



European network of legal experts in gender equality and non-discrimination

NEWS REPORT

Country:	The Netherlands
Title:	Ethnic minority students face discrimination in finding an internship
Date:	13 April 2016
Expert:	Rikki Holtmaat
<u>Context</u>	
Issue at stake:	Internship discrimination
Ground of discrimination:	Race/ethnic origin, religion/belief
Source:	Miscellaneous
Field:	Employment, education
Applicable law:	General Equal Treatment Act (GETA), Article 5(1)(a)

Content

Development:

Platform Integration & Society (Kennisplatform Integratie & Samenleving, KIS) has recently published a report on the discrimination vocational training students face in finding an internship. KIS is a government-funded programme hosted by social science research institutes Verwey-Jonker and Movisie.

The report, on the basis of the experiences of 50 professionals and over 70 students, found that ethnic minority students face severe discrimination in finding an internship. Internships are an obligatory part of virtually all vocational training courses in the Netherlands. Girls wearing a headscarf and ethnic-minority boys were most likely to experience discrimination, the report found. The researchers conclude that schools avoid confronting employers, as they are afraid that employers will refuse to offer internships altogether. The report nonetheless recommends schools to take a stance and report discrimination.

The Dutch equality body, the Netherlands Institute for Human Rights (NIHR), has ruled in its case-law (e.g. Opinion 2015-112) that internships are included under Article 5(1)(a) General Equal Treatment Act (GETA), which prohibits unlawful distinctions in the context of employment (specifically in the areas of public advertising of employment and procedures leading to the filling of vacancies). Recently, in Opinion 2016-10, it found that the rejection of an internship applicant on the basis of his sexual orientation constituted a forbidden distinction under the GETA (see Flash Report 38-NL-ND-2016).

Key points of analysis:

Study finds that ethnic minority students face discrimination in finding an internship. Schools are recommended to take a stance and report discrimination.

Internet link source:

The report is available online:

<http://www.kis.nl/publicatie/mbo-en-de-stagemarkt-wat-de-rol-van-discriminatie> last accessed 08/04/2016.