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~ « Safeguarding religious freedom and gender equality: the case for and against uniform European human rights standards », in: N. Reilly & S. Scriver (eds), Religion, gender, and the public sphere, Routledge Studies in Religion no. 30, Routledge: New York/London 2014, p.136-142.

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PRINCIPLED PLURALISM¹ UNDER PRESSURE: THE DUTCH APPROACH TO EXPRESSIONS OF RELIGION IN THE WORKPLACE



ABSTRACT

The Dutch approach towards religious expressions at work has traditionally been accommodationist. Under the influence of secularization and the influx and growth of immigrant groups claiming accommodation of unfamiliar expressions of religion, this approach has come under increasing pressure and has led to significant debates. These debates have been played out particularly in the context of dress codes, more specifically in relation to the wearing of a headscarf. This contribution discusses how prohibitions to wear a headscarf at work in both public and private employment are legally dealt with.

KEY WORDS: Religious expression, Employment, Islamic headscarf, Non-discrimination, Inclusive neutrality.

RÉSUMÉ

L'approche adoptée traditionnellement aux Pays-Bas vis-à-vis de l'expression religieuse est de type « accommodante ». Mais, l'influence de la sécularisation et l'afflux d'immigrants aux convictions religieuses peu familières ont soumis cette approche à des pressions grandissantes et a fait l'objet d'importants débats, notamment quant aux codes vestimentaires. Le présent article étudie la manière dont sont légalement définies les interdictions en la matière, dans le secteur public comme privé.

MOTS CLÉS : Expression religieuse, Emploi, Foulard islamique, Non-discrimination, Neutralité intégratrice.