

Appendix 2

Progress on specific measures from the National Action Programme Against Discrimination

By means of this action programme, the government is committed to combating all forms of discrimination with a balanced combination of generic and specific policies aimed at specific groups. After all, comparable mechanisms are at the root of many forms of discrimination. That is why it is being examined whether measures can be broadly deployed. Not every approach lends itself to expansion on all grounds, because large differences can also be observed between different discriminated groups.

For an effective approach to discrimination, it is therefore necessary to take specific measures, in addition to the generic policy towards certain groups.

Promotion of inclusion of people with disabilities and LGBTI people

It is relevant for people with a disability that the Netherlands ratified the UN Convention on the Rights of Persons with Disabilities (UN Convention on Disability) on 14 July 2016. Our mission under this treaty is to ensure that people with disabilities can fully participate in society. The Cabinet wants to take concrete steps in the coming years to ensure that society becomes more inclusive for people with disabilities. That requires the commitment of a great many parties. This includes not only the national government, but also municipalities, entrepreneurs and various other organizations. Before the summer, the Minister of Health Welfare and Sport will present a programme about this on behalf of the government.

On 29 March 2018, the Minister of Education Culture and Science informed the Lower House about the emancipation policy of the Cabinet for 2018-2021.¹ The measures for the equal treatment and social acceptance of LGBTI persons, included in the Emancipation Memorandum, and for a more equal position of women and men on the labour market, are complementary to the approach in the National Action Programme against discrimination. The principle of equal treatment of women and LGBTI people has now been widely shared and is also anchored in legislation. However, these principles have not yet become sufficiently embedded in practice. The Emancipation Memorandum, entitled Principles in Practice, states what the government wants to do in the coming Cabinet period. The memorandum focuses on three coherent themes, where substantial bottlenecks still exist in the area of gender equality and LGBTI emancipation: labour market, social security and acceptance, and gender diversity and equal treatment. For the Rainbow agreements in the coalition agreement, coordination lies with the Minister of Education Culture and Science (also Minister of Emancipation).

¹Parliamentary Papers II 2017/18, 30420, no. 270.

Additional policy for specific groups (origin, skin colour, religion)				
	Group	Action	State of affairs	Explanation
1	Discrimination on the basis of origin, skin colour, religion	Dialogue and support of social initiative	Completed/in progress	In the context of supporting social initiatives, in 2016 and 2017 various activities were organized. In 2018 as well, it is expected that parts of the social initiative will be supported. The digital platform Samen.nl has been launched Here, one can find inspiring projects from across the country where people with different cultural, religious and ethnic backgrounds come together.
2	Discrimination on the basis of origin, skin colour, religion	Use of measures to prevent ethnically profiling	In progress	- In late 2016, the police made it possible to file a complaint about police action more easily through a complaints app. Thus, in 2017, 42 complaints were filed about the police in which ethnic profiling was a component. Of that number, it is not possible to indicate what was correct and what not. In some cases, people file such as a complaint, but if the police contact then about it, they do not follow through. - In addition, in 2016 there was a further

				<p>standardisation of the complaints procedure. There is now a training course for complaints coordinators and complaints handlers and a national registration system has been instigated. In 2017, the police also carried out a small-scale pilot project with independent complaints intermediaries for complaints about ethnic profiling. This pilot project will be evaluated in April 2018 with the staff of the National Ombudsman.</p> <p>- The police have determined a legal framework for carrying out proactive inspections in a more sensitive and careful manner. From March to the end of October of this year, a pilot project will be running in which ten teams are participating. The goal is to test the legal framework and to proactively monitor the MEOS [Mobile Effective on the Street] app. The MEOS app is supportive when performing proactive monitoring because it provides more targeted information about the person or the vehicle concerned (for example, any prior monitoring or fines). All employees in the pilot teams are given training. The Police Academy is monitoring the pilot project. This provides insights for successful national implementation. Meanwhile, all the employees in the Unit are informed of the legal framework.</p>
4	Discrimination on the basis of origin, skin colour, religion	Development of interventions to promote equal opportunities in the traineeship market.	Completed, will have a sequel in the VIA programme	<p>As part of the City Deal Approach to Youth Unemployment, a toolbox has been developed to combat traineeship discrimination (https://www.zeteenstreepdoordiscriminatie.nl/wie-doen-mee/campagne-onderwijs). On 1 July 2017, in order to support educational institutions in combating traineeship discrimination, the Career Orientation Programme (LOB) and Equal Opportunities were launched in collaboration with</p>

			<p>MBO Services. In this programme, fifteen MBO schools are supervised in the administration and implementation of LOB activities in general and 'LOB - Equal Opportunities' in particular. The emphasis is on equal opportunities, bridging negative imaging and learning how to network. The project ' LOB – Equal Opportunities ' will last for 2.5 years (July 2017 to December 2019). This will be done in close cooperation with the new Expertise Window LOB VO-MBO. Also the insights from the <i>City Deal Approach to Youth Unemployment</i> are being utilized within the Equal Opportunities Alliance, a collaboration of teachers, parents, schools, employers and community organizations to encourage children with equal talents to also be given equal opportunities in education.</p> <p>The sustainable improvement of the guidance on choice of study, the strengthening of search behaviour and employee skills of young people and the combating of traineeship discrimination is, however, a lengthy process. Embedding a new approach in the regular education programme for a broader group of young people, connecting new schools and recruiting sufficient employers demands continuous effort, year after year. The ministries of Social Affairs and Employment, as well as Education, Culture and Science will, also within the programme Further Integration on the Labour Market (VIA) and in cooperation with partners such as SBB, JOB and the MBO Council, continue to work together to offer equal opportunities to all young people, including young people with a migrant background who struggle to make the step from school to the labour market.</p>
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6	Discrimination on the basis of origin, skin colour, religion	Strengthening of European cooperation	Completed In progress	During the Dutch Presidency, and within the framework of the Bisschop motion ² attention requested, at the European level, for tackling antisemitism and Muslim discrimination. In the appendix to the progress report of the integration agenda of 5 December 2016, the Lower House had already been informed about this. ³ The Netherlands is an active participant in "High level groups" in the field of discrimination, equal treatment and emancipation. These groups are also focused on sharing good approaches and trends in the fight against these phenomena.
7	Anti-black racism	Raising awareness about and focusing attention on the history of slavery	In progress	This is one of the important themes of the UN Decade for People of African Descent. To give more national publicity to the annual commemoration of the abolition of slavery on 1 July 1863 ⁴ a financial project contribution has been given to the National Institute of Dutch Slavery and Legacy (NiNsee) from the national government for 2017 and 2018. In October 2016 and October 2017, various cities held a Black Achievement Month (BAM), with attention given to special contributions by Dutch people of African descent through exhibitions, debates, theatre, dance and film. For 2018, the BAM is again on the schedule. NiNsee organizes the BAM. The national government provides a financial

² Parliamentary Papers II 2014/15, 34 166, no.17.

³ Progress report on agenda integration, Parliamentary Papers II 2016/17 31 524 no. 300.

⁴ Where the note should be made that, from that moment and up until 1 July 1873, the enslaved were obliged to work on the plantations.

				contribution.
8	Anti-black racism	Implementation of the UN Decade for People of African Descent	In progress	<p>The basis for the approach to anti-black racism is the International Decade for People of African Descent. A framework memorandum for the Decade was sent to the Lower House on 28 October 2015. Starting in 2016, SZW has been working with the national organization in cooperation with civil society organisations, active citizens and interested municipalities. In this vein, several meetings have been organized with established organizations, grass roots, the creative sector and young people. This has led to a list of 12 selected priority activities/themes offered by the communities.</p> <p>Starting in 2016, several activities have been developed, such as procurement of projects in order to increase the awareness and assertiveness with respect to racism. These projects are running from January 2017 to mid-2018. Moreover, a social map was developed, there was a public conference and a competition (decade innovation award) was organized. For the contest, people were called upon to submit the prime innovating idea that raises awareness about anti-black racism, counteracts prejudice and places the goals of the Decade more in the limelight. In April 2017, the jury award and the audience prize were awarded to the two winners who were best able to implement the idea and who will receive support and guidance in doing so.</p> <p>In late 2017, a start was made for the communities to be supported with process-oriented and substantive advice for writing a project plan that can qualify for funding. The</p>

				<p>actual implementation of the support function will be in 2018 and 2019.</p> <p>In late 2017, two foundations also agreed to set up a fund to support projects within the framework of the UN Decade, with financial resources from the Ministry of Social Affairs and Employment (SZW). The actual implementation of the named foundations will take place in 2018/2019. Thus, support is made possible for community-based initiatives that contribute to the objectives of the priority themes and that fit within the policy objectives of the Government in the framework of the UN Decade for People of African Descent.</p>
10	Muslim discrimination	Amendment of Anti-discrimination measures registration form in effect as of 1 January 2016, with the addition of Muslim registration	Completed	Completed
11	Muslim discrimination	Research on the willingness to report by victims of Muslim discrimination	Completed	<p>Er is door de politie onderzoek gedaan naar de meldingsbereidheid van slachtoffers van moslimdiscriminatie. De barrières die islamitische slachtoffers van discriminatie ervan weerhouden zich bij de politie te melden komen in grote lijnen overeen met de resultaten van eerdere onderzoeken binnen andere bevolkingsgroepen. Wel komen enkele barrières ten aanzien van de politie naar voren die in eerdere onderzoeken minder sterk benadrukt worden en zijn een aantal barrières nauwkeuriger geduid. Deze kennis wordt door de politie en andere betrokken partijen zoals ADV's en gemeenten gebruikt in bijeenkomsten en contacten op lokaal niveau om de drempel tot melden te verlagen. A study has been done by the police on the willingness of victims of Muslim</p>

				discrimination to file a report. The barriers that prevent Islamic victims of discrimination themselves from going to the police are broadly consistent with the results of previous studies in other populations. Although, some barriers regarding the police that have come up in previous studies are less strongly emphasized, a number of barriers are more accurate. This knowledge is used by the police and other interested parties, such as ADVs and municipalities, in meetings and contacts at the local level to reduce the barrier to report.
12	Muslim discrimination	See how the notification willingness among Muslims nationwide can be stimulated and local cooperation can be strengthened.	Completed	In 2017, five meetings took place in which representatives from Muslim communities, municipalities, police and ADVs came together to discuss the concerns that exist at the local level and to discuss how cooperation can be strengthened. These meetings took place in Hilversum, Tiel, Haarlem, Amsterdam and Eindhoven and were always well attended. The meetings have contributed to better mutual public awareness and have already led to further cooperation between the parties.
		Information line consultation	Completed	In addition to the regular hotlines for discrimination, such as the police, ADVs and the Netherlands Institute for Human Rights, there are private initiatives. The various types of organizations each have their added value. Good cooperation is essential so that the interests of a person who makes a report are served as well as possible. In the specific area of Muslim discrimination, SZW has organized three consultations between the various hotlines in order to strengthen mutual cooperation. Cooperation has already taken place between some organizations and, among other organizations, these consultations have contributed to the

				first steps towards cooperation. The LVtD intends to continue this hotline consultation.
13	Muslim discrimination	Follow-up study into risk and protection factors for mosques and Guide to a Safe Mosque	Completed	<p>All mayors have received the Guide to a Safe Mosque. Contacts with municipalities show that a large number of them are familiar with the Safe Mosque guidelines and that some of the municipalities have, together with the mosque, taken steps to ensure a safe mosque. The Social Stability Expertise Unit (ESS) of the Ministry of Social Affairs and Employment is available for municipalities and mosques when, for example, using the safe mosque guide. In addition, the ESS includes the subject of mosque safety and the Safe Mosque guidelines in advising and sharing knowledge with municipalities.</p> <p>To increase the familiarity with the Guide to a Safe Mosque among mosques board members, meetings were organized, also to stimulate mosque board members to enter into dialogue on the local level with the municipality about the safety of mosques.</p>
14	Muslim discrimination	<p>Research into Islamophobia</p> <p>Research into causes and trigger factors for Muslim discrimination</p>	Completed	<p>The report has been submitted. The Lower House was informed about this in the letter on Racism and Muslim Discrimination of 29 September 2016.</p> <p>In June 2017, the report 'Causes and trigger factors for Muslim discrimination in the Netherlands' was presented to the Lower House of Parliament.⁵ It provides insight into the causes and trigger factors that lead to a negative image of Muslims in the Netherlands. On the one hand, the research</p>

⁵ Parliamentary Papers II 2016/17, 30950, nr. 118.

				<p>confirms the importance of contact among people with different cultural or religious backgrounds. This helps to negate unfounded prejudices. In addition, it appears that, if this contact is not there, young people base their image formation mainly on media coverage and their image is more negative than with young people who have personal contact with people who have an Islamic background. As a result of this report, SZW and the municipality of The Hague organized a broad meeting in March 2018, which included young people, on the themes of communication and imaging. It remains to be seen whether the ideas put forward here can find support.</p> <p>Work provides a good opportunity for people of different backgrounds to meet and get to know each other. The commitment to the programme, Further Integration on the Labour Market, is also important in this respect.</p>
15	Antisemitism Muslim discrimination	Support of a local approach of key figures from the Jewish and Muslim communities through strengthening knowledge, promoting exchange of best practices and professional development.	In progress	<p>In order to make the role and contribution of key figures more transparent and to promote the exchange of local projects between cities, an inventory has been carried out in six municipalities in which practical examples of dialogue between the Jewish and Islamic community have been described. In order to share the results of the publication "Investing in dialogue," a meeting with municipalities was held in April 2017 and a meeting with the interviewed key figures from both communities in May 2017.</p> <p>In 2018, various methodologies were submitted. To promote inter-religious dialogue, the OJCM (Consultation Jews, Christians, Muslims) has implemented the project, Building Bridges. Completion of this dialogue methodology is expected in December 2018. The manuals for the Said</p>

				and Lody methodology is also expected in 2018.
16	Antisemitism/ Muslim discrimination	Project of the Consultative Body for Turks in the Netherlands (IOT) to connect the approach of antisemitism and Muslim discrimination with each other	Completed	In this project of the IOT, local Turkish organisations, together with Jewish organizations, organized 27 meetings in 2017 to decrease prejudice and stereotyping. The activities were also aimed at strengthening the ties between Turkish and Jewish organizations in the Netherlands. The project and the evaluation study have been completed. Through the project, the awareness of shared responsibility has been strengthened.
17	Antisemitism Muslim discrimination	Exchange of experience among teachers Impact research on the methodology for Effective Nuancing, training for teachers that can be used for all forms of discrimination and unacceptable behaviour	Completed In progress	In 2016, the project "Rule of Law in the classroom" (now called Effective Nuancing) was completed. In the framework of deepening knowledge on effective interventions, an impact study was carried out on the methodology of Effective Nuancing. The completion of the study is expected in July 2018. In the context of a sub-project of the NWO programme 'Delicate Relations: Jews and Muslims in Amsterdam and London,' curriculum is being developed by the University of Amsterdam for teachers of religion/philosophy concerning the relationships between Jews and Muslims in the past and present.
18	Antisemitism	Tackling antisemitism in football	In progress	The Anne Frank Foundation (AFS) is carrying out 2 projects in 2018: The Fancoach project focuses on supporters who are guilty

				<p>of antisemitic/racist group chanting The core of this approach is to have the groups of fanatical supporters learn about the Jewish history of their city and their club. From the evaluation at Feijenoord, the first positive effects are already visible among supporters.</p> <p>The Fair Play project is a game developed by the Anne Frank House that is played in workshops by young people, in cooperation with the professional football and sports departments of municipalities. The objective is to make young people aware of the meaning and consequences of discriminatory conduct.</p> <p>In 2016, the professional football clubs and the KNVB agreed to take action more quickly against racist chanting. As soon as this occurs, the clubs ask the supporters to stop this behaviour immediately. If they do not, the game will be stopped.</p>
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