



NEWS REPORT

Date: 22 July 2011
Expert: Rikki Holtmaat
Title: Discrimination against a Turkish applicant
Country: The Netherlands
Context
Issue at stake: Discrimination in job application established by using false Dutch name
Ground of discrimination: Race / ethnic origin
Source: Equal Treatment Commission Opinion 2011-99
Field: Employment
Legislative provisions: Article 5(1) a General Equal Treatment Act

Content

Case Law: A Turkish young man unsuccessfully applied 4 times via an internet site for a traineeship and for a job within the same company after having finished his higher education and a traineeship,. Each time, his 'profile' was considered not to be adequate (inter alia because of his lack of relevant experience), and he ultimately submitted a job application form under a typical Dutch name, but still using the same CV. He then was called for a job interview.

The ETC concluded that there was a *prima facie* case of direct discrimination on the ground of ethnic origin and that the company did not succeed to prove that the initial 4 rejections were not based on the Turkish name of the applicant.

Reference number: Equal Treatment Commission 27 June 2011, Opinion 2011-99

Address of the webpage: <http://cgb.nl/oordelen/oordeel/222070/volledig>
(last accessed on 22 July 2011)