

# Netherlands Institute for Human Rights

## Report

To the 81<sup>st</sup> pre-sessional working group of the Committee on the Elimination of Discrimination against Women for adoption of the List of issues prior to reporting for the Kingdom of The Netherlands

Annexe: overview of questions and opinions dealt with  
under the Equal Treatment Act

## Annexe

This annexe provides an overview of the number of questions/complaints and the number of requests for an opinion settled by the Institute and the number of opinions issued by it in the past few years. The Institute does not register detailed information about individuals who send a question. Therefore, only the information on grounds (but not sex of the individual) is available. We do however register information on whether the question is about pregnancy and equal treatment. The first table concerns relevant questions addressed to the Institute. Tables 2-8 concern requests for an opinion under the Equal Treatment Act.

### Questions concerning gender

Table 1:

	2017		2018		2019		2020	
	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>
Total number of questions on equal treatment with at least one ground registered	3632	100	2642	100	2940	100	2012	100
Questions on ground of equal treatment; namely gender	1686	46	741	28	991	34	458	23
<i>Of which related to pregnancy and equal treatment</i>	1470*		449		276		251	

\*In this year, the Institute opened a pregnancy discrimination hotline which resulted in a large number of questions on pregnancy.

## Requests for an opinion

**Table 2: Requests for an opinion: on the ground of gender \* female applicant**

	2017		2018		2019		2020	
	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>
Number of requests on the ground of gender	83	21	111	23	109	23	90	20
<b>Gender of applicant: female</b>	<b>66</b>		<b>92</b>		<b>86</b>		<b>70</b>	
<i>Total number of requests</i>	<i>432</i>	<i>100</i>	<i>517</i>	<i>100</i>	<i>500</i>	<i>100</i>	<i>503</i>	<i>100</i>

**Table 3: Requests for an opinion: on the ground of gender \* pregnancy**

	2017		2018		2019		2020	
	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>
Number of requests on the ground of gender	83		111		109		90	
<b>Of which on the sub-ground of pregnancy</b>	<b>51</b>	<b>61</b>	<b>60</b>	<b>54</b>	<b>59</b>	<b>54</b>	<b>43</b>	<b>48</b>

## Opinions

**Table 4: Opinions: on the ground of gender \* female applicant**

	2017		2018		2019		2020	
	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>
Opinions on the ground of gender	32	20	41	28	34	24	35	28
<b>Gender of applicant: female</b>	<b>26</b>		<b>33</b>		<b>27</b>		<b>29</b>	
Sub-ground of pregnancy	21		25		25		17	
<i>Total number of opinions</i>	<i>161</i>	<i>100</i>	<i>149</i>	<i>100</i>	<i>140</i>	<i>100</i>	<i>124</i>	<i>100</i>

**Table 5: Opinions on the ground of gender\*: prohibited discrimination / contrary to the law on the ground of gender?**

	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>
Opinions on the ground of gender	32		41		34		35	
<b>Prohibited discrimination/contrary to the law</b>	<b>14</b>	<b>44</b>	<b>19</b>	<b>46</b>	<b>17</b>	<b>50</b>	<b>19</b>	<b>54</b>

\* A single opinion can concern more than one ground, these numbers provide information on all opinions where at least one ground is gender.

**Table 6: Opinions on the ground of gender\* and applicant is female: prohibited discrimination / contrary to the law on the ground of gender?**

	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>
<i>Applicant is female:</i>	<i>26</i>		<i>33</i>		<i>27</i>		<i>29</i>	
<b>Prohibited discrimination/contrary to the law</b>	<b>11</b>	<b>42</b>	<b>14</b>	<b>42</b>	<b>12</b>	<b>44</b>	<b>15</b>	<b>52</b>

\* A single opinion can concern more than one ground, these numbers provide information on all opinions where at least one ground is gender.

**Table 7: Opinions on the ground of gender \* pregnancy: prohibited discrimination / contrary to the law on the ground of gender?**

	2017	2018	2019	2020
	<i>Number</i>	<i>Number</i>	<i>Number</i>	<i>Number</i>
Opinions on the ground of gender: on the sub-ground of pregnancy	21	25	25	17
<b>Prohibited discrimination/contrary to the law</b>	<b>11</b>	<b>9</b>	<b>11</b>	<b>8</b>

\* A single opinion can concern more than one ground, these numbers provide information on all opinions where at least one ground is gender.

**Table 8: Opinions on the ground of gender and applicant is female: per situation\***

	2017	2018	2019	2020
	<i>Number</i>	<i>Number</i>	<i>Number</i>	<i>Number</i>
<i>Applicant is female</i>	26	33	27	29
Employment- Recruitment and selection	1	3	2	4
Employment- Appointment	17	3	2	7
Employment- Termination of employment relationship	5	23	16	8
Employment- Employment conditions	1	4	1	4
Employment- other	0	3	3	1
Goods and services (education included)	2	0	1	5
Other or not specified (e.g. social protection)	0	0	3	0

\* A request for an opinion can be based on multiple situations: the total number of opinions on different situations therefor does not equal the total number of opinions of which the applicant was female.