migrants (M. Peucker (2010) *Diskriminierung aufgrund der islamischen Religionszugehörigkeit im Kontext Arbeitsleben*, Berlin).

<sup>78</sup> United Nations General Assembly/Human Rights Council (2010) *Report of the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerances, Githu Muigai. Mission to Germany*, p. 15

<sup>79</sup> <http://www.antidiskriminierungsstelle.de/ADS/root,did=159374.html> (05.10.2010)

<sup>80</sup> The speech was well received by representatives of Islamic organisations and many leading politicians. Some conservative politicians, however, raised concerns emphasising that – despite the constitutional freedom of religions – religions are not equal and Islam may be part of our reality, but does not belong to 'our Christian-Jewish traditions' ([www.spiegel.de/politik/deutschland/0,1518,721259,00.html](http://www.spiegel.de/politik/deutschland/0,1518,721259,00.html) (05.10.2010)). It is noteworthy that such critical voices did not occur when the Federal Minister of the Interior publicly stated in 2006 that the Islam is part of Germany and Europe.

## Annex 1 – Statistical Data and Tables

Table 1: Contacts and queries registered by the ADS (federal equality body) between August 2006 and July 2010

<b>All contacts</b>		
Total number contacts	10,777	
of which: multiple contacts	3,976	
= new contact	6,801	
<b>New contacts</b>		
other queries (Not related to the General Equal Treatment Act)	1,678	
AGG related queries	4,680	
AGG related contacts by grounds of discrimination (in per cent and total)*		
	<b>in total</b>	<b>in per cent</b>
Disability	1,003	25.14
Sex/gender	952	23.87
Age	752	18.85
Ethnic origin	639	16.02
Multiple discrimination	308	7.72
Sexual identity/orientation	175	4.39
Religion	146	3.66
Belief	14	0.35

*Germany/ADS, information on request*

*\* not all AGG related inquires referred to specific grounds of discrimination (e.g. general queries)*

Table 2: Contacts and queries registered by the ADS between August 2006 and July 2010: Multiple discrimination

<b>Cases of multiple discrimination</b>			
total number	500		
of which: multiple contacts	192		
<b>grounds of discrimination</b>			
	<b>in total</b>	<b>of which: multiple contacts</b>	<b>of which: new contacts</b>
Age	267	108	159
Sex/gender	224	81	143
Disability	213	93	120
Ethnic origin	210	82	128
Sexual identity	52	17	35
Religion	86	26	60
Belief	45	19	26

*Germany/ADS, information on request*

Tab. 3 Discrimination complaints registered by the Antidiskriminierungsnetzwerk Berlin (ADNB-TBB), 2006, 2007, 2008

Area of reported complaints on discrimination	Number of cases (number of persons affected)			
	2006	2007	2008	total
employment (workplace, looking for work, apprenticeship)	9 (11)	22 (22)	38 (39)	69 (72)
Goods and services	14 (19)	13 (15)	13 (20)	40 (54)
Immediate social surrounding	4 (4)	18 (17)	15 (24)	37 (45)
Education (school, university further training)	9 (11)	15 (15)	13 (15)	37 (41)
Authorities	2 (2)	8 (9)	9 (10)	19 (21)
Police	4 (5)	6 (10)	6 (6)	16 (21)
Public transport	0	4 (6)	2 (2)	6 (8)
Health service (incl. Health insurance)	0	4 (4)	1 (1)	5 (5)
Media	1	4 (2)	0	5 (2)
Immediate personal surrounding	0	0	2 (2)	2 (2)
Jurisdiction	1 (26)	0	1 (1)	2 (27)
Others	2	0	2 (2)	4 (2)
<b>Total number - Berlin</b>	<b>46 (78)</b>	<b>94 (100)</b>	<b>102 (122)</b>	<b>242 (300)</b>
<i>Persons affected (M = male; F = female)</i>	<i>59 M</i>	<i>54 M</i>	<i>67 M</i>	<i>180 M</i>
	<i>19 F</i>	<i>46 F</i>	<i>55 F</i>	<i>120 F</i>
Additional cases reported without evidence of discrimination	2	12	15	29
Reported complaints of discrimination from other Länder	5	10	13	28
<b>Queries in total</b>	<b>53</b>	<b>116</b>	<b>130</b>	<b>299</b>

*Antidiskriminierungsnetzwerk Berlin des Türkischen Bundes in Berlin-Brandenburg (2008) Antidiskriminierungsreport Berlin 2006 – 2008*



Table 4: Complaints regarding discrimination recorded by ADB Cologne (2005-2009) by area of discrimination

Area of discrimination	2005		2006		2007		2008		2009	
	Number	in per cent	Number	in per cent	Number	in per cent	Number	in per cent	Number	in per cent
<b>Public authorities</b>	17	26	20	28	*	27	*	29	*	33
<b>Education</b>	4	6	13	18	*	20	*	21	*	15
<b>Private services</b>	13	19	12	17	*	12	*	8	*	11
<b>Housing</b>	10	15	12	17	*	19	*	12	*	17
<b>Employment</b>	10	15	9	13	*	15	*	16	*	18
<b>Police</b>	9	13	3	4	*	4	*	6	*	2
<b>others</b>	4	6	2	4	*	3	*	8	*	4
<b>All complaints</b>	67	100	71	100	97	100	106	100	95	100

*AntidiskriminierungsBüro (ADB) Köln/Öffentlichkeit gegen Gewalt e.V (2010) Diskriminierungsfälle 2009*

*AntidiskriminierungsBüro (ADB) Köln/Öffentlichkeit gegen Gewalt e.V (2009) Diskriminierungsfälle 2008*

*AntiDiskriminierungsBüro (ADB) Köln / Öffentlichkeit gegen Gewalt e.V. (2008) Diskriminierungsfälle 2007*

*AntidiskriminierungsBüro (ADB) Köln/Öffentlichkeit gegen Gewalt e.V.; Caritasverband für die Stadt Köln e.V./Antidiskriminierungsbüro, Interkulturelles Referat der Stadt Köln (2007) „Nein, das gibt’s hier nicht!“ Diskriminierung in Köln – (k)ein Einzelfall*

\* Not specified

Table 5: Complaints regarding discrimination recorded by ADB Cologne by grounds of discrimination and type of discrimination (2007, 2008, 2009), in per cent

Grounds of discrimination	per cent		
	2007	2008	2009
Origin / nationality	65	60	56
Outer appearance	16	22	19
Residence status	4	1	3
Religion / belief	12	9	14
Others	3	8	8
Type of discrimination			
Controversial treatment	64	59	72
Hostility	30	32	25
Bodily violence	5	8	8
Damage to property	1	1	1

*AntidiskriminierungsBüro (ADB) Köln/Öffentlichkeit gegen Gewalt e.V (2010) Diskriminierungsfälle 2009*

*AntidiskriminierungsBüro (ADB) Köln/Öffentlichkeit gegen Gewalt e.V (2009) Diskriminierungsfälle 2008*

*AntiDiskriminierungsBüro (ADB) Köln / Öffentlichkeit gegen Gewalt e.V. (2008) Diskriminierungsfälle 2007*

Table 6: Data on the (alleged) perpetrator, recorded by the ADB Cologne/ÖgG in per cent (2007, 2008, 2009)

Perpetrator(s)	in per cent		
	2007	2008	2009
Institution or employees in the public sector	<b>58</b>	<b>42</b>	<b>40</b>
Business or employees in the private sector	<b>19</b>	<b>30</b>	<b>33</b>
Individual	<b>12</b>	<b>17</b>	<b>16</b>
Unknown	<b>6</b>	<b>4</b>	<b>4</b>
Group	<b>5</b>	<b>7</b>	<b>7</b>
All complaints	<b>100</b>	<b>100</b>	<b>100</b>

*AntidiskriminierungsBüro (ADB) Köln/Öffentlichkeit gegen Gewalt e.V (2010) Diskriminierungsfälle 2009*

*AntidiskriminierungsBüro (ADB) Köln/Öffentlichkeit gegen Gewalt e.V (2009) Diskriminierungsfälle 2008*

*AntiDiskriminierungsBüro (ADB) Köln / Öffentlichkeit gegen Gewalt e.V. (2008) Diskriminierungsfälle 2007*

Table 7: Discrimination complaints, recorded by AMIGRA (anti-discrimination department within the Munich municipality), by area of discrimination, 2003-2006 and 2007-2009\*

	<b>2003-2006 (40 months)</b>	<b>2007-2009 (24 months)</b>
<b>Total number of complaints</b>	289	238
<b>Areas of Discrimination in per cent</b>		
Municipal offices and departments	17.3	19.3
Work environment	17.3	8.8
Living environment, housing	13.1	16
Retail/insurance	-	3
Law (court, prosecution)	11.1	4.6
External Authorities (governmental job agencies, police, etc.)	10.7	15
Education	8.7	13.8
Restaurants and hospitality	3.9	6.3
Public transit	6.2	6.7
Welfare organisations	-	3
Other	11.7	3.3

*Landeshauptstadt München, AMIGRA (2009) Antidiskriminierungsarbeit für Menschen mit Migrationshintergrund. Bericht 2007-2009. Munich*

\* The AMIGRA registration system was altered in 2007; the number of discrimination complaints in 2007 and 2008 do not include the approximately 400 information queries, short advisory talks (phone or face-to-face) and email consultations (per year).

Table 8: Discrimination complaints, recorded by AMIGRA by grounds of discrimination, 2003-2006 and 2007-2009\*

Grounds of Discrimination	2003-2006	2007-2009	Comparison (Conversion on "number of cases")
	in per cent		
Appearance/Skin Colour	9	38	+76%
Ethnic Origin	72	55	-28%
Language	5	-	-
Religion	5	4	-
Belief	-	1	-
Other reasons	9	2	-

Landeshauptstadt München, AMIGRA (2009) Antidiskriminierungsarbeit für Menschen mit Migrationshintergrund. Bericht 2007-2009. *Munich*

Table 9: Characteristics of AMIGRA Advice Seekers (Munich Jan. 2007-Dec. 2008\*)

Gender (in per cent)	
Male	60
Female	36
As a group	4
Age groups (in per cent)	
Less than 20	15
21-30	12
31-45	42
46-65	27
Over 65	4
Religious Affiliation (in per cent)	
Christian	38
Jewish	3
Muslim	34
Other	25

Landeshauptstadt München, AMIGRA (2009) Antidiskriminierungsarbeit für Menschen mit Migrationshintergrund. Bericht 2007-2009. *Munich*

Table 10: Types of Discrimination and perpetrator according to AMIGRA Advice Seekers (Munich, Jan. 2007-Dec. 2008)

<b>Type of Discrimination* in per cent (multiple responses)</b>	
Verbal Insult	22
Xenophobic Statement	27
Physical Violence	10
Humiliated with Gestures and Glances	41
<b>Perpetrator in per cent</b>	
Employee of Public Office or Authority	32
Teacher	12
Colleague	11
Employer, Supervisor	11
Classmate	6
Employee of welfare organisation	2
Other	26
Total	100

*Landeshauptstadt München, AMIGRA (2009) Antidiskriminierungsarbeit für Menschen mit Migrationshintergrund. Bericht 2007-2009. Munich*

\*35 per cent of the cases have multiple responses.

Table 11: Analysis of 80 discrimination related complaints registered by the NGO Basis & Woge (Hamburg), by area of and grounds for Discrimination (February 2010)

<b>Area of discrimination in per cent</b>	
Employment	37
State institutions (incl. public employment agencies)	27
School, training and further education	11
Housing	10
Police	7.5
Private services	5
Other	2.5
<b>Grounds for discrimination in per cent (multiple answers possible)</b>	
Racism/Ethnic Origin	96
Outward Appearance	26
Language	22
Residence Status	19
Citizenship	15
Gender	12.5
Religion	11
Other	7.5

*basis & woge e.V. (2010) Zwei Jahre Antidiskriminierungsberatung in Hamburg, Hamburg*

Table 12: Analysis of 80 discrimination related complaints registered by the NGO Basis & Woge (Hamburg), by type of discrimination (February 2010)

<b>Type of Discrimination in per cent (multiple answers possible)</b>	
Discriminatory Treatment	94
Inappropriate Treatment	42
Structural Discrimination/Laws	19
Victimisation	9
Threats, Hostility, Coercion	7
Physical Violence	3
Damage to Property, Arson	1

*basis & woge e.V. (2010) Zwei Jahre Antidiskriminierungsberatung in Hamburg, Hamburg*



Table 13: Discrimination complaints recorded by a network of organisations in Berlin, coordinated by the Berlin State Equality Commission (Landesstelle für Gleichbehandlung – gegen Diskriminierung (LADS)), Berlin, 2008 and 2009

Grounds (multiple answers)	2008		2009	
	number	in per cent	number	in per cent
Ethnic Origin	123	36.50	167	35.61
Skin Colour	24	7.12	18	3.84
Sexual Identity	106	31.45	105	22.39
Gender	38	11.28	85	18.12
Disability	18	5.34	46	9.81
Age	15	4.45	11	2.35
Religion	13	3.86	33	7.04
Social Status	-	-	4	0.85
<b>Total number of answers</b>	<b>337</b>	<b>100</b>	<b>469</b>	<b>100</b>
Area (multiple answers )	2008		2009	
	Abs.	in %	Abs.	in %
Public Authorities	63	19.63	85	19.91
School, Education	24	7.48	66	15.46
Police	15	4.67	15	3.51
Private Sector	72	22.43	92	21.55
Disco, Bar, Fitness Club	17	5.30	9	2.11
Business	11	3.43	21	4.92
Public Space	36	11.21	24	5.62
Social Environment	26	8.10	30	7.03
Health Care	22	6.85	29	6.79
Housing Market	12	3.74	17	3.98
Public Transport	11	3.43	5	1.17
Other	12	3.74	34	7.96
<b>Total number of Answers</b>	<b>321</b>	<b>100</b>	<b>427</b>	<b>100</b>
<b>Total number of complaints</b>	<b>319</b>		<b>403</b>	

Source: LADS (2010): Gleichbehandlung ist Ihr gutes Recht! Drei Jahre Landesantidiskriminierungsstelle, Berlin

Table 14: Joint annual statistics of discrimination complaint, registered by independent anti-discrimination offices affiliated with the umbrella organisation Antidiskriminierungsverband Deutschland (advd), by area and grounds of discrimination, 2009

<b>area of discrimination in per cent</b>	
employment	27
public authorities	20
housing	13
education	12
private service	10
police and juridical system	7
<b>grounds of discrimination in per cent</b>	
(ascribed) ethnic origin	74
religion/belief	9
gender	9
disability	3

*Antidiskriminierungsverband Deutschland (advd), press release on 17.08.2010*

Table 15: Survey among migrants of Turkish origin in NRW: Experience of Discrimination in general (in per cent) by areas of life (2009), in per cent

Experiences of ethnic discrimination: yes	67
<b>by area of life in per cent</b>	
At work, school, university	50.6
When looking for work	40.2
When looking for a flat	39.1
In public authorities	37.9
In the neighbourhood	28.4
shopping	24.5
police	24.1
At the hospital	21.3
At the doctor	20.1
At court	17.7
In restaurants	13.4
In discos	11.6
In associations, (sport) clubs	9.3

*M. Sauer (2009) Teilhabe und Orientierungen türkeistämmiger Migrantinnen und Migranten in Nordrhein-Westfalen. Ergebnisse der zehnten Mehrthemenbefragung. Essen: ZfT*

Table 16: Survey among migrants of Turkish origin in NRW: Experience of Discrimination by socio-demographic characteristics (2009=

<b>Experiences of ethnic discrimination</b>	67 per cent
<b>Gender/sex</b>	
Male	70.8
Female	63.4
<b>Age Group in per cent</b>	
Under 30 years	66.4
30 – 44 years	72
45 – 59 years	62.3
60 years and above	60
<b>migrant group</b>	
First generation	56.5
Subsequent generation	69
Marriage migrants (family reunification)	71.7

Source: *M. Sauer (2009) Teilhabe und Orientierungen türkeistämmiger Migrantinnen und Migranten in Nordrhein-Westfalen. Ergebnisse der zehnten Mehrthemenbefragung. Essen: ZfT*

Table 17: Extreme right-wing crimes in Saxony-Anhalt schools in 2006, 2007, 2008 and the first term of 2009\*

	2006	2007	2008	2009 (first term)
Number of extreme right-wing crimes (without violent crimes)	67	63	94	27
Violent Crimes	1	1	2	-
<b>Type of criminal offence*</b>				
Insult (§ 85 StGB)	-	-	-	-
Threat (§ 241 StGB)	-	-	1	-
Violation of the law for the protection of children and youth	-	-	-	-
Bodily harm (§ 223 StGB)	-	-	1	-
Grievous bodily harm (§ 224 StGB)	1	1	1	
Dissemination of propaganda material of anti-constitutional organisations (§ 86 StGB)	56	59	82	21
Disparagement of the State and its symbols (§ 90a StGB)	-	-	-	-
Use of symbols of unconstitutional Organisations (§ 86a StGB)	-	-	-	-
Incitement (§ 130 StGB)	11	4	8	3
Damaging property (§ 303 StGB)	-	-	1	2
Breach of domestic peace (§ 123 StGB)	-	-	-	-
Libel (§ 185 StGB)	-	-	1	1
Slander and libel against politicians (§ 188 StGB)*	-	-	1	-

Source: Saxony-Anhalt State Parliament (16.11.2009), printed matter 5/2292

\* counted by the German NFP, based on a list of incidents which specified the date, place and school, offence.

Table 18: Extreme right-wing incidents in Saxon schools in 2006/07, 2007/08 and 2009\*\*\*

	2006/07	2007/08	2009
Total number of incidents	107	187	99
<i>Of which: xenophobic incidents</i>	4*	3**	<i>n.s.</i>
<b>Type of criminal offence</b>			
Insult (§ 85 Criminal Code, StGB)	-	1	-
Threat (§ 241 StGB)	-	1	-
Violation of the law for the protection of children and youth	-	12	1
Bodily harm (§ 223 StGB)	-	1	2
Dissemination of propaganda material of anti-constitutional organisations (§ 86 StGB)	-	8	73
Disparagement of the State and its symbols (§ 90a StGB)	-	6	-
Use of symbols of unconstitutional Organisations (§ 86a StGB)	91	131	-
Incitement (§ 130 StGB)	16	9	4
Damaging property (§ 303 StGB)	-	18	16
Breach of domestic peace (§ 123)	-	-	2
Libel (§ 185)	-	-	1

*Saxony State Parliament (02.11.2007), printed matter4/10043; Saxony State Parliament (14.11.2008), printed matter4/13450; Saxony State Parliament (01.2.2010), printed matter 5/919*

\* All four cases are incidents according to §130 StGB

\*\* One case according to §303 StGB, two cases according to §86a StGB

\*\*\* counted by the German NFP, based on a list of incidents which specified the date, place and school, offence.

Table 19: Extremist incidents in Berlin schools in 2003/04, 2004/05, 2005/06, 2006/07 and 2007/08

School year	2003/04	2004/05	2005/06	2006/07	2007/08	2008/09
Total Number of incidents	560	894	1573	1735	1632	1817
Number of extremist incidents registered*	39	62	80	88	33	-
Proportion of extremist incidents (in per cent)	7,0	6,9	5,1	5,1	2,0	2,1

Berlin/Senatsverwaltung für Bildung, Wissenschaft und Forschung (2008) *Gewaltsignale and Berliner Schulen*; Berlin/Senatsverwaltung für Bildung, Wissenschaft und Forschung (2009) *Bildung für Berlin – Gewaltprävention an Berliner Schulen. Schuljahr 2007/08*; Berlin/Senatsverwaltung für Bildung, Wissenschaft und Forschung (2010) *Bildung für Berlin – Gewaltprävention an Berliner Schulen. Schuljahr 2008/09*

\* Primarily cases of Nazi paroles and NS smearings, display of the Hitler salute and xenophobic and/or anti-Semitic statements.

## Annex 2 – Positive initiatives



<b>Area:</b>	<b>Employment</b>
<b>Title (original language)</b>	Nürnberger Preis für diskriminierungsfreie Unternehmenskultur
<b>Title (EN)</b>	Nuremberg Award for Company Culture without Discrimination
<b>Organisation (original language)</b>	Menschenrechtsbüro der Stadt Nürnberg
<b>Organisation (EN)</b>	Human Rights Office Nuremberg
<b>Government / Civil society</b>	Government
<b>Internet link</b>	<a href="http://www.menschenrechte.nuernberg.de/index.php?navi=3&amp;rid=a85f9a2b307e617a0ff40ad7b15550b0&amp;artid=PS2010-03-10-2214">www.menschenrechte.nuernberg.de/index.php?navi=3&amp;rid=a85f9a2b307e617a0ff40ad7b15550b0&amp;artid=PS2010-03-10-2214</a>
<b>Type of initiative</b>	Awards, grants
<b>Main target group</b>	Employers and their associations
<b>Brief description (max. 1000 chars)</b>	In 2010, the City of Nuremberg launched an innovative competition called 'Nürnberger Preis für diskriminierungsfreie Unternehmenskultur', which seeks to award local businesses for their commitment to a 'discrimination-free culture' within their company. The prize should be awarded every two years to local companies committed in exemplary ways beyond the minimum legal requirement to protect and foster human rights of all employees and to support the city with its activities against racism and discrimination. Every company can participate, from a small handicraft business to an international company; the criteria for participants are a particular attention to human rights incorporated in the company's goals and culture. This can be proven, for example, through the qualifications of employees in this area, and through the securing of guidelines and monitoring mechanisms that protect human rights of their own employees. In 2010, the prize, which consists of an award sculpture and a certificate, was awarded to the company Staedler Mars.

<b>Area:</b>	<b>Employment</b>
<b>Title (original language)</b>	Kompetenz sucht Job. Nutzung der Potenziale von MigrantInnen in der Wirtschaft
<b>Title (EN)</b>	Competence Seeking Job. Using Potentials of Migrants in the Economy
<b>Organisation (original language)</b>	Xenos - Intergration und Vielfalt
<b>Organisation (EN)</b>	Xenos – Integration and Diversity
<b>Government / Civil society</b>	Civil society
<b>Internet link</b>	<a href="http://www.migra-mv.de/aktuelles/presse/nachricht/detail/gemeinsame-presseinformation-102010-vielfalt-als-quelle-von-wettbewerbsvorteilen-kostenlose-inter.html">www.migra-mv.de/aktuelles/presse/nachricht/detail/gemeinsame-presseinformation-102010-vielfalt-als-quelle-von-wettbewerbsvorteilen-kostenlose-inter.html</a>
<b>Type of initiative</b>	Training, education, codes of ethics, code of conduct
<b>Main target group</b>	Employees and their associations
<b>Brief description</b>	<p>The project “Competence Seeking Job—Using Potentials of Migrants in the Economy”, carried out jointly by three non-governmental organisations in Western Pomerania within the scope of XENOS funding programme, offers free intercultural training for interested small and medium-sized enterprises in the region, based on a European-wide acknowledged concept Xpert-CSS (Culture Communication Skills—Intercultural Competence). The participants receive practical and theoretical background information on the benefits of an ethnically (and otherwise) diverse staff, on how to further promote and strengthen such a plural workplace and how to effectively deal with potential conflicts through intercultural and social competence. The training sessions are carried out in small groups of eight to 15 participants, led by experienced instructors, and are also offered as in-house courses within the companies that are interested.</p> <p>There is also the possibility to acquire a certificate recognized European-wide by taking a final exam. The different modules are arranged according to the needs of the company. “Competence Seeking Job” is a joint project of the NGOs migra, i.bke and Ohne Barrieren, coordinated by the latter and supported financially by the Federal Ministry for Labour and Social Affairs and by the European Social Fund.</p>

<b>Area:</b>	<b>Employment, Education</b>
<b>Title (original language)</b>	Interkulturelles Projektmanagement im Prozess des selbstgesteuerten Lernens
<b>Title (EN)</b>	Intercultural Project Management in the Process of Self-directed Learning
<b>Organisation (original language)</b>	Bildungsvereinigung ARBEIT UND LEBEN, Kooperationsstelle Hochschulen und Gewerkschaften Region Hannover-Hildesheim
<b>Organisation (EN)</b>	Education Association WORK AND LIFE, Cooperation Centre Universities and Unions in the Hannover-Hildesheim Region
<b>Government / Civil society</b>	Civil Society
<b>Internet link</b>	<a href="http://www.arbeitundleben-nds.de/typ/html/174.0.html?&amp;no_cache=1&amp;tx_ttnews[tt_news]=96&amp;tx_ttnews[backPid]=5&amp;cHash=9640ef2d7b">www.arbeitundleben-nds.de/typ/html/174.0.html?&amp;no_cache=1&amp;tx_ttnews[tt_news]=96&amp;tx_ttnews[backPid]=5&amp;cHash=9640ef2d7b</a>
<b>Type of initiative</b>	Training, education
<b>Main target group</b>	Employees, youth(students)
<b>Brief description</b>	<p>The education association WORK AND LIFE, in cooperation with Hanover University and trade unions in the Hannover-Hildesheim Region, developed an offer for continuing education called 'Intercultural Project Management in the Process of Self-directed Learning'. It targets small and medium-sized enterprises that want to prepare their employees for the intercultural challenges of work; university students and graduates in economics can also participate.</p> <p>Within the qualification series, the basis for intercultural competence at the workplace are developed and enhanced by direct and practical application of the new skills. The participants should be prepared for intercultural collaboration or contacts with customers from different cultural and ethnic backgrounds and enabled to act as multipliers within their company. Participation in the EU-funded programme is free of charge. The qualification series commenced with the first workshop in January 2010 and ends in November 2010, with the participants receiving a certificate from WORK AND LIFE. The acquisition of the XPERT Culture Communication Skills degree is optional.</p>

<b>Area:</b>	<b>Employment, Participation of minorities in public life</b>
<b>Title (original language)</b>	Kontrakt "Interkulturelle Städtereion Ruhr"
<b>Title (EN)</b>	Contract "Intercultural Region of Cities in the Ruhr area"
<b>Organisation (original language)</b>	Städte Bochum, Dortmund, Duisburg, Essen, Mülheim an der Ruhr und Oberhausen
<b>Organisation (EN)</b>	The Cities of Bochum, Dortmund, Duisburg, Essen, Mülheim an der Ruhr and Oberhausen
<b>Government / Civil society</b>	Government
<b>Internet link</b>	<a href="http://www.integration-interkommunal.net/content/Aktuelles/index.asp">http://www.integration-interkommunal.net/content/Aktuelles/index.asp</a>
<b>Type of initiative</b>	Community cohesion—social integration
<b>Main target group</b>	Ethnic minorities, public authorities
<b>Brief description</b>	High-level representatives of the Cities of Bochum, Dortmund, Duisburg, Essen, Mülheim an der Ruhr and Oberhausen met on May 28, 2010 in Bochum at the Inter-communal Forum Integration. By signing the Contract "Intercultural Ruhr Region of Cities", they emphasised their intention to continue and strengthen their cooperation to pursue the objective of making their municipal administrations more 'interculturally competent'. The contract pursues three major goals: to secure intercultural competence as a distinguishing mark in the administration, in particular within the scope of the personnel management, and incorporate such competence as a criterion for the recruitment and development of personnel; to make the percentage of employees with a history of migration correspond to their percentage of the city population; to achieve the aforementioned goals through sustainable inter-communal collaboration. Different concrete activities and exchange of information has been carried out to achieve these goals; one of these activities is presented as positive initiative in the following template.

<b>Area:</b>	<b>Employment, Participation of minorities in public life</b>
<b>Title (original language)</b>	Vielfalt schafft Zukunft
<b>Title (EN)</b>	Diversity Creates Future
<b>Organisation (original language)</b>	Kontrakt „Interkulturelle Städteregion Ruhr“
<b>Organisation (EN)</b>	Contract “Intercultural Region of Cities in the Ruhr area”
<b>Government / Civil society</b>	Government
<b>Internet link</b>	<a href="http://www.integration-interkommunal.net/content/unsere_Produkte/index.htm">http://www.integration-interkommunal.net/content/unsere_Produkte/index.htm</a>
<b>Type of initiative</b>	Advice, community cohesion
<b>Main target group</b>	Youth (children, young people, students), ethnic minorities
<b>Brief description</b>	<p>As a result of their project “Communities as Sustainable Employers”, the cities involved in the “Intercultural Region of Cities in the Ruhr area”, summarised their approaches and recommendations in a series of guideline booklets called “Diversity Creates Future”. Searching for possible solutions to problems such as demographic change, integration, finance, personnel management and collaboration in the educational and professional market, numerous experts of different fields (e.g. businesses, migrant organisations) were involved in the compilation of the booklets.</p> <p>The series encompasses five individual documents on different themes, which together give an account of the diversity of the employees and related challenges for the public service in communities. Booklet 3, for instance, is devoted to the target group of young talented individuals with a history of migration and offers numerous practical ideas on how to address this group more pointedly and increase the number of young migrants in public administration. The booklets are downloadable online for free and are meant to serve as a source of practical information on, amongst other, how to alter the recruitment process in order to foster cultural diversity in the municipal administrations.</p>

<b>Area:</b>	<b>Education, Employment</b>
<b>Title (original language)</b>	Berlins Wirtschaft braucht dich!
<b>Title (EN)</b>	Berlin's Economy of Needs You!
<b>Organisation (original language)</b>	Senatsverwaltung für Integration, Arbeit und Soziales, Handwerkskammer Berlin, IHK Berlin
<b>Organisation (EN)</b>	Senate Administration for Integration, Work and Social Issues, Chamber of Crafts Berlin, Chamber of Industry and Commerce of Berlin
<b>Government / Civil society</b>	Government, civil society
<b>Internet link</b>	<a href="http://www.berlins-wirtschaft-braucht-dich.de/">http://www.berlins-wirtschaft-braucht-dich.de/</a> <a href="http://www.berlin.ihk24.de">http://www.berlin.ihk24.de</a>
<b>Type of initiative</b>	Awareness raising
<b>Main target group</b>	Employers and their associations youth migrants
<b>Brief description</b>	<p>The Berlin Senate and representatives of the business world in Berlin launched the joint campaign 'Berlin's economy needs you'. The two main goals of the poster and online campaign are to raise awareness among employers in Berlin of the resources and potential of young migrants for their businesses and to encourage young migrants to apply for apprenticeships in local companies. Four Berlin-based firms have already announced their intention to provide apprenticeships specifically for young migrants. A website has been launched which offers, amongst others, information on the apprenticeship offers in Berlin and a (YouTube) video on which young migrant talk about the importance of their apprenticeships for their future occupational life.</p> <p>The campaign has been jointly launched by the Berlin Senate Administration for Integration, Labour and Social Affairs, the Berlin Chambers of Industry and Commerce (IHK) and the Chamber of Crafts.</p>

<b>Area:</b>	<b>Education, Employment, Participation of minorities in public life</b>
<b>Title (original language)</b>	Wir sind Hamburg—Bist Du dabei?

<b>Title (EN)</b>	We Are Hamburg—Do you join us?
<b>Organisation (original language)</b>	Die Hamburgische Verwaltung
<b>Organisation (EN)</b>	The Municipal Administration of Hamburg
<b>Government / Civil society</b>	Government
<b>Internet link</b>	<a href="http://www.hamburg.de/bist-du-dabei/">http://www.hamburg.de/bist-du-dabei/</a>
<b>Type of initiative</b>	Training, education
<b>Main target group</b>	Youths (young people, students), public authorities
<b>Brief description (max. 1000 chars)</b>	<p>The promotion programme and campaign “We Are Hamburg— Do you join us?” is aimed at young people of different cultural origins in Hamburg. Hamburg’s Senate decided on October 31, 2006 on a concept of measures to raise the proportion of young people with a migration background in the training/apprenticeships of the city’s administration by 20 per cent by 2011. It is oriented particularly towards students with a secondary school certificate (<i>Realschulabschluss</i>), advanced technical certificate (<i>Fachhochschulreife</i>) or an A-level certificate. Every year, the administration offers more than 500 apprenticeships in six areas (General Administration, Judicial Service, Penal Systems, Police, Fire Department and Tax Administration). Through various awareness raising and information activities, (e.g. public campaigns, informative website, information events) young migrants are encouraged to apply. The campaign also underscores that German citizenship is not a strict requirement for these apprenticeships. Provided the participants are successful, they have a good chance of receiving a job offer in the administration after their apprenticeship.</p> <p>In 2009, 85 of the 577 apprentices (14.7%) had a migration background. This continues the trend of increasing participation in the programme (2008: 12.4%; 2007: 10.9%; 2006: 5.2%). Most of the apprentices with a migration background have their origins in Turkey, Poland, Russia and Kazakhstan.</p>

<b>Area:</b>	<b>Housing</b>
<b>Title (original language)</b>	Leitlinien der Stadt Nürnberg und der Nürnberger Wohnungswirtschaft bei Vermietung und Verkauf von Wohnraum
<b>Title (EN)</b>	Guidelines of the City of Nuremberg and the Nuremberg Housing Companies for Rentals and Sales of Housing Space
<b>Organisation (original language)</b>	Referat für Wirtschafts- und Stadtentwicklung der Stadt Nürnberg
<b>Organisation (EN)</b>	Department for Economic and Urban Development in Nuremberg
<b>Government / Civil society</b>	Government
<b>Internet link</b>	<a href="http://www.nuernberg.de/presse/mitteilungen/presse_24854.html">http://www.nuernberg.de/presse/mitteilungen/presse_24854.html</a>
<b>Type of initiative</b>	Codes of ethics/ codes of conduct awareness raising
<b>Main target group</b>	Ethnic minorities, Public administration [housing companies]
<b>Brief description</b>	As a member of the international city network 'Cities for Human Rights', Nuremberg has made fighting discrimination and racism against people of a migration background in the local housing market a political priority of Nuremberg's agenda. To that end, the city of Nuremberg and stakeholders of the Nuremberg housing market have drafted specified guidelines which should help the city, real estate companies, estate agents and landlords to considered migrants who want to rent or buy a flat without prejudice and free of discrimination. Moreover, the guidelines seek to contribute to a climate of mutual respect, cooperation and co-existence between people of various cultural origins, mentalities and languages and to foster intercultural exchange and integration in the neighbourhood. To reach this goal in practice, an intensive discussion process with all relevant actors has been initiated by the city of Nuremberg which seeks to lead to a common understanding of all actors and concrete strategies for the implementation of these guidelines.

<b>Area:</b>	<b>Housing, Participation of minorities in public life</b>
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<b>Title (original language)</b>	Transkulturelle Sozialraumentwicklung am Beispiel Dulsberg
<b>Title (EN)</b>	Development of Transcultural urban space – the example of Dulsberg
<b>Organisation (original language)</b>	Bezirksamt Hamburg-Nord
<b>Organisation (EN)</b>	Public authority of the district Hamburg-Nord
<b>Government / Civil society</b>	Government
<b>Internet link</b>	<a href="http://www.bbsr.bund.de/cln_016/nn_22702/BBSR/DE/FP/ExWoSt/Forschungsfelder/2010/IntegrationStadtteilpolitik/Modellvorhaben/MV_Hamburg.html">www.bbsr.bund.de/cln_016/nn_22702/BBSR/DE/FP/ExWoSt/Forschungsfelder/2010/IntegrationStadtteilpolitik/Modellvorhaben/MV_Hamburg.html</a>
<b>Type of initiative</b>	community cohesion – social integration , intercultural dialogue, encouraging political participation
<b>Main target group</b>	Migrants
<b>Brief description (max. 1000 chars)</b>	<p>The neighbourhood Dulsberg in Hamburg, with its high proportion of socially marginalised population and a migration share of almost 50 per cent, was selected for this model project that seeks to implement the concept of intercultural urban planning and development in close cooperation with local actors. Despite all efforts to increase the participation of residents in the past, the migrant population in the neighbourhood have not been actively involved in the local decision making processes.</p> <p>The project started in 2010 and seeks to change this by encouraging migrant residents to articulate their demands and requests. Key persons of the various migrant communities should be encourage to participate in the local round tables meetings to be established by the project coordinators and the local integration commissioner. The round tables should meet and discuss neighbourhood related developments; the results of these debates should then be forwarded to the political decision-makers for the development of a local integration concept. In addition, public information events should be carried out (announced in various languages) to inform the public about the process of the development of a local integration concept. Moreover, smaller discussion rounds on the issue of local integration within the various communities should be conducted (e.g. in mosques or migrant organisation).</p> <p>The model project, which is being systematically evaluated, is funded within the scope of the federal ExWoSt programme of the Federal Institute for Research on Building, Urban Affairs and Spatial Development.</p>

<b>Area:</b>	<b>Housing, Participation of minorities in public life</b>
<b>Title (original language)</b>	Einbindung von Migrant/innen und Migrantenorganisationen in Prozesse der Stadt(teil)entwicklung der Stadtteilkommunikation
<b>Title (EN)</b>	Involving migrants and migrant organisations in the process of neighbourhood development and neighbourhood communication
<b>Organisation (original language)</b>	Stadt Nürnberg, Institut für soziale und kulturelle Arbeit (ISKA)
<b>Organisation (EN)</b>	City of Nuernberg, Institute for Social and Cultural Work
<b>Government / Civil society</b>	government, civil society
<b>Internet link</b>	<a href="http://www.bbr.bund.de/nn_21888/BBSR/DE/FP/ExWoSt/Forschungsfelder/2010/IntegrationStadtteilpolitik/Modellvorhaben/MV_Nuernberg.html">www.bbr.bund.de/nn_21888/BBSR/DE/FP/ExWoSt/Forschungsfelder/2010/IntegrationStadtteilpolitik/Modellvorhaben/MV_Nuernberg.html</a>
<b>Type of initiative</b>	community cohesion – social integration intercultural dialogue, encouraging political participation
<b>Main target group</b>	migrants
<b>Brief description (max. 1000 chars)</b>	The city of Nuremberg selected two very different neighbourhoods (Muggenhof and Langwasser) for an innovative pilot project that seeks to encourage migrants and local migrant organisations to become actively involved in various existing and new channels and platforms of communication and participation in the neighbourhood. This aim is being pursued, firstly, by ‘opening’ the existing participation platforms and make them more accessible for migrants (e.g. through intercultural trainings) and, secondly, by developing qualification and empowerment offers for migrants and migrant organisations to ensure an equal level of participation. After an initial analysis of the status quo regarding the participation processes and the demands of migrant communities, new types of participation processes, in particular for migrants, will be developed and tested in the two participating neighbourhoods. Taking into account the neighbourhood specific situation, the projects also try to overcome some indicators on the transferability of such process in other neighbourhoods. The model project, which is being systematically evaluated, is funded within the scope of the federal ExWoSt programme of the Federal Institute for Research on Building, Urban Affairs and Spatial Development.

<b>Area:</b>	<b>Housing</b>
<b>Title (original language)</b>	Lebendige Nachbarschaft
<b>Title (EN)</b>	Lively Neighbourhood
<b>Organisation (original language)</b>	Bürgerhaus Trier-Nord
<b>Organisation (EN)</b>	Citizens' House Trier Nord (local NGO association)
<b>Government / Civil society</b>	civil society
<b>Internet link</b>	<a href="http://www.quarternet.de/index.php?left=partner/rlp/btn.php&amp;land">http://www.quarternet.de/index.php?left=partner/rlp/btn.php&amp;land</a>
<b>Type of initiative</b>	community cohesion – social integration intercultural dialogue
<b>Main target group</b>	general public, migrants
<b>Brief description (max. 1000 chars)</b>	<p>The three-year neighbourhood project in the neighbourhood Trier-Nord pursues the aim to promote positive neighbourhood structures and relationships between residents with and without a migration background and to strengthen individual commitment in and for the neighbourhood. Numerous low-threshold activities, which should bring together people of all different backgrounds in the neighbourhood, have been implemented, such as regular joint dinners once a month, dancing lessons and 'fairy tale readings' for children. By promoting daily contacts in an open environment natives and migrants are expected to overcome possible misperceptions of the others and develop sustainable relationships. The coordinator, the Bürgerhaus Trier-Nord, called upon residents to become active and make suggestions on other activities and offers for the neighbourhood.</p> <p>The project is carried out in cooperation with several local organisations and educational institutions and is funded by the Federal Office for Migration and Refuges (BAMF).</p>

<b>Area:</b>	<b>Health</b>
<b>Title (original language)</b>	Mit Verständnis die Selbsthilfe und die Gesundheit türkischer krebs-Patientinnen/Patienten fördern

<b>Title (EN)</b>	Fostering the Self-help and the Health of Turkish Cancer Patients with Understanding
<b>Organisation (original language)</b>	Der Paritätische NRW- Kreisgruppe Essen
<b>Organisation (EN)</b>	The Paritätische NRW-District Group Essen
<b>Government / Civil society</b>	Civil Society
<b>Internet link</b>	<a href="http://www.infodienst.bzga.de/bot_teaserext4.18_idx-1962.html">http://www.infodienst.bzga.de/bot_teaserext4.18_idx-1962.html</a>
<b>Type of initiative</b>	Support, advice to immigrants/minorities, awareness raising
<b>Main target group</b>	Ethnic minorities, migrants (Turkish)
<b>Brief description (max. 1000 chars)</b>	<p>The project “Fostering the Self-Help and Health of Turkish Cancer Patients with Understanding”, initiated in 2010, aims to make the work and the offers of self-help groups for cancer patients more accessible to migrants of Turkish origin; cancer self-help offers should be encourage to adopt a (inter)culturally more open approach as a new standard for their activities. The general aim is to reduce structural deficits in the health system for cancer patients of Turkish origin, their lack of knowledge about the health offers and languages difficulties – with the goal to improve the health care offers, and more specifically the activities of self-help groups, for Turkish migrants</p> <p>The project informs affected people and their families of Turkish origin about the activities and offers of self-help groups for cancer patients and assists them in setting-up their own support group. In order to reach a larger number of people, intermediary actors such as migrant organisations and mosque associations are also contact and informed about local self-help offers for cancer patients. The project is coordinated by the welfare organisation Paritätische in North Rhine-Westphalia; the concept was developed by the non-governmental Gesundheitsselfhilfe NRW.Wittener Kreis, specialised on self-help health offers. Two large statutory health insurance agencies, AOK Rhineland/Hamburg and Westfalen-Lippe financially support the project.</p>

<b>Area:</b>	<b>Health</b>
<b>Title (original language)</b>	Petition an den Bundestag: Heilberufe – Kultursensible und muttersprachliche Psychotherapie für Menschen mit

	Zuwanderungshintergrund
<b>Title (EN)</b>	Petition (Federal Parliament): Health Professions: Culture-sensitive, Mother-tongue Psychotherapeutic Services for Persons with a Migration Background
<b>Organisation (original language)</b>	Berufsverband Deutscher PsychologInnen (BDP) and weiter Unterstützer
<b>Organisation (EN)</b>	The Association of German Psychologists (BDP) and other supporters
<b>Government / Civil society</b>	Government, civil society
<b>Internet link</b>	<a href="http://www.bdp-verband.de/bdp/presse/2010/petition/index.html">http://www.bdp-verband.de/bdp/presse/2010/petition/index.html</a> <a href="https://epetitionen.bundestag.de/index.php?action=petition;sa=details;petition=11855">https://epetitionen.bundestag.de/index.php?action=petition;sa=details;petition=11855</a>
<b>Type of initiative</b>	legal advocacy
<b>Main target group</b>	Migrants, ethnic minorities, public authorities , [legislator]
<b>Brief description (max. 1000 chars)</b>	In May 2010, the BDP submitted, together with several other organisations and experts, a petition to the federal parliament calling for an amendment to the Social Code with the aim to ensure a quantitatively and qualitatively sufficient psychotherapeutic offer for people with a migration background. According to the initiators of the petition – and more than 1,000 signatories- , such offers are currently only rudimentary, also due to the lack of mother tongue and culturally sensitive offers. This lack of adequate services affects, in particular socially and economically disadvantaged migrants and those migrant women who have experienced violence. Moreover, specific offers for undocumented migrants and asylum seekers are severely lacking. This deficient situation often results in long waiting periods ('up to two years'), which may entail an aggravation of the symptoms. The petition also point to the fact that many capable psychotherapists with a migration background are living in Germany with out being entitled to offer such therapies as their diploma and certificate are not recognised due to various legal restrictions and barriers.

<b>Area:</b>	<b>Health</b>
<b>Title (original language)</b>	Jahrestagung "Migration und Gesundheit – Kulturelle Vielfalt als Herausforderung für die medizinische Versorgung
<b>Title (EN)</b>	Annual Conference "Migration and Health – Cultural Diversity as a Challenge for Medical Care
<b>Organisation (original language)</b>	Deutscher Ethikrat

<b>Organisation (EN)</b>	German Ethics Council
<b>Government / Civil society</b>	civil society
<b>Internet link</b>	<a href="http://www.ethikrat.org/veranstaltungen/jahrestagungen/migration-und-gesundheit">www.ethikrat.org/veranstaltungen/jahrestagungen/migration-und-gesundheit</a>
<b>Type of initiative</b>	Awareness raising
<b>Main target group</b>	Public authorities, general public
<b>Brief description (max. 1000 chars)</b>	The annual conference of the independent German Ethics Council on May 20, 2010 was entitled “Migration and Health – Cultural Diversity as a Challenge for Medical Care”, sought to provide answers to questions in the area of immigrant health care by providing scientific and practical lectures in medical, legal and ethical perspectives. The annual conference should add to conceptual clarification, as well as to substantive debate and in-depth discussion of the relationship between migration, medical care and health care politics. Topics of discussion included “Health Care as a Goal of Integration Politics”, “Women’s Health and Migration – Needs, Care Reality and Perspectives” and “Special Patient Rights for Migrants? Legal and Ethical Considerations”. One care request, expressed on the conference, called for the introduction of interpreters in clinics and doctors’ offices, which should also be covered by health insurance.

<b>Area:</b>	<b>Health</b>
<b>Title (original language)</b>	Mehrsprachige Videospots "Gesundheit von Mutter und Kind"
<b>Title (EN)</b>	Multilingual Video Spots "Health of Mother and Child"
<b>Organisation (original language)</b>	NRW Gesundheitsministerium
<b>Organisation (EN)</b>	NRW state ministry for health
<b>Government / Civil society</b>	Government
<b>Internet link</b>	<a href="http://www.praeventionskonzept.nrw.de/index.php?id=545">http://www.praeventionskonzept.nrw.de/index.php?id=545</a>
<b>Type of initiative</b>	Media, awareness raising
<b>Main target group</b>	women migrants ethnic minorities
<b>Brief description (max. 1000 chars)</b>	The NRW State Ministry for health produced multilingual video spots (three to four minutes) on the issue of pregnancy, health issues for new born babies and young children, but also for elderly people; the offer, which continuously expanded, is available online. Videos within the thematic context of 'Health of Mother and Child' are also distributed to advice centres, paediatricians and midwives. The topics of the short films, available so far, are, amongst others, smoking and alcohol during pregnancy, safe sleep for babies, diabetes in pregnancy, preventing injuries of elderly people. As the videos (also) address foreign residents and (ethnic German and other) immigrants, translations into Turkish and Russian are available. In addition to the videos, various brochures on health care issues, relevant to pregnancy and new born babies, are provided on the website.

<b>Area:</b>	<b>Health</b>
<b>Title (original language)</b>	Integration und Sucht
<b>Title (EN)</b>	Integration and Addiction
<b>Organisation (original language)</b>	Zentrum für Psychiatrie Reichenau (ZfP), Suchthilfeverbund Konstanz (SHV)
<b>Organisation (EN)</b>	Centre for Psychiatry Reichenau (ZfP), Association of addiction support offers (SHV)
<b>Government / Civil society</b>	Civil Society
<b>Internet link</b>	<a href="http://www.zfp-start.de/web/zprwww/dateien/2009/08/20/dc_2009_08_20_de96541a66e9743be4/Projekt%20Integration%20und%20Sucht_Flyer.pdf">www.zfp-start.de/web/zprwww/dateien/2009/08/20/dc_2009_08_20_de96541a66e9743be4/Projekt%20Integration%20und%20Sucht_Flyer.pdf</a>
<b>Type of initiative</b>	Support, advice to immigrants/minorities Training education
<b>Main target group</b>	Ethnic minorities Migrants
<b>Brief description (max. 1000 chars)</b>	The project Integration and Addiction, carried out by the Centre for Psychiatry Reichenau (ZfP) in cooperation with the SHV, started in 2009 with the aim to improve the support system for addicted people with a migration background in the region of Koblenz; the project activities should, on the one hand, encourage migrants with addiction problems to seek help and, on the other hand, contribute to more intercultural sensitivity within the addiction support offers. The first problem that was addressed is the gap of reliable information about addiction among migrants; based on the insights gathered in the first research-oriented project phase, the second phase (2010-2013) should focus on the practical implementation and further development of the regional preventive and therapeutic measures for addicted people. The implementation should be scientifically monitored and evaluated; a specialised training offer for employees of the public authorities and support organisation in the area of support offers for addicts are also planned. The project is funded within the EU co-funding programme European Integration Fund.



<b>Area:</b>	<b>Education [sport]</b>
<b>Title (original language)</b>	Broschüre: Dieses Spiel dauert länger als 90 Minuten
<b>Title (EN)</b>	Brochure: This Game Lasts Longer than 90 Minutes
<b>Organisation (original language)</b>	Berliner Fußball Verband e.V., Verein für Demokratische Kultur in Berlin e.V.
<b>Organisation (EN)</b>	Berlin Football Association e.V., Society for Democratic Culture in Berlin e.V.
<b>Government / Civil society</b>	Civil society
<b>Internet link</b>	<a href="http://www.mbr-berlin.de/rcms_repos/attach/Fu%C3%9Fballbrosch%C3%BCre.pdf">http://www.mbr-berlin.de/rcms_repos/attach/Fu%C3%9Fballbrosch%C3%BCre.pdf</a>
<b>Type of initiative</b>	Awareness raising
<b>Main target group</b>	General public, youth (children, young people)
<b>Brief description (max. 1000 chars)</b>	<p>The Berliner Football Association and the Society for Democratic Culture in Berlin, both non-governmental organisations, compiled and issued the brochure “This Game Lasts Longer than 90 Minutes”, which provides an overview practical measures for dealing with discrimination, anti-Semitism and sexism in amateur football. The brochure was compiled within the joint project of both organisations called ‘anti-discrimination measures in Berlin amateur football’; its focus is on everyday racism and verbal attacks that occur on and off the football field. It was created to raise awareness of the issue of discrimination in football and help referees and trainers react appropriately on the occurrence of such incidents.</p> <p>The brochure provides recommendations for football clubs and practical suggestions on how to implement training measures for coaches and other relevant actors, such as referees and judges in sport courts. The training includes, amongst other topics, identifying the signs and symbols of right-wing extremism, creating awareness for discriminatory content and having self-reflecting discussions with the aid of concrete examples.</p>

<b>Area:</b>	<b>Education</b>
<b>Title (original language)</b>	Interkulturelle Kompetenz als Chance – Eine Anleitung zur Entdeckung der beruflichen Potenziale von Jugendlichen mit Migrationshintergrund
<b>Title (EN)</b>	Intercultural Competence as a Chance – Manual for Exploring Vocational Potentials of Youngsters with Migration Background
<b>Organisation (original language)</b>	BQM. Fortbildungen. Beratungs- und Koordinierungsstelle zur beruflichen Qualifizierung von jungen Migrantinnen und Migranten
<b>Organisation (EN)</b>	BQM. Continuing Education. Office for Advice and Coordination for the Occupational Qualification of Young Migrants
<b>Government / Civil society</b>	Civil society
<b>Internet link</b>	<a href="http://www.bqm-hamburg.de/media/f_programm/Fortbildung_2010.pdf">http://www.bqm-hamburg.de/media/f_programm/Fortbildung_2010.pdf</a>
<b>Type of initiative</b>	Support, advice to immigrants/minorities, improving employment skills
<b>Main target group</b>	Teachers
<b>Brief description</b>	<p>The non-governmental BQM developed and offered a further training programme for teacher that aims at enabling them to better recognise and further develop special job-related potentials of young migrant high school students, such as languages skills and intercultural competence – skills and abilities that are often not sufficiently taken into account on the transition phase between school and apprenticeship.</p> <p>The intensive training for teachers is carried out on four days and encompasses two modules. The first module focuses on the intercultural resources of migrant students and how to take these specific skills taken into account when discussing the occupational future of the students; this competence-oriented approach should also motivate migrant student and contribute to mutual respect in the classroom. The second module offers many practical tools and materials that can be used in the classroom to foster the students' self-esteem and their communication skills and to improve their linguistics and conflict management skills.</p> <p>BQM is a non-governmental association, financed by the European Social Fund (ESF) as a goal of the "Regional Competitiveness and Employment" project, funded from 2007-2013, and by the City of Hamburg.</p>

<b>Area:</b>	<b>Education</b>
<b>Title (original language)</b>	Vorurteilsbewusste Erziehung und Bildung, Umgang mit Heterogenität – der „Anti-Bias-Ansatz“
<b>Title (EN)</b>	Prejudicial Awareness Upbringing and Education, Dealing with Heterogeneity—The “Anti-Bias Approach” Education in Awareness of Prejudice, Dealing with heterogeneity – the “Anti-Bias-Approach”
<b>Organisation (original language)</b>	BQM Beratungs- und Koordinierungsstelle zur beruflichen Qualifizierung von jungen Migrantinnen und Migranten
<b>Organisation (EN)</b>	BQM. Office for Advice and Coordination for the Occupational Qualification of Young Migrants
<b>Government / Civil society</b>	Civil society
<b>Internet link</b>	<a href="http://www.bqm-hamburg.de/media/f_programm/Fortbildung_2010.pdf">www.bqm-hamburg.de/media/f_programm/Fortbildung_2010.pdf</a>
<b>Type of initiative</b>	Training, education Awareness raising
<b>Main target group</b>	Teachers
<b>Brief description</b>	<p>The non-governmental organisation BQM developed a further training offer for teachers, applying the tried-and tested anti-bias approach. With this training course, which is carried out as a two-day intensive programme in November and December 2010, teachers should be enabled to reflect on their (possible) prejudice and stereotypes towards minorities and on their way of dealing with diversity. Working on concrete cases studies, the training seeks to show teachers new and alternative ways to interact with their students of various cultural, ethnic and linguistic origins and to deal with and mediate arising conflicts.</p> <p>BQM is financed by the European Social Fund (ESF) within the scope of the programme “Regional Competitiveness and Employment” project, funded from 2007-2013, and by the City of Hamburg.</p>

<b>Area:</b>	<b>Education</b>
<b>Title (original language)</b>	Eltern in die Schule!
<b>Title (EN)</b>	Parents into the School!
<b>Organisation (original language)</b>	Arbeitsgemeinschaft selbstständiger Migranten (ASM) Beratungs- und Koordinierungsstelle zur beruflichen Qualifizierung von jungen Migrantinnen und Migranten (BQM)
<b>Organisation (EN)</b>	Association of Self-employed Migrants (ASM) Advice and Co-ordination Centre for Occupational Qualification of Young Migrants (BQM)
<b>Government / Civil society</b>	Civil Society
<b>Internet link</b>	<a href="http://www.bqm-hamburg.de/c_news_009.php">www.bqm-hamburg.de/c_news_009.php</a> <a href="http://www.asm-hh.de/download/eltern.pdf">www.asm-hh.de/download/eltern.pdf</a>
<b>Type of initiative</b>	Advice to immigrants, intercultural dialogue
<b>Main target group</b>	Parents, teachers
<b>Brief description (max. 1000 chars)</b>	<p>The multilingual brochure 'Parents into School', compiled by the ASM and BQM, was created to help and encourage migrant parents to become involved in their children's education. Often, the level of parental involvement is an indicator of how well a child will do in school, and thus in his/her later life. The brochure depicts 17 families living in Hamburg with migration backgrounds from Afghanistan, Albania, Egypt, China, India, Italy, Iran, Nigeria, Peru, Poland, Portugal, Russia, Serbia, Togo, Turkey, Ukraine and Vietnam. By briefly presenting these family histories from their own perspectives, the brochure aims at helping parents with a migration background overcome their inhibitions and become (more) active in their children's education. Each family, presented in the brochure, offers a brief description in German that provides tips for parents, with selected passages in their mother tongues. In the annex the brochure offers additional information and practical advice for parents regarding their children's education (e.g. scholarship programmes, their rights and duties, support projects).</p> <p>The brochure is available for all multipliers and teachers who are active in working with parents. This non-governmental project was funded through the Hamburg State Office for School and Vocational Education, the Robert Bosch Foundation, ATU e.V., as well as ASM e.V., KWB e.V. and the ESF.</p>

<b>Area:</b>	<b>Education</b>
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<b>Title (original language)</b>	SISTA – ABLA - Diversity Mentoring
<b>Title (EN)</b>	SISTA – ABLA - Diversity Mentoring (SISTA = Engl. slang for Sister; ABLA = Türkisch slang for Big Sister)
<b>Organisation (original language)</b>	LIFE e.V.
<b>Organisation (EN)</b>	LIFE e.V.
<b>Government / Civil society</b>	Civil Society
<b>Internet link</b>	<a href="http://www.life-online.de/aktuelle_projekte/p_sistaabla.html">http://www.life-online.de/aktuelle_projekte/p_sistaabla.html</a> <a href="http://www.life-online.de/download/sistaabla_mentees.pdf">http://www.life-online.de/download/sistaabla_mentees.pdf</a> <a href="http://www.life-online.de/download/sistaabla_mentoren.pdf">http://www.life-online.de/download/sistaabla_mentoren.pdf</a>
<b>Type of initiative</b>	Training, education
<b>Main target group</b>	Youth (young people, students), migrants, ethnic minorities
<b>Brief description (max. 1000 chars)</b>	The non-governmental programme “SISTA – ABLA - Diversity Mentoring”, coordinated by the organisation LIFE, provides a free mentoring service to young female students with a migration background from the 11 <sup>th</sup> and 12 <sup>th</sup> grades who are planning to study at university. In the first round of the project, LIFE was seeking, on the one hand, ten young female high school students with a migration background who would like to study, and, on the other hand, ten ‘big sister’ mentors, who are either students or young professionals and who willing to participate on a voluntary basis, for these ten young women. The mentors should be aged between 23 and 35 and have a migration or background themselves. The mentors act as role models and support and encourage the mentees in their efforts to pass the exam and move on to higher education. The young students should become aware of their own potentials and gain self-esteem. Over the period of one year, starting in April 2010, the mentor and her mentee spend four to eight hours together every month. The mentors participate in preparatory training sessions and receive a certificate at the end, certifying them as Diversity-Mentors. SISTA-ABLA financed within the federal programme XENOS and by the Europe for Citizens Programme as part of Integration and Diversity in Education in Europe (IDEE).

<b>Area:</b>	<b>Education</b>
<b>Title (original language)</b>	Rassistisches Mobbing in der Schule

<b>Title (EN)</b>	Racist Bullying in School
<b>Organisation (original language)</b>	ReachOut
<b>Organisation (EN)</b>	ReachOut
<b>Government / Civil society</b>	Civil Society
<b>Internet link</b>	<a href="http://www.reachoutberlin.de/index.php?name=News&amp;file=article&amp;sid=862">http://www.reachoutberlin.de/index.php?name=News&amp;file=article&amp;sid=862</a>
<b>Type of initiative</b>	awareness raising advice to immigrants/minorities
<b>Main target group</b>	Parents teachers
<b>Brief description (max. 1000 chars)</b>	The information leaflet "Racist Bullying in School", compiled by the Berlin-based victim support organisation ReachOut, provides advice and information to parents and teachers on the issue of bullying and racist harassment at school. It seeks to encourage them to take bullying and racism at school seriously. It also shows parents and teachers how to notice the effects of bullying and racism, so they can identify it without their children or students telling them. Parents should be informed on how they can protect their children and help them to deal with bullying. The brochure offers telephone numbers and email addresses of institutions in Berlin to be contacted for further information and help. The compilation of the brochure was supported as part of the federal programme "Competent for Democracy – Advice Network against Right-wing Extremism" and by the state programme "Measures against Right-wing Extremism, Racism and Anti-Semitism".

<b>Area:</b>	<b>Education</b>
<b>Title (original language)</b>	Dissen mit mir nicht! Kreativ gegen Rassismus und Diskriminierung
<b>Title (EN)</b>	No Dissing on My Watch! Creative against Racism and Discrimination
<b>Organisation (original language)</b>	AntiDiskriminierungsBüro (ADB) Köln/Öffentlichkeit gegen Gewalt e.V.
<b>Organisation (EN)</b>	AntiDiscriminationOffice (ADB) Cologne/Public against Violence e.V.
<b>Government / Civil society</b>	Civil Society
<b>Internet link</b>	<a href="http://www.das-kulturforum.de/fileadmin/kulturforum_upload/Veranstaltungen_extern/PM_Ausschreibung_Wettbewerb_2010_11.03.2010.pdf">www.das-kulturforum.de/fileadmin/kulturforum_upload/Veranstaltungen_extern/PM_Ausschreibung_Wettbewerb_2010_11.03.2010.pdf</a>
<b>Type of initiative</b>	Award awareness raising
<b>Main target group</b>	Youth (young people), general public
<b>Brief description (max. 1000 chars)</b>	<p>“No Dissing on My Watch!” a competition initiated by the non-governmental Anti-discrimination office in Cologne (ADB Köln), called upon students and other young people to submit creative contributions to the fight against racism and discrimination. Young people can participate individually, with friends or as part of a class. The submitted contribution can be anything from a painting or picture to a video or song. Individuals can receive monetary or material prizes for the submissions. After a successful competition round in 2009, the ADB Köln launched a second round in 2010; this time under the patronage of the journalist and author Günter Wallraff. The award ceremony took place in late September 2010, where different contributions (e.g. songs, theatre plays) were awarded.</p>

<b>Area:</b>	<b>Education</b>
<b>Title (original language)</b>	Filmprojekt zum Thema Ausgrenzung
<b>Title (EN)</b>	Film Project on the issue of exclusion
<b>Organisation (original language)</b>	Stadtteilbegegnungszentrum (SBZ) Südstadt/Biestow Rostock, Amadeu Antonio Stiftung
<b>Organisation (EN)</b>	City District Meeting Centre (SBZ) Südstadt/Biestow Rostock, Amadeu Antonio Foundation
<b>Government / Civil society</b>	Civil Society
<b>Internet link</b>	<a href="http://www.amadeu-antonio-stiftung.de/aktuelles/filmprojekt-ausgrenzung/">http://www.amadeu-antonio-stiftung.de/aktuelles/filmprojekt-ausgrenzung/</a>
<b>Type of initiative</b>	Awareness raising, media
<b>Main target group</b>	Youth (young people, students)
<b>Brief description (max. 1000 chars)</b>	<p>This programme, Film Project Exclusion, is a collaboration between the non-governmental Amadeu Antonio Foundation and the city district meeting centre (SBZ) Südstadt/Biestow in Rostock. The project brought together young people with and without a migration background who jointly created four short films dealing with different facets of exclusion because of one's ethnic origin but also other reasons such as disability. The films not only show the state of exclusion and inclusion in student life, but also point out different ways to solve the problem. The young actors played different roles in the films, often switching from the character of the 'perpetrator' to the one of the 'victim', which helped them to take different perspectives. The youngsters were able to see their own personal responsibility and the importance of their words and actions in every day life as well as the strong impact of group dynamics. At the end of the project, the participants came together to watch the films and discuss and exchange their experiences.</p>



<b>Area:</b>	<b>Education</b>
<b>Title (original language)</b>	Schülercampus – Mehr Migranten Werden Lehrer
<b>Title (EN)</b>	Student campus – More Migrants Become Teachers
<b>Organisation (original language)</b>	ZEIT-Stiftung Ebelin und Gerd Bucorius, Das Bundesamt für Migration und Flüchtlinge
<b>Organisation (EN)</b>	ZEIT-Foundation Ebelin and Gerd Bucorius, The Federal Office for Migration and Refugees
<b>Government / Civil society</b>	Civil Society
<b>Internet link</b>	<a href="http://www.zeit-stiftung.de/home/index.php?id=472">http://www.zeit-stiftung.de/home/index.php?id=472</a> <a href="http://www.nuernberg.de/internet/paedagogisches_institut/schuelercampus.html">http://www.nuernberg.de/internet/paedagogisches_institut/schuelercampus.html</a>
<b>Type of initiative</b>	Training, education
<b>Main target group</b>	Youth (young people, students) migrants, ethnic minorities
<b>Brief description (max. 1000 chars)</b>	The programme “Student campus – More Migrants Become Teachers” is a three day compact course supported by the ZEIT-Foundation and the Federal Office for Migration and Refugees that pursues the goal of providing high school students with a migration background with insight into teacher training and the opportunities of a university teaching training. During the three day programme, participants receive qualitative, valuable and practice-oriented first-hand information about the teaching career and advice about teacher training. Participants get a chance to meet educational scientists, teachers, and headmasters, visit classes in schools, do small group work, have discussions and participate in cultural and free-time activities. Such student campus events have been organised in several regions and cities, addressing students with a migration history living in the respective region who are in one of their last years of high school and are interested in become a teacher.

