

Appendix 3

Progress in measures concerning Labour Market Discrimination Action Plan and Pregnancy Discrimination Action Plan

Action plan for Labour Market Discrimination			
Action	State of affairs	Explanation	
A	The government ends contracts with companies, or the management of companies, which have been irrevocably convicted of discrimination.	In progress	In the approach to labour market discrimination, the Dutch government no longer conducts business with discriminating companies in the event of an irrevocable criminal conviction of a company, or its management, for labour market discrimination. following this approach, and in response to the motion ¹ of the MPs Vermeij (PvdA) and Van Weyenberg (D66), as the previous Minister of Social Affairs and Employment has promised, ² it is currently being investigated whether it is possible to include additional obligations in future purchasing contracts from the National Government with regard to compliance with social and labour laws.
B	The government excludes companies from government tendering procedures if these companies, or the management of these companies, have been criminally convicted of discrimination in the four years prior to a tendering procedure.	In progress	This investigation has not yet been completed, due to the complex implementation problems when including such an obligation. In the spring, you will be informed about the results.
D	The government supports the social partners' approach to making agreements about combating discrimination through the health and safety catalogues and the collective labour agreements.	In progress	Health and safety policy Discrimination is, along with (sexual) intimidation and bullying, a component of the psychosocial workload (PSA). The approach of PSA - on the recommendation of the Labour Foundation - is often included in health and safety catalogues in order to change the culture and interpersonal contact in the workplace. In addition, the Labour Foundation participates in the SZW <i>Tackling PSA</i> programme through sounding board groups and on-going information to their members/supporters, etc.

¹ Parliamentary Papers II, 2015/2016, 29 544, no. 693.

² Parliamentary Papers II, 2015-2016, appendix number Proceedings II, nr. 2354.

			<p>Collective labour agreements (CAO)</p> <p>Agreements in collective labour agreements can be supportive in preventing unequal treatment by requesting attention from affiliated employers and employees. This argument is supported by the statements of signatories to the Diversity Charter in the first evaluation study.</p> <p>A comparison of the cao study by SZW from 2010 and 2015 shows that the number of collective agreements has increased with one or more collective bargaining agreements in the framework of diversity, from 78 percent to 81 percent. The increase is concerned with, above all, the aspect of occupational impairment; this increased from 40 percent to 61 percent. The collective bargaining agreements focus mainly on the promotion of the flow of the target groups (66%) and less on inflow (27%) or training (13%). Noteworthy is the labour agreement in the collective labour agreement of the Bankers Employers Association, in which this employers association undertakes to sign the Diversity Charter and henceforth to convene an annual meeting for members on diversity policy. This did occur on 16 May 2017.</p>
F	The Inspectorate SZW shall establish a programme on psychosocial work stress. Psychosocial workload is not only workload and stress, aggression and violence or bullying, but also sexual harassment and discrimination at work. On the basis of these surveys, it is possible that interventions will be instigated.	In progress	<p>The Inspectorate SZW has organized, as of 1 May 2015, a separate programme and a Team Labour discrimination. The programme/team began in 2015 with explorations on the question how far companies have progressed in the design of an anti-discriminatory company policy and what such a policy must entail.</p> <p>After this survey, in the first half by 2016, the Inspectorate started with company visits to monitor anti-discriminatory policy/policies concerning undesirable behaviour. The Inspectorate SZW visits companies in identified high-risk sectors and after signals/reports from its front office, via fellow organizations or from the media.</p>
G	The Working Conditions Act [Arbeidsomstandighedenwet: Arboret] will be amended for the purpose of disclosure of inspection data. This will also apply for violations under PSA.	The WAS came into effect on 1 July 2015.	<p>In the context of the Sham Employment Arrangements Act [Wet aanpak Schijnconstructies], it has been (per administrative decree) regulated that the results of inspection investigations concerning the Placement of Personnel by Intermediaries Act (WAV), the Allocation of Workers by Intermediaries Act (WAADI), the Minimum Wage and Minimum Holiday Allowance Act (Wet minimumloon en minimumvakantiebijslag WML) may be made public (at the company level). The purpose of the disclosure of inspection data is to promote transparency on the compliance with the labour legislation and the supervision thereof. In addition, its function is to warn citizens and businesses of unwanted (or dangerous) situations and to promote compliance with the laws.</p> <p>To ensure a careful implementation of any disclosure of inspection data,</p>

			<p>the choice has been made to have a phased entry into force of the government decree. Per 1 January 2016, the publication of the inspection data concerning the WAV, WAADI and WML was started. The items in the government decree relating to the disclosure of the Working Hours Act (Arbeidstijdenwet Atw) and the Occupational Health and Safety Ordinance (Arbo) have not yet come into force. The disclosure in the field of the Occupational Health and Safety Ordinance also includes the labour risk of the psychosocial workload, which includes discrimination. The results of inspection investigations in the field of the Occupational Health and Safety Ordinance, including discrimination in the workplace, have, therefore, not yet been made public.</p> <p>For the benefit of careful consideration, the current disclosure of inspection data in the field of the WAV, WML and WAADI will be evaluated first, before the results of the inspection investigation on the premises of the Atw and the Occupational Health and Safety Ordinance are made public.</p> <p>The aim is to finalize the evaluation by the end of 2018. Based on the results of that evaluation, a decision will be made on the further roll-out of the disclosure of inspection data.</p>
K	There is consultation between the national government and the municipalities about the prevention of exclusion in the labour market.	In progress	<p>Consultation shall take place four times a year at the official level with the G4 (four largest municipalities). There, talks will be held on various topics, including the prevention of exclusion in the labour market. Here, initiatives of the participating municipalities and the government will be shared.</p>
M	The Cabinet supports the summons of the Social and Economic Council (SER) that companies must organize a good internal handling of discrimination complaints.	In progress	<p>The internal handling of discrimination complaints is a subject between the directors and the works councils, as well as between cao parties. It is part of a broader approach to combat discrimination within labour organisations.</p> <p>Social partners indicate that this is mostly taken very seriously, for example, through the establishment of representative and independent complaints commissions and the quarterly reports to the Executive Board and Supervisory Board/Commissioners on integrity violations.</p>
N	The Cabinet requests that the SER includes the stimulating task regarding discrimination and equal treatment that the works council has, based on the Works Councils Act [Wet op de Ondernemingsraad (WOR)], in its task to promote participation and points out to the works councils that they are required to fulfil this task.	In progress	<p>See explanatory notes for action T.</p>

R	<p>The Inspectorate SZW, the police and other organizations that are faced with discrimination are committed to training sessions, awareness and dealing with signals of discrimination.</p>	<p>In progress</p>	<p>The Labour Discrimination team of the Inspectorate SZW, set up in May 2015, in its company visits/inspections also investigates whether employees and managers are being informed and are receiving instruction on what discrimination can consist of and what should and should not be done about it.</p> <p>With respect to the preparation for its work, the team was trained in 2015 at the Netherlands Institute for Human Rights. There, information and background were given on stereotyping, discrimination and legal procedures. The training sessions have contributed to awareness of inspectors on how to deal with signals of discrimination. Last year, the team was again trained by Art. 1, the anti-discrimination bureau from Rotterdam. Also, in 2017, the whole team of the national Public Prosecutor's Office for discrimination cases was given information on how (illegal) discrimination is handled in criminal law.</p> <p>With regard to signals of discrimination in work situations: companies on which the Inspectorate SZW receives reports via their own front offices, via colleague organizations or from the media, are placed on a signal list. The team then checks whether these organizations should be selected for a general policy inspection regarding (anti) discrimination policy.</p>
S	<p>The Cabinet, in consultation with the social partners, looks into the support it can give to the realization of the diversity charter and looks forward with interest to its creation by the social partners. The government, as an employer, will also be involved.</p>	<p>In progress</p>	<p>See separate attachment under this table.</p>
T	<p>The government believes that works councils should be representative for the existing diversity within companies.</p>	<p>In progress</p>	<p>Social partners share the view that the pursuit of a diverse representation in employee participation is a good starting point. They point out that works councils are democratically elected. Trade unions indicate that they strive for diversity in the recommendations for the Works Council.</p> <p>To assist employees (and employers) in this, and to promote diversity, the SER designed a mind map in 2014 that deals with the contact between the Works Council and the membership. Another mind map deals with vacancies and the composition of the Works Council. It is up to the Works Council to give shape and substance to the relationship with the membership.</p> <p>The first evaluation of the activities of labour organizations that have signed the Diversity Charter shows that the involvement of the Works Council differs per company. A number of Works Councils have officially approved the signing of the Charter and the associated plan of</p>

			<p>approach, while other works councils have simply been informed. The Works Council is also involved to varying degrees in the execution of the plan of approach. Some Works Councils stay abreast of and take action themselves to strengthen the diversity policy in their organization, others are informed by an HR department about the results. 3</p> <p>Through <i>Diversity in company</i> it is clear that employee involvement in diversity and inclusion is more explicit in employee networks. An increasing number of employee networks are an important driver for changes in the workplace. These networks unite employees who belong to one of the five distinguished dimensions. These networks are generally well informed about issues that play a role for the specific group of employees on the work floor.</p> <p><i>Diversity in company</i> has already mapped out 150 employee networks in the larger companies, in both the private and the public sector. These networks are regularly involved in meetings to promote cooperation between these employee networks and works councils.</p>
U	The government is starting additional research into labour market discrimination.	In progress	In the coming year, research will be carried out under the Further Integration in the Labour Market programme aimed at better shaping recruitment and selection processes (based, among other things, on behavioural scientific insights) such that unconscious prejudices play less of a role in the selection decision. This approach to unconscious bias remains important. Furthermore, in the elaboration of the renewed Labour Market Discrimination Action Plan, it will be examined which appropriate studies can contribute to tackling labour market discrimination.
V	The establishment of a Labour Discrimination Team at the Inspectorate SZW	In progress	The Labour Discrimination Team of the Inspectorate SZW was appointed on 1 May 2015 and has started to conduct surveys in companies and in network organizations. In 2015, 80 company visits were carried out. Approximately 200 company visits were planned for 2016 and 220 were realized. With the temporary addition of 3 inspectors in 2017, the team carried out around 350 (re) inspections that year.
W	ESF [European Social Fund] Equal Opportunities Programme	In progress	In the period 2014-2015, the directorate Implementation of Policy (formerly SZW Agency), in cooperation with an external agency (VanDoorneHuiskes), offered various activities in the field of equal opportunities and non-discrimination to the labour market regions. These included training sessions for the administrators within the labour market regions and employees of the SZW Agency, a work conference with workshops on various initiatives in the field of equal opportunities

		<p>and non-discrimination and a published booklet with 23 best practices from the field which the labour market regions could submit. Following this, round table discussions took place in the 2015-2016 period with each labour market region. As a result, a few have indicated that they need further development in the region in the form of a follow-up meeting or workshop. A consensus statement (incl. manual) has also been designed to contribute to the awareness of the theme and to increase support for the safeguarding. All developed products have been published on the website of the SZW Agency (https://www.agentschapszw.nl/subsidies-en-regelingen/a/actieve-inclusie-esf-2014-2020/inhoud/gelijke-kansen-en-non-discriminatie). In 2017, a different approach was started. Commissioned by Implementation of Policy, pages are developed on the website on which the labour market regions showcase good examples in the field of equal opportunities and non-discrimination. In addition, bus tours with and along relevant speakers and locations have been organized to inspire the labour market regions that were there. Training sessions will also be provided to them which are in line with the demands from the field.</p>
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Overview of the activities by *Diversity in company* (The Labour Foundation) during the period 1 January 2017 – 1 February 2018

To combat discrimination on the labour market in a positive manner, on 2 July 2015 the Labour Foundation [Stichting van de Arbeid] *launched Diversity in company*. The aim of this project is to encourage social partners to promote diversity and inclusion in the workplace and to encourage individual employers and employees to invest in a diverse workforce and an inclusive business environment. This project is, in part, funded by the Council for Public Sector Personnel Policy (Raad voor het Overheidspersoneelsbeleid ROP) up until February 2018. *Diversity in company* promotes diversity and inclusion in the workplace based on business and social motives. The business motive is based on the added value of diversity and inclusion for the functioning and productivity of a company or institution, the business case. The social motive is focused on the importance of sustainable participation of diverse groups who are far removed from the labour market. Thus, the social objective of promoting equal opportunities and equal treatment is connected to the commercial and wider economic importance of improving the performance of companies and organizations.

Diversity in company consists of two components: a Diversity Charter and a Knowledge Platform.

- Diversity Charter

The Diversity Charter supports companies and organisations to achieve objectives that they themselves deem desirable and feasible in the field of diversity and inclusion. In addition to the Netherlands, there are nineteen other European countries where a Diversity Charter fulfils a successful role in placing the topic on the agenda and stimulating diversity in the workplace.

Signatories of the Charter commit themselves to tightening the diversity policy in their company or institution, to formulating their interventions clearly and to mapping out the results of their interventions and sharing them with other signatories to the Charter.

By 1 February 2018, 112 companies and institutions -- both large companies and smaller SMEs -- had signed this Charter (by 15 March 2018, there were 125). The Charter signatories can be divided into sector organizations/interest groups, private, public and semi-public organizations.

From the standpoint of effectiveness and efficiency, the choice has been made to approach SMEs primarily via their trade associations. The employers' organisations represent a large number of SMEs in a particular industry which they can reach through their own networks.

In April 2017, a one-year pilot project was launched, aimed at promoting support for more diversity and inclusion within SMEs. In cooperation with local SME organisations in Eindhoven and Rotterdam, job vacancies at small and medium-sized enterprises are gathered and candidates are hired who can broaden the diversity of the company. This includes all target groups (gender, age, disabilities, cultural and religious minorities and LGBTI).

Ondertekenaars publiek-privaat (stand februari 2018).

Branche/belangenorganisaties	Privaat	(Semi)Publiek	totaal
14	41	57	112

Ondertekenaars naar grootte (stand februari 2018)

Groot (>250)	Midden (50-250)	Klein (<50)	Totaal
84	14	14	112

Among the signatories, there are 14 trade associations. 37% of the signatories are companies from the private sector and 50% from the public and semi-public sectors. As far as size is concerned, 75% of companies have more than 250 employees. 12.5% of the signatories is medium-sized and 12.5% is a small business or organization.

- Meetings

In the period 1 January 2017 – 1 February 2018, five Charter meetings were organized to mark the signing of the Charter by new companies/organisations. In addition, four theme-focused Charter meetings have been organized.

Charter meetings Period: 1 January 2017 - 1 April 2018		
Charter meetings	Date	Location/host
Work-Life Balance: gender policy in the workplace/Charter meeting	26 Jan. 2017	NUON
Towards an inclusive corporate culture/Charter meeting	15 Feb. 2017	Melkweg/Federatie Cultuur
The power of 50-plus/Charter meeting	11 May 2017	MN, pension administrator and investment management
Diversity in the banking sector/Signing meeting	16 May 2017	Banker's Employers Association
Diversity at the top/Signing meeting	21 June 2017	Dutch Probation Service
You have to measure something to know	5 Oct.	Ministry of Economic

something/Charter meeting	2017	Affairs
Diversity pays /Signing meeting	24 Oct. 2017	Broadcasting station Zeeland
Diversity in the Healthcare and Welfare sector/Signing meeting	31 Oct. 2017	Princess Máxima Center for Paediatric Oncology
Diversity in municipalities/Signing meeting	11 Jan.2018	Municipality of Amersfoort
On the road to inclusion/Signing meeting	8 Feb. 2018	BP Nederland
National Diversity Event, 'Seeing Each Other' and the presentation of the Diversity in Company Award	15 Feb. 2018	COMM Museum/in cooperation with the municipality of The Hague
Recruiting and selecting diversity/Charter meeting	22 March 2018	National Police

- Knowledge Platform

The Knowledge Platform bundles and displays up-to-date knowledge and existing initiatives aimed at stimulating diversity policy. Companies and organizations wishing to orient themselves on the opportunities to invest in diversity and inclusion can consult this platform for information and contacts. The accumulated network contains, thus far, about 175 civil society organisations and knowledge institutes that work at the interface of labour and one of the various dimensions. For the benefit of the Charter meetings, Diversity in Company has written five new knowledge documents. In addition, in 2017, the establishment of Diversity Indicators was started, in which the contents of the knowledge documents is concisely conveyed.

Knowledge documents
Period: 1 January 2017 - 1 April 2018
Work and care in balance
Cultural diversity does not equal inclusion
The power of 50-plus
You have to measure something to know something; Insight into effects of diversity policy
Diversity among municipal staff
Diversity Indicator: LGBTI
Diversity Indicator: Age
An engine for change/Staff networks

Recruiting and selecting diversity
Diversity Indicator: From cultural diversity to inclusion

- State of affairs

Both components, the Diversity Charter and Knowledge Platform, enhance each other. The knowledge, experiences and networks gained within the Knowledge Platform are shared with the Charter signatories, and vice versa. When recruiting new signatories, Diversity in Company is increasingly using a sectoral approach. In 2017, there was specific emphasis placed on the recruiting of signatories in the government (municipalities) and healthcare/welfare sectors. For 2018, more effort will be placed on recruiting signatories from the construction, transport, media and sport sectors. It is expected that, in 2018, another 60 organizations will sign the Diversity Charter.

Diversity in company has succeeded in creating a common platform of companies/organizations, social organizations and knowledge centres for the exchange of good experiences, knowledge and 'best practices' in the area of a certain dimension of diversity. This has contributed to networking and new forms of collaboration among these different parties.

The secretariat has provided the Charter signatories with practical support in drawing up their plan of action and their reports, and will continue to do so within the limits of the available capacity. The help-desk appears to meet a great need and is greatly appreciated.

This is also evident from the 'Project evaluation of Diversity in Company, Work Method and achieved results,' carried out by the Regioplan agency in 2017. The report (September 2017) shows that Diversity in Company is right on course. This applies both to working methods and scope and to achieving the objectives. The three components, Charter Diversity, Knowledge Platform and Communication, contribute to this.

- Follow-up after February 2018

The Diversity in Company project initially ran until February 2018. In 2017, an application was submitted to the Ministry of SZW to extend the term until February 2020. The ministry has agreed to this so that the project can be properly secured and, among other things, a pilot project for 'Diversity in SMEs' can be set up and implemented. A good safeguarding of the project helps to ensure that a sustainable project can be set up after the end of the term, so that diversity within organizations can continue to be put on the agenda and encouraged.

Action plan for Labour market discrimination

Specific actions

	Group	Action	State of affairs	Explanation
a	Non-western migrants	In the Work Integration Agreement to be further developed in collaboration with employers, municipalities and other relevant social organizations, we will look at approaches aimed at strengthening networks and getting to know young people and employers who have demonstrable success among migrants.	Completed	<p>The agreements with municipalities, schools and other social organizations have been designed within the City Deal Approach for Youth Unemployment. Here, potentially promising problem-solving approaches have been tested and studied in practice, on a small scale.</p> <p>This approach will be followed up in the Further Integration in the Labour Market programme. In cooperation with other programmes, such as Career Counselling and Guidance (Loopbaanoriëntatie en –begeleiding LOB), Equal Opportunities and the follow-up to the Labour Market Discrimination Action Plan, successful components are scaled up and, if necessary, tightened.</p>
e	People with disabilities/ chronic illnesses	The Cabinet and social partners made an agreement in the Social Agreement of 11 April 2013 about helping people with work disabilities get started. In 2026, 125,000 jobs with regular employers must be realized for the target group, the so-called jobs agreement.	In progress	<p>The Job Agreement and Quota of Disabled Persons Act [Wet banenafspraak en quotum arbeidsbeperkten] went into force on 1 May 2015. First, the voluntary job agreement applies. If the numbers are not achieved, the quota scheme can be implemented. For 2016, this came to 20,500 jobs (6500 in the Government sector, 14,000 in the market sector). For 2017, this comes to 33,000 jobs, (10,000 in the government sector and 23,000 in the market sector) One job is counted as a position for 25.5 hours/week.</p> <p>In July 2017, the results over 2016 were published (the two-measurement job agreement). It showed that all employers jointly realized the required numbers, namely 22,554 extra jobs with mainstream employers. The market sector employers easily achieved the numbers, but the employers in the government sector had only realized 3,597 jobs. Therefore, the Cabinet activated the quota regulation,</p>

				as of 1 January 2018, for the government sector.
g	LGBTIs	On the situation of bisexuals, there will soon be an expert meeting held with the field: How can the emancipation policy yield more results for bisexuals?	In progress	<p>From the report of the Netherlands Institute for social Research (Sociaal Cultureel Planbureau SCP) (2013), it appears that bisexual employees, on average, are less satisfied, experience more conflicts and harassment, are more likely to be bullied and have more burnout symptoms. It is not clear why this is.</p> <p>The research offered opportunity to wonder if the current measures are sufficiently 'bi-inclusive' and whether they are as effective for increasing the safety and acceptance of bisexuals as for gay men and lesbians.</p> <p>The Ministry of Education, Culture and Science [OCW] has explored this in a round-table discussion with national parties in the field that was organized in collaboration with LNBI.</p> <p>The meeting was successful. Civil society organisations recognized the problem of the lack of visibility of bisexuals. During the meeting, concrete proposals were made to integrate the visibility and social safety of bisexuals into measures for LGBTI people and this is still the policy. The focus in policy is now more on countering binary thinking in the field of sexuality and gender.</p>
i	LGBTIs	The Minister of Education Culture and Science continues to monitor the labour market position of LGBTIs, through the SCP and in other ways.	In progress	The next LGBTI monitor of the SCP will be published in mid-2018.
m	Women/wage differences	The ministries of SZW and OCW will commission Statistics Netherlands for an update of the Statistics Netherlands [CBS] survey 'Equal pay for equal work' (2014).	In progress	The Statistics Netherlands survey on figures for 2016 will be presented to the House of Representatives in November 2018.
n	Women/wage differences	In 2014, OCW and SZW, in collaboration with the Netherlands Institute for Human Rights, will conduct research into equal pay at, for example, colleges for professional education.	In progress	The labour market fund for higher professional education (Zestor) organized a meeting at the end of 2016 for the collective labour agreement parties to inform the institutions about the outcomes and how they can prevent pay differentials in their organization. On 28 November 2017, the Netherlands Institute for Human Rights published a new study, this time on (un) equal pay for men and women working at insurance organizations (Equal pay, insured? Equal pay for men and women at insurance organizations. Van Beek and Pouwels, 2017). The studies at colleges of professional education and in the insurance sector were financed by the Ministry of Education, Culture and Science. Previously, the legal predecessor

				<p>of the Institute, the Equal Treatment Commission, conducted a similar investigation in the hospital sector (2011). A similar picture emerges from all three studies: Employers do not consciously opt for unequal pay on the grounds of gender. It is rather the case that a practice has been developed that does not consistently reward on the basis of the value of the work performed by an employee: remuneration criteria that are not neutral, play a role. This is much more likely to be detrimental to women than to men. At the end of 2017, the Netherlands Institute for Human Rights launched a campaign to bring the issue of unequal remuneration to the attention of employers. The campaign entitled 'A Grip on Equal Pay' includes an online test for employers and HR advisers. They can thus see which pitfalls are at issue in their organization. In addition, they can ask questions and request a checklist to organize their remuneration policy in a more neutral way.</p>
p	Women at the top	<p>Together with VNO-NCW, the Minister of Education Culture and Science has started the strategy, Women to the Top, and subsidizes Stichting Topvrouwen (founded by VNO-NCW and the former Talent to the Top Foundation) that, with the help of two coordinators, ensures that the flow of women to the top of the business world is constantly on the agenda of key stakeholders (such as directors, supervisory directors, recruitment and selection agencies, accountants and shareholders) and which provides stakeholders and 'board-ready' women with best practices. The progress of the proportion of women at the top of large companies is annually monitored. Also, research has been done on the flow of women into the sub-top, the layers under the Board of Directors and the Supervisory Board.</p>	In progress	<p>The most recent monitor (presented on 6 March 2018) shows that the increase in the proportion of women at the top of the business community, in relation to last year, has increased slightly. The chance seems slight, however, that the objective of Cabinet Rutte II to have 20 percent women in the Boards of Directors and the Supervisory Boards by 2019, will be realized. When the Cabinet takes stock in 2019, and if it assesses that the progress has been insufficient, it is willing to take firm measures. In accordance with the recommendation of the researchers in the study of the flow to the sub-top, the Minister of Education, Culture and Science will, in her plans, pay attention to the strengthening of the step-up policy within organizations. The Minister of OCW considers that cooperation with VNO-NCW is of great importance in order to encourage companies to make more of an effort in ensuring the continued advancement of women to the top. On 6 March 2018, the Minister of OCW sent the company monitor, together with the study on the career advancement of women into the sub-top, as attachments to her letter to the House of Representatives, in which she announced her plans for the 'women at the top' policy. The letter also contained an appendix with the results of the target figure regulation in the Management and Supervision Act. The evaluation led to a number of recommendations to remove ambiguities in the law, to increase the effectiveness of the target figure regulation and to improve compliance.</p>

q	Women at the top	Recently, the Management and Supervision (Public and Private Companies) Act, was evaluated, with specific attention to the effectiveness of the target figure regulation in the Act.	Completed	The evaluation was presented to the House of Representatives on 15 December 2017.
r	Women at the top	The corporate governance code is important for companies listed on the stock exchange.	Completed	The revised corporate governance code was published in late 2016. The importance of diversity is given specific emphasis in the Code.
u	Age/older workers	With respect to further information, the Cabinet wants to draw attention to the information campaign announced in this letter, which will be aimed at increasing awareness about unwanted discriminatory conduct.	In progress	In 2016, in the framework of the action plan 'Perspective for 50+', a campaign was launched to remove the prejudices that employers have and to ensure that employers and employees continue to invest in employability. The figurehead of this approach was, through the end of 2017, John de Wolf. He has generated a great deal of attention as a figurehead for working and job-seeking older adults. In addition, he has generated attention for this issue through, 'How does the Netherlands work?' The campaign will be continued in 2018. More than before, the emphasis will be on the necessity for lifelong development.
u. 1	Age/older workers	Implementation of the agreements on increasing the employment participation of older workers.	In progress	In collective labour agreements, and within labour organisations, agreements have been made on the basis of the Policy Agenda 2020 to stimulate the sustainable employability of workers and thereby to promote the employment participation of older workers. Since November 2015, the Labour Foundation has been working closely with the Ministry of Social Affairs and Employment to shape and implement the action plan, 'Perspective for 50+.' This has, among other things, led to a successful figurehead campaign with the cooperation of John the Wolf, the pilot project in dozens of sectors to provide over 25,000 45+ers, at their own request, with development advice which they can use to provide form and focus to the continuation of their career, and the pilot project to achieve innovative practices to help older workers find jobs.

Action plan Pregnancy Discrimination			
Action	State of affairs	Explanation	
A	The Labour Discrimination team of the Inspectorate SZW has instigated a mix of instruments and resources, so that the theme of pregnancy discrimination is addressed by employers and employees.	In progress	<p>The inspectors of the Labour Discrimination Team ask, during each company visit, about whether and how this theme is playing out/can play out and whether policy or facilities are available or are needed. Depending on certain indications, for example, the staff composition or complaints in combination with issues such as willingness to change and legal enforceability, the most appropriate supervision approach will be chosen for that company.</p> <p>A flyer has been developed about the required anti-discrimination policy on the theme of pregnancy. This flyer discusses the rights and obligations in the workplace during pregnancy and the provisions that must be taken by organizations in this respect. This flyer is brought to the attention in various ways, including during company visits to employers and works councils. A default information text on anti-discrimination policy concerning pregnancy has also been drawn up which can be used in the statements of the Inspectorate SZW (for example, the website).</p> <p>The discrimination module in the Self-assessment tool on PSA policy (psychosocial workload) has been expanded with a set of questions and points of attention regarding pregnancy policy.</p> <p>In addition to the above mentioned measures, it will be examined in the coming period how employers can be informed as effectively as possible about the policy required to combat pregnancy discrimination.</p>
B	Information through the public health service, health centres and Stichting Opvoeden.nl [Foundation for advice on child-rearing]	In progress	<p>The flyer with information for (prospective) parents about facilities related to the combination work and parenting, tips on engaging in the conversation in the workplace regarding this topic and insight into the possibilities if the issue cannot be solved at work, will be continued in the Growth Guide '0-4 years by the Community Health Service.</p> <p>The Growth Guide has updated the Growth App and the app will continue under the name 'GroeiGids app.' With the GroeiGids app (prospective) parents can keep track of the development and growth of their child from the</p>

			<p>beginning of their pregnancy through to puberty. Through the app, (prospective) parents receive information about provisions that relate to the combination of work and parenting, tips on engaging in the conversation in the workplace and insight into the possibilities if this discussion does not produce results at work.</p> <p>Stichting Opvoeden.nl offers (prospective) parents online information about upbringing, growing up and health. Substantive themes include pregnancy and parenthood in combination with work. The content is continuously updated and broadened where necessary. This is done in collaboration with parents themselves and experts from the scientific community and the field. By making use of this channel, information can be provided to (prospective) parents in a structural way. In the coming period, the Stichting Opvoeden.nl will test whether the information provided on the issue of pregnancy discrimination matches the needs and perception of parents and the issue of how to respond to them.</p>
C	Information through the Nutrition Centre and the Royal Dutch Organization of Obstetricians (KNOV)	In progress	<p>In the modules with which midwives work during the intake and counselling of pregnant women, attention is already paid to the theme of pregnancy and work. Where necessary, extra attention is paid to this in the counselling by midwives. On the website of the KNOV, attention is also given to the combination of pregnancy and work and risks at work.</p> <p>Via the midwives, pregnant women receive free copies of the journal 'Infozien Gezond Groeien' [Information on healthy growing] from the Netherlands Nutrition Centre. In this magazine, information is included on the rights and obligations in the field of pregnancy, parenthood and work. On the website of the Netherlands Nutrition Centre women are also provided with information. The Nutrition Centre also brings information from the campaign on pregnancy discrimination about combining work, pregnancy and parenting to the attention of pregnant women.</p> <p>Currently, it is being studied if and how the information from the government campaign on pregnancy discrimination -- namely, a good case study and information about combining work, pregnancy and parenting -- can be included in the provision of information by the Nutrition Centre, so that this information can be brought even more to the attention of pregnant women.</p>

D	Information through the Network of Maternity Care North West Netherlands (NWGZ) and the Netherlands Society of Occupational Medicine (NVAB)	In progress	<p>In the currently developed app, 'Healthy working during pregnancy' from the NWGZ (network for all care providers in Maternity Care in the North West Netherlands) and the NVAB, information is included about the rights and obligations of employees in relation to pregnancy or parenting and work, tips on how to discuss this with the supervisor and what to do if the employee and the supervisor cannot find common ground.</p> <p>The app is intended for pregnant women, but also for obstetric health care providers, company doctors and employers. Through this app, pregnant women can themselves see if they are dealing with work-related and/or personal risks. It provides them with information and, when adjustment of work and working time is required, the advice to consult with the employer or visit the company doctor or gynaecologist/obstetrician. The app is based on the NVAB Directive on Pregnancy, postpartum period and work, which supports company doctors in their guidance of pregnant employees.</p> <p>At the same time, there is a commitment to better awareness of the NVAB directive on better cooperation between obstetricians, gynaecologists, company doctors and employers and, therefore, on reducing work and personal risks during pregnancy and optimum employability of workers during and after pregnancy.</p> <p>The first two test phases of the project have been completed. Currently, the app is in the third test phase. It is now being reviewed how, after the third test phase, it will be possible to have a broad implementation of the developed instruments.</p>
E	Draw extra to the attention to the leave arrangement developed by SZW www.verlofregelaar.nl	Completed	In the provision of information to workers, attention is focused, where possible, on the Verlofregelaar [leave regulator].
F	Update National Government website	Completed	The information on the website of the National Government on pregnancy and parenting in relation to work has been updated. Furthermore, a broader update on discrimination will be examined on Rijksoverheid.nl, which, once again, will look at pregnancy and parenting in relation to work.

G	On-going attention to labour market discrimination through broad information campaign	Completed	<p>In the autumn of 2017, the government campaign, Pregnancy Discrimination, was run. This sub-campaign was part of a multi-annual umbrella campaign 'Stamp out discrimination.' The campaign dealt with discrimination in the labour market due to a pregnancy, especially discrimination during the recruitment and selection process. The campaign was focused on helping employers become more aware of (unconscious) pregnancy discrimination. This campaign consisted of radio, online video, online ads, social posts, digital newsletters and paid findability.</p> <p>In response to the request by the former MP Van Miltenburg^[1] and, as indicated in the first Progress Report on the National Action Programme against Discrimination from 2017, an impact measurement was carried out after the completion of the autumn 2017 campaign on pregnancy discrimination. The results of this impact measurement show that the campaign was acknowledged by two-thirds of the employers, which is well above average. Radio was especially determining. The campaign was successful in passing on the message that women who want to work must not be disadvantaged because they are pregnant. The appreciation for the campaign is relatively low. The subject is not high on the list among the target group, 'employers.' It is not considered very interesting and there is little discussion about it. It is true that a considerable proportion of the employers endorse the standard that pregnant women must not be adversely affected in their work due to their pregnancy. More than a third think that companies themselves should be able to determine whether or not they hire a pregnant woman.</p> <p>The findings from this impact measurement will be taken into account in the further development of the new Labour Market Discrimination Action Plan.</p>
I	Information via social partners	In progress	<p>Social partners are already committed to providing effective information regarding pregnancy and work. In this manner, the employees' associations inform their members and non-members via numerous channels -- brochures, websites, meetings and apps -- about their rights and obligations and how they can best bring up the topic in the conversation with the employer. The Labour Foundation has, in the introduction to the occupational health and safety catalogues, developed the frequently downloaded guide to pregnancy and work that has now also been included in numerous occupational health and safety catalogues. Also, employers/HR provide their employees with the necessary information.</p>

^[1] House of Representatives session 2016-2017, 29 544, nr. 758

	Commitment to the equal status of men and women in the labour market	In progress	The best way to fight against pregnancy discrimination is, according to social partners, by working on an equal status of women and men in the labour market. That is a task which social partners are already actively pursuing in the Labour Foundation.
K	Information via the Employee Insurance Agency [Uitvoeringsinstituut Werknemersverzekeringen UWV]	In progress	If an employee is pregnant, she has the right to maternity benefits under the Work and Care Act (Wet Arbeid en Zorg WAZO). The employer applies for these benefits for the employee at the UWV. The UWV bases its determining of the entitlement, the amount and duration of the benefits on the employer's statement and the information is available at the UWV. Contact between the UWV with the employee or employers during the benefit does not, or hardly, take place. The UWV has made information available about rights and obligations for employer and employee during benefits at uwv.nl . Together with the UWV, it will be explored whether the provision of information from the UWV to employers and employees can be further utilized for the purpose of providing information about the rights and obligations during pregnancy and parenting in relation to work. This is in addition to the information about the WAZO that the UWV already provides.
L	Increasing awareness project	In progress	The Minister of Education, Culture and Science has fulfilled the commitment in the Action Plan for Pregnancy Discrimination ³ by funding the Baby and Job [Baby en Baan] project, which aims to raise awareness among working and job-seeking women of childbearing age about their rights in the field of pregnancy and parenting. In addition, an action perspective is offered in the case of pregnancy discrimination which focuses on the importance of maintaining or acquiring work during pregnancy and parenting, with a view to economic/financial independence. The Netherlands Institute for Human Rights has also given a presentation and masterclasses to pregnant women at the Nine Months Fair.
M	Increasing reporting readiness	Completed	Through social posts on social media, women have been alerted to the importance of reporting suspected pregnancy discrimination. Here, both the possibilities for entering into a conversation with the employer and follow-up options are cited, if the issue cannot be solved internally.
N	Discussion of the analysis <i>Hotline for Pregnancy Discrimination in the labour market</i> from the Institute for Human Rights by the Labour Foundation with the Institute.	In progress	Social partners have agreed with the Netherlands Institute for Human Rights to discuss the Analysis Hotline on Pregnancy Discrimination in the labour market in early 2018. Afterwards, the Labour Foundation will consider whether additional activities should be undertaken in this area.

³ Parliamentary Papers II, 2016/17, 29 544, no. 775.

