# Equal employment opportunity in the Netherlands and the UK

Suppose you have tons of experience and an impressive resume but were often not even invited for an initial interview. What could be the reason? In 2015, two men of immigrant origin were rejected for the job simply because of their surname, the Human Rights College has determined. According to rtl news, the man of Iraqi descent had applied for a job at the Bergse Bossen hotel in Driebergen as a dishwashing assistant. The hotel turned him down the same day, arguing that there were enough dishwashers already. A friend of the man, with a Dutch surname, was invited for a job interview. According to the college, the hotel could not give a good explanation why the man with a foreign name was not invited. It is an important issue that comes up very often. (Baan Geweigerd Om Buitenlandse Naam, 2015b)

Looking at the title a question arises what is equal employment opportunity in its actuality? It is the idea that everyone should be treated fairly while being considered for different employment decisions (including hiring, promotion, termination, compensation, etc.). This implies, for instance, that if a candidate is qualified for the post, they should have an equal opportunity to succeed. Equal employment opportunity also means no discrimination against race, color, ethnicity, religion, or gender. Now we have the definition of equal employment opportunity, we’ll look at the subject at hand and that is equal employment opportunity in the Netherlands compared to the UK. (Bika, 2022b)

Just as we know in Netherlands everyone has a right to equal treatment, its so important that its the first article of the constitution. It contains that in the Netherlands in situations involving equal circumstances all people must be treated the same way and it is forbidden to discriminate. (Ministerie van Justitie en Veiligheid, 2016). In the UK we see the similar rules and regulations as in the Netherlands having equal right of treatment no matter what race, color, sex, or religion you belong. (Government Digital Service, 2015).

As mentioned above both countries having strict rules and regulations when it comes to equal employment opportunity despite the rules and regulations, we see rising discrimination in the job market based on the background/ ethnicity as pointed out in the introduction. There are many causes of inequality of job opportunity, but the most common is background discrimination. Dutchreview’s research shows that there is currently talk of name discrimination in the Netherlands. The results show that applications from someone with a non-Dutch-sounding surname are opened 9 percent less than someone with a Dutch-sounding name. (Licheva, 2021b). There is also an element of indirect discrimination, this can happen when a rule, practice, or procedure affects all employees but unfairly disfavor members of a specific race. People educated in nations without GCSEs would face discrimination if similar credentials were not accepted, as in the case of requiring GCSE Math and English for all job applications. (Race Discrimination Solicitor | Making a Complaint, 2018)

In short Equal employment opportunity means everyone should be treated equally when considered for various employment decisions and both the Netherlands and the UK has pretty much similar rules and regulations regarding EEO. But the fact remains that discrimination in job market still exists as mentioned above. There remains the element of indirect discrimination and in my opinion its almost impossible to eliminate.

**References**

Introduction:

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Paragraph 1:

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