



Working Group IV.4

Forms and Experiences of Discrimination

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Structure



- **Introduction:** How does the workshop work? – methodology of the workshop
- **Problem/Situation Analysis:** forms of discrimination, groups affected by discrimination, good practices – „fish bowl“ – **30 min**
- **Generating common Requirements:** 4 Groups (à 6-7 persons each group/ 1 facilitator/ national mixed groups!) – World Café – **40 min**
- **Break**
- **Presentation and Discussion of the Requirements – 20 min**

Definitions of Discrimination



Minimum common standards in EU - Laws:

general legal framework for combating discrimination and put into effect the principle of equal treatment

Definitions on discrimination:

Direct discrimination: *where a person is treated less favourable than another is, has been or would be treated in a comparable situation on one of the grounds of discrimination*

Indirect discrimination: *where a provision, criterion or practice that appears to be neutral and non-discriminatory would in fact disadvantage someone of particular (...grounds...) compared to others, unless it is objectively justified by a legitimate aim and it is an appropriate and necessary mean of achieving that aim*

Harassment and sexual harassment

Instruction to discriminate

Multidimensionality of Discrimination:



multiple discrimination: *one person, different grounds*

compounded discrimination: *one person, combination of different grounds e.g. gender + ethnic origin + religion in the labour market*

Intersectional discrimination: *one person, combination of different grounds in a certain situation that provides only this form of discrimination. It is an **interaction** of two or more forms of discrimination, that compound to form multiple discrimination that is unique for that person/group.*

Examples of discrimination cases concerning youngsters



- Access denied in club/ bars on the ground of the ethnic origin
- Refused after a job interview on the ground of religion or disability
- Been insulted because of the sexual identity at school
- Refused by a gym on the ground of the appearance like skin colour and clothes, ethnic origin or nationality

Key areas of discrimination in labour/ work area: Searching for a job or vocational training

- although young woman with migrant and muslim background have had better school results than their colleagues they even could not find a job or internship (compound and intersectional discrimination)
- male youngsters often experience discrimination because of their appearance (black hair, “look like a turk/ muslim”, etc.) especially when they look for a job in services (ascribed ethnic or religious origin)

Observations of the WG IV.3



- very similar experiences of discrimination in the national member countries
- discrimination in the most important areas of life
- it starts already in the childhood
- racism and xenophobia are the background/backbone of discrimination against juveniles with migrant background
- there are negative prejudices in the societies that leads to discrimination
- historical background is important to understand the context of discrimination e.g. folkorisation
- there are different grounds on which juvenile migrants became discriminated against like religion (scarf), age, (adscribed) ethnic origin, gender, language (intersectional approach of discrimination)

Observations of the WG IV.3

