

Netherlands EWCO CAR on working conditions of nationals with a foreign background

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In The Netherlands nationals with a foreign background are discriminated on the labour market. The situation improved somewhat before the crisis in 2008, but during this crisis particularly young immigrants suffered much discrimination. There is a difference between nationals with a western and non-western foreign background. Nationals with a western foreign background resemble native Dutch most. In the group with a non-western foreign background the second generation is more and more dominant.

As nationals with a foreign background are considered:

(1) Nationals having acquired the nationality, born or not in the country of the acquired nationality, and their descendants. Depending on the history of nationality, following groups in bold are relevant: (example for Belgium):

Native Belgians:

- Nationals: Native-born with native-born parent(s) (and grand parents) and having the Belgian nationality

Immigrants

- Nationals: Foreign-born and Belgian by naturalisation
- Non-nationals: Foreign-born and non-national

Second generation

- Nationals: Native-born with foreign born parent(s) and Belgian by birth or by naturalisation
- Non-nationals: Native-born with foreign-born parent(s) and non-national

Third generation

- Nationals: Native-born with native-born parents and foreign born grandparent(s) and Belgian by birth or by naturalisation
- Non-nationals: Native-born with native-born parents and with foreign-born grandparent(s) and non-national

(2) Not only nationals with a foreign background but also nationals with a specific ethnic affiliation (different from the typical of the country) need to be

taken into consideration because their outcome on the labour market can also be less positive.

The questionnaire focuses on the following topics:

- The availability of statistical sources and studies on the labour market situation and working conditions of nationals with a foreign background.
- The current debate in the country on the use of ‘ethnic categorisation’ and measuring immigrant origin or immigration-related ethnicity in statistical sources related to work and employment. See for background information on this issue [Simon, 2007](#).
- Mapping of the population of nationals with a foreign background in the country, their employment situation and working conditions.
- Overview of the key policies related to the employment situation and working conditions of this group and the role anti-discrimination legislation and complaint procedures, social partners and labour inspectorate play in this regard.

The contributions will be light-edited as “national contributions” and published independently on the web.

1. Sources of information

1.1 Statistical sources

Are there statistical sources (administrative databases, census, survey’s, other administrative reports by for example labour inspectorate) in your country which cover (1) the employment and/or (2) working conditions of nationals with a foreign background/specific ethnic affiliation?

Statistics Netherlands (CBS) collects information in several continuous surveys. A basic system from which nationality is extracted is the central registration of municipalities. This information is monthly updated by the CBS. In population surveys of the CBS (www.cbs.nl) and also in the Netherlands Working Conditions Survey (nea/nwcs, www.tno.nl/nea) this information is used for sampling and weighting purposes. Furthermore the information of three recent important monitors is used:

- Andriessen I, Dagevos J, Nievers E & Boog I (2007). Discriminatiemonitor niet-westerse allochtonen op de arbeidsmarkt 2007 (Discrimination monitor non-western foreigners in the labour force 2007). The Netherlands Institute of Social research (SCP), The Hague.
http://www.scp.nl/Organisatie/Onderzoeksgroepen/Educatie_Minderheden/Lopend_onderzoek_van_E_M/Discriminatiemonitor_niet_westerse_allochtonen_op_arbeidsmarkt
- CBS (2010). Jaarboek Integratie 2010 (Yearbook Integration 2010). Statistics Netherlands (CBS), The Hague.
- Boog I, Dinsbach E, van Donselaar J & Rodrigues PR (2010). Monitor Rassendiscriminatie 2009 (Monitor Racial discrimination 2009). Landelijk expertisecentrum van Art.1/Anne Frank Stichting/Universiteit Leiden.

- Nievers E & Andriessen I (eds.) (2010) Discriminatiemonitor niet-westerse migranten op de arbeidsmarkt 2010 (Discrimination monitor non-western migrants on the labour market 2010). Netherlands Institute of Social research (SCP), The Hague.

Statistical sources					
	CBS data :	CBS : Yearbook Integration (chapter 4: Labour market)	NEA (Netherlands Working Conditions Survey)	SCP: Discrimination monitor non-western migrants on the labour market	Monitor Racial discrimination 2009 (Chapter 4: Labour market)
Type of data	National surveys made available through www.statline.nl .	Publication based on different national surveys made available through www.statline.nl .	National survey among employees	Publication based on different sources of Dutch national surveys	Publication based on among others the Survey Discrimination Experiences
Authors	Jansen B, Souren M, Ooijevaar	Koppes L, Vroomede, Mol M, Jansse	Nievers E & Andriessen		Boog I & Walz G

		rJ & Gaalen Rvan	n B & Bossche Svan den		
Scope	National	National	National	National	National
Definitions of nationals with a foreign background	All countries where Dutch immigrants originate from · Groupings include country of origin: (autochthonic, Moroccan, Turkish, Surinamese, Antillean/Aruban, Turkish Surinamese, Antillean/Aruban, other non western countries)	Dutch population: samples downloaded from CBS national register includes country of origin: (autochthonic, Moroccan, Turkish, Surinamese, Antillean/Aruban, other non western countries)	Dutch employees population: sample downloaded from CBS national register includes country of origin: (autochthonic, Moroccan, Turkish, Surinamese, Antillean/Aruban, other non western countries)	Dutch population: samples include country of origin: (Moroccan, Turkish Surinamese, Antillean/Aruban, other non western countries)	Dutch population: samples include country of origin: (Moroccan, Turkish Surinamese, Antillean/Aruban, other non western countries). Complaints on discrimination registered by police and Dutch Equal Treatment Commission

	<p>non western countries and generation (1st, 2nd (1 parent born abroad) and 2nd (2 parents born abroad)</p>	<p>western countries).</p>	<p>countries) and generation (1st, 2nd (1 parent born abroad) and 2nd (2 parents born abroad)</p>		
<p>Methodological problems</p>	<p>1 under sampling. 2 language problems and cultural barriers in first generation. 3 only registered</p>	<p>1 under sampling. 2 language problems and cultural barriers in first generation. 3 only registered</p>	<p>1 under sampling. 2 language problems and cultural barriers in first generation. 3 only registered Dutch citizens</p>	<p>1 under sampling. 2 language problems and cultural barriers in first generation. 3 only registered Dutch citizens</p>	<p>1 under sampling. 2 language problems and cultural barriers in first generation. 3 only registered Dutch citizens</p>

	Dutch citizens	Dutch citizens			
Topics on employment and/or working conditions	Detailed breakdowns on labour market and working conditions	Detailed breakdowns on labour market and working conditions	Detailed breakdowns on working conditions	Detailed breakdowns on labour market and discrimination factors	Detailed breakdowns on discrimination factors
Availability	Contact authors	Contact authors	Contact authors	Contact authors	Contact authors
Periodicity	Yearly	Yearly	Yearly	Every 3-4 years	Every 3-4 years
References	CBS (2010). Jaarboek Integratie 2010 (Yearbook Integration Netherlands	CBS (2010). Jaarboek Integratie 2010 (Yearbook Integration Netherlands	Koppes L, Vroom E, Mol M, Janssen B & Bossche S van den (2010). Nationale Enquête Arbeidsonderzoek	Nievers E & Andriessen I (eds.) (2010) Discriminatiemonitor niet-westerse migranten op de arbeidsmarkt 2010 (Discrimination monitor non-western migrants on the labour market 2010). Netherlands Institute of Social research (SCP), The Hague	Boog I, Dinsbach E, van Donselaar J & Rodrigues PR (2010). Monitor Rassen-discriminatie 2009 (Monitor Racial discrimination 2009). Landelijk expertisecentrum van Art.1/Anne Frank Stichting/ Universiteit Leiden.

	erlands (CBS), The Hague. www.cbs.nl	erlands (CBS), The Hague. www.cbs.nl	ndig_heden 2009: Methodologie en globale resultaten (Netherlands Working Conditions Survey: methodology and global results). Hoofddorp, TNO Kwaliteit van Leven.		
Links	www.cbs.nl	www.cbs.nl	www.tno.nl/nea/nea/nwcs	www.scp.nl/english http://www.scp.nl/Organisatie/Onderzoeksgroepen/Educatie_Minderheden/Lopend_onderzoek_van_EM/Discriminatiemonitor_niet_westerse_allochtonen_op_arbeidsmarkt	http://www.art1.nl/ www.annefrank.org http://www.os.amsterdam.nl/pdf/2010_burgermonitor_2_discriminatie.pdf

1.2 Debate on measuring immigration-related ethnicity and labour statistics

What is the current debate in your country on the use of ‘ethnic categorisation’ and measuring nationals with immigrant origin-related ethnicity in statistical sources related to work and employment?

Currently there is not much of a debate on using an ethnic categorisation in population statistics. However, there is a debate on the variable names to indicate groups of migrants among researchers. Terms like "autochthon", "immigrants", and "foreigners" are felt as discriminating. Names like "origin" are considered more appropriate.

2. Population

2.1 Main groups of nationals with a foreign background/specific ethnic affiliation

Which are the main groups in your country? Very briefly summarise the key reasons how these groups ended up in your country? What was the role and place of labour market evolutions and policies in this regard?

The main groups are Moroccan, Turkish, Antillean/Aruban, Surinamese, other non western countries, and other western countries. Moroccan and Turkish workers immigrated in The Netherlands from the sixties, because of shortage of employees in industry. From the eighties families were united and the second and third generations emerged. Antillean/Aruban and Surinamese people are Dutch inhabitants by origin, because these countries were colonies in former days. Many Surinamese inhabitants came to The Netherlands before the country became independent. There is free interchange of people from the Antillean/Aruban islands, because these islands are still countries or municipalities within the "Kingdom of The Netherlands." People from other non western countries are often political or economic refugees. People from other western countries originate from European Member States (Poland, Romanian, and Bulgarian) and other European and Anglo-Saxon countries. There are often family or study connections or employment that motivates these people in this group to immigrate. People from Morocco, Turkey, the Antillean and Aruban islands, Surinam, and other non western countries may have problems on the labour market because of their ethnic or religious affiliation (Andriessen et. al., 2007; Boog et. al., 2010). Nowadays people from eastern European Member States experience the same problem and are often underpaid (CBS, 2010).

2.2 Demographic data (including recent trends in the 2000-2010 period)

Provide as much as possible the following statistical data about the nationals with a foreign background/specific ethnic affiliation. If different sources and definitions exist (see question 1.1), choose the definition, which is the most 'visual' (most of the data come from an official statistical source, the definition that is most dominant, ...).

For the different groups the following characteristics are described in table 1 and table 2 respectively:

1. Total number by gender, age, background country/origin, history of nationality (national by naturalisation of by birth? Immigrants vs second generation,...), education level. As a reference, please provide the same relevant information for other groups (nationals with a non-foreign background, non-nationals/foreigners)
2. As a percentage of total population by gender, age, background country/origin, history of nationality (national by naturalisation of by birth? immigrants vs. second generation, ...), education level).

Table 1: Numbers (x1000) of inhabitants in the Dutch population in 2009, age 15-65 with a foreign and Dutch background by gender, age, and generation¹

Table 1: Numbers (x1000) of inhabitants in the Dutch population in 2009, age 15-65 with a foreign and Dutch background by gender, age and generation.

	Moroccan	Turkish	Surinamese	Antillean/ Aruban	Other non western countries	Other western countries	Netherlands
Men	112	136	119	48	221	508	5589
Women	107	128	134	49	214	543	5502
Age 15 to 25 years	60	67	58	28	108	159	2007
Age 25 to 55 years	142	178	165	60	296	683	6962
Age 55 to 65 years	16	18	29	9	30	209	2122
First generation	149	176	164	70	368	486	-
Second generation (one parent)	6	6	26	17	34	468	-
Second generation (two parents)	64	81	62	10	33	98	-
Percentage (row total = 100%)	1,6%	2,0%	1,9%	0,7%	3,2%	7,8%	82,7%
Total	218	264	253	97	434	1052	11091

Source: CBS Statline, September 2010

About 17% of the Dutch population between age 15 and 65 has a foreign background; 45% of this group originates from other western countries. People from the Antillean/Aruban islands constitute the smallest group.

	Moroccan	Turkish	Surinamese	Antillean/ Aruban	Other non western countries	Other western countries	Netherlands
Men	51%	51%	47%	50%	51%	48%	50%
Women	49%	49%	53%	50%	49%	52%	50%
Age 15 to 25 years	27%	26%	23%	28%	25%	15%	18%

Age 25 to 55 years	65%	67%	65%	62%	68%	65%	63%
Age 55 to 65 years	7%	7%	12%	10%	7%	20%	19%
First generation	68%	67%	65%	72%	85%	46%	-
Second generation (one parent)	3%	2%	10%	18%	8%	44%	-
Second generation (two parents)	29%	31%	25%	10%	8%	9%	-
Total (=100%)	218	264	253	97	434	1052	11091

Source: CBS Statline, September 2010 ¹

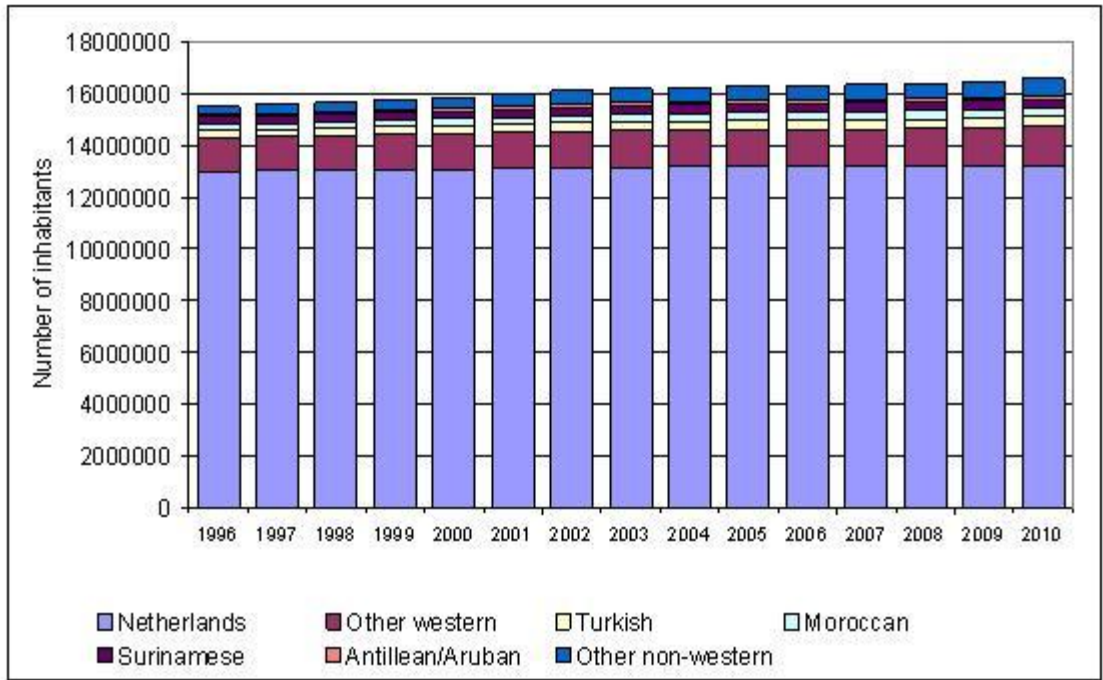
There are small differences between men and women in percentages of inhabitants by ethnic group, with the highest percentages of women in Surinamese and other western groups. With the exception of people originating from other western countries, all other groups have a relatively young population. There is a high proportion of first generation people, the highest among people from other non western countries, because the migration of these people started only recently and mainly young people have undertaken the challenge. The people originating from other western countries have a longer history of migration which results in more second generation people.

Are there particular reasons for recent trends (recent growth or increase) in the group of nationals with a foreign background (change in law on becoming a country national? / external events?).

Figures are presented.

Figure 1 shows that the total population of inhabitants with a Dutch background increased from 1996 to 2010 with 1.7%. In the same years the population of inhabitants with a foreign background increased with 30%. This increase was strongest among inhabitants of other non western countries (76%). The population of inhabitants from other western countries increased with 12%.

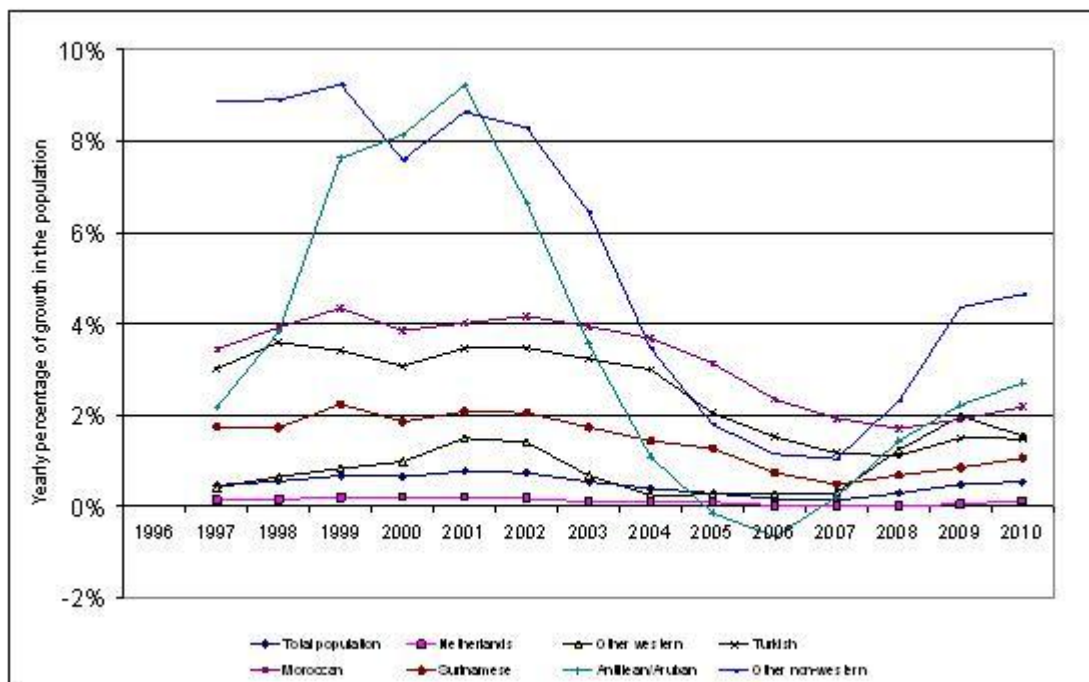
Figure 1: growth in the numbers of nationals with a foreign and Dutch background in the total population



Source: CBS Statline, September 2010

Due to the Dutch legislation the influx of immigrants in the nineties, was strongly reduced. In recent years there is an increase again, in particular among immigrants from other western and non-western countries and among Antillean and Aruban people. In 2010 this is an increase of 72,000 inhabitants compared to 2009 (figure 2).

Figure 2: yearly percentage of growth of the population of nationals with a foreign and Dutch backgroundd



Source: CBS Statline, September 2010

2.3 Active population (including recent trends in the 2000-2010 period)

For the different groups described:

1. Total number of the economically active population by gender, age, history of nationality (national by naturalisation of by birth? Immigrants vs. second generation,...), , origin/background country, education level). As a reference, please provide the same relevant information for other groups (nationals with a non-foreign background, non-nationals/foreigners)
2. As a percentage of the total (sub)population (see 1) between 15 and 64 (activity rate) by gender, age, history of nationality (national by naturalisation of by birth? Immigrants vs. second generation,...), origin/background country, education level. As a reference, please provide the same indicators for other groups (nationals with a non-foreign background, non-nationals/foreigners)

In the tables below the numbers (table 3) and percentages (table 4) present the tabulations indicated above. Educational level is not presented in this table, but is to be found in tables 5 and 6.

	Moroccan	Turkish	Surinamese	Antillean/ Aruban	Other non western countries	Other western countries	Netherlands
Men	52	61	73	39	134	313	3156
Women	32	60	89	27	95	299	2737
Age 15 to 25 years	22	22	25	14	50	64	816
Age 25 to 55 years	59	98	123	47	162	451	4189
Age 55 to 65 years	2	1	14	5	16	98	888
First generation	62	84	105	40	167	246	
Second generation (one parent)	5	2	25	20	37	308	
Second generation (two parents)	18	35	32	6	25	58	

Total	84	121	162	66	228	612	5893
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Source: NEA, 2009

Table 3 gives the population estimates of the number of employees with a foreign or Dutch background from the Netherlands Working Conditions Survey 2009.

	Moroccan	Turkish	Surinamese	Antillean/ Aruban	Other non western countries	Other western countries	Netherlands
Men	62%	51%	45%	59%	59%	51%	54%
Women	38%	49%	55%	41%	41%	49%	46%
Age 15 to 25 years	27%	19%	15%	22%	22%	10%	14%
Age 25 to 55 years	70%	81%	76%	71%	71%	74%	71%
Age 55 to 65 years	3%	1%	9%	7%	7%	16%	15%
First generation	73%	69%	64%	60%	73%	40%	-
Second generation (one parent)	6%	1%	16%	30%	16%	50%	-
Second generation (two parents)	21%	29%	20%	9%	11%	9%	-
Total number (=100%)	84	121	162	66	228	612	5893

Source: NEA 2009

Table 4 gives the estimated percentages of employees with a foreign or Dutch background from the Netherlands Working Conditions Survey 2009. More men than women with a Moroccan, Antillean/Aruban or other non western country background work, which may be related to the tradition in these countries. More woman than men with a Surinamese background work. They are likely to be more emancipated, because of the partly Dutch tradition of these groups. The age distributions are related to the history of immigration. Turkish and Surinamese people came first to The Netherlands and that is probably the reason that they are represented most in the middle age group (25-55). The immigration of

Moroccan people started later, and nowadays the young second generation enters the labour market. People coming from other non-western countries are often young.

3. Employment situation

3.1 Labour market participation

If available, present briefly commented statistics on:

1. Specific rates of labour market participation: **employment rate , unemployment rate, level of long-term unemployed (more than 12 months)** (by gender, age, history of nationality (national by naturalisation of by birth? Immigrants vs. second generation,...), origin/background country , education level). As a reference, please provide the same indicators for other groups (nationals with a non-foreign background, non-nationals)
2. Do the abovementioned indicators **vary** significantly according with the history of nationality (for instance, second generation compared with immigrants first generation) or for some ethnic affiliated groups? If such variations exist, which are the reasons put forward to explain them?
3. Do the abovementioned indicators **vary** significantly according with the country background (for instance, a certain nationality or national background is significantly more or less represented in unemployment?) If such variations exist, which are the reasons put forward to explain them?

Below the employment rate (table 5) and unemployment rate (table 6) are presented.

Table 5: Employment rate of nationals with a foreign and Dutch background by labour market participation in 2009

	Moroccon	Turkish	Surinamese	Antillean / Aruban	Other non western countries	Other western countries	Netherlands
Total	50%	54%	63%	58%	53%	66%	70%
Men	61%	66%	62%	65%	61%	73%	78%
Women	39%	42%	65%	51%	45%	60%	62%
Age 15 – 25	31%	29%	36%	29%	28%	35%	43%
Age 25 – 45	62%	67%	80%	75%	64%	81%	87%
Age 45 – 65	41%	50%	63%	59%	56%	63%	65%
First generation	52%	59%	67%	56%	54%	63%	-
Second generation	47%	46%	57%	62%	49%	68%	-
Primary	32%	38%	35%	28%	36%	40%	39%

education							
Low professional education	45%	51%	50%	45%	42%	51%	54%
Intermediate professional education			71%				
High professional education	75%	78%		82%	65%	79%	85%

Source: CBS, Statline, September 2010

Employment is highest among Dutch people and next among people from other western countries, Surinamese and Antillean/Aruban people. Employment among women is lower than among men, with the exception of Surinamese women. Turkish and Moroccan women are less often employed than the men from these countries. Employment among young people is lowest, followed by people from age 45 to 65. In this latter group many people drop out, because of early retirement and health problems. The drop out among the old group is lowest among people originating from other non-western countries. The first generation is more often employed than the second generation, because there are many young people in the second generation with difficulties of getting a job. The most likely reason for low employment is the ethnic background, because other explanations like low education, less work experience and problems with the Dutch language cannot explain the differences completely (Andriessen et al., 2007). Low educated are more often unemployed. Employment of people originating from non-western countries increases in economic good times however, because of shortness of personnel in the companies (CBS, 2010).

Table 6: Unemployment rate (unemployment versus employment and not employed) of nationals with a foreign and Dutch background by labour market participation in 2009
*)

	Moroccan	Turkish	Surinamese	Antillean / Aruban	Other non western countries	Other western countries	Netherlands
Total	12%	10%	10%	11%	12%	6%	4%
Men	13%	8%	12%	11%	12%	6%	3%
Women	11%	12%	8%	11%	11%	6%	4%
Age 15 – 25	25%	18%	22%	-	18%	13%	9%
Age 25 – 45	9%	9%	8%	10%	10%	6%	3%
Age 45 – 65	11%	8%	7%	7%	10%	5%	3%
				-			
First	11%	9%	8%	12%	12%	8%	-

generation							
Second generation	16%	11%	13%	-	9%	5%	-
Primary education	12%	12%	17%	-	15%	11%	8%
Low professional education	17%	10%	14%	-	13%	8%	5%
Intermediate professional education			8%				
High professional education	7%	-		-	9%	5%	3%

Source: CBS Statline, September 2010 (total unemployment rate in the Netherlands in 2009 is 4,9%)

Unemployment is particularly a problem for young and low educated people and for nationals with a non-western background. Again the most likely reason is the ethnic background of these groups (Andriessen et. al., 2007). In addition, table 6 shows that the second generation - of which we can assume to be better integrated & educated- of the Moroccan, Turkish and Surinamese BUT NOT of the Antillean and Other western and non-western countries- have even large unemployment rates than the first generation. People originating from other Western countries also have more problems on the Dutch labour market then people with a Dutch background.

Unemployment among people from non-western countries is particularly the case in economic hard times (CBS, 2010). Also the percentage of long-term unemployment is higher among people originating from non-western countries (CBS, 2010).

About 60% of the people with a Moroccan background that experienced a rejection on a solicitation suspects discrimination. Among people with a Turkish background this is 49% and among people with a Surinamese and Antillean/Aruban background this is 17% (Andriessen et. al., 2007). People with a non-western background also have the opinion that they are rejected particularly often for jobs with client contacts. This is particularly the case for Islamite women with a shawl (Andriessen et. al., 2007).

According to Andriessen et. al. (2007) differences between employees with a Dutch and a non western background can be explained by low education, less work experience and poor mastering of the Dutch language.

An apparent finding from table 6 is the fact the first generation of Moroccan, Turkish and Surinamese indicate that they experience less unemployment than Antillean, and other both western and non-western populations. In the latter groups the second generation is worse off, probably because they came to The Netherlands in a later stage then the Moroccan, Turkish and Surinamese people.

Nievers & Andriessen (2010) reported that many people with a non-western background are not able to present themselves correctly in their curriculum vitae, their letter of application, and during the interview. Personnel managers preferred candidates with a Dutch background above candidates with a non-western background when job characteristics are equal, because this was experienced as most safe. Certain groups of non-western people are consciously not attracted to prevent supposed domination or conflicts on the shop floor.

3.2 Sectoral or occupational statistics

If available, present briefly commented statistics or study results on:

1. Are nationals with a foreign background/specific ethnic affiliation **over- or under-represented in specific sectors or occupations**? If so, specify which sectors and occupations. Please distinguish whenever relevant or possible between men and women.
2. If so, what are the possible **reasons** of such over- or under-representation? What is the role of segregation and discrimination? Please distinguish whenever relevant or possible between men and women.
3. Does the presence in the different sectors or occupations **vary** significantly according to the history of nationality (national by naturalisation or by birth? Immigrants vs. second generation, ...) or for some ethnic affiliated groups? If such variations exist, which are the reasons put forward to explain them?
4. Does the presence in the different sectors or occupations **vary** significantly according to the country background or ethnic origin)? If such variations exist, which are the reasons put forward to explain them?

Because of the low numbers of employees by sector or by occupation the five NEA year samples (114934 respondents; NEA/NWCS 2005 t/m 2009) are combined in the tables 7a and 7b to get more robust estimates.

Table 7a: Percentages of employees with a foreign and Dutch background by sector of industry

	Moroc ca n	Turki sh	Surina me	Antille an / Aruban	Other non western countri es	Other western countri es	Netherlan ds
Agriculture and Fishing	1%	2%	0%	0%	1%	1%	1%
Manufactur ing	15%	21%	10%	11%	13%	13%	13%
Construction	5%	3%	2%	4%	2%	4%	6%
Trade	18%	15%	12%	13%	16%	14%	15%
Hotels and restaurants	5%	4%	4%	5%	9%	4%	3%
Transportati on	7%	7%	7%	7%	6%	7%	6%

Financial services	3%	4%	6%	5%	3%	5%	4%
Commercial services	24%	21%	20%	19%	23%	19%	15%
Administration	5%	6%	11%	9%	5%	8%	8%
Education	3%	3%	5%	7%	4%	8%	7%
Health and social care	13%	10%	19%	17%	13%	14%	17%
Cultural and other services	2%	3%	3%	4%	3%	4%	4%
Total number (=100%)	1155	1585	2687	1069	2941	9595	95900

Source: NEA/NWCS 2005-2009

The first observation is the more or less equal distribution of employees with a foreign background over the sectors of industry. People with a Moroccan and Turkish background are somewhat more often employed in industry, trade and commercial services. The first generation was often originally recruited in Industry. The second generation often finds employment in trade and commercial services by founding a company and employing people from the same cultural background. People with a Surinamese and Antillean/Aruban background are more often found in commercial services, administration and health and social care. People with a background in other non-western countries are more often employed in the hotel and restaurant sector (foreign food restaurants) and commercial services. Sectors that employ relatively less people with a foreign background are construction, education, health and social care and cultural and other services.

Table 7b: Percentages of employees with a foreign and Dutch background by occupation (Source: NEA 2005-2009)

	Moroccon	Turkish	Surinamese	Antillean / Aruban	Other non western countries	Other western countries	Netherlands
Crafts	22%	28%	13%	17%	19%	14%	16%
Drivers	9%	7%	5%	2%	4%	4%	5%
Clerks	12%	11%	21%	14%	11%	14%	13%
Commerce and selling	9%	9%	10%	13%	11%	11%	12%
Service oriented	17%	14%	13%	13%	17%	11%	10%
Health and care	9%	7%	15%	14%	12%	12%	15%

Teachers	2%	3%	4%	5%	3%	6%	6%
Specialists	4%	4%	7%	9%	10%	12%	9%
Agriculture	1%	3%	1%	0%	1%	1%	2%
Managers	3%	3%	3%	5%	3%	6%	6%
Other occupations	11%	12%	9%	8%	9%	8%	8%
Total number (=100%)	1155	1585	2687	1069	2941	9595	95900

Source: NEA/NWCS 2005-2009

Also considering the occupational distribution in table 7b, the first observation is the relatively equal distribution over the columns, so for the different sub groups. Employees with a Turkish or Moroccan background are somewhat more often found in craft, driving and service oriented occupations. Employees with a Surinamese and Antillean/Aruban background somewhat more in clerk and service oriented occupations. Employees from other non-western countries are more often employed in craft and service oriented occupations and are more often specialists. Fewer employees with a foreign background are found among health care occupations, teachers, specialists and managers, with the exception of employees with a background from other western countries.

3.3 Employment status

If available, present briefly commented statistics or study results on:

1. **Employment status:** self-employed with employees, self-employed without employees, employee (men, women). As a reference, please provide the same indicators for other groups (nationals with a non-foreign background, non-nationals/foreigners).
2. **Type of contract:** open-ended, fixed-term, temporary agency work (men, women). As a reference, please provide the same indicators for other groups (nationals with a non-foreign background, non-nationals/foreigners).
3. **Working time regime:** full-time, part-time, (men, women). As a reference, please provide the same indicators for other groups (nationals with a non-foreign background, non-nationals/foreigners).
4. Do the abovementioned indicators **vary** significantly according to the history of nationality (national by naturalisation of by birth? Immigrants vs. second generation, ...) or for some ethnic affiliated groups. If such variations exist, which are the reasons put forward to explain them?

Below you will find the employment figures for NL (table 8).

Table 8: Percentages of men and women in the populations with a foreign and Dutch background by employment status (employee, self employed), temporary contract, and part-time contract.

	Moroccan	Turkish	Surinamese	Antillean/ Aruban	Other non western countries	Other western countries	Netherlands
CBS: employee (% men)	55%	56%	65%	62%	50%	64%	59%
CBS: employee (% women)	39%	10%	64%	58%	40%	54%	50%
CBS: self employed (% men)	5%	9%	5%	4%	7%	9%	11%
CBS: self employed (% women)	1%	2%	2%	2%	4%	5%	5%
NEA: temporary contract (% men)	23%	28%	23%	31%	31%	17%	15%
NEA: temporary contract (% women)	27%	34%	23%	26%	32%	21%	18%
NEA: part-time work (% men)	18%	12%	12%	17%	21%	11%	10%
NEA: part-time work (% women)	61%	55%	39%	43%	50%	53%	62%
Total number (=100%)	1155	1585	2687	1069	2941	9595	95900

Source: CBS statline, September 2010; NEA 2005-2009

Employees with a Turkish background and originating from other non-western countries are more often self employed. Females with a Moroccan and Turkish background and originating from other non-western countries are less often employee than Dutch employees, but females

with a Surinamese or Antillean/Aruban background are more often employee. People with a background from other western countries resemble Dutch people most.

Employees with a foreign background more often have temporary contracts than employees with a Dutch background. This is more often the case for Antillean/Aruban men, Turkish women and employees with another non-western background. Having a temporary contract means that these people are more vulnerable on the labour market in economic hard times, because they have a higher chance on discontinuation of the job (CBS, 2010).

Part-time work among men is found most often among employees with a Moroccan background or a background from another non-western country. Male employees with a foreign background more often have fulltime jobs when compared to employees with a Dutch background. Having a part-time job for males often indicates vulnerability on the labour market, because these are often low status jobs. This is particularly the case for women with a Surinamese and Antillean/Aruban background.

3.4 Possible determinants

If employment inequalities and labour market disadvantages are existing for the groups considered, which determinants are considered in recent studies and reports as key in your country to explain these positions? The following list of barriers can be of help in this regard, please tick off if relevant.

- No major inequalities:
- Lack of education and training
- Lack of language skills
- Lack of recognition of skills and qualifications
- Lack of access to professions
- Lack of integration policies
- Stereotypes, prejudices and negative attitudes
- Disincentives through welfare systems
- Discrimination
- Lack of information/network
- Labour market competition
- Undeclared work
- Other: please specify

Describe very briefly the main result/topic and give references and other useful links.

A: In The Netherlands employees with a foreign background experience discrimination. Possible determinants for a backward position on the labour market, that count in particular for the first generation immigrants, are the low educational level and the Dutch language barrier. This second and third generation children who often have a higher (adequate) education do not have bigger constraints to enter the labour market than children from originally Dutch parents? However, nowadays it is difficult for young people to enter the labour market, so this also counts for young people with a foreign background. This is particularly the case for young (and old) people with a low educational level. The problem of premature school leave without a certificate, adds to this problem. Considering the language barrier, many of the Moroccan and Turkish people were attracted by industry in former decades. Language was not a significant problem, as it is not with the current workers from eastern European Member States nowadays. The current political call for social integration is directed to the isolated women staying in the household. Employees with a language problem may drop somewhat behind by reading safety instructions, but this problem is largely prevented by training on the job and visual signals.

Table 9 presents the percentages of employees with a foreign and Dutch background by social relations, violence and harassment

Table 9: Percentages of employees with a foreign and Dutch background by social relations, violence and harassment							
	Moroccon	Turkish	Surinamese	Antillean / Aruban	Other non western countries	Other western countries	Netherlands
Conflicts with colleagues	30%	34%	30%	33%	31%	29%	26%
Conflicts with direct manager	20%	21%	20%	21%	22%	21%	19%
Conflicts with employer	13%	13%	8%	10%	10%	11%	11%
Intimidation by externals	17%	11%	18%	16%	15%	20%	21%
Intimidation by internals	14%	12%	14%	14%	12%	15%	12%
Harassment by externals	13%	11%	10%	10%	10%	8%	7%
Harassment by internals	20%	17%	15%	15%	16%	13%	8%
Physical	8%	6%	6%	6%	5%	6%	7%

assault by externals							
Physical assault by internals	4%	2%	1%	1%	1%	1%	1%
Total number of respondents	267	383	516	209	725	1946	18722

Source: NEA 2005-2009

Generally employees with a foreign background report more conflicts with colleagues and the direct manager. This is also the case for employees with another western background. Employees with a Moroccan and Turkish background also report more conflicts with the employer. Intimidation by externals (clients, patients, pupils, voyagers) is less, but by internals (colleagues and managers) is more. Also harassment by externals and internals is reported as more by employees with a foreign background then by employees with a Dutch background. Physical assault is reported as less then employees with a Dutch background, with the exception of employees with a Moroccan background.

4. Working conditions

If available and where possible, present briefly commented statistics or key study results for your country on the position of nationals with a foreign background/specific ethnic affiliation:

4.1 Training, skills and employability

1. Level of education and occupational position: over-qualification and under-qualification (including recent trends in the 2000-2010 period)
2. Participation in training and possibilities for competence development; Is the access to and quality of training or other possibilities of competence development (such as apprenticeship) of nationals with a foreign background/specific ethnic affiliation equivalent to that of other population groups (nationals not with a foreign background, non-nationals/foreigners)

Below info is presented as to education provided (and taken), as well as other info on training, skills and employability

	Moroccan	Turkish	Surinamese	Antillean / Aruban	Other non western countries	Other western countries	Netherlands
Educational							

					s		
Average usual working week in hours	34,3	33,7	34,8	35,4	32,9	35,4	34,2
Average hours overtime	3,8	2,8	3,0	4,0	3,1	3,6	3,3
Percentage with evening/night work	59%	45%	51%	54%	60%	52%	50%
Percentage with weekend work	53%	56%	51%	46%	62%	57%	54%
Percentage with shift work	24%	30%	25%	23%	27%	15%	15%
Total number of respondents	267	383	516	209	725	1946	18722

Source: NEA 2009

The difference in weekly working hours and overtime is not very strong between the different employee groups, but there is more shift work for those with a foreign background. Evening and night work is more common among employees with a Moroccan and other non western background. Employees with a Turkish and other non western background report more weekend work.

4.3 Health & safety

1. Exposure to **risks and accidents at work**; Are the groups considered over-represented in sectors/occupations with higher risks?
2. Possible studies or statistics on differences in **physical working conditions** (vibration, noise, high/low temperatures etc.) or **psycho-social well-being** between the group(s) of nationals with a foreign background/specific ethnic affiliation compared to other groups in employment.
3. **Health outcomes**, work-related health problems and occupational illnesses

In the Netherlands working condition survey, many questions are asked about working conditions and other burdening factors when employed. Table 12 only gives a selection of these items.

Table 12: Percentages of employees with a foreign and Dutch background by health and safety indicators

	Moroccon	Turkish	Surinamese	Antillean / Aruban	Other non western countries	Other western countries	Netherlands
Safety							
- % with dangerous work	19%	21%	17%	21%	21%	18%	21%
- % occupational accident/absence	5,1%	8,8%	4,5%	5,7%	5,0%	2,5%	3,0%
- % (extra) measures are necessary	18%	17%	15%	11%	13%	8%	9%
Physical working conditions							
- % with vibrations	32%	30%	15%	15%	23%	15%	18%
- % with noise	30%	30%	24%	19%	30%	24%	25%
- % repeated measures	68%	64%	56%	56%	60%	53%	55%
- % with physical strength	58%	52%	36%	40%	45%	35%	41%
Psycho-social well-being							
- work pressure (1=no;3=yes)	2,0	2,1	2,2	2,0	2,1	2,2	2,2
- task strain (1=no; 4=yes)	2,2	2,3	2,3	2,1	2,3	2,4	2,3
- autonomy (1=no; 3=yes)	2,3	2,2	2,4	2,5	2,3	2,5	2,5
Health outcomes							
- % with less good health	15%	14%	14%	14%	14%	9%	9%
- burnout	2,4	2,6	2,3	2,1	2,4	2,4	1,9

problems (1=no; 7=always)							
- physical problems (1=no; 5=always)	2,2	2,3	2,2	2,1	2,0	2,2	1,9
- sickness absence percentage	4,0%	4,3%	2,9%	5,2%	4,4%	4,2%	3,8%
Total number of respondents	267	383	516	209	725	1946	18722

Source: NEA 2009

Employees with a foreign background do not consider their work as more dangerous as employees with a Dutch background. But, with the exception of employees with a background from other western countries, all other employees with a foreign background report more occupational accidents and report that additional safety measures are necessary.

Employees with a Moroccan, Turkish and other non western background report more often burdening physical working conditions at their work. The other groups are more or less comparable or report less burdening physical working conditions than employees with a Dutch background.

Psychosocial well being is measured by work stress and autonomy. Employees with a Moroccan, Turkish, Antillean/Aruban and other non western background report less work stress but (with the exception of employees with an Antillean/Aruban background) report less autonomy as well. Again employees with a background from other western countries are comparable with employees with a Dutch background.

Health outcomes are almost always in favour of the employees with a Dutch background. An exception is the low sickness absence percentage of employees with a Surinamese background.

5. Policies of workplace promotion and combating discrimination

5.1 Anti-discrimination rules in practice: the field of work

If available, provide commented statistics in relation to the anti-discrimination procedures of your country, namely:

- the number of work-related complaints by nationals with a foreign background/specific ethnic affiliation received and identified as discriminatory by the competent institutions;
- number of these complaints resulting in legal action.

- percentage of these complaints resulting in sanctions.

Please provide, if possible, a recent notable example of the latter (work-related complaint resulting in sanction).

In the period of 2004 to 2006 Anti Discrimination Offices received on average 400 complaints about discrimination per year. Complaints are most often received from Moroccan people (31%). Surinamese (19%) and Turkish (14%) people less often submitted complaints (Andriessen et. al., 2007). In the period of 2004 to 2008 the average was 405 complaints (Nievers & Andriessen, 2010). There is no difference between the years.

The Dutch Equal Treatment Commission (Commissie Gelijke Behandeling, CGB) sentenced 93 verdicts in 2009 on experienced discrimination of people with a non-western background on the labour market. In more than half of these cases the complaint was judged as correct (Andriessen et. al., 2007). In the period of 2005 to 2008 this was also 93, but for 26 verdicts the country was not registered (but was most likely a non-western country). A total of 48 of all 119 complaints was judged as correct (Andriessen et. al., 2007).

Most verdicts (40%) include solicitation. In 30% of the cases discrimination, harassment, and insult was the problem (Andriessen et. al., 2007).

5.2 Public policies

Please indicate whether there are in your country specific public policies to tackle the employment inequalities or to foster workplace promotion of the nationals with a foreign background/specific ethnic affiliation and specifically

- Improving of the working conditions or health & safety
- Enhancing access to quality jobs
- Enhancing progression and well-being in the workplace
- Addressing the issues of quality of employment and precarious job
- Addressing the lack of skills, in particular language problems
- Tackling discrimination in recruitment
- Promoting diversity in the workplace

Dutch legislation stipulates that unequal treatment is unlawful. Discrimination by race on the labour market is prohibited by two sections in the Code on Criminal Justice (Wetboek van Strafrecht, articles 137g and 429quarter). Also the General Code for Equal Treatment (Algemene Wet gelijke Behandeling, article 5 for instance) prohibits discrimination by race. The Civil Code (Burgerlijk Wetboek, article 7:611) makes the employer responsible for a discrimination-free working environment. Precise information on the legislation of unequal treatment can be found on: <http://www.cgb.nl/artikel/legislation>.

The Dutch Equal Treatment Commission (Commissie Gelijke Behandeling CGB) is an independent organisation that was established in 1994 to promote and monitor compliance with this legislation (<http://www.cgb.nl/artikel/english>). The Commission also gives advice and information about the standards that apply. Everyone in the Netherlands can ask the Commission for an opinion or advice about a specific situation concerning unequal treatment, free of charge. When the Dutch Equal Treatment Commission (CGB) receives a request for an opinion about alleged differentiation, it investigates whether the equal treatment law has

been violated. In some respects, the CGB is similar to a court. An important difference is that the CGB searches for information itself. Other differences are that filing a petition is free of charge and that people do not need a lawyer. The CGB does not necessarily need to receive a petition in order to investigate whether the equal treatment law has been violated. It also conducts so-called 'investigation on its own initiative'. More information can be found on: http://www.cgb.nl/webfm_send/111.

5.3. Role of the social partners

Please indicate the (most) important actual roles and real contributions social partners (employers' organisations and trade unions at national, sector, or regional level) play in regard to the complaints procedures of point 5.1 and the policies of point 5.2

Social partners object to racism and race discrimination and prevent this by making appointments in collective agreements and in agreements with the government. Appointments are made about the internal and external labour markets. Education and information are central parts in the collective agreements and to promote preventive policies in organisations.

Trade Unions direct their members with personal problems to the Works Council in the organisation (in case of employees), the Anti Discrimination Offices and the Equal Treatment Commission for complaints on discrimination. Because of the many forms of discrimination there often is no special exception for discrimination on race or religion.

Employers' organisations promote small credits and easy access to credits of the banking sector for people with a foreign background, in order to acquire work by founding a company. They discuss this with the Dutch Ministry of Economic Affairs.

One point of disagreement between trade unions and employers organisations is the preference for people with a non-western background above Dutch people in case of equal qualities. Employers' organisations object to making formal rules because it hinders employers in making their own decisions.

5.4. Role of the labour inspectorate

Please indicate whether and how the labour inspectorate plays an actual role in especially the monitoring and the control of the anti-discrimination laws.

The Dutch Labour Inspectorate checks organisations and their sites on discrimination and unequal treatment. Workers from the eastern European member states and illegal immigrants with another non-western background are in the most vulnerable position.

A recent development in the Working Conditions Law is the extension of the rule against intimidation, aggression and violence. The labour inspectorate selects risk sectors and issues warnings in case of too many organizations lacking a formal policy. This means that the labour Inspectorate can come into action against companies' without a policy against discrimination and can fine companies where discrimination is a structural problem.

Commentary by the NC

In The Netherlands nationals with a foreign background are discriminated on the labour market. This is even the conclusion from survey data despite the fact that these have an underreporting of nationals with a foreign background.

The situation improved somewhat before the crisis in 2008, but during this crisis particularly young immigrants suffered much discrimination. There is a difference between nationals with a western and non-western foreign background. Nationals with a western foreign background resemble native Dutch most. In the group with a non-western foreign background the second generation is more and more dominant.

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