



European network of legal experts
in gender equality and non-discrimination

Non-discrimination country report 2025: highlights



Netherlands





Political context:

A new government coalition (PVV, VVD, NSC, BBB) took office in July 2024, with debates on migration and discrimination remaining highly polarised.



Legal reform prospects:

Discussions continued on expanding the scope of the General Equal Treatment Act (GETA) to cover unilateral government acts, which would strengthen protection against ethnic profiling and institutional discrimination.



Rejected bill on fair recruitment:

A proposal to require employers and agencies to ensure non-discriminatory hiring practices was rejected by the Senate in March 2024.



Gaps in compliance with EU law:

Concerns remain over limited definitions of harassment, narrow interpretation of “instruction to discriminate,” the use of risk profiles based on “non-Dutch origin,” and weak sanctions in discrimination cases.



Evidence of structural discrimination:

Research in 2024 documented persistent inequalities, including discrimination against people of (South-)East Asian origin, Muslim women in employment, Roma and Sinti in education, and migrants in social security and criminal justice.



Reporting gap:

Despite high prevalence, only 11% of discrimination cases were reported in 2023, reflecting low trust in complaint mechanisms.



Fragmented legal framework:

The Netherlands Institute for Human Rights (NIHR) flagged concerns about a “patchwork” of anti-discrimination laws (GETA, DDA, ADA), making the system less accessible and coherent.



Equality body challenges:

Both NIHR and local anti-discrimination services (ADVs) face capacity, visibility, and independence issues, limiting their effectiveness.



Case law development:

In 2024, the Court of Appeals found a municipality had discriminated against a Traveller by failing to provide caravan sites, but denied damages, raising concerns about the effectiveness of remedies.



Positive developments:

- State Commission launched a tool for government agencies to self-assess discrimination risks.
- Data Protection Authority set up a directorate to monitor algorithmic discrimination.
- Government confirmed intention to ratify the Optional Protocol to the CRPD.