

RACISM, XENOPHOBIA AND ETHNIC
DISCRIMINATION IN GERMANY
UPDATE REPORT 2008

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This report is an update of the report “Racism, Xenophobia and ethnic Discrimination in Germany 2007”; it covers a selection of relevant developments in the field of racism and ethnic discrimination that occurred between January 2008 and October 2008. 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.

1. Equality Bodies and Case Law

1.1 Equality Bodies – complaints data on racial or ethnic discrimination

The German equality body, the *Antidiskriminierungsstelle des Bundes* (ADS), does **not provide detailed statistics on complaints** related to cases of ethnic or racial discrimination.¹ The official statistics only refer to contacts and queries, but do not specify the number of discrimination *complaints*. The registered contacts are broken down only by the grounds of discrimination. Although it is difficult to make defensible statements on any trends due to these shortcomings, the statistics do not seem to suggest a significant increase in the ADS's accessibility (see Annex 1, Tab.1/2).

1.2 Case law – decisions on racial or ethnic discrimination

One successful court case on ethnic discrimination has been identified during the reporting period (January to October 2008):

Case title	No access to discotheque for Cameroon student – ethnic discrimination in the access to public services
Decision date	23.07.2008
Reference details	Amtsgericht Oldenburg (Local Court Oldenburg), Ref. E2 C 2126/07
Key facts	On 10 February 2007, the claimant, a university student of Cameroon origin, wanted to visit a discotheque in Oldenburg together with a fellow student, one of his university lecturers and the lecturer's Iranian wife. The bouncer refused him entrance saying "no foreigners! Instruction from the boss!". When the Iranian woman asked why she was allowed in, he explained that the ban only applied to male foreigners. During the court proceeding, it turned out that the claimant and his companions went to the club (also) to "test" whether he would be allowed in – seeking to establish a case of precedence. The student sued the owner of the discotheque.

¹ With the introduction of a new documentation software in 2008, the ADS has improved its registration and documentation system; it is planned to further enhance this system in the future.

Main reasoning, argumentation	<p>The court held that the rejection of the claimant constitutes a case of unlawful ethnic discrimination in the access to publicly available services according to Sec. 3 (1) and 19 (1) AGG since discotheques are generally open to all people irrespective of the guests' nationality or race.</p> <p>The claimant is entitled to receive compensation according to Sec. 21 (2) AGG. As the claimant sought to test the discotheque and was, hence, not 'fully unexpectedly' rejected, the judge determined only on a low amount of compensation.</p>
Key issues clarified by the case	<p>This case constitutes the first successful lawsuit on ethnic discrimination which directly referred to the German General Equal Treatment Act (AGG), the anti-discrimination law passed to transpose several EU equality directives, including the RED. According to the ruling, incidents of discrimination that were revealed through methods of discrimination testing are to be considered less serious due to the fact that the victim is prepared for the discriminatory rejection and hence not as much hurt in his dignity as someone who is discriminated against unexpectedly.</p>
Results and key consequences or implications of the case	<p>The defendant, the owner of the discotheque, was found guilty of unlawful ethnic discrimination and sentenced to pay a compensation of €500 to the claimant. According to the ruling, the level of compensation was very low because the claimant intended to test the discotheque. The German anti-discrimination association <i>advd</i>, which generally welcomed the ruling, disapproved of this line of argumentation and also criticised that the claimant had to pay for 75 per cent of the costs of the trial.</p>

2. Racist violence and crime

2.1 Statistical data and tables on racist and related crime

2.1.1 Official data and information on racist and related crimes

The number of **politically motivated (extreme) right-wing crimes** (PMK), registered by the police in 2007, dropped slightly to 17,607 (2006: 18,142).² 1,054 of these crimes were categorised as violent crimes (2006: 1,115). 17,176 of all extreme right-wing crimes were categorised as *extremist* right-wing, 2.4 per cent less than in 2006. The number of right-wing extremist *violent* crimes decreased by 6.4 per cent and totalled to 980 in 2007 (2006: 1,047). This trend can also be detected in the sub-category of right-wing extremist violent crimes with a xenophobic background: in 2007, 414 such crimes were registered – 70 less than in 2006.³ The PMK statistics also indicate a slightly decreasing tendency for right-wing extremist crimes with an anti-Semitic background (- 5.8 per cent; 2006: 1,636; 2007: 1,541)⁴, but the number of right-wing extremist, anti-Semitic crimes deemed as violent increased from 43 (2006) to 59 in 2007 (Annex 1, Tab. 3-6, Fig. 1/2).

In the first half year of 2008, the **preliminary PMK statistics** show a sharp increase in the number of extreme right-wing, xenophobic and anti-Semitic crimes. During the first six months of 2008, the police registered 7,306 extreme right-wing crimes, 37 per cent more than in the comparable period in 2007. 425 of these crimes were deemed as violent (+25 per cent). The number of extreme right-wing crimes with a xenophobic background increased by 43 per cent to 1,036 offences, among those 173 violent crimes (+ 17 per cent). 177 people were injured as a result of these crimes (I-VI 2007: 130). The preliminary police statistics on extreme right-wing, anti-Semitic crimes also show an upward trend (530 in the first six months in 2008, 468 in the comparable period in 2007). The

² Germany/Bundesministerium des Innern, Verfassungsschutzbericht 2007.

According to a parliamentary inquiry, 45.1 per cent (7,942) of these crimes were resolved by the police by 31 January 2008 (Germany/Bundestag (15.08.2008), printed matter 16/10127).

³ A closer look reveals that this decrease is primarily caused by the lower number of cases of bodily harm (2006: 455; 2007: 377); the number of xenophobically motivated arson attacks, however, increased from 9 (2006) to 17 (2007).

⁴ According to a parliamentary inquiry, the police registered 30 cases of desecration of Jewish cemeteries in 2007, which were categorised as crimes committed with an anti-Semitic motivation (Germany/Bundestag (24.04.2008), printed matter 16/8962)

number of anti-Semitic violent crimes hardly changed (I-VI 2008: 15; I-VI 2007: 16), but more than twice as many people were injured in between January and June 2008 (I-VI: 2008: 24; I-VI 2007: 11) (Annex 1, Tab. 7/8).

According to the 49th Annual Report of the **Commissioner for the Armed Forces**, 129 incidents with an allegedly right-wing extremist or xenophobic background were registered within the military service – slightly less than in the previous years (Annex 1, Tab. 9).

In 2007, the **Federal Department for Media Harmful to Young People** (*BPjM*) banned 100 (2006: 100; 2005: 84) media due to their racist content or their glorification or belittlement of the Nazi regime or the war – 92 music CDs, three brochures or books, three DVD, one computer game and one video CD.⁵

Several state ministries of justice have released annual statistics on the **investigation procedures** initiated by the public prosecutors with regards to right-wing extremist and xenophobic crimes. A general tendency can not be detected: whereas in Rhineland-Palatine and Saxony the number of investigation procedures launched in 2007 dropped compared to 2006, the statistics show an increasing tendency in Thuringia and Saxony-Anhalt (Annex 1, Tab.10-17).

2.1.2 Unofficial data and information

Several **non-governmental victim support organisations** counted 861 acts of right-wing violence in East Germany in 2007 (2006: 904). 84 per cent of these acts were categorised as cases of bodily harm. A racist motivation was assumed in 265 cases (2006: 311); eight attacks were registered as anti-Semitic (2006: 13).⁶ During the first half year of 2008, two of these victim support organisations updated their regional 2007 statistics: in Saxony-Anhalt further 31 incidents and in Brandenburg further 14 attacks were added. If one adds these 45 cases to the joint statistics, the figures for 2007 (906) slightly surpass those for 2006 (Annex 1, Tab. 18-19).⁷

The **Berlin-based NGO *apabiz*** (Antifascist Press Archive and Educational Centre) compiled a chronological documentation of anti-Semitic incidents in

⁵ The BPjM is an official authority of the German government in charge of monitoring media and – if necessary – putting harmful publications on the index; more information on the BPjM is available at: <http://www.bundespruefstelle.de/bpjm/information-in-english.html> (15.09.2008); Germany/Bundestag (28.03.2008), printed matter 16/8664

⁶ The annual statistics were compiled and published by the NGO *Opferperspektive*, based on information gathered by eight victim support organisations in Eastern Germany (Press release of the Opferperspektive on 11.06.2008, available at: <http://www.opferperspektive.de/Presse/725.html> (17.10.2007)).

⁷ Opferperspektive e.V., press release on 29.07.2008; Mobile Opferberatung, press release on 22.08.2008

2007⁸. The non-exhaustive documentation lists 100 anti-Semitic incidents in Germany for 2007 (2006: 125). Whereas the number of cases of desecration of Jewish cemeteries and damaging memorials dropped, more anti-Semitic attacks against people were documented (Annex 1, Tab. 20).

The monitoring body *jugendschutz.net* continuously scrutinises the internet searching for **right-wing extremist websites**. According to its annual report 2007, 1,635 extreme right-wing websites, 2,062 URLs, 690 online hate-speech video and 70 extreme right-wing profiles in the interactive web 2.0 were documented. Especially the online presence of the right-wing extremist party NPD (2007: 191 websites; 2006: 131) and of informal neo-Nazi groups (*Kameradschaften*) (2007: 299 websites, 2006: 187) increased by more than 30 per cent compared to 2006.⁹

The Berlin State Administration of the Interior released a **study on right-wing violent crimes** in Berlin, which contains detailed information on 300 such offences, the suspected perpetrators and the victims.¹⁰ Selected results are briefly presented in Annex 1, Tab. 21-27.

2.1.3 Exemplary incidents

In 2008, several **xenophobic attacks** on dwellings of migrant residents, Kebab bistros and a Muslim praying room, received a great deal of public attention. Some of these attacks are briefly described in the following (see also 3.1.4.).

On 22 March and 20 April 2008, several young men, assumedly members of the right-wing milieu, committed arson attacks on two houses in Rudow (Berlin), where a Turkish and a Bosnian family live; in both cases no one was injured. Whereas the first attack in March happened almost unnoticed by the media, the second one on 20 April – a date popular with right-wingers due to the fact that it is Hitler's birthday – received more attention: the perpetrators, aged between 16 and 18, threw four containers with flammable liquids against several windows

⁸ The compilation is based on information from various publicly available sources, such as media reports and press releases of the police, and is collected in cooperation with local or regional anti-right-wing NGOs. Apabiz e.V. (2008) *Chronologie antisemitischer Vorfälle 2007*, available at:

http://www.apabiz.de/archiv/material/Chronologien/Antisemitismus_2007.pdf (15.09.2008);

A similar list is compiled and continuously updated by the Amadeu-Antonio Foundation, available at: <http://www.amadeu-antonio-stiftung.de/die-stiftung-aktiv/gegen-as/antisemitismus-heute/chronik-antisemitischer-vorfaelle> (15.09.2008)

⁹ *Jugendschutznet* was founded in 1997 by the state ministries for youth-related issues. Jugendschutznet (2008) *Hass im Netz wirksam bekämpfen. Rechtsextremismus im Internet*, available at: http://www.jugendschutz.net/pdf/Projektbericht_2007.pdf (15.09.2008)

¹⁰ Berlin/Senatsverwaltung für Inneres und Sport (2007) *Rechte Gewalt in Berlin 2003 bis 2006*, available at: http://www.berlin.de/imperia/md/content/seninn/verfassungsschutz/stand2005/rechte_gewalt_2003_bis_2006.pdf (15.09.2008)

of the house of a Turkish family; the balcony was set on fire, but was extinguished immediately.¹¹ In June, the police caught three suspects, who made partial confessions.¹² The public prosecutor assumes a xenophobic motivation and issued a warrant due to attempted manslaughter.¹³

In the early morning of 22 March 2008, an arson attack with two bottles filled with flammable liquids was committed on the praying room of the Islamic Community in Sittensen (Lower Saxony). Three windows in the hallway were broken, but the fire did not develop and extinguished. The damage is estimated to be about € 10,000. The police found flyers with extreme right-wing and Islamophobic slogans at the building. The five people who slept in the attached building did not get injured. Shortly after the attack, the police arrested an 18-year old suspect who has connections to the right-wing extremist party NPD.¹⁴

After the Football European Cup semi-final between Germany and Turkey on 25 June 2008, several allegedly xenophobic attacks were committed by a group of 20 to 30 unidentified people in Dresden. The perpetrators damaged several Turkish Kebab bistros by throwing bottles and firecrackers, attacked two of the bistro owners and burnt a Turkish flag.¹⁵ The police temporarily arrested two men (aged 21 and 29) in mid July; the investigations have not been concluded yet.¹⁶

2.2 Complaints mechanisms

No new complaints mechanisms.

¹¹ After the attack, the father of the family stated that several extreme right-wing people have been gathering in the neighbourhood lately – “drinking beer, making trouble, listening to racist music and harassing residents”.

¹² One of the suspects had been involved in a xenophobic attack on an Ethiopian youngster in 2006.

¹³ J. Hasselmann (2008) *Brandanschlag: Dritter Neonazi in Verdacht*, in: Tagespiegel (06.06.2008), available at: <http://www.tagesspiegel.de/berlin/Polizei-Justiz-Neukoelln-Brandanschlaege;art126.2545271> (15.09.2008);
H. H. Nibbrig (2008) *Rechtsextreme verübten Anschlag auf türkische Familie*, in: Welt Online (05.06.2008), available at: http://www.welt.de/welt_print/article2068570/Rechtsextreme_veruebten_Anschlag_auf_tuerkische_Familie.html (15.09.2008)

¹⁴ Press release of the Police Department Rotenburg (POL-ROW) on 22.03.2008 and 24.03.2008; Der Tagesspiegel (27.03.2008) *Brandanschlag in Sittensen. Hauptverdächtiger Neonazi lernte bei der NPD*, available at: <http://www.tagesspiegel.de/politik/deutschland/rechtsextremismus/NPD-Sittensen-Brandanschlag;art2647.2502101> (15.09.2008);
Focus Online (23.03.2008) *Brandanschlag. Verdächtiger in Sittensen ermittelt*, available at: http://www.focus.de/politik/deutschland/brandanschlag_aid_266629.html (15.09.2008)

¹⁵ The police assume that the xenophobic rampage was not committed spontaneously, but had been planned in advance.

¹⁶ Press releases of the Police Department Dresden No. 323/08 b(2606.2008), No. 325/08 (26.06.2008) and No. 368/08 (18.07.2008)

2.3 Good practice

The federal government supports projects and initiatives against right-wing extremism, xenophobia and anti-Semitism through two **large-scale funding programmes**¹⁷: (a) the prevention-oriented initiative “Diversity feels good. Youth for Diversity, Tolerance and Democracy” (since January 2007) and (b) the initiative “Competent for Democracy - Counselling networks against right-wing extremism” (since July 2007). Within the scope of the latter, regional expert networks have been established in all federal states; one of these networks, the counselling network in Hesse, is presented here as an example.

The *Beratungsnetzwerk Hessen* [Counselling Network Hesse], established in 2007, provides expert support to victims of xenophobic and extreme right-wing incidents and other individuals and institutions who need assistance in coping with such developments. Especially in ‘crisis situations’ so-called mobile intervention teams are set up in order to support municipal administration, schools, parents and other individuals and organisations in appropriately responding to these incidents. These mobile intervention teams are supported by experts from more than 25 organisations and institutions, ranging from civil society initiatives, trade unions, youth and sport associations to migrant and religious organisations, state ministries, the police and the Hesse State Office for Internal Security. The activities of the intervention teams are coordinated by the *Information- und Kompetenzzentrum – Ausstiegshilfen Rechtsextremismus* (IKARus). People who seek assistance can contact the network directly. The network’s website offers information on, amongst others, right-wing extremism and xenophobia and on various educational offers on related topics.¹⁸

In March 2007, the **regional Alliance for Human Dignity – against Right-wing Extremism in Mittweida** [Bündnis für Menschenwürde – gegen Rechtsextremismus in Mittweida]¹⁹ was founded in response to the increasing number of right-wing activities and racist attacks and a growing anti-democratic right-wing mainstream in the region around Mittweida. The Alliance comprises currently about 60 individuals and 35 associations and organisations, ranging from political parties, trade union and welfare organisations to the university Mittweida, several youth and Christian organisations. The Alliance seeks to strengthen democratic attitudes and a culture of diversity, to raise awareness on xenophobia, anti-Semitism and right-wing extremism and to fight back the

¹⁷ In September 2008, the Federal Ministry of Labour and Social Affairs announced a supplementary funding programme particularly for projects and initiatives that seek to assist right-wing people who want to leave the right-wing milieu. The funding programme is planned to be launched in autumn 2008 and seeks to support especially regional and local civil society initiatives (http://www.bmas.de/coremedia/generator/27520/2008_09_12_engagement_gegen_rechtsextremismus.html; 26.09.2008)

¹⁸ <http://beratungsnetzwerk-hessen.de/> (15.09.2008)

¹⁹ <http://www.buendnis-mittweida.de/> (15.09.2008)

right-wing dominance in public spaces. The cooperation between schools, youth work and civil society actors is regarded as an essential factor in the Alliance's endeavours. After the well-received first meeting, numerous concrete activities have been carried out: several information events and discussion rounds have been organised, the Alliance supported the local *Festival of Colourful Diversity* and an anti-right-wing demonstration, an informative homepage was set up and the initiative *Noteingang* [Emergence Entrance] was launched – a project which aims to encourage owners of shops, stores or public institutions to offer support and shelter to victims of extreme right-wing attacks. The Alliance has been awarded several regional and national prizes, such as the *Saxony Democracy Award* and the award *Active for Tolerance and Democracy*.

More good practice projects: Annex 2

3. Employment

3.1 Racism and discrimination (incidents and practices)

3.1.1 Statistical data and tables on incidents of discrimination and racism

(Experienced) ethnic discrimination in employment continues to range high – though not highest – in the latest discrimination **complaint statistics**, compiled by local and regional anti-discrimination offices in Cologne (*ADB Köln*), Munich (*AMIGRA*) and Leipzig/Saxony (*ADB Sachsen*). The changes compared to previous years are minor and do not allow for any defensible statements on a general trend (Annex 1, Tab. 27-35).

Statistical data on the number of **labour court proceedings** that deal with cases of discrimination are scarce. The results of a NFP query among all regional labour courts in Germany, on the one hand, confirmed this poor data situation and, on the other hand, suggested that court cases only rarely touch upon provisions of the German anti-discrimination law AGG. Hardly any of these discrimination-related court proceedings referred to *ethnic* discrimination. For the time being (as of September 2008), not a single successful verdict on ethnic discrimination in the labour market has been delivered by the labour courts (Annex 1, Tab. 36).

3.1.2 Exemplary incidents and cases

The anti-discrimination office *ADB Köln* registered the following case of racist harassment. A man of Nigerian origin, who has been working in a warehouse of a medium-sized company in the region Bergisches Land for many years, has often been harassed and insulted in a racist way ('negro') by some of his colleagues. The man complained about these incidents to his supervisor, who refused to believe him claiming that "things like this do not exist here". When the man lodged a complaint to the management, he was told to not cause trouble; otherwise he would be sent "back to the bush". After that the man sought support by some of his colleagues asking them to testify for him, but no one was willing to do so due to their fear of negative personal consequences.²⁰

²⁰ Antidiskriminierungsverband Deutschland (advd) (2008) Stellungnahme des

3.1.3 Research findings

In its *Employment Outlook 2008*, the OECD pointed out that **ethnic discrimination** on the German labour market persists. According to the OECD's statistical analysis, employment chances of young second generation immigrants, aged between 20 and 29, are 15 per cent lower than the chances of their native German counterparts. As only half of these disparities can be explained by the differences in the educational attainment, the OECD assumes that 'labour market discrimination is likely to be a strong explanatory factor'.²¹

The study *Brain Waste. Recognition of foreign qualifications in Germany*²² comes to the conclusion that legal and administrative provisions often hinder the **recognition of certificates and qualification** attained abroad.²³ As a consequence, many highly skilled migrants do not succeed in finding a job that matches their qualifications and, hence, work in lower occupational positions. Referring to an OECD report on labour market integration in Germany, the authors of the study point out that the 'extent of discrimination of qualified migrants will remain hidden' due to the big importance of official occupational certificates on the German labour market.²⁴

The research study *Migration, Geschlecht und Arbeit*²⁵ examined the specific problems and potentials of migrant women on the labour market. In addition to quantitative secondary data analyses and qualitative interviews with labour market experts, the research team conducted 19 qualitative interviews with migrant women and one group interview with further six female migrants. 22 of these interviewees reported individual experiences of primarily direct, but also structural discrimination on the grounds of ethnic or national origin. More than half of the interviewed migrants stated that they **experienced discrimination** on the labour market or in vocational training. The reported cases of discrimination range from blatant forms of racial discrimination²⁶, discriminatory bullying and social exclusion at the workplace to more subtle forms of discrimination and structural barriers. Many interviewees also

Antidiskriminierungsverband Deutschland (advd) zum zweijährigen Bestehen des Allgemeinen Gleichbehandlungsgesetzes (AGG), Berlin

²¹ OECD (2008) *Employment Outlook – Edition 2008*. OECD Publishing, available at: http://cedoc.sirio.regione.lazio.it/DOCUMENTI/24_MERCATO.pdf (15.09.2008); quote stems from the summary version *Employment Outlook 2008 – How does Germany compare?*, available at: <http://www.oecd.org/dataoecd/33/54/40912588.pdf> (15.09.2008)

²² This study was conducted within the scope of the EQUAL-funded project *Global Competences* by the organisation *Tür an Tür Integrationsprojekte gGmbH*

²³ The study is based on an analysis of legal regulations and recognition practices in Germany and two empirical surveys with standardised interviews with experts and migrants.

²⁴ B. Engelmann, M. Müller (2008) *Brain Waste. Die Anerkennung von ausländischen Qualifikationen in Deutschland*, Tür an Tür Integrationsprojekte gGmbH, Augsburg (quote: p. 35), available at: <http://www.berufliche-erkennung.de/brain-waste.html> (15.09.2008) (most chapters are also available in English).

²⁵ This study was carried out within the framework of the EQUAL integration project MigraNet.

²⁶ On interviewee stated that her dark-skinned daughter had been rejected when applying for a job as a nurse in a hospital, because "patients don't want to be treated by black nurses".

criticised the ‘hierarchy of migrant groups’ based on legal status and ethnic origin: migrant women of dark skin and those of Turkish origin are considered most affected by discrimination.²⁷

3.1.4 Additional information

Third-country nationals are subject to stiffer legal requirements and higher practical hurdles than Union citizens when seeking recognition of their formal qualifications in regulated professions.²⁸ In contrast to EU citizens, (geriatric) nurses from non-EU countries are generally not entitled to participate in specific training measures that level out partial qualification deficits and lead to full recognition of the foreign diplomas. Instead they have to prove that *all* their qualifications are equivalent to German standards and pass a comprehensive exam.²⁹ Lawyers from non-EU countries are not entitled to practice in Germany; third-country nationals from WTO member states can apply for a permission to offer legal counselling and – if granted – work under the occupational title of their country of origin; they must not, however, practice in the area of German national law, but only in international law and in national law of their respective country of origin.³⁰

Defendable statements on whether certain EU member state nationals are particularly subjected to xenophobic reactions appear difficult due to a lack of reliable data. According to regional and national newspaper reports, several **anti-Polish incidents** have been reported in some regions in Eastern Germany – some of them targeting Polish (temporary) migrant workers.³¹ These incidents

²⁷ Ch. Färber, N. Arslan, M. Köhnen, R. Parlar (2008) Migration, Geschlecht und Arbeit. Probleme und Potentiale von Migratinnen auf dem Arbeitsmarkt, Opladen & Farmington Hills: Budrich UniPress Ltd.

²⁸ According to EU regulations, a profession is said to be regulated when it is a statutory requirement to hold a diploma or other occupational qualification in order to pursue the profession in question.

Ethnic German migrants (*Spätaussiedler*) are legally entitled to recognition procedures irrespective of their professions; hence, they are treated in a more privileged way than third-country nationals and also better than Union citizens (Germany/Bundestag (14.07.2008) printed matter 16/9971).

²⁹ Despite this general possibility, their diplomas are only rarely assessed as equivalent – with the consequence that the majority of qualified third country nurses work without recognition of their qualifications in lower occupational positions.

³⁰ B. Engelmann, M. Müller (2008) *Brain Waste. Die Anerkennung von ausländischen Qualifikationen in Deutschland*, Augsburg: Tür an Tür Integrationsprojekte gGmbH, pp. 54-59 (see chapter 3.1.3), available at: <http://www.berufliche-erkennung.de/brain-waste.html> (15.09.2008)

³¹ The national newspaper *die tageszeitung* reported about the increasing number of anti-Polish incidents that have been registered recently in Löcknitz, a small town at the German-Polish border with a relatively high inflow of Polish migrants. The windows of several Polish cars were smashed, anti-Polish smearings were detected on several walls, right-wing slogans were sprayed on the number plates of Polish cars, and three young German girls (aged between 11 and 15) spat at three Polish girls, poured beer over them and shouted anti-Polish slogans (S. Schmollack (2008) ‘Antipolnische Ressentiment in Vorpommern. Bis es knallt’, in:

have been confirmed by the regional victim support organisation LOBBI.³²

3.1.5 Other related issues

Since the amendment of the *micro census* in 2005, administrative statistical data on various social areas (including employment), broken down by migration background and national origin, have been available. Since then, no new developments regarding **statistical data** on ethnic/national origin in the context of employment have occurred. Transposing a decision by the Standing Committee of state ministries in charge of education (KMK) in May 2003, the school statistics have been enhanced: since the school term 2008/09, each school has to record individual data not only on the student's nationality, but also his/her country of birth, year of immigration and the language spoken in the family.³³

Statistical data on the **ethnic composition** of the population or the workforce are entirely lacking in Germany – a shortcoming recently criticised by CERD in its latest country report on Germany.³⁴ The same holds true for systematic ethnic monitoring within companies, albeit some companies administer data on the nationality of their employees.

Only some **trade unions** collect statistical data on their non-German members³⁵; data on members with a migration background are entirely missing. The trade union *IG BCE* (Mining, Chemical Industry, Energy) counts approximately 68.000 non-German members, i.e. about ten per cent of all their

tageszeitung (13.05.2008)).

Other newspapers reported the following incident: several young people aged between 17 and 20 are suspected of having committed a xenophobically motivated arson attack on a house where six Polish temporary workers were sleeping; the attack took place in late April in Lodersleben in Saxony-Anhalt. Four suspects have been caught by the police; two of them have already admitted their xenophobic motivation. The public prosecutor pressed criminal charges due to jointly committed serious arson. G. Glowinski (2008) 'Jugendliche wegen Anschlag vor Gericht', in: *MZ-WEB.de* (27.06.2008), http://www.tagesspiegel.de/politik/deutschland/rechtsextremismus/Rechtsextremismus:art2647_2522067 (16.09.2008).

³² LOBBI reported the following anti-Polish incident: in mid June 2008, four men with shaved heads blocked the road with their car so that a Polish couple could not pass the road in their car anymore. One of the perpetrators tried to open the Polish couple's car, spat at the car and shouted anti-Polish insults (Online chronology of extreme right-wing attacks in Mecklenburg-Vorpommern, compiled by the victim support organisation LOBBI e.V., available at: <http://www.lobbi-mv.de/html/chrono.php> (16.09.2008)).

³³ http://www.kmk.org/aktuell/070213_Doku_faq.pdf (26.09.2008).

³⁴ Committee on the Elimination of Racial Discrimination (CERD-UN) (2008) *Consideration of Reports Submitted by State Parties Under Article 9 of the Convention. Concluding Observations of CERD. Germany (Seventy-third session)*.

³⁵ These statistics on non-German members is not fully accurate due to the fact that the trade unions do not always keep track of possible changes of their members' regarding the citizenship (i.e. through naturalisation).

members.³⁶ The *IG Metall* (metal industry) registered a slightly decreasing proportion of non-German members in recent years: whereas in 2000, ten per cent of all members were foreigners (277,133), this proportion has dropped to 9.4 per cent in 2007, which represents a total number of 216.646 non-German members³⁷. This downward trend is particularly strong among young (under-age) members of the *IG Metall*.³⁸ In 2007, the proportion of foreigners among all *new* members increased, which stopped the downward tendency of recent years (Annex 1, Tab. 37-39).

Three trade unions, the *IG Metall*, *IG BCE* and *IG BAU* (Construction, Agriculture, Environment) provide data on non-German members of work councils (last elections in 2006): only between 4.2 per cent (*BCE*) and 4.8 per cent (*BAU*) of the work council members are foreigners (Annex 1, Tab. 40).

3.2 Good practice

The following good practice projects and initiatives have been selected and are briefly presented in annex 2:

- XENOS – Integration und Vielfalt
- 2. Chance – Interkulturell und gemeinsam vor Ort
- Wettbewerb Kulturelle Vielfalt am Arbeitsplatz (Vielfalt als Chance)
- Diversity-Management-Leitfaden (Vielfalt als Chance)
- Flexibler Eignungstest für angehende Beamte in Kölner Stadtverwaltung
- Interkulturelles Einstellungsverfahren für Büroberufe
- Sensibilisierung des gewerkschaftlichen Rechtsschutzes im AGG (Allgemeines Gleichbehandlungsgesetz) durch Qualifizierung (Sensire)
- Exista – Qualifizierung und Beratung für Unternehmensgründerinnen mit Migrationshintergrund und/oder Afrikanischen Wurzeln
- PROTEC – Berufsvorbereitung für junge Migrantinnen und Migranten

³⁶ Considering that the proportion of non-German residents among the general population is 8.8 per cent (as of 31 December 2006), foreigners are slightly over-represented in trade unions. <http://www.igbce.de/portal/site/igbce/menuitem.0b17d7969f8d5bf032f9fc94c5bf21ca/> (15.09.2008).

³⁷ Information on the total number were provided by the *IG Metall* on NFP request.

³⁸ The proportion of non-Germans among all young members dropped from 12.8 per cent (2000) to 6.3 per cent (2007) and for apprentices from 8.1 per cent (2000) to 4.6 per cent (2007) (*IG Metall Vorstand* (2008) *IGMigration. Ressort Migration*, Vol. 10).

4. Housing

4.1 Racism and discrimination (incidents and practices)

4.1.1 Statistical data and tables on incidents of discrimination and racism in housing

According to the discrimination **complaint statistics** of the non-governmental anti-discrimination office *ADB Köln* in Cologne and the anti-discrimination unit of the Munich municipality, *AMIGRA*, ethnic discrimination in housing is more widespread than in most other areas of life. Both the ADB Cologne and AMIGRA registered a slight increase in the degree of housing discrimination in 2007 compared to the previous year. The anti-discrimination office *ADB Sachsen* in Leipzig has registered only a low number of discrimination complaints in the realm of housing in recent years (Annex 1, Tab. 27-35).

4.1.2 Exemplary incidents and cases

In December 2007, a 34-year old woman with dark skin, who lived in an apartment building in Osnabrück together with her 12-year old daughter, received a letter of notice from her landlord which read as follows: “the reason for this notice is that some tenants of the apartment building disapprove of your origin and skin colour and with your personal situation as a single mother”. Later on, the landlord stated that two of the tenants had put pressure on him so that he had felt forced to give notice to the woman. She is now suing the landlord and claims for compensation of €10,000.³⁹

Another case of ethnic discrimination was reported by the regional newspaper *Der Westen*. Searching for a new flat for herself and her family, a 41-year old German woman of Turkish origin phoned a landlord who had posted an ad for a vacant apartment in Gelsenkirchen. The phone conversation went well until the landlord asked whether the woman had “foreigners in her family”. He added

³⁹ S. Lehmann (2008) ‘Wohnung wegen Hautfarbe gekündigt’, in: *tageszeitung* (13.04.2008), available at: <http://www.taz.de/1/politik/deutschland/artikel/1/wohnung-wegen-hautfarbe-gekuendigt> (15.09.2008);

S. Lehmann-Wacker (2008) ‘Gekündigt wegen falscher Hautfarbe’, in: *Stern* (13.04.2008), available at: <http://www.stern.de/wirtschaft/immobilien/verbraucher/:Osnabr%FCck-Gek%FCndigt-falscher-Hautfarbe/616996.html> (15.09.2008)

that not he personally, but his tenants would “have something against foreigners”. As the woman did not hide her non-German background, she did not get the flat. After the incident, she turned to the local Commissioner for Integration who informed her that she needs witnesses in order to take legal steps against the landlord. After that the woman asked her friend to call the same landlord pretending to be Turkish – with the same result: the landlord turned her down arguing that the Greek tenants in the building do not get along with Turks. The woman did not take the case to court.⁴⁰

4.1.3 Research findings

No significant new research findings.

4.1.4 Legal restrictions to access to housing

Although most migrants enjoy the same rights regarding the access to housing as native Germans, some migrant groups face legal restrictions in their choice of where to take up residence.

According to the *Wohnortzuweisungsgesetz* [Residence Allocation Act WoZuG], recently immigrated **ethnic German migrants** (*Spätaussiedler*) are obliged to take residence in the municipality which is assigned to them for a period of three years – unless they have found a job and a dwelling somewhere else. If they do not comply, they lose their entitlement to social benefits. With an amendment to the WoZuG in 2005, these legal barriers have been lowered through the introduction of hardship regulations.⁴¹

Asylum seekers whose applications are pending are subject to legal restrictions⁴² as their temporary residence permit is only valid in the district of the foreigners’ department in charge⁴³; similar restrictions apply to apprehended undocumented migrants who do not file an asylum application and can neither

⁴⁰ L.-O. Christoph (2008) ‘Zu vermieten - aber nicht an Ausländer’, in: *Der Westen* (21.05.2008), available at: <http://www.derwesten.de/nachrichten/nachrichten/im-westen/2008/5/21/news-48191526/detail.html> (15.09.2008)

⁴¹ According to Sec. 3b WoZuG, hardship provisions apply if

- the spouse, partner, parents or minor children live in different cities,
- the spatial restriction make sit difficult to take up “not only temporary employment which is not yet suitable for covering the person’s full subsistence or
- the spatial restrictions result in similar intolerable limitations.

A survey among ethnic Germans showed, however, that the majority of *Spätaussiedler* are not aware of these exceptional provisions (BAMF (2007) *Zuwanderung und Integration von (Spät-)Aussiedlern – Ermittlung und Bewertung der Auswirkungen des Wohnortzuweisungsgesetzes*)

⁴² They are neither allowed to take up residence in another district nor to leave the district without an exceptional permit.

⁴³ Sec. 56–58 AsylVerfG

be detained nor deported immediately.⁴⁴ Rejected asylum seekers who hold a toleration certificate⁴⁵ are generally prohibited to leave the federal state.⁴⁶

According to a decree issued by the federal states in 2005, recognised refugees or those with a subsidiary protection status (according to Sec. 60 (2), (3), (5), (7) Residence Act) are prohibited to take up residence in another federal state, another region or even another municipality⁴⁷ if they receive social benefits.⁴⁸ In January 2008, the Federal Administrative Court ruled that, albeit a legal restriction of the freedom of movement is generally feasible, the respective provision for recognised refugees constitutes a violation of Article 23 of the Geneva Convention and is hence void.⁴⁹

Moreover, some migrants groups are not eligible for certain forms of **housing-related benefits**. Foreigners who receive benefits on the basis of the *Asylbewerberleistungsgesetz* [Law on Benefits for Asylum Seekers (AsylbLG)]⁵⁰ are not eligible for housing allowance as these benefits already include housing-related expenses. In order to be legally entitled to move into a council flat, one needs to hold a specific authorisation permit; this permit is issued on request to people who meet certain criteria including the requirement that they reside not only temporarily in Germany (Sec. 27 (2) Housing Assistance Act, WoFG). Depending on the practical application of this provision by the federal state or the individual municipality, asylum seekers and foreigners with a toleration certificate are often excluded from the benefit of gaining access to social housing.⁵¹

Undocumented migrants face additional barriers in the access to housing, in

⁴⁴ Sec. 15a Residence Act

⁴⁵ The toleration certificate (*Duldung*) is not considered a legal residence status but solely a document temporarily suspending the enactment of the obligation to leave the country.

⁴⁶ Sec. 61 Residence Act

⁴⁷ These practices and provisions differ from federal state to federal state.

⁴⁸ This regulation aims at evenly distributing the financial burden of the individual states and municipalities that arise from social benefit payments (UNHCR (2007) *UNHCR-Stellungnahme zu Maßnahmen zur Beschränkung der Wohnsitzfreiheit von Flüchtlingen und subsidiär geschützten Personen*, available at: http://www.unhcr.de/fileadmin/unhcr_data/pdfs/rechtsinformationen/4.2._D-Stellungnahmen/UNHCR_Wohnsitzauflage.pdf (15.09.2008))

⁴⁹ The court pointed out that, according to the Convention, recognised refugees and native Germans must not be treated differently within the social allowance system and therefore the purpose of evenly distributing social allowance costs does not justify the unequal treatment of Convention refugees (Germany/Bundesverwaltungsgericht (15.01.2008) 1 C 17.07). The court ruling only referred to the situation of recognised refugees, not to refugees with a subsidiary protection status who face the same restrictions.

⁵⁰ This affects primarily asylum seekers whose application is pending and rejected asylum seekers who only hold a toleration certificate (*Duldung*), which is not considered a legal residence status but solely a document that temporarily suspends their deportation.

⁵¹ The Federal Administrative Court ruled in 2003 that asylum seekers who are not obliged any longer to live in centralised accommodations, are generally entitled to obtain an authorisation permit for council flats (Germany/Bundesverwaltungsgericht/BVerwG 5 C 49.01 (13.08.2003)).

particular when trying to rent a flat. Everyone who takes up residence is obliged by state law to register at the respective municipal department; furthermore, the landlord or owner of the flat has to inform the authorities about his/her tenants if requested.⁵² As this obligation may unveil the migrants' illegal status and could lead to their deportation, undocumented migrants tend to avoid renting a flat and rather sublet or dwell under other more vulnerable conditions.⁵³

4.2 Good practice: key policy and practical initiatives

The following good practice projects and initiatives have been selected and are briefly presented in annex 2:

- Interkulturelle Nachbarschaft (Fürstenfeldbrück)
- Förderung des Interkulturellen Lebens im Stadtteil (Dorsten)
- Interkulturelle Mediation in Stuttgart-Ost
- Modellprojekt "Allengerechtes Wohnen in Fürth"

⁵² Sec. 10 Melderechtsrahmengesetz

⁵³ In order to maintain their anonymity, most undocumented migrants do not put their name on their door or their mailbox which creates problems because educational or health institution have difficulties in contacting these people (M. Bommers; M Wilmes (2007) *Menschen ohne Papiere in Köln. Eine Studie im Auftrag des Rates der Stadt Köln*)

5. Health care

5.1 Racism and discrimination (incidents and practices)

5.1.1 Statistical data and tables on incidents of discrimination and racism

Only the anti-discrimination office *ADB Sachsen* provided new data on discrimination **complaints** in the health sector: four such complaints were registered in 2007 and further four in the first half of 2008 (Annex 1, Tab. 34).

5.1.2 Exemplary incidents and cases

The Berlin *Landesstelle für Gleichbehandlung – gegen Diskriminierung* [State Centre for Equal Treatment – against Discrimination] briefly presented a **case of discrimination** in the health sector in Berlin: when trying to arrange an appointment with a doctor, a Muslim patient with a headscarf was told by the doctor that she would not treat her because of her headscarf; the doctor sent her away saying that she should look for another doctor.⁵⁴

5.1.3 Additional information

No new information on obstacles in the access to health care available.

5.1.4 Research findings

In 2008, the *Robert Koch Institute* (RKI) published the comprehensive report “Migration and Health” within the scope of the *Gesundheitberichterstattung des Bundes* (GBE) [Federal Health Monitoring].⁵⁵ Based on a meta-analysis of various data sources, the report examines numerous aspects of the health

⁵⁴ Further details on this case are not available. Berlin / Senatsverwaltung für Integration, Arbeit und Soziales/Landesstelle für Gleichbehandlung – gegen Diskriminierung (2008) ‘Mit Kopftuch außen vor?’, p. 13

⁵⁵ Robert-Koch-Institut.(2008) *Schwerpunktbericht der Gesundheitsberichterstattung des Bundes. Migration und Gesundheit*. For more information on the GBE, see chapter on health in the National Data Collection Report (RAXEN) 2007.

situation of migrants and their access to the health care system. Although direct discrimination does not seem to occur often, the German health system is deemed to be **inadequately apt for a multi-ethnic clientele** (e.g. lack of intercultural competence, lack of multi-lingual information). The finding most relevant to direct ethnic discrimination is that migrant women change their doctor more often than those without migration background ('doctor hopping').⁵⁶ The migrant women's reasons for changing their doctor range from unfriendly manners, discrimination and bad information through the doctor to language problems and unsuccessful treatment.⁵⁷

A second GBE report by the RKI focuses on the health situation of young migrants in Germany. The report is based on an analysis of a comprehensive dataset generated through the KiGGS survey;⁵⁸ it covers health related behaviour, the physical and subjective health situation and the use of preventive examinations and vaccinations. Young migrants are significantly **less satisfied with their health-related situation** than their native counterparts: according to the parents' assessment, young children (under the age of ten) from the former Soviet Union, Turkey and from Arabic-Islamic countries show the lowest level of satisfaction with their health situation. The data also indicate that young people whose parents are both immigrants make significantly less use of free preventive examinations.⁵⁹ Regarding the use of vaccination, young migrants born in Germany do not differ from those without a migration background; however, those who were born abroad are significantly less covered. The researchers assume access barriers, in particular regarding the language used in information offers.⁶⁰

⁵⁶ Among those women who have changed their gynaecologist doctor several times, the proportion of migrant women is twice as high as of native German women.

⁵⁷ The findings on 'doctor hopping' originally stems from a research study published in 2002.

⁵⁸ For more information on the KiGGS survey (German Health Interview and Examination Survey for Children and Adolescents), see German RAXEN Data Collection Report 2007.

⁵⁹ This applies especially to first generation migrants and to young migrants from an Arabic-Islamic country, Turkey or the former Soviet Union and correlates with their residence status and duration.

⁶⁰ Robert Koch Institut (2008) *Kinder- und Jugendgesundheitsurvey (KiGGS) 2003-2006: Kinder und Jugendliche mit Migrationshintergrund in Deutschland. Beiträge zur Gesundheitsberichterstattung des Bundes*

5.2 Good practice: key policy and practical initiatives

The following good practice projects and initiatives have been selected and are briefly presented in annex 2:

- Interkulturelle Gesundheitsnetzwerk Bremen (IKGNW Bremen)
- Türk Bakim Evi: Altenpflegeheim für türkischstämmige Senioren (Berlin)
- Integration ausländischer Senioren und Seniorinnen in die Regelversorgung des Altenhilfesystems (Stuttgart)
- Gesundheitswegweiser für Migrantinnen und Migranten im Land Brandenburg
- Demenz-Servicezentrum für Menschen mit Zuwanderungsgeschichte in Gelsenkirchen
- Weiterbildungsmaterial (“Koffer”) für kultursensible Altenhilfe
- Ganzheitliche Integration behinderte und chronisch kranker Migranten (GIB) (Mainz)
- Verbesserung der häuslichen Pflege von türkischen Migranten in Deutschland

6. Education

6.1 Statistical data and tables on racist incidents

According to the annual reporting scheme documenting violent incidents at **Berlin** schools, 88 of the total of 1,735 reported incidents were categorised as “(right-wing) extremist incidents” in the school term 2006/07, which constitutes an increase by 10 per cent compared to the school term 2005/06 (Annex 1, Tab. 41).⁶¹

In Saxony and Saxony-Anhalt, the official police statistics on politically motivated right-wing crimes have been analysed with the aim to identify extreme right-wing crimes committed at schools. In **Saxony-Anhalt**, the police registered 64 right-wing extremist, anti-Semitic and xenophobic crimes in schools in 2007 (2006: 68; 2005: 70). 58 of these crimes were categorised as propaganda offences, four cases of incitement of the people (2006: 11), one case of “malicious gossip” and one violent crime (serious bodily harm) (2006: 1). In the first three months of 2008, the police registered already 25 right-wing extremist crimes – including three cases of incitement of the people and one case of bodily harm.⁶²

In **Saxony**, the police registered 146 extreme right-wing acts committed in schools in 2007. This represents a drastic increase compared to 2006, when 108 such incidents were counted (2005: 151; 2004: 100). The vast majority of these crimes are propaganda offences. Among the 146 offences in 2007, the police registered 15 cases of incitement of the people (2006:10) and seven cases of damage.⁶³

According to the discrimination **complaint statistics**, compiled by local and regional anti-discrimination offices in Cologne (*ADB Köln*), Munich (*AMIGRA*) and Saxony/Leipzig (*ADB Sachsen*), education continues to be a social sphere where people experience discrimination. *AMIGRA* and the *ADB Sachsen* registered only a few discrimination complaints in the realm of education over the past two years (approx. six cases per year); according to the statistics of the *ADB Köln*, education is among the most vulnerable social fields: 20 per cent of

⁶¹ The Berlin Senate Administration pointed out that this increase was less drastic compared to previous years, when the increase rates have been between 33 per cent (2003/04) and 76 per cent (2005/06). Due to alterations of the registration system, the statistics do not differentiate by types of offence anymore. Berlin/Senatsverwaltung für Bildung, Wissenschaft und Forschung, Presse und Öffentlichkeitsarbeit (2008), *Gewaltsignale an Berliner Schulen 2006/2007*. Pressehandout 27.03.2008, Berlin.

⁶² Sachsen-Anhalt State Parliament (26.06.2008), printed matter 5/1368

⁶³ Saxony State Parliament (07.02.2008), printed matter 4/10823;
Saxony State Parliament (22.02.2007), printed matter 4/7661

all registered discrimination complaints referred to the education system.

6.2 Exemplary cases of discrimination

No cases available.

6.3 Restrictions to access to education

Every child – irrespective of its nationality or status – enjoys the *right* to attend school. In the states of Hesse and Baden-Württemberg⁶⁴, however, not all **refugee children** are subject to *compulsory* schooling.⁶⁵ In Saarland, all children have been obliged to go to school since 1 August 2008, when an amendment to the state school law came into force abolishing the previous restrictions for non-recognised refugee children with a (short-term) toleration certificate.

The provisions on the access to education for children of **undocumented migrants** differ from state to state. Only in Bavaria and NRW, children without legal documents are legally obliged to attend school; in these two states parents are not asked to present any legal documents when enrolling their child; if a teacher finds out about the illegal status of a student, s/he is exempted from reporting it.⁶⁶ According to a legal expertise⁶⁷, the regulations in the states of Schleswig-Holstein, Hamburg and Bremen may also be interpreted as an obligation of undocumented children to attend school.⁶⁸ In all other states, these children face barriers in the access to schooling: their enrolment would result in unveiling their own and their parents' illegal status as the individual school or

⁶⁴ In Hesse, children with a toleration certificate have the right to attend school, but are not obliged to do so. In Baden-Württemberg, children of asylum applicants and those with a *short-term* toleration status are not subject to compulsory schooling.

⁶⁵ This missing obligation can result in practical, administrative and financial disadvantages regarding their educational situation.

⁶⁶ In NRW, the state ministry in charge of education and schools issued a decree on 27 March 2008 pointing out that the students' residence status is not documented and that the head office of the school must not be requested – not even by the municipal department in charge of foreigners' affairs – to provide registration certificates or copies of the passport of the students' parents (Forum Menschenrechte (2008) *Menschenrechte für Menschen ohne Papiere realisieren!*, available at: http://forum-menschenrechte.de/cms/upload/PDF/ab_05-2008/FMR_menschenrechte_fuer_menschen-ohne-papiere.pdf (16.09.2008)).

⁶⁷ R. Fodor (2001) 'Rechtsgutachten zum Problemkomplex des Aufenthalts von ausländischen Staatsangehörigen ohne Aufenthaltsrecht und ohne Duldung in Deutschland', in: J. Alt; R. Fodor (ed.) *Rechtlos? Menschen ohne Papiere*, Karlsruhe: von Loeper Literaturverlag, pp. 125-223.

⁶⁸ Germany/Bundesministerium des Innern (2007) *Illegal aufhältige Drittstaatenangehörige in Deutschland. Datenlage, Rechtslage, Handlungsoptionen*, p. 24, available at: http://www.emhosting.de/kunden/fluechtlingsrat-nrw.de/system/upload/download_1232.pdf (16.09.2008)

the local school department respectively are generally obliged by law⁶⁹ to pass on the information about the illegal status to the municipal foreigners' office.⁷⁰

6.4 Good practices: key policy and practical initiatives

The following good practice projects and initiatives (including the field of sport) have been selected and are briefly presented in annex 2:

- Weiterentwicklung der Sprachförderung in Vorkurse in Bayern
- Diesterweg-Stipendium für Kinder und Eltern
- Diskriminierung geht uns alle an – Projektjahr zur Chancengleichheit (Munich)
- Lehrerausbildung: Deutsch als Zweitsprache (verpflichtend) (Berlin)
- Aufstieg durch Bildung – Qualifikationsinitiative der Bundesregierung
- Pilotprojekt: Comics zur Vermittlung des Holocaust
- Wettbewerb: Integration durch Kooperation
- Schulanaloger Unterricht für junge Flüchtlinge (SchlaU) (Munich)
- Aktion zusammen wachsen – Bildungspatenschaft stärken, Integration fördern
- Deutscher Schulsportpreis: Integrationskonzepte für Schülerinnen und Schüler mit Migrationshintergrund innerhalb der Schule durch Sport (2007/08)
- Fairplay im Fußball – gemeinsam gegen Rassismus und Gewalt
- Brochüre „11 Fragen nach 90 Minuten – was tun gegen Rassismus und Diskriminierung im Fußball?“
- Am Ball bleiben – Fußball gegen Rassismus und Diskriminierung

⁶⁹ Sec. 87 (2) Residence Act

⁷⁰ BAMF (2006) *Illegal aufhältige Drittstaatenangehörige in Deutschland – Statistische Ansätze, Profil und soziale Situation – Forschungsstudie 2005 im Rahmen des Europäischen Migrationsnetzwerks (EMN)*, p. 89

Annex 1 – Statistical Data and Tables

	2007	2008
Complaints regarding ethnic discrimination received by Equality Body	-	-
Number of ethnic discrimination established by Equality Body	-	-
Follow up activities of Equality Body, once discrimination was established (please disaggregate according to type of follow up activity: settlement, warning issued, opinion issued, sanction issued etc.)	-	-
Number of sanctions and/or compensation payment in ethnic discrimination cases (please disaggregate between court, equality body, other authorities or tribunals etc.) in your country for the thematic areas of Employment, Housing, Healthcare, Education etc. (if possible, disaggregated by gender and age).	-	-
Range of sanctions and/or compensation in your country (please disaggregate according to type of sanction/compensation)	-	-

The statistics provided by the German Equality Body ADS do not contain the type of information necessary to complete the table above; therefore, the ADS statistics are presented in an extra table. It is important to note that none of these figures refer directly to discrimination complaints since the ADS statistics do not differentiate between general information-seeking queries and advice-seeking complaints; they solely count “contacts”.

Table 1: Contacts and inquiries registered by the ADS between August 2006 and December 2007

All contacts		
Total number of inquiries and contacts	3,485	
of which: multiple contacts	1,227	
= new contact	2,258	
New contacts		
Not related to the General Equal Treatment Act (AGG)	453	
AGG related inquiries	1,805	
AGG related contacts by grounds of discrimination (in per cent and total)		
	in total	in per cent
Disability	339	26.97
Sex	293	23.90
Age	286	23.33
Ethnic origin	173	14.11
Multiple discrimination	53	4.32
Sexual identity/orientation	42	3.43
Religion	40	3.26

Source: Germany/ADS, information on request

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

Table 2: Contacts and inquiries registered by the ADS between January 2007 and August 2008

All contacts		
Total number of inquiries and contacts	1,615	
of which: multiple contacts	499	
= new contact	1116	
New contacts		
Not related to the General Equal Treatment Act (AGG)	281	
AGG related inquiries	835	
AGG related contacts by grounds of discrimination (in per cent and total)		
	in total	in per cent
Sex	193	26.96
Disability	181	25.28
Age	104	14.53
Ethnic origin	99	13.83
Multiple discrimination	75	10.47
Sexual identity/orientation	45	6.28
Religion	16	2.23
Belief	3	0.42

Source: Germany/ADS, information on request

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

Racist Violence and Crime

Table 3: Right-wing extremist crimes registered by the police (2005-2007)

	2005	2006	2007	Changes (2006 – 2007) in per cent (approx.)**
All PMK right-wing crimes	15,142	18,142	17,607	-2.9
PMK right-wing crimes deemed as violent crimes	1,034	1,115	1,054	-5.5
PMK right-wing crimes with an extremist background	15,361	17,597	17,176	-2.4
of which:				
Right-wing extremist propaganda offences (§§86, 86a StGB)	10,881	12,627	11,935	-5.5
Right-wing extremist offences / incitement of the people (§ 130 StGB)	2,277	2,592	2,472	-4.6
violent right-wing extremist crimes (see Table xx)	958	1,047	980	-6.4
violent right-wing extremist crimes/xenophobic background	355	484	414	-14.5

Source: Germany/Bundesministerium des Innern, Verfassungsschutzbericht 2006; Germany/Bundesministerium des Innern, Verfassungsschutzbericht 2007

* not specified

** Percentages in Italics calculated by the NFP Germany.

Table 4: Right-wing extremist crimes with an anti-Semitic background registered by the police (2005-2007)

	2005	2006	2007	Changes (2006 – 2007) in per cent
Right-wing extremist crimes with an anti-Semitic background	1,658	1,636	1,541	-5.8
Among those: violent crimes	49	43	59	+37,2**

Source: Germany/Bundesministerium des Innern, *Verfassungsschutzbericht 2006*; Germany/Bundesministerium des Innern, *Verfassungsschutzbericht 2007*

* not specified

** Percentages in Italics calculated by the NFP Germany.

Table 5: Politically motivated criminality – right-wing: Violent acts and other offences with extremist background (2005-2007)*

Type of crime	2005	2006	2007	Changes (2006 – 2007) in per cent**
Violent crimes (total)	958	1,047	980	-6,4
Homicide	0	0	0	+0,0
Attempted homicide	2	0	1	+100
Bodily harm	816	919	845	-8,1
Arson	14	18	24	+33,3
Causing an explosion with the intent to injure or damage property	3	1	1	+0,0
Contribution to rioting or civil disorder	39	33	37	+12,1
Dangerous disruption of rail, air, ship or road transport	9	6	7	+16,7
Unlawful deprivation of liberty	0	0	0	+0,0
Robbery	23	13	11	-15,4
Extortion	6	7	4	-42,9
Resisting public authority	46	50	50	+0,0
Sexual offences	0	0	0	+0,0
Other (non-violent) offences (total)	14,403	16,550	16,196	-2,1
Damage of Property	445	391	821	+110
Threat/coercion	90	150	146	-2,7
Propaganda offences	10,881	12,627	11,935	-5,5
Disturbing the Peace of the Dead /Desecration of cemeteries	30	14	18	+28,6
Other crimes, mainly Incitement of the people	2,957	3,368	3,276	-2,7
PMK right-wing crimes with an extremist background (total)	15,361	17,597	17,176	-2,4

Source: Germany/Bundesministerium des Innern, Verfassungsschutzbericht 2006; Germany/Bundesministerium des Innern, Verfassungsschutzbericht 2007(based on the statistics of the Federal Criminal Office (Bundeskriminalamt))

* The figures are based on data supplied by the Federal Criminal Police Office (BKA). This overview includes both actual and attempted criminal offences, with the exception of homicides. Each offence was counted only once. For instance, if bodily injury/harm was committed while contributing to rioting or public disorder, only bodily injury/harm, as the more serious offence, is shown in the statistics. If several criminal offences were committed, only the most serious offence was counted.

** Percentages in *Italics* calculated by the NFP Germany itself.

Table 6: Politically motivated criminality – right-wing: Violent crimes with an extremist *and* xenophobic background (2005-2007)*

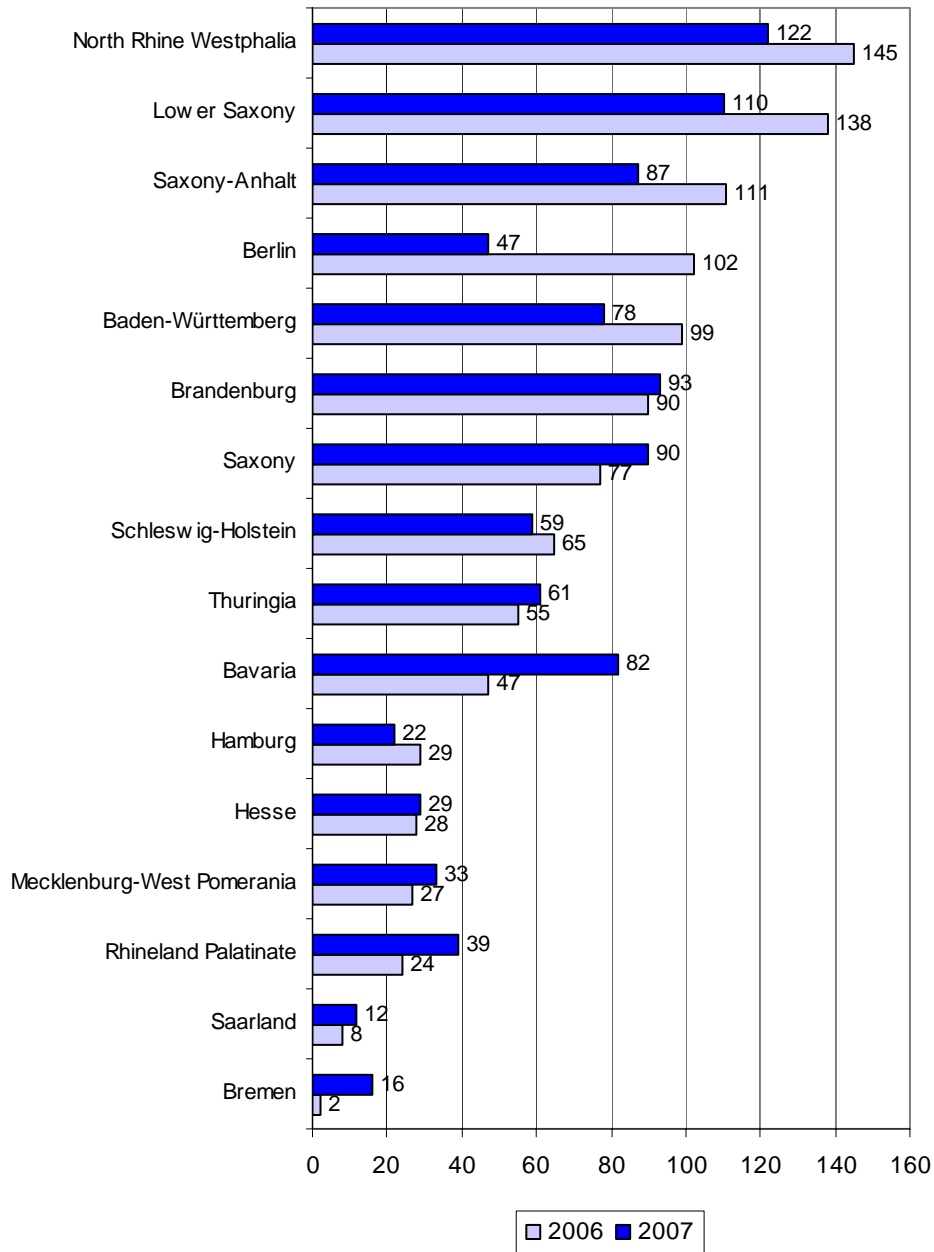
Type of crime	2005	2006	2007	Changes (2006 – 2007) in per cent**
Homicide	0	0	0	+/-0.0
Attempted homicide	1	0	1	+100
Bodily harm	322	455	377	-17.1
Arson	9	9	17	+88.9
Causing an explosion with the intent to injure or damage property	1	0	0	+0.0
Contribution to rioting or civil disorder	5	7	7	+/-0.0
Dangerous disruption of rail, air, ship or road transport	2	1	3	+200.0
Unlawful deprivation of liberty	0	0	0	+/-0.0
Robbery	9	2	5	+150
Extortion	1	3	1	-66.7
Resisting public authority	5	7	3	-57.1
Sexual offences	0	0	0	+/-0.0
Violent crimes (total)	355	484	414	-14.5

Source: Germany/Bundesministerium des Innern, *Verfassungsschutzbericht 2006*; Germany/Bundesministerium des Innern, *Verfassungsschutzbericht 2007*

* The figures are based on data supplied by the Federal Criminal Police Office (BKA). This overview includes both actual and attempted criminal offences, with the exception of homicides. Each offence was counted only once. For instance, if bodily injury/harm was committed while contributing to rioting or public disorder, only bodily injury/harm, as the more serious offence, is shown in the statistics. If several criminal offences were committed, only the most serious offence was counted.

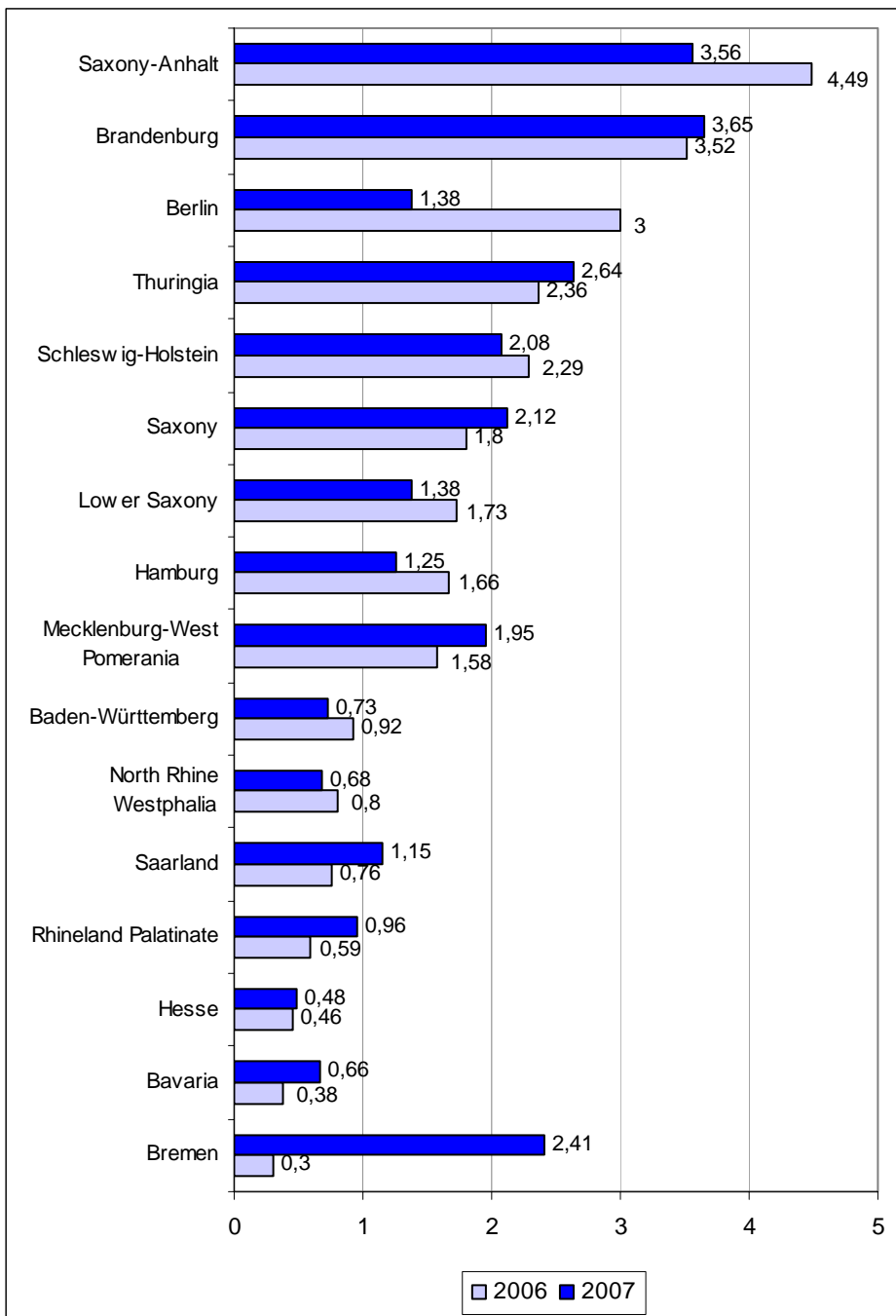
** Percentages in *Italics* calculated by the NFP Germany itself.

Figure 1: Violent crimes with an extremist right-wing background according to federal states 2006-2007



Source: Germany/Bundesministerium des Innern, Verfassungsschutzbericht 2007, p. 28

Figure 2: Violent crimes with an extremist right-wing background according to federal states per 100,000 inhabitants, 2006-2007



Source: Germany/Bundesministerium des Innern, Verfassungsschutzbericht 2007, p. 29

Preliminary official statistics on extreme right-wing crimes: first half year 2008

Table 7: Extreme right-wing (politically motivated crimes (PMK) / right-wing) crimes; preliminary data for January - June 2008

	PMK / right-wing crimes			
	Total number		Extreme right-wing crimes with a xenophobic background	
		of which violent crimes		among those: violent crimes
January	932	54	159	29
February	1,121	65	195	33
March	1,311	72	164	29
April	1,175	61	157	33
May	1,411	98	158	24
June	1,356	75	203	25
Total	7,306	425	1,036	173
Difference in per cent to 01-06/2007*	+37.3	+25.4	+43.3	+16.9

Source: Germany/Federal Ministry of the Interior (BMI); preliminary data (http://www.petra-pau.de/16_bundestag/dok/down/2008_zf-rechtsextreme-straftaten.pdf (16.09.2008))

These monthly figures on politically motivated right-wing crimes are published within the framework of monthly parliamentary inquiries. It is important to mention that these statistics are preliminary and significantly (usually between 30 and 50 per cent) below the actual figures, which are released annually (usually in April/May of the following year)

* Calculated by the NFP Germany.

Table 8: Extreme right-wing (politically motivated crimes (PMK) / right-wing) crimes with an anti-Semitic background; preliminary data for the first half of 2006, 2007 and 2008

	Jan. – June 2006	Jan. – June 2007	Jan. – June 2008
All PMK right-wing crimes with an anti-Semitic background (total)	460	468	530
of which			
Violent crimes	7	16	15
Propaganda offences	91	130	108
Number of people injured as a result of these crimes	4	11	24

Source: Germany/Federal Ministry of the Interior (BMI); preliminary data

(http://www.petra-pau.de/16_bundestag/dok/down/2007_zf_antisemitische_straftaten.pdf;

http://www.petra-pau.de/16_bundestag/dok/down/2006_zf_antisemitische_straftaten.pdf;

http://www.petra-pau.de/16_bundestag/dok/down/2008_zf_antisemitische_straftaten.pdf (all 16.09.2008))

These figures are published within the framework of parliamentary inquiries (once every three months). It is important to mention that these statistics are preliminary and significantly below the actual figures, which are released annually (usually in April/May of the following year)

Table 9: Number of right-wing extremist or xenophobic incidents registered within the military service (2001-2007), reported by the Commissioner of the Armed Forces

Year	2001	2002	2003	2004	2005	2006	2007
Total number	186	111	139	134	147	147	129

Source: Germany/Bundestag (26.02.2008), printed matter 16/8200; Germany/Bundestag (20.03.2007), printed matter 16/4700

Table 10: Number of investigation proceeding initiated by the public prosecutor in Rhineland-Palatine: offences with a right-wing extremist background (1996-2001; 2005-2007)

Year	1996	1997	1998	1999	2000	2001	2005	2006	2007
Number of investigation proceedings	368	461	696	849	992	1.091	902	810	755

Source: press releases of the Rhineland-Palatine State Ministry of Justice on 26.07.2007 and 07.03.2008

Table 11: Investigation proceedings initiated by the public prosecutors in Rhineland-Palatine (2006, 2007): offences with a right-wing extremist background

	2006	2007
Number of investigation proceedings initiated in the area of right-wing extremist crimes	810	755
<i>of which</i>		
Propaganda offences	634	552
Incitement of the people and display of violence	128	89
Bodily harm (with extreme right-wing or xenophobic background)	7	20
Anti-Semitic tendencies	2	14
Other offences	38	76
Number of persons subject to investigations		
youngster (under 18)	215	196
adolescents (between 18 and 21)	184	113
adults (21 or older)	273	281
Results		
Number of convictions	140	93
of which:		
Total number of (youth) imprisonment	-*	16
<i>among those: more than one year</i>	-*	5
Number of 'not guilty' rulings	9	5
Number of proceedings closed due to insufficient evidence	597	391

Source: press releases of the Rhineland-Palatine State Ministry of Justice on 26.07.2007 and 07.03.2008 * not specified

Table 12: Number of investigation proceeding initiated by the public prosecutors in Saxony: offences with a radical right-wing (right-wing extremist) background (2005-2007)

Year	2005	2006	2007
Number of investigation proceedings	1,994	1,746	1,664

Source: press releases of the Saxony State Ministry of Justice on 25.03.2008

Table 13: Investigation proceedings initiated by the public prosecutors in Saxony (2006, 2007): offences with a right-wing extremist background

	2006	2007
Number of investigation proceedings initiated in the area of right-wing extremist crimes	1,746	1,664
<i>of which</i>		
Propaganda offences and use/display of symbols of anti-constitutional organisations	1,517	1,418
Bodily harm (with a right-wing extremist background)	12	9
Results		
Number of convictions	75	92
of which: number of (youth) imprisonment	27	24

Source: press releases of the Saxony State Ministry of Justice on 25.03.2008

Table 14: Number of investigation proceeding initiated by the public prosecutors in Thuringia: offences with a right-wing extremist background

Year	2000	2001	2002	2003	2004	2005	2006	2007
Number of investigation proceedings	1,615	1,382	1,084	952	846	1,152	1,053	1,399

Source: Thuringia State Ministry of Justice, Thuringia State Office of the General Public Prosecutor (2008) Bilanzpressekonferenz der Thüringer Staatsanwaltschaften, available at: <http://www.thueringen.de/thgsta/fakten.htm> (16.09.2008)

Table 15: Investigation proceedings (2007) initiated by public prosecutors in Thuringia: offences with a right-wing extremist background

	2007
Number of investigation proceedings initiated in the area of right-wing extremist crimes	1,399
Number of persons subject to investigations	
youngster (under 18)	430
adolescents (between 18 and 21)	385
adults (21 or older)	637
Results	
Number of convicted perpetrators	180
Total number of convictions to (youth) imprisonment	40
<i>among those convictions to (youth) imprisonment:</i>	
up to six months	3
between six months and one year	23
between one and two years	11
more than two years	3

Source: Thuringia State Ministry of Justice, Thuringia State Office of the General Public Prosecutor (2008) Bilanzpressekonferenz der Thüringer Staatsanwaltschaften, available at: <http://www.thueringen.de/thgsta/fakten.htm> (16.09.2008)

Table 16: Number of investigation proceeding initiated by the public prosecutors in Saxony-Anhalt: offences with a right-wing extremist background

Year	2002	2003	2004	2005	2006	2007
Number of investigation proceedings	1,270	1,236	1,139	1,492	1,567	1,995

Saxony-Anhalt State Office of the General Public Prosecutor, press release on 27.07.2007, available at: http://www.asp.sachsen-anhalt.de/presseapp/data/gensta/2007/002_2007.htm (16.09.2008); Saxony-Anhalt State Office of the General Public Prosecutor, Jahresbericht 2007

Table 17: Investigation proceedings initiated by the public prosecutors in Saxony-Anhalt (2006, 2007): offences with a right-wing extremist background

	2006	2007
Number of investigation proceedings initiated in the area of right-wing extremist crimes	1,567	1,995
<i>of which</i>		
Propaganda offences	1,160	1,506
Incitement of the people and display of violence	179	235
Bodily harm (with extreme right-wing or xenophobic background)	138	130
Breach of the public peace	33	32
Arson	0	1
Attempted murder/manslaughter	0	2
Anti-Semitic tendencies	2	7
Other offences	55	82
Number of persons subject to investigations		
youngster (under 18)	-*	665
adolescents (between 18 and 21)	-*	610
adults (21 or older)	-*	964
Results		
Number of warrants of arrest	24	35

Source: Saxony-Anhalt State Office of the General Public Prosecutor, Jahresbericht 2007

* not specified

Unofficial statistical data

Table 18: Right-wing violent acts, collected by victim support NGOs in Eastern Germany and Berlin, by motivation and victim group (2006-2007)*

Motivation for violent crime	2006	2007
Racism	311	265
Anti-Semitism	13	8
Homophobia	10	12
Hostility towards disabled people	7	3
Social disadvantaged people	5	3
Political opponent	128	158
Non-right-wing people	362	337
Others	16	8
Not known	52	67
Total	904	861*

Source: Press release of Opferperspektive e.V. on 11.06.2008, available at: <http://www.opferperspektive.de/Home/725.html> (16.09.2008)

* During the first half year of 2008, two of these organisations, namely the Brandenburg-based *Opferperspektive* and the Saxony-Anhalt based *Mobile Opferberatung*, obtained knowledge of further 14 right-wing violent acts, committed in Brandenburg in 2007, and further 31 such attacks, committed in Saxony-Anhalt in 2007. These 45 cases are not included in the statistics (N=861) presented here (Opferperspektive e.V., press release on 29.07.2008; Mobile Opferberatung, press release on 22.08.2008).

Table 19: Right-wing violent acts, collected by victim support NGOs in Eastern Germany and Berlin, by federal state (2003-2007)

Federal State	2003	2004	2005	2006	2007
Berlin	73	73	115	171	122
Brandenburg	116	136	140	140	137* (151)
Mecklenburg-West Pomerania	64	58	62	103	78
Saxony	141	146	168	242	306
Saxony-Anhalt	78	109	171	200	151** (182)
Thuringia	91	48	38	48	67
All East German federal states	563	551	694	904	861*** (906)

Source: Press release of Opferperspektive e.V. on 11.06.2008, available at: <http://www.opferperspektive.de/Presse/725.html> (17.10.2007)

* During the first half year of 2008, the Brandenburg-based Opferperspektive, gained knowledge of further 14 right-wing violent acts, committed in Brandenburg in 2007. These cases are not included in these joint statistics (N=861) nor in the statistics on Brandenburg (N=137) presented here (Opferperspektive e.V., press release on 29.07.2008).

** After these joint statistics were compiled, the Saxony-Anhalt-based victim support organisation Mobile Opferberatung gained knowledge of further 31 right-wing violent acts, committed in Saxony-Anhalt in 2007. These cases are not included in these joint statistics (N=861) nor in the statistics on Saxony-Anhalt (N=151) presented here (Mobile Opferberatung, press release on 22.08.2008)

*** This number does not consider the recently update of the regional statistics in Brandenburg (+14) and Saxony-Anhalt (+31). If one adds these 45 new cases, the total number amounts to 906.

Table 20: Anti-Semitic incidents in 2006 and 2007 (collected by the NGO apabiz)

Type of incident	Number of registered incidents (2006)	Number of registered incidents (2007)
Desecration of Jewish cemeteries	16	12
Damaging/desecration of memorials, commemoration sites or Jewish institutions	49	32
<i>Of which: arson</i>	2	3
Attacks against people	17	21
<i>Of which: bodily harm</i>	10	14
<i>Insults</i>	7	-*
Other threats, acts of smearing and incitement of the people	43	35
Total	125	100

Source: Apabiz e.V. (2007) *Chronologie antisemitischer Vorfälle 2006*, available at:

http://www.apabiz.de/archiv/material/Chronologien/Antisemitismus_2006.pdf (16.09.2008); Apabiz e.V. (2008) *Chronologie antisemitischer Vorfälle 2007*,

available at:

http://www.apabiz.de/archiv/material/Chronologien/Antisemitismus_2007.pdf (16.09.2008)

* not specified

Table 21: Extreme right-wing (PMK) violent crimes, registered in Berlin between 2003 and 2006: Motivation of the suspects*

Motivation of the suspects	Total number	in per cent
Xenophobic motives	146	49
Against left-wing persons	99	33
Against the state and its representatives (mainly police)	36	12
Other political opponents	25	8
(additional) anti-Semitic motivation	20	7
Against disabled persons	3	1
Due to the victims sexual orientation	1	0.3

Source: Berlin / Senatsverwaltung für Inneres und Sport (2007) *Rechte Gewalt in Berlin. 2003 bis 2006*, available at:

http://www.berlin.de/imperia/md/content/seninn/verfassungsschutz/stand2005/rechte_gewalt_2003_bis_2006_.pdf (16.09.2008)

* The total number of extreme right-wing violent crimes registered and analysed by the State Department of Internal Security totalled to 300 between 2003 and 2006. In the table on the suspected perpetrators' motives some crimes were registered in more than one category; therefore, the total number is higher than 300 and the percentages do not add up to 100 per cent.

Table 22: Extreme right-wing violent crimes, registered in Berlin between 2003 and 2006: Suspects by sex

Suspects	Total number	in per cent
Total	453	100
Sex		
Male	421	93
Female	32	7

Source: Berlin / Senatsverwaltung für Inneres und Sport (2007) *Rechte Gewalt in Berlin. 2003 bis 2006*, available at:

http://www.berlin.de/imperia/md/content/seninn/verfassungsschutz/stand2005/rechte_gewalt_2003_bis_2006_.pdf (16.09.2008)

Table 23: Extreme right-wing violent crimes, registered in Berlin between 2003 and 2006: Suspects by sex and age

Age – female suspects (in per cent)	
< 15 years	19
15-17 years	42
18-20 years	23
21-24 years	10
25-29 years	3
30-34 years	3
> 34 years	0
Age – male suspects (in per cent)	
< 15 years	2
15-17 years	15
18-20 years	28
21-24 years	26
25-29 years	9
30-34 years	7
35-39 years	5
40-49 years	4
50-59 years	3
> 60 years	1

Source: Berlin / Senatsverwaltung für Inneres und Sport (2007) *Rechte Gewalt in Berlin. 2003 bis 2006*, available at:

http://www.berlin.de/imperia/md/content/seninn/verfassungsschutz/stand2005/rechte_gewalt_2003_bis_2006_.pdf (16.09.2008)

Table 24: Extreme right-wing violent crimes, registered in Berlin between 2003 and 2006: Suspects by formal educational attainment and occupational situation

Formal educational attainment (in per cent)	
No educational attainment	35
Attainment obtained at a special needs schools	2
Attainment obtained at a lower secondary (grammar) schools (<i>Hauptschule</i>)	31
Attainment obtained at an intermediate secondary schools (<i>Realschule</i>)	29
A-level	3
University	0
Occupational situation (in per cent)	
Unemployed	42
Full/part time employed	13
Students (secondary school)	19
Apprentice	23
Military/Civil (substitute) service	1
Students (university)	1
Retiree	1

Source: Berlin / Senatsverwaltung für Inneres und Sport (2007) *Rechte Gewalt in Berlin. 2003 bis 2006*, available at:

http://www.berlin.de/imperia/md/content/seninn/verfassungsschutz/stand2005/rechte_gewalt_2003_bis_2006_.pdf (16.09.2008)

Table 25: Extreme right-wing violent crimes, registered in Berlin between 2003 and 2006: Suspects and their extreme right-wing ideology and inclination to violence*

Activity-oriented right-wing extremists	Inclination to violence: yes	Inclination to violence: no
Stable right-wing ideology: yes	10	1
Stable right-wing ideology: no	37	1

Source: Berlin / Senatsverwaltung für Inneres und Sport (2007) *Rechte Gewalt in Berlin. 2003 bis 2006*, available at:

http://www.berlin.de/imperia/md/content/seninn/verfassungsschutz/stand2005/rechte_gewalt_2003_bis_2006_.pdf (16.09.2008)

* For 50 per cent of the suspects no such information were available; therefore this table covers only to a sub-group of the suspects

Table 26: Extreme right-wing violent crimes, registered in Berlin between 2003 and 2006: crime scene

Crime scene (in per cent)	
Public space (accessible for everyone; mainly in the street)	58
School	1
Hospitality	4
Public transport	8
Train stations/platforms	17
Other partly accessible spaces (accessible for everyone with a specific purpose)	6
Private space (e.g. work place, private flat)	6

Source: Berlin / Senatsverwaltung für Inneres und Sport (2007) *Rechte Gewalt in Berlin. 2003 bis 2006*, available at:

http://www.berlin.de/imperia/md/content/seninn/verfassungsschutz/stand2005/rechte_gewalt_2003_bis_2006_.pdf (16.09.2008)

Annex 1 – Employment

Statistics on discrimination complaints compiled by anti-discrimination offices: AntiDiskriminierungsbüro (ADB) Köln / Öffentlichkeit gegen Gewalt e.V. (Cologne) (Table 27-30)

Table 27: Complaints regarding discrimination recorded by ADB Cologne/ÖgG (2005, 2006 and 2007) by area of discrimination

Area of discrimination	2005		2006		2007	
	Number	in per cent	Number	in per cent	Number	in per cent
Public authorities	17	26	20	28	*	27
Education	4	6	13	18	*	20
Private services	13	19	12	17	*	12
Housing	10	15	12	17	*	19
Employment	10	15	9	13	*	15
Police	9	13	3	4	*	4
others	4	6	2	4	*	3
All complaints	67	100	71	100	97	100

Source: 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, available at: http://www.oegg.de/neu/images/stories/dsm-bericht2006-final3_klein.pdf (16.09.2008); AntiDiskriminierungsbüro (ADB) Köln / Öffentlichkeit gegen Gewalt e.V. (2008) Diskriminierungsfälle 2007, ÖgG e.V.: Köln; data on the number of complaints in 2006 was made available upon NFP request.

* not specified

Table 28: Complaints regarding discrimination recorded by ADB Cologne by grounds of discrimination and type of discrimination (2007), in per cent

Grounds of discrimination (in per cent)	
Origin / nationality	65
Outer appearance	16
Residence status	4
Religion / belief	12
Others	3
Type of discrimination (in per cent)	
Controversial treatment	64
Hostility	30
Bodily violence	5
Damage to property	1

Source: AntiDiskriminierungsBüro (ADB) Köln / Öffentlichkeit gegen Gewalt e.V. (2008) Diskriminierungsfälle 2007, ÖgG e.V.: Köln

Table 29: Persons concerned by discrimination (complainants), recorded by the ADB Cologne (2007) by sex, nationality and group/individual (in per cent)

Sex (in per cent)	
Male	67
Female	33
Nationality (in per cent)	
German*	27
Turkish	14
Iranian	11
Russian	6
Congolese	5
Rumanian	4
Ukrainian	4
French	3
Iraqi	3
Polish	3
US-American	3
Italian	2
Moroccan	2
Nigerian	2
Togolese	2
Angolan	1
Belgian	1
Ghana	1
Cameroon	1
Kenyan	1
Tunisian	1
Rwandan	1
Gender	
individual/group (in per cent)	
Individual	70
Group	30

Source: AntiDiskriminierungsBüro (ADB) Köln / Öffentlichkeit gegen Gewalt e.V. (2008) Diskriminierungsfälle 2007, ÖgG e.V.: Köln

* The majority of Germans who were discriminated against have a migration background.

Table 30: Data on the (alleged) perpetrator, recorded by the ADB Cologne/ÖgG in per cent (2007)

Perpetrator(s)	in per cent
Institution or employees in the public sector	58
Business or employees in the private sector	19
Individual	12
Unknown	6
Group	5
All complaints	100

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

Statistics on discrimination complaints compiled by anti-discrimination offices: Antidiskriminierungsstelle für Menschen mit Migrationshintergrund (AMIGRA) of the City of Munich (Table 31/32)

Table 31: Discrimination complaints, recorded by AMIGRA (Munich), 2006 (per cent) and 2007 (number and per cent)

Year	2007	2007	2006
	number	per cent	per cent
Total number of complaints	69	100	*
Assessment of incident in relation to AGG provisions			
Discrimination according to AGG provisions	50	72,5	*
Discrimination not according to AGG provisions	19	27,5	*
Sex			
Male	45	65	57,2
Female	24	35	42,8

Source: information provided by AMIGRA on NFP request (19.08.2008)

* not specified

Table 32: Discrimination complaints, recorded by AMIGRA (Munich) by area and grounds of discrimination, 2007 (number and per cent) and 2006 (per cent)

Year	2007	2007	2006
	number	per cent	per cent
Total number of complaints	69	-	-
Grounds of discrimination			
Appearance/Colour of skin	18	26	9
Origin	37	54	72
Religion	8	12	5
Belief	*	*	*
Others	6	9	9
Areas of discrimination			
Hospitality (pubs, bars, restaurants etc.)	5	7,2	*
Retail and insurance	4	5,8	*
Workplace	11	16	17,3
School, university	6	9	9
Public transport (local)	2	2,9	6,2
Public transport (federal)	2	2,9	
Housing/neighbourhood	14	20	13,1
Social welfare	1	1,4	*
Municipal authority	18	26	17,5
External authority/police	5	7,2	10,7
Others	1	1,4	*

Source: information provided by AMIGRA on NFP request (19.08.2008)

* not specified

Statistics on discrimination complaints compiled by anti-discrimination offices: Antidiskriminierungsstelle Sachsen (ADS Sachsen) (Leipzig/Saxony) (Table 33-35)

Table 33: Complaints regarding discrimination recorded by ADB Saxony (2007, first half year 2008) by grounds of discrimination*

Grounds of discrimination	Number of cases (2007)	Number of cases (1st half of 2008)
(ascribed) racial origin, ethnic origin	25	27
Disability	17	16
Sex	8	6
Sexual identity	6	3
Religion/belief	5	3
Age	3	3
Social status	1	2
Others	1	-
Total number of including multiple answers	66	60
Total number of complaints (excl. multiple answers)	58	45

Source: information provided by the ADB Sachsen on NFP request

* Statistics not fully comparable to statistics of 2006 due to altered categories

Table 34: Complaints regarding discrimination recorded by ADB Saxony (2007, first half year 2008) by area*

Area	Number of cases (2006)	Number of cases (2007)	Number of cases (1 st half of 2008)
Work (labour market, work place, employment agencies etc.)	11	14	9
Public institutions (administrations, public authorities)	8	15	13
Police, justice	4	2	7
Goods and services	25	9	6
Housing market	6	3	-
(Immediate) private/personal life	18	5	4
Health	7	4	4
Education	5	6	2

Source: information provided by the ADB Sachsen on NFP request

* Statistics not fully comparable to statistics of 2006 due to altered categories

Table 35: Complaints regarding discrimination recorded by ADB Saxony (2007, first half of 2008) by type of discrimination*

Type of discrimination	Number of cases (2007)	Number of cases (1 st half of 2008)
Harassment	4	12
Bullying	3	-
Insults/defamation	8	5
Unequal treatment regarding access and participation	18	22
Denying access of participation	25	15
others	4	-

Source: information provided by the ADB Sachsen on NFP request

* Statistics not fully comparable to statistics of 2006 due to altered categories

Table 36: Labour court statistics on proceedings related to the General Equal Treatment Act (AGG), compiled on the basis of the results of a NFP query in August 2008

Regional labour courts	Cases of discrimination touching upon AGG provisions	Among those: cases of ethnic discrimination	remarks
Schleswig-Holstein	6	-	
Lower Saxony	130	3	Covers the period 08/2006-06/2007
Baden-Württemberg	109	12	Covers the period: 18.08.2006 to 18.04.2007
Thuringia	0	0	
Regional Labour Court Saxony	4	0	
Labour Court Leipzig (Saxony)	3	0	
Labour Court Zwickau (in Saxony)	3	1	Covers court cases in the labour court Zwickau, which is one out of five labour courts in Saxony
Rhineland-Palatine	-	-	Currently compiling specific statistics on AGG related court proceedings; will be provided in October 2008
Berlin-Brandenburg,	-	-	On request of the NFP, the Regional Labour Court Berlin-Brandenburg is currently collecting statistical data on court proceedings related to the AGG.
Hesse, Bremen, Hamburg, Mecklenburg-West Pomerania	-	-	No data available

Source: Information based on responses of the regional labour courts to NFP queries

Table 37: Number of members of IG Metall according to nationality and employment status (2000-2007)

Year	All members	Foreign ¹ members	All members currently employed ²	All foreign ¹ members currently employed ²
Germany (total)				
2000	2.763.485	277.133	1.824.334	206.378
2001	2.710.226	271.831	1.789.519	202.181
2002	2.643.976	263.905	1.738.573	194.255
2003	2.525.348	251.266	1.643.391	181.159
2004	2.425.005	240.207	1.571.742	170.702
2005	2.376.225	232.359	1.539.953	163.481
2006	2.332.720	223.085	1.516.654	155.601
2007	2.306.283	216.646	1.518.748	151.816
Germany – East				
2000	327.942	450	153.481	300
2001	311.516	446	145.217	303
2002	295.347	458	141.290	328
2003	269.841	423	131.322	290
2004	247.664	407	118.443	266
2005	235.408	390	111.979	245
2006	225.917	394	108.677	260
2007	219.653	410	108.764	288
Germany – West ³				
2000	2.435.543	276.683	1.670.853	206.078
2001	2.398.710	271.385	1.644.302	201.878
2002	2.348.629	263.447	1.597.283	193.927
2003	2.255.507	250.843	1.512.069	180.869
2004	2.177.341	239.800	1.453.299	170.436
2005	2.140.817	231.969	1.427.974	163.236
2006	2.106.803	222.691	1.407.977	155.341
2007	2.086.630	216.236	1.409.984	151.528

Source: Information provided by the Department for Statistics at the IG Metall (on NFP request)

¹ 'Foreigners': non-German citizenship

² 'Members currently employed' (*Betriebsangehörige*): members who are currently employed in a company, i.e. excluding unemployed, retired and student members

³ WEST: 'old' federal states, plus Berlin, region around Wismar (administrative unit Lübeck-Wismar), areas in Saxony-Anhalt (administrative unit Lüneburg and Wolfsburg)

Table 38: Number of new members of the IG Metall (entries) according to nationality and employment status (2000-2007)

Year	All members	Foreign ¹ members	All members currently employed ²	All foreign ¹ members currently employed ²
Germany (total)				
2000	96.362	14.316	95.198	14.178
2001	99.068	13.437	97.836	13.253
2002	100.004	13.028	99.355	12.959
2003	75.441	8.786	74.787	8.704
2004	83.302	9.516	82.184	9.398
2005	91.214	9.888	89.383	9.665
2006	91.938	8.677	90.442	8.531
2007	104.074	10.382	102.583	10.239
Germany – East				
2000	6.298	29	6.104	26
2001	6.542	25	6.411	24
2002	7.147	46	7.023	43
2003	5.110	20	5.012	19
2004	4.652	21	4.389	17
2005	5.600	11	5.202	8
2006	5.547	19	5.298	18
2007	7.353	41	7.020	40
Germany – West ³				
2000	90.064	14.287	89.094	14.152
2001	92.526	13.412	91.425	13.229
2002	92.857	12.982	92.332	12.916
2003	70.331	8.766	69.775	8.685
2004	78.650	9.495	77.795	9.381
2005	85.614	9.877	84.181	9.657
2006	86.391	8.658	85.144	8.513
2007	96.721	10.341	95.563	10.199

Source: Information provided by the Department for Statistics at the IG Metall (on NFP request)

¹ 'Foreigners': non-German citizenship

² 'Members currently employed' (*Betriebsangehörige*): members who are currently employed in a company, i.e. excluding unemployed, retired and student members

³ WEST: 'old' federal states, plus Berlin, region around Wismar (administrative unit Lübeck-Wismar), areas in Saxony-Anhalt (administrative unit Lüneburg and Wolfsburg)

Table 39: Number of canceled memberships (IG Metall) according to nationality and employment status (2000-2007)

Year	All members	Foreign members ¹	All members currently employed ²	All foreign members currently employed ²
Germany (total)				
2000	143.887	19.296	89.164	12.225
2001	130.304	18.210	81.358	11.583
2002	143.306	20.480	86.924	12.454
2003	170.251	20.869	102.926	12.661
2004	161.802	20.103	93.629	11.798
2005	117.829	17.173	67.592	9.354
2006	114.004	17.358	68.758	9.551
2007	108.955	16.330	67.667	9.102
Germany – East				
2000	23.378	46	10.606	25
2001	20.246	28	8.732	17
2002	20.632	39	8.252	21
2003	27.727	60	12.634	44
2004	24.353	39	10.861	26
2005	15.707	31	6.587	19
2006	12.911	18	5.452	9
2007	11.488	34	5.029	15
Germany – West ³				
2000	120.509	19.250	78.558	12.200
2001	110.058	18.182	72.626	11.566
2002	122.674	20.441	78.672	12.433
2003	142.524	20.809	90.292	12.617
2004	137.449	20.064	82.768	11.772
2005	102.122	17.142	61.005	9.335
2006	101.093	17.340	63.306	9.542
2007	97.467	16.296	62.638	9.087

Source: Information provided by the Department for Statistics at the IG Metall (on NFP request)

¹ 'Foreigners': non-German citizenship

² 'Members currently employed' (*Betriebsangehörige*): members who are currently employed in a company, i.e. excluding unemployed, retired and student members

³ WEST: 'old' federal states, plus Berlin, region around Wismar (administrative unit Lübeck-Wismar), areas in Saxony-Anhalt (administrative unit Lüneburg and Wolfsburg)

Table 40: Number of foreign work council members by nationally (2006)

Trade union	Work council members in total	Foreign members of work councils		Number of foreign (deputy) chairpersons of work councils
		total number	Proportion of all work council members (in per cent)	
IG Metall	72,712	3,300	4.5	355
IG BCE	24,263	1,036	4.7	114
IG BAU	16,563	802	5.0	-

Source: DGB (2008) *Umsetzung des nationalen Integrationsplans. Gewerkschaftliche Handlungsfelder und Aktivitäten. Thesen für die PK am 15.07.2008*, available at: http://www.migration-online.de/data/080715_dgb_thesen_zum_nip.pdf (16.09.2008)

Annex 1 - Education

Table 41: Extremist incidents in Berlin schools according to (main) motivation in 2003/04, 2004/05, 2005/06 and 2006/07*

School year	2003/04	2004/05	2005/06	2006/07
Number of extremist incidents registered	39	62	80	88
<i>Of which (in per cent)</i>				
Right-wing extremist motivation	59	51	52.5	47.7
Racist/xenophobic motivation	8	15	23.75	25.0
Anti-Semitic motivation	13	13	8.75	22.7
Anti-Semitic/right-wing extremist, xenophobic motivation and incitement to hatred	-	13	7.5	-
Anti-Semitic, xenophobic right-wing extremist	15	-	-	-
Fundamentalist/Islamistic	5	8	7.5	-
Politically extremist motivation	-	-	-	4.5

Source: Berlin/Senatsverwaltung für Bildung, Wissenschaft und Forschung (2008), Gewaltsignale and Berliner Schulen

* Some of the categories vary from year to year, which makes a direct comparison in some categories difficult.

Annex 2 – Positive initiatives

Area	Racist Violence
Title (original language)	Berliner Landeskonzepcion gegen Rechtsextremismus, Rassismus und Antisemitismus
Title (EN)	Berlin State Concept against Right-wing Extremism, Racism and Anti-Semitism
Organisation (original language)	Beauftragte des Berliner Senats für Integration und Migration
Organisation (EN)	Commissioner of the Berlin State for Integration and Migration
Government / Civil society	Government
Internet link	http://www.berlin.de/imperia/md/content/lb-integration-migration/presse/landeskonzepcion_gg_rechtsexremismus_handout.pdf http://www.berlin.de/lb/intmig/themen/index.html
Type of initiative	training, education awareness raising support, advice to immigrants/minorities cultural activity community cohesion – social integration intercultural dialogue
Main target group	general public youth (children, young people, students) migrants public authorities police victims of racist violence

Brief description	<p>In June 2008, the Berlin Senate passed the <i>Berlin State Concept against Right-wing Extremism, Racism and Anti-Semitism</i>, a long-term programme to promote diversity, mutual respect and anti-discrimination and to combat racism and right-wing extremism in Berlin.</p> <p>The state concept contains a concise description of the situation regarding right-wing extremism and its various dimensions and presents relevant fields of activities and major projects aiming to marginalise right-wing extremists, to strengthen democratic structures and to support victims of racist violence. The state concepts emphasises that these goals can only be achieved through a multi-dimensional approach and, hence, seeks to contribute to mutual networks between various actors ranging from civil society and political-administrative as well as law enforcement actors.</p> <p>The state concept does not introduce new projects; it rather constitutes a strategic framework. The Berlin Senate allocated € 1.87 million in 2008 and 1.97 million in 2009 for the implementation of the state concept; every approx. 30 projects have been supported.</p>
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Area:	Racist Violence
Title (original language)	Bündnis "Berliner Ratschlag für Demokratie"
Title (EN)	Alliance "Berlin Advice for Democracy"
Organisation (original language)	Berliner Integrationsbeauftragter, Bürger Berlins
Organisation (EN)	Berlin State Commissioner for Integration, citizens of Berlin
Government / Civil society	Government (coordinated and funded) / Civil society (members and participants)
Internet link	http://www.berlin.de/landespressestelle/archiv/2008/05/07/100045/index.html http://www.berlin.de/lb/intmig/ratschlag_demokratie.html
Type of initiative	awareness raising training, education
Main target group	general public
Brief description	<p>In January 2008, the civil society alliance <i>Berlin Advice for Democracy</i> was founded by several prominent Berlin citizens with the objective to promote mutual respect, democracy and diversity in Berlin and to mobilise society at large against right-wing extremism, racism and anti-Semitism. The alliance organises public awareness raising campaigns and events and supports local initiatives that aim to combat, right-wing extremist developments, racism and anti-Semitism.</p> <p>In May 2008, the alliance launched the <i>Respect Campaign</i> and presented the <i>Berlin Obligation</i>, a public appeal which calls upon all citizens to promote solidarity, diversity and mutual respect, to stand up for these values and to counteract all forms of intolerance, violence and exclusion. The <i>Berlin Obligation</i> has been printed in several newspapers and local magazine. Furthermore a set of information materials has been put together which should help schools, companies and other institutions implement the notions of the Berlin Obligation in every-day life.</p> <p>The Berlin Senate allocated € 60.000 for 2008 and set up a coordination office at the Berlin State Commissioner for Integration.</p>

Area:	Racist Violence
Title (original language)	Online Beratung Gegen Rechtsextremismus
Title (EN)	Online Advice against Right-Wing Extremism
Organisation (original language)	Gegen Vergessen – Für Demokratie e.V.
Organisation (EN)	Against Oblivion – For Democracy
Government / Civil society	Civil society
Internet link	http://www.online-beratung-gegen-rechtsextremismus.de/
Type of initiative	[support, advice for all concerned by right.-wing extremism]
Main target group	General public Victims of racist violence
Brief description	In May 2008, the non-governmental association <i>Gegen Vergessen – Für Demokratie</i> launched an innovative online initiative that offers individual and free-of-charge advice to people who face problems with extreme right-wing incidents or developments in their family, school, peer group or any other area of every-day life. Expert support is also provided to victims of right-wing crimes; right-wingers who want to leave the extreme right-wing milieu are offered initial counselling and are, subsequently, referred to other expert organisations. The online project is supported by the Federal Agency for Civic Education (BpB) and within the framework of the federal funding programme <i>Vielfalt tut gut</i> .

Area	Racist Violence
Title (original language)	Nordrhein-Westfalen (NRW) Landeskoordinationsstelle gegen Rechtsextremismus
Title (EN)	NRW State Coordination Body against right-wing Extremism
Organisation (original language)	NRW Landesministerium des Innern NRW Landesministerium für Generationen, Familien, Frauen und Integration
Organisation (EN)	NRW State Ministry of the Interior NRW State Ministry of Generations, Families, Women and Integration
Government / Civil society	government
Internet link	http://www.mgffi.nrw.de/presse/pressemitteilungen/pm2008/pm080508a/index.php http://www.lzpb.nrw.de/imperia/md/content/heute-themen/2008/3.pdf
Type of initiative	[support, advice for all concerned by right.-wing extremism]
Main target group	General public Youth Teachers [schools] Public authorities Police Victims of racist crimes
Brief description	In May 2008, the two NRW State Ministries of the Interior and of Generations, Families, Women and Integration set up a new body in charge of coordinating and enhancing the state-wide struggle against right-wing extremism and xenophobia. The body aims at assisting governmental and non-governmental organisations and initiatives on the local level in their effort to combat rising extreme right-wing developments. Local and regional networks will be established which are offered professional advice by external experts with the goal to enable local actors to cope effectively with xenophobic and extreme right-wing crises. Until 2010 the initiative will receive funding of altogether € 625,000 within the framework of the federal support programme <i>Support of Counselling Networks – Mobile Intervention against Right-wing Extremism</i> .

Area	Racist Violence
Title (original language)	Sommer-Universität gegen Antisemitismus
Title (EN)	Summer University against Anti-Semitism
Organisation (original language)	Zentrum für Antisemitismusforschung an der Technischen Universität Berlin
Organisation (EN)	Centre for Research on Anti-Semitism at the University (TU) Berlin
Government / Civil society	Civil society
Internet link	http://zfa.kgw.tu-berlin.de/english/index_english.htm http://zfa.kgw.tu-berlin.de/Sommeruniversitaet_2008.pdf
Type of initiative	Training, education
Main target group	Teachers Public authorities Employers and their association General public
Brief description	On 8-10 September 2008, the Centre for Research on Anti-Semitism at the University (TU) of Berlin carried out – for the third time – the annual <i>Sommeruniversität gegen Antisemitismus</i> , titled “Prejudices against Minorities in Every-day Life”. The presentations and workshops focus on various aspects of anti-Semitism and racism, but also deal with hostile attitudes towards “gypsies” or the Islam. The event offers theoretical and analytic-descriptive perspectives as well as political and practical responses to such forms of intolerance. A specific emphasis was put on effective educational responses (e.g. OSCE guidelines for education on anti-Semitism, learning software on anti-Semitism). The Summer University targets primarily multipliers in media, schools, adult and vocational education as well as politics and trade unions, which underscores that the organiser strives for sustainable effects.

Area	Racist Violence
Title (original language)	Internationale Wochen gegen Rassismus
Title (EN)	International Week against Racism
Organisation (original language)	Interkultureller Rat
Organisation (EN)	Intercultural Council
Government / Civil society	Civil society
Internet link	http://www.interkultureller-rat.de/ http://www.interkultureller-rat.de/Ueber_uns/IR-Infos/IR-Info%202008-13.pdf
Type of initiative	Awareness raising
Main target group	General public
Brief description	<p>The <i>International Week against Racism</i> is an annual awareness raising initiative, coordinated by the NGO Intercultural Council (IR) since 1994, with more than 500 individual anti-racism events all over Germany in 2008. Between 10 and 23 March 2008, events were carried out by various organisations in more than 200 cities; some 50.000 people participated in these events. In total more than 55,000 information materials (e.g. brochures, posters, booklets) were distributed.</p> <p>The IR assessed the <i>International Weeks 2008</i> as a very successful anti-racism campaign that was well received by a large number of people nationwide. The IR systematically took stock of the events on a conference in late September 2008.</p>

Area	Racist Violence
Title (original language)	Bündnis für Menschenwürde – gegen Rechtsextremismus in Mittweida
Title (EN)	Alliance for Human Dignity – against Right-wing Extremism in Mittweida
Organisation (original language)	N/A [various individuals and regional organisations]
Organisation (EN)	N/A [various individuals and regional organisations]
Government / Civil society	Civil society
Internet link	http://www.buendnis-mittweida.de/
Type of initiative	Awareness raising Community cohesion – social integration
Main target group	General public Youth Teachers [schools] Public authorities Victims of racist violence
Brief description	In March 2007, the regional <i>Alliance for Human Dignity – against Right-wing Extremism in Mittweida</i> was founded as a reaction to increasing right-wing activities and a growing anti-democratic rightwing mainstream in the region around Mittweida. The Alliance comprises currently about 60 individuals and 35 associations and organisations. The Alliance has set out to strengthen democratic attitudes and a culture of diversity, to raise awareness on xenophobia, anti-Semitism and right-wing extremism and to fight back the right-wing dominance in public spaces. The cooperation between schools, youth work and civil society actors is regarded as an essential factor in the Alliances endeavours. Numerous information and discussion events have been organised, an informative homepage was set up and the initiative <i>Noteingang</i> was launched – a project which aims to encourage owners of shops, stores or public institutions to provide shelter to victims of extreme right-wing attacks. The Alliance for Human Dignity has been awarded several regional and national prizes, such as the Saxony Democracy Award and the award “Active for Tolerance and Democracy”

Area	Racist Violence
Title (original language)	Beratungsnetzwerk Hessen
Title (EN)	Counselling Network Hesse
Organisation (original language)	N/A [various governmental and non-governmental organisations]
Organisation (EN)	N/A [various governmental and non-governmental organisations]
Government / Civil society	Civil society Government
Internet link	http://beratungsnetzwerk-hessen.de/
Type of initiative	[support, advice for all concerned by right.-wing extremism]
Main target group	General public Youth Teachers Public authorities Police Victims of racist crimes
Brief description	The Beratungsnetzwerk Hessen, established in 2007, provides expert support to victims of xenophobic and extreme right-wing incidents and other individuals and institutions who need assistance in coping with such developments. Especially in 'crisis situations', so-called mobile intervention teams are set up in order to support municipal administration, schools, parents and other individuals and organisations in appropriately responding to these incidents. These mobile intervention teams are supported by experts from more than 25 organisations, ranging from civil society initiatives, trade unions, youth and sport associations to migrant and religious organisations, state ministries, the police and the Hesse state office of internal security. The activities of the intervention teams are coordinated by the <i>Information- und Kompetenzzentrum – Ausstiegshilfen Rechtsextremismus</i> (IKARus). The network's website offers information on, amongst others, right-wing extremism and xenophobia and on various educational offers on relevant topics.

Area	Racist Violence
Title (original language)	Info- und Bildungsstelle gegen Rechtsextremismus
Title (EN)	Information and Education Centre against Right-wing Extremismus
Organisation (original language)	Stadt Köln
Organisation (EN)	City of Cologne
Government / Civil society	Government
Internet link	http://www.nsdok.de/ibs
Type of initiative	Training, education
Main target group	Youth Teachers General public
Brief description	The City of Cologne initiated the foundation of a new Information and Education Office against right-wing extremism within the NS Documentation Centre in Cologne. This newly installed body applies a primarily preventive approach to tackle right-wing extremism and promote democratic values and positive attitudes toward diversity and human rights – especially among young people. The main tasks of the new office are to carry out awareness raising events on right-wing extremism, racism and anti-Semitism for young people and to encourage them to an active commitment against these phenomena; furthermore, free-of-charge training programmes are conducted that target teachers and representatives of youth institutions. The office also aims to set up and coordinate a network of organisations active in this area.

Area	Employment
Title (original language)	XENOS – Integration und Vielfalt
Title (EN)	XENOS – Integration and Diversity
Organisation (original language)	Bundesministerium für Arbeit und Soziales
Organisation (EN)	Federal Ministry of Labour and Social Affairs
Government / Civil society	Government
Internet link	http://www.xenos-de.de/Xenos/Navigation/integration-und-vielfalt.html
Type of initiative	Awards, grants
Main target group	General public Employers and their associations
Brief description	<p>In spring 2008, the Federal Ministry of Labour and Social Affairs launched the funding programme “XENOS – Integration and Diversity”, a follow-up programme of “XENOS – Living and Working in Diversity”. The general aim of the new XENOS initiative (2008-2013) is to foster tolerance and to redress xenophobia and racism with a particular emphasis on preventive measures that apply methods to combat exclusion and discrimination in the labour market and the society at large. 832 initiatives have applied for financial support in the following thematic areas:</p> <ul style="list-style-type: none"> • Further qualification and training programmes in schools, apprenticeships and at work (346 proposals) • Trans-national measures (32) • (Educational) measures in private companies and public administration (65) • Integration measures for migrants (21) • Information and awareness rising against right-wing extremism (281) • Fostering civil commitment and strengthening civil societal structures in communities and rural areas (87) <p>All 832 project proposals are currently being reviewed by independent experts; in autumn 2008, the selected initiatives can submit applications to receive funding.</p>

Area	Employment
Title (original language)	2. Chance – Interkulturell und gemeinsam vor Ort
Title (EN)	2 nd Chance – intercultural and together on site
Organisation (original language)	DGB (Deutscher Gewerkschaftsbund) Bildungswerk
Organisation (EN)	DGB (German Trade Union Confederation) Education Centre
Government / Civil society	Civil society
Internet link	http://www.de.migration-online.de/cms/index.html?pid=698
Type of initiative	training, education support, advice to immigrants/minorities improving employment skills
Main target group	employers and their associations migrants
Brief description	The project 2 nd Chance is carried out by the DGB Educational Centre, financed within the scope of the two federal support programmes <i>XENOS – Living and Working in Diversity</i> and <i>Social City (Soziale Stadt)</i> . Its primary aim is to strengthen the local labour market, to improve the labour market integration of migrants and to redress xenophobia and exclusion through a variety of coordinated measures. These measures target, on the one hand, actors of the local labour market (e.g. trade unions, employees) and, on the other hand, migrants. The DGB Educational Centre organises various information, training and advice offers for local labour market actors (e.g. on ways of addressing the target group of migrants and how to motivate them to participate in further training) as well as for migrants themselves. In April 2008, for instance, a two-day training for migrants on job application methods was carried out which provided information on, amongst others, how to present one's multilingual and intercultural competences in a job application. The project also seeks to encourage local labour market actors to cooperate and to recognise and make use the special potentials of migrant employees.

Area	Employment
Title (original language)	Wettbewerb Kulturelle Vielfalt am Arbeitsplatz (Vielfalt als Chance)
Title (EN)	Competition Cultural Diversity at the Workplace (Diversity as Chance)
Organisation (original language)	Beauftragte der Bundesregierung für Migration, Flüchtlinge und Integration
Organisation (EN)	Commissioner of the Federal Government for Migration, Refugees and Integration
Government / Civil society	Government
Internet link	http://www.vielfalt-als-chance.de/index.php?id=235
Type of initiative	Awards, grants Awareness raising
Main target group	employers and their associations
Brief description	The Competition is part of the large-scale awareness raising campaign Diversity as Chance, coordinate by the Federal Commissioner for Integration supported with ESF means. Employers in four categories (enterprises with less than 50, with 50 to 1,000 and with more than 1,000 employees as well as public administrations) are called upon to participate in the competition by presenting their human resource strategy of fostering the benefits of cultural diversity in their enterprise. A jury assesses the submitted contributions (submission deadline was in September 2008); the three best contributions in each categories (except the companies with more than 1,000 employees) are awarded €15,000, €10,000 or €5,000 respectively. With this award the Commissioner for Integration seeks to illustrate how employers can benefit from strategic incorporation of cultural diversity and how the labour market participation of migrants can be enhanced. The competition is a follow-up initiative of a similar competition focussing on promoting cultural diversity in apprenticeships (http://www.vielfalt-als-chance.de/index.php?id=88).

Area	Employment
Title (original language)	Diversity-Management-Leitfaden (Vielfalt als Chance)
Title (EN)	Guidelines for Diversity Management (Diversity as Chance)
Organisation (original language)	Beauftragte der Bundesregierung für Migration, Flüchtlinge und Integration
Organisation (EN)	Commissioner of the Federal Government for Migration, Refugees and Integration
Government / Civil society	Government
Internet link	http://www.vielfalt-als-chance.de/index.php?id=114
Type of initiative	codes of ethics, code of conduct
Main target group	employers and their associations
Brief description	Within the framework of the federal initiatives <i>Diversity as Chance</i> , practical guidelines have been deployed to assist companies and public administrations in developing and implementing diversity management measures. The guidelines encompass a brief introduction on the benefits of diversity management, present an array of short-, medium- and long-term measures and give practical recommendations on how to introduce enterprise-specific measures of diversity management. Three different versions of the guidelines are online available, one of small enterprises, one for medium and large enterprises and one for public administrations.

Area	Employment
Title (original language)	Flexibler Eignungstest für angehende Beamte in Kölner Stadtverwaltung
Title (EN)	Flexible aptitude test for would-be civil servants in municipal administration of Cologne
Organisation (original language)	Stadt Köln
Organisation (EN)	City of Cologne
Government / Civil society	Government
Internet link	http://www.stadt-koeln.de/presse/mitteilungen/artikel/2008/04/07158/index.html
Type of initiative	codes of ethics, code of conduct
Main target group	Public authorities
Brief description	<p>The municipal administration of the City of Cologne altered its aptitudes testing procedures for would-be civil servants in 2008 aiming to foster the intercultural transformation of the public administration by improving the recruitment chances of migrants. In compliance with the constitutional principles of equal treatment and the NRW State Civil Servant Act, the municipal administration introduced a more flexible assessment system which allows for a favourable treatment of migrants in accordance with Sec. 8 of the General Treatment Act (AGG; occupational requirements): migrants can level out lower scores in the testing category “(German) language proficiency” with above-average scores in the category of “ability to learn”. The administration argues that these migrants would soon be able to overcome their language deficits. Although a sound proficiency in German is required for all applicants, the final recruitment decision is made on the basis of this more flexible assessment scheme in order to increase the recruitment chances for migrants.</p>

Area	Employment
Title (original language)	Interkulturelles Einstellungsverfahren für Büroberufe
Title (EN)	Intercultural recruitment procedure for clerical jobs
Organisation (original language)	Beratungs- und Koordinierungsstelle zur beruflichen Qualifizierung von junge Migrantinnen und Migranten (BQM)
Organisation (EN)	Consulting and Coordination Centre for the Vocational Qualification of Young Immigrants
Government / Civil society	Civil society Government
Internet link	http://www.kwb.de/BQM.html http://www.bqm-hamburg.de/pdf/newsletter-bqm-achtzehn.pdf (BQM-Newsletter, p. 5)
Type of initiative	codes of ethics, code of conduct
Main target group	Employers and their associations
Brief description	<p>The Hamburg-based BQM developed, together with several large companies in Hamburg, recruitment procedures for clerical jobs that enable the personnel managers to systematically take into consideration intercultural competences of the applicants. The starting point for this initiative was that many companies have come to recognise the benefits of an intercultural and multilingual team of employees, though their recruitment procedures often failed to acknowledge these sets of competence of young migrant applicants in the clerical sector. The newly developed modular recruitment procedure takes into account cultural differences and, by doing so, help applicants with or without a migration background to prove their individual skills and competence more accurately.</p> <p>Companies interested in the recruitment concept can contact the BQM where they receive a password to access – free of charge – the respective online source. Furthermore, BQM carried out seminars on how to apply this new procedure.</p>

Area	Employment
Title (original language)	Sensibilisierung des gewerkschaftlichen Rechtsschutzes im AGG (Allgemeines Gleichbehandlungsgesetz) durch Qualifizierung (Sensire)
Title (EN)	Awareness raising on anti-discrimination provisions (AGG) through qualification for legal experts of the German trade unions
Organisation (original language)	DGB (Deutscher Gewerkschaftsbund) Bildungswerk
Organisation (EN)	DGB (German Trade Union Confederation) Education Centre
Government / Civil society	Civil society
Internet link	http://www.de.migration-online.de/cms/index.html?pid=707
Type of initiative	training education awareness raising
Main target group	Justice practitioners Employees and their associations
Brief description	<p>The one-year project SENSIRE, launched in January 2008 and carried out by the DGB Education Centre, seeks to raise awareness on the anti-discrimination provisions (AGG) among legal experts from the legal branch of the Confederation of German Trade Unions (DGB Rechtsschutz GmbH) and eight individual unions. Training workshops are being conducted for legal advisers on the provisions of the anti-discrimination law AGG and on concrete means to tackle discrimination in the workplace. The participating legal experts should be enabled to provide practical advice on how to redress discrimination and enhance equal opportunities in the work environment and to offer support (e.g. to the work council) when problems of discrimination occur in the company. As an additional tool, a website will be set up which will offer an overview on discrimination-related court rulings.</p> <p>The overall goal of SENSIRE, which is supported within the PROGRESS programme, is to empower union members to establish a comprehensive strategy to combat discrimination on the grounds of, amongst others, ethnic origin.</p>

Area	Employment
Title (original language)	Exista – Qualifizierung und Beratung für Unternehmensgründerinnen mit Migrationshintergrund und/oder Afrikanischen Wurzeln
Title (EN)	Exista – Qualification and Advice for female company founders with a migration background and/or African roots
Organisation (original language)	JOLIBA – Interkulturelles Netzwerk in Berlin e.V.
Organisation (EN)	JOLIBA – Intercultural Network in Berlin
Government / Civil society	Civil society
Internet link	http://www.joliba-online.de/html/Projekt%20Exista01.htm
Type of initiative	Training, education Support, advice to immigrants/minorities Improving employment skills
Main target group	Women Ethnic minorities Migrants
Brief description	With the project <i>Exista</i> , the Berlin-based NGO <i>Joliba</i> aims to assist migrant and Afro-German women in their endeavours to start their own business and to support those who have done so in the recent past. During the ten-weeks lasting qualification programme (May – July 2008), the participants take part in seminars on legal and practical issues relevant to self-employment (e.g. book keeping, online sales, marketing strategies, networking), visit and discuss with experienced (female) entrepreneurs and participate in regular network meetings, where they can present and discuss their business plans and exchange information. In addition, individual advice on more specific problems is offered to the participants. The qualification project is supported with ESF means.

Area	Employment
Title (original language)	PROTEC – Berufsvorbereitung für junge Migrantinnen und Migranten
Title (EN)	PROTEC – Occupation Preparation for Young Migrants
Organisation (original language)	GFMB e.V. Bildungszentrum Mitte
Organisation (EN)	GFMB e.V. Education Centre Mitte (association)
Government / Civil society	Civil society
Internet link	http://www.gfbm.de/aktivitaeten.php?id=96
Type of initiative	Training, education Improving employment skills
Main target group	Youth migrants
Brief description	<p>The one-year qualification programme <i>PROTEC</i> seeks to foster the labour market integration of young migrants, aged between 16 and 27, with a secure residence permit, in particular those who have not (fully) completed their educational school career in Germany. The programme encompasses German language classes (on four different proficiency levels), training sessions on basic occupational qualifications (e.g. hairdresser, health, data processing) and an internship to acquire occupational skill. In addition, the participants receive individual assistance in planning their educational and occupational paths after the programme. Participants can obtain several certificates (e.g. German language or data processing certificates) after the programme.</p> <p>PROTEC has been carried out since 2001, financed by the Berlin State Commissioner for Integration and by ESF means. The programme has received a positive assessment: during the past four years, 15.3 per cent of the participants found a job, 11.8 per cent started an apprenticeship, 17.3 per cent enrolled in a course to obtain an educational attainment and 18.3 per cent were transferred to another qualification programme.</p>

Area	Housing
Title (original language)	Interkulturelle Nachbarschaft
Title (EN)	Intercultural neighbourhood
Organisation (original language)	Internationaler Bund (IB)
Organisation (EN)	International Confederation
Government / Civil society	Civil society
Internet link	http://www.internationaler-bund.de/ib/index.jsp?contentPage=location/LocationView.jsp?locationID=1802
Type of initiative	Community cohesion – social integration Intercultural dialogue Encouraging political participation
Main target group	General public Migrants Youth
Brief description	<p>The <i>Intercultural Neighbourhood</i> in Fürstenfeldbrück constitutes a neighbourhood-based network, comprising both migrant and native residents, with the aim to improve neighbourhood relationships and promote volunteering work of all residents. The coordinator (IB) opened an ‘open office’ as a contact and meeting point for all residents. Neighbourhood-related information events, joint excursions and courses on various topics (e.g. theatre, photography) were carried out, an intercultural garden project has been set up and a working group was established which encompasses tenants, local migrant organisations, the municipality and integration experts with the long-term objective to develop a local integration concept for the Fürstenfeldbrück.</p> <p>The project was carried in cooperation with the City of Fürstenfeldbrück and funded by the Federal Office for Migration and Refugees (2005-2008). According to the IB, the initiative has brought together migrant and native residents, stimulated their volunteer commitment and improved intercultural relationship. After the funding period, the ‘open office’ will continue to operate, run by a local association of residents, recently founded by the IB and the welfare organisation AWO.</p>

Area	Housing
Title (original language)	Förderung des Interkulturellen Lebens im Stadtteil
Title (EN)	Promoting Intercultural Life in the District
Organisation (original language)	Evangelischer Kirchenverband Dorsten, Referat für Migration, Flüchtlingsarbeit und Integration
Organisation (EN)	Protestant Church Association Dorsten, Unit for Migration, Refugees and Integration
Government / Civil society	Civil society
Internet link	http://www.kirchebottrop.de/content/e560/e583/e1419/e1420/index_ger.html
Type of initiative	Community cohesion – social integration Intercultural dialogue
Main target group	General public Migrants
Brief description	The project, funded between August 2006 and August 2009 by the Federal Office for Migration and Refugees (BAMF), seeks to counteract the process of diminishing social cohesion and the increasing tension between people of different cultural backgrounds in the multiethnic neighbourhood of Harvest in the City of Dorsten. The objectives of the project are to revitalise the intercultural life in the neighbourhood, to promote active participation of and communication between all residents and, by doing so, to reduce tensions and mutual cultural prejudices. Moreover, the social and spatial environment in the neighbourhood should be improved (e.g. new opportunities to meet in public spaces). Regular neighbourhood meetings, information events and joint leisure time activities (e.g. neighbourhood festivals, regular excursions) have been carried out for the residents.

Area	Housing
Title (original language)	Interkulturelle Mediation in Stuttgart-Ost
Title (EN)	Intercultural mediation in Stuttgart-East
Organisation (original language)	Evangelische Gesellschaft (eva) Stuttgart e.V.
Organisation (EN)	Protestant Society Stuttgart (association)
Government / Civil society	Civil society
Internet link	http://www.eva-stuttgart.de/
Type of initiative	Community cohesion – social integration
Main target group	General public Migrants
Brief description	The <i>Protestant Society Stuttgart</i> , affiliated with the Protestant Church Germany, launched the three-year project <i>Intercultural Mediation</i> in August 2006. The objectives of the project are to develop a concept of intercultural mediation and to establish a network of mediators in the neighbourhood. An office has been set up as contact point that provides intercultural mediation, helping to find a constructive solution in neighbourhood conflicts between migrant and native residents. Moreover, some 20 intercultural mediators have been trained – with the long-term goal to establish a sustainable network that continues to offer mediation after the project's completion in 2009.

Area	Housing
Title (original language)	Modellprojekt "Allengerechtes Wohnen in Fürth"
Title (EN)	Model project "Housing that caters to the needs of everyone in Fürth"
Organisation (original language)	AWO Fürth
Organisation (EN)	AWO Fürth (welfare agency)
Government / Civil society	Civil society
Internet link	http://www.bbr.bund.de* http://www.awo-fuerth.de/navid.9/stiftungen.htm
Type of initiative	Community cohesion – social integration
Main target group	General public Migrants
Brief description	This model project aims to strengthen the social cohesion in an inner-city neighbourhood in Fürth (close to Nuremberg), characterised by an ethnically and socially diverse population with a high proportion of elderly native and young migrant residents. Due to recent tendencies of gentrification, the pressure on the residents to move away has increased. This project aims to realise a socially cohesive neighbourhood – 'under one roof' – consisting of an ethnically diverse population of all age groups. A large building complex was renovated and turned into an apartment building – considering various requests made by a newly established group of (future) tenants that mirrors the diverse composition of the neighbourhood. In addition to this tenants' self-organisation, which holds regular meetings, cooperation contacts with other neighbourhood related initiatives have been launched. The community centre in the new apartment complex plays a vital role for the social interaction between the residents (e.g. information and cultural events); furthermore, various specific integration offers are being carried through in that centre (e.g. language courses, Hippy project for migrant mothers). The model project advocates an active cooperation and direct interaction of different social, age and ethnic groups in the neighbourhood.

*http://www.bbr.bund.de/cln_007/mn_21210/sid_D608F7941391B50AEAE89BA9F35E0A4C/DE/Forschungsprogramme/ExperimentellerWohnungsStaedtebau/Forschungsfelder/InnovationenFamilieStadtquartiere/Modellvorhaben/10_MV-C_F_C3_BCrtWestlicheInnenstadt.html?_nnn=true

Area	Health and social care
Title (original language)	Interkulturelle Gesundheitsnetzwerk Bremen (IKGNW Bremen)
Title (EN)	Intercultural health network Bremen
Organisation (original language)	Gesundheitsamt Bremen
Organisation (EN)	Bremen health department
Government / Civil society	Government
Internet link	http://www.gesundheitsamt.bremen.de/sixcms/detail.php?gsid=bremen125.c.2699.de
Type of initiative	Support, advice for immigrants/minorities Intercultural dialogue Awareness raising
Main target group	Migrants Public authorities (organisation in the health care sector)
Brief description	After a preparatory phase with a public discussion event in February 2008, the municipal health department in Bremen set up, together with other institutions of the local health sector, the <i>Intercultural Health Network</i> . The core objective of the local network is to promote equal opportunities for migrants in the access to health and psycho-social care in Bremen. In pursuit of this goal, the network established ten working groups that deal with various health-related issues, such as mental health, addiction, disability, prevention, elderly migrants, migrant women, involvement of migrant groups in the neighbourhood, undocumented migrants and intercultural transformation of the local health care system. The Network, which comprise currently about 50 member institutions (and some individuals), seeks to encourage migrants to actively participate in order to articulate their specific needs and interests; moreover, the network is meant to become a low-threshold and hierarchy-free forum for the exchange of information and activities in the health sector.

Area	Health and social care
Title (original language)	Türk Bakim Evi: Altenpflegeheim für türkischstämmige Senioren
Title (EN)	Türk Bakim Evi: Nursing home for elderly migrant of Turkish origin
Organisation (original language)	Marseille-Kliniken AG
Organisation (EN)	Marseille Clinics (private corporation)
Government / Civil society	Civil society
Internet link	http://www.bakimevi.de/
Type of initiative	Support, advice to immigrants/minorities
Main target group	Elderly Migrants Religious minorities
Brief description	<p>In late 2006, the nursing home <i>Türk Bakim Evi</i> opened in Berlin-Kreuzberg as the nationwide first home specifically for elderly migrants of Turkish origin. The nursing home with a capacity of 155 beds, which is run by the private corporation <i>Marseille Kliniken AG</i>, follows a nursing concept that takes into consideration typical ethnic, cultural and religious practices and habits of their predominantly Turkish residents (e.g. Muslim dietary regulations, praying rooms, personal hygiene, Islamic holidays). All employees speak German and Turkish; all nurses hold certificates and diplomas obtained in Germany.</p> <p><i>Türk Bakim Evi</i> also provides additional services to Turkish migrants who want to go on holidays and have family members in need of permanent nursing care: when booking their holidays through one of the 31 Berlin offices of the travel agency <i>Öger Türk Tours</i>, the nursing home offers to provide accommodation and care for their family members. <i>Türk Bakim Evi</i> also cooperates with the Berlin clinic <i>Charité</i>: a social worker provides information for patients of the <i>Charité</i> on the nursing home and supports, if requested, the patients' transition from the hospital to the nursing home.</p>

Area	Health and social care
Title (original language)	Integration ausländischer Senioren und Seniorinnen in die Regelversorgung des Altenhilfesystems
Title (EN)	Integration of migrant seniors into the general services of the care system for elderly
Organisation (original language)	Caraitasverband Stuttgart – Altenpflegeheim Adam Müller-Guttenbrunn
Organisation (EN)	Caritas Stuttgart – nursing home for elderly Adam Müller-Guttenbrunn
Government / Civil society	Civil society
Internet link	http://www.caritas-stuttgart.de/37631.html http://www.caritas-stuttgart.de/23804.html
Type of initiative	Training, education Awareness raising Support, advice for immigrants/minorities
Main target group	Employees Migrants
Brief description	<p>The nursing home for elderly <i>Adam Müller-Guttenbrunn</i> (AMG), run by the welfare organisation <i>Caritas Stuttgart</i>, has implemented several measures pursuing an intercultural transformation of their services. The AMG conducted intercultural training for all their staff, which consists of employees from 18 different countries. A working group, comprising representatives of the management and employees, was commissioned to develop a nursing concept and standards which takes into account the specific needs of migrants. Furthermore, a new 'biography questionnaire' has been used in order to gain information on the cultural and religious needs of the individual residents. Since 2007, the AMG has also conducted several training courses for migrants who want to care for their elderly family members at home.</p> <p>The AMG activities are part of the general endeavour of the Caritas Stuttgart to enhance the integration of migrant seniors in the local care system for elderly, which encompass a variety of measures aiming to establish lasting networks between migrants, their organisations and the local geriatric care institutions.</p>

Area	Health and social care
Title (original language)	Gesundheitswegweiser für Migrantinnen und Migranten im Land Brandenburg
Title (EN)	Guide to Health for Migrants in the Federal State of Brandenburg
Organisation (original language)	Ministerium für Arbeit, Soziales, Gesundheit und Familie des Landes Brandenburg (MASGF)
Organisation (EN)	Brandenburg state Ministry of Labour, Social Affairs, Health and Family
Government / Civil society	Government
Internet link	http://www.masgf.brandenburg.de/media/1336/ww_migranten07.pdf
Type of initiative	Support, advice to immigrants/minorities
Main target group	Migrants
Brief description	The Brandenburg state ministry in charge of health issues (MASGF) compiled a guidebook for migrants aiming to assist their access to health care in Brandenburg. The comprehensive guidebook offers practical overview information for migrants on the public health service, health insurance, legal provisions on health care for migrants, family doctors, dentists, hospitals and emergencies, medication, AIDS/HIV, psychotherapy, medical check-ups and vaccinations. Furthermore, a list of contacts to health and advice centres in the health sectors is attached. The guidebook is available online and in print format in seven languages: German, English, French, Polish, Serbo-Croatian, Russian and Vietnamese. It was compiled in cooperation with the Brandenburg State Commissioner for Integration and the non-governmental organisations Belladonna, Aids-Hilfe Potsdam and FaZIT. In January 2008, an updated version of the brochure was published.

Area	Health and social care
Title (original language)	Demenz-Servicezentrum für Menschen mit Zuwanderungsgeschichte in Gelsenkirchen
Title (EN)	Dementia Service Centre for People with a Migration Background in Gelsenkirchen
Organisation (original language)	AWO Bezirksverband Westliches Westfalen e.V.
Organisation (EN)	AWO Regional Branch West-Westphalia
Government / Civil society	Civil society
Internet link	http://www.demenz-service-nrw.de/content/seite%2092.html
Type of initiative	Training, education Support, advice for immigrants/minorities Awareness raising
Main target group	Migrants Elderly
Brief description	In December 2007, the new Service Centre for migrants who suffer from dementia was set up in Gelsenkirchen (NRW), carrying on the former project <i>Dementia and Migration</i> (launched in 2004). The Service Centre offers information, assistance and personal counselling to migrants who suffer from dementia as well as to their family members. The services are available in German, Turkish and Russian. Numerous information and awareness raising events have been conducted targeting migrants, migrant and religious associations and institutions dealing with people with dementia. The Centre also develops information material and assists other organisations to enhance their dementia services for migrants. The Service Centre is part of the state-wide initiatives <i>Dementia Service NRW</i> , funded by the NRW State Ministry of Labour, Health and Social Affairs, the Foundation <i>Wohlfahrtspflege</i> and the NRW nursing care insurance fund (<i>Pflegекassen</i>). It is intended to continue the work of the Service Centre after the two-year funding period.

Area	Health and social care
Title (original language)	Weiterbildungsmaterial ("Koffer") für kultursensible Altenhilfe
Title (EN)	Training material("Suitcases") for culturally-sensitive care for the elderly
Organisation (original language)	Forum für Kultursensible Altenpflege (network coordinated by Aktion Courage e.V.)
Organisation (EN)	Forum for Culturally Sensitive Care for the Elderly (network coordinated by Aktion Courage e.V.)
Government / Civil society	Civil society
Internet link	http://www.kultursensible-altenhilfe.de/service.php
Type of initiative	Training, education Awareness raising Support, advice for immigrants/minorities
Main target group	Migrants Teachers Employees
Brief description	The network <i>Forum for Culturally Sensitive Care for the Elderly</i> has compiled comprehensive information and teaching packages on culturally sensitive elder care. Five 'suitcases' have been packed with manifold material to be used for workshops and information events targeting five different target groups: (1) teachers in the field of geriatric care, (2) staff in eldercare institutions, (3) people who are planning projects in the area of culturally sensitive eldercare for the elderly, (4) elderly migrants and their family members and (4) multipliers in the sector of eldercare and social work with migrants and (5) multipliers who want to carry through the information event series "Growing older in Germany – for elderly Turkish and ethnic German migrants (<i>Spätaussiedler</i>) and their spouse" (http://www.aelter-werden-in.de/). The suitcases can be hired for a low service fee at one of four regional coordinators of the <i>Forum for Culturally Sensitive Care for the Elderly</i> .

Area	Health and social care
Title (original language)	Ganzheitliche Integration behinderte und chronisch kranker Migranten (GIB)
Title (EN)	Holistic Integration of disabled and chronically ill migrants" (GIB)
Organisation (original language)	Verein Zentrum für selbstbestimmtes Leben behinderter Menschen Mainz e.V. (ZsL)
Organisation (EN)	Centre for a self-determined life of disabled people Mainz
Government / Civil society	civil society
Internet link	http://www.projekt-gib.de/ http://www.frankfurt.de/sixcms/detail.php?id=818660& ffmpar[_id_inhalt]=4060760
Type of initiative	Support, advice for immigrants/minorities Awareness raising
Main target group	Migrants
Brief description	<p>In July 2007, the two-year counselling project GIB was launched with the objective to improve the social integration and participation of disabled and chronically ill migrants. The project consists of primarily two elements, (a) prevention-oriented information and awareness raising events for migrants and (b) counselling for affected migrants on an array of topics (e.g. employment, housing, leisure time and empowerment). Counselling is offered in German, Turkish or English (if requested, also in Polish, Spanish or Arabic) and carried out by experts who have both a migration background and are disability themselves. This concept of peer counselling is considered a vital aspect of the project. ZsL also offers training courses on peer counselling for those who want to contribute to the GIB project as volunteers.</p> <p>In March 2008, a new counselling centre was opened in Frankfurt, supported by the Office for Multicultural Affairs (AmkA, City of Frankfurt) and the association <i>Frankfurter Verband für Alten- und Behindertenarbeit</i> [Frankfurt Aid Association for the Elderly and Disabled]. The GIB project is supported by the Federal Ministry of Health.</p>

Area	Health and social care
Title (original language)	Verbesserung der häuslichen Pflege von türkischen Migranten in Deutschland
Title (EN)	Improving the domestic care for Turkish migrants in Germany
Organisation (original language)	Universität Bielefeld – AG 3 Epidemiologie/International Public Health
Organisation (EN)	University of Bielefeld – AG 3 Epidemiology/International Public Health
Government / Civil society	Civil society
Internet link	http://fvb.animate-it.de/projekte/haeusliche-pflege-bei-migranten.html
Type of initiative	Support, advice for immigrants/minorities
Main target group	migrants
Brief description	<p>The starting point of this project was that, on the one hand, many (Turkish) migrants care for their elderly family members who are in need of nursing care and that, on the other hand, many migrants face language and information barriers in the access to appropriate support offers of the elder care system. Following a narrative intervention concept (developed by Greenhalgh et al.), this project seeks to bring together on a regular basis people of Turkish origin who care for one of their family members at home. On these meetings they discuss and share – in their mother tongue – their experiences with each other and with a specifically trained health mediator who participates in these meetings. With this approach the project seeks to reduce the migrants' information deficits, to lower their access barriers and enhance their ability to care for their family members – with the aim to improve the autonomy and life quality of both the participating migrants and their family members.</p> <p>The project is being financially supported by the Federal Ministry of Education and Research between May 2007 and April 2010.</p>

Area	Education
Title (original language)	Weiterentwicklung der Sprachförderung in Vorkurse in Bayern
Title (EN)	Further developing of preschool language support in Bavaria
Organisation (original language)	Bayerisches Staatsministerium für Unterricht und Kultus
Organisation (EN)	Bavarian State Ministry of Education
Government / Civil society	government
Internet link	http://www.bayern.de/Anlage19986/PressemitteilungNr42,29012008.pdf
Type of initiative	Training education
Main target group	Youth, Migrants
Brief description	Since the school term 2006/07, pre-school children with a migration background have received German language courses – four hours per week – for one year (altogether 160 hours) in order to prepare them for primary school. The courses are carried out in pre-school and at primary school. In the school term 2007/08, 1,817 such courses were carried through reaching 15,155 children. In 2008, the Bavarian government decided to expand this language training programme from 160 to 240 hours and to start the support measure – after a systematic language assessment – one and a half years prior to school enrolment. The Bavarian government also announced that some 200 ‘language advisors’ (<i>Sprachberater</i>) will be trained to assist the pre-schools in conducting language support measures.

Area	Education
Title (original language)	Diesterweg-Stipendium für Kinder und Eltern
Title (EN)	Diesterweg Scholarship for Children and Parents
Organisation (original language)	Stiftung Polytechnische Gesellschaft
Organisation (EN)	Foundation Polytechnische Gesellschaft
Government / Civil society	Civil society
Internet link	www.sptg.de/portal/alias_sptg/lang_de-DE/tabid_5174/ItemID_17/mID_11312/default.aspx http://www.sptg.de/sptg/diesterweg_broschuere.pdf
Type of initiative	Training, education
Main target group	Youth Migrants
Brief description	<p>The new scholarship programme targets primary school students with a low proficiency in German, but a high potential for good educational performance. During the first scholarship period, 20 fourth grade pupils from Frankfurt will be selected. The scholarship encompasses four elements:</p> <ol style="list-style-type: none"> (1) the “Children Academy Programme” (intensive language support, courses in, amongst others, sciences and art as well as assistance in enhancing their individual talents) (2) the “Parents Academy Programme” (information, advice and further training on the German educational system and societal participation; encouragement to act as mediators in their community or in school) (3) Excursions (e.g. cultural or leisure time activities in Frankfurt) (4) Education fund (max. € 600 per year for education-related materials for the children) <p>The scholarship programme, a cooperation initiative of the <i>Polytechnische Gesellschaft</i>, the Hesse State Ministries of Social Affairs and of Education and the City of Frankfurt, seeks to enable young migrants to pursue an educational career – in accordance with their talents, irrespective of their social and family situation.</p>

Area	Education
Title (original language)	Diskriminierung geht uns alle an – Projektjahr zur Chancengleichheit
Title (EN)	Discrimination concerns us all – project year on equal opportunities
Organisation (original language)	Kreisjugendring München-Stadt, Schulreferat der Stadt München, Antidiskriminierungsstelle der Stadt München
Organisation (EN)	Youth Association Munich, Municipal School Administration (Munich), Anti-discrimination Office (AMIGRA) of the City of Munich
Government / Civil society	Governmental, civil society
Internet link	http://www.muenchen.de/Rathaus/dir/antidiskriminierung/221486/projektjahr.html
Type of initiative	Awards, grants Awareness raising
Main target group	youth
Brief description	The competition <i>Discrimination concerns us all</i> was launched during the <i>European Year of Equal Opportunities</i> by the Youth Association Munich, the municipal school administration and AMIGRA, the municipal anti-discrimination body. Schools and other education and youth institutions were invited to submit their project ideas dealing with the issue of promoting equal opportunities and combating and raising awareness for discrimination. 11 institutions, which altogether involved 400 young people, submitted their ideas; they all received financial and pedagogical support in implementing their project ideas. In March 2008, four of the participating institutions were awarded additional (monetary) prizes. A documentation of all submitted projects and a manual on how to translate the principle of equal opportunities into youth and school practice is envisaged. With the project year <i>Discrimination Concerns Us All</i> , the initiators seek to raise awareness for the issue of equal opportunities among young people and contribute to a greater visibility of anti-discrimination in general and the municipal anti-discrimination body AMIGRA in particular.

Area	Education
Title (original language)	Lehrerausbildung: Deutsch als Zweitsprache (verpflichtend)
Title (EN)	Teacher training: German as a Second Language (compulsory)
Organisation (original language)	Berliner Senatsverwaltung für Bildung
Organisation (EN)	Berlin Senate Administration for Education
Government / Civil society	Government
Internet link	http://www.fu-berlin.de/presse/fup/2008/fup_08_053/index.html http://www.berlin.de/sen/bwf/presse/pressemitteilungen/anwendung/presseliste.aspx (press release 26.02.2008)
Type of initiative	Training, education
Main target group	Teachers
Brief description	<p>Since the winter term 2007/08, it has been compulsory for would-be teachers in the state of Berlin to attend university courses on <i>Teaching German as a Second Language</i> (DaZ) as part of their regular university training. In addition to these university courses, future teachers should also learn – during their practical training at schools, which are an essential part of the university training for would-be teachers – how to carry through language assessments and how to provide individual language support for every pupil. During these practical training phases, qualified teachers provide assistance and practical information to the would-be teachers.</p> <p>In February 2008, the Berlin Senate Administration for Education launched a cooperation initiative with the Free University (FU) of Berlin within which 26 teachers receive in-depth DaZ training by academics and experienced practitioners. These 26 teachers are expected to act as multipliers within their schools and provide assistance to the aforementioned would-be teachers during their practical training at schools.</p>

Area	Education
Title (original language)	Aufstieg durch Bildung – Qualifikationsinitiative der Bundesregierung
Title (EN)	Upward Mobility through Education – Qualification Initiative of the Federal Government
Organisation (original language)	Bundesregierung
Organisation (EN)	Federal Government
Government / Civil society	Government
Internet link	http://www.bundesregierung.de http://www.bmbf.de/pub/qualifizierungsinitiative_breg.pdf
Type of initiative	Training, education Improving employment skills
Main target group	General public Youth
Brief description	In January 2008, the Federal Government passed and launched the national programme <i>Upward Mobility through Education</i> . This <i>Qualification Initiative</i> , as it was named, lists general aims as well as practical measures in various educational fields, ranging from pre-school to life-long learning. Although the Initiative covers mainly general educational support measures, some sections refer explicitly to support activities for migrants, for instance, in the context of pre-school language support and the access to the dual apprenticeship system.

Area	Education
Title (original language)	Pilotprojekt: Comics zur Vermittlung des Holocaust
Title (EN)	Pilot project: Teaching the Holocaust with Comics
Organisation (original language)	Anne Frank Zentrum
Organisation (EN)	Anne Frank Centre
Government / Civil society	Civil society
Internet link	http://www.annefrank.de/
Type of initiative	Holocaust education
Main target group	Youth Teachers
Brief description	<p>The <i>Anne Frank Centre Germany</i> carried out this pilot project with the aim to test the recently developed innovative Holocaust education material – the ‘graphic novel’ (comic) on a Jewish family deported to Auschwitz. Between February and July 2008, the comic and the respective workbook were used in the history lessons of 18 school classes (7th to 10th grade) in Berlin and North-Rhine Westphalia (various school types). The <i>Anne Frank Centre</i> examined how these educational materials were used: researchers participated in some of the lessons and conduct interviews with secondary school students and teachers. On the basis of insights gained during this pilot project, the graphic novel and the workbook will then be modified and adapted to the specific use in German classrooms. Interim results are already available: both teachers and pupils assess the teaching material positively.</p> <p>The project, supported within the scope of the federal funding programme <i>Vielfalt tut gut</i>, is part of an international project, supported by the <i>Rothschild Foundation</i>: the graphic novel was developed by the <i>Anne Frank Centre Amsterdam</i>; a similar testing project is being carried out in Poland and Hungary.</p>

Area	Education
Title (original language)	Wettbewerb: Integration durch Kooperation
Title (EN)	Award/Competition: Integration through Cooperation
Organisation (original language)	Berliner Senatsverwaltung für Bildung Integrationsbeauftragter des Landes Berlin Verein Berliner Kaufleute und Industrieller (VBKI)
Organisation (EN)	Berlin Senate Administration for Education Berlin State Commissioner for Integration Trade and Industrial Association VBKI
Government / Civil society	Government Civil society
Internet link	http://www.berlin.de/imperia/md/content/sen-bildung/besondere_paedagogische_konzepte/wettbewerbe/wettbewerb_migranten.pdf
Type of initiative	Award, grants
Main target group	Migrants [migrant organisations] [schools]
Brief description	The Berlin Senate Administration for Education, the Berlin State Commissioner for Integration and the Berlin employers' association VBKI launched the competition <i>Integration through Cooperation</i> with the goal to enhance the cooperation between schools and migrant organisations in Berlin. Schools and migrant organisation that are successfully cooperating to promote the education attainment and career of migrant students were invited to jointly apply and submit a description of their cooperation activities by mid July 2008. With this competition, the initiators seek to present good practice cooperation between schools and migrant organisations and to encourage others to develop similar activities. The best three submitted examples are awarded between € 1,000 and € 3,000.

Area	Education
Title (original language)	Schulanaloger Unterricht für junge Flüchtlinge (SchlaU)
Title (EN)	Schooling for young refugees (in accordance with the regular curriculum)
Organisation (original language)	Trägerkreis zur Förderung von Bildung und Integration von Flüchtlingskindern und –jugendlichen e.V.
Organisation (EN)	Association for the Support of Education and Integration of refugee children and youngsters
Government / Civil society	Civil society
Internet link	http://www.schlau-net.de/
Type of initiative	Training , education
Main target group	Youth Asylum seekers, refugees
Brief description	<p>The <i>SchlaU</i> project, initiated in 2000, provides schooling to primarily young unaccompanied refugees to enable them to obtain their high school diploma (secondary modern/grammar school). Every year 80 to 100 mainly underage refugees attend the <i>SchlaU</i> school, currently in six classes, with ten to 12 teachers. Due to their age of 16 or more, many of these refugees are not covered by the general obligation to attend a public school. The <i>SchlaU</i> curriculum encompasses special language classes, but otherwise strongly resembles the curriculum applied in the general Bavarian school system. The students receive additional tutoring (if necessary), empowerment support and individual assistance in finding an apprenticeship or a job and in various other areas of every-day life – an offer that continues after they have left school.</p> <p>The initiative has proven to be very successful: most pupils obtain their high school diploma; the proportion of those who find an apprenticeship is above Bavarian average.</p> <p>Meanwhile, the school has been officially recognised by the Bavarian State Ministry of Education. <i>SchlaU</i> receives financial support from ESF means and private foundations; the City of Munich has been financing one half-time post since 2007.</p>

Area	Education
Title (original language)	Aktion zusammen wachsen – Bildungspatenschaft stärken, Integration fördern
Title (EN)	Growing together – strengthening educational mentoring, promoting integration
Organisation (original language)	Bundesbeauftragte für Migration, Flüchtlinge und Integration Mercator Stiftung
Organisation (EN)	Federal Commissioner for Migration, Refugees and Integration Mercator Foundation
Government / Civil society	Government
Internet link	http://www.aktion-zusammen-wachsen.de/
Type of initiative	Support, advice for immigrants/minorities Encouraging political participation
Main target group	Youth General public migrants
Brief description	<p>In May 2008, the Federal Commissioner for Integration launched the initiative <i>Aktion zusammen wachsen</i> with the aim to support already existing educational mentoring projects and to encourage the establishing of new ones. On behalf of the Integration Commissioner, a social research institute compiled a list of almost 170 mentoring projects in Germany, in which more than 5,100 mentors provided individual assistance to some 15,000 (young) migrants in education and apprenticeship related issues. The objective of this initiative is to enhance such projects and to establish a sustainable nationwide support network.</p> <p>A coordination and service centre was set up in Berlin, which is in charge of developing common guidelines and quality criteria for such mentoring projects, establishing a pool of experts and organising events and conferences. The website of the initiative contains a broad range of material and information, including a newsletter and an online library and project database.</p>

Area	Education
Title (original language)	Deutscher Schulsportpreis: Integrationskonzepte für Schülerinnen und Schüler mit Migrationshintergrund innerhalb der Schule durch Sport (2007/08)
Title (EN)	German School Sports Award: Integration Concepts for Students with a Migration Background within School through Sport (2007/08)
Organisation (original language)	Deutscher Olympischer Sportbund (DOSB) Deutsche Sportjugend (dsj)
Organisation (EN)	German Olympic Sport Federation German Sport Youth
Government / Civil society	Civil society
Internet link	http://www.dsj.de/cgi-bin/showcontent.asp?ThemaID=175
Type of initiative	Awards, grants
Main target group	Teachers [school]
Brief description	In the school term 2007/08, the DOSB and the dsj invited schools that carry out school sport-related measures and projects that strive to promote the integration of migrant students to participate in the annual <i>German School Sport Award</i> . The intention of the initiators is to award successful good practice concepts and to encourage other schools to implement similar integration measures in the context of school sports. The three awarded schools receive prizes of altogether € 10,000.

Area	Education
Title (original language)	Fairplay im Fußball – gemeinsam gegen Rassismus und Gewalt
Title (EN)	Fair play in Football – together against Racism and Violence
Organisation (original language)	Berliner Fußball-Verband (BFV) Landeskommission Berlin gegen Gewalt bei der Berliner Senatsverwaltung für Inneres und Sport
Organisation (EN)	Berlin Football Association Berlin State Commissioner against Violence at the Berlin Senate Administration of the Interior and Sport
Government / Civil society	Civil society, Government
Internet link	http://www.berlin.de/lb/lkbgg/foerderung_praeventiver_massnahmen/sonstige/fairplay-im-fussball/index.html
Type of initiative	Awareness raising Training, education
Main target group	N/A [sport association and related persons]
Brief description	In April 2008, the Berlin Football Association (BFV) and Berlin Senate Administration for the Interior and Sport jointly launched the project <i>Fair Play in Football – together against Racism and Violence</i> . This projects, developed by the BFV, seeks to counteract problems of racism, right-wing extremism, xenophobia anti-Semitism and inter-ethnic conflicts in non-professional (particularly youth) football in Berlin. The main measures within this project are (a) training courses for football coaches, referees, officials of the football clubs and judges of sport courts and (b) public awareness raising activities together with the BFV member clubs. The Berlin <i>State Commission against Violence</i> supports the project technically and financially in 2008 and 2009 (€ 80,000 per year).

Area	Education
Title (original language)	Brochüre „11 Fragen nach 90 Minuten – was tun gegen Rassismus und Diskriminierung im Fußball?“
Title (EN)	Brochure ‘11 Questions after 90 Minutes – What to Do against Racism and Discrimination in Football?’
Organisation (original language)	Bündnis für Demokratie und Toleranz Deutsche Sportjugend (dsj) Koordinationsstelle Fan-Projekte (KOS)
Organisation (EN)	Alliance for Democracy and Tolerance German Sport Youth Coordination Body for fan Projects
Government / Civil society	Civil society
Internet link	http://www.buendnis-toleranz.de/cms/beitrag/10028677/425892/
Type of initiative	Awareness raising
Main target group	[football associations]
Brief description	Following a national expert conference in November 2007, the <i>Alliance for Democracy and Tolerance</i> , the dsj and KOS compiled a comprehensive guide that seeks to assist smaller non-professional football associations in their struggle against racism and discrimination. The brochure encompasses 11 chapters on various aspects of racism and discrimination in the context of football and how to counteract such developments or incidents; it addresses, amongst others, the players, coaches, referees, fans and other key people in football associations. Every chapter encompasses ‘best practice’ examples as well as information about contact people and other institutions that can provide further assistance. In the annex the guide contains suggestions on how to incorporate antiracist provisions in the associations’ statutes or on how to amend the codes of conduct in the stadiums accordingly.

Area	Education
Title (original language)	Am Ball bleiben – Fußball gegen Rassismus und Diskriminierung
Title (EN)	Keep it rolling – Football against Racism and Discrimination
Organisation (original language)	Bundesministerium für Familien, Senioren, Frauen und Jugend (BMFSFJ) Deutscher Fußball-Bund (DFB) Deutsche Sportjugend (dsj)
Organisation (EN)	Federal Ministry of Family Affairs, Senior Citizens, Women and Youth German Football Association German Sport Youth
Government / Civil society	Government, Civil society
Internet link	http://www.amballbleiben.org/
Type of initiative	Awareness raising
Main target group	Youth General public [football clubs]
Brief description	The three-year project, launched by the federal ministry BMFSFJ together with the DFB and the dsj in July 2007, strives to combat racism, xenophobia, anti-Semitism, right-wing extremism and sexism in football with a predominately preventive approach. Already established prevention measures and strategies are being systematically collected and fed into a database and new approaches and recommendations are being developed (such as the aforementioned brochure <i>11 Questions after 90 Minutes</i>). Furthermore, local and regional football-related (youth) networks against racism and right-wing extremism are strengthened and awareness raising and information measures for football fans and clubs are provided. A comprehensive website was set up which offers a project databases and a broad range of background information and material on racism, anti-Semitism sexism and homophobia in the German football scene and on international anti-racism football organisations.