Equal Treatment and Opportunities

Raising awareness

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Need for raising awareness

- Strengthening knowledge on human rights and equal treatment law

- Empowerment

- Respect for rights of others

- Prevention

How?

- Education in school

- Campaigns

- Broader research involving stakeholders for commitment

- Training

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Campaign – Pregnancy and Work

- 65.000 women negative experience
- Few complaints
  - Lack of knowledge
  - Fear for repercussions
- Attitude employers: discrepancy theory and practice

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Pay gap men/women

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Practical and interactive training 'unbiased selection': why?

- Number discrimination complaints regarding (access to the) labour market

- No intent and/or lack of information by employers

- Explanation of existence and effect of explicit and implicit stereotypes

practical and interactive training 'unbiased selection': for whom?

- Needed: awareness raising and training for (future) HR-professionals

- Business case: unbiased and objective recruitment and selection and discrimination free access to labour -> the right person in the right place

- For both potential employees and employers!

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Step 1: Introduction

- Module 1: stereotypes and discrimination (introduction)

  - Character of stereotypes
  - Relation to discrimination
  - Explicit and implicit stereotypes (IAT)
  - Misrecognition of discrimination
  - Evidence for discrimination
  - Stereotypes-free access to work as a business case
  - Importance for employers and employees

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Step 2: How do stereotypes work?

- Module 2: origin, development, use, persistence and change of stereotypes (psychological theories)

- Discussion and practice with important mechanisms, for example:
  - Assimilation effect
  - Self-fulfilling prophecy
  - Stereotype threat
  - Etc…

- Overall conclusion: stereotyping is inevitable and useful… but not in recruitment and selection processes!

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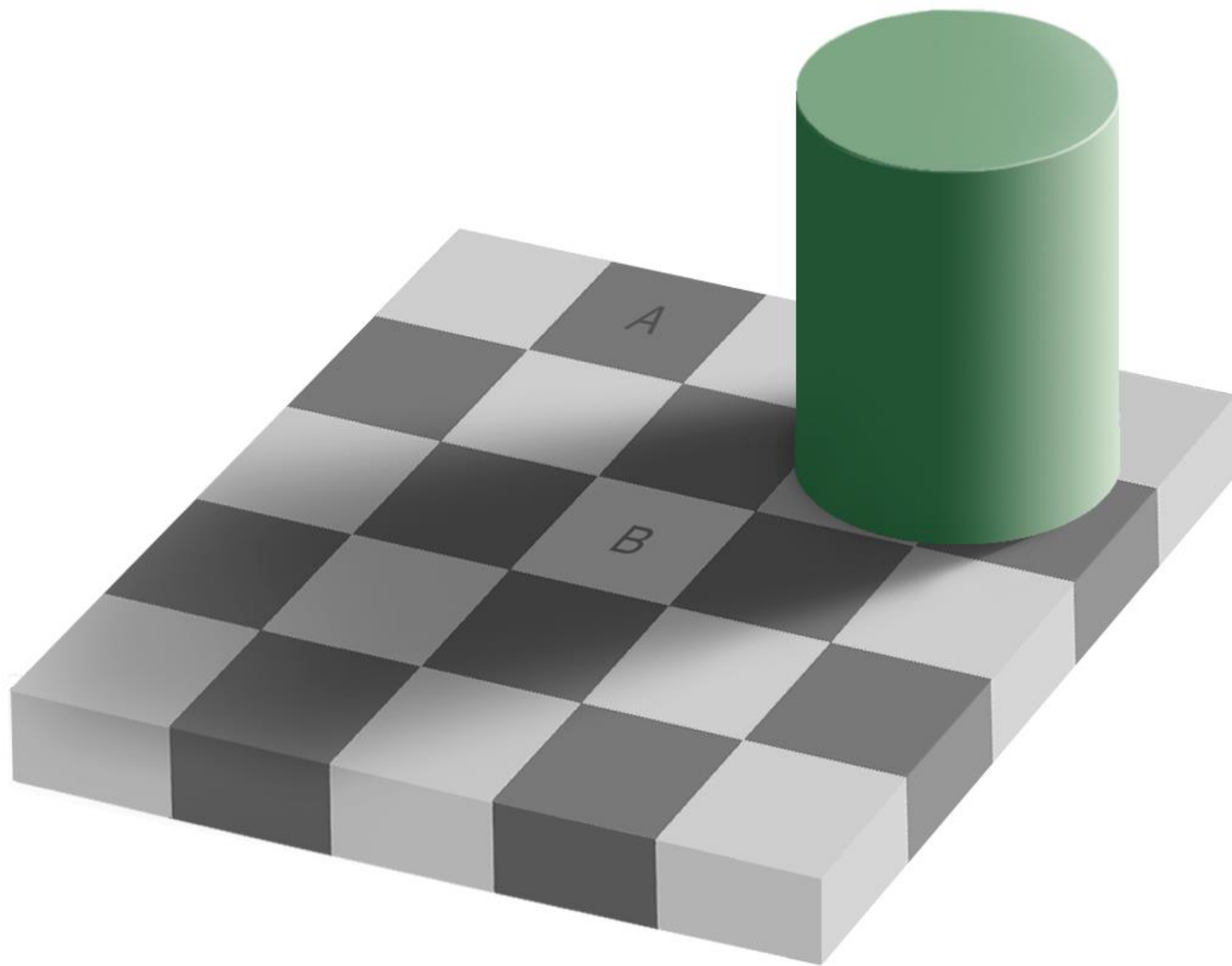
Step 3: How to diminish effects?

- Module 3: Human Recourse Practice: strategies for recruitment and selection

- How to diminish effects of stereotypes? For example:
    - Linking competences and job requirements
    - Neutral format interview
    - Concrete examples of correct advertisements
    - Evaluation after the interview

- How to deal with resistance of management or important customers?
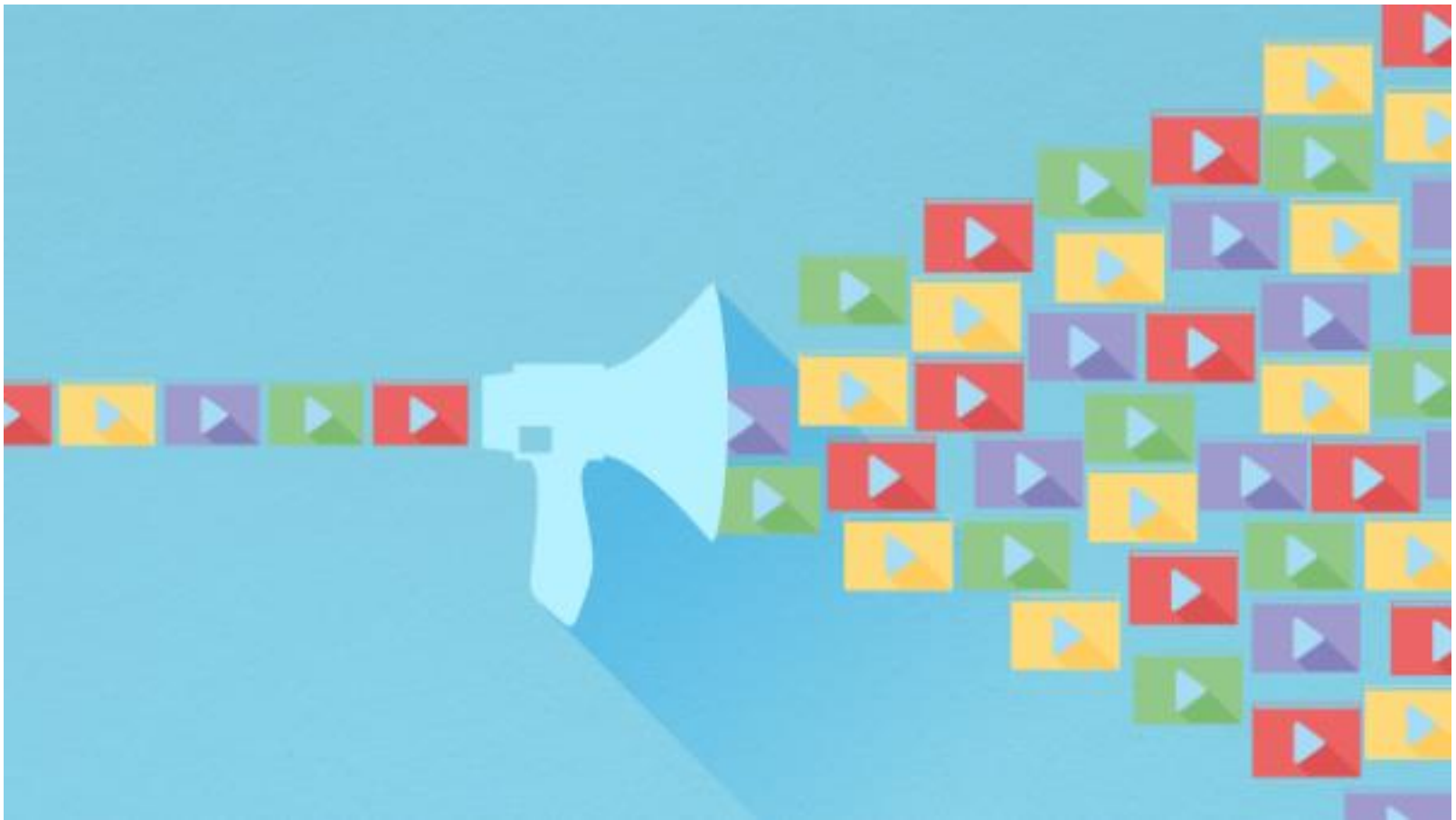
Step 4: Legal Framework

- Module 4: Legal framework and regulations - practical application

    - Clarification of legal concepts
    - Discrimination grounds
    - Particularities national equal treatment legislation
    - Legal exceptions
    - 'Good' questions for applicants

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Overview information about the training

- Target groups: (future) HR-professionals, managers, professional trainers, policemen, journalists etc.

- 4 modules with PowerPoint presentations + detailed manuals with instructions for teachers

- See the website of The Netherlands Institute for Human Rights (www.mensenrechten.nl/selecteren)

- Contact: Wendy van der Tol, tel. +31 (0) 30 888 3 888

Share practices and lessons learned

- Platform for finding useful training tools and sharing lessons learned

- Share ideas for campaigns and how to tailor them

- Broader research and investigations on various themes, pay gap, pregnancy, recruitment, etc. as a venue to develop practical tools to prevent discrimination

- Empowerment; knowledge, "you are not alone" and how to seek redress

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Questions or remarks?

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