

National minorities in Central and  
Eastern Europe  
and  
the discrimination against the Roma

Grenoble, 23 February 2011



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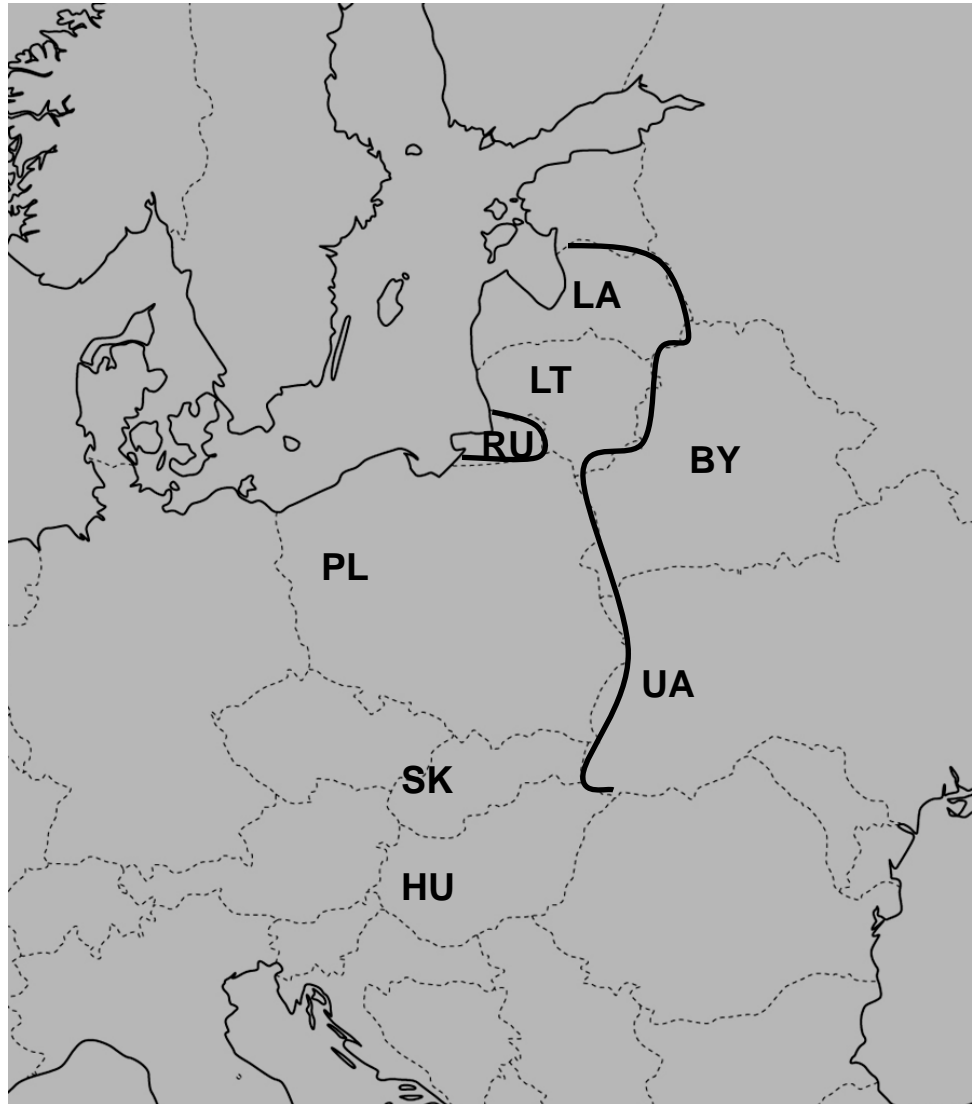


# Interplay of European, National and Regional Identities

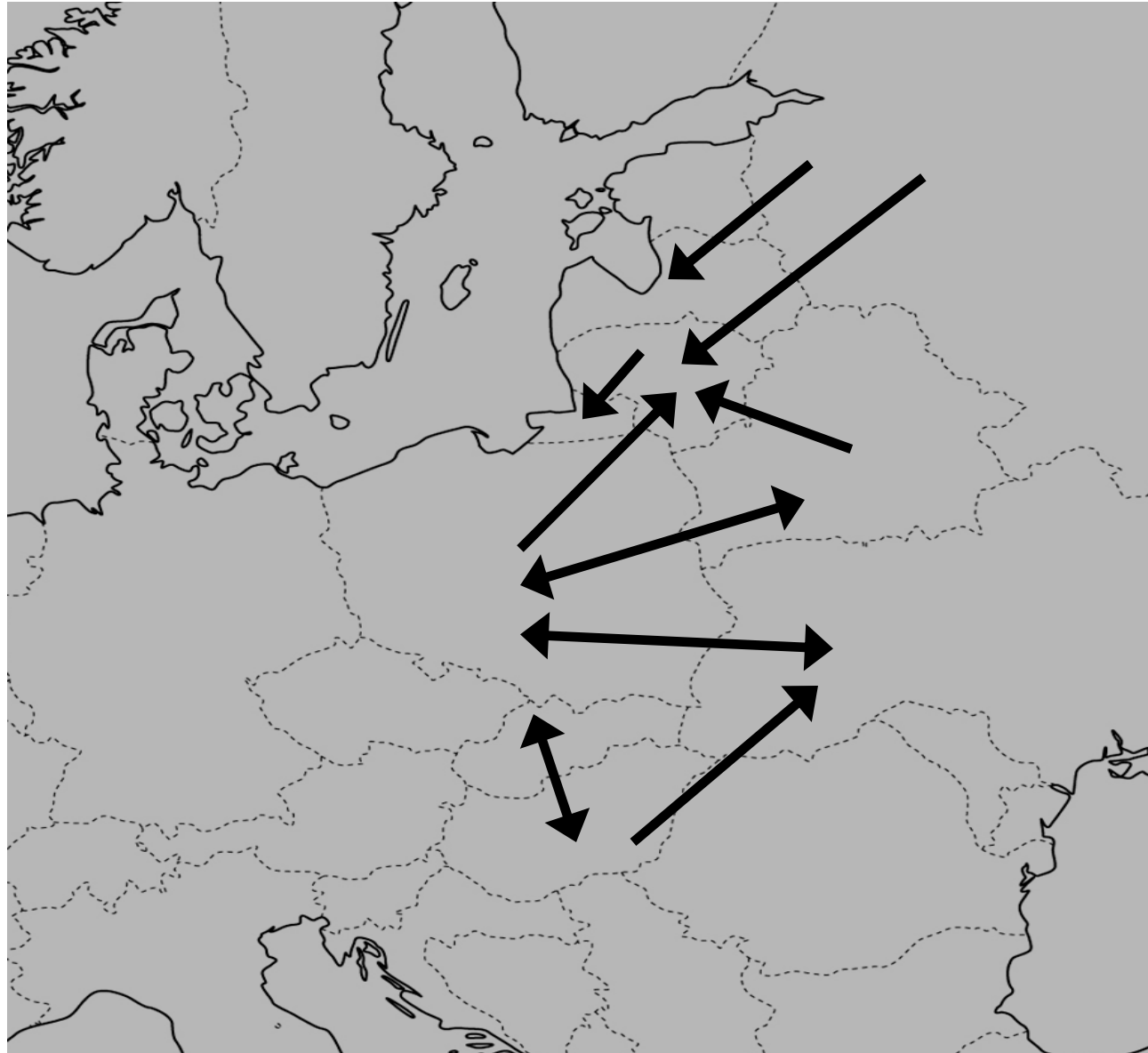
FP7-SSH, 2008-2011

Partner teams from ten countries (Austria (leading partner IHS), Belarus, Germany, Hungary, Lithuania, Poland, Russia, Slovakia, UK, Ukraine)

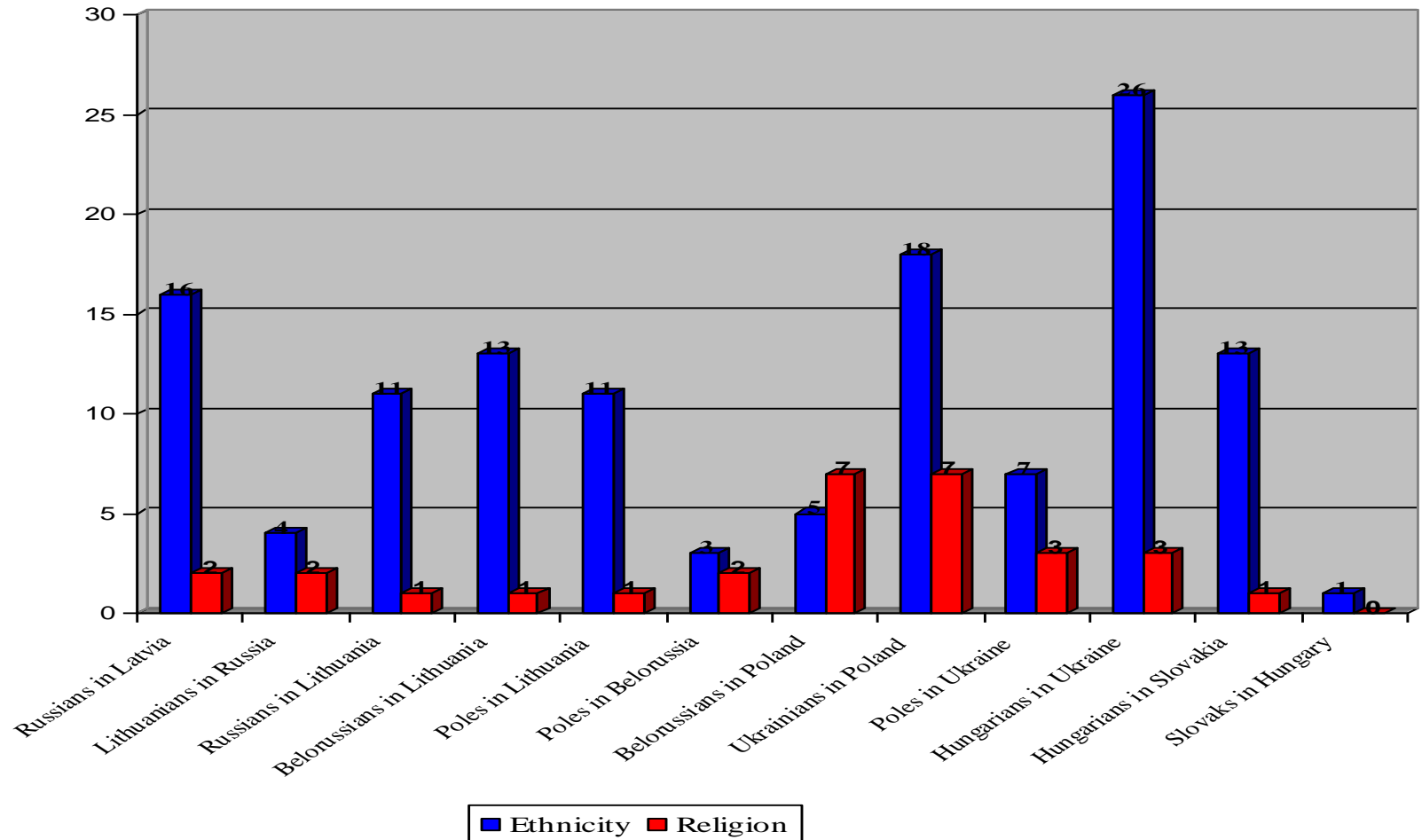
# Geographical scope of the fieldwork



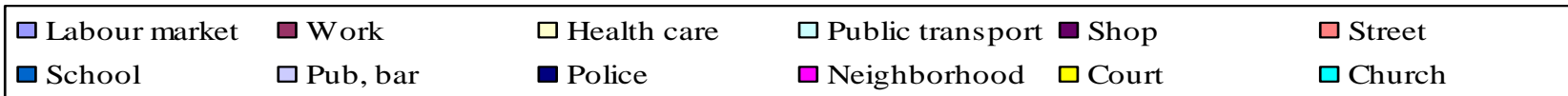
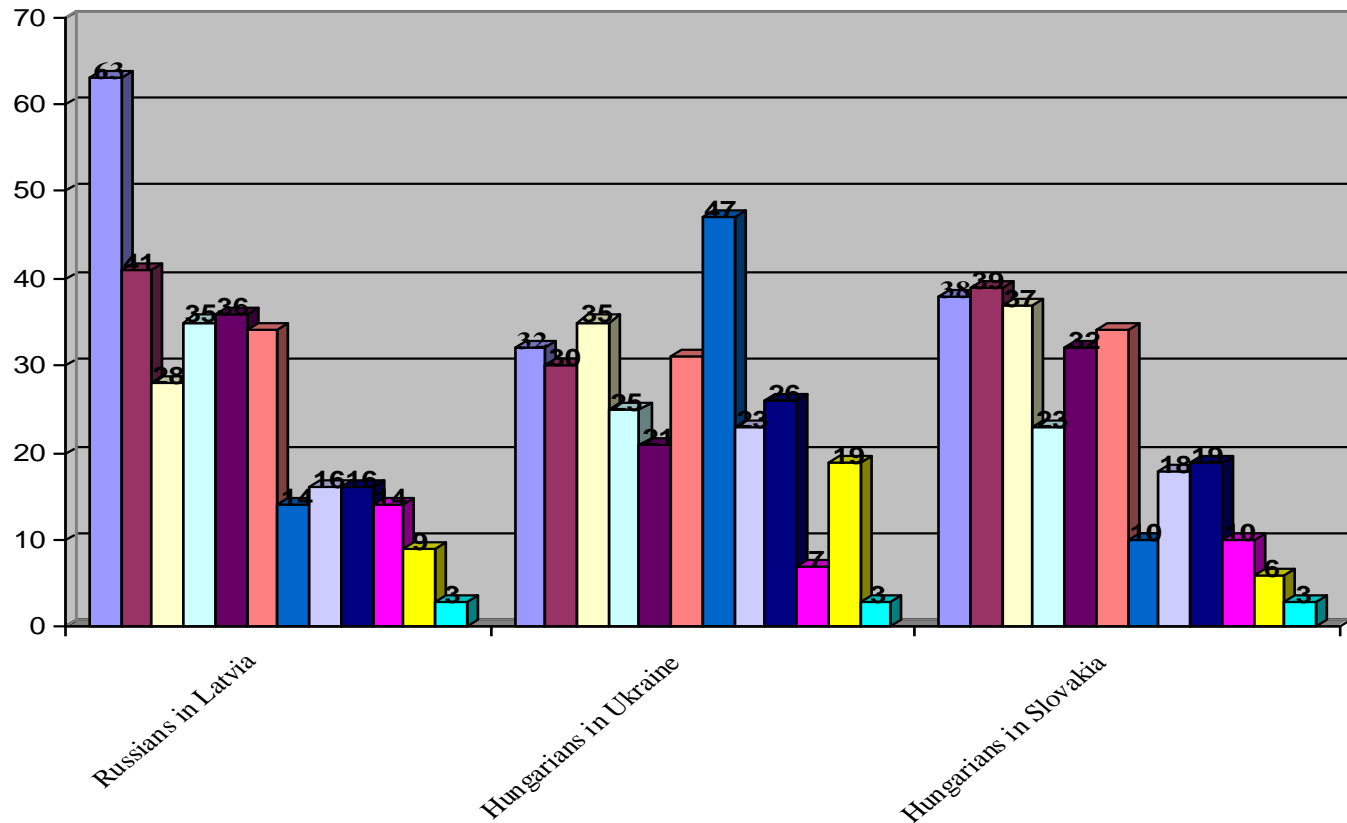
# The comparative design of (quasi)-Diasporas and majorities



# Ethnicity and religion induced discrimination experience among national minorities along the eastern border of the EU (%)

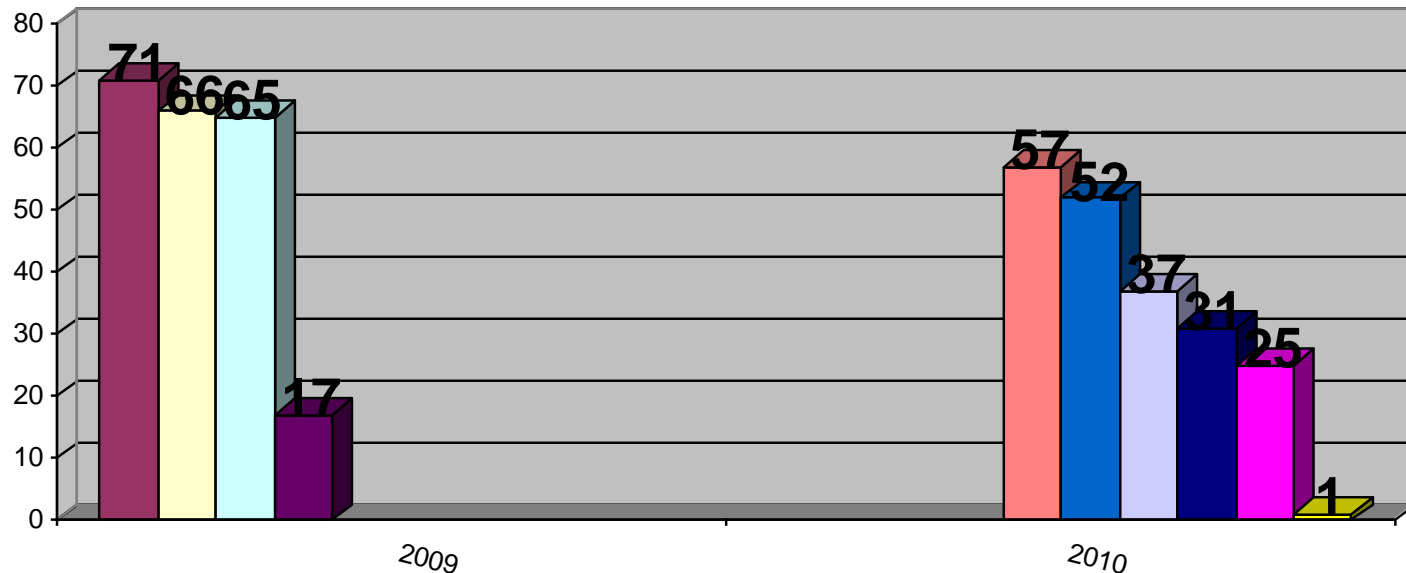


# The prevalence of discrimination experience by social milieu among national minorities along the Eastern border of the EU (%)



# The prevalence of discrimination experience by the causes of discrimination among migrant groups in Hungary (%)

(LOCALMULTIDEM, 2009, ICCR- MTA, 2010)



- Ehtnic Hungarians from abroad
- Muslims
- Chinese, 2010
- Ukrainians
- Arabs
- Chinese, 2009
- Locals
- Vietnamies
- Ethnic Hungarians from Transcarpathia
- Turkish

## Size and poverty of Roma population in CEE

	Nr of Roma (est.)	% of Roma (pop.)	Income poverty among Roma	Income poverty among neighbouring non-Roma
<b>HU</b>	520.000-650.000	5-6%	8%	5%
<b>SK</b>	380.000-520.000	8-10%	NA	NA
<b>BG</b>	550.000-800.000	7-10%	49%	6%
<b>RO</b>	1.500.000- 2.000.000	7-9%	67%	20%
<b>CZ</b>	175.000-200.000	2%	25%	9%

UNDP 2005 ((poverty: below 4.3 USD (in Cz – 11 USD) / person/day)

# A few newer facts about the Roma (Council of Europe, 2010)

The largest ethnic minority in Europe –  
cca 4 million Roma live in CEE countries

The housing, health, education and  
employment situation of the Roma is not much  
different than that of those living in third world  
countries:

- 70 - 90% of the Roma (15 years and older) have elementary education
- about 10-20% of the Roma (working age) are employed

# The cumulative factors of the disadvantages of the Roma

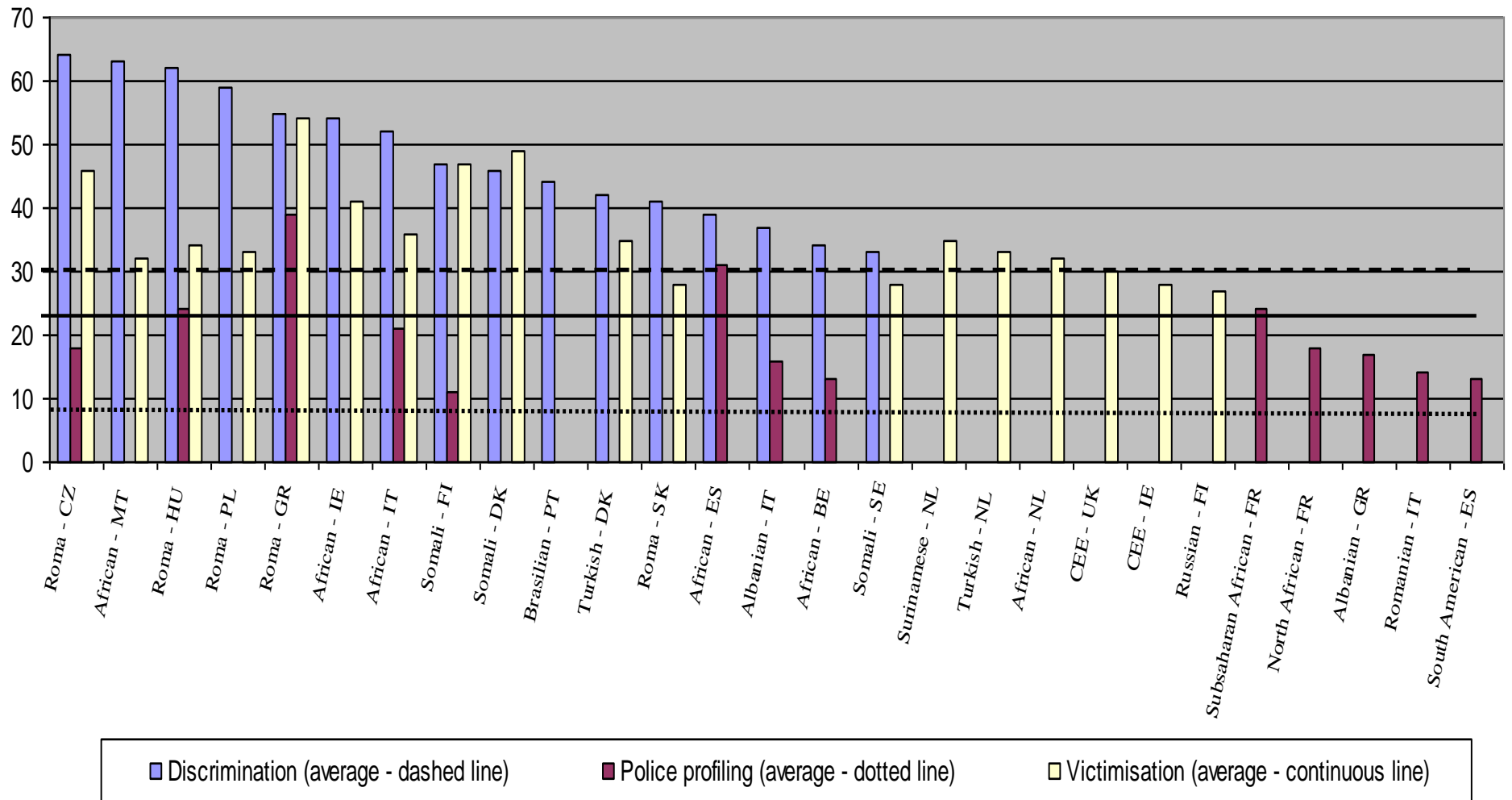
Roma tend to live predominantly in the economically most depressed areas – regional and housing segregation intertwined

over-representation in special schools or classes designed for those with learning difficulties, or the mentally disabled – segregation among and within school, underachievement in school

poor health and high mortality and morbidity rates

widespread discrimination in all walks of life: at school, on the labour market, in the health care system, and in access to housing

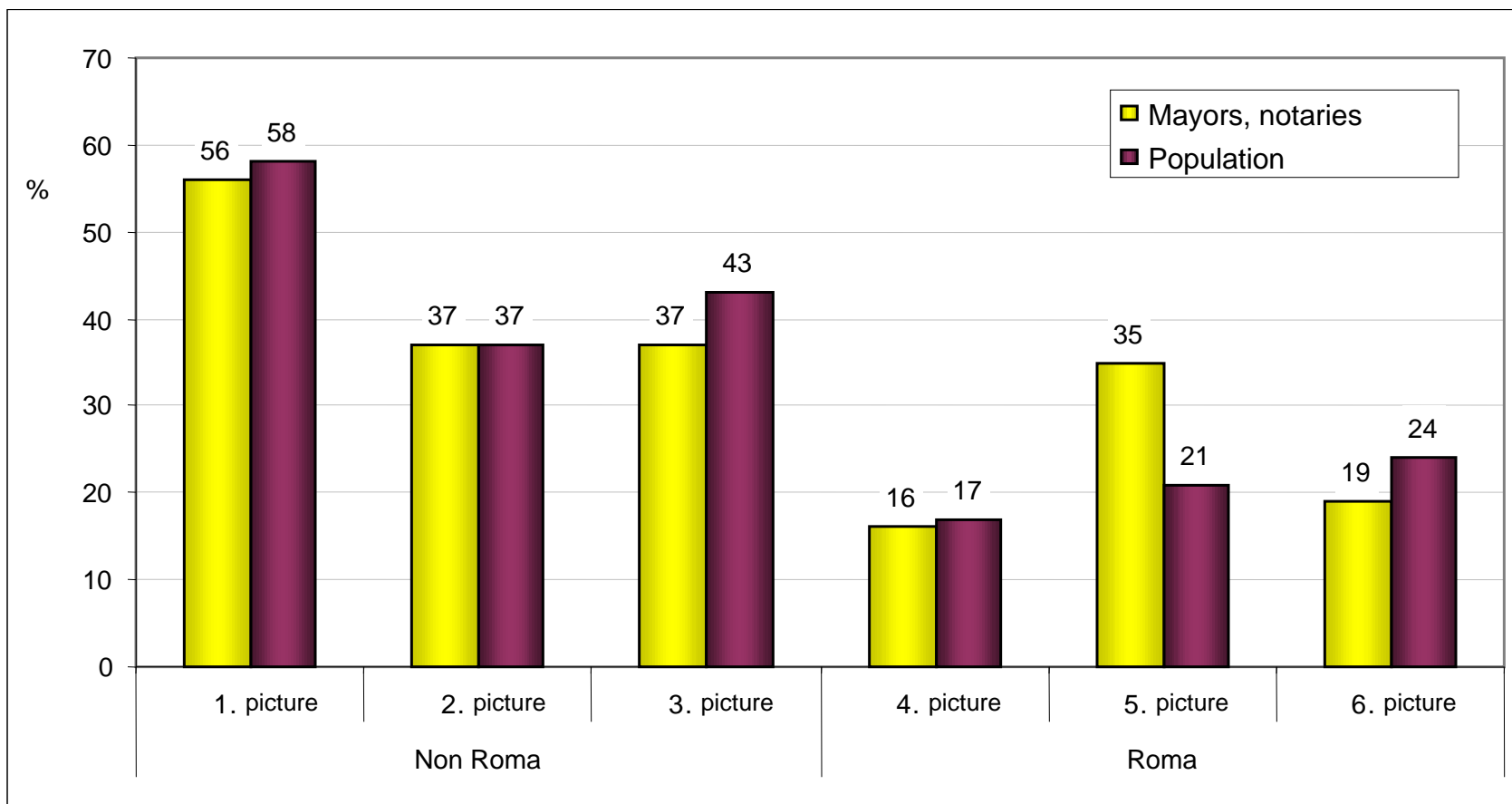
# The above-the-average level of the three forms of discrimination experience among the migrant and ethnic groups in the EU (EU-MIDIS, 2009)



# The discrimination situation test survey – the test pictures



## Proportion of test persons chosen as secretary, %)



Source: Sik & Simonovits, 2008

# Face-to-face discrimination test (Pálosi, Sik & Simonovits, 2006)

## **Target of discrimination:**

ethnicity **or** obesity (control: a neither Roma nor obese person)

Both characteristics identified by look – „typical” Roma and overweight (but not fat – productivity limit!) using bodymass index as proxy

## **Control of the situation:**

**Homogenisation:** shopping malls, shops with hiring ad, same time, same sites, same type of shops, order of testing: Roma, obese, control tester, pre-designed screenplay

**Randomisation:** observed of mall

## **Control of the tester:**

**Homogenisation:** female, young, proper education and training, clothing, speech, style, English language skill

# Behavioural traits of potential discrimination

	Question	Potential discrimination
<b>Behaviour</b>	Greeting	Employee/owner did not or after the test person
	Waiting	Test person had to wait
	Mustering	Employee/owner did it sharply
	Introduce yourself	Employee/owner did not
	Shaking hands	None
<b>Information concerning the job (without asking)</b>	Salary	None
	Workday shifts	None
	Weekend shifts	None
	Requesting a CV	None

## Cumulative potential discrimination behavioural trait scores

	Average	Deviation	Range	Minimum	Maximum
Roma (N=51)	5.6	2.0	9	1	8
Obese (N=51)	5.7	1.2	8	3	5
Control (N=51)	3.0	1.7	7	0	7
<b>Total (N = 153)</b>	<b>4.8</b>	<b>2.1</b>	<b>9</b>	<b>0</b>	<b>9</b>

Anova F = 44.43, significant at level p = 0,0000, **Source: Pálosi/Sik/Simonovits, 2006**

# Discrimination testing by phone (Otlakán, 2006)

## **Target of discrimination:**

ethnicity **and** gender identification technique: voice (gender), speech style and end-of-call direct question (ethnicity)

## **Control of the situation:**

**Homogenisation:** Ads (all main printed ads media, same day, same source), typical occupations (in which ads is the accepted recruitment source and gender is mixed), speech, pre-fabricated intro (greeting) and responses (why ...)

**Randomisation:** changing order of call

## **Control of the tester:**

**Homogenisation:** 20-25 years, required vocational-education level and training, living close

**Randomisation:** schools, previous jobs, year of age, hobbies, place of residence

## The result of phone calls by ethnicity and gender (%)

	Rejected	Invited for an interview	Asking for CV/promise to return call	<i>Total</i>
Roma man (N=98)	30	59	11	100
Non roma man (N=98)	20	72	8	100
Roma woman (N=99)	10	83	7	100
Non roma woman (N=100)	2	90	8	100
<i>Total</i> (N=395)	15	76	9	100

Otlakán, 2006

# Correspondence testing on the labour market (Sik & Simonovits, 2008)

## **Target of discrimination:**

Gender – name and/or photo

Ethnicity - CV without photo: name and hobby

Ethnicity - CV with photo: outlook, name and hobby

## **Control of the situation:**

**Homogenisation and randomisation:** typical male and female jobs from dominant ad journals (both printed and electronic), selected regions,

## **Control of the tester:**

**Homogenisation:** high school level, 20-23 years old, single, urban in average neighborhood, two previous jobs, no previous unemployment period, basic computer skills, driving license – **and any requirement**

**Randomisation:** age (within the given cohort), job experience, schools, computer skill, hobby, language,

## Proportion of return calls by testgroups and photo attached

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	CV and photo	CV only
<i>Total</i>	24	27
Non Roma woman	35	38
Non Roma man	21	23
Roma woman	18	30
Roma man	21	21

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Source: Sik & Simonovits, 2008

# To sum up

Though the results of the discrimination experience, situation test and controlled experiments are

- not conclusive (due to limited validity and reliability) ,
- and not properly generalizable

Very probably the level of discrimination against the Roma is high and is higher than against the national minorities