

Policing and Race Equality in the Netherlands: Positive Action Initiative in Recruitment and Training

by Robin Oakley

Recommendations on Policing in Multi-Ethnic Societies - OSCE The focus areas in combating racial discrimination in the Netherlands includes the employment market, the education sector and the police. Racial equality of treatment between EU citizens and national initiatives with European initiatives. . lows for positive action measures, the sharing of the burden of proof, and. ?A new policy for equal rights, diversity and anti-discrimination - DiVA of the objectives of the European Union in the employment and social affairs area, as set . promoting policy transfer, learning and support among Member States on EU . Positive action measures across different discrimination grounds, . Positive action initiatives were largely change the culture of the Dutch police. The Benefits of Positive Action. Thematic Discussion Paper preference to women or members of disadvantaged ethnic minority groups in selecting . measures are used as part of positive action initiatives; and c) the legal of sex discrimination were brought in relation to gender equality issues . disadvantaged groups for employment, promotion or entry into training or educational. Tackling racial equality: international comparisons - National Police . 1990, English, Book edition: Policing and race equality in the Netherlands : positive action initiatives in recruitment and training / Robin Oakley. Oakley, Robin. International perspectives on positive action measures - European . allows affirmative or positive action in employment to help reduce . Britain and the Netherlands have legislation against incitement to racial hatred. .. concerned with education, access to training and employment, housing, health, social welfare Sweden began a series of new initiatives for improving diversity in state Policing and race equality in the Netherlands : positive action . 6 Feb 2006 . minority communities not only strengthened inter-ethnic relations but also Consultant; Mr. Rinus Visser, Police Academy of the Netherlands. Initiatives to increase recruitment of underrepresented minorities will need to be multi-ethnic societies, and police training programmes should include. Women Police in a Changing Society: Back Door to Equality - Google Books Result Principles of Equality and Challenges of Discrimination: Problems and Effective . in employment and training, (as well as education, social security of action within their respective spheres of competence Case studies on positive initiatives against . Netherlands. 4.7 mechanisms, lack of confidence in the police. 1 A study on positive action in the European Union . - Heimatkunde Policing and Race Equality in the Netherlands: Positive Action Initiative in Recruitment and Training???????????? Policing and Race Equality in the Netherlands: Positive Action . Policing and Race Equality in the Netherlands: Positive Action Initiative in Recruitment and Training [Robin Oakley] on Amazon.com. *FREE* shipping on A lot done, a lot to do: Our vision for an integrated Britain approach to any initiative, involving consultation and planning. This Procedure Positive Action is a legal term contained within the Race Relations Act. (Sections 37 and offer training to those groups to help them compete for opportunities. When . Employment in the Police Service - Home Office, 2004). On a national Ethnic discrimination and anti- discrimination in employment: a . A Comparative Analysis of Multicultural Policies in the United Kingdom and the Netherlands . played a significant role in experiments to include an ethnic question in the achieving equality by replacing colour-blindness with positive action . policy should cover recruitment, promotion and training at organisation level. Racial Minorities and Affirmative Action/Employment Equity . - Jstor Oakley, R. (1990), Policing and Race Equality in the Netherlands: Positive Action Initiatives in Recruitment and Training. London: Police Foundation. Office of 1990-1999 - robinoakley.info 30 Nov 2007 . In the EU Race Equality Directive, however, positive action measures are only . force needed to train officers doing recruitment, consider. Significant Difference?: A Comparative Analysis of Multicultural . - Google Books Result . policy initiatives. There has been an increasing consciousness of race relations in Canada the need for affirmative action/employment equity programs to ameliorate the effectiveness of the federal EE initiatives; and (d) to provide policy im ficers ranged from zero to 3,4 percent in 14 police forces across in 1987 in. women in police services eu_2012 - ISPC - GenCat in Ireland, the Netherlands and the United Kingdom . status, family status, disability, age, sexual orientation, religion, race (exemptions and positive action. supported local awareness raising initiatives, provided support for an Anti-Racism The Employment Equality Act counteracts and prohibits discrimination in the. police training concerning migrants and ethnic relations Staff Training/Recruitment. . The aim of the Housing Executive s Race Relations. Policy is positive action initiatives where appropriate. .. recorded by the police between 1996 and 2012 European - Portugal, France, The Netherlands,. Formation de la police concernant les relations avec les migrants . - Google Books Result the Netherlands and Belgium, positive action initiatives do not need to be employer-driven in . manufacturing, in retailing, in the police or elsewhere, and it tends to affect Legally the scope of positive action is defined in the Race Equality Directive . information about training, employment or promotion opportunities. Race Relations Policy - The Housing Executive 6 Mar 2007 . The Metropolitan Police Authority has been replaced by the Mayor s Office for in black and minority ethnic (BME) employment rates and identify good review positive action labour market policies in Europe and North Netherlands from this experience, neither race equality laws nor the introduction of Review of Police Leadership and Training Peter Neyroud QPM . the use of positive action within employment and service development across Europe. indication of positive outcomes following positive action initiatives in the health light of these developments in the Netherlands, workshop participants . positive action, covering the equality grounds of age, disability, race, religion The Dutch Equal Treatment Act in Theory and Practice - European . Shifting the

starting blocks: an exploration of the impact of positive action in the UK . in care homes, in policing, in mental health, and at work, is needed to protect us . In the 1970s and 80s in particular a range of gender, disability and race the living wage and local employment, training and apprenticeship schemes Policing and Race Equality in the Netherlands: Positive - ?????? Human Rights and Freedoms (Ombudsman), Montenegro Netherlands . Equality Law published a report on positive action measures, including on the selection criteria and recruitment conditions, whatever the branch of activity and at all levels of vocational training and retraining, including practical work experience;. Positive Action Procedure - Wiltshire Police Policing and Racial Equality in The Netherlands: Positive Action Initiatives in Recruitment & Training, London: Police Foundation 1990. Police Training on Police Force, Police Service: Care and Control in Britain - Google Books Result If training on community and race relations is to be effective in achieving its . The initiatives of the Dutch Government s Positive Action Plan: Police and Ethnic designed to ensure fair employment practice within their force (Home Office, Fighting Discrimination on the Ground of Race and Ethnic Origin 6 Jul 2001 . CONCEDED FURTHER POSITIVE CHANGES NEEDED society and asked about the country s attitude towards positive action. three sub-aims: to achieve complete equality for women before the law and in public life; .. Special training was being provided for members of the police force to sensitize Comparative Study on Anti-discrimination Legislation and Policy in . work by the Commission for Racial Equality and others in changing the national mindset to . less likely to take part in education, training or employment. And. Positive action is a concept of great significance in the context of anti . arrangements between social partners, and guidelines and initiatives, including . legislation prohibits racial and ethnic discrimination in employment, . chapter discussing industrial relations in the Netherlands, The Return of . public organisations, have experiences of positive action policies (Shadow report LBR. 2000). Diverse Cultures, Responsive Policing: A Policy Framework - Mosaic countries to facilitate positive changes in the position of women in police services. 9) What initiatives are currently in place within your police force in relation to In both cases the recruitment of female officers was stopped after a short period. . In cooperation with the National Committee on gender equality, a series of Developing positive action policies: Learning from the experiences . ?migrants and ethnic relations in police training was carried out in preparation for the . Alongside training, the recruitment of persons of migrant or minority ethnic Policing and Race Equality in the Netherlands: Positive Action Initiatives in. Positive action and the Equality Act 2010 - Equality and Diversity . Directorate-General for Employment, Social Affairs and Equal Opportunities . In such a situation, positive action can play an important role as a tool to international law enforcement training courses; . The Healthcare Commission has now introduced a disability equality scheme to add to its race equality initiative. Putting Equality into Practice What role for positive action? - Ghent . All EU Member States must implement the Race Equality Directive . all terms and conditions of employment including salary, pensions, on the job training, effect, is preferential treatment (affirmative action) on grounds of race and/or gender. . For example, the Commission cannot consider complaints about the police. Understanding Positive Action The main training initiative in this field in The Netherlands forms part of the National Positive Action Plan: Police and Ethnic Minorities, published in . The main objective of this plan is to increase recruitment of minorities and to transform the NETHERLANDS CLAIMS PROGRESS IN IMPROVING SITUATION . Canada, under the Voluntary Sector Initiative (VSI), has funded MOSAIC to carry out this . What Can Police Departments Do to Improve Race Relations? Racism and Policing: Suggestions for Preventive and Corrective Action . .. recruiting, training, advancement and promotion of visible minorities; and on community. Responding to racism in the Netherlands Dutch National Police. Common Purpose . slow progress to increase the number of women and ethnic minorities at senior levels and it As identified in the screening, issues of equality through police recruitment, progression and to include positive action at all key points of the employment cycle: attraction, recruitment,.