



Input for the joint statement  
Dutch NGOs/civil society  
For the Lunch briefing with the CERD on  
February, 23, 2010 in Geneva

From  
Tiye International

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## **Introduction**

Tiye International is an umbrella NGO of 21 member associations of Black, Migrant and Refugee women and youth. Tiye International has a special consultative status with the ECOSOC of the United Nations.

Written replies from the Dutch Government to the list of issues regarding CERD/ CERD /C/NL/18, 76 session of the CERD

## **Article 2**

**The Dutch government had replied and in its answer the government only focused In this context the problems related to immigration and (the so called) integration.**

"Most of these immigrants live in urban neighborhood with day to day friction in a "multicultural" environment with socio-economic hardship". These former white neighborhoods were since after the Second World War: Problem Neighborhoods.

(Re- education areas, re - civilization area, a- social area etc). They are now a multi racial environment. The causes of these problems were never been solved. Now it is a multiracial environment. Since the immigrants are in these neighborhoods they were not accepted and face day by day forms of multiple discrimination. The past 30 years these problems also had not been solved or foster equality for all in society. Due to the fact, in our opinion that:

- In the Integration letter to the national Parliament / November 2009, consisting of 3 pillars. One of these pillars is: Combating Racial discrimination with the assistance of the Anti Discrimination Bureaus (ADB's). In the ADB's however there is no harmonization, not even a unified intake procedure or Equal competences<sup>1</sup>.
- In the conclusion of the same Integration letter (under section 4) is concluded that "... The immigrants should take their responsibilities, learn the Dutch language and – culture.." But what about those who know the Dutch language, have competences? Most of them born and raised here and are also unemployed.

The government is not taken effective into consideration:

- The factor non acceptance and the mutual responsibility of the indigenous Dutch citizens, so a two sided policy is needed.
- The native population in these areas in general, don't speak Formal Dutch Language themselves, there is also analphabetism.
- The diversity among the immigrants and other ethnic minorities' groups. The facts and figures are well known by the government of this situation; however the so called integration policies are still developed from a general stereotyped. Unified group in a social low socioeconomic class. (UNIFIED SAUSAGE POLICY).
- The factor unequal treatment f.e. is only addressed from a gender perspective to illustrate this: World wide there is gender pay gap for equal work.

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<sup>1</sup> Evaluation from the former NPRD 2007 and ECRI Monitoring NL, Report 2009



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- But there also is in the Netherlands a pay gap for equal work and equal qualifications, between white and non white women in general<sup>2</sup>.
- The fact that since 2007 the Dutch government has delete the National Action Plan and had not participated in the Durban Review Conference 2009, which was rejected by the Dutch government<sup>3</sup>.

In our opinion these are some of the factors why the integration policies, with no concrete sustainable output is a failure

TIYE International is therefore not surprised that in the past and recent years the there was heightened tension between the indigenous (white) Dutch population and non whites. Result: Growing segregation in the society as a whole.

Another point of our concern is the fact that the Dutch government is in this context problem centered, instead of solution and prevention centered<sup>4</sup>.

In civil society matters and - consultations women's) NGOs of immigrants and other ethnic minorities are excluded by the government in the context of integration issues. So they are not part of the Dutch civil society in the State concept. Only institutes, consultative Committees, such as the LOM (Landelijk Overleg Minderheden) most of them structural founded by the Government are involved and mentioned in national reports. These NGOs with a clear member group supporting them are so made invisible.

## **Article 5**

### **Measures Re: representation/ Employment, Education and Trainees (Answers 12, 16, 18 of the government to the list of issues regarding the CERD).**

In an employment case study<sup>5</sup> there was a good analysis that there is an enormous diversity in employment facts and figures among the different immigrant groups and other ethnic minorities. (NB the facts and figures had not change a lot) F.e. Surinamese have a higher employment rate than the indigenous Dutch women. Tiye International was also surprised to read in the reply of the Dutch government the following: "The Dutch Surinamese give the impression of a being well integrated group, however there are many areas (Which areas????) in which they lay behind the ethnically (white?) Dutch Groups. And this is reflected in higher rates of disadvantage." Does the Dutch Government doesn't know that there also are the factors forms of MULTIPLE DISCRIMINATION and socioeconomic exclusion? And is the conclusion of the government based on facts and figures, or also not measurable?

## **Employment**

TIYE International asks for attention for the following areas of concern:

Discrimination, in the process of recruiting, promoting and/or intake procedures,

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<sup>2</sup> According to the Dutch Federation of Trade Unions

<sup>3</sup> See answer 4 of the Dutch government

<sup>4</sup> See answer

<sup>5</sup> drs Hellen Felter General Secretary TIYE International, Voices December 2008)



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Is also one of the most significant reasons for the relative higher unemployment rate<sup>6</sup>. Businesses and public institutes often have limited expertise in racism and forms of Phobia related issues. One of the recommendations in the Joint Statement Durban Review was to develop more effective career counseling instruments. This is very importing due to the fact of the ongoing globalization (also implies greater responsibilities of the government).

The government has developed measures in the past (wet SAMEN, and wet BEA f.e.)<sup>7</sup> However none of them were a success. There are international instruments to prevent racial discrimination and raise awareness more effective at the Labor Market. And in this respect it is also relevant too that management and employees at all levels in the private or public spheres, are able to develop and or be part of social and cultural sensitivity in their organizations<sup>8</sup>.

The Dutch government refers to the second national discrimination report that has been produced. What has been done with the outcome of the first report?  
What are the concrete results?

**In their answer 12**, the Government is referring to the National Diversity Management Network, and that the result is difficult to measure. How is the government defining diversity?

- To assure a long term and effective impact, it is important that the main procedures such as: commitments, integrity, strategic plans, vision on (cultural) changes in labor market organizations, including businesses, are taken into consideration.
- "Related to diversity, there is no unified interpretation, nor by the government, nor by the political bodies, nor by institutes ... etc."<sup>9</sup>

## **Education**

The Dutch government replied that they had measure taken to equip school-teachers with the necessary skills to teach in a "multicultural" environment<sup>10</sup> and to react to manifestations of racism and discriminatory measures in schools.

And there are standards of competences in the Educational Professional Act.

But is the government not aware of:

- The non equal circumstances in School Boards. Only 2,5 % of the Board Members in primary and secondary education are from a non dominant ethnic group<sup>11</sup>.
- The drop out numbers of students from the lowest income groups double the numbers of those from higher in come groups, which indicates that this is a clear social problem and not only a ethnic minority or immigrant one<sup>12</sup>.

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<sup>6</sup> See joint statement of civil society in the Netherlands involved in the Durban Review Conference 2009/ The Hague, 19 March 2009 & the joint statement April 2009 of the Dutch NGO's in regard with the Durban Review 2009.

<sup>7</sup> These were two laws with the purpose to stimulate labor market participation of ethnic minorities by employers

<sup>8</sup>Ann Mennen:" Social and Cultural Sensitivity in Labor Market Organizations"

<sup>9</sup>Conclusion Dutch Nationale Parlementaire Enquête/ the Hague 2005

<sup>10</sup> NB Tiye International prefers the terminology: Multiracial or multiethnic

<sup>11</sup>De Weerd and Gemmeke 2007

<sup>12</sup>Education Statistics 2007



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- That the Schools Inspectorate, compared schools with a high percentage of drop outs in more detail to other schools , had come to the conclusion that schools with higher with higher drop out numbers fail to comply with requirements for: equality , core educational material, the quality of pedagogic and didactic behaviour of teachers and /or educational learning environment.
- The growing numbers of teachers as a member of the extreme right wing party, PVV (full name: Party for Freedom)?<sup>13</sup>
- The fact that in the joint statement/ Durban review 2009, one of the recommendations was: To introduce into educational systems at all levels
  1. The Global Compact methodology<sup>14</sup>.
  2. Cultural and sensitive trainings and policies to promote educational programs that stimulate knowledge and insight<sup>15</sup>.

All these factors are also resulting in more segregation in the education sector, especially in primary and secondary, case of seriously of critical concern  
To enhance a safe and discrimination free school environment.

TIYE International will also refer in this context to the ECRI Monitoring report NL:  
On the implementation and results of anti racism measures, Approved June 2007, published February 2008.

### **Trainees**

In Education statistics and in different studies facts and figures show that , without effective measures Black and Immigrant students will have structural problems to find an internship/ c.q training place without this training post they cannot finish their studies. This demotivates and results in them dropping out and they have no qualifications. Result: More segregation in Society. This is a very critical area of concern. Effective measures are in this context urgent needed.

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<sup>13</sup>This, with reference to the interviews through different media channels

<sup>14</sup>The Global Compact refers to an instrument to improve human rights in area such as, labor market, education, etc, recommended by previous UN Secretary General Kofi Annan, UN head Quarters New YORK

<sup>15</sup> DPPA 2001, par.49, 95 and 128