



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

NEWS REPORT

Country:	The Netherlands
Title:	Institute for human rights opens hotline for pregnancy discrimination in the case of temporary employment
Date:	20 June 2017
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<u>Context</u>	
Issue at stake:	Opening of hotline for pregnancy discrimination
Ground of discrimination:	Sex
Source:	National equality body
Field:	Pregnancy, temporary employment
Applicable law:	Art. 7:646 DCC

Content

Approximately 43% of women on the labour market, who have given birth to a child, have been faced with possible discrimination because of their pregnancy or maternity in 2016. This number has not changed since 2012, which means that there has not been a reduction in the extent of discrimination due to pregnancy on the labour market. The highest risk of discrimination is run by women who have a temporary or flexible employment contract. What often happens, is that new contracts are changed or not extended at the last moment. In addition, pregnant women miss out on bonuses and other financial rewards more often than their non-pregnant colleagues. Also, employers tend to assess their performance more critically in comparison to other employees.

With a view to reducing pregnancy discrimination the Netherlands Institute of Human Rights (NIHR) has opened a hotline on 22 May 2017 where women who feel discriminated can turn to. In this way the NIHR hopes to gain more knowledge about the risks pregnant women face, about the consequences of the non-extension of employment contracts and about the various types of discrimination in this area. The NIHR therefore calls on all women who have been confronted with pregnancy discrimination, to contact the hotline through www.mensenrechten.nl/zwangerschapsdiscriminatie.

The NIHR emphasizes that temporary employment agencies and comparable bureaus have a specific responsibility not to act in breach of equal treatment law. They have to examine whether employers that use their services do not send a woman away because of her pregnancy and they have to address the hiring companies if they act in a discriminatory way.

Key points of analysis: The NIHR rightly points out that pregnancy discrimination is a very perseverant phenomenon. Even though the law is clear, many employers continue to avoid employing pregnant women because of the costs involved.. The initiative of the

NIHR is a good one, as it gives pregnant women more information about their rights and might have some deterrent effects on employers. However, it is not to be expected that the hotline will create a major change in this respect.

Internet link source:

www.mensenrechten.nl/zwangerschapsdiscriminatie, accessed 26 May 2017