

Migrants' experiences of discrimination in Germany

EGA HRM consult
Amsterdam, October 2004
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European Monitoring Centre on Racism and Xenophobia
Call for tender Ref. No. 2003/02/03, Contract No: 425
Commitment No: 1078, Budget Item: 3207

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Acknowledgements

As EGA HRM consult is based in the Netherlands, this study would not have been possible without the help of a number of people in Germany. First of all we wish to thank Dimitria Clayton and Birgit Werhofer of the Landeszentrum für Zuwanderung NRW for the fruitful cooperation, their methodological critique, their help in the construction of the German questionnaire on basis of the original questionnaire and the coordination of the data collection of the group of people of colour. We also want to thank Mathias Venema of Marplan Forschungsgesellschaft for his methodological help and the efficiency with which he supplied us with data from the group of Turkish, (ex) Yugoslavian and Italian respondents. Finally, we want to thank the translators of the questionnaire and all the people that managed to find and interview the almost two hundred respondents of the group of people of colour.

EGA HRM Consult
Amsterdam, October 2004,
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1 Introduction

The main objective of this survey is the assessment of the prevalence and degree of experienced discrimination among four migrant and minority groups in Germany.¹ The survey is part of a EUMC project aimed at assessment of the prevalence and degree of experienced discrimination in all EU member states.

The survey was carried out on a representative sample of migrants and minorities living in Germany. The results presented are based on a sample of 819 respondents from four migrant and minorities groups: respondents of Turkish origin, respondents of Italian origin, respondents originating from the former Yugoslavian Republic² and the group of so-called 'people of colour' (Blacks). By using these groups, the major migrant and minority populations in Germany were represented in the sample. Questions were asked on experiences of discrimination in three domains: work /labour, public places and authorities. In addition, questions were asked on 'subjective integration' i.e. the way migrant groups feel themselves at home in Germany or make German friends.

There is a clear underreporting of data on migrants' and minorities' experiences of racism and discrimination, even though the recording authorities do exist. For this reason, the EUMC finds it necessary to conduct studies in order to determine the extent of racism and discrimination. For the EUMC, it is also of great importance to find comparable data and be able to develop recommendations on a European level. Therefore this survey and other comparable studies initiated by the EUMC will combine two objectives:

- Developing knowledge on migrants and minorities and
- Building comparability of data by using a similar methodology.

The approach in this survey followed a methodology that has been developed in Sweden, Denmark and Finland to measure migrants' experiences of racism and discrimination. This methodology included a quantitative study for data collection and data processing, it used a questionnaire directed at random and stratified samples of migrant groups, which was collected by mail, and employed basic quantitative methods for the compilation of data. For reasons of comparability the questionnaire used in this survey kept as close as possible to the original one used by Lange.³

One major difference with the original methodology was the data collection: questionnaires were not distributed by mail, instead interviewers using face-to-face interviews filled in the questionnaires. To make international comparisons easier we followed the layout of the Italian report.⁴

¹ Lange, A.(1997) Immigrants on Discrimination. Stockholm: CEIFO, Centre for Immigration Research at the University of Stockholm

²This group will be addressed as the Yugoslavian group from now on

³ see footnote 1.

⁴ Maneri, M. (2003). Migrants' experiences of discrimination. Milano: Università di Milano-Bicocca.

2 Executive Summary

Areas of serious discrimination deserving particular attention

A substantial proportion of the sample had encountered situations where they could have been subjected to discrimination. Only in two situations – ‘been treated badly in school (or any other institution of education) during the last five years’ and ‘been treated badly in contacts with the Social Services because of ethnic background during the last year’ – did more than 50 percent answer ‘Did not go to school the last five years-’ or ‘Did not have contact last year’.

Relatively large differences were found between different forms of discrimination. Discrimination occurs in all domains - work, public places-and the authorities. Work is a domain where all groups experience discrimination most – over a quarter of all persons report to have been refused a job at least once or have been harassed at least once during the past five years because of their ethnic background. Relatively few instances of discrimination during the last year are reported in situations such as subjection to violence, robbery, theft or any other serious crime or bad treatment in contacts with the Social Insurance Office because of ethnic background.

Differences between ethnic groups

Differences between the Turkish, Italian and Yugoslavian groups are relatively small. If there are any differences, the Italian group in general reports discrimination the least, followed by the Turkish and Yugoslavian groups. However, differences between these three migrant and minority groups and the Black group are striking. In all situations, except ‘been treated badly in contacts with the Social Insurance Office’ and ‘been treated badly in contacts with the Social Services’ differences between the groups are remarkable, as the Black group experiences discrimination much more often than the other three groups. ‘Contacts with the Social Insurance Office’ is the only exception to this rule. In some cases, for instance when it concerns threats, insults or other forms of harassment on the street, the differences are striking: 67 percent of the Black group reports to have been subjected to threats, insults or other forms of harassment on the street, against ‘only’ 23 percent of the Turkish group. Though the situation for the Black group is serious enough, it seems rather reassuring that in most situations the vast majority of Turkish, Italian and Yugoslavian interviewees report they have never been subjected to discrimination.

Other factors related to perceived discrimination

With regard to gender, few differences were found in the frequencies of perceived discrimination. Several significant differences were found between different age groups. However, these differences were not consistent as in the case of differences between migrant and minority groups. In some situations, the older groups reported more discrimination, in other situations, it was the younger group. The same inconsistency applies to language skills, period of arrival, education, income and profession.

An exception was the ethnic composition of the neighbourhood where people live. Most discrimination is reported by people living in the predominantly migrant neighbourhoods. Situations where discrimination is reported most frequently are mainly concerned with harassment and bad treatment, and not with the refusal of services.

Ethnic background of persecutor

In the domain ‘public places’ people were asked to state the ethnic background of the perpetrator. Perpetrators were predominantly white (assumed) German persons, but also perpetrators of other migrant origin than the ones reporting discrimination were involved.

Actions undertaken

In each domain questions were asked about what people did in the case of discrimination.

In the domain ‘work’, a minority (13 percent) quit their jobs, which is quite serious, considering the importance of having a paid job. Of the Turkish and Black groups this was 12 and 18 percent. A larger percentage took a sick leave (Italian group even 38 percent). The majority of all groups did other things, such as asking for transfer.

As far as the reporting of occurrences of discrimination goes, the majority did not undertake any action, a minority went to a confidentiality point at work or another official body (Black group almost a third). Out of the total sample, the majority did not do anything at all. Where discrimination took place in public even less action was undertaken. The vast majority (over 85%) did not report this discrimination. A very small proportion went to the police, a lawyer, an anti-discrimination agency or another official body. And in the case of discrimination in contacts with authorities, the same conclusion as in the public place can be drawn. The vast majority (over 85%) did not report this discrimination. Almost no one went to the police; a small proportion went to a lawyer or an official body. Of all groups only the Black group - be it a very small proportion - went to an anti-discrimination agency.

Opinions on racism and xenophobia

As expected, the Black group, which reports far more occurrences of discrimination, is also the group that thinks Germany is a (fairly) racist/ xenophobic country. The mean score of the Black group is 2.7, indicating almost 'fairly racist/ xenophobic', which is significantly higher than the mean score of the three other groups, indicating 'slightly racist/ xenophobic'. The Black group is also significantly more pessimistic about the increase of racism and xenophobia in Germany than the other three groups (figure 10), though even the Black group feels the increase in racism and xenophobia in Germany is marginal.

Subjective integration

Subjective integration has to do with social relations, making friends and feeling at home in a country and feelings of belonging in a country. Making friends with white Germans without a migrant background seems rather easy for all groups. The Italian group reports to have the least problems when it comes to socializing with Germans. There are no noticeable differences between groups when it comes to socializing with people with the same migrant or ethnic background: all groups socialize often with people with the same migrant or ethnic background. When it comes to socializing with other migrant or ethnic groups contacts are less frequent, compared with socializing with their own migrant or ethnic group. All four groups seldom socialize with members from other migrant or ethnic groups. The Black group is relatively the most active in socializing with other migrant or ethnic groups. All groups do socialize more with white German people without a migrant background than with people with another migrant or ethnic background, though not as much as with people with the same migrant or ethnic background.

The extent to which people feel at home in Germany is in line with the answers to questions on socialising with different groups. Turkish, Italian and Yugoslavian groups have a certain sense of feeling at home in Germany, the Black group is more reserved than the other groups. For the Turkish, Italian and Yugoslavian groups, the average sense of belonging in Germany is roughly the same as their sense of belonging in their country of origin or that of their parents'. The Black group obviously feels less at home in Germany than in their country of origin or that of their parents'. We may conclude that there is some subjective integration on the part of the Turkish, Italian and Yugoslavian group; the Black group feels clearly more marginalised.

3 Methodology

In this chapter we describe the selection of the target groups, the sampling procedure, the migrant and minority groups themselves, the questionnaire design, data collection and the representativeness of the sample.

3.1 Selection of target groups

The selection of the migrant and minority groups to be included in the survey was based on criteria such as the size of the groups, the difference between the migrant and minority groups and the indigenous German population in terms of religious, cultural and linguistic distance, phenotypical (dis)similarity, position within the international rank order of status and position in the labour market. On the basis of these criteria four groups of migrants and minorities were selected: a group of Turkish origin, a group of Italian origin, a group originating from the former Yugoslavian Republic and a group of Black people of predominantly African descent. These groups are among the largest groups of migrants. The first three groups, as shown in table 1 together form more than 50 percent of the foreign population.

Table 1 Major migrant groups in Germany in private households
Source: Statistisches Bundesamt (Federal Statistics Office)
Year: Mikrozensus 2002 in private households

	number	%
Turks	2.252.000	32
Former Yugoslavian*	907.000	13
Italian	674.000	10
Greek	358.000	5
CIS (ex. Soviet Union without Baltic's)	252.000	4
Poland	223.000	3
Total other groups	2.412.000	33
Total migrant population	7.078.000	100

* Bosnia, Croatia, Serbia-Montenegro

Due to language and distance in the geographical, cultural and 'phenotypic' sense, they are the most obvious target groups for racism and racial discrimination. The fourth group, the group of Black people of predominantly African descent was selected because of the phenotypical (dis)similarity with the white German population without a migrant background - their colour of skin - and because of our experience and the experience of the LZZ⁵ that this group, as stated in Lange's study, is subject to considerable discrimination⁶. Originally this group should include only black people of African descent. However, the German term for 'Black' ('Schwartz') had such negative connotations that in the German questionnaire they were referred to as 'people of colour'. This last term was in some cases interpreted literally by a few interviewers, so a small number of people of Asian descent were included in this group.

⁵ LZZ: the Landeszentrum für Zuwanderung in Nordrhein-Westfalen, the Institute we cooperated with in this study.

⁶ A small number of this group of black people were 'people of colour' with an Asian background.

3.2 Sampling procedure

In Germany, the Central Registry on Foreigners (Ausländerzentralregister) in Cologne describes the population from which a random sample for the survey could be drawn⁷. However, the Ausländerzentralregister does not contain names and addresses of foreigners. Names and addresses are accessible only in the population registers, which are located in each individual city. This would imply that every city in the sample had to be contacted for cooperation. Besides the time investment this would take, it would also involve substantial funds to gain access to the intended 800 names and addresses as this would, taking non-response into account, imply thousands of names and addresses. The available budget was too limited, both in time and finances, for such an approach. A probabilistic sample from a well-defined sampling frame, as suggested by Lange was therefore not possible.⁸

Instead of this 'probabilistic sampling' and sending questionnaires by mail we decided to use so-called 'quota sampling' and use interviewers who held face-to-face interviews with persons from the different migrant groups.⁹ Quota sampling has some similarity to stratified sampling. The selection of respondents within strata however is not random, but is left to the interviewer. This last characteristic is the weakest point of quota sampling, as within quota the sampling could be non-representative. A male interviewer for instance might choose mainly young, attractive females within a stratus. As there was no alternative, and the advantage of face- to-face interviewing is obvious, we decided to accept the risk of non-representative sampling within quota. The Ausländerzentralregister in Cologne was used as sampling frame – i.e. the population from which the different samples for the survey were drawn.

The first step was the sampling of the regions – counties and cities (Landskreisen and Kreisfreie Städte) – per sample category, i.e. the three migrant groups. Sampling was based on data of the Ausländerzentralregister. The selection was conducted by using a stratified sampling method. A selected county or city was called a 'sample point'. About 40 sample points throughout Germany were selected per sample category. Larger cities or counties – such as Hamburg – were allocated more than one sample point. The sample points represented the distribution of the sample categories in the old states (including West-Berlin, see also appendix C). Results were representative for all Germany (because less than one percent of the sample categories are living in the new states and Berlin-East). Interviews could only take place in the designated sample points.

The next step was the assigning of quotas. These quotas were based on micro census information (Statistisches Bundesamt) and were defined by relevant variables such as gender and age. The last step was the selection of respondents by the interviewers. Interviews could only take place in the designated sample points and were restricted by the quotas. So, every interviewer had the task of interviewing a specified number of respondents with a certain nationality, age, gender etc.

By using this sampling procedure there was no non-response, as the interviewers task was to continue looking for respondents until the designated number of respondents was reached. The planned sample size was 200 per selected category, which was comparable to the sample size used in Lange's research. Besides, larger samples would not substantially add to a reduction of the confidence interval.

The procedure for the sample category 'blacks' or 'people of colour' was different, as a substantial number of them – the Afro-German people – probably would have the German nationality. Respondents of this group were traced by means of the LZZ's network. A total of 13 interviewers managed by means of 'snowballing' to interview a group of 200 Black persons.

⁷ With the exception of the group of black people, as official data which indicate the ethnic origin of members of this group do not exist.

⁸ Lange, A. (2003). Evaluation of the five national studies of migrants' experiences of discrimination and recommendations for future studies. Stockholm: University of Stockholm,

⁹ Sampling procedure and fieldwork – the actual interviewing – were done by MARPLAN gmbh in Offenbach, an organisation with much experience in face-to-face interviewing of foreigners in Germany.

3.3 Short description of the migrant and minority groups

The Turkish, Italian and Yugoslavian groups have in common that they initially were invited as guest workers or 'Gastarbeiter'. Germany signed a series of bilateral recruitment agreements, with Italy in 1955, Turkey in 1961 and lastly, with Yugoslavia in 1968. After which predominantly male migrants entered Germany under the so-called rotation principle: they came for a period of one to two years and were then supposed to return home to make room for other guest workers. The number of Yugoslavian migrants increased further during the war in Yugoslavia in the early 1990s. The Blacks, or 'people of colour' came to Germany for many different reasons (such as asylum, education, work, or family reunification) or were born here (for instance as children of Black GI's from the US).

Turkish group

Germany experienced a great economic boom in the early sixties, known as the 'Wirtschaftswunder'. Consequently, a labour shortage in the industrial sector arose. Turkish workers, a substantial part from rural areas such as Anatolia, were invited as guest workers or 'Gastarbeiter' to pick up the slack. They were mostly employed in lower skilled jobs that require little or no education, with all the resulting inconveniences. In 1984, Günter Wallraff, a German journalist, went undercover as a Turkish immigrant worker for two years. In 1986, he published 'I, Ali'. His book left a lasting impression of the way Turkish immigrant workers were subject to racism, discrimination and exploitation. The Gastarbeiter, as the name says, were supposed to return to their country of origin once the job was done. Most of them however stayed and many of them had their wives and children come over. The Turkish group is now the largest migrant group in Germany and makes up about 6 percent of the total population in Germany. The group counts slightly more men than women (respectively 54 and 46 percent). The vast majority of people from Turkish origin are Muslim. A third of the group lives in North Rhein-Westfalia.

Italian group

A long migratory tradition of Italian workers to Germany began at the beginning of the 19th century. In the early 1900s, Italians were imported to work in Ruhr-area mines and factories, enabling industry to expand. Migration suffered under a period of forced labour during Nazi regime in the early 1940s and then picked up again after the war, when the German government signed a recruitment treaty in 1955 with Italy to make up for labour shortages caused by the 'Wirtschaftswunder' mentioned above. In this bilateral agreement it was agreed upon that the money these Italian 'Gastarbeiter' earned in Germany would partly be transferred to Italy to help to improve the economic situation of the people left behind.

Former Yugoslavian group

The last bilateral recruitment agreement Germany signed was with Yugoslavia in 1968. Yugoslavians, just as the Italians and Turks were invited as 'Gastarbeiter' to Germany to pick up the slack caused by the economic boom in the early sixties. In the early nineties Germany provided shelter for refugees from Bosnia, Croatia and Serbia-Montenegro who fled these countries because of the war and ethnic cleansing.

Germany provided temporary protection for half of the Bosnians who fled the fighting in the early 1990s. When in 1995 the Dayton peace accords were signed, most of the 345,000 Bosnians in Germany were kept out of the asylum system and were offered a Temporary Protected Status that was renewed every six to twelve months instead. Individual German states were responsible for returning the Bosnians they hosted, and have developed a variety of measures to persuade about one-third of the Bosnians to return. Most of the Bosnians still in Germany are Muslims from Serb-controlled areas of Bosnia.

Blacks or 'people of colour'

This group consists of people of predominantly African, and some people of Asian descent (see also 3.1). It is a very heterogeneous group including German citizens some of whom have been resident in Germany for several generations, migrants and asylum seekers. A detailed statistical overview of the situation of for instance German nationals of African or Asian descent can not be presented here as official data which indicates the ethnic origin of these groups do not exist. Nevertheless, there are

estimated to be approximately 300,000 Afro-Germans. Available migration statistics indicate that there are approximately 300,000 Africans resident in Germany and 900,000 Asians.

3.4 Questionnaire design and data collection

The original questionnaire as developed by Lange¹⁰ was followed as closely as possible and, where necessary, adapted to the German situation (in the case of educational degrees for instance the German terms were used as well). According to Lange's guidelines¹¹, the main body of the questionnaire was constituted by seventeen questions about discrimination, grouped according to the three domains of reported discrimination that he found through factor analysis: authorities, public places and work. One question on the authorities domain was added: 'have you been treated badly in contacts with the Immigration Service because of your ethnic background during the last year?' (question 36). One question on the ethnicity of the perpetrators was added (public places domain): 'If you answered "yes" to any of the previous questions about discrimination in public space and leisure time: Of which ethnic background was/were the perpetrator(s)?' (question 29). One question on the ethnic composition of the neighbourhood was added. The questions on 'subjective integration' remained, other changes were minor. The questionnaire was translated into German, Turkish, Italian and Servo-Croatian and retranslated into English to check for errors in translating. After testing the questionnaire was finalised and 145 interviewers in face-to-face interviews collected data from the persons from the different migrant groups.

¹⁰ Lange, A. (1997) *Immigrants on Discrimination*. Stockholm: CEIFO, Centre for Immigration Research at the University of Stockholm.

¹¹ Lange, A. (2003). *Evaluation of the five national studies of migrants' experiences of discrimination and recommendations for future studies*. Stockholm: University of Stockholm

4 The respondents

In this chapter, background characteristics of the groups investigated are described. Also the 'subjective integration' of the groups is discussed here.

4.1 Background characteristics

If we take distribution according to gender and age of the respondents and that of the population into account, tables 2 and 3 show that the representativeness of the Turkish, Italian and Yugoslavian samples is satisfactory. Distribution by gender and age of the Black group in the German population is not known.

Table 2 Ethnic background and gender in **survey sample** and *population* (column%)
Source: Mikrozensus and Ausländerzentralregister (Bundesland)

		Turkish N=203	Italian N=204	Yugoslavian N=201	Black N=193	Total N=801
Gender	Man	57/54	60/61	53/52	53/?	57
	Woman	43/46	40/39	47/48	47/?	43
	Total	100/100	100/100	100/100	100/?	

Table 3 Ethnic background and age in **survey sample** and *population* (%)
Source: Mikrozensus and Ausländerzentralregister (Bundesland)

(N=815)	Turkish N=209	Italian N=206	Yugoslavian N=204	Black N=196	Total N=815
24 years or less	22/23	15/16	20/19	24/?	20
25-34 years	27/29	22/21	25/25	37/?	28
35-44 years	20/20	23/23	15/15	26/?	21
45 years or older	31/28	40/40	40/41	13/?	31
	100/100	100/100	100/100	100/100	

Table 4 shows ethnic composition of the neighbourhood. Differences between groups are relatively small, it seems that the majority of the Italian and Yugoslavian groups, and slightly more than half of the Turkish and Black groups live in predominantly white neighbourhoods.

Table 4 Ethnic composition of neighbourhood (column%)

	Turkish N=209	Italian N=206	Yugoslavian N=203	Black N=198	Total N=816
Nearly all white Germans	15	21	18	24	19
Mostly white Germans	43	51	44	31	42
Fifty/fifty	26	24	29	23	26
Mostly migrants	12	3	8	15	10
Nearly all migrant	4	1	1	7	3

Table 5 Language skills: language best mastered (column%)

	Turkish N=208	Italian N=206	Yugoslavian N=203	Black N=197	Total N=814
German	14	22	27	39	25
Other language	41	43	34	35	38
Both languages equally	45	35	39	26	37

Language skills vary between groups (table 5). The Turkish group has the highest number of bi-lingual speakers. The Black group has the highest percentage of people who have mastered German as their best language.

Only a relatively small proportion of the four groups involved have recently immigrated in Germany. The majority of the respondents has been in Germany for longer than 20 years and/or is born in Germany. A third of the Black people interviewed arrived after 1992 making it the group with the largest number of more recent arrivals. A quarter of those interviewed from former Yugoslavia immigrated after 1992.

Table 6 Immigration into Germany (column%)

	Turkish N=209	Italian N=206	Yugoslavian N=204	Black N=199	Total N=818
2003-2004	0	0	0	3	1
2001-2002	2	1	2	8	3
1999-2000	2	2	2	8	4
1996-1998	3	3	5	5	4
1992-1995	5	2	16	10	8
1987-1991	9	6	11	10	9
1980-1986	14	15	14	16	15
1975-1979	12	13	7	4	9
1972-1974	8	6	8	0	5
1960-1971	12	22	13	3	13
1951-1959	0	1	0	0	0
Born in Germany	33	29	22	33	29

Table 7 Highest education completed in (parents) country of origin (column%)

	Turkish N=141	Italian N=147	Yugoslavian N=157	Black N=134	Total N=579
None	23	26	24	9	21
Elementary school	55	49	45	19	43
Occupational training	19	23	26	11	20
High school	2	1	2	25	7
University/ higher (professional) education - no degree	1	1	1	14	4
University / higher (professional) education with degree	0	0	2	22	5

Table 7a Highest education completed in Germany (column%)

	Turkish N=206	Italian N=205	Yugoslavian N=199	Black N=191	Total N=801
None	53	42	55	36	47
Elementary school	32	37	25	7	25
Occupational training	10	17	15	13	14
High school	3	2	3	13	5
University/ higher (professional) education - no degree	1	0	1	10	3
University / higher (professional) education with degree	1	2	1	21	6

The educational levels (highest education completed) are roughly the same for the Turkish, Italian and Yugoslavian groups. This goes for the highest education completed in country of origin or the parents' country of origin as well as for highest education completed in Germany (Tables 7 and 7a). The educational levels for the Turkish, Italian and Yugoslavian groups are predominantly restricted to occupational /vocational training at highest. The Black group is the group with by far the highest

educational level. Slightly more than 20 percent has completed University or higher (professional) education in the country of origin, parents' country of origin or in Germany.

Over half of each of the four groups are employed, or have at least a paid job. The percentages employed in the sample are roughly the same as for the German population. The Mikrozensus and Ausländerzentralregister (Bundesland) give the following percentages: 46 percent employed for the Turkish group, 65 percent for the Italian group and 58 percent for the Yugoslavian groups.

Table 8 Employment (column%)

	Turkish N=203	Italian N=206	Yugoslavian N=202	Black N=183	Total N=794
Yes, employed	56	63	62	65	62
No, retirement or pension	8	11	10	0	8
No job, e.g. housewife/-man	25	19	19	10	18
No, no work permit	1	2	2	9	3
No, still attending school	10	5	7	16	9

Table 9 Profession (column%)

	Turkish N=177	Italian N=189	Yugoslavian N=184	Black N=166	Total N=716
Labourer - unschooled	43	29	30	28	33
Labourer - schooled	34	34	35	8	28
Office employee	18	29	27	30	26
Manager	2	4	2	8	4
Scientist /executive manager	0	2	1	10	3
Unknown	3	2	5	16	6

The differences in educational level are reflected in the professions of the four groups. While the majority of the Turkish, Italian and Yugoslavian groups have a profession as (un)schooled labourer, almost half of the Black group has a profession as office employee, manager or even scientist /executive manager.

Concerning religion the four populations selected are quite different (table 10). Most Turks are Muslim (89 percent, Italians are predominantly Catholic (94 percent). The majority of the Yugoslavian group is Christian, a small minority (17 percent) is Muslim. Almost the same goes for the Black group: a Christian majority and a small Muslim minority.

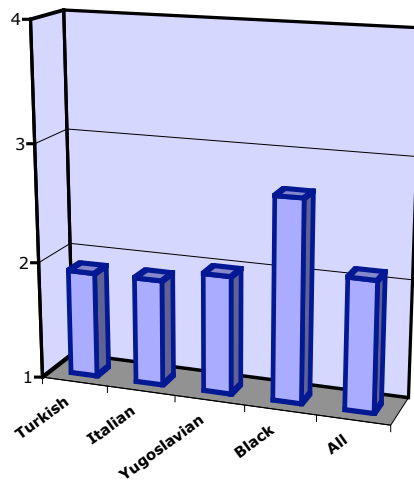
Table 10 Religion (column%)

	Turkish N=209	Italian N=206	Yugoslavian N=204	Black N=196	Total N=815
Muslim - aleviit	22	0	1	0	6
Muslim - shiite	21	0	0	0	6
Muslim - suniit	18	0	4	6	7
Muslim - other	28	0	12	12	13
Jewish	0	0	0	0	0
Christian - catholic	1	94	38	20	38
Christian - evangelic	0	1	3	20	6
Christian - orthodox	0	3	23	7	8
Christian - other	0	0	0	3	1
Buddhist	0	0	0	1	0
Other religion	1	0	4	9	3
No religion	9	2	15	22	12

4.2 Subjective integration

Subjective integration, as Lange states, is a relevant and important aspect when studying experiences of discrimination. Subjective integration has to do with social relations, making friends and feeling at home in a country. To get an idea of the subjective integration the same questions were asked as in Lange's original questionnaire: difficulties in making German friends and the three questions about the frequency people socialise with other people (same ethnic background, another migrant background or without a migrant background). Also the three questions on sense of belonging / feeling at home were asked.

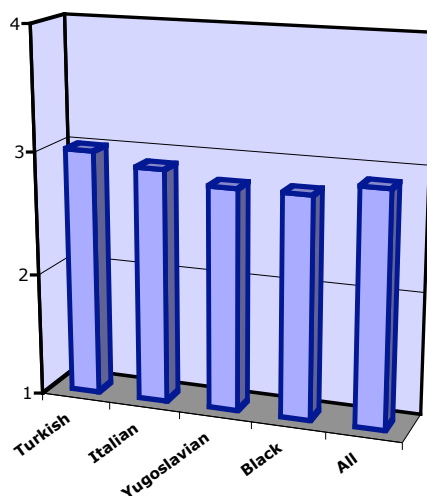
Figure 1 Do you consider it to be easy or difficult to make German friends? (question 38, mean value)



1= Very easy, 2= Rather easy, 3= Rather difficult, 4= Very difficult

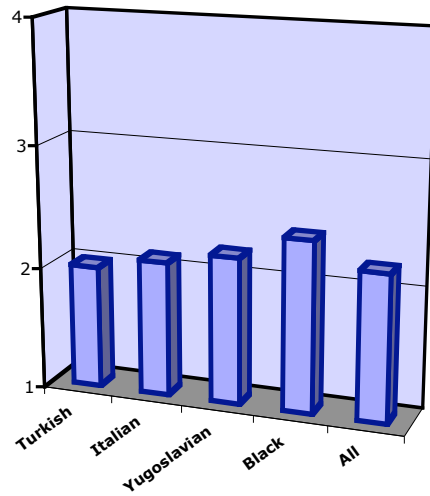
Figure 1 shows that making German friends seems rather easy. The Italian group reports to have the least difficulty when it comes to socializing with Germans. Figure 2 shows that there are no noticeable differences between groups when it comes to socializing with people with the same ethnic background. All groups socialize often with people of the same ethnic background.

Figure 2 How often do you socialise with people of the same ethnic background as you? (question 39, mean value)



1= Never, 2= Seldom, 3= Often, 4= Always

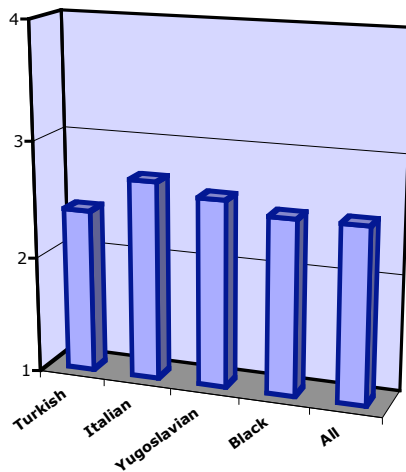
Figure 3 How often do you socialise with people of a different migrant background to yourself? (question 40, mean value)



1= Never, 2= Seldom, 3= Often, 4 =Always

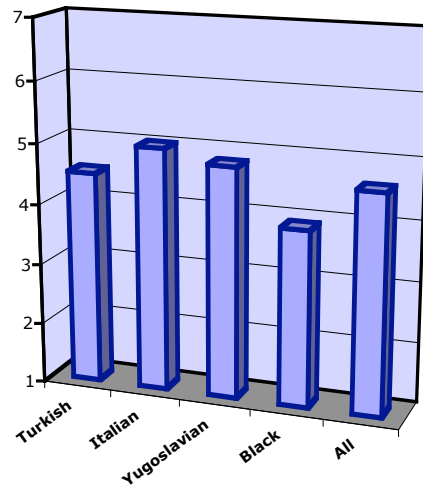
When it comes to socializing with other migrant groups it is clear that contacts are less frequent compared to socializing with their own migrant group. Figure 3 shows that all four groups seldom socialize with members from other migrant groups. The Black group is relatively the most active in socializing with other migrant groups. Fig 4 shows that all groups do socialize more with white German people without a migrant background, though not as much as with people of the same migrant or ethnic background.

Figure 4 how often do you socialise with white German people without a migrant background? (question 41, mean value)



1= Never, 2= Seldom, 3= Often, 4 =Always

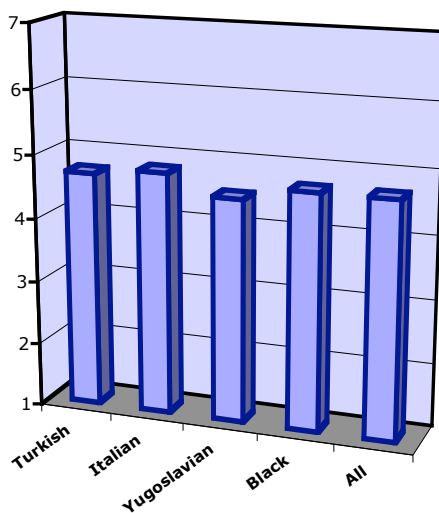
Fig. 5 To what extent do you feel at home in Germany?
(question 41, mean value)



1= no sense of belonging 7 = very strong sense of belonging

The results of the two questions on sense of belonging / feeling at home are shown in figures 5 and 6. Answers to 'to what extent do you feel at home in Germany?' are in line with the answers to questions on socialising with different groups. Turkish, Italian and Yugoslavian groups have a certain sense of feeling at home in Germany, the Black group is more reserved than the other groups (figure 5). The average sense of belonging to Germany is for the Turkish, Italian and Yugoslavian groups roughly the same as their sense of belonging to their country of origin or that of their parent's (figure 6). The Black group obviously feels less at home in Germany than in their country of origin or that of their parents'. A first conclusion is that there is some subjective integration on the part of the Turkish, Italian and Yugoslavian group, the Black group feels clearly more marginalized.

Fig 6 To what extent do you feel at home in your (parents') country of origin?
(question 44, mean value)



1= no sense of belonging 7 = very strong sense of belonging

5 Experiences of discrimination

A factor analysis on the original set of 17 questions was done to find out what underlying structure to the various kinds of discrimination would appear.¹² In the German case, four factors emerged.

The first factor is 'discrimination in the sphere of public spaces /institutions' and includes threats and harassment on the street, public transport(v17)¹³, violence, robbery, theft (v18), refused entry to restaurant, pub, club (v19), refused entry to store (v20), bad treatment in restaurant (v23), bad treatment by the police (v26) and bad treatment by healthcare (v27). The second factor is somewhat ambiguous and has to do with the direct environment: insulted or harassed at work (v13), bad treatment at school (v15a), insults or harassment by neighbours (v16) and refused house or apartment (v14). The third factor is clearer, and has to do with work: denied a job (v11), no promotion or fired (v12), bad treatment employment agency (v24). The fourth and last factor is again rather unambiguous and has to do with income /money: refused credit card (V21), bad treatment at Social Insurance Office (V25) and Social services (V28).

The underlying structure we found differs in some aspects from the structure such as originally found by Lange or in the other studies. Lange distinguished three domains of discrimination: (1)'authorities', in contacts with the authorities and institutions, (2) 'public places', in the private sphere and in public arena, and (3) 'work', within working life.

Though in all studies factors such as 'discrimination related to employment', 'discrimination in the public and private sphere' and 'Institutional treatment' are found, some studies find five instead of four factors and the questions that load to a certain factor can be different from study to study.¹⁴ In the Austrian study for instance, situations related to difficulties in accessing housing forms one factor and situations related to experience of violence or robbery another, whereas in the Spanish study these situations are combined into one factor.

The results in this study are therefore not grouped according to the factors found, but grouped according to the three original domains of discrimination as distinguished by Lange: authorities, public places and work. With these questions the actual prevalence and degree of experienced discrimination concerning the four migrant and minority groups in Germany was assessed.

¹² Principal Component Analysis, Varimax with Kaiser Normalization.

¹³ Numbers V11-V28 refer to the question numbers as in Lange's original questionnaire.

¹⁴ In the Belgian and UK study no factor analysis was performed

5.1 Perceived discrimination

The data are presented in table 11. The data are dichotomized for purposes of statistical testing (chi-square). For every situation (refused job, promotion etc.) data were recoded and dichotomised in two categories: 'Never' and at 'At least once'. Percentages were calculated. Where applicable, answers such as 'not applied for a job last five years' were regarded as missing data, so percentages are computed only for situations where people could possibly have experienced discrimination (see appendix for original data).

Table 11 Experiences of discrimination (at least once) in different situations (column%)

	N	Turkish	Italian	Yugoslavian	Black	Total
refused job	589	23	15	26	46	27
refused promotion	689	16	7	10	31	16
harassment at work	687	20	13	17	57	26
badly treated in school	349	23	6	22	44	27
harassment by neighbours	817	23	11	21	39	23
harassment in street	819	23	8	13	67	27
violence/robberies	813	3	2	2	16	6
refused entry restaurant etc.	792	12	5	11	33	15
refused entry in shop	817	4	2	3	13	5
badly treated restaurant/shop	815	8	3	7	40	14
badly treated by police	557	9	6	6	42	17
refused house	530	21	11	18	42	23
refused credit	667	6	4	5	13	7
badly treated employment agency	511	18	11	18	32	20
badly treated social insurance	678	6	7	7	4	6
badly treated health services	766	7	4	5	18	8
badly treated social services	405	14	11	15	24	16
badly treated immigration service	493	7	9	8	44	16
At least on(c)e experienced a situation of discrimination	819	57	35	45	91	57

The second column (N) in Table 11 shows that a substantial proportion of the sample has encountered situations where they could have been subject to discrimination. Only in two situations – 'been treated badly in school (or any other institution of education) during the last five years' and 'been treated badly in contacts with the Social Services because of ethnic background during the last year' – did more than 50 percent answer 'Did not go to school during the last five years' or 'did not have contact during last year'.

In the domain 'public places' the answer 'did not have contact' was not possible, as we assumed everyone must have been in public places more than once, an exception was made for 'been treated badly in contacts with the police'.

Table 11 also shows relatively large differences between different forms of discrimination as well as between the groups. Discrimination occurs in all domains - work, public places and authorities. Work is a domain where all groups experience discrimination most – over a quarter of all persons report having been refused a job at least once or having been harassed at least once during the past five years because of their ethnic background. In some situations, such as 'been subjected to violence, robbery, theft or any other serious crime' or 'been treated badly in contacts with the Social Insurance Office because of ethnic background during the last year' relatively few instances of discrimination are reported.

Remarkable differences were found between the Black group on the one hand and the other groups on the other hand. In all situations except 'been treated badly in contacts with the Social Insurance

Office' and 'been treated badly in contacts with the Social Services' differences between groups were significant, as the Black group experiences discrimination much more often than the other three groups.¹⁵ Contact with the Social Insurance Office is the only exception to this rule. Figure 7 shows clearly that the Black group experiences discrimination more often. In figure 7, the situations are ordered according to the percentage of reported occurrences of discrimination by the total group. In some cases, for instance in the case of threats, insults or other forms of harassment on the street, the differences are striking: 67 percent of the Black group reports to have been subjected to threats, insults or other forms of harassment on the street, against 'only' 23 percent of the Turkish group.

Figure 7 Experiences of discrimination (at least one or two times) in different situations. Black, Turkish, Yugoslavian and Italian groups. Percentages.

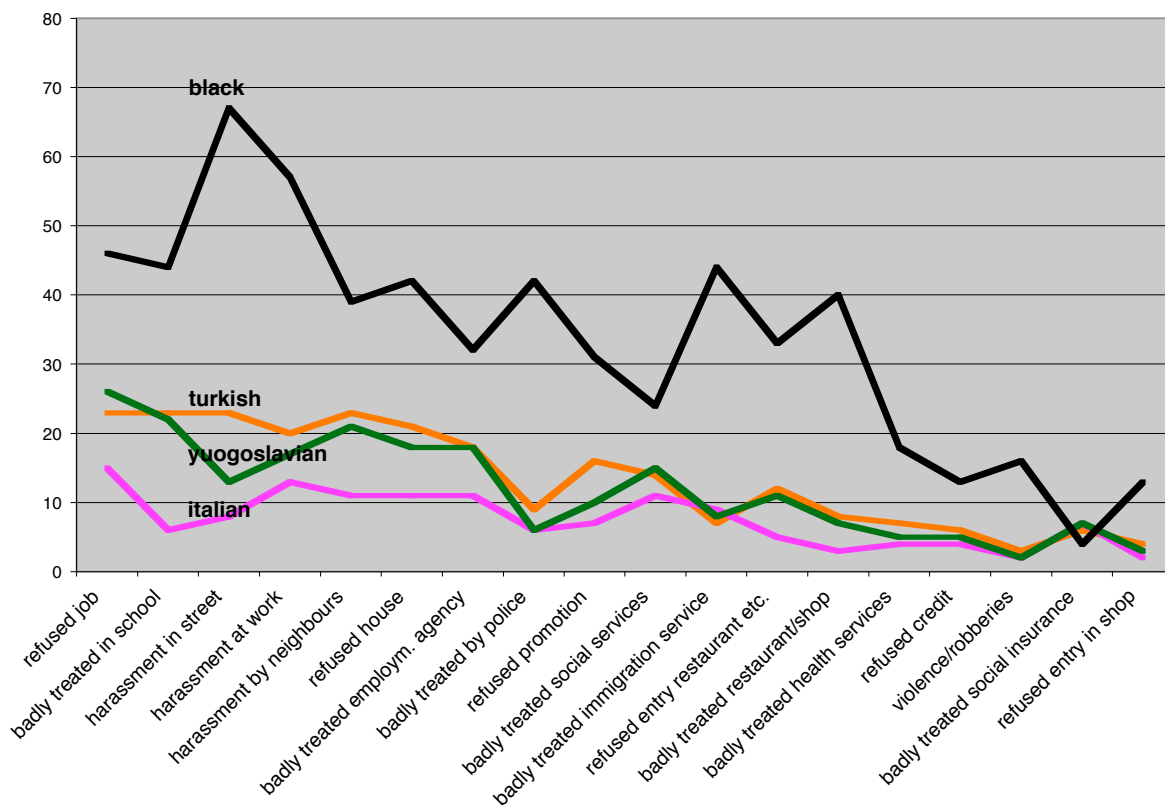


Figure 7 also shows that differences between the Turkish, Italian and Yugoslavian groups are relatively small.¹⁶ If there are any differences, the Italian group in general reports discrimination the least, followed by the Turkish and Yugoslavian groups.

As said before, work is the domain where all groups experience discrimination most. The next domain where discrimination is reported most frequently is the 'public places' domain. Discrimination in the domain 'authorities' is the least frequently reported form of discrimination.

The total group sorts the reported forms of discrimination in figure 7 on basis of the percentage-experienced discrimination. It seems that – apart from 'not been offered /refused a job', most people do not report refusals as forms of discrimination that happen most, but mention bad treatment or harassment instead.

Though the situation for the Black group is serious enough, we must remark that it is rather reassuring that in most situations the vast majority of Turkish, Italian and Yugoslavian groups interviewed report never to have been subject to discrimination.

¹⁵ Chi-Square Test, two sided, $\alpha = .05$

¹⁶ Differences were not significant

5.2 Other factors related to perceived discrimination

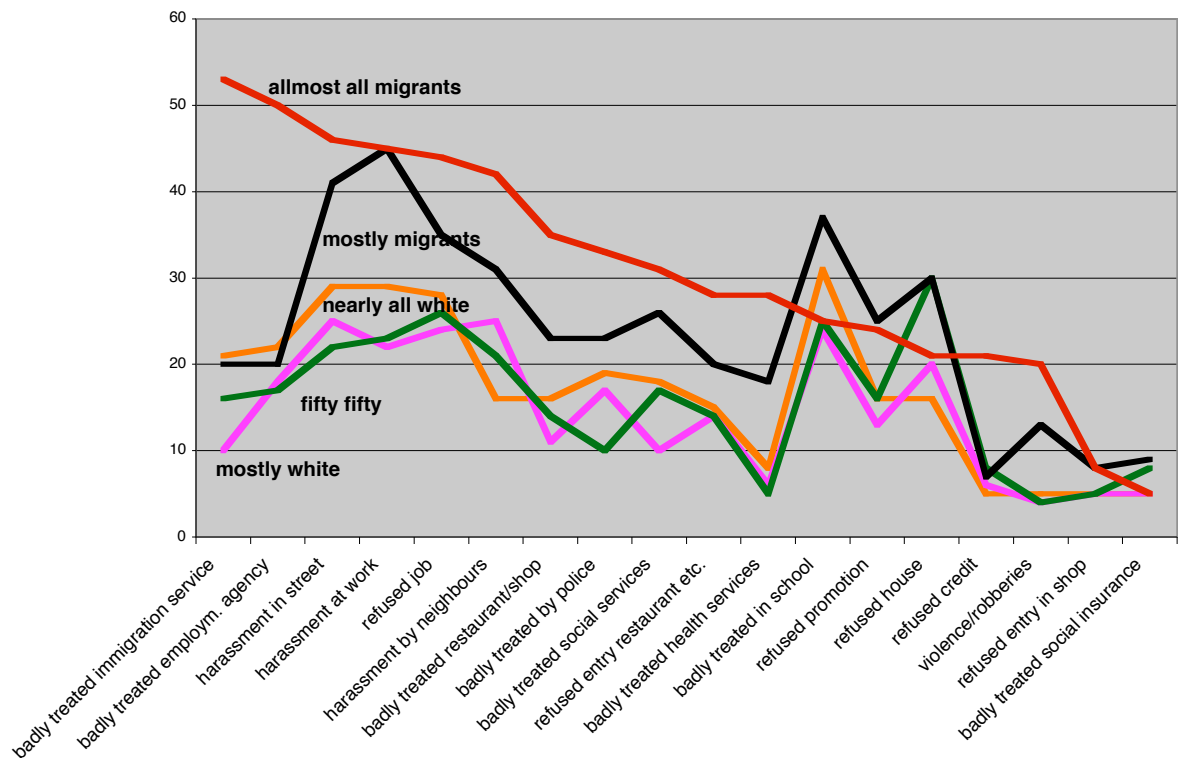
By means of cross tabulation, we analysed the relationship between several background variables and perceived discrimination. By using the chi-square, we tested for differences in perceived discrimination by gender, age, composition of the neighbourhood, language skills, period of arrival, education, income and profession.

Many differences between categories (such as migrant and minority groups or the ethnic composition of the neighbourhood) regarding different situations were significant. In section 5.1, we showed that for only two situations the differences between the four migrant and minority groups were *not* significant. In the case of gender, few differences were found. But several significant differences were found between different age groups. However, these differences were not consistent as in the case of the four migrant and minority groups: in some situations the older groups reported more discrimination,

Table 12. Experiences of discrimination (at least once) and neighbourhood composition (column%)

Discrimination at least once	N	nearly all white	mostly white	fifty/fifty	mostly migrant	nearly all migrant	total
Refused job	586	28	24	26	35	44	27
Refused promotion	687	16	13	16	25	24	16
Harassment at work	684	29	22	23	45	45	26
Badly treated in school	348	31	24	25	37	25	27
Harassment by neighbours	814	16	25	21	31	42	23
Harassment in street	816	29	25	22	41	46	27
Violence/robberies	810	5	4	4	13	20	6
Refused entry restaurant	789	15	14	14	20	28	15
Refused entry in shop	814	5	5	5	8	8	5
Badly treated restaurant/shop	812	16	11	14	23	35	14
Badly treated by police	555	19	17	10	23	33	17
Refused house	528	16	20	30	30	21	23
Refused credit	664	5	6	8	7	21	7
Badly treated employment agency	508	22	18	17	20	50	20
Badly treated social insurance	675	5	5	8	9	5	6
Badly treated health services	763	8	6	5	18	28	8
Badly treated social services	402	18	10	17	26	31	16
Badly treated immigr. service	490	21	10	16	20	53	16

Figure 8. Experiences of discrimination (at least once) and neighbourhood composition



in other situations it was the younger group. The same inconsistency goes for language skills, period of arrival, education, income and profession.

An exception was the ethnic composition of the neighbourhood where people live. In table 12 and figure 8, the percentages of reported discrimination (at least once) are shown. In figure 8, the situations are sorted according to the percentages of reported occurrences of discrimination by the neighbourhood category 'almost all migrants'. Situations where discrimination is reported most frequently mainly concern harassment and bad treatment, and not refusal of work or services. It is clear from figure 8 and table 12 that most discrimination is reported by people living in the predominantly migrant neighbourhoods.'

5.3 Ethnic background of perpetrator

In the domain 'public places', people were asked to state the ethnic background of the perpetrator. Just under half of the sample (44 percent) reported one or more occurrences of discrimination in this domain. The perpetrators were predominantly white Germans, but also perpetrators of other migrant origin than the ones reporting discrimination were involved.

Table 13 Ethnic background of the perpetrator

(N=360, i.e. 44% of the sample)	Turkish	Italian	Yugoslavian	Black	Total
White German(s)	51	41	58	72	61
Person(s) with migrant background (other than mine)	15	27	20	4	12
Both	17	24	12	22	19
Unknown	17	8	10	2	8

5.4 Actions undertaken

In each domain, questions were asked about how people reacted in the case of discrimination.

In the domain 'work', a quarter of the total sample had reported 'been subject to discrimination at work' (two questions: missing promotion and harassment). Of this group, a minority (13 percent) quit their jobs, which is quite serious, considering the importance of having a paid job. Of the Turkish and Black groups, this was 12 and 18 percent. A larger percentage took a sick leave (Italian group even 38 percent). The majority of all groups did other things, such as asking for transfer.

We also asked whether people report occurrences of discrimination. A third of the total sample reported discrimination at work (this time also including not been offered a job). The majority did not undertake any action, a minority went to a confidentiality point at work or another official body (Black group almost a third). Of the total sample the majority did not do anything at all

In the case of discrimination in public places, even less action was undertaken. Half of the total sample (44 percent) did report 'been subject to discrimination at least once'. Of this 44 percent, the vast majority (85 percent) did not report this discrimination. A very small proportion went to the police, to a lawyer, an anti-discrimination agency or another official body.

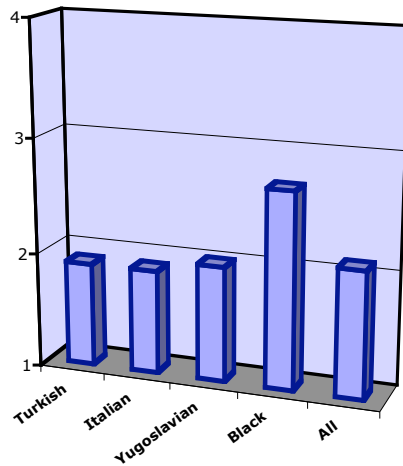
With regard to discrimination in contacts with the authorities, the same conclusion as in public places can be drawn. Of the total sample 31 percent reported occurrences of discrimination. The vast majority (85 percent) did not report this discrimination. Almost no one went to the police, a small proportion went to a lawyer or an official body. Of all groups only the Black group - be it a very small proportion - went to an anti-discrimination agency.

The police hardly played any role in registering complaints of everyday discrimination. The fact that the police in Germany does not have the mandate to do this could explain why there are so few reports made to the police.

5.5 Opinions on racism and xenophobia

In addition to the questions on perceived discrimination, two questions were added: whether respondents think Germany is a racist/ xenophobic country and if racism and xenophobia in Germany have increased. As expected, the Black group, who reports by far more occurrences of

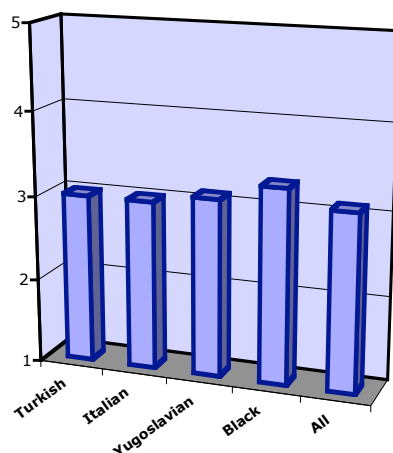
Figure 9 Do you think Germany is a racist/ xenophobic country?



1 = Not at all racist/ xenophobic, 2= A little bit racist/ xenophobic
3= Fairly racist/ xenophobic, 4= Very racist/ xenophobic

discrimination is also the group that thinks Germany is a (fairly) racist/ xenophobic country. The mean score of the Black group is 2.7, indicating almost 'fairly racist/ xenophobic' which is significantly higher than the mean score of the three other groups, indicating 'little racist/ xenophobic'. The Black group is also significantly more pessimistic than the other three groups and sees an increase of racism and xenophobia in Germany (figure 10). However, it's clear that even the Black group feels the increase in racism and xenophobia in Germany is marginal.

Figure 10 Do you believe that racism and xenophobia in Germany have increased, decreased, or remained unchanged during recent years?



1= Decreased considerably, 2= Decreased somewhat
3= Unchanged, 4= Increased somewhat, 5= Increased considerably

6 Analysis of results in comparison with previous studies

One recommendation of Lange, in his comments on five previous studies, concerns a cross-national comparison. Lange recommends that two target groups should be common to all studies, even if they do not belong to the largest and/or most discriminated groups in a particular country. This would, as he pointed out, 'create an interesting condition for cross-national comparisons, provided the difficulties in sampling are tackled satisfactorily.'¹⁷

Besides difficulties in sampling, there is another practical problem. In the - now eight - studies involved¹⁸ no particular group is common to all studies. A group that is closest to this criterion is the group of Black people, which was included in six of the eight studies. This makes a comparison of the results of a particular study with the results of other studies rather complicated. Differences in socio-economic status of the same group in different countries make a comparison even more complicated. The Senegalese group in the Italian study for instance, which counts a large number of people with professions such as street vendor, is quite different from the Surinamese group in the Dutch study with an established middle class and which, as stated in the Dutch study, managed '...to obtain the same average occupational level and participation as the majority population.'¹⁹

Despite these complications an attempt was made to compare the results of the German study with the results of the seven other studies. For each separate study, a rank order of the groups involved was computed, based on the answers of respondents to the original set of 17 questions from the Swedish study. In most cases, the rank order was based on the tables with the percentage of respondents who had experienced discrimination at least once. In other cases, for instance in the Belgian study, the rank order was based on a combination of the 17 separate tables for each question. In UK study, the rank order had to be based on the table with mean scores of discrimination as this was the only available source (table 4.5 page 35).

The results are presented in table 14. Where possible, groups are combined. It should be noted when combining the different groups of black people /people of colour that the Surinamese group in the Dutch study includes other ethnic groups such as Hindustani and Javanese people, besides Creole people of African origin. Table 14 shows that the results of the German study are in many respects comparable to the results of most other studies. In the German study, respondents who experience discrimination most are the people of colour, which is consistent with the pattern found in the other studies. If included in a particular study, the black people /people of colour in general report the highest percentages of experienced discrimination, with the exception of the Belgian study, where they were the second group with regard to experienced discrimination and the Dutch study, where they were the third group in rank. As mentioned above, the Dutch group of black respondents was mixed, and consists of people with roughly the same average occupational level and participation as the majority population. This could explain the relative low rank, compared to the high ranks in other studies.

The people of Turkish origin are the second group to report a degree of discrimination. This finding is also in line with the results from the other studies. Apart from the Russian and Ecuadorian group, which were included in only one study, the Turkish and Moroccan groups are the second group when it comes to reporting discrimination.

The ex-Yugoslavian group was the third group to report a certain degree of discrimination. This group was also included in the Austrian and Dutch study and ranked respectively as second and fourth group.

The Italian group was only included in the German study, therefore the results can't be compared to the results of the other studies.

It can be concluded that the findings of the German study are, as far as the degree to which different groups experience discrimination are in line with the findings of the other studies.

¹⁷ Lange, A. (2003). Evaluation of the five national studies of migrants' experiences of discrimination and recommendations for future studies. Stockholm: University of Stockholm,

¹⁸ These are, the Scandinavian countries excluded: Austria (AT), Belgium (BE), Germany (DE), Greece (EL), Spain (ES), Italy (IT), the Netherlands (NL) and the United Kingdom (UK).

¹⁹ Ter Wal, J. (2003). Migrants' experiences of discrimination. The Netherlands. Utrecht: ERCOMER.

Table 14 Rank order¹ of experienced discrimination (at least once) by migrant/ethnic group in eight studies

	EL	DE	IT	UK	BE	ES	AT	NL	mean rank
Black people /people of colour ²		1	1	1	2		1	3	1.5
Ecuadorians						2			2.0
Russians	2								2.0
Moroccans			2		4	1		2	2.3
Turks		2			3		3	1	2.3
Pakistani				2.5					2.5
Albanian	1		4						2.5
Asian ³			5	2.5	1			5	3.4
ex Yugoslavian		3					2	4	3.0
Peruvians			3						3.0
Roma						3			3.0
Romanian	3								3.0
Colombians						4			4.0
Indian				4					4.0
Italians		4							4.0
mid-eastern/other 'Arab' groups	4			5					4.5

¹ The lower the rank number, the more discrimination experienced: 1 = most discrimination, 5 = least discrimination

² This category includes the following groups: people from predominantly Black African descent in the German (DE) study, Senegalese people from the Italian (IT) study, a combined group of Black African, Black Caribbean and 'Black Other' people from the UK study, people from the Congo in the Belgian (BE) study and Surinamese people from the Dutch (NL) study.

³ This category includes the Philippine group from the Italian study, the 'Asian other' group from the UK study, the Chinese group from the Belgian study and the Indonesian group from the Dutch study.

7 Harmonising data and methodology in the EU Member States

In his evaluation of the five previous national studies, Lange suggests a large number of recommendations on the subject of harmonising data and methodology.²⁰ We agree with most of them, such as keeping the set of 17 questions from the Swedish study as intact as possible, his recommendation to describe the samples extensively as well as the various methods of collecting samples and the procedures employed in selecting and contacting the respondents. The same goes for his recommendations when it comes to the presentation and analysis of the results. In this study where applicable, active note has been taken of his recommendations.

However, some recommendations were hard to carry out. Concerning the selection of target groups, one problem regards the selection of a 'reference group, which, according to one of Langes recommendations should be selected in each country in order to improve assessments of the validity of results by providing a kind of "baseline". A reference group could be valuable to provide a baseline, but one must realise that even if such a reference group is 'close to the indigenous population in terms of geographical, cultural and – if possible – linguistic distance, phenotypical similarity and position within the international rank order of status,' this does not necessarily imply that such a group does not experience discrimination. In the case of the Netherlands for instance, such a group would be the Germans. This group meets all of the criteria mentioned by Lange but is, due to the occupation of the Netherlands during the Second World War by Germany, a group that is (still) being discriminated. Germans experience things like swastikas or SS signs painted on their cars, have their cars damaged, or, more seriously, are refused housing etc.

Another question concerning the selection of target groups regards Lange's recommendation that 'two target groups should be common to all studies, even if they do not belong to the largest and/or most discriminated groups in a particular country. In the five studies evaluated by Lange there is no group that is common to all studies. A group that is closest to this criterion is the group of Black people; this group is common to six studies (see chapter 6, table 14). Meeting this demand in future research is impossible.

Given the differences in underlying structure which appear after a factor analysis in each national study, one can seriously question the use of factor analysis and factors scores when representing the results, as this make a cross-national comparison more complicated. A description of the results in terms of the original three spheres is in our view sufficient.

Most of Langes recommendations concerning the design of the questionnaire, presentation of results and analysis of are clear and relevant. For future research the EUMC should provide researcher with a format with clear instructions on issues such as coding of answers to questions in the questionnaire, presentation of results, format of tables, which descriptive measures or the order in which the results are presented.

²⁰ Lange, A. (2003). Evaluation of the five national studies of migrants' experiences of discrimination and recommendations for future studies. Stockholm: University of Stockholm

8 Recommendations

To the recommendations already given by Lange and the authors of the previous studies, we would add the recommendation that surveys like this would be most valuable if they are held in each EU memberstate within the same short time period. The Swedish and other Scandinavian studies for instance were carried out as soon as 1995, the other ones in 2002. Events such as 9/11/ (2001), the murder on Pim Fortuyn in the Netherlands in 2002 lie in between these studies, and will certainly have a negative impact on the attitudes of the majority towards ethnic minorities and migrants in general and muslims in particular and will without doubt effect migrants' experiences of discrimination, national and international.²¹ This makes the Scandinavian on the one hand and other, more recent EUMC studies in some respects hard to compare. The same goes for the assault in Madrid in spring 2004 that might have negatively effected the attitudes of the majority in the EU towards ethnic minorities and migrants.

Another issue we would like to point out is the issue of 'objective' discrimination, referred to in the Italian study. As experienced, and not actual discrimination is subject of this and the other EUMC studies, people could question the reliability of the results and trivialize the scale of discrimination in daily life. In this respect Lange states that '...although the objectivity of this information (about police checks in the Italian study, mw/pa) is a matter of opinion, the basic idea is very good and should be incorporated in future studies'. This point has also been stressed in the Belgian study.²² In the report of the Belgian study the researcher states that '...among the discriminations addressed by the questionnaire, we are inclined to believe that not all are on the same ground as far as reliability of reports are concerned. When an immigrant is insulted, for instance, there is little doubt, from the "words" used, that it's an experience of discrimination... but in many other circumstances, the interpretation of the situation is the key. The researcher points at applying for a job and states that it '...is s likely that there are competitors for it, and the importance of the result, both on the concrete side (income) and the symbolic one (self-esteem) make it easy to impute to a bias by the recruiter the failure in getting the job. In such a case, we would expect felt discrimination to be higher than objective one.

Objective discrimination could be studied by means of situation test as Bovenkerk developed in 1978 and repeated for the ILO in 1992 (with the same results).²³ By for instance sending couples of different ethnic origin to disco's and restaurants or to let these couple try to get a job, rent a flat or get a loan. In this way discrimination can be assesed in an objective way in an experimental setting under controlled circumstances.

²¹ The Dutch Monitoring Centre (DUMC) reported a sharp increase in the number of anti-Islamic events shortly after 11 September 2001.

²² Italiano. P. (2003). Final report on the Belgian survey on Experience of Racial Discrimination. Liege: Universite de Liege.

²³ Bovenkerk, F. (ed.) (1978). Omdat zij anders zijn: Patronen van rasdiscriminatie in Nederland. Amsterdam: Boom. Bovenkerk, F. (1992). Testing Discrimination in Natural Experiments: A Manual for International Comparative Research on Discrimination on the Grounds of "Race" and Ethnic Origin. Geneva: International Labour Office.

APPENDIX A Sample Descriptives per Ethnic Group²⁴

Gender		Turkish N=203	Italian N=204	Yugoslavian N=201	Black N=193	Total N=801
	Man	57	60	53	53	57
	Woman	43	40	47	47	43

Age		Turkish N=209	Italian N=206	Yugoslavian N=204	Black N=196	Total N=815
	24 years or younger	22	15	20	24	20
	25-34 years	27	22	25	37	28
	35-44 years	20	23	15	26	21
	45-54 years	17	23	22	11	19
	55 years or older	14	17	18	2	12

Neighbourhood Ethnicity		Turkish N=209	Italian N=206	Yugoslavian N=203	Black N=198	Total N=816
	Nearly all white Germans	15	21	18	24	19
	Mostly white Germans	43	51	44	31	42
	Fifty/fifty	26	24	29	23	26
	Mostly migrants	12	3	8	15	10
	Nearly all migrant	4	1	1	7	3

Language skills		Turkish N=208	Italian N=206	Yugoslavian N=203	Black N=197	Total N=814
	German	14	22	27	39	25
	Other language	41	43	34	35	38
	Both languages equally	45	35	39	26	37

²⁴ All data in the table bodies are column percentages

Period of Arrival in Germany

	Turkish N=209	Italian N=206	Yugoslavian N=204	Black N=199	Total N=818
2003-2004	0	0	0	3	1
2001-2002	2	1	2	8	3
1999-2000	2	2	2	8	4
1996-1998	3	3	5	5	4
1992-1995	5	2	16	10	8
1987-1991	9	6	11	10	9
1980-1986	14	15	14	16	15
1975-1979	12	13	7	4	9
1972-1974	8	6	8	0	5
1960-1971	12	22	13	3	13
1951-1959	0	1	0	0	0
Born in Germany	33	29	22	33	29

Educational Level acquired in country of origin

	Turkish N=141	Italian N=147	Yugoslavian N=157	Black N=134	Total N=579
None	23	26	24	9	21
Elementary school	55	49	45	19	43
Occupational training	19	23	26	11	20
High school	2	1	2	25	7
University/ higher (professional) education - no degree	1	1	1	14	4
University / higher (professional) education with degree	0	0	2	22	5

Educational Level acquired in Germany

	Turkish N=206	Italian N=205	Yugoslavian N=199	Black N=191	Total N=801
None	53	42	55	36	47
Elementary school	32	37	25	7	25
Occupational training	10	17	15	13	14
High school	3	2	3	13	5
University/ higher (professional) education - no degree	1	0	1	10	3
University / higher (professional) education with degree	1	2	1	21	6

Employment

	Turkish N=203	Italian N=206	Yugoslavia n N=202	Black N=183	Total N=794
Yes, employed	56	63	62	65	62
No, retirement or pension	8	11	10	0	8
No job, e.g. housewife/-man	25	19	19	10	18
No, no work permit	1	2	2	9	3
No, still attending school	10	5	7	16	9

Profession

Turkish N=177	Italian N=189	Yugoslavia n	Black N=166	Total
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	N=184				N=716
Labourer - unschooled	43	29	30	28	33
Labourer - schooled	34	34	35	8	28
Office employee	18	29	27	30	26
Manager	2	4	2	8	4
Scientist /executive manager	0	2	1	10	3
Unknown	3	2	5	16	6

Religion

	Turkish N=209	Italian N=206	Yugoslavia n N=204	Black N=196	Total N=815
Muslim - aleviit	22	0	1	0	6
Muslim - shiite	21	0	0	0	6
Muslim - suniit	18	0	4	6	7
Muslim - other	28	0	12	12	13
Jewish	0	0	0	0	0
Christian - catholic	1	94	38	20	38
Christian - evangelic	0	1	3	20	6
Christian - orthodox	0	3	23	7	8
Christian - other	0	0	0	3	1
Buddhist	0	0	0	1	0
Other religion	1	0	4	9	3
No religion	9	2	15	22	12

APPENDIX B Questionnaire with Answer Percentages²⁵

PART A) Personal Background of the Respondents

The results of this part of the questionnaire, about personal characteristics of the respondents, are presented in the previous Appendix A (Sample Descriptive)

- 1 Country of origin of the respondent or his/her parents
- 2 Gender of the respondent
- 3 What is your age?
- 4 In which city do you live?
- 5 How would you describe the ethnic composition of your neighbourhood?
- 6 Which language do you speak best?
- 7 Did you immigrate to Germany or were you born in Germany?
- 8 In which year did you immigrate to Germany?
- 9 What is your highest education completed in your country of origin or that of your parents'?
- 10 What is your highest education completed in Germany?
- 11 Do you have a paid job?
- 12 To which occupational sector does/did your work belong?
- 13 What is your religious faith?

PART B) Experiences of Discrimination

14 Do you consider it to be a problem to practise your religion in Germany?

(N=723)	Turkish	Italian	Yugoslavian	Black	Total
No, not at all	39	88	65	68	65
Yes, to some extent	43	3	13	14	19
Yes, very much	8	0	3	7	4
I do not practise a religion	10	9	19	11	12

²⁵ All data in the table bodies are column percentages

15 Have you applied for a job for which you were qualified in the past five years that you were not offered because of your ethnic background?

(N=813)	Turkish	Italian	Yugoslavian	Black	Total
Never	54	65	52	40	53
Yes, 1 or 2 times	11	10	13	17	13
Yes, 3 or 4 times	2	0	3	6	3
Yes, 5 or more times	3	1	1	11	4
Not applied for a job last 5 years	30	24	31	26	27

16 Have you missed a promotion or been made redundant in the past five years because of your ethnic background?

(N=806)	Turkish	Italian	Yugoslavian	Black	Total
Never	70	82	76	60	72
Yes, 1 or 2 times	11	6	8	17	11
Yes, 3 or 4 times	2	0	0	4	2
Yes, 5 or more times	0	0	1	5	1
Did not have a job past 5 years	17	12	15	14	14

17 Have you been confronted in your job with insults or have you been harassed in any other way at work during the past five years because of your ethnic background?

(N=808)	Turkish	Italian	Yugoslavian	Black	Total
Never	65	77	69	37	62
Yes, 1 or 2 times	9	9	10	24	13
Yes, 3 or 4 times	7	1	3	9	5
Yes, 5 or more times	1	1	1	17	5
Did not have a job past 5 years	18	12	17	13	15

18 If you answered "yes" to the previous two questions (16 and 17) about discrimination at work, did you do one of the following? Multiple answers possible.

(N=204, i.e. 25% of sample)	Turkish	Italian	Yugoslavian	Black	Total
Quit your job	12	4	6	18	13
Took sick leave	24	38	26	8	18
Other, e.g. asked for transfer	43	38	57	47	47

19 If you answered 'yes' to the previous three questions (15, 16 and 17) about discrimination at work, did you report it somewhere? Multiple answers possible.

(N=256, i.e. 31% of sample)	Turkish	Italian	Yugoslavian	Black	Total
No	80	68	73	59	67
To the police	0	0	0	2	1
To a lawyer	0	3	2	3	2
To an anti-discrimination agency	0	3	0	0	0
To another official body	4	11	8	7	7
To a confidentiality point at work	24	19	17	33	26

20 Have you been treated badly in school (or any other institution of education) because of your ethnic background during the last five years?

(N=762)	Turkish	Italian	Yugoslavian	Black	Total
Never	30	36	29	39	34
Yes, 1 or 2 times	6	1	5	13	6
Yes, 3 or 4 times	2	1	2	8	3
Yes, 5 or more times	1	1	1	9	3
Did not go to school past 5 years	61	61	63	31	54

21 Have you been subjected to insults or harassment by your neighbours because of your ethnic background during the last year?

(N=817)	Turkish	Italian	Yugoslavian	Black	Total
Never	77	89	79	61	77
Yes, 1 or 2 times	20	9	17	25	17
Yes, 3 or 4 times	2	2	3	5	3
Yes, 5 or more times	1	0	1	9	3

22 Have you been subjected to threats, insults or other forms of harassment on the street or in public transport (e.g. bus, underground) because of your ethnic background during the last year?

(N=819)	Turkish	Italian	Yugoslavian	Black	Total
Never	78	92	87	34	73
Yes, 1 or 2 times	19	5	13	40	19
Yes, 3 or 4 times	3	2	0	10	4
Yes, 5 or more times	0	1	0	16	4

23 Do you believe you have been subjected to violence, robbery, theft or any other serious crime during the last year due to your ethnic background?

(N=813)	Turkish	Italian	Yugoslavian	Black	Total
Never	97	98	98	84	94
Yes, 1 or 2 times	3	2	2	13	5
Yes, 3 or 4 times	0	0	0	2	1
Yes, 5 or more times	0	0	0	1	0

24 Have you been refused entry to a restaurant, a pub, a nightclub, dance hall or similar because of your ethnic background during the last year?

(N=816)	Turkish	Italian	Yugoslavian	Black	Total
Never	83	95	86	65	82
Yes, 1 or 2 times	9	4	9	21	11
Yes, 3 or 4 times	3	0	2	4	2
Yes, 5 or more times	0	1	0	7	2
Did not go to past year	5	0	3	3	3

25 Have you been refused entry into a shop because of your ethnic background during the last year?

(N=817)	Turkish	Italian	Yugoslavian	Black	Total
Never	96	99	97	87	95
Yes, 1 or 2 times	4	1	3	9	5
Yes, 3 or 4 times	0	0	0	2	0
Yes, 5 or more times	0	0	0	2	0

26 Have you been treated badly when you visited a restaurant or in a shop because of your ethnic background during the last year?

(N=815)	Turkish	Italian	Yugoslavian	Black	Total
Never	92	97	93	60	85
Yes, 1 or 2 times	7	3	6	28	11
Yes, 3 or 4 times	1	0	1	5	2
Yes, 5 or more times	0	0	0	7	2

27 Have you been treated badly in contacts with the police because of your ethnic background during the last year?

(N=815)	Turkish	Italian	Yugoslavian	Black	Total
Never	61	65	57	45	57
Yes, 1 or 2 times	6	4	3	22	8
Yes, 3 or 4 times	0	0	0	7	2
Yes, 5 or more times	0	0	0	3	1
Did not have contact past 5 years	33	31	40	23	32

- 28 If you answered "yes" to any of the previous eight questions (20-27) about discrimination in public and leisure time: did you report it to someone?
Multiple answers possible.**

(N=360, i.e. 44% of the sample)	Turkish	Italian	Yugoslavian	Black	Total
No	92	89	85	85	8
To the police	5	0	8	9	7
To a lawyer	0	8	3	4	3
To an anti-discrimination agency	0	0	2	2	1
To another official body	3	0	2	6	4

- 29 If you answered "yes" to any of the previous questions (20-27) about discrimination in public space and leisure time: of which ethnic background was/were the perpetrator(s)?**

(N=360, i.e. 44% of the sample)	Turkish	Italian	Yugoslavian	Black	Total
White German(s)	51	41	58	72	61
Person(s) with migrant background (other than mine)	15	27	20	4	12
Both	17	24	12	22	19
Unknown	17	8	10	2	8

- 30 Have you been denied the opportunity to buy/rent an apartment or house because of your ethnic background during the last five years?**

(N=817)	Turkish	Italian	Yugoslavian	Black	Total
Never	48	60	51	40	50
Yes, 1 or 2 times	11	5	8	20	11
Yes, 3 or 4 times	2	3	2	4	2
Yes, 5 or more times	0	0	0	6	2
Did not try past five years	39	32	39	30	35

- 31 Have you been denied the possibility to hire/buy something by credit card (e.g. a car) or loan money from a bank because of your ethnic background during the last year?**

(N=817)	Turkish	Italian	Yugoslavian	Black	Total
Never	74	89	77	64	77
Yes, 1 or 2 times	4	3	4	8	5
Yes, 3 or 4 times	1	0	0	1	0
Yes, 5 or more times	0	0	0	1	0
Did not try past year	21	8	19	26	18

32 Have you been treated badly in contacts with the Employment Agency because of your ethnic background during the last year?

(N=815)	Turkish	Italian	Yugoslavian	Black	Total
Never	51	56	50	44	51
Yes, 1 or 2 times	10	6	10	14	10
Yes, 3 or 4 times	2	1	0	2	1
Yes, 5 or more times	0	0	0	4	1
Did not have contact past year	37	37	40	36	37

33 Have you been treated badly in contacts with the Social Insurance Office because of your ethnic background during the last year?

(N=818)	Turkish	Italian	Yugoslavian	Black	Total
Never	81	79	80	71	78
Yes, 1 or 2 times	4	6	6	3	4
Yes, 3 or 4 times	1	0	0	0	1
Yes, 5 or more times	0	0	0	0	0
Did not have contact past year	14	15	14	26	17

34 Have you been treated badly in contacts with the Healthcare Services because of your ethnic background during the last year?

(N=817)	Turkish	Italian	Yugoslavian	Black	Total
Never	84	91	92	76	86
Yes, 1 or 2 times	7	3	5	14	7
Yes, 3 or 4 times	0	0	0	2	1
Yes, 5 or more times	0	0	0	1	0
Did not have contact past year	9	6	3	7	6

35 Have you been treated badly in contacts with the Social Services because of your ethnic background during the last year?

(N=815)	Turkish	Italian	Yugoslavian	Black	Total
Never	46	43	44	33	42
Yes, 1 or 2 times	7	5	5	7	6
Yes, 3 or 4 times	1	0	1	2	1
Yes, 5 or more times	0	0	2	2	1
Did not have contact past year	46	52	48	56	50

36 Have you been treated badly in contacts with the Immigration Service because of your ethnic background during the last year?

(N=814)	Turkish	Italian	Yugoslavian	Black	Total
Never	61	58	54	30	51
Yes, 1 or 2 times	5	4	2	14	6
Yes, 3 or 4 times	0	1	1	3	1
Yes, 5 or more times	0	0	2	7	2
Did not have contact past year	25	25	19	9	20
No contact, I am German citizen	9	12	22	37	20

37 If you answered "yes" to any of the previous seven questions (30-36) about discrimination by institutions: Did you report it to someone? Multiple answers possible.

(N=255, i.e. 31% of total sample))	Turkish	Italian	Yugoslavian	Black	Total
No	81	84	87	84	84
To the police	0	0	0	1	0
To a lawyer	3	14	6	8	7
To an anti-discrimination agency	0	0	0	2	1
To another official body	8	3	8	7	8

PART C) Subjective Integration

38 Do you consider it to be easy or difficult to become friends with white Germans?

(N=816)	Turkish	Italian	Yugoslavian	Black	Total
Very easy	14	40	25	28	27
Rather easy	44	44	47	33	42
Rather difficult	36	15	24	25	25
Very difficult	6	1	4	14	6

Think of the friends and acquaintances you socialise with regularly during leisure time:

39 How often do you socialise with people with the same ethnic background as yourself?

(N=816)	Turkish	Italian	Yugoslavian	Black	Total
Never	0	0	0	1	0
Seldom	14	19	30	27	22
Often	69	74	64	67	69
Always	17	7	6	5	9

40 How often do you socialise with people with another migrant background than yourself?

(N=816)	Turkish	Italian	Yugoslavian	Black	Total
Never	16	13	9	5	11
Seldom	64	65	65	45	60
Often	20	22	26	49	29
Always	0	0	0	1	0

41 How often do you socialise with white German people without a migrant background?

(N=817)	Turkish	Italian	Yugoslavian	Black	Total
Never	8	4	2	6	5
Seldom	45	25	37	43	38
Often	47	67	60	49	56
Always	0	4	1	2	1

42 To what extent do you feel at home in Germany? Please mark on the scale from 1 to 7.

(N=816)	Turkish	Italian	Yugoslavian	Black	Total
1 No sense of belonging	3	1	2	13	5
2	10	3	8	11	8
3	13	11	11	16	13
4	22	21	20	24	22
5	23	26	22	17	22
6	16	19	18	9	15
7 Strong sense of belonging	13	19	19	10	15

43 Where do you feel most at home?

(N=800)	Turkish	Italian	Yugoslavian	Black	Total
Country of (parent's/-s') origin	26	25	17	17	21
Fifty/fifty	32	36	32	26	32
Germany	38	39	49	37	41
Nowhere	4	0	2	20	6

44 To what extent do you feel at home in your country of origin or that of your parents'? Please mark on the scale from 1 to 7.

(N=815)	Turkish	Italian	Yugoslavian	Black	Total
1 No sense of belonging	2	1	5	8	4
2	8	7	12	9	9
3	15	13	14	15	14
4	20	21	18	13	18
5	16	27	18	13	19
6	21	13	19	9	16
7 Strong sense of belonging	18	18	14	33	20

45 Do you believe that racism and xenophobia in Germany have increased, decreased, or remained unchanged during recent years?

(N=804)	Turkish	Italian	Yugoslavian	Black	Total
Decreased considerably	6	7	7	5	6
Decreased somewhat	18	11	11	11	13
Unchanged	49	56	51	48	51
Increased somewhat	21	23	26	23	24
Increased considerably	6	3	5	13	6

46 Do you think Germany is a racist/ xenophobic country?

(N=815)	Turkish	Italian	Yugoslavian	Black	Total
Not at all	24	23	21	5	18
A little bit	64	69	64	40	60
Fairly	10	8	14	38	17
Very	2	0	1	17	5

47 Do you know any anti-discrimination agencies or other organisations that fight racism?

(N=816)	Turkish	Italian	Yugoslavian	Black	Total
I know them and what they do	9	9	18	30	17
I know them but not what they do	20	17	18	19	18
No, I don't know them	71	74	64	51	65

APPENDIX C Sample points used for quota sampling

D_NR	LAND	KREIS	Yugo slavian	Turks	Italian
SCHLESWIG-HOLSTEIN					
7	01	nordfriesland			1
13	01	segeberg		1	
HAMBURG					
16	02	hamburg	2	2	
NIEDERSACHSEN					
17	03	braunschweig (stadt)			1
19	03	wolfsburg (stadt)	1		
27	03	wolfenbuettel		1	
28	03	hannover (stadt)			1
30	03	hameln-pyrmont	1		
31	03	hannover		1	
47	03	delmenhorst (stadt)	1		
50	03	osnabrueck (stadt)		1	
60	03	osnabrueck			1
BREMEN					
64	04	bremen (stadt)	1	1	
65	04	bremerhaven (stadt)			
NORDRHEIN-WESTFALEN					
67	05	duisburg (stadt)	1	1	1
68	05	essen (stadt)		1	
70	05	moenchengladbach (stadt)	1		
71	05	muelheim an der ruhr (stadt)		1	
72	05	oberhausen (stadt)			1
75	05	wuppertal (stadt)	1	1	1
77	05	mettmann			1
78	05	neuss	1	1	
82	05	bonn (stadt)		1	
83	05	koeln (stadt)	1	2	2
85	05	aachen	1		
86	05	dueren			1
87	05	erftkreis		1	
91	05	rheinisch-bergischer kreis	1		
92	05	rhein-sieg-kreis		1	1
96	05	borken	1	1	
99	05	steinfurt		1	
101	05	bielefeld (stadt)	1		1
102	05	guetersloh		1	
107	05	paderborn	1		
108	05	bochum (stadt)		1	
109	05	dortmund (stadt)			1
110	05	hagen (stadt)		1	
111	05	hamm (stadt)	1		
114	05	hochsauerlandkreis		1	1
117	05	siegen-wittgenstein	1		

D_NR	LAND	KREIS	Yugo slavian	Turks	Italian
118	05	soest			1
119	05	unna		1	
HESSEN					
121	06	frankfurt am main (stadt)	2	1	1
122	06	offenbach am main (stadt)			1
123	06	wiesbaden (stadt)		1	
125	06	darmstadt-dieburg	1		1
126	06	gross-gerau			1
128	06	main-kinzig-kreis		1	
130	06	odenwaldkreis			1
131	06	offenbach	1		
132	06	rheingau-taunus-kreis		1	
134	06	giessen			1
137	06	marburg-biedenkopf		1	
141	06	hersfeld-rotenburg	1		
RHEINLAND-PFALZ					
149	07	bad kreuznach		1	1
162	07	frankenthal (pfalz) (stadt)	1		
165	07	ludwigshafen am rhein (stadt)			1
166	07	mainz (stadt)		1	
179	07	ludwigshafen			1
180	07	mainz-bingen	1		
BADEN-WÜRTTEMBERG					
182	08	stuttgart (stadt)	1	1	1
183	08	boeblingen	1		1
184	08	esslingen	1	1	1
186	08	ludwigsburg	1	1	2
188	08	heilbronn (stadt)			1
189	08	heilbronn	1	1	
195	08	baden-baden (stadt)			1
196	08	karlsruhe (stadt)	1		
197	08	karlsruhe		1	
198	08	rastatt			1
200	08	mannheim (stadt)	1		
201	08	neckar-odenwald-kreis		1	1
202	08	rhein-neckar-kreis	1		
205	08	enzkreis			1
207	08	freiburg im breisgau (stadt)		1	
208	08	breisgau-hochschwarzwald	1		
210	08	ortenaubereich			1
214	08	konstanz	1		1
215	08	loerrach			1
217	08	reutlingen		1	1
218	08	tuebingen	1		
223	08	bodenseekreis			1
224	08	ravensburg	1	1	

D_NR	LAND	KREIS	Yugo slavian	Turks	Italian
BAYERN					
227	09	muenchen (stadt)	4	1	2
230	09	berchtesgadener land			1
236	09	freising	1		
237	09	fuerstenfeldbruck		1	
242	09	muenchen			1
245	09	rosenheim	1		
268	09	regensburg	1	1	
274	09	hof (stadt)			1
287	09	nuernberg (stadt)	1	1	1
304	09	miltenberg		1	
308	09	augsburg (stadt)	1		1
315	09	guenzburg		1	
318	09	ostallgaeu			1
SAARLAND					
322	10	stadtverband saarbruecken	1		
324	10	neunkirchen			1
BERLIN					
328	11	berlin	3	4	1
total 50 Points		50	50	50	

PPENDIX D factor analysis

Rotated Component Matrix Germany Migrants

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Pairwise exclusion cases with missing values

4 components with eigenvalues larger than 1

	1	2	3	4
	public places	direct environment	work	Money income
V11 Denied a job applied and qualified for (last 5 years)*	0,13	0,18	0,80	0,08
V12 No promotion or fired (last 5 years)	0,11	0,18	0,78	0,11
V24 Employment agency: bad treatment (last year)	0,48	-0,09	0,64	0,21
V13 Insulted or harassed at work (last 5 years)	0,25	0,56	0,51	-0,05
V14 House or apartment: refused (last 5 years)	-0,01	0,60	0,28	0,45
V15a School: bad treatment (last 5 years)	0,14	0,73	0,13	-0,08
V16 Neighbours: insults or harassment (last 5 years)	0,24	0,71	0,01	0,26
V17 Street, public transport threats, harassment (last year)	0,58	0,54	0,13	-0,06
V18 Violence, robbery, theft (last year)	0,62	0,04	0,10	0,19
V19 Restaurant, pub, club: refused entry (last year)	0,54	0,17	0,21	0,17
V20 Store: refused entry (last year)	0,58	0,08	0,08	0,14
V23 Restaurant: bad treatment (last year)	0,65	0,39	0,08	-0,09
V26 Police: bad treatment (last year)	0,68	0,22	0,13	0,08
V27 Healthcare: bad treatment (last year)	0,65	0,02	0,11	0,26
V21 Credit card: refused (last year)	0,22	0,02	0,21	0,56
V25 Social Insurance Office: bad treatment (last year)	0,20	-0,03	-0,10	0,74
V28 Social services: bad treatment (last year)	0,13	0,30	0,33	0,56

Rotation Sums of Squared Loadings:

Total	3,14	2,39	2,28	1,69
% of Variance	18,5	14,1	13,4	9,9
Cumulative %	18,5	32,5	46,0	55,9

Rotation converged in 8 iterations.

*V11-V28: question number as in Lange's original questionnaire