**Equal employment opportunities in the UK and the Netherlands**

Nowadays, a lot of countries have different rules and laws about equal employment opportunities. But what are the differences in equal employment opportunities between the Netherlands and the UK? Or are there even differences between the two countries?

According to the website croner.co.uk equal employment opportunities mean: “equal job opportunities and fairness for employees and job applicants”. (Croner Group, n.d.) In both the Netherlands and the UK there are laws made especially for the subject that every company, business, firm etc. must follow. One of the most important rules in both countries state that you may not discriminate or exclude anyone on the grounds of: religion, beliefs, political opinions, age, race, gender disability or illness, nationality, sexual orientation, and marital status (Netherlands Enterprise Agency, RVO, 2022).

Moreover, when people think of equal opportunities, most of the people also immediately think about race. Both in the Netherlands and in the UK, there is a lot of diversity, which has his good points but unfortunately comes with a lot of problems. Such as for example not hiring someone because of their surname or color or the feeling that you are not being heard because you come from a different background. (Croner Group, n.d.)

Luckily both countries have separate laws for equal treatment and opportunities at your workplace. In the Netherlands for instance, people must get rewarded equally when they put in the same hard work. (Ministerie van Algemene Zaken, 2022)

Yet, both countries unfortunately still experience a lot of discrimination and racism in their workspaces. According to research from the Nationale Vacaturebank in the Netherlands, one in five people feel unsafe at their workplace, in this case most of them are women and people from another race. Another example from their research is that almost one in six people had to deal with discrimination at their workplace. (Eén Op De Zes Nederlanders Wordt Gediscrimineerd Op Werk, 2022).

With this in mind, some people in the UK still have to deal with a lot of racism and discrimination at their workplace. According to ciphr.com, 36% of the UK adults report experiencing workplace discrimination. In both countries, they often experience it in the form of harassment or humiliation.

To summarize, equal employment opportunity stands for equal job opportunities and fairness for employees and job applicants. The Netherlands and the UK have a lot of similarities in this subject, such as having rules and laws that are almost the same in both countries. Unfortunately, both countries still experience a lot of discrimination and racism in their workspaces and till this day it is very hard to change that.

**References**

Paragraph 1:

* Netherlands Enterprise Agency, RVO. (2022, August 31). *Equal treatment and pay*. business.gov.nl. Retrieved September 21, 2022, from <https://business.gov.nl/regulation/equal-treatment-pay/>
* Croner Group. (n.d.). *Equal Opportunities in the Workplace UK*. Croner. Retrieved September 21, 2022, from <https://croner.co.uk/resources/equality-discrimination/equality/>

Paragraph 2:

* Ministerie van Algemene Zaken. (2022, September 9). *Niet gevonden*. Rijksoverheid.nl. Retrieved September 21, 2022, from <https://www.rijksoverheid.nl/onderwerpen/gelijke-behandeling-op-het-werk/regels-gelijke-behandeling-op-het-werk>
* Croner Group. (n.d.). *Equal Opportunities in the Workplace UK*. Croner. Retrieved September 21, 2022, from <https://croner.co.uk/resources/equality-discrimination/equality/>

Paragraph 3:

* Ciphr. (2022, March 17). *Workplace Discrimination in 2021 - UK Statistics and Figures*. Retrieved September 25, 2022, from <https://www.ciphr.com/workplace-discrimination-statistics/>
* *Eén op de zes Nederlanders wordt gediscrimineerd op werk*. (2022, June 14). RTL Nieuws. Retrieved September 21, 2022, from <https://www.rtlnieuws.nl/economie/life/artikel/5314970/discriminatie-op-werk-opmerkingen-behandeling>