

## Ministry of the Interior and Kingdom Relations

To the President of the House of Representatives  
of the States General  
P.O. Box 20018  
2500 EA THE HAGUE

[www.rijksoverheid.nl](http://www.rijksoverheid.nl)  
[www.facebook.com/minbzk](https://www.facebook.com/minbzk)  
[www.twitter.com/minbzk](https://www.twitter.com/minbzk)

**Reference**  
2016-000005243

**Your reference**

**Annexe(s)** 4

Date 22 January 2016  
Re National Antidiscrimination action programme

In the Progress letter on discrimination dated 11 February 2015<sup>1</sup> and in the General Consultation on discrimination in the Lower House on 1 April 2015, continued on 9 September 2015<sup>2</sup>, I pointed out that the Cabinet, even more than is currently the case, wishes to consider the nature, causes and effects of exclusion and discrimination in society, from the viewpoint of the current social context, and on that basis wishes to work on a more effective and coherent approach to preventing and countering discrimination. The current social context, in which ever more signals are emerging of (threatened) tensions between different groups in society, calls for a clear signal from this Cabinet against exclusion and discrimination. Over the past few months, the five affected departments together, and in discussion with the relevant social parties, have therefore undertaken a reassessment of the current approach to discrimination.

Also on behalf of the Minister of Social Affairs and Employment, the Minister of Security and Justice, the Minister of Education, Culture and Science and the Secretary of State for Public Health, Welfare and Sport, please accept as the conclusion to the reassessment process, the National anti-discrimination action programme. This letter will also contain a reaction to the social initiative 'Onderhuids' ('Under the skin') as requested by the Standing Committee for Social Affairs and Employment.

The interdepartmental approach to discrimination is the outcome of the action programme 'Tackling discrimination' initiated in 2010<sup>3</sup>, further tightening up of that action plan in 2011<sup>4</sup> and the annual progress letters on discrimination policy. Since May 2014, the Minister of Social Affairs and Employment has been focusing specifically on tackling discrimination on the labour market, on the basis of the labour market discrimination action plan<sup>5</sup>.

---

<sup>1</sup> Parliamentary Papers II 2014/15, 30950, no. 76

<sup>2</sup> Parliamentary Papers II 2014/15, 30950, no. 77 and Parliamentary Papers II 2015/16, 30950, no. 81.

<sup>3</sup> Parliamentary Papers II 2009/10, 32 123 VII, no. 74.

<sup>4</sup> Parliamentary Papers II 2010/11, 30 950, no. 34.

<sup>5</sup> Parliamentary Papers II 2013/2014, 29 544, no. 523 and Parliamentary Papers II 2014/2015, 29 544, no. 649.

The measures referred to in this National antidiscrimination action programme represent a supplement to the (current) departmental policy programmes aimed at specific target groups (people with an impairment, women, lesbian women, homosexual men, bisexuals and trans genders (LGBTs) and Dutch citizens with a bicultural background) as outlined in annex II to this letter. The responsibility and efforts of all affected members of the government for specific elements of the discrimination policy will remain in the foreground. The National antidiscrimination action programme is complementary to Cabinet policy in respect of security, integration, labour market, human rights, emancipation, etc. It is an instrument for achieving greater oversight, synergy and cooperation. With a view to successfully bringing about that oversight, both current measures and new impulses are included in this action programme.

## **1. Discrimination in the Netherlands**

Discrimination is a phenomenon with complex causes, expressed in many different ways. It can occur in numerous different forms: in attitudes or prejudices, expressions and statements, actions that result in exclusion, threats or violence. And it can occur anywhere; for example at work, at school, in (health) care, in shops, in nightlife, during sport, in residential districts or in public spaces, and on the Internet.

The consequences of discrimination are considerable. For those individuals who are hounded out of a residential district; who are not accepted for a job or internship; who are sworn at, threatened or physically abused at school or on the street or who are not permitted to enter a bar or gym. It can leave those people with a sense of not counting or not being allowed to be themselves, in public. This can lead to frustrations or feelings of unsafety. It can also mean that people are unable to fulfil their dreams for their future or feel alienated from Dutch society. For that society itself, discrimination also has considerable consequences. Discrimination and lack of equal opportunities can for example mean that not the best person is given a job and that can lead to drop out from school or work. As a result, people's potential is not optimally utilised and talent is lost.

Discrimination also has consequences for the sense of cohesion in society. As then member of Parliament Van Dam (Dutch Labour Party - PvdA) identified in his motion dated 2 July 2015<sup>6</sup>, mutual cohesion based on shared values is essential for a resilient democracy. That includes a society which is open to all its citizens, is inclusively organised in all aspects, and offers opportunities. A society of that kind creates the ideal climate for mutual coherence. Exclusion and discrimination, on the other hand, are specifically damaging to mutual coherence, and are in utter contradiction of important shared values and the foundations of the democratic rule of law. For that reason, the Cabinet is using this National action programme to tackle public discrimination hard, and taking measures to counter more unconscious, subtle forms of discrimination. As a consequence, this anti-discrimination policy of the Cabinet will contribute to meeting the call expressed in the Van Dam motion to strengthen the sense of mutual cohesion in society.

The Cabinet is constantly committed to acquire a clear picture of the nature, causes and scale of discrimination in the Netherlands. This is for example achieved on the basis of the annual reports of the municipal anti-discrimination services (ADVs), the police, the Public Prosecutor's Office (OM) and the National Institute for Human Rights. In addition, studies into perceived discrimination and specific forms and causes of discrimination supply the necessary in-depth information. Examples include the study into

---

<sup>6</sup> Motion submitted during the report of the General Consultation on the memorandum 'anti-democratic groupings), Parliamentary Papers II 2014/15, 29 279, no. 226 and Proceedings of the Lower House 2014/15, 104. The response from the Cabinet to the Van Dam motion will be sent to the Lower House before summer 2016 (Parliamentary Papers II 2015/16, 29279, no. 291).

discrimination in the recruitment and selection phase<sup>7</sup>, into incidents of Muslim discrimination at schools<sup>8</sup> and the approach to LGBT discrimination in the residential environment<sup>9</sup>. In this same framework, regular discussions are held with organisations and key figures from civil society, that deliver a valuable contribution to collecting information about discrimination.

Studies into perceived discrimination by the Social and Cultural Planning Office (Sociaal en Cultureel Planbureau SCP)<sup>10</sup> reveal that willingness to report is low, leading to a justified conclusion that reported incidents are just the tip of the iceberg. Furthermore, only very serious or eye-catching forms of discrimination actually reach the public eye. However, all signals would suggest that discrimination is a constant and urgent social problem, and that the number of reports of discrimination, in particular racism, are increasing.

Enclosed with this letter (annex III) is the annual report on the number of reports received in 2014 in all municipalities by the ADVs. In the 403 reporting municipalities, in 2014, a total of 15,897 reports were registered. This is considerably more than the total number of reports in the previous years. The total number of reports in 2013 amounted to 6,038. As in the two preceding years, the majority of reports relate to racial discrimination (including descent, skin colour). In 2014, the total number of reports on race-related discrimination was considerably higher than in previous years, namely 12,163 in 2014 as opposed to 3,346 in 2013. Reports on discrimination on other grounds trail well behind; age (839), gender (540) and handicap (502). The number of reports of discrimination on grounds of sexual orientation in 2014 (at 412) was lower than in 2013 (509). The growth in the number of reports of racially related discrimination consists primarily of reports about discrimination in public and political opinion (9618), partly due to the large number of reports on the statements of Mr Wilders during a campaign meeting in The Hague (March 2014).

In the letter dated 16 November 2015, The Minister of Security and Justice submitted to you the police and Public Prosecutor's Office figures on discrimination in 2014<sup>11</sup>. In 2014, the police identified a total of 5,721 discriminatory incidents. More incidents are registered per 1,000 residents in the large cities, than in more rural areas. The reports relate above all to discrimination on grounds of race (2,987) and sexual orientation (1,403), followed by antisemitism (358) and religion (279, mainly antimuslim discrimination). The grounds for discrimination gender, handicap and personal beliefs occur 68, 54 and 4 times, respectively. The most common manifestations among all grounds for discrimination are insult/abuse (37%), followed by vandalism/graffiti (19%), threatening behaviour (7%) and assault (4%). Because of the new, national registration method introduced by the police, it is not possible to make a comparison with figures from previous years, except in the case of antimuslim discrimination, in which a rise has been observed as compared to 2013.

A considerable rise in the number of reports to the reporting point for Internet discrimination (MiND) was observed in 2015. Over the past year, MiND received 652 reports of discriminatory online statements, more than twice the number in the previous year. The majority of reports related to discrimination on the ground of race (44%) and

---

<sup>7</sup> Study by Panteia on behalf of the Ministry of Social Affairs and Employment, 'Discrimination in the recruitment and selection phase – results of 'virtual' practice tests', 1 June 2015.

<sup>8</sup> Study by Panteia on behalf of the Anne Frank Stichting and Forum, 'Muslim discrimination in secondary education – a study among teaching staff', 12 February 2015

<sup>9</sup> Study by Lokaal Centraal on behalf of the Gay – Straight Alliance Natuurlijk Samen, "Tilting like Don Quixote against windmills" – study into violence against citizens for their sexual orientation or gender identity in their immediate residential environment, 10 June 2014

<sup>10</sup> SCP, 'Perceived discrimination in the Netherlands', 24 January 2014.

<sup>11</sup> Parliamentary Papers II 2014/2015, 30 950/29 628, no. 82.

religion (22%). More than half of all these statements were made via social media (64%).<sup>12</sup>

## **2. Reassessment of antidiscrimination policy**

In 2015, the antidiscrimination action programme dating from 2010 was reassessed.<sup>13</sup> The process of reassessment included a series of consultations with interest groups, key figures and chain partners, an internal evaluation of policy instruments, a study by the Research and Documentation Centre (WODC) into criminal prosecution of discrimination (annex IV) and a knowledge chamber on behavioural science-related causes of discrimination.

Also included in the process are the outcomes of a series of social initiatives including the social agreement 'Onderhuids' ('Under the skin') and the results of the Face-2-Face project. The Face-2-Face project, aimed at promoting the willingness among minority groups to report incidents, was undertaken by various migrant organisations, in collaboration with ADVs and the National Institute for Human Rights. In the framework of this project, information was provided for example about the various ways in which discrimination can be reported.

The 'Onderhuids' (Under the skin) campaign was launched in 2014, with the aim of promoting discussion of racism in the Netherlands. Part of this programme is the social charter on racism, with 28 specific recommendations, signed by more than 200 organisations. The Standing Parliamentary Committee on Social Affairs and Employment has requested a specific response to this social initiative. The most prominent point is that the Cabinet welcomes this initiative, against the background outlined above, as a valuable contribution to awareness, dialogue and joint social initiatives. In elaborating the Cabinet policy in the National antidiscrimination action programme, the 28 recommendations from 'Onderhuids' were taken into account. This fact is further reflected in this letter and in annexes I and II.

During the consultations and the internal evaluation in the framework of the reassessment, it emerged that there is clear consensus among all affected parties in respect of the necessity for investing more and more intensively in a preventive approach to tackling discrimination. It is important that attention be paid to prevention and awareness in education, among neighbourhood associations, welfare organisations, among key figures and among professionals. The ADVs could be called upon more often, to bring this about. An active focus on diversity at work could also make an important contribution to the prevention of discrimination. The government must play an exemplary role in that connection.

It was also concluded in the consultations and the internal evaluation that the approach to discrimination could be made more effective if we were to invest in cooperation between all the parties involved in tackling discrimination, both within and outside government. This could include improving coherence between working methods, strengthening the role of ADVs and consultation structures, and ensuring permanent attention within the chain partners for knowledge and handling of discrimination(-related complaints). It also emerged from the reassessment that there is a general sense of necessity for the effective and visible tackling of unambiguous statements of discrimination. This does not necessarily always mean primarily turning to prosecution: criminal prosecution should be deployed as the 'optimum remedy' in tackling discrimination, in other words that this instrument should be turned to when and in a

---

<sup>12</sup> <https://www.mindnederland.nl/actueel/jaarcijfers2015/>.

<sup>13</sup> Parliamentary Papers II 2009/10, 32 123 VII, no. 74. This policy was tightened up in 2011, Parliamentary Papers II 2010/11, 30 950 no. 34, and in the annual progress letters on the tackling of discrimination. The most recent progress letter dates from 11 February 2015, Parliamentary Papers II 2014/15, 30950, no. 76.

manner in which it offers added value, for example for victims. However, because discrimination is often not unambiguous but is rather found in subtle forms of exclusion, criminal investigation and prosecution is not always the most ideal approach. Better cooperation between municipalities, ADVs, police and Public Prosecutor's Office can offer greater clarity to chain partners and to victims on the question when criminal prosecution should be applied and when another approach could prove more effective. It is therefore also meaningful to invest more in the chain approach: in other words tackling specific forms of discrimination from multiple angles of approach and tasks, for example with both preventive and repressive policy, by different chain partners. Within the chain, each party takes its own responsibility and continues to be involved in the follow-up.

Another prominent conclusion was that municipalities can play a greater role. Discrimination takes place in the residential environment, at work, at school, during sport; all in all, at the local level. For that reason, the tackling of discrimination must take place at that same level, preferably with a policy aimed at broad inclusion and countering all forms of discrimination. Certain municipalities operate an active antidiscrimination policy, but this is not the case for all municipalities. The Cabinet should offer municipalities more facilities for taking a more active role in antidiscrimination measures. The importance of seeking cooperation and ties with social initiatives and key figures at local level is also recognised.

In that connection, the Cabinet should focus on a balanced combination of generic and specific policy. After all, similar mechanisms are at the source of many different forms of discrimination. It was concluded that it is meaningful to consider whether an approach that works for a particular group could be deployed more broadly – in other words for more groups – with a view to developing a more coherent and effective approach to discrimination. At the same time, there was also a clear call for specific policy, because the various different groups clearly face different prejudices, problems and background factors, specific to those groups. Specific attention is (and has often been) necessary in order to actually tackle these forms of discrimination. An exclusively generic approach engenders the risk that the specific attention for particular problems would once again slip into the background. As a result, there will always be a need for also taking specific policy measures; general policy will be complementary to that specific policy. International supervisory bodies such as the Committee on the Elimination of Racial Discrimination (CERD), the body that monitors implementation of the Convention on the Elimination of all forms of racial discrimination, and the European Committee against Racism and Intolerance (ECRI) have for example called for specific attention for racism.

It was finally observed that the attention for specific groups focused within the action programme dating from 2010 could be applied in a more balanced manner: practically no attention was contained in this action programme for discrimination of Muslims, women, disabled persons and anti-black racism. This called for a catch-up programme, as reflected in Annex II.

On the basis of the above, it was concluded that the new action programme must focus specifically on links and coherence between all causes, policy fields and approaches, but that specific grounds for discrimination must also be considered in a balanced manner. For that reason – in a manner similar to that outlined in the National Human Rights Action Plan<sup>14</sup> – this action plan provides an insight into new, current and already announced policy measures and initiatives for tackling discrimination on specific grounds and in specific fields, aims to establish links by broadening the measures to cover as many grounds as possible, and encourages cooperation at national and local level between all chain partners and between government, social organisations and industry.

---

<sup>14</sup> Parliamentary Papers II 2013/14, 33826, no. 1.

### **3. The approach of the National antidiscrimination action plan**

The reassessment has led the Cabinet to identify four policy principles for this National antidiscrimination action programme, that will set the course for the further implementation of Cabinet Policy. Annex I provides an explanation of the specific measures with which the Cabinet intends to implement these policy principles.

#### **A. Focus the approach more on prevention and awareness**

In addition to a repressive approach, a more powerful preventive approach to discrimination with a focus on inclusion will be needed, aimed at broadening awareness of (subconscious) discrimination and exclusion.

#### **Objective: Permanently promoting an inclusive society**

An important element of the approach to discrimination lies in raising awareness of the problem of negative images, exclusion and discrimination in our society, and the fact that everyone has prejudices and negative images that colour our behaviour and (unconsciously) place others at a disadvantage. Implicit negative associations and ideas on particular groups are often difficult to redirect, even if someone is focused on not discriminating. In order to promote an inclusive society, it is therefore essential not only to ban certain forms of behaviour, but also to aim at removing prejudices and reducing the (unintended) effects of those prejudices and negative images, through awareness programmes, meetings and dialogue.

Another important key lies in the realisation that the diversity of Dutch society in fact represents considerable strength and value. Against that background, the idea can grow that we not only bear joint responsibility for an inclusive society in which everyone actually receives equal opportunities, but that we as a society and as individuals can profit from that fact. Schools, employers, institutions, professionals and the media can play an important role in this process. In this connection, the numerous social initiatives and individual citizens who speak of the pain of exclusion and discrimination, and raise attention for these issues so that social dialogue is initiated, are of particular value.

Access to the labour market is of vital importance for realising an inclusive society. The Cabinet will therefore make every effort to ensure that the labour market is a better reflection of the Dutch population, and will play an exemplary role itself. Diversity within business can make an important contribution to countering discrimination and promoting equal opportunities on the labour market. It also delivers added value in respect of innovation and tapping into new markets, productivity and service provision. The importance of focusing attention on diversity is also reflected by a recent study into collective labour agreements on diversity.<sup>15</sup> In approximately 80% of all collective labour agreements investigated, agreements are included about diversity. By implementing this study, a request was fulfilled from Mr Van Weyenberg (D66)<sup>16</sup>, as undertaken in the progress report on the labour market antidiscrimination action plan dated September 2015.<sup>17</sup>

Against this background, by means of a national publicity campaign, the Cabinet aims to increase awareness of discrimination. A greater focus will be placed on (awareness of) diversity within (semi)public bodies and industry. Naturally, all efforts undertaken within education to teach citizenship skills to pupils, and to offer them a safe school environment will remain just as important in preventing discrimination. Citizenship education is an essential element of the recommendation from the Platform#2032 that

---

<sup>15</sup> The results of the study appear on: <http://cao.minszw.nl/index.cfm>.

<sup>16</sup> Parliamentary Papers II 2014/15, 29 544, no. 548

<sup>17</sup> Parliamentary Papers II 2014/15, 29, 544, no. 649.

will be submitted to your House at the end of January, accompanied by a policy reaction. In that same connection, there will also be attention for discrimination in finding internships and work in tackling youth unemployment. Relatively new is the attention at social media companies for countering discrimination in the social media.

## **B. Focus efforts on strengthening cooperation and infrastructure**

To strengthen the joint antidiscrimination efforts, all stakeholders inside and outside government will focus more actively on strengthening the system, improving mutual cooperation and broadening the (chain) approach to discrimination.

### **Objective: Improved cooperation, stronger infrastructure**

In the system of organisations jointly tackling discrimination, the ADVs and municipalities occupy a central role. The Municipal Antidiscrimination Provisions Act (Wga) specifies that municipalities must provide independent organisations that are professionally equipped to register reports of discrimination and to offer assistance in instituting legal actions where necessary, and in complaint mediation. Based on their expertise, together with the person submitting the report, they can assess which follow-up steps are available. The reports of discrimination will also result in a local, regional and national picture of the problem of discrimination, that will form the basis for further coordinated action from the various layers of government, and from the chain partners including police and Public Prosecutor's Office.

In the ideal situation, prevention, information provision, mediation by ADVs, the antidiscrimination measures by municipalities and where possible criminal prosecution will complement one another, in order to bring about an all-encompassing programme of antidiscrimination. Information aimed at increasing the willingness to submit reports will for example only have a permanent effect if incidents are identified, tackled and dealt with in time, and if good after care is provided.

A solid role for the ADVs is essential in any such system, as are smoothly functioning collaborative ventures and consultation structures, and regular support from and involvement by society. For that reason, as already announced, the Cabinet will be investigating how the local and regional position of ADVs can be secured and strengthened, including consideration for the role of ADVs in regional discrimination consultation (RDO) and an examination of what ADVs (could) mean for prevention and improved awareness at local level. The Cabinet will also be structurally embedding consultation with civil society. A sound approach to discrimination demands that the various stakeholders continue to invest in knowledge of discrimination and useful guidelines for tackling it. With its vision and policy document *'De Kracht van het Verschil'* (*The Power of the Difference*) the police has set clear goals in relation to its own diversity and professionalising antidiscrimination measures, while throughout the entire criminal justice chain, attention will be paid to promoting expertise in the field of (recognising) discrimination, strengthening the chain approach and cooperation with other stakeholders. Finally, the Cabinet will continue to invest in further optimising the method of reporting by ADVs and the police.

## **C. More attention for local antidiscrimination policy**

Discrimination can best be tackled where it takes place: at local level. Municipalities will be encouraged to take local antidiscrimination measures, and to strengthen those measures wherever possible, in respect of all grounds for discrimination.

## **Objective: effective local antidiscrimination measures**

Discrimination takes place on the Internet and in public opinion, as revealed by discrimination figures. It also occurs in the residential environment, on the street, at work, at school, in sports clubs and while shopping or enjoying leisure time; in other words: at local level. Local policy is an important element of antidiscrimination measures.

However, one conclusion of the reassessment is that not all municipalities operate an active antidiscrimination policy aimed for example at preventing homophobic, racist and anti-semitic violence. As yet, they do not all fulfil their central role in tackling discriminatory violence, and on some occasions fail to tackle other forms of exclusion. At the same time, there are many municipalities that are pioneering in promoting inclusive employment, promoting and combining effective interventions in tackling discrimination against homosexuals or Muslims and discrimination in the hospitality industry. By making knowledge and best practices more broadly available, the Cabinet hopes to promote that more municipalities employ activities that actively tackle discrimination. They can make use of cooperation between the chain partners within the municipality. The Cabinet also wishes to encourage municipalities to not only structure antidiscrimination measures from the point of view of public order objectives, but also as a way of promoting the welfare of citizens and emancipation and diversity within their own municipality. The Cabinet will be promoting the broad implementation of measures. As outlined in the reassessment, policy aimed at tackling discrimination is often focused only on specific target groups: there are policy measures and initiatives that are aimed at encouraging discussion of sexual diversity at schools, and there are measures aimed at discrimination against Muslims, which call for attention for antisemitism or for the position of the elderly or the disabled on the labour market. There are few measures aimed at multiple grounds for discrimination, while it is entirely conceivable that an approach that works for one group could also work for others. As observed during the reassessment, not every approach will be suitable for expansion to all grounds for discrimination, because there are substantial discrepancies between the different discriminated groups. Many of the (psychological) mechanisms that are caused by prejudices and negative stereotypes are however the same, no matter how different those individual stereotypes may be. More needs to be done to promote the synergy between policy for a specific target group and more broadly applicable policy measures. In this way, both forms of policy can be improved. In the event of future measures, therefore, consideration will be given whether those measures can be deployed on a broader basis, for multiple groups. For example, lessons from the Alliantie Natuurlijk Samen (Naturally Together Alliance) on discrimination against LGBTs and safety in the residential environment can be more broadly deployed in respect of discrimination against other groups.

Against this background, the Cabinet will be working to encourage municipalities to intensify local antidiscrimination efforts. Wherever possible, an assessment will be made of whether national or local policies that have proven successful can be deployed in respect of multiple grounds for discrimination. The municipal approach to hospitality discrimination will be evaluated, and the local approach to discrimination will form a recurring subject of discussion in the periodic consultation between Central government and the four large municipalities (G4).

## **D. Support for knowledge and research**

The tackling of discrimination will be backed up by interdisciplinary knowledge on the causes of discrimination and the effectiveness of interventions.

**Objective: exchange and combination of knowledge and experiences in respect of all grounds for discrimination.**



An approach aimed at all grounds for discrimination also means that in organising research, consideration will be given to possible interfaces with other grounds for or forms of discrimination. Wherever possible, studies will be applied more broadly, or results will wherever possible be distributed more broadly. In addition, all relevant policy fields will combine and exchange knowledge and practical experience of effective antidiscrimination measures.

#### **4. Progress report**

It is important to point out that the responsible members of government will (continue to) report on progress, within their own policy areas. In a year's time, I will also be sending you a report on the progress of this action programme.

The Minister for the Interior and Kingdom Relations,

Dr R.H.A. Plasterk

## ANNEXE I

### National antidiscrimination action programme

Below, the Cabinet outlines which measures from the National antidiscrimination action programme are expected to deliver a boost to the objectives of the antidiscrimination policy, and which current policy has an important contribution to make to achieve these objectives.

#### **A. Measures aimed at prevention and awareness**

In addition to a repressive approach, a more effective preventive approach is needed, for tackling discrimination and promoting inclusion aimed at increasing awareness of subconscious discrimination and exclusion.

#### **Objective: Permanently promoting an inclusive society**

#### **New boost**

*Broadening the national publicity campaign 'Zet een streep door discriminatie' ('Cross out discrimination')*

- The national campaign will receive a follow-up aimed at important social fields (such as the labour market and social media)

One key element in the range of efforts by the Cabinet to boost awareness and the willingness to report discrimination is a multiyear, broad-based antidiscrimination campaign launched in September 2015, with a so-called overarching campaign 'Cross out discrimination'. This campaign is based on our common standard from article 1 of the Constitution: that discrimination in any form whatsoever will not be accepted. By calling people in the overarching campaign to actively cross out discrimination, individual citizens (victims, perpetrators and bystanders) and organisations (both public and private) are encouraged to make a contribution to preventing and tackling discrimination. This may be by reporting cases of discrimination, by calling one another to account for discriminatory behaviour, or by actively broadcasting this standard within our own municipality, institution or organisation, and initiating a discussion on how discrimination can be effectively crossed out. With this in mind, an online tool kit was also distributed for example to municipalities, antidiscrimination provisions (ADVs) and other organisations such as the Royal Netherlands Football Association (KNVB). The municipality of Weert, for example used this toolkit to place the campaign on the map in its own municipality, and to support their own antidiscrimination measures.

The overarching campaign 'Cross out discrimination' is due to run through to 2018. At the start of 2016, the next round of repeats is planned. The toolkit will also be extended to include a brochure for schools, in which a series of tips and suggestions are given, for example on where to find teaching methods, and about possible support for increasing the level of discussion of discrimination. Over a period of three years, a series of different sub campaigns will be implemented, which will draw attention to specific forms of discrimination, with a view to increasing social awareness, and activation. The Ministries of Social Affairs and Employment, and Education, Culture and Science will be the first departments in the second quarter of 2016 to launch a sub campaign on discrimination on the labour market in the broadest sense: all grounds for discrimination will be included. In the second part of 2016, a sub campaign will be focused explicitly on the ground 'handicap', tying in with the expected ratification of the UN Convention on the rights of persons with disabilities. In 2017 and 2018, like in 2016, an approach may be

selected that takes in all the possible grounds for discrimination, whereby the central focus will be discrimination in the (physical or digital) public space (possibly with such subthemes as discrimination in social media, in the residential environment or in the hospitality/leisure sector, in sport and in education). In implementing the follow-up campaigns, account will be taken of the latest social situation, which could influence the eventual choice in favour of a particular theme. The use of campaigns will be aimed at increasing the willingness to report discrimination, and encouraging various players within their clubs, schools, municipalities or streets to encourage discussion of discrimination and exclusion, and to organise initiatives and activities that contribute to an inclusive society. This is in line with one of the recommendations (no. 3) from the social agreement as outlined in the Onderhuids programme.

*Clearer focus on diversity and inclusive organisations within (semi-)government and industry*

- An interdepartmental programme will be established in order to bring about a broader movement towards inclusive (semi-)government.

The Cabinet will work towards a labour market that better reflects Dutch society. Together with employers already fulfilling a pioneering role, the Cabinet wishes to initiate a broader movement. With this in mind, the diversity charter of the Labour Foundation was presented on 2 July 2015. The diversity charter is a collection of organisations who by signing the charter have committed themselves to promoting equal opportunities and diversity in their business. The organisation thereby undertakes to take concrete self-formulated measures that will promote a balanced staff breakdown and inclusive corporate culture.

More than half of all Ministries and the four largest municipalities of the Netherlands<sup>18</sup> have already signed the charter. This represents the start signal for focusing more attention on diversity. In 2016, all remaining Ministries will follow, and there will be discussion with the Association of Netherlands Municipalities (VNG) on how more municipalities can be actively informed of the opportunities offered to them by the charter. Cities like The Hague and Amsterdam, and a number of institutions and organisations in (health) care, welfare, education and youth work have already for some time been promoting the inclusive nature of their organisation, or have laid down a strategy to work towards this goal over the coming years. An excellent recent example is the police, which in its strategy "*The Power of the Difference*" has concluded that in order to be able to continue successfully fulfilling its tasks in a diversified society, it will have to for example focus on strengthening ties with society, and establishing an inclusive work culture and more variety in its teams.

It is important that within the broad public sector far more parties follow these examples in the movement towards inclusive organisations. To promote that development, an 'Inclusive government' programme is due to be launched which will further encourage this movement, in particular in (the implementation of) the sectors employment mediation, (health)care, welfare, youth work, education, media and justice.

From within a steering committee, with representatives from various Ministries (Education, Culture & Science, Health, Welfare & Sport, Security & Justice, the Interior and Kingdom Relations, and Social Affairs & Employment), concrete actions will be taken to bring about broad support for the signing of the charter, and the work agreements aimed at tackling youth unemployment. The development of a vision and strategy on diversity and an inclusive organisation will also be encouraged, through training and in-service training for employees, in awareness of prejudice and cultural sensitivity, competence-based recruitment and selection and an inclusive culture.

---

<sup>18</sup> Amsterdam, Rotterdam, The Hague, Utrecht.

- A single diversity charter will be established

In addition to the diversity charter, central government is also supporting a range of valuable initiatives aimed at encouraging labour participation by LHBTs, the disabled and women. There is space for increased coherence and mutual cooperation within these initiatives. This also ties in with principle B of this action programme. Businesses are currently approached in a series of initiatives financed by central government aimed at focusing attention on one group or another. The aim over the next few years is to work towards a single common charter for encouraging inclusive employment, in 2018. This will specifically also continue to provide space for the exchange of experiences in respect of achieving targets aimed at labour participation by specific groups. Until this single common charter is established, an interdepartmental working group will be founded, whose task will be to promote cooperation between the various charters.

- The extent to which the annual report on diversity in government remains compliant will be monitored.

Aiming for a broader-based movement must bring about results. In the central government annual report on operational management, annual figures are reported on the Ministries, including figures for cultural diversity in each Ministry. Each year, on the website of 'kennis openbaar bestuur'<sup>19</sup>, intake data at sector level are published, including the entire sector Central government, education and municipalities. The current sufficiency of this tool will be further examined.

- A trial will be organised to test the benchmark for diversity quality of municipalities

To provide support to municipalities, a benchmark for the diversity quality of municipalities has been developed from within the Knowledge Platform Integration and Society. The aim of this benchmark is to promote the diversity quality of municipalities, and the outreach to institutions who support citizens, or who wish to involve citizens in their activities ((health)care, welfare, education, voluntary work). This instrument will be assessed in 2016, together with a number of interested municipalities.

- A barometer will be developed for measuring cultural diversity

It is essential to be able to monitor how diversity is set to develop within industry over the next few years. Besides the monitoring proposed in the diversity charter for its signatories, no other effective tools are available for this purpose. With that in mind, an initial study will be carried out into the development of a barometer for charting out cultural diversity on the labour market for each company and each industry/sector, also for organisations that have not yet signed the diversity charter, so that the movement towards an inclusive labour market can be monitored over time.

Studies were carried out in 2015<sup>6</sup> into good examples of cultural diversity. These studies offer a wealth of information for employers on promoting cultural diversity within their organisation, and can support them in that process. The Knowledge Platform Integration & Society has also developed a self-audit tool for measuring diversity within individual companies. These tools will be broadly distributed and made available. Although studies suggest that discrimination above all occurs *pre-entry*, employers and social organisations are also issuing clear signals that more attention is needed if we are to retain and develop broad-based talent. To offer guidance to employers in this process, the knowledge of these issues will be updated.

---

<sup>19</sup> <http://kennisopenbaarbestuur.nl/thema/arbeidsmobiliteit/>

- Diversity will be encouraged with public tendering procedures and orders

Together with the G4, a survey will be undertaken in 2016 into the possibilities of further promoting diversity by means of public tenders and orders. A study carried out on behalf of the Minister of Social Affairs and Employment into European examples and their implementation in practice was completed at the end of 2015, and will serve as a useful basis.

### **Broader Cabinet policy<sup>20</sup>**

#### *The role of education in preventing discrimination and promoting awareness*

- Citizenship education

Schools have an important task in promoting citizenship, tackling discrimination within schools and guaranteeing a safe, respectful and inclusive school climate where pupils, irrespective of their descent, religion or sexual orientation can develop fully and are offered equal opportunities. Together with the family and society, education is an important factor in the upbringing of young people. At school, children learn about the fundamental basic values of the democratic rule of law and are prepared for participating in a pluriform society. This is expressed in the statutory citizenship task for basic education and in various central objectives.

As concerns citizenship education, the aim is to pass on and ensure the promotion of common values such as equality and freedom, as well as establishing an awareness of the differences between people; respecting the ideals, sexual orientation or culture of others; and knowledge of your position as a citizen in a democracy. It is also aimed at teaching them to reflect on their own ideals and those of others.

A great deal has been invested in such citizenship education over the past few years. An online information point on citizenship education has been established, where schools can find information about the citizenship task. The site also contains tools for developing their vision on citizenship, and putting it into practice, such as a common values module, and further support for training in teacher training programmes.<sup>21</sup> Citizenship education is also part of the broad social dialogue undertaken over the past few years by the Platform Education 2032, the aim of which is to arrive at a vision on a future-based curriculum for basic education. At the end of January, the recommendations of the platform with a policy response from the Secretary of State for Education, Culture and Science will be submitted to your House. The outlines of these recommendations are already known. They propose giving citizenship including knowledge of the rule of law, democratic values and universal human rights a more prominent position in the core curriculum of primary and secondary education.

The Minister of Education, Culture and Science also attaches considerable importance to sound information about citizenship education in senior secondary vocational education (mbo). To date, little research has been carried out into citizenship education in mbo education. The National Management Body for Research into Education (Nationaal Regieorgaan Onderwijsonderzoek – NRO) has been asked to investigate how citizenship education is structured in mbo education and the quality of that education. As also outlined in the letter concerning the promotion of citizenship skills in education dated 29 April 2015<sup>22</sup>, the Minister of Education, Culture and Science is aiming to promote critical

---

<sup>20</sup> This refers to related (current) Cabinet policy that contributes to achieving the objectives of the action programme.

<sup>21</sup> Progress of promoting citizenship skills in education, 29 April 2015, Parliamentary Papers II 2014/15, 34000-VIII, no. 93.

<sup>22</sup> Progress of promoting citizenship skills in education, 29 April 2015, Parliamentary Papers II 2014/15, 34000-VIII, no. 93

thinking skills in mbo education, in response to a study by the Dutch Centre of Expertise on Vocational Education (ECBO). Teachers will receive support on how to teach students to think more critically. A handout is being developed for this purpose. Training courses will also be developed and provided by the Stichting School en Veiligheid (School and Safety Foundation). The Minister of Education, Culture and Science is also promoting a citizenship Platform, to encourage knowledge sharing.

In higher education, attention is being increasingly focused on general education or *Bildung*. In the strategic agenda for higher education and the study "The value(s) of knowledge", by the Minister for Education Culture and Science, it is emphasised that not only qualification but also socialisation and personal development are key objectives of (higher) education. After all, higher education is training the leaders of the future. Leaders not in the sense of rulers, but more value bearers. With that in mind, they should not only be equipped with up-to-date knowledge and 21<sup>st</sup> century skills, but also need to develop a feeling for standards, values and a moral imagination. With the resources from the study advance, it will be possible to organise higher education on a smaller scale, starting in 2018. Against the background of the growing numbers of international students and with the expectation of a greater proportion of refugee students, there will be more space for more meetings and sometimes confrontations, between people from different cultural backgrounds and with different ideas. A fertile, diversified learning community can contribute to the training of students as critical and involved world citizens who not only rely on their knowledge but also their moral compass, and know how to deal with the diversity that characterises our society.

➤ Support teaching staff in discussing socially sensitive issues

The ITS research institute (at Nijmegen's Radboud University) has carried out studies into the experiences of teaching staff in discussing socially sensitive subjects, including discrimination<sup>23</sup>. These studies revealed that the majority of teaching staff consider themselves fully capable in this respect. Nonetheless, a considerable proportion expressed the need for further support. With this in mind, the School and Safety foundation has developed training courses for teaching staff to facilitate the discussion of difficult subjects in class. Schools can also contact a helpdesk with questions and for support. A national conference on these subjects is due to be organised in the spring of 2016.

➤ Tackling bullying to promote social security in education

The Secretary of State for Education, Culture and Science, as part of an integrated plan for tackling bullying, has recently revised education legislation. These adjustments mean that starting from 1 August 2015, schools are required to commit themselves to creating a safe social school climate for every pupil. This means that school policy must be aimed at preventing all forms of bullying, including racist bullying. The new law also requires schools to monitor the implemented policy. They must do this by consulting a representative number of pupils every year about their perception of safety and wellbeing. Part of this monitoring will include questions about whether pupils suffer discrimination from fellow pupils. The Education Inspectorate will supervise the effectiveness of the policy as implemented.

Together with experts from the Netherlands Youth Institute (NJI) and the Centrum voor School en Veiligheid (Centre for School and Safety), among others, the sector councils for primary and secondary education will ensure that a database is developed containing (proven) effective interventions for establishing a socially safe environment, so that schools can select an approach (programme/method) which matches their vision and context. The start point is the inventory by the NJI, which above all includes anti-bullying

---

<sup>23</sup> Parliamentary Papers II 2014/15, 27 923 no. 208

programmes and approaches. In the future, the database will also contain approaches/methods for social skills/resilience, sex education, sexual diversity (LHBT), discrimination and racism.

➤ Attention for bullying and citizenship in teacher training

Schools are at the heart of society. Large and small events in the world find their way into the classroom. The classroom is a meeting place for different cultures and different ideas. Teachers have a vital task in entering into discussion with their pupils, and promoting discussion between pupils, even in respect of difficult issues relating to citizenship. All teacher training programmes focus attention on the skills needed for holding 'difficult discussions' about themes relating to citizenship, including discrimination. This is for example achieved by focusing on *Bildung* and teaching their students a moralistic, open and critical attitude. On behalf of the Minister of Education, Culture and Science, and the Minister of Social Affairs and Employment, teaching material is being developed together with the teacher training programmes to better equip trainee teachers to deal with difficult themes in the classroom. The outcome will be a tried and tested methodology, with which other teacher training programmes can set to work to thoroughly prepare their students to give citizenship education.

Holding 'difficult discussions' in the classroom also requires a safe environment. The primary teacher training programmes and level-two teacher training programmes are collaborating with the Stichting School en Veiligheid and the Ministry of Education, Culture and Science to boost attention for social safety. This programme should contribute to improving the skills of (future) teachers in respect of social safety. This includes how to deal with group dynamics and to offer a safe educational climate in which discrimination is effectively tackled. Within the programme, a guideline has been developed in which social safety is operationalised according to building blocks with the accompanying skills for the initial level of competence. A digital database containing methods, materials and best practices has also been established. The recommendations from the guideline are currently being put into practice by the teacher training programmes. The continued existence of the database has been guaranteed. In academic year 2016-2017, the guideline and database will be evaluated.

Dealing with diversity and discrimination has been included in the generic knowledge basis for the primary teacher training programmes and the level-two teacher training programmes. The separate teacher training programmes will use these knowledge bases in designing their own teaching practice.

➤ Response to 'Onderhuids' ('Under the skin')

The parties who submitted the social agreement 'Onderhuids' issued a series of recommendations for education, including several aimed at citizenship education, as previously discussed. Other subjects of recommendations in 'Onderhuids' are primary school recommendations, an eye for diversity, the weighting scheme and the harmonisation of a variety of activities. Since 1 August 2014, the school recommendation from primary school teachers has been the determining factor in placing pupils in secondary education. The compulsory central final attainment examination is organised later in the academic year and now fulfils a new role as objective second set of facts. If it turns out that the final examination score of a pupil is higher than the school recommendation (such that the pupil could cope with a higher level of secondary education), the school recommendation must be reconsidered by the school. For specific groups of pupils, the Cabinet has made additional resources available, via pre-school and early school education (VVE), the weighting scheme and the learning plus arrangement for secondary education. In the budgets for the weighting scheme for primary education and the municipal education disadvantage compensation policy, as a consequence of the fall in the number of the weighted pupils, the reference numbers will be gradually

adjusted. The current indicator 'level of education' is viewed as a relatively good predictor for a risk of educational disadvantage. The Secretary of State for Education, Culture and Science is currently having studies carried out by Statistics Netherlands (CBS) into the possibilities for improving the indicator. The municipalities also have the legal obligation to promote integration.

*Prevention of discrimination on social media*

➤ Counter speech on social media

In respect of prevention, Twitter, Facebook and YouTube offer support to social organisations in various European countries that are actively involved in preventing discrimination, by offering counter speech, and by encouraging people to not place discriminating statements. This specifically includes offering training to better enable social organisations to broadcast their message. The social media companies have recognised the difficulty of finding the right organisation to make that counter speech. Cooperation in this respect will be sought.

The national reporting point for criminal, discriminatory statements on the Internet (MiND) will be continued. This reporting point was established in 2013 at the initiative of the Minister of Security and Justice and the Minister of Social Affairs and Employment.

***B. Measures aimed at strengthening cooperation and infrastructure***

In order to strengthen combined antidiscrimination measures, together with all stakeholders within and outside government, more active efforts will be made to improve mutual cooperation and broaden the (chain) approach to discrimination.

**Objective: Improved cooperation, stronger infrastructure**

**New boost**

*Strengthening role and approach of antidiscrimination provisions (ADVs)*

➤ Improving registration and reporting will improve the local and regional understanding of discrimination

In tackling discrimination, annual figures on the number of reports of discrimination are vital, in order to monitor the development of reports on and incidents of discrimination. Partly because there are so many different ways of reporting discrimination (including via ADVs, police, the Human Rights Council and MiND), it is difficult to obtain a clear picture of the scale of discrimination. RADAR (ADV) and the centre of excellence Art. 1 therefore launched a pilot programme in 2014 and 2015 for creating regional reports, in which the figures from various parties and sources are brought together and analysed. These regional reports not only contain the number of reports issued to ADVs, but also information about the figures kept by the police and the Human Rights Council. This reporting method would seem to tie in with the information needs of local government, police, the Public Prosecutor's Office and the ADVs themselves. The fact that this pilot study was carried out also delivered a boost to promoting effective cooperation between the parties involved. Although this initiative maintains the individual roles and authorities of the various parties, it does bring together the data generated, presenting a clear regional picture. This method of reporting will be further supported and elaborated within the present action programme.



- The local and regional role of ADVs will be further guaranteed and developed

As low-threshold, specialist local facilities, able to offer assistance in respect of all areas of and grounds for discrimination, ADVs fulfil an essential role in the chain approach to discrimination. In the discussion of the tasks, the ideal size and the administrative structure of ADVs, there is some conflict between the various opinions and interests. Further studies into the possibilities of strengthening the performance of ADVs are expected to generate a clear picture of local practice, in 2016. On that basis, the local and regional role of ADVs will be further guaranteed and developed. Consideration will also be given to what ADVs (can) mean in terms of prevention and awareness at local level. Depending on the outcomes of the studies, and in close consultation with all chain partners and local government authorities, consideration will be given to maintaining the current system or implementing (voluntary or legally imposed) changes.

- The awareness of ADVs will be further extended

The low-threshold nature of ADVs is essential for their successful performance. This is indeed one of the requirements laid down in law. This means that these organisations must occupy a position at the heart of society, and that they need an extensive network of social and religious (self) organisations. Many ADVs have precisely that network, and serve as a spider in the web of the social structure in municipalities and/or regions. Increasingly, ADVs are working together with social and religious organisations, in order to raise awareness and increase the willingness to report on discrimination. A number of ADVs have become partners to the national gay-straight alliance 'Natuurlijk Samen' ('Naturally Together'), the aim of which is to increase the willingness among LHBTs to report on discrimination. In 2013 and 2014, ADVs, The Human Rights Council, the Consultative Body for Turks in the Netherlands (Inspraak Orgaan Turken (IOT)), the Collaborative Body for Dutch Moroccans (Samenwerkingsverband Marokkaanse Nederlanders (SMN)), the Surinam Consultative Body (Surinaams Inspraak Orgaan (SIO)) and the Consultative body for Caribbean People in the Netherlands (Overlegorgaan Caribische Nederlanders (OCaN)) in the Face-2-Face project aimed to strengthen mutual cooperation and awareness of the possibilities for reporting discrimination, within the various target groups. Together with the Foundation Platform for Islamic Organisations Rijnmond (Stichting Platform Islamitische Organisaties Rijnmond (SPIOR)), Radar is organising a pilot scheme, one of the aims of which is to broaden the willingness among the Muslim community to report on discrimination, while the Haaglanden Discrimination Issues Office (Bureau Discriminatiezaken Haaglanden) is providing training to reporting points and advance posts within various communities.

These initiatives are a positive response to the social capital of (self-) organisations and the willingness of citizens themselves to play a role in tackling discrimination. They can also deliver a contribution to the resilience of a community, and to establishing a clearer picture of discrimination, by bringing together the various reports. Central government will continue to boost the roll-out of these initiatives, by developing training in 2016 together with the new national association of ADVs – the National Association against Discrimination – and the Human Rights Council, which will not only deal with the possibilities for reporting discrimination, but also methods of improving resilience. These training programmes will be offered in collaboration with various social organisations via the ADVs, at a local level.

#### *Cooperation with others in tackling organisations involved in discrimination*

- Information exchange with civil society

The Interdepartmental Consultation on Antidiscrimination Policy (IDOA) will be held every three weeks, under the chairmanship of the Ministry of Internal Affairs and Kingdom

Relations. Three times a year, the IDOA will invite various representatives from the field to discuss specific aspects of antidiscrimination policy.

## **Broader Cabinet policy**

### *Strengthening active prosecution*

- WODC study into the course of discrimination cases through the criminal justice chain

Within the criminal justice system, a clear signal can be issued by punishing behaviour that exceeds standards, thereby confirming the nature of the standard itself. Police and the judicial authorities should take action when criminal prosecution is the most effective approach ('optimum remedy') and other measures no longer offer a solution. The chain must be conclusive.

The WODC study 'Discrimination: from report to through to prosecution, the course of discrimination cases through the criminal justice chain' (annexe IV) covers two related subjects, both of which were promised to your House, by the Minister of Security and Justice:

1. An overview of the scale, nature and handling of discrimination cases that were registered with the police, the Public Prosecutor's Office (OM) in the period 2010-2013, the dispensation of justice and how the passage through the criminal justice chain can be characterised.<sup>24</sup>
2. This study also investigated references in existing Dutch literature about the scale and nature of the experience of discrimination, and the similarities and differences between these experiences and registration of discrimination with the police and Public Prosecutor's Office.<sup>25</sup>

Smooth passage and settlement of discrimination cases is essential within the criminal justice system in order to deliver a clear signal. The conclusions of the WODC study are therefore also included in the following elements, to underpin the criminal justice approach. The study also reveals a number of areas for improvement, for example in respect of sensitivity to discrimination (recognition), registration/reporting and investigation. These elements are further discussed below.

- Awareness of discrimination and diversity within the police

On 15 September 2015, the police force management team adopted the vision and policy document 'De Kracht van het Verschil' (The Power of the Difference) concerning diversity and antidiscrimination measures. A national portfolio manager and a programme were linked to this report who will be responsible for implementing the objective.

Within this vision document, the police has set itself the following four objectives: improved links with society, a more inclusive work culture, a better approach to discrimination in society and more variety in staffing. On 16 November 2015, your House was informed of the vision document.<sup>26</sup> The vision is based on lessons learned from the past (including the insights from the WODC evaluation of the National Centre of Expertise on Diversity<sup>27</sup>) and ties in with the developments in society. Within this framework, the approach for preventing ethnic profiling will also be implemented, along the following lines: training, communication, complaint handling and diversity in staffing.

---

<sup>24</sup> Parliamentary Papers II 2013/14, 30 950, no. 70

<sup>25</sup> Parliamentary Papers II 2014/15, 28 684, no. 418.

<sup>26</sup> Parliamentary Papers II 2014/15, 30 950/29 628, no. 82

<sup>27</sup> Parliamentary Papers II 2014/15, 29 628, no. 510

➤ Professional improvement and guarantees within the criminal justice chain

Via its basic police training, the Police Academy trains potential police officers, and prepares them for their work in a diverse and pluriform society. Since 2012, the focus in the curriculum has shifted towards value-driven police training. One of those values is based on article 1 of the Constitution, which lays down the principle of equality and the prohibition on discrimination.

Police training is professional and practice-based. Trainees learn what they need for their profession, and learn as far as possible in practical situations. Training is therefore based around the core tasks of the police: intake, enforcement, emergency assistance, investigation. Diversity and discrimination are constantly referred to in the curriculum in the context of these core tasks. In each element of training, diversity and discrimination are demonstrably reflected in the various 'core assignments'. The overall objective is to generate the ability to deal with the various standards and value of individuals, and to respond objectively to them, without value judgements.

Before trainee police officers carry out practical assignments, they are prepared for those assignments through the use of a variety of learning resources such as films from the Anne Frank Foundation and e-learning modules. There is also attention for legislation and regulations in respect of discrimination, social-communication skills in a diverse society and for handling dilemmas.

It is essential that police officers recognise discrimination and ask the right questions, also in respect of the future furnishing of proof in discrimination cases. In broad terms, as concerns the quality of investigation – despite the excellent performance and efforts of many professionals – professional skills of investigating officers must be further improved, and this skill level needs to tie in with legal and social developments. Professionalism and the culture within the police organisation are other important areas for attention, as is the striving to achieve a more diverse staff breakdown.

The Police Academy has reassessed the content of the practical assignments (including case studies and guidelines) in which diversity and discrimination occur, in terms of content, theory and depth. By making diversity a more visible common thread throughout police training, by professionalising teaching staff in the fields of variety, diversity and discrimination, and by gradually introducing more variation within the teaching staff themselves, attention for diversity and discrimination in basic police training are gradually being further strengthened and maintained via a series of different pathways. The Police Academy also offers opportunity for more in-depth study.

Also following training, and within the operational organisation, it is essential to maintain attention for improving the level of sensitivity to discrimination (learning by doing). In this respect there is a clear role for the Diverse Professional Skills Network (Netwerken Divers Vakmanschap) active within the units. These are operational networks that consist of police officers from diverse backgrounds and orientations. Their aim is to share knowledge within the organisation, to serve as a point of contact for colleagues and to maintain contacts with their respective communities.

The National Centre of Expertise on Discrimination (LECD) of the Public Prosecutor's Office offers a learning module at least once a year, which focuses on the prosecution of discrimination, and common crimes with a discriminatory character. This module is open to public prosecutors, other members of staff of the Public Prosecutor's Office and the judicial authorities. To underline the importance of diversity within the Public Prosecutor's Office, a working conference will be organised on this theme, in 2016.

➤ Improving registration and reporting

The police is responsible for an annual report on its discrimination figures. In 2015, the police considerably improved the data collection and analysis of discrimination cases. In comparison with previous years, a far greater insight was obtained into the nature and scale of discrimination incidents registered by the police. In preparing this work approach, the police involved a variety of parties, including social organisations, as was requested in the General Discussion on Discrimination on 9 September 2015. The police will continue to consult with these organisations. Reporting over the next few years will be based on new uniform national methods, which will make comparison possible. More quantitative and qualitative information will be collected, in essential subareas. The report will also be published earlier in the year.

➤ Investigation and prosecution

The existing Discrimination Instruction will be replaced before the summer of 2016 with a covenant between the various parties involved in dealing with discrimination. The aim of this covenant is to improve cooperation and the chain approach. To improve the quality of investigation, a contour memorandum has been drawn up, which was submitted to your House on 23 November 2015<sup>28</sup>. A further elaborated plan from the police is expected to be available in May 2016. Furthermore, both to promote professional improvement in respect of discrimination and diversity, and to improve investigation and prosecution in this area, a new reaction protocol on discrimination has been drawn up.

*Antidiscrimination measures by the Inspectorate SZW*

➤ Company visits by the Labour Discrimination team

In response to an amendment from your House during the 2015 budgetary debate for the Ministry of Social Affairs and Employment, a Labour Discrimination team was established within the Inspectorate SZW. On 1 May 2015 this team started work. The authorities of the Inspectorate SZW relate to discrimination on the shop floor. The inspectorate examines whether the employer operates an antidiscrimination policy. The inspectorate considers all possible grounds for discrimination. In advance of inspections, the team carried out a series of initial company visits in the summer of 2015, to chart out the nature of policy operated by employers in respect of preventing and tackling discrimination. In the autumn of 2015, the team started a series of company visits and assessments. These visits will be continued in 2016. The team also maintains excellent contacts with the Human Rights Council, ADVs and the police, in order to maintain a clear picture of the latest developments in the field.

***C. Greater attention for local antidiscrimination measures***

Discrimination can best be tackled where it happens: at local level. Municipalities will be encouraged to take up and broaden antidiscrimination measures, as far as possible in relation to all grounds for discrimination.

**Objective: effective local antidiscrimination measures**

---

<sup>28</sup> Parliamentary Papers II 2015/16, 29 628, no. 585.

## New boost

- Municipalities will be encouraged to develop a local set of antidiscrimination measures, to cover all grounds for discrimination

The Cabinet will focus on intensive local antidiscrimination measures. In order to encourage greater local effort, a joint handout for municipal authorities will be prepared, in consultation with the Association of Netherlands Municipalities (VNG), which will bring together a series of studies into effective methods and local best practices. This guide is due to be published in the autumn of 2016, and will be presented during a national meeting for municipalities about inclusion and discrimination.

Consideration will also be given to whether the approach by the Minister of Education, Culture and Science in respect of 'rainbow municipalities' could be expanded in the future to take in other groups besides LHBTs. The national Gay Straight Alliance 'Natuurlijk Samen' can also serve as an example

Local authorities will be encouraged to implement a local version of specific central government policy programmes. In addition, in consultation with municipal authorities and the VNG, the Cabinet will consider whether more support is needed. This could include learning groups for municipal authorities, masterclasses, case study tables and factsheets. The Cabinet is also aiming over the next few years to have municipal authorities implement the national campaign, in a manner similar to the successful approach recently employed by the Municipality of Weert. Weert created a municipal version of the national campaign '*Zet een streep door discriminatie*' ('Cross out discrimination').

- Antidiscrimination to become a fixed element in periodic consultations with the G4

The periodic consultation between Central government and the G4 will be continued, including a discussion of what the municipalities and Central government individually or jointly can do to prevent labour market discrimination. The main purpose of these consultation meetings is mutual knowledge exchange about the tools available in this process to municipal and Central government. The consultation sessions are also focused on initiating combined studies for example into diversity in tendering procedures and the development of databases 'effective interventions in discrimination' and 'labour market position' by Movisie. Among the objectives of these databases are to make effective interventions from the G4 and the measures for tackling youth unemployed identified by the Sterk team more widely available in tackling labour market discrimination, so that they can be used in other municipalities.

- Measures to tackle discrimination in the hospitality industry taken by municipalities to be evaluated

Municipalities are responsible for effective antidiscrimination measures in the hospitality sector. To support the municipal authorities, the Minister of Social Affairs and Employment, in close consultation with the Human Rights Council, the VNG, the Netherlands Royal Hotel Restaurant and Catering Association (Koninklijke Horeca Nederland) and the Municipality of Rotterdam developed a guide in 2014. Since 2014, this guide has been available via the websites of the VNG and the SZW Municipal Counter. In 2017, when the guide has been in use for two years, in consultation with the VNG, the ADVs and municipalities, we will discuss the effectiveness of the combined approach to discrimination in this hospitality industry.

#### ***D. Support through knowledge and research***

The Cabinet-wide approach to discrimination will be supported by interdisciplinary knowledge about the causes of discrimination and the effectiveness of interventions.

**Objective: the exchange and combination of knowledge and experience across all grounds for discrimination**

#### **New Boost**

➤ Study into effective interventions

The Knowledge Platform Integration and Society will carry out a study into effective interventions aimed at awareness of and tackling prejudices and discrimination, for example the use of training, dialogue and debate. On this basis, a number of factsheets will be developed, together with a practical tool for assessing new interventions or improving existing interventions. In a final meeting of this study group, social organisations and municipalities will discuss possible follow-up actions for strengthening an evidence-based approach to discrimination. The outcomes of this process are expected to be ideally suitable for follow-ups covering all grounds for discrimination

➤ Interdisciplinary knowledge development

Following on from the knowledge chamber from the reassessment, an annual network meeting will be organised on antidiscrimination measures, in which the central focus will be the exchange and sharing of knowledge between researchers, (local) policy makers and social organisations. On this same basis, consideration will be given to joint knowledge development.

In 2017, a repetition of the SCP study in perceived discrimination will be carried out. This study will relate to all grounds for discrimination.

## **ANNEXE II**

### **Specific approach to discrimination on the grounds of descent, skin colour, religion, sexual orientation, gender, age and handicap or chronic illness**

As already indicated in the presentation letter and in the National antidiscrimination action programme contained in Annexe I, based on the idea that many of the underlying mechanisms of exclusion and discrimination are the same, the Cabinet intends to increase the synergy between – and hence the quality of – the various policy measures for specific groups. In spite of these efforts, however, for effective antidiscrimination measures, it still is and remains essential to also take measures focused specifically on the various target groups. This annexe provides an overview of current and new measures, the aim of which is to tackle discrimination against a specific group.

In comparison with other grounds for discrimination, in this annexe greater attention will be paid to government measures against discrimination on the grounds of descent, skin colour and religion. On the one hand this is due to observations from the reassessment process and on the other from the recommendations of the Committee on the Elimination of Racial Discrimination that monitors implementation of the International Convention on the Elimination of all forms of racial discrimination (CERD) and the European Committee against Racism and Intolerance (ECRI) to focus specific attention on measures against discrimination on the grounds of descent, skin colour and religion. The summary in this annexe does not consider a series of measures in a broader context: for example discrimination on the ground of age is also (indirectly) tackled by the action programme on labour market discrimination and by the generic labour market policy. The same applies for the discrimination of women and LHBTs which are indirectly tackled by the measures contained in the emancipation policy, while the measures that are due to be implemented following the introduction of the Convention on the Rights of Persons with a Disability will result in a reduction of discrimination against persons with a disability.

### **Discrimination on the grounds of descent, skin colour and religion**

#### *Effective, combined approach*

The Cabinet will make every possible effort to tackle all forms of discrimination and exclusion on the grounds of descent, skin colour and religion. This approach will be broad based in cases where the nature of the problem makes a broad approach suitable, and in which a joint approach delivers added value (for example in preventing ethnic profiling and tackling youth unemployment); it will however be targeted where necessary. An essential common thread within this approach is that central government will aim to facilitate, to utilize and to combine positive social forces, with a view to initiating a broader social movement, and greater awareness. The central underlying principle will be that together with local authorities and social parties, central government will invest in developing and distributing knowledge and understanding of the nature and means of tackling exclusion and discrimination.

#### *Dialogue and support for social initiatives*

Dialogue with social organisations and key figures faced with exclusion and discrimination and/or who play a role in tackling this problem is essential for an

effective joint approach. With that in mind, the Ministry of Social Affairs and Employment will be organising annual round tables to discuss the themes antisemitism, Muslim discrimination and anti-black racism / the decade for people of African descent. Annual meetings will also be held to discuss such themes as social media and education. These efforts will specifically promote the establishment of links, mutual learning between organisations and common initiatives

Support for social organisations is part of the activities of the Knowledge Platform on Integration and Society (KIS). On the basis of the results of research into effective methods to prevent discrimination, for example, in 2016 a series of workshops will be organised for social organisations with a view to strengthening their own projects, for example in respect of effective dialogue to counter racial discrimination and antisemitism, and training programmes. From 2017 onwards, support for social initiatives as an element of the Knowledge Platform will be further underpinned by organising workshops on project management and project applications, in collaboration with private funds. The possible use of twinning between social organisations, with strong organisations issuing advice to new social initiatives, will be investigated. In collaboration with social media parties such as Twitter, a number of social organisations will also receive training to allow them to play a (more effective) role in countering discrimination on social media. Finally, more deliberate efforts will be focused on bringing together social initiatives and private funds.

#### *Ridderzaal meeting*

At the end of 2014, a Ridderzaal meeting was organised in the form of a combined search by a broad-based representation of religious leaders, young people and administrators into what efforts all parties can make to reduce the rising tensions between different population groups. At the end of 2016, along the same lines as this meeting, a broad dialogue will be launched on the themes inclusion and exclusion and cohesion. Within the process, influential social parties such as mayors and aldermen, representatives of the media, educational institutions, employers' organisations, sports associations, the hospitality industry, care providers, churches, mosques and synagogues will be encouraged to enter into discussion with young people, in order to develop specific ideas and solutions which could contribute to an inclusive society.

#### *Preventing ethnic profiling and strengthening diversity within the police*

Ethnic profiling by the police is rejected, in principle. Attention for this subject has grown considerably over the past few years. The theme is high on the agenda, and has the attention of the police force management team and senior police officers. Preventing ethnic profiling is essential for the effectiveness and legitimacy of police actions, and confidence in the police, within society. In 2014, a number of (additional) measures were announced to prevent ethnic profiling. These are now being implemented. The chief focus is training, contact, revision of the complaints procedure and diversity in staffing. Attention for diversity and discrimination in basic police training is also being strengthened along a whole series of different pathways. The in-depth training 'Brown eyes, Blue eyes' – which was attended by more than 400 police officers from the Noord-Holland unit – will be evaluated together with the Free University (Amsterdam). The various activities aimed at establishing contacts between the police and non-governmental organisations will be continued and – on the instructions of the Minister of Security and Justice – examined by the Knowledge Platform on Integration and Society (KIS). In 2016, a digital guide for police units will also be developed, aimed at organising and further improving methods for establishing contacts and mutual understanding between the police and young



people. By revising the complaints scheme, the independence of the complaints committee will be guaranteed, and information for the public was recently updated. Partly on the basis of a study by the Security and Justice Inspectorate due to be published at the start of 2016 into the experience of citizens when submitting a complaint on police actions, further possibilities for improvement will be investigated.

The Netherlands will also be working to encourage the exchange of good practices within the EU, in the field of ethnic profiling. This subject will be submitted as part of the discussion on the possible continuation of the mandate of the Working Party on Hate Crime of the EU Agency for Fundamental Human Rights.

As also described in annexe I to the letter dated 17 June 2015<sup>29</sup> from the Minister of Security and Justice, the police is already hard at work raising the intake of employees with knowledge of ethnic groups and cultures, with a view to improving diversity within the police force. A national recruitment campaign has for example been launched, with special attention for these aspects, and studies are being undertaken into the pull and dropout factors among these groups.

#### *Discrimination in finding internships, anonymous applications and resilience*

The problem of pre-entry discrimination when finding internships and employment above all affects young people with a bicultural background. In response, as part of the campaign against youth unemployment in the Citydeal (previously the district-specific approach) with five cities (Amsterdam, The Hague, Eindhoven, Leeuwarden, Zaanstad), the Cabinet will be facilitating innovation, knowledge development and knowledge sharing, also in the field of antidiscrimination measures. As concerns discrimination in respect of internships, the Knowledge Platform on Integration and Society (KIS) will be carrying out an initial study into internship discrimination, as part of the Anti Youth Unemployment measures by the Ministers of Social Affairs & Employment and Education, Culture & Science, in which the knowledge and experience accrued by internship counsellors and students will be combined. On that basis, consideration will be given to the further development of promising interventions for promoting equal opportunities on the internship market. A method will also be developed to offer better support to young people and schools of senior secondary vocational education (MBO) as part of LOB programmes (Career Orientation Counselling) in dealing with discrimination and negative prejudices in finding internships and employment.

Elsewhere, the Ministry of Social Affairs & Employment will be monitoring the pilot studies for anonymous job applications, proposed by the municipalities. This will put into practice the motion put forward by the MPs Vermeij and Weyenberg on 2 December 2015<sup>30</sup> in which they called for local trials to actively promote and monitor anonymous job applications, and to send the results of these efforts, and the follow-up steps taken, to your House, before the summer recess.

#### **Anti-black racism**

On the basis of studies and reports received, there is a clear picture that discrimination on the basis of skin colour and descent occur commonly. Racism is the most commonly occurring ground for discrimination in reports submitted to ADVs, MiND and the police. This is confirmed in the study 'Perceived discrimination

---

<sup>29</sup> Parliamentary Papers II, 2014/15, 29 628, no. 539.

<sup>30</sup> Parliamentary Papers II, 201/16, 34 300 XV, no. 40.

in the Netherlands' by the Social Cultural Planning Office (2014)<sup>31</sup> which reveals for example that among Dutch citizens of Surinamese and Antillean descent, perceived discrimination on the grounds of ethnic descent and skin colour plays a large role in their daily life. The SCP report 'Worlds of difference'<sup>32</sup> also points out that young Dutch people of Surinamese and Antillean descent experience a distance and mistrust in respect of Dutch society and Dutch institutions.

Over the past few years, specifically in the field of anti-black racism, a series of measures have been implemented, that focus attention on the history of slavery and its continuing effects. With financing from the Ministry of Social Affairs & Employment, for example the website 'slavery and you' (slavernij en jij) was developed, and a subsidy was awarded for research into how teaching about slavery, as part of the standard history of the Netherlands is currently given, and how this area of teaching could be strengthened. Between now and 2020, the Cabinet has also made available a structural grant to the tune of €50,000 per year, to the Mondriaan Fund, which will continue to allow the annual national commemoration ceremony for the history of slavery to be held. A series of initiatives have also been taken by different museums, to draw attention to colonial history and the history of slavery, and to promote social awareness in our country of the history of many people of African descent.

On 23 December 2013, the General Assembly of the UN adopted resolution 68/237 announcing an international Decade for people of African descent. On 28 October 2015, your House was informed about the outlines of the interdepartmental structure for this decade.<sup>33</sup> These outlines indicated that the decade will be used to strengthen antiracism measures, and that the aim is to design the national structure for the decade in close consultation with social organisations, active citizens and interested municipalities. Within this same framework, in 2015, detailed discussions were held with various parties and key figures to investigate the intended efforts, wishes and expectations. Investments were also made in a social map of organisations within the community of African descent. The outlined memorandum, supplemented by the outcomes of the discussions with organisations and key figures from civil society, that are indeed set to be continued, will form the guidelines for tackling anti-black racism over the next few years. Additional measures in this framework are plans in respect of the following outlines, whereby it should be noted that the social consultations have revealed that considerable importance is attached to recognition as the first step:

- Recognition (including knowledge and research, awareness, attention for cultural heritage and empowerment);
- Justification (in particular commemoration of and processing the history of slavery; in this process, the recommendations from 'Onderhuids' in respect of a shared past and a joint future will be considered); and
- Development (education, labour market, diversity).

In 2016, a more in-depth analysis of the position and problems experienced by people of African descent will be carried out, to identify action points for policy. An initial study will also be carried out into how anti-black racism can be made more visible in the reports by the ADVs and the police. A major conference will also be organised for the Decade. Finally, efforts will be made to promote initiatives relating to encouraging dialogue and leadership.

---

<sup>31</sup> Parliamentary Papers II, 2013/2014, 30 950, no. 68.

<sup>32</sup> Parliamentary Papers II, 2015/2016, 32 824, no. 117.

<sup>33</sup> Parliamentary Papers II, 2015/16, 30 950, no. 80, annexe 2

## **Muslim discrimination**

Discrimination and the exclusion of Muslims, often based on a fear and rejection of Islam, is a growing social problem, and one of its most unfortunate consequences is that many Turkish and Moroccan Dutch young people no longer feel at home in the Netherlands, and have a sense that double standards apply. The already mentioned SCP study 'Worlds of difference' painfully reveals this situation. Police figures for 2014 show an increase in incidents of Muslim discrimination from 150 incidents in 2013 to 206 incidents in 2014. This is a trend which is also observed in a number of local and/or regional ADV reports, as a result of which the Muslim community in the Netherlands feels threatened. The SCP report 'Perceived discrimination' also reveals that Turkish and Moroccan Dutch citizens regularly experience discrimination. Reports about Muslim discrimination to the police lead to the conclusion that above all women are often the victims of discriminatory statements and violence.

Over the past two years, investments have been made for example in dialogue with Muslim organisations and improving the visibility of Muslim discrimination in the annual police reports on discrimination. At the end of 2015, an option for 'clicking on' Muslim discrimination was introduced to the police registration system. In-depth studies were carried out into incidents around mosques and into Muslim discrimination in education. A start meeting was also held aimed at strengthening local cooperation between police, municipalities, ADVs and mosques, and co-financing was awarded to a project by the antidiscrimination agency Radar and the Foundation Platform for Islamic Organisations in Rijnmond (SPIOR) aimed at improving the low-threshold character of ADVs, among Muslims. Numerous initiatives have also been taken by society itself, in particular in the form of a series of reporting points. Local attention for anti-Muslim hatred by ADVs has also grown, in particular in the large cities.

On the basis of the outcomes of social consultations, recommendations from studies and already active local and social initiatives, over the coming years, efforts will broadly be focused on the next three main outlines, within which attention for the position of women will receive particular attention:

### *Strengthening insights into and knowledge of Muslim discrimination*

Many ADVs register and report on Muslim discrimination, but in the national reports, reporting on this form of discrimination as a separate category is not yet compulsory. Regulations governing the annual reporting on all reports to ADVs, on the basis of the Municipal antidiscrimination provisions Act (Wga) are due to be revised at the start of 2016, so that registration and reporting of Muslim discrimination by ADVs is made a national requirement, in the future.

In the first half of 2016, with a view to more precise policy development, a study will be carried out into trigger factors for Muslim discrimination. This study should result in a greater understanding of the degree of negative images of Muslims, and the background to and trigger factors for Muslim discrimination. On the basis of the recommendations from the study by Panteia into Muslim discrimination in education, initiated on behalf of the Anne Frank Foundation, a survey will be carried out of the availability of existing methods suitable for encouraging discussion of Muslim discrimination, and the desirability of developing additional methods.

### *Increased willingness to report and resilience*

In the spring of 2016, on the basis of the outcomes and recommendations from the pilot study by SPIOR and Radar, an assessment will be made of how an improvement in the willingness of Muslims to report discrimination can be further encouraged on a national scale. Consideration will also be given to strengthening cooperation and ties between reporting points within the community, and ADVs. There are already concerns that a growth in numbers of reporting points will not result in a better insight into Muslim discrimination, and will make people uncertain about where they should report. In collaboration with Muslim organisations, strengthening the resilience of Dutch Muslims will also be given priority in the approach. Given the fact that discrimination and resistance can never be entirely eradicated, it remains vitally important that in particular young people are encouraged, also by their own community, to continue to demand their own position.

### *Promoting local cooperation in tackling Muslim discrimination*

In tackling Muslim discrimination at local level, a great deal of improvement can still be made in collaboration between ADVs, police, municipal authorities, mosques and other Muslim organisations. Partly against that background, in 2016, a series of mosque meetings will be organised throughout the country. The goal will be to help the various stakeholders improve their ability to come into contact with one another, leading to greater cooperation and more local initiatives in tackling and preventing Muslim discrimination, in particular discriminatory incidents.

## **Antisemitism**

Police figures for 2014 show a rise in targeted anti-Semitic incidents. Various incidents aimed at Dutch Jews, in particular in relation to the upsurge in the conflict in the Middle East over the past few years, mean that the Jewish community feels threatened. Denial of the Holocaust, for example on the Internet or in classrooms, deeply affects the Jewish community and Dutch society. Anti-Semitic chanting at football matches also contributes to a climate of intolerance. The terrorist threat against synagogues and Jewish institutions results in a feeling of insecurity.

Over the past few years, efforts have been aimed at an active dialogue in Round Tables on antisemitism between Jewish organisations and Muslim organisations, with a focus on education, role models and joint response to incidents. A variety of initiatives have been undertaken in this framework by the Round Table partners, for example the initiation of a broad dialogue within the Turkish community about antisemitism, by the Consultative Body for Turks in the Netherlands (IOT). Local discussion sessions about the 'rule of law in the classroom' were initiated with a view to strengthening the capacity of teachers to discuss different themes, such as the denial of the Holocaust. A large-scale study was carried out into the causes and trigger factors of antisemitism, which was reported to the House on 27 October 2015. At the end of 2015, a possibility of 'clicking on' antisemitism in the police registration system was realised. Additional efforts focused on antisemitism will concentrate on the following points:

### *Tackling tension in Dutch society*

The aim here is to prevent the conflict between Israel and the Palestinian areas being imported into the Netherlands. The policy is aimed at supporting key figures

from the Jewish and Islamic communities, who visibly work together. With this in mind, at the start of 2016, consultation with key figures from the Jewish and Islamic communities will be organised, about their efforts for reducing the knock-on effects of the Israeli-Palestinian conflict, in the Netherlands. Consideration will also be given to a follow up to the project aimed at discussing antisemitism within the Turkish-Dutch community, initiated by the Consultative Body for Turks in the Netherlands (IOT).

### *Football*

Discriminatory and anti-Semitic chanting at football matches cannot be tolerated. Where such incidents do occur, solid and immediate interventions are required. This is a responsibility for all parties involved (municipalities, KNVB (Netherlands Football Association), police, Public Prosecutor's Office, football clubs and central government) and is indeed experienced by these parties as such. This includes both civil law measures and KNVB guidelines, the authority of a mayor to intervene, and criminal prosecution in the event of discriminatory chants. As well as repressive/disciplinary measures, awareness of and information about discrimination in football is of vital importance.

With that in mind, in December of last year, the KNVB extended the licensing requirements for professional clubs with an obligation to formulate and implement an antidiscrimination policy. The KNVB will also be improving the structure and broadening the scope of the activities of the KNVB plan on diversity, that above all concerns amateur football. The Minister of Social Affairs and Employment recently consulted with the KNVB, Ajax football club, the Centre for Information and Documentation on Israel (CIDI) and the Central Jewish Consultation body (CJO) about discrimination in football, in which the discussions focused on tackling anti-Semitic/discriminatory chants with the aim of improving awareness of the harmful character of these chants. The KNVB announced that it would be coming up with a series of proposals on these issues, in consultation with the clubs, in the spring of 2016.

### *Education*

Education plays an important role in passing on fundamental values of the democratic rule of law, and hence tackling racism and discrimination in any form. With that in mind, we will be focusing in several ways on strengthening citizenship education. The Second World War and the Holocaust have also been laid down in the core targets for history teaching for both primary education and the lower school of secondary education.

In response to the Round Tables on Antisemitism and incidents in discussing the Holocaust in the classroom, research was carried out into the reticence of teachers to discuss these issues. Training programmes were then made available for teachers who had difficulty in discussing social themes in class; such as Muslim discrimination and antisemitism. Via an online portal on citizenship, teaching material for diversity, the rule of law, basic values, etc. will be made more visible. As far as possible, use will be made of materials developed by social organisations such as the Anne Frank Foundation.

### *Security of Jewish institutions*

The Minister of Security and Justice will inform your House on a separate occasion

on security for Jewish institutions. This is not part of antidiscrimination policy.

## **M/F: discrimination on the ground of gender**

### *Salary discrimination according to gender*

The Cabinet will actively work to remove any still existing salary discrepancies between men and women for equal work. Every two years a study is carried out by the CBS (Statistics Netherlands) into pay differences between men and women in government and industry. The Council for Human Rights in collaboration with the Ministries of Education, Culture & Science and Social Affairs & Employment is also carrying out research into equal pay between men and women at universities of applied science and in the insurance sector. The study into equal pay at universities of applied science will be handed over in January 2016.

The completion of the study into equal pay in the insurance sector will then follow in the course of 2016. The studies by the Human Rights Council and the CBS are part of the 28 measures from the 'Labour market discrimination action plan' sent to your House on 16 May 2014, by the Cabinet.

## **LGBT**

### *GSA Natuurlijk Samen*

The Ministry of Education, Culture and Science has been supporting the national gay-straight alliance Natuurlijk Samen, since 2012. The aim of this alliance is to improve safety of LHBTs in the residential environment. In this alliance, antidiscrimination facilities work together with the police, the LHBT rights organisation COC, the National Cooperative Body for active residents (LSA) (in residential districts) and Movisie. The Ministry of Security and Justice is involved in terms of content. The focus is on the chain approach by municipalities and their stakeholders (including local residents): from identification, reporting and handling of incidents through to prevention and after care. At present, the response is often too ad hoc, so that victims are only able to solve the situation in their residential environment by moving home.

### *Willingness to report*

The previously held campaign for increasing the willingness to report in the LHBT media, will be continued in 2016 by the Ministry of Security and Justice. Since 1 August 2015, there has been a police network Pink in Blue (Roze in Blauw) in the Netherlands. The existence of this network has given a major boost to the activities of the Pink in Blue network in the units; national coverage has now been achieved. Knowledge exchange is also promoted. The Police Academy is happy to make use of the Pink in Blue network from a number of police units, actively participating in the curriculum of basic police training. The contact details for Pink in Blue available on the police website within the regional units were extended in the autumn of 2015, and are kept up to date.

The national police – in consultation with the University of Amsterdam, VelsPol Germany and Flag! France – will be organising the first LHBT world conference for criminal justice professionals, in August 2016.

### *Investigation into explicit description of the prohibition of discrimination of trans genders*

The Minister of the Interior and Kingdom Relations will be investigating the question of how the prohibition of discrimination on the grounds of gender identity and gender expression can be explicitly expressed in the Equal Treatment Act (Awgb). This investigation will include the legal protection of trans genders in other countries, international recommendations and research into this field and the various possibilities of making protection of trans genders explicit in the Awgb. The results of the investigation are expected to be sent to your House at the start of 2016.

### **Age**

In the progress report on the labour market discrimination action plan submitted to the Lower House on 1 September 2015, a study was announced into the possibilities of further tackling discrimination on the ground of age (both young and old). This study investigated which measures can be deployed for further tackling and preventing age discrimination, over and above the actions and measures already taken by the Cabinet in the labour market discrimination action plan, in order to strengthen the labour market position of the older people. This study was concluded at the end of 2015. You will be informed of the measures to be taken in response to this study in the next progress report on labour market discrimination.

### **Disability or chronic illness**

With the ratification of the UN convention on the rights of disabled persons, this Cabinet has made it clear to the more than two million people in the Netherlands with an impairment that it will be working on an inclusive society, which will enable people (wherever possible) to take responsibility and to take control over their own life.

By means of this Convention, we will work towards an inclusive society, in which everyone can participate. The issue is opening and changing society on all levels, so that people with an impairment are hindered as little as possible in participating and as such are able to make a contribution to society. An inclusive society demands involvement from us all. It is important to increase awareness on these issues, to expand the choices for people with an impairment and to promote inclusive thinking.

Non-discrimination is one of the general principles of the Convention. In addition to general articles about non-discrimination, this principle is further elaborated in specific areas.

At present, the Bills for the ratification of the UN Convention on the rights of disabled persons are with the Lower Chamber, for discussion. Ratification is planned in 2016. The aim is that when ratification takes place, an operating mechanism will be in place for the (further) implementation of the convention in the Netherlands. With this in mind, an office will be established (working title Platform for Inclusion). The aim of this office will be to encourage awareness and to reach agreements for improving the position of persons with a disability. The Platform on Inclusion will encourage activities within society. Partners who join this platform will be taking up a positive position and will be accountable for the results to which they have committed. Partners can be all types of organisations and combinations of organisations responsible for carrying out existing or new activities. For example

(representatives of) the target group for the Convention, employers, industry, municipalities, central government and a large number of other social organisations. A special campaign will be developed in respect of the ratification of the Convention under the overarching campaign *Zet een streep door discriminatie (Cross out discrimination)*, in accordance with the objectives of the Convention and its ratification.