

**Joint Statement of Civil Society in the
Netherlands involved in the
Durban Review Conference 2009
Geneva 20-24 April 2009**



**The Hague / The Netherlands
19 March 2009**

1. Introduction

This joint statement reflects the opinions of Dutch NGOs and institutes which are involved in the preparations of the Durban Review Conference 2009 (Geneva, Switzerland, 20-24 April 2009). The Leader Group Durban Review 2009¹ focused on the following crucial themes:

1. Labour market and employment
2. Education and training
3. Slavery past

These themes are a selection of the 219 paragraphs of the Durban Action Programme (DDPA 2001). This does however not imply that we deem the themes left out in this paper not important.

The slogan used for the Durban Review Conference is: "UNITED AGAINST RACISM: Dignity and Justice for ALL". This UN Durban Review Conference 2009 in Geneva gives the opportunity to ascertain, amongst other things, what the UN member states have done to realise and monitor the agreements or aims as laid down in the DDPA 2001, within the framework of the UN General Assembly.

What does the Durban Review 2009 aim at?

In a nut shell, the *aims* of the Durban Review Conference are the following:

- To evaluate the implementation of the DDPA 2001 by UN member states, the monitoring process and booked results, and to test the effects on their sustainability;
- Additionally, to pay attention to the effects of other relevant UN instruments such as the CERD²;
- To test the process and effects of specific measures and initiatives to fight all forms or manifestations of racism, racial discrimination, xenophobia and related intolerance on their sustainability through a transparent process of dignity and solidarity

At the UN World Conference in 2001, The Netherlands committed themselves to help eradicate all forms of Racism, Racial Discrimination, Xenophobia and Related Intolerance.

The Durban Review Conference is prepared by the UN HUMAN RIGHTS COUNCIL. In Resolution 3/2 of 8 December 2006 it is clearly stated that participation is open to all UN member states and (accredited) observers.

The Netherlands have committed themselves with regards the Durban Declaration and Programme of Action (DDPA), 2001 to help eradicate and fight all forms of Racism, Racial Discrimination, Xenophobia and Related Intolerance so that all civilians in society feel safe and are able to participate equally at all levels of society as a whole.

Naturally, the question after eight years is what has been undertaken by the Netherlands to effectively fight racism and related intolerance in the Netherlands? What is the sustainable effect of these efforts?

When developing policies and effective measures, it is essential to guarantee that the intersectional perspective, stereotyping and new forms of racism are the guiding themes. During the review of the three selected themes at the NGO work conference organised

¹ Tiye International, Art.1, E-quality, National Platform for the History of Slavery (LPS)

² Convention on Elimination of Racial Discrimination

by the Leader Group Durban Review 2009 on 24 February 2009, these perspectives were used as the essence on the basis of which recommendations were developed.

The Dutch NGOs would like to stress that, in drawing up this joint statement, they were guided by the principle of equality between men and women in all aspects of the fight against racism, racial discrimination, xenophobia and related intolerance on the one hand, and by the principle of equality between civilians belonging to the dominant or non-dominant groups in society - taking into account the various categories as mentioned in Article 13 of the Treaty of Amsterdam - on the other hand.

The organisations involved in the joint statement emphasized the need **to integrate a gender perspective** into all policies, strategies and / or measures (DDPA 2001 par. 59,94, 97) The recommendations to the State Party in particular are within the framework of the DDPA2001.

2. Results from the three study groups

2.1. Theme: Labour and employment

Introduction

Discrimination in the process of recruiting and promoting individuals in business is one of the most significant reasons for the extensive unemployment among black, migrant and refugee women and men. In comparison to the indigenous white population unemployment is about three times as high. This difference cannot be explained by the argument of educational disadvantage alone. Businesses and public institutions often have limited expertise in discrimination, racism and xenophobia-related problems. Knowledge of subtle and common manifestations of discrimination, and available legal options (such as the Equal Treatment Commission which monitors compliance with equal treatment legislation) and instruments to prevent or fight discrimination, is lacking. It is in this respect important that management and employees at all professional levels are able to develop social and cultural sensitivity. This would allow for a work floor where everyone feels safe and respected and justice is done to the qualities and talents of each employee.

Unequally developed economies in the world are an important reason for labour migration. The ongoing globalisation: ever growing ways to communicate and travel as well as growing capital and trade and migration streams, implies greater responsibilities. However it is often the economically stronger nations in the world who use their economic advantage at the expense of countries with weaker economies, for example by rising tariff walls. At the same time there is a need for flexible, cheap labour in the lower income sectors in nations with stronger economies, which is often carried out by non-Western labour migrants. However, governments are usually keen on preventing these labour migrants to enter and stay in-country.

Since the abolishment of the failed instruments, SAMEN (Stimulation Labour Participation Minorities - *Stimuleren Arbeidsdeelname Minderheden*) and BEA (Promotion Equal Labour Participation of non dominant groups - *Bevordering Evenredige Arbeidsparticipatie Allochtonen*)³ laws no effective alternatives were put in place to stimulate the recruitment and promotion⁴ of ethnic minorities in the private and public sector.

³ Failure of employers to comply with agreements based on these acts was not sanctioned as a result of which employers did not feel obliged to observe these laws.

⁴ For example career counselling instruments

Recommendations

- Developing effective measures for a discrimination-free work floor by: 1) incorporating instruments to this effect in the Working Conditions Act 2) establishing an expert group which provides support to businesses; 3) making sure that the government fulfils a facilitating role in the process.4) preventing a pay gap not only from a gender perspective.
- Stimulating effective measures to ensure a diverse input in a company's policy development, for example by creating sufficient participation of all staff in policy development.
- Developing educational programmes to stimulate the resilience of victims of discrimination, by creating a safe environment in which one is protected from the implications of filing a complaint.
- Developing effective schooling and training programmes to stimulate an organisation's awareness of manifestations of discrimination, and its ability to acknowledge and recognise these.
- Creating a so-called whistle blower fund at the Equal Treatment Commission to protect people against negative implications of filing a complaint.
- Implementing measures to protect black, migrant and refugee employees, women in particular, through dismissal protection and, where necessary, by introducing dismissal quota⁵ and market-related labour products/service relations.
- Extending the powers of the Equal Treatment Commission by providing instruments to impose sanctions, and by offering the possibility to compensate victims.
- Implementing measures to ease immigration policies, as non-Western labour migration cannot be seen separately from global economic developments that are in part caused by Western countries.

2.2 Theme: Education and training

Introduction

Education is a human right and an essential tool to achieve equality, development and peace. Education without distinction is beneficial to everyone (boys, girls, black, migrant and white men and women) and ultimately contributes to equal relations between women, men, black, migrant and white individuals, as declared at the Beijing UN World Women Conference in 1995.

Discrimination-free education is organised in such a way that a society's diversity is distinguishable and acknowledged in all management layers of a given educational institute. Within such a discrimination-free school climate each employee and each student is treated equally and given the opportunity to fully develop his or her potential. At the same time, the employees and students commit themselves to the goals, vision and culture of the organisation. Justice, mutual loyalty and sensitivity are central elements in the communication between teachers, students and school management, and there is a common focus on quality.

⁵ If a last-in-first-out policy is in place then chances are that employees with a black, migrant or refugee background run a greater risk to be dismissed. When dealing with dismissal procedures employers should ensure that their staff is a reflection of the multiracial society.

Since 2002 school boards are allotted more tasks and responsibilities. Only 2.5 % of the board members in primary and secondary education are from a non-dominant group.⁶

Drop-out numbers of black and migrant children in secondary education are approximately twice as high as those of white Dutch pupils. In this respect first generation students who were born and raised in the Netherlands run an even higher risk than second generation students. It should however be mentioned that drop-out numbers of students from the lowest income groups double the numbers of students from higher income groups, which indicates that it is clearly a social problem. At the moment there are 70,000 drop-outs.⁷

The Schools Inspectorate compared schools with a high percentage of drop-outs in more detail to other schools and comes to the conclusion that schools with higher drop-out numbers fail to comply with the requirements for quality care, educational material, quality of pedagogic and didactic behaviour of teachers, the educational learning climate and support to students with special needs. In other words, drop-out numbers are higher in schools with a concentration of black and migrant pupils. And in regular education in particular.

In general, there is much criticism on the pedagogical and didactical tradition: educational programme, climate and teaching materials all stem from a portrayal of mankind and pedagogical approach of human kind in line with the Eurocentric methodology. In addition, prejudiced teaching personnel lacks the motivation to stimulate pupils and make the educational material appealing. In its annual report the Schools Inspectorate pointed out more than once that the education curricula are out-of-date and that this is one of the main reasons behind the drop-out figures. The Schools Inspectorate's recommendation needs to be actioned.

The increasing segregation in primary education is cause for concern.⁸ Education statistics on school results indicate that so-called black schools are weaker schools per definition. The so-called "white flight" needs to be stopped. It is important that school management and the broader public (such as parents and pupils) realise that **integration is a two-sided process**. (DDPA2001 paragrafe 122).

Despite the fact that education statistics show that the non-dominant groups in higher and scientific education⁹ are busy catching up, this is not translated in policy measures stimulating the government and the commercial sector to recruit this group into executive and top positions. In addition Facts and Figures¹⁰ also show that, without effective measures in place, black, migrant and refugee youth who are required to do an internship during their studies have trouble finding a place. Without internship they cannot finish their studies which demotivates and can result in them dropping out.

Recommendations.

- Including the development of a discrimination-free and safe school climate¹¹ as a criterion in the quality requirements assessed by the Schools Inspectorate.

⁶ De Weerd and Gemmeke 2007

⁷ Annual Report, National Statistics Bureau (CBS) 2007/2008

⁸ Page 15 ECRI Monitoring Report NL, Approved in June 2007, published in February 2008

⁹ HBO 49,000 and WO 52,000 respectively (education statistics)

¹⁰ Education statistics

¹¹ In accordance with recommendations Report "Kenmerken van discriminatievrij schoolklimaat" (Ann Mannen 2004, Social and Cultural Sensitivity within the Labour market organisations/Tiye International)

- Developing measures to promote equal representation of black and white male and female staff members (medium and higher executive positions) in educational institutes, school boards and other relevant decision-taking bodies in education.
- Developing more age-aware staff policies (diversity with regards to age), and ensuring that staff reflect society in educational and religious background.
- Including a non discrimination policy requirement in the vision and Code of Conduct of school boards.
- Rewriting Dutch history in education. Core aims and end terms need to be adapted in different areas such as Dutch Slavery and Colonial Past.¹²
- Implementation of **the Global Compact**¹³ in education.
- Developing educational programmes that lead to a better insight in the way racism 'works' with the aim to understand the aspects of racist behaviour and attitudes and to recognise situations where action needs to be taken. Learning how to accept people for their qualities and not for their colour and/or ethnic background.
- Developing studies into the use of racist terminology (language) in education and developing actions to forbid racist speech and promote positive language.
- There is a need for more effective preventive measures in order to prevent further segregation in primary education and the educational sector.
- **Intercultural training** and policies are a "must" in all segments of education. It is recommended to promote educational programmes that stimulate knowledge and insight (DDPA 2001 par.49, 95 and 128).
- **Human rights education** is strongly recommended. This means identification of existing programmes, developing where relevant, and implementing educational programmes, and including such programmes as a core goal in the end terms of all forms and levels in education (DDPA 2001. par.127, 133).
- Civic-driven-change initiatives. Close cooperation between NGOs, development organisations, experts and action groups is necessary to come to reviewde curricula.
- For PABOs (Pedagogic Academy for Primary Education) and other relevant institutions additional training on discrimination-free education is of essential importance. To eliminate all discriminatory aspects in education and to aim for a positive effect on schools and in society.
- Preventing institutional racism and discrimination. For example, by creating and implementing adequate test criteria for the formulation of organisational and educational goals, and the development and execution of policies respectively.

¹² In 2002 the Ministries of Education, Culture and Science and Home Affairs and Kingdom Relations issued a report in cooperation with the National Platform for the History of Slavery which was presented to the government. Various recommendations with regards to rewriting history education in this area were included in the report. There is, in other words, sufficient material to execute this measure.

¹³ Refers to an instrument to improve human rights in areas such as the labour market, education and training recommended by previous UN Secretary General Kofi Annan.

- Developing educational programmes to promote knowledge of and insight into the UN Rights of the Child.¹⁴

2.3. Theme: Slavery past

Introduction

For Africans, and in particular African descendants living in the Netherlands and in other parts of the world, such as the Republic of Suriname, Curacao, Aruba, Saba, St. Maarten, St. Eustatius and Bonaire, the UN World Conference in Durban in 2001 (WCAR 2001) provided a unique opportunity to address all forms of racial discrimination.

During this UN World Conference specific issues related to racism against (black) Africans and African descendants were discussed, including the Trans-Atlantic Slave Trade, Slavery and Colonialism, and their effects on today's world. The Trans-Atlantic Slave Trade, Slavery and Colonialism were declared crimes against humanity by the UN in 2001.¹⁵

The UN member states took on the challenge of the world conference to come to specific actions with regards to Africans and African descendants (hereafter to be called the AAD target group) which were then laid down in the DDPA 2001.

In this way, countries that had not yet taken steps in that direction were summoned to take appropriate measures (remedies), offer apologies and start reparations in connection to the Transatlantic Slave Trade, Slavery and Colonialism. The Netherlands can be counted among those countries that have not yet developed suitable solutions and measures.¹⁶

The question after eight years is therefore what the Netherlands have done since 2001 towards the African descendants and the countries where it was involved in slave trade and slavery, as the DDPA 2001 envisaged. The Durban Review 2009 is aimed in particular at learning from the UN member states what actions they have taken and which effective measures they have realised within the framework of the DDPA 2001.

African descendants in the Netherlands and the other above-mentioned countries are of the opinion that the Netherlands have not taken any specific actions or measures as was agreed during the WCAR Durban 2001. In addition, they find that the Dutch state, the Dutch Parliament included, is not focusing on African descendants. The target group is most notably missing in important policy measures, such as the Netherlands National Action Plan 2005, and reports such as the Dutch Shadow Report (February 2008) with regards to the Durban Review 2009. In this respect we refer to recommendations 112, 113, 115 and 116 in the 3rd report (approved on 28 June 2007) of the European Commission Against Racism and Intolerance. We feel supported in our views by these recommendations because they illustrate very aptly that the Netherlands have not included racism-related experiences submitted by NGO's and civil society in its follow-up reports. It is, in other words, a fact that the Netherlands are not focused on the well-

¹⁴ Right to education, for children without status as well.

¹⁵ On 8 July 2003 former President of the United States Bush said during his visit to Senegal that: "slavery was one of the greatest crimes in history". Furthermore he stated that: "... we can fairly judge the past by the standard of John Adams who called slavery an evil of colossal magnitude, (and) acknowledged that "many of the issues that still trouble America have their roots in slavery". This followed declarations by UN member states at the WCAR 2001 (Bob Brown, Pan-African Roots).

¹⁶ For example apologies and reparations. Former minister Rogier van Boxtel uttered words of remorse in 2001 in Durban. Prime Minister Jan Peter Balkenende on the other hand let the opportunity slip to apologise for the crimes committed during the Dutch slavery past on the occasion of the Republic of Surinam's celebration of thirty years of state independence in 2005 and during his working visit to the Republic of Surinam in 2008.

being of, or on racist practices against, the DDPA 1 target group of Africans and African descendants.

Much can be said about the perception of African descendants in the Netherlands and their experiences with the subtle ways in which they are being portrayed or addressed. In the United States of America the expression African American, which came into being with the redefinition of the identity of United States of America citizens of African descent, is generally accepted. However, it has not yet registered with Dutch society, politicians and policy makers that the expression 'Negro' for Africans and African descendants in the Netherlands is considered an insult since quite some time. A petition to this effect which was presented to the Dutch Parliament in 2005, has so far not achieved anything. In policy documents and statistics African Surinamese are still labelled as Creoles whenever the Surinamese population is subdivided in different groups. African descendants are thus not visible in statistics and policy measures because they are not considered a separate target group. In order to implement the DDPA 2001 for the benefit of this target group it is important to have the necessary expertise and insight.

Politicians and media don't dare to use the expression "African Dutchmen" or "African Surinamese Dutchmen". The use of the term "NEGRO" upholds racism in the Netherlands because white children are invariably taught that the descendants of slaves are "NEGROS". The national police (*Korps Nationale Politie Diensten*) are guilty of using racist terminology on a weekly basis because they describe black offenders as NEGROID in their offender profile, while white and Asian offenders are not typified as Caucasian or Mongolian on search lists. This objectionable institutionalised racist language use makes that descendants of slaves are treated without respect in the Netherlands. The pseudo-scientific name used for a certain group in Dutch society is NEGRO, whereas there is not a proper definition of the word.

While the UN member states have urged states to deal with all practices based on theories of superiority of certain races and cultures above others, broadcast and implemented during the Colonial Era, we experience year in year out how these practices are still rife with the Dutch Tradition on 5 December.¹⁷ Petitions on this topic presented to the Government and Parliament in 2005 have so far amounted to nothing and, what is worse; the petitioners never received a reaction. And thus the chance to take the implementation of the DDPA 2001 seriously with regards to the target group in the area of preventing all forms of negative stereotyping was missed.

Furthermore there is no equal representation of African descendants on crucial positions in the government or commercial sector because the rules and procedures in place result in institutional exclusion. It is important to find out how these rules and procedures work negatively towards African descendants.

African descendants are also of the opinion that the establishment of a National Slavery Monument and the foundation of the National Institute Dutch Slavery Past and Heritage (NiNsee) in 2002 after years of dedication and efforts by African descendants in the Netherlands, cannot be presented as an action that resulted from the DDPA 2001, as plans had already been drawn up before the WCAR 2001.

Neither should it be seen as reparation or as best practices of the Dutch Government regarding the DDPA1. In this respect a thorough evaluation/study into the involvement of African descendants in the NiNsee mission as it was called in the mission document "Nu aan de Slag" (Let's Get Started) was suggested. The great dissatisfaction of African descendants with the direction NiNsee has taken in comparison to its original mission has so far not led to self reflection at NiNsee. This is further enforced by the attitude of the

¹⁷ Here is meant the conceptual framework of the Sint Nicolaas tradition.

Dutch government towards (self) organisations of African descendants who, apart from NiNsee, wish to contribute independently to the awareness process and to identity-strengthening projects aiming at fighting the effects of the Past.

The struggle of many years to get broadcasting time on Dutch Public Television on grounds of African Religious Traditions, for example, has not received any support from the power centre of public television. A knowledge centre such as NiNsee does not play any role of importance (as it should do) when it comes to supporting relevant organisations through study and research, to allow them to present themselves professionally with the help of facts and figures.

Recommendations

- Undertaking a critical analysis (evaluation) into the implementation of the DDPA 2001 by the Netherlands, with special attention to what has been done for the various target groups, the AAD target group in particular.
- **Involving the AAD target group**, in conformity with the afore-mentioned, in the formulation of the analysis focus and approach. By involving civil society and the AAD target group in particular in the evaluation of the DDPA 2001, the Netherlands will comply with one of the most important recommendations from the 3rd ECRI Report. In this way the Netherlands can prove that they are serious in fighting racism, discrimination, xenophobia and related intolerance towards all target groups at all levels in Dutch society.
- To actively involve self organisations of African descendants by creating services and making funds available for the development of activities that contribute to a more active awareness process on the Dutch Slavery past, as well as Slavery and Colonialism, within all layers of Dutch society. In this respect a critical analysis (independent research) would need to be undertaken into the effects of activities so far developed by NiNsee for Dutch society in general, and the various policy areas such as Education¹⁸ in particular. The critical analysis should pay attention to the role¹⁹ of NiNsee in the “emancipation process” of African descendants and as a knowledge centre that gives advice to African descendants on issues about the Past and looks into cases on their behalf. The analysis should also include the experiences of African descendants with regards to the performance of NiNsee and its execution of activities.
- The establishment of a Commission²⁰ which would advise on the organisation of an International Round Table Conference (IRTC) focusing on the Trans-Atlantic Slave Trade, Slavery and Colonialism and the impact of this past. One of the results of the IRTC should be to outline a study on the extent of the “Damage” and what necessary steps should be taken with regards to reparations, in accordance with the implementation of the DDPA 2001 to which the Netherlands committed themselves. We can no longer burden our future generations with the issue of reparations for the Dutch involvement in the Trans Atlantic Slave Trade, Slavery and Colonialism. Sooner or later the Netherlands will have to pay up.
- To carry out follow-up studies into creating a National Commemorative Day (bank holiday) on the first of July of each year. At this national day on the first of July, on which African victims of slavery, the Dutch slavery past and the members of

¹⁸ The way in which NiNsee up to date has implemented the four domains formulated in the mission documents “Van Droom naar Daad” (From Dream to Action) and “Nu aan de Slag” (Let's Get Started) and has involved the African descendants in the participation process.

¹⁹ Social, Scientific, International

²⁰ With participation of the countries where the Netherlands were involved in the slave trade

resistance who gave their lives in the struggle for the abolishment of slave trade and slavery will be commemorated, it will be deemed self-evident that the Dutch population as a whole will reflect on the events and be given the opportunity to participate in the commemoration activities at the National Slavery Monument.

- Making funds available for the preparation of civil society for, and (through their representatives) its participation in, the Durban Review Conference in Geneva from 20 to 24 April 2009, the meeting between sessions for accredited NGOs and the civil society forum from 17 to 19 April 2009 respectively.

2.4 Colonialism

Finally we would like to bring the following topics with a direct relation to the subject Colonialism under the attention:

2.4.1 INTERNATIONAL SOLIDARITY

We would like to express our solidarity with people or groups in other parts of the world who suffer under a colonial or discriminating regime. In particular we would like to mention the Palestinian people, because of the threefold injustice inflicted upon them: failure to grant Palestinian refugees the right to return to their homes; the institutionalised discrimination of the Palestinian people in Israel; and the occupation and continuing colonisation of the West Bank (East Jerusalem included), the Gaza Strip and the Golan Heights. We gladly support the paper submitted to the Durban Conference by Palestinian NGOs.

The Netherlands are isolating the Palestinian people by putting in place restrictions within the framework of this conference, as a result of which Palestinians are denied the right to bring any obstacle against them to the table at the UN Anti Racism Conference. As a UN member state and EU member the Netherlands have a special responsibility to make this issue debatable during the Durban Review 2009 (DDPA2001 par.51, 63, 65).

Recommendation

The NGOs make an appeal to the Netherlands to pay attention to this issue within the framework of human rights and their special responsibility to make the issue debatable during the Durban Review 2009.

2.4.2 AOW-GAP (General Law regarding People with an age above 65 Years)

Welfare provisions were introduced in the Netherlands around 1954, in the same year that the Republic of Surinam and the Dutch Antilles became part of the Charter of the Kingdom of the Netherlands - apparently to keep them outside the Dutch social welfare system, such as the AOW (Dutch Pension Act). As a result of this, Surinamese, Antillians and Arubans, including those who currently live in the Netherlands, are facing an AOW-gap which the Netherlands refuse to bridge.

Recommendation

To raise this matter in the short term within the framework of the implementation of the DDPA 2001, and specifically in relation to the provisions of paragraph 164 H and I.

2.4.3 AWBZ (General Law concerning Specic Cost regadering Illness)

Persons, who are obliged to stay in Surinam for family or cultural reasons, cannot make use of the AWBZ (General Exceptional Medical Expenses Act) welfare provisions, whereas this is possible in other countries.

Recommendation

To raise this matter in the short term within the framework of the implementation of the DDPA 2001, and specifically in relation to the provisions of paragraph 164 H and I. The equality principle most certainly applies here.

2.4.4 100% CHECKS AT AIRPORT SCHIPHOL

The 100% checks at Schiphol, especially on flights to the republic of Surinam, the Dutch Antilles and Aruba is discriminatory and in violation with Human Rights Treaties. Looking at the signs it appears that the darker the skin colour of (non-white) travellers (young and old) the stricter the checks. The same mechanism is applied to black youth with a typical African hairstyle in particular²¹. This now is a typical example of a violation of human rights in the Netherlands (DDPA 2001 par. 133).

Recommendation

The Dutch authorities are summoned to take measures to put this degrading procedure and the accompanying humiliations to an immediate end. The instruction to public officials including migration authorities and personel involved in checks (such as Customs and Military Police) applies here, amongst other regulations.

2.4.5 AIRLINE FARES NETHERLANDS-SURINAM

Under direction of the Dutch government, airline fares on the route Amsterdam-Paramaribo-Amsterdam are kept high artificially. In this way the Dutch government allows the airline companies, such as the KLM, to extort citizens of the State who are obliged to fly this route for family or cultural reasons. We think this is a form of institutional racism as, compared to flight routes to other countries, the price of tickets to the Republic of Surinam is extraordinarily high.

Recommendation

To raise this matter in the short term within the framework of the implementation of the DDPA 2001, and specifically in relation to the provisions of paragraph 164 H and I.

3. Intersectional discrimination

Central to the realisation of human rights of women is that discrimination and other human rights violations against women do not take place on grounds of gender only, but also on other grounds, such as ethnicity, age, class, nationality, disability, sexual orientation and health status. According to current scientific insights, negative perception and discrimination may be analysed best through the intersectional approach. A person's position is determined by his or her gender and his or her ethnicity or other identities, which are interrelated.

The Beijing UN World Women Conference Declaration (1995) summoned governments to strengthen their efforts to ensure equal rights and fundamental freedoms for all women and girls who are facing multiple barriers obstructing their development, effective participation and advancement.

Recommendations

- Intersectional discrimination and negative perception need to be given priority attention in the fight against racism, discrimination, xenophobia and related intolerance both on a national and international level.
- A methodology to analyse violations which occur at the intersections of gender and ethnicity should be developed with the aim to fight them and prevent them from occurring in the future.

²¹ Braids/rasta hairstyle

- Stimulating measures towards the media with regards to programmes that pay positive attention to black, migrant and refugee women and men, in order to stimulate a more positive and objective perception as an alternative to the harmful stereotypes.
- Adequate measures, legal measures included, need to be taken in all areas, in particular in the political, social and cultural areas, in order to prevent intersectional discrimination by persons, organisations and companies.

Annex:

This NGO position paper came about through contributions in the workshops from the organisations present at the work conference of 24 February in Utrecht.

Labour and Employment

Art.1

Opo Kondreman

Stichting Eer en Herstel

SRADCC

TRAIN Foundation

Tiye International

African Sky / TIYE International

Discriminatie Meldpunt Groningen

Inspraakorgaan Chinezen

E-Quality, Knowledge centre for gender, family and diversity issues

Reeberg Beveiliging

Vereniging Diversiteits Overleg

Bureau Remedie

Education and Training

Tiye International, Platform of 21 National Black, Migrant and Refugee Women's Associations. NGO in a consultative status with the ECOSOC of the UN

Sacco Institute

Netwerk Nobel (Older Black Women Human rights Network)

Palet

Bureau Klachten en Informatie

Netwerk Dyadyaman

Palestina Committee

(black) Older Women Network (OWN)

Vereniging CCS

Ann Mannen / Human Rights Education Programmes/Dean HBO

Slavery past

African en African Descendant Netwerk

European Anti Racism Network (EARN)

@Nansie

STRADCCA

Vereniging Surinaamse Nederlanders

Vereniging van Reizigers 9Of Ethnic Minorities)

St. Inke

Stichting Afro Europese Vrouwenbeweging "Sophiedela"

Mart Radio-omroep

Surinaamse Vrouwenbeweging

Europese Vrouw en Geloof Beweging NL

GAC – Nederland

SME Omroep

Netwerk Dyadyaman

Kobipro

Stichting National Monument Dutch Slavery Past for the History of Slavery (LPS)

Stichting Panafstrag Europa/NL

Stichting African World Institute (STAWSI)