

RC.NGO/103/10

6 October 2010

ENGLISH

Original: FRENCH



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2010 OSCE REVIEW CONFERENCE
WARSAW

30 September - 8 October 2010

Working Session 8 - Tolerance and Non-Discrimination II

New tool in the fight against discrimination on the labor market: public procurements

Ladies and gentlemen,

The Union of European Turkish Democrats – Brussels (UETD Brussels) is a Brussels based and European Parliament accredited organization which promotes and participates to the fight against discrimination.

During the 2009 Human Dimension Implementation Meeting, we made a concrete recommendation: the creation or the improvement of public institutions charged of objectively and transparently representing the interest of discriminated persons by going to court. Reminder: www.osce.org/item/40234.html

Discrimination on the labor market constitutes an important factor of inequality. In many State members of the EU, it is known that despite an equivalent diploma, a job applicant with foreign origins will have much less chances to get a job than other citizens. This statement was already confirmed in 1997 in a research realized by the International Labor Office.

If this statement is not discussed, efficient measures to fight against discrimination on the labor market are still to be taken.

This year, we would like – once again – to share with you a very concrete recommendation. Indeed, public authorities have at their disposal a tool which, if adequately used, would efficiently contribute to fight against discrimination on the labor market: access to public procurements.

Public aid programs would be attributed to companies engaging in initiatives based on diversity (diversity charters, diversity plans, management officers in diversity) and a specific label would be given to those who respect this diversity principle in their recruitment politics

and their internal promotion system. Access to public procurements would be conditioned to obtaining this label.

In addition, fiscal advantages policies should be elaborated in favor of companies recruiting job appliers from neighborhoods heavily hit by under-employment and unemployment. Thereby, a quota would take into consideration the social background rather than the ethnical background.

Discriminations cannot be efficiently fought without precise data. Therefore, it is necessary to create ethnic monitoring mechanisms without infringing the protection of private life.

Of course, all these measures would only be useful in a global anti-discrimination action plan.

We recommend the implementation of those measures in the whole OSCE area, anywhere there is a public authority, from the EU to the municipalities. Besides, they can be considered differently from one country to another, each situation being specific. What matters is that we build a catalogue of efficient practices.

Mehmet A. SAYGIN
Secretary-General

Warsaw, October, 5, 2010.