



Ministry of Education, Culture and
Science

Implementation of the Beijing Declaration and Platform for Action

Netherlands Review Report





Implementation of the Beijing Declaration and Platform for Action Netherlands Review Report

I. Major achievements and challenges during 20 years of policy development for gender equality	8
Overview	9
Three major achievements in emancipation policy	10
I. Integral approach towards gender equality as the new policy paradigm	11
II. Economic independence as a central element of gender equality and the empowerment of women	11
III. Approach to human rights and the inclusion of the emancipation of lesbian women, gay men, bisexuals and transgender people (LGBT) in the emancipation policy	13
Three persistent challenges faced when promoting gender equality	14
I. Making the gender dimension recognisable in social issues	15
II. Social involvement in emancipation issues	15
III. Negative images and stereotypes	16
II. Progress in the implementation of the critical areas of concern in the Platform for Action since 2009	18
A. Women and Poverty	19
Combating poverty in the Netherlands	20
International fight against poverty/development cooperation	21
B. Education and Training of Women	22
Female graduates	22
Vocational education	22
Higher/university education	22
Female professors	23
Post-initial education	23
C. Women and Health	24
Alliance of government and non-government organisations on Women and Health	24
Transgender people	24
Gender Identity Recognition Act (Wet erkenning genderidentiteit)	25
Insurance coverage of breast implants	25
D. Violence against Women	27
Government-wide policy addressing violence against women	27
Gender sensitivity of policies	28

Figures on domestic violence	28
Figures on child abuse	29
Female genital mutilation	29
Tackling the pimping of young girls	30
Forced marriage	30
Central role of local governments	31
Training of professionals	31
Abuse of the elderly	32
Specific approach to perpetrators	32
Preventing and stopping the intergenerational transfer of violence	34
Changing unwanted stereotypes	35
Tackling of human trafficking	35
Legislation on human trafficking	37
“Appearances are Deceiving” campaign	38
Shelter for victims of human trafficking	38
Figures on the number of (possible) victims of human trafficking	39
Guidelines for first-line identification of victims	39
Residence scheme for victims of human trafficking	39
Act for regulating prostitution and combating abuse in the sex industry (Wet regulering prostitutie en bestrijding misstanden seksbranche - WRP)	41
Empowerment of prostitutes	42
E. Women and Armed Conflict	44
Proportion of men and women among diplomatic staff, and civilian and military defence staff	44
Asylum applications and female asylum seekers (Section III, Tables 13 up to and including 20)	45
Providing satisfactory housing throughout the asylum procedure	45
Domestic violence and regarding gender-related prosecution as grounds for asylum	45
Implementation of Resolution 1325	47
Succession to MDG3 Fund	47
Action Plan 1325	47
Projects in the NAP 1325	48
F. Women and the Economy	50
Legal framework against discrimination by sex	51
Parental leave	52

Labour participation of women and men	52
Economic independence of women and men	53
Unemployment among women and men	55
Parental leave	56
Pregnancy discrimination	57
Childcare	58
Work and care	58
Pay differences between women and men / gender pay gap	59
Pensions of men and women	61
G. Women in Power and Decision-making	62
Women within political parties	63
Women in the Senior Civil Service	63
Mayors	64
Diplomats	64
Women in senior positions in the private sector	64
H. Institutional Mechanisms for the Advancement of Women	65
The Gender Minister	65
Personnel resources and organisation	66
Knowledge infrastructure and women's organisations	66
I. Human Rights of Women	68
Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)	68
Mainstreaming gender equality in the EU	69
Convention on preventing and combating violence against women and domestic violence (CAHVIO)	69
Forced marriage	69
Sexual and reproductive rights international	70
J. Women and the Media	71
Policies to promote gender equality in media organisations	71
Proportion of women and men in decision making in the media	71
K. Women and the Environment	73

L. The Girl Child	74
Sex and diversity education	74
Achievements of girls and boys in primary and secondary education	74
Girls gender stereotypes and self-esteem in study careers	75
III. Data and statistics	78
A. Women and Poverty	82
Table 1: Proportion and number of women at risk of falling into poverty	82
Table 2: Economic independence of women in different age groups	82
Table 3: Economic independence of women in urban and non-urban areas	82
B. Education and training of women	83
Figure 1: Number of students in higher education as a percentage of the population ages 18-25 by sex. Source: Statistics Netherlands (CBS)	83
Figure 2: Tipping point for first-year university students 1999	84
Figure 3: Tipping point for total number of students 2006	84
Table 4: Participants in senior secondary vocational education, 2011/12	85
C. Women and Health	85
Figure 4: Cardiovascular diseases disaggregated by gender	85
D. Violence against Women	86
Table 5: Registered possible victims of human trafficking	86
Table 6: Complaints of aggression, violence and intimidation	86
E. Women and armed conflict	87
Table 7: Breakdown of military personnel as of 1 January 2012	87
Table 8: Breakdown of military personnel as of 1 January 2013 ¹	87
Table 9: Breakdown of civilian personnel as of 1 January 2012 ¹	87
Table 10: Breakdown of civilian personnel as of 1 January 2013 ¹	88
Table 11: Trend in proportion of women by rank and scale groups ¹	88
Table 13: Total number of asylum decisions on asylum requests submitted by women by type of decisions	89
Table 14: Total number of asylum decisions after asylum requests submitted by men by type of decision	89
Table 15: Asylum decisions on asylum requests submitted by women from Somalia by type of decision	90

Table 16: Asylum decisions on asylum requests submitted by women from Syria by type of decision	90
Table 17: Asylum decisions on asylum requests submitted by women from Iraq by type of decision	91
Table 18: Asylum decisions on asylum requests submitted by women from Afghanistan by type of decision	91
Table 19: Asylum decisions on asylum requests submitted by women from Iran by type of decision	92
Table 20: Asylum decisions on asylum requests submitted by women from Eritrea by type of decision	92
F. Women and the Economy	93
Figure 7: Gross labour participation of women (green line), men (red line) and total (blue line)	93
Figure 8: Gross labour participation of women by age	93
Table 21: Labour participation (in %) of women with non-Western foreign background	94
Table 22: Working hours of women per week, 2008 and 2012, by age group	94
Table 23: Use of childcare allowance (x 1000)	94
Table 24: Parental leave of women, rights and use of leave in 2008 to 2012	94
Table 25: Average annual income of men and women	95
G. Women in Power and Decision-making	95
Table 26: Women in politics	95
Table 27: Number of women at the top (boards of management and supervisory directors) of Dutch trade and industry	96
I. Human Rights of Women	
Table 28: Assessments of the Netherlands Institute for Human Rights of complaints about discrimination in the labour market based on sex, by goods and services and mixed. Source Netherlands Institute for Human Rights.	96
J. Women and the media	
Figure 9: Proportion of women and men at different levels of decision-making in media organisations	97
Figure 10: Proportion of women and men at different levels of decision-making in private media organisations	97
Figure 11: Proportion of women and men at different levels of decision-making in public media organisations	98
Figure 12: Proportion of women and men on the boards in media organisations	98

Section I. Major achievements and challenges during 20 years of policy development for gender equality



Major policy developments in the promotion of gender equality and the empowerment of women since the adoption of the Beijing Declaration and Platform for Action and the twenty-third special session of the General Assembly.

Overview

In the fight for equal rights and the empowerment of women, we have managed to achieve an enormous amount in a relatively short time. In the last 50 years in the Netherlands, doors that had previously been closed to women for many centuries have started to open, one by one – on the employment market, in the legal system, at universities, in politics, on the street and in the family.



Women demonstrating in favour of paid jobs in 1980

Until 1956 in our country, women employed by the government were dismissed as soon as they married. Moral arguments were used to justify this decision. The same practice applied to teachers. The view was that if a pregnant woman were to be permitted to teach pupils, this might give rise to questions among their pupils. The main reason, however, ensued from the social and economic system of the time, which was centred on the term “breadwinner”. The husband was responsible for obtaining an income for his family, while the wife was responsible for the home and children. If women continued to earn money outside the home after marrying, they would be taking jobs that could otherwise be held by men, who in turn had families to provide for. Many did not regard the breadwinner model as undesirable. It was even viewed as a successful result of economic prosperity. The inequality of men and women was also established in matrimonial legislation: from a legal point of view, the husband was the head of the home. Married women were legally incompetent until only 50 years ago. Until 1984, the law also stipulated that the opinion of the husband prevailed over that of his wife about fundamental matters such as where to live and decisions concerning the family’s children. Thus, men and women did not enjoy equal rights until this

time. Since the 1950s, however, there has been an increasing need among women to be considered as equals. This resulted in the advent of the women's liberation movement.

In 1956 the term “legal incapacity” as it was applied to married women was deleted from the law and female teachers and civil servants were no longer obliged to resign once they married. Since then, the basic principles of equality and the equal treatment of women and men have been progressively anchored in international legal documents and treaties and in European and national legislation. The role of women in all domains of social life – politics, administration, science, culture, the media, sports, etc., – has increased.

When the Beijing Declaration and Platform for Action were adopted in 1995 at the important meeting in Beijing, a change in the paradigm was brought about for the Dutch emancipation policy. The Beijing Declaration accelerated progress in many ways.

After Ad Melkert – the then Minister of Social Affairs and Employment with an appointed responsibility for Gender Equality – returned from Beijing, he immediately launched the memorandum “Women's Emancipation in Progress”. With this memorandum, he sought to break the trend in the emancipation policy. Up to 1995, his ministry had conducted a considerable amount of data analysis on

gender issues, but in the “mainstream” nothing had really changed. Minister Melkert wanted women's emancipation to be integrated into all important policy dossiers in all the relevant ministries. He started off with the process of “gender mainstreaming”, first in his own department. The paradigm of gender mainstreaming was taken over by subsequent governments in the Netherlands. In 2007, it was decided that the ambitions for gender equality and the empowerment of women should be an integrated responsibility of the Dutch Cabinet as a whole. The role of the Gender Minister (as the Minister of Education, Culture and Science became known from then on) was to serve as a coordinator and supporter of strategies and gender aspects and issues. To clarify the allocation of responsibilities and the contribution made by the different line ministries to establishing gender equality, the Gender Minister produced a letter to the Parliament. It made the division of responsibilities clearer, more transparent and verifiable. The expertise on gender issues among policy makers was increased as well.

Three major achievements in emancipation policy

After the important meeting in Beijing in 1995, the Dutch emancipation policy developed and evolved

significantly. The major achievements since include the implementation of a broad integrated approach throughout the government; the focus of the contribution of women to the economy and the mainstreaming of a human rights approach including emancipation of LGBT.

I. Integral approach towards gender equality as the new policy paradigm

The integral approach towards gender equality was taken over by subsequent governments in the Netherlands, although the specific ways of implementation varied in time. In 2007, it was decided that the ambitions for gender equality and the empowerment of women should be an integrated responsibility of the Dutch Cabinet as a whole. The role of the Gender Minister (as the Minister of Education, Culture and Science became known from then on) was to serve as a coordinator and supporter of strategies and gender aspects and issues. To clarify the allocation of responsibilities and the contribution made by the different line ministries to establishing gender equality, the Gender Minister produced a letter to the Parliament. It made the division of responsibilities clearer, more transparent and verifiable. The expertise on gender issues among policy makers was increased as well.

The role of the Gender Minister within the Cabinet

The Gender Minister has an important role to play in setting up the general framework for women's emancipation policy and

anchoring it in the ministries and social organisations. In the most recent policy paper on women's emancipation (Memorandum Outlining Points on Women's Emancipation/Hoofddlijnenbrief Emancipatie 2013-2016), in which the Dutch government sets out the main points of the policy up to 2016, the ministries and social organisations with which alliances have been formed are listed. Where necessary or preferred, the Minister reaches agreements with the responsible ministries in order to contribute to achieving specific objectives for women's emancipation. The progress of the women's emancipation policy is monitored by the Gender Minister. In this sense, she is generally responsible for monitoring and assessing progress in the area of women's emancipation in the Netherlands. Interministerial coordination guarantees the involvement of the entire political leadership and senior civil servants in the international and national reports on gender issues. A coordinating policy on women's emancipation is also created in which responsibilities are established for each ministry.

II. Economic independence as a central element of gender equality and the empowerment of women

The economic independence of women has been a central element in the Netherlands' women's emancipation policy for a long time. When women are economically self-reliant, then they are financially independent from a partner or the transfer of social insurance. This gives them greater

freedom to make their own choices in life and lessens the chance of them falling into poverty.

The Dutch government wants all people in the Netherlands to be able to participate in our society and the economy as first-class citizens. In policy such as the labour market policy and in combating unemployment, no distinction is made according to gender. There is no goal-oriented policy to promote female participation in the labour market or female entrepreneurship. The government assumes that the general policy will sufficiently benefit women. Job and information services and funding are also equally accessible for women and men.

From 2000 to 2010, a cabinet objective for economic independence was pursued: according to this objective, 60% of women

(ages 15 to 65) should be economically self-reliant by 2010. In 2000 for the first time, the norm for economic self-reliance was recorded in a women's emancipation memo: the supplementary benefit level for a single person (70% of the social minimum = in 2013 approximately 900 euros a month). Participation in the job market among women rose rapidly, but many women chose to work part-time in order to be able to combine care duties and work better. So labour participation did not always lead to economic independence. Although the position of women in the labour market in the Netherlands over the last five years has improved further, the Dutch government sees the consequences of the economic crisis as a clear reason to place the theme of economic participation high on the agenda.



Due to the fact that many labour factors proved difficult to influence, such as fluctuations resulting from the economic crisis, the current government cabinet has abandoned the quantitative objective for the economic self-reliance of women. Economic participation is currently being approached in a different manner, i.e., as a political pursuit of the goal that “over the course of time, women and men will be equally self-reliant economically”. In this pursuit, not only is the contribution of employers and labour organisations a point of focus, but also expressly the contribution made by male partners to the economic independence of women. The goal of the policy for economic self-reliance is to create awareness among men and women, employees and entrepreneurs, administrators and citizens concerning the necessity of increasing the economic self-reliance of women to such an extent that action is taken. The policy seeks to bring about a shift in the thinking on economic self-reliance and, in the long term, the equal economic independence of both women and men.

National campaign on economic independence of women

The Gender Minister recently launched a national campaign in which the Minister enters discussion with local governments, employers, trade unions, educational institutions and employment finders. Also, at the local level the Minister has begun discussing economic self-reliance with women and men. The campaign is pursuing

clear agreements on day arrangements (childcare, school times, office hours for municipal services, etc.); on intake processes for women; on going back to work and career histories. The campaign also endeavours to get the different parties to set up long-term cooperation in the form of alliances. The results of the campaign, including the degree to which opinions on economic self-reliance among citizens is changing, will be monitored by the Gender Minister.

III. Approach to human rights and the inclusion of the emancipation of lesbian women, gay men, bisexuals and transgender people (LGBT) in the emancipation policy

Since 2007, the Dutch “women’s policies” and the policies on gay rights have been merged in the new emancipation policy. Alongside the emancipation and rights of women, the emancipation and rights of lesbian women, gay men, bisexuals and transgender people (LGBT) are being coordinated and supported throughout the government by the Emancipation Minister. Subjects that recur in relation to the emancipation of women are economic and social participation, combating violence against women and the quality and accessibility of health care. As regards LGBT emancipation, equal rights for heterosexuals and homosexuals, social acceptance and combating violence against LGBT people are subjects that have been on the agenda of successive Dutch governments.

The basis for this is the belief that women's rights and the rights of LGBT people are inalienable human rights and that steps must be taken to ensure that these rights continue to be monitored and protected. The emancipation of individuals provides a good basis for the resolution of social problems. As such, emancipation relates not only to individuals, but also to society as a whole.

There is a clear connection between the development of the women's emancipation movement and the development of LGBT emancipation. In a situation in which men and women have equal rights, both are equal in the eyes of the law. The same applies for the equality before law of heterosexual men and women, on the one

hand, and LGBT people, on the other. Even where this equality has been achieved in theory, it is necessary to support its implementation from day to day and this requires policy interventions, even today.

Three persistent challenges faced when promoting gender equality

Despite the clear progress booked in the emancipation of women and LGBT people, and increasing gender equality, there are still persistent challenges that call for continual attention. Among these, we see as the most important challenges to maintain visibility of the emancipation process in



society, the involvement of groups in society in emancipation issues and negative stereotyping of women and girls.

I. Making the gender dimension recognisable in social issues

Emancipation is not a separate, independent theme, but rather a theme that cuts across nearly all social issues, such as employment, culture, housing, social cohesion, health, human rights and the environment. So it is important for gender mainstreaming that solutions are offered for the social problems that this emancipation dimension brings with it. This dimension is no longer always recognised as such by society. An example of this is the fact that starting to work more hours is not only good for the women

themselves, but also for society as a whole because it helps to cover the costs of an ageing population while it strengthens participation in the labour market and social cohesion. Because of the far-reaching integration of the goals of gender equality in other policy areas, the gender dimension in the policy has become much less visible and noticeable.

II. Social involvement in emancipation issues

Decades ago, the general population saw women's emancipation as a social revolution. Today, the general view of people has become much more abstract. People sometimes forget that the process of emancipation touches them personally. During one of the focus groups that were



held in preparation for the current emancipation paper, a young Dutch man commented: 'I am a little tired of hearing about the subject of women's emancipation. I have never known any other world than one in which women have the same rights.' There is a hidden danger here that, in the Netherlands, women's emancipation will be seen as a given that needs no special awareness. But emancipation always needs our attention and always requires vigilance and concerted effort. Keeping emancipation on the agenda of citizens and politicians is and will remain an important challenge.

III. Negative images and stereotypes

One of the most important challenges facing the Dutch emancipation policy lies in

the area of culturally formed views.

Although the role of the woman in Dutch society has undeniably changed in the last two decades, there are still social views and stereotypical thinking about the role of women that have hardly evolved at all. Negative, stereotypical views are still common in areas such as the (social) media, in which women are predominantly seen as sex objects or in the role of mother or loving wife. A good example of this are the commercials of toy manufacturers, in which boys are often shown as budding engineers and managers, and girls are shown with a baby doll or toy vacuum cleaner. Couples with a newborn baby still often choose to have the woman take on the largest role in raising and caring for the child. As a consequence, the woman often gives up a



part of her economic independence, even when she has a good education. These examples show that women's emancipation calls for continual attention and effort in order to maintain the ground already won. Dutch culture is not yet entirely gender sensitive. The emancipation policy of the government can show people the benefits of diversity and the participation of all citizens and lend its support to these goals. Changing people's views and stereotypical expectations calls for a sensitive approach and patience.

Section II. Progress in the implementation of the critical areas of concern in the Platform for Action since 2009

Legal measures, national policies, strategy plans, obstacles, challenges in each of the twelve critical areas of concern



A. Women and Poverty

- 1 In the Beijing Declaration, poverty was defined as a complex, multidimensional problem that can come about in different ways and have different consequences. For example, the inability to provide oneself with an income; hunger and malnutrition; poor health or a physical or mental handicap; limited access to education and other services; the lack of a safe or healthy living environment; social discrimination and exclusion. Poverty is often characterised by the lack of political and social participation and poor access to decision-making processes. In the broad definition, poverty among women is obviously strongly related to them having no or poor access to decent work and credit, land and other property. According to Dutch standards, a risk of poverty exists for people/households with an income that is below the low-income limit, especially if this situation persists for the long term (longer than four years). This limit, used by Statistics Netherlands, reflects a fixed amount of purchasing power over time.
- 2 The number of women running the risk of falling into poverty fell in the Netherlands from 873,000 in 2000 to 546,000 in 2010 (see Section III, Table 1). The decrease between 2000 and 2010 was primarily the result of the decrease in the risk of long-term poverty during this period in the two groups in which women are strongly represented, i.e. single-parent families and older single people. In 2011 and 2012, the number of women with a low income rose by over 100,000. The number of women with a long-term low income, following ten successive years of decrease, increased again for the first time, i.e. from 157,000 in 2010 to 182,000 in 2012. The economic situation in the Netherlands has played a significant role in this increase since 2010; also evidenced by the rise in the total number of people in households

	Indicators developed by the EU:
A1.	At-risk-of-poverty rate by age and sex
A2.	At-risk-of-poverty rate by type of household and sex, including at-risk-of-poverty rate of single parents with dependent children
A3a.	Inactivity by age and sex: proportion of women and men who are inactive by age ¹
A3b.	Inactivity by age and sex: proportion of inactive women and men who are not looking for a job for family care reasons ²

¹ See Section III, Figure 8

² See Section III, Table 22

with a low income – from 1,037,000 to 1,329,000 in a period of two years.

- 3 The proportion of women with a chance of falling into poverty in 2012, at 8.8%, was higher than it was among men (8.4%). A significant cause of this was the fact that women, on average, worked fewer hours than men. The overrepresentation of women in the population with (long-term) low income manifests itself the strongest in the age groups of 20-39 and 55-64 (see Section III, Table 2).

Combating poverty in the Netherlands

- 4 The Dutch government pursues a poverty policy that is first and foremost aimed at making work more attractive (cf. paragraph F, Women and the Economy). Towards this end, for example, the poverty trap for single parents (95 per cent of whom are women) is being tackled as a part of the simplification of the child schemes. Work should be remunerated, after all. The government Cabinet has also made extra money available for combating poverty. In 2013 this amounted to 20 million euros; in 2014, 80 million euros. Starting in 2015, the budget will have a fixed amount of 100 million euros extra per year. The Work and Welfare Act (Wet werk en bijstand - WWB) provides a supplement to the income of those elderly people with an insufficient state old-age pension (AOW) and no or too little other income. This general supplementary benefit for people aged 65 and older is called the supple-

mentary income provision for the elderly (aanvullende inkomensvoorziening ouderen - AIO). It is implemented by the Social Insurance Bank (Sociale verzekeringsbank - SVB).

5 *Divorce and poverty*

On average, young women today attain a better level of education than young men. Despite this fact, women often give up (some of) their economic independence, relatively speaking, when they start a family. This is seldom the case for men. If a woman gives up her economic independence when starting a family, when she marries or enters into a registered partnership, this may cause her to become financially dependent on her ex-partner if the relationship ends. In certain circumstances, a woman may even experience poverty after divorce or become reliant on social benefits. For the man, this can result in long-term financial commitments in the form of spousal maintenance, depending on his ability to pay. Thus, the breadwinner situation may give rise to these unintended consequences and possibly new cases of poverty. Both men and women are insufficiently aware of this when opting for a traditional division of roles. With this in mind, the Gender Minister actually supports the gathering of data and is initiating a social debate among stakeholders and academics about the de facto inequality that exists between men and women where work and care are concerned.

International fight against poverty/ development cooperation

6 The Netherlands has consistently focused on women's empowerment and gender equality in foreign policy, in line with the Beijing Declaration and Platform for Action. For development cooperation in particular, the MDGs have served as a guide since the start of the millennium.

7 With a view to strengthening women's rights, voices and agency in developing countries, the Netherlands has launched the world's largest grant facility – the MDG3 Fund – exclusively accessible to autonomous women's organisations. In the period 2008-2012, 77 million euros was channelled through 45 grant recipients, eventually reaching (grass-roots) women's organisations in 99 countries. Preparations for a continuation of this facility after the expiry of the MDG3 Fund started in 2011. Subsequently, the Funding Leadership and Opportunities for Women (FLOW) grant facility, with a total budget of 85.5 million euros, became operational in 2012.

8 The portion of the Netherlands's Official Development Aid (ODA) budget which is specifically reserved for the furthering of women's rights and opportunities stood at 53 million euros in 2013. In addition, the Netherlands is a staunch supporter and partner of the UN funds and programmes that have gender equality at the heart of their mission. We partner with and generously support the work of UNFPA, UNICEF, UN Women and others to advance women's rights, voices and agency.

B. Education and Training of Women

	Indicators developed by the EU:
B1.	Proportion of female graduates and male graduates among all graduates in mathematics, the sciences and technical disciplines (tertiary education)
B2.	Employment rate of women and men (aged between 25 and 39; and aged between 40 and 64) by highest level of education attained
B3a.	Proportion of female/male ISCED 5a-graduates out of all ISCED 5a-graduates and proportion of female/male PhD graduates out of all PhD graduates by broad field of study and in total
B3b.	Proportion of female and male academic staff differentiated by level of seniority and in total

Female graduates

Since 1995, girls have outnumbered boys in pre-university education, more girls have enrolled for university than boys since 1999, and more girls than boys have been taking part in academic education as a whole since 2006 (Section III, Figures 2 and 3). Boys are held back in secondary education somewhat more often than girls are, boys often transfer to a lower level of education and they are more likely to leave school before completing their education. In vocational and higher education, boys drop out more often than girls do, and girls earn their certificates quicker.

Vocational education

More boys than girls are enrolled in Intermediate Vocational Education (MBO). The number of native Dutch female students under 21 has fallen in recent years, while the number of girls with non-Western foreign family backgrounds in vocational education has increased relatively sharply. Also the number of boys with non-Western foreign family backgrounds has increased

sharply. The number of native Dutch boys has increased slightly. At the higher levels (MBO 3 and 4), girls outnumber boys (Section III, Table 4).

Higher/university education

As would be expected, following the growth in Senior General Secondary Education (HAVO)/pre-university education (VWO), the number of students in higher education has increased in recent decades: both men and women earn a higher level of education more often (Section III, Figure 1). The number of first-year students has increased in the last fifteen years by more than half, to 129 thousand in 2009/10. The percentage of women passed the 50 per cent mark in that period (since 96/97) and the proportion of ethnic minority students rose relatively rapidly. In both professional higher education (HBO) and at the research universities, female students now outnumber male students. This corresponds with the number of girls surpassing that of boys in pre-university education (VWO). The enrolment rates of girls and boys in both

professional and academic higher education are approximately 53% and 47%, respectively, of the total number of students.

Female professors

The number and percentage of female professors changes sharply from university to university. Radboud University Nijmegen has the highest percentage of female professors at 20.6%. That is well above the national average of 14.8%. The University of Groningen and the University of Leiden follow with 19.2% of female professors. The universities of technology (Delft, Eindhoven and Twente), featuring study programmes that traditionally have attracted few women, have relatively low percentages of female professors.

Post-initial education

It is also important that employed people, including working women, improve their abilities to work. In the Netherlands, men and women have equal access to post-initial education and lifelong learning. The government plays an important supportive role in this. It does so by promoting the recognition of prior experiential learning, by disseminating best practices for sustainable employability and by promoting the training of private individuals via the deductibility of training costs from Income Tax. Recognition of prior experiential learning helps people to secure knowledge and (work) experience and to be certified. A recognition of prior experiential learning procedure leads to an Experience Certificate. Recognition of prior experiential learning is

also a suitable instrument for women who want to re-enter the workplace. The work experience gained in the past can be included in a recognition procedure, as can the experience gained (in, say, voluntary work or caregiving) during the period in which they did not actively participate in the labour market.

The tax deductibility of training expenses has been expanded and agreements have been reached with social partners concerning the co-financing of sectoral plans aimed at retaining professional personnel, from-work-to-work assistance and intersectoral training.

The last survey conducted by Statistics Netherlands into the participation of women between the ages of 15 and 64 in post-initial education took place in 2009. At the time, the participation of women was 16.2 per cent, a little higher than that of men, at 14.9 per cent. This concerns all study programmes, government-funded and non-subsidised, work-related and non-work-related. With regard to participation in company training courses, female employees lagged slightly behind male employees (37 per cent versus 40 per cent) in 2010. Women participate more often in courses and study programmes in education, the humanities and the medical fields. In contrast, men participate more often in technological courses and programmes, the exact sciences, and economic administration courses and programmes.

C. Women and Health

	Indicators developed by the EU:
C1.	Healthy Life Years
C2.	Access to health care (unmet demand)
C3.	Cardiovascular diseases

Alliance of government and non-government organisations on Women and Health

Gender differences are also significant in the health care sector. Yet often too little consideration has been given to these differences and their consequences. For example, women live an average of four years longer than men, but often have a low quality of life in the last stage of their life. Furthermore, although heart and vascular diseases are regarded as diseases that affect primarily men, the reality is that heart failure is now the number one cause of death for women (Section III, Figure 4). This is partly because symptoms manifest themselves differently in women than they do in men and are not always recognised on time. It has also been found that women take more sick leave during their working lives and sustain higher medical costs than men. Existing data reveal more differences that may have a major impact on the costs of health care. Women’s organisations, the health care sector and the scientific community are all calling for more “gender-sensitive” health care, with greater consideration given to the differences between the sexes. Gender-sensitive health care may lead to an improvement in the

quality of life for men and women alike and to costs savings as well.

In consultation with the Ministry of Health, Welfare and Sport and the Ministry of Social Affairs and Employment, the Ministry of Education, Culture and Science has launched an alliance with front runners. This alliance will explore what possibilities there are to promote gender awareness in the health care sector. Working with these pioneers in the field of women’s health, the government has committed itself to the improvement of knowledge and awareness among stakeholders (doctors, insurers, companies and patients) with respect to the usefulness of and the need for this type of health care. It has also promised to take steps to ensure that this is actually developed. Efforts will tie in with other innovative developments, such as the National Prevention Programme, with special attention given to healthy schools, healthy companies and healthy aging.

Transgender people

The acceptance of transgender people in society leaves much to be desired. For long, transgender people have not been visible in the policy on areas relevant to them. Since

2009, therefore, attention has been given to transgender people in the emancipation policy and active efforts are being made to tackle bottlenecks that transgender people run up against in the fields of work, care, personal safety and legislation. The Dutch government is also promoting a stronger advocacy of the interests of transgender people by transgender people and encouraging the collection of data. At the same time, programmes have been launched in the areas of empowerment and job-training, providing information in education and the organisation of sufficient, accessible psychological and medical care. Transgender health care is a highly specialised field that requires specific expertise and a multidisciplinary approach. The concentration of certain care activities is necessary to guarantee high-quality health care. Parties in the field (organised interest groups, health care providers and health insurers) take each other's roles and responsibilities in the system into consideration in setting up a good, sustainable and cost-effective chain of care for transgender people. The practitioners of special medical care cannot keep up with the rapidly increasing demand for their services. However, due to extra resources, in part, they have been able to catch up and reduce the waiting lists in the recent period. With respect to psychological care, the parties in the field (organised interest groups, health care providers and health insurers) are working on improving the national and regional provision of care. The situation of transgender people will be monitored again in 2016.

Gender Identity Recognition Act (Wet erkennen genderidentiteit)

The Gender Identity Recognition Act (Act of 18 December 2013, Stb.-2014-1) rescinds the sterilisation requirement and the requirement of physical adaptation to the desired biological sex as they pertain to the official registration of biological sex from the Act. Persons aged 16 or older can, henceforth, be granted a change in the statement of their sex on their birth certificate via a request submitted to the registrar with the submission of a statement from experts. The Act shall take effect on 1 July 2014.

Insurance coverage of breast implants

The Netherlands Institute for Human Rights has called on the treatment of secondary sexual characteristics (including breast implants) for transgender people to be covered by health insurers. Transgender people who undergo a sex change from woman to man are given coverage for the removal of their breasts, while transgender people who undergo a sex change from man to woman are not covered for breast implants. This constitutes a form of unequal treatment.

The Health Insurance Act (Zorgverzekeringswet - Zvw) that applies in the Netherlands is based on a standard package of coverage that is the same for all health insurance policyholders. All policyholders can, therefore, appeal to the same standard insurance package which includes the same insured treatments. In the standard coverage package, breast implants are only covered for women after a

(full or partial) mastectomy. The right to coverage for a breast implant is thus also denied to all women that have no or hardly any breasts. Insurance coverage of the breast implants only for transgender women (that are undergoing a transition from man to woman) constitutes a privilege given to them that is not given to other policyholders for whom the coverage of breast implants is not included in the standard package of insured coverage in the Health Insurance Act.

D. Violence against Women

	Indicators developed by the EU:
D1.	Domestic violence against women: profile of female victims of violence
D2.	Domestic violence against women: profile of male perpetrators
D3.	Victim support
D4.	Domestic violence against women: measures addressing the male perpetrator in order to end the circle of violence
D5.	Domestic violence against women: training of professionals
D6.	Domestic violence against women: state measures to eliminate domestic violence against women
D7.	Domestic violence against women: evaluation
D8.	The number of employees who report incidents of sexual harassment in the workplace, as a percentage of the total workforce
D9.	The number of private and public enterprises which have a preventive policy regarding sexual harassment in the workplace, as a percentage of the total number of employers
D10.	The number of private and public enterprises which have procedures for sanctions in place for perpetrators of sexual harassment in the workplace, as a percentage of the total number of employers

Government-wide policy addressing violence against women

In view of the extent and seriousness of all forms of violence against women, a forceful approach to tackling the problem is still necessary and much more attention needs to be given to the policy pursued with respect to violence against women. The current government-wide approach is being coordinated by the Ministry of Public Health, Welfare and Sport in collaboration with the Ministry of Security and Justice, the Ministry of Education, Culture and Science and the Ministry of Social Affairs and Employment. The adopted approach is based on three mainstays:

- 1 strengthening the position of (potential) victims (prevention, identification, refuge/shelter, help and aftercare);
- 2 an approach specifically targeting the perpetrators;
- 3 breaking the cycle of the intergenerational transfer of violence. This concerns all forms of violence in the domestic environment, such as child abuse, partner violence, sexual violence, the abuse of the elderly, female genital mutilation and honour-related violence, and forced marriage (see I. Human Rights of Women).

Gender sensitivity of policies

The government-wide approach focuses on prevention, identification, stopping, providing help and aftercare. The spearhead of the approach is to strengthen the management role of local governments. The goal is to create a future, enduring system to combat domestic violence at the local and regional levels for all victims, irrespective of age, sex, sexual orientation or ethnic background. The Dutch policy is focused, therefore, on all victims and all forms of domestic violence. The Dutch approach to tackling domestic violence has therefore been formulated to be sex-neutral.

Gender-related factors however, play a key role in the occurrence and perpetuation of domestic violence. Any strategy that aims to tackle domestic violence will therefore have to take gender-related factors into account in order to be effective. In part due to a recommendation issued by the CEDAW Committee, the Government Cabinet had a study conducted into the manner in which the policy gives consideration to the different sociocultural roles of men and women and the power differences that ensue from these roles. This so-called gender scan was completed in January 2014. It has been concluded that in policy no explicit effort is being made with respect to gender sensitivity. There seems to be resistance to acknowledging the relevance of gender-related factors and there is still too little knowledge concerning the role gender plays in violence between domestic

partners. The implementation of the policy is more gender-sensitive, but this is insufficiently guaranteed. A sex-neutral formulation and a gender-sensitive approach are not mutually exclusive according to this study. The conclusions and recommendations of the gender scan provide good starting points for a better guarantee of a gender-sensitive approach to tackling domestic violence. The recommendations will be discussed in the coming period with local governments, the work field and the NGOs involved. Based on these discussions, it will be ascertained what actions are necessary to improve policy and its implementation with respect to gender sensitivity.

Figures on domestic violence

In 2010, a study into the nature and extent of domestic violence was published.³ This study excludes the number of victims of forced marriages, abandonment abroad and honour-related violence, the numbers for which are unknown. Approximately 220,000 adults fall victim to serious, persistent domestic violence each year, while approximately 1 million adults fall victim to incidental domestic violence. It is estimated that 119,000 children are victims of abuse annually. In nearly 75 per cent of the cases of obvious domestic violence

³ Veen, H.C.J. van der, Bogaerts, S. (2010), Domestic violence in the Netherlands. Comprehensive summary report of the capture/recapture, victim/perpetrator study of 2007-2010. The Hague: WODC.

among adults, it involves physical violence (65%) and sexual violence (8%). More women are victims than men. Although the proportion of male victims is higher than was thought up to now, there are still more female victims (60%) than male victims (40%). Men make up the vast majority of suspected perpetrators of domestic violence (83% men - 17% women). More than two-thirds of obvious domestic violence is committed by partners or ex-partners and primarily involves physical violence and stalking. Women fall victim to violence that is committed by their (ex) partner more often than men do. Men fall victim more often to violence that is committed by a brother or another person in the domestic environment. A recent study conducted among police forces confirms this picture. Of the more than 95,000 incidents registered by the police in 2012, three in four of the victims were women between the ages of 25 and 45, and the victims were usually (67%) the (ex) partner of the alleged perpetrator.

Figures on child abuse

It is estimated that 119,000 children are the victims of abuse each year.⁴ Specifically

⁴ Alink, L., IJzendoorn, R. van, Bakermans-Kranenburg, M., Pannebakker, F., Vogels, T., Euser, S. (August 2011), *Kindermishandeling in Nederland anno 2010. De Tweede Nationale Prevalentiestudie Mishandeling van Kinderen en Jeugdigen (NPM-2010)* [Child abuse in the Netherlands anno 2010. The Second National Prevalence Study on the Abuse of Children and Youth], Leiden attachment research program & TNO child health, Leiden: Casimir Publishers.

focused on child abuse, the implementation of the Action Plan for Combating Child Abuse called "Children Safe" 2012 – 2016 started in January 2012. Children are especially vulnerable in relation to their parental figures and carers and are less able to defend themselves than adults. The measures from the action plan are focused on preventing, identifying and stopping child abuse, and on limiting the damage caused by providing adequate treatment. Guaranteeing the physical safety of children and tackling sexual abuse are also a central point of focus in this Action Plan. A Child Abuse and Sexual Violence Task Force has been set up to monitor the implementation of the Action Plan, to promote activities and to ensure that combating child abuse is and remains high on the agenda of all parties involved. Combating child abuse and providing assistance to the victims have become the express responsibility of local governments. Each municipality is required to set up a counselling and reporting desk for domestic violence and child abuse that, as the name suggests, provides advice to bystanders and professionals and conducts investigations into suspected child abuse and domestic violence. In the law that regulates the decentralisation of youth assistance, quality guarantees will be included that are also important for tackling child abuse.

Female genital mutilation

The practice of female genital mutilation has been criminalised for some years now in the Netherlands by a special law. Parents

risk imprisonment, also when the treatment is executed by a foreign practitioner during a “holiday” outside the country. The government further fosters the debate on F.G.M. among ethnic minority and migrant groups.

Tackling the pimping of young girls

On the instruction of the Ministry of Security and Justice, the film «De mooiste chick van het web» (The Prettiest Chick on the Web) was developed. The goal of this film is to point out the risks of social media to children, parents, friends and teachers. This film can be viewed at www.mediawijzer.net. Codename Future developed a teaching pack around this film on the instruction of the Ministry that schools can use to actively address this subject. The target group is pupils in the first two years of secondary schools. The schools were informed about the teaching packs in September 2013. During the first week, 45 schools registered for this initiative.

Forced marriage

The right to self-determination, to make one's own choices concerning one's life, is a fundamental human right. Phenomena such as forced marriage, marital imprisonment, abandonment abroad and honour-related violence are a consequence of the failure to recognise a person's right to self-determination and are serious forms of violence. On 6 June 2013, the Minister of Social Affairs and Employment sent a letter to the House of Representatives, on behalf

of himself and four other ministers, concerning the manner in which the Cabinet wishes to strengthen the chain approach to forced marriages. In the letter, actions are announced to strengthen the approach to tackling forced marriages and abandonment abroad in the areas of identification, reporting and better, faster assistance and especially more immediate action in complex cases of women being left behind in foreign countries (abandonment abroad). The House of Representatives was informed about the prevention of forced marriages in July 2012 in respect of a plan of approach for 2012 – 2014 that focuses on preventing people from becoming victims of forced marriages. The primary lines of approach are that awareness needs to be raised within the communities themselves and that promoting expertise among professionals working with young people is essential. Twelve projects are linked to these main points, including making taboo subjects discussable within families and a multi-media campaign “Als niemand iets weet” (If no-one knows) aimed at young people between the ages of 14 and 25; the group that is at risk of being married off. An e-learning module has also been developed for professionals in social work, in youth care and in health care. On 1 July 2013, the Act for broadening the criminal prosecution of forced marriages, polygamy and female genital mutilation took effect. This law will expand the possibilities for criminal prosecution. The civil-law bill “Combating Forced Marriages” (“*Tegengaan*”

Huwelijksdwang”) is intended to further curb forced marriages.

Central role of local governments

In the Netherlands, local governments play a crucial role in the approach taken to combat violence against women. In 2009, the national government made the “model approach to domestic violence: elements for local policy” available to local governments. This model approach is meant as a helping hand for local governments when setting up, organising and expanding policy aimed at preventing and combating domestic violence. The Social Support Act (*Wet maatschappelijke ondersteuning* - Wmo) stipulates that municipal governments are responsible for providing refuge, assistance and policy. Also, in the bill on Youth (expected to become law on 1 January 2015), combating child abuse and providing assistance to the victims of child abuse will become the explicit responsibility of local governments.

In the context of strengthening the role of municipalities the project “Tackling Domestic Violence” (“Aanpak geweld in huiselijke kring”) is being carried out. Running up to the end of 2014, this project is primarily being carried out by the Association of Netherlands Municipalities (Vereniging van Nederlandse Gemeenten - VNG) and the Shelter Federation (Federatie Opvang), with the involvement of other parties such as the MOgroep, GGD-Nederland and Jeugdzorg Nederland. The project is aimed at all forms of violence,

including domestic violence, honour-related violence and child abuse. The goal is to strengthen the policy approach to tackling domestic violence as pursued in municipal governments, among other ways, through the establishment of region visions (regional policy plans) by these local governments. In these visions, the municipal policy with respect to child abuse and domestic violence is described. As a result, the cohesion at the local level will be reinforced.

Starting 1 January 2015, local governments become responsible for the organisation of a Counselling and Reporting Desk for Domestic Violence and Child Abuse (Advies- en Meldpunt Huiselijk geweld en Kindermishandeling - AMHK). The current support points for domestic violence and the counselling and reporting desks for child abuse are being merged. To facilitate this, the Social Support Act is being amended. In April 2013, a support programme was launched that is being implemented under the guidance of the Association of Netherlands Municipalities.

Training of professionals

On 1 July 2013, the Mandatory Code for Reporting Domestic Violence and Child Abuse Act (*Wet verplichte meldcode huiselijk geweld en kindermishandeling*) took effect. This Act requires organisations in different sectors, such as health care and youth assistance, to have a stepwise plan for dealing with signs of domestic violence and child abuse (Section III, Table 6).

Organisations are also required to promote knowledge about and use of the reporting code. In point of fact, this pertains to a training requirement, also with regard to training focused on recognising the signs of domestic violence and child abuse and how to handle incidences of domestic violence. To ensure this, a plan has been drafted that is aimed at the programmes that educate students for a profession in (one of) the sectors covered by the Reporting Code Act. The plan runs through to the end of 2015. The aim of this plan is to anchor attention for domestic violence permanently in study programmes. The responsibility for training the professionals rests with the organisations where the professionals work. Due to the importance of training, the Ministry of Health, Welfare and Sport (VWS) supports organisations in this effort. VWS has had basic training on “Working with a reporting code” and e-learning modules developed for the different professional groups. The inspectorates ensure that professionals in the sectors covered by the Mandatory Code for Reporting Domestic Violence and Child Abuse Act are trained.

The government maintains a special website with information on domestic for professionals and others violence (www.huiselijkgeweld.nl), including a databank with effective interventions in the area of domestic violence since 2011. The site is visited frequently (more than 331,000 times in 2013).

Abuse of the elderly

The Action Plan “The Elderly in Safe Hands”, which is being implemented by the Ministry of Health, Welfare and Sport together with the Ministry of Security and Justice for the purpose of combating the abuse of the elderly, will run from March 2011 through to the end of 2014. The Action Plan consists of ten actions that focus on: prevention, identification, stopping, helping and aftercare. Several examples of these activities are an e-learning module “The Elderly in Safe Hands” for professionals and assistance for volunteers to combat the abuse of the elderly. An information campaign is also underway run by the senior citizens’ association and, in September 2013, the project “preventing financial extortion” was launched.

Specific approach to perpetrators

The Ministry of Security and Justice has committed itself in several ways to adopting a specific approach to perpetrators. A firm approach to perpetrators is an approach in which standards are set (domestic violence is not tolerated and therefore sanctioned), a specific effort is made to change behaviour (to prevent relapse, the perpetrator should possibly be obligated to undergo behavioural or care intervention) and the child’s welfare takes priority. Since the previous Beijing report for the Beijing Platform for Action, various laws have come into effect that contribute to a stricter approach to the perpetrators of domestic violence. These include the aforementioned Temporary Domestic

Exclusion Order Act (Wet tijdelijk huisverbod) that took effect on 1 January 2009. The administrative domestic exclusion order is an instrument that has proved to be of great value in tackling domestic violence. On 1 April 2012, the Conditional Sanctions Act (wet voorwaardelijke sancties) took effect. This law promotes the imposition of special conditions. In a criminal law context, work can also be done to achieve a change in behaviour. In addition, on 1 July 2013 the aforementioned Act for broadening the criminal prosecution of forced marriages (wet tot verruiming van de strafrechtelijke aanpak van huwelijksdwang) took effect.

The Temporary Domestic Exclusion Order Act (Wet tijdelijk huisverbod) that took effect in 2009, has been an enormous boost to getting the chain cooperation up and running. The Act makes it possible to ban the perpetrator of domestic violence from the home temporarily, so that the victim can continue to live at his or her residence. The implementation of this law falls under the responsibility of the mayor. In the four years since the law took effect, 11,692 domestic exclusion orders have been issued in the Netherlands. A recently conducted evaluation of its effects has shown that, following a domestic exclusion order, new domestic violence is more often unlikely to reoccur than it is in similar situations in which no domestic exclusion order is issued.

Other examples of measures taken are the quality programme of domestic violence support points (to improve the quality and to make the work method of support points uniform), the implementation of the plan of improvement in women's shelters (to establish suitable, fast and effective assistance to women in women's shelters based on the women's own strengths) and the public campaign "Enough is enough" (Nu is het genoeg, completed at the end of 2011). The Orange House method has been developed, which works to break the spiral of violence in the family. The Orange House provides a safe accommodation in an open women's shelter facility; operating under the motto "not a secret, but completely safe!".

The investigation and prosecution of cases of domestic violence can count on the continual attention of the police and the Public Prosecutor. Via the programme called Reinforcing Achievements in the Criminal Justice System (Versterking Prestaties Strafrechtketen) of the Ministry of Security and Justice, a broad effort is being made to minimise the undesirable outflow of cases through the conclusion of litigation agreements between the Public Prosecutor's Office and the police, to reinforce knowledge and expertise among intake employees, to improve the quality of police reports and official records, and to inventory the quality of assistant public prosecutors.

In three Security Headquarters⁵ in 2012, pilot projects were also conducted with the objective of establishing a sharper approach to tackling repeat offenders and perpetrators of so-called “intimate terrorism”. These pilot projects proved to be a success due to the good collaboration between chain partners, the screening of the cases, the subsequent joint increase of information and the resultant rapid and effective response. In view of this result, a look is being taken into how the approach can be disseminated and guaranteed.

The Scientific Research and Documentation Centre of the Ministry of Security and Justice has included “domestic violence” in the recidivist monitor. The recidivist monitor contains information about the population of prosecuted perpetrators of domestic violence, the record of repeat offences, background characteristics and the connection between recidivism and the development of habitual criminal offences through the years. The initial results were

published in December 2013.⁶ The recidivist monitor offers the possibility of keeping an eye on recidivism figures and, if necessary, adapting the approach taken to the repeat offender.

In the criminal context, efforts are being made to change the behaviour of the perpetrators of domestic violence. The “B-safer” is a diagnostic instrument targeting cases in which domestic violence occurs. This screening instrument is now being used nation-wide by rehabilitation agencies. In addition, since January 2013, rehabilitation agencies have been conducting a test in a number of regions that involves training in partner-related violence. It is aimed at bringing about a de-escalation of the violence in the relationship as quickly as possible.

Preventing and stopping the inter-generational transfer of violence

Prevention and increasing the sexual resilience of young people helps to bring a halt to the intergenerational transfer of violent behaviour. If patterns of violent behaviour are not adopted by future generations, then domestic violence can be reduced in the long run.

The Cabinet is having a study conducted into national and international interventions that can make a contribution to preventing the intergenerational transfer of violence. Particular attention is given to

⁵ A Security Headquarters is a network collaboration that connects partners from the criminal justice system, the health care chain, municipal partners and administration in their approach to complex problems. The objective of the collaboration is to reduce trouble, domestic violence and criminality. The chain partners identify problems, come up with solutions and implement them together. Work processes are coordinated so that criminal law and health care complement one another. Efforts are made to effect behavioural change, reduce repeat offences and improve the quality of the delinquent's life.

⁶ Second Chamber, Session year 2013 – 2014, 33 750, XVI, no. 80

interventions in the areas of emancipation and child-rearing support. As a part of this, special attention will be given to the positive role that men can play. The results of the study are expected in the spring of 2015.

Changing unwanted stereotypes and strengthening resilience of women and girls

Significant causes of domestic and sexual violence can be found in the inequality and power differences between men and women, and in stereotypical views about the respective roles of men and women. The solutions must be sought in a healthy and equal relationship between men and women. That is why a number of specific campaigns and measures are aimed at promoting the awareness of the causes of violence against women and at increasing young people's ability to know and say what they want and don't want in relationships and sexual relations (i.e. their sense of relational and sexual resilience).

An example of this is the WE CAN Young-campaign (WE CAN end all violence against women). The national government has reached agreements with 15 large municipalities. In these cities there is now a We Can Young project underway. The thinking behind WE CAN is that, if many people and organisations join, it will create a critical mass that can bring about a change in attitude with respect to women. In order to achieve this, the WE CAN campaign is working with "change makers", coalition

partners and ambassadors. The WE CAN Young-campaign provides young people the chance to come up with and implement their own campaigns in which they can work on their own awareness of and resistance to unwanted sexual advances and violence and can also inspire others. They learn how to deal with conflicts and relationships.

The Ministry of OCW and the Ministry of VWS are also jointly promoting a youth-oriented approach to increase sexual resilience among young people through social media. Among other things, a "sexual resilience tool" has been developed for social media that gives young people insight into their resilience profile and provides individual advice.

Tackling of human trafficking

Human trafficking takes on different forms. It can involve sexual exploitation, exploitation in other sectors or human trafficking with the aim of organ removal. As a result of their (emotional) dependence on the human trafficker, many victims are not capable or are too afraid to report and prosecute the trafficking and, if they do, they are dependent on others to do so. Women and men often become prey to human trafficking for different reasons. The proportion of male victims reported to CoMensha has risen in recent years. Even so, more than 80% of the victims are female. Sixty-nine per cent of the female victims and 29% of the male victims come from the sex industry (Figures on 2001-2011, report by

the NRM, Mensenhandel in en uit beeld/ Human Trafficking, visible and invisible). Human trafficking is therefore a gender-specific phenomenon.

The chance of a person becoming a victim is influenced by role patterns, sexual culture and other differences in power relations between men and women (both in the Netherlands and in the different countries of origin). So it is vitally important to strengthen the position of (potential) victims through information, empowerment and providing safe refuge/ shelter and support measures.

The tackling of human trafficking is a priority of this Government. One of the objectives is to double the number of criminal operations prosecuted in the period running from 2009 through to the end of 2014. At this moment, an interministerial project group is working on a proposal for a National Referral Mechanism for the victims of human trafficking. The goal of the referral mechanism, among other things, is to reinforce the connection between the health care chain and the criminal justice system and to provide the victims of human trafficking more made-to-measure services. At the beginning of 2014, the second term of the Tackling Human Trafficking Task Force came to an end. The Task Force recently decided to advise the Minister of Security and Justice to extend the establishment of the Task Force by a third term. For the work in the third term, the Task Force will draft an agenda.

Figures from the National Rapporteur of Trafficking in Human Beings (Nationaal Rapporteur Mensenhandel)⁷ show that the largest number of human trafficking cases (Section III, Table 5) were registered with the Public Prosecutor's Office in 2012 since 2000 (no fewer than 311). The same applies to the number of human trafficking cases concluded by the Public Prosecutor's Office (338 cases). The proportion of summons issued for human trafficking within the total number of human trafficking cases concluded by the Public Prosecutor's Office remained approximately the same in the

⁷ The National Rapporteur publishes several reports a year on human trafficking, many of which are also translated into English.

- Her most recent report is the Negende Rapportage Mensenhandel (the Ninth Report on Trafficking in Human Beings) of September 2013. On the BNRM-website there is an English-language fact sheet available on this report (see <http://www.dutchrapporteur.nl/reports/ninth/>); a full translation will follow.
- In April 2012 "Mensenhandel in en uit beeld: Cijfers vervolging en berechting 2008-2012"/ (Human Trafficking Visible and Invisible: Figures for prosecution and trials 2008-2012) was published, with figures on the prosecution and trying of human traffickers. This report is not available in English.
- In December 2012, "Mensenhandel in en uit beeld (2012). Cijfermatige rapportage 2007-2011" ("Trafficking in Human Beings: Visible and Invisible. A quantitative report 2007-2011"). This report is available in English (see <http://www.dutchrapporteur.nl/reports/trafficking-visible-invisible/>).
- The 6th (2008), 7th (2009) and 8th (2010) reports are all available in English (<http://www.dutchrapporteur.nl/reports/>).

2008-2012 period (an average of 70%, varying between 65% in 2009 and 73% in 2010). In line with the previous development, the court in the first instance settled the most human trafficking cases in 2012 (153). The proportion of sentences passed down for human trafficking – which fell in the 2004-2009 period by 25% - increased sharply again in both 2010 and 2012 (to 71%).

In the context of the EU, the tackling of human trafficking is a priority. In June 2013, the EU Ministers of Justice and Internal Affairs again regarded human trafficking as one of the EU's priorities in the area of tackling organised crime. An operational action plan has been drafted for each of these priorities that will be carried out by a group of member states through a so-called EMPACT-project⁸. The United Kingdom is the so-called “driver” and the Netherlands the “co-driver” of the human trafficking project, in which 25 member states are participating, in addition to organisations such as Europol, Eurojust and Frontex.

The Dutch criminal investigation services work intensively with the most prominent countries from which the victims originate in order to share knowledge and experience, and to provide training and investigate human trafficking. In 2011 and 2012, for example, they launched approximately 50 investigations into

human trafficking, whose victims came from Hungary, Bulgaria and Romania. In many of these investigations they worked with the authorities in the countries of origin. The collaboration with Bulgaria involved four Joint Investigation Teams. Early 2013, the National Office of the Public Prosecutor signed a Memorandum of Understanding with the Romanian public prosecutor in order to emphasise the structural nature of their collaboration. The Dutch and Hungarian police signed a bilateral operational action plan in the summer of 2013 that links to the action plan of the EMPACT-project in human trafficking. The respective police corps of Hungary, Austria and the Netherlands have also received an EU subsidy in order to intensify their operational collaboration. The information and results that the collaboration with these countries has produced will be shared with EMPACT, so that unexpected connections with other member states can be identified. Close collaboration with Nigeria, too, has been underway for a number of years. The collaboration with countries of origin is not limited to investigating criminal activity. Hungary, Belgium and the Netherlands have successfully applied for an EU subsidy to fund a Transnational Referral Mechanism to allow Hungarian victims to return safely to Hungary from the Netherlands and Belgium if they wish to do so.

Legislation on human trafficking

Since the previous Beijing Report of the Netherlands, the sentences for human

⁸ European Multidisciplinary Platform against Crime Threats.

trafficking have increased twice: once as of 1 July 2009 and again as of 1 April 2013. On 1 April 2013, the maximum sentence for the predicate offence of trafficking in human beings was raised from a term of imprisonment of no more than 8 years to a maximum of 12 years. The maximum penalty of 12 years imprisonment in cases of serious bodily injury or endangering life was raised to 18 years. The maximum penalty of 15 years imprisonment in cases of death was raised to 30 years or life imprisonment. On 15 November 2013, legislation implementing the EU anti-trafficking directive took effect. This entailed a few, mainly technical amendments of the criminal code:

- two new elements were added to the definition of exploitation in Article 273f, paragraph 2, i.e. the paragraph that includes forced or compulsory labour or provision of services – namely “begging” and “exploitation of criminal activities”;
- the requirement of double criminality for trafficking in human beings committed abroad by Dutch nationals or foreign nationals permanently residing in the Netherlands against victims over the age of 18 has been abandoned (the requirement was already no longer effective for victims under 18); and
- the ground of aggravating circumstance in Article 273f, paragraph 3, sub-section 2 has been extended to human trafficking committed against a person under eighteen years of age or against another person whose vulnerable position has been abused. The bill further comprises

the legal embedding of the National rapporteur on trafficking in human beings in a National rapporteur on trafficking in human beings and sexual violence against children Act.

“Appearances are Deceiving” campaign

The successful campaign “Appearances are Deceiving” (Schijn bedriegt-campagne), amongst others, is aimed at people who visit prostitutes that can recognise the signs of human trafficking. In the period running from June 2012 to May 2013, this campaign produced 76 per cent more reports on human trafficking to Report a Crime Anonymously (Meld Misdaad Anoniem), a telephone line on which citizens can provide information on crimes while remaining anonymous. Noteworthy was the increase in possible minor-aged victims: 1 in 4 reports of human trafficking pertained to this group. In 2011, this concerned only 1 in 8 of the reports. The “Appearances are Deceiving” campaign will be continued in 2014 and 2015.

Shelter for victims of human trafficking

In 2010 a two-year “pilot project for special shelters for victims of human trafficking” was launched. The pilot project – which was set up by the State Secretary for Justice and the State Secretary for Health, Welfare and Sport – provides shelter to foreign victims and assistance from aid workers who have special knowledge of this group of victims. The victims are given rest, safety and

assistance as needed. The shelter initially had room for 40 female victims and 10 male victims, including any children they might have. It appears that a majority of the victims file a report of human trafficking (about 90%). Since its launch, this shelter has become permanent and the number of safe places has been increased from 50 to 70. Psychosocial diagnostics will be introduced at some point to ensure that victims receive tailor-made care and assistance, even after they leave the shelter. Some victims stay in the shelter facility for a relatively long time, due to a lack of follow-up shelters and regular housing. In order to ensure that more independent housing is available when victims are ready to move on, municipalities have been given the obligation to provide them with housing. The first victims have now been provided with this housing. For the victims of labour exploitation who do not need urgent care, the NGO Comensha has been given a budget to organise temporary shelter, at least during the investigation period.

Figures on the number of (possible) victims of human trafficking

In the Netherlands, in cases with the barest indication of human trafficking, the possible victims are always reported to and registered by the NGO Comensha. The figures below therefore concern not only persons for whom it is established at a later stage that they are trapped by human trafficking, but also persons that, in the end, appear not to be victims or whose victimhood cannot be demonstrated.

Guidelines for first-line identification of victims

The Netherlands has participated in a project for the development of common guidelines and procedures for the identification of victims of human trafficking. The project was led by France and was financed through an EU subsidy. The Netherlands supported this project financially and also made expertise available. The six participating countries – Greece, Bulgaria, Spain, Romania, France and the Netherlands – formulated guidelines for the identification of victims of trafficking based on best practices and developed training material to teach professionals how to use the guidelines. Participants from 10 different organisations in the Netherlands, both government organisations and NGOs, took part in a train-the-trainer course in June of 2013. They, in turn, will provide training to their colleagues in the field on how to use the guidelines. The Ministry of Security and Justice has asked the Dutch Centre for Crime Prevention and Safety (CCV) to monitor and promote the use of the guidelines by the relevant organisations and to organise additional train-the-trainer sessions when necessary.

Residence scheme for victims of human trafficking

On 1 June 2013, the Modern Migration Policy Act (Wet Modern Migratiebeleid) took effect. This had consequences for the chapter arrangement of the Ministerial Circular concerning Foreigners 2000

(Vreemdelingscirculaire 2000). The residence scheme for victims of human trafficking, which was previously called the B9-scheme, is now recorded in Chapter B8/3 of the Ministerial Circular concerning Foreigners. The residence scheme is as follows:

Should there be the barest indication of human trafficking, the police will offer the victim time to think. The Immigration and Naturalisation Service (IND) will then grant a delay of departure. The time given to think lasts a maximum of three months. During this three-month time to think, the support given to victims of human trafficking is always unconditional (i.e. without the possible victim being required to cooperate). After the time to think has passed, the foreigner involved is asked to cooperate with the criminal investigation for a residence permit and support (shelter, etc.). The residence permit is granted for a term of one year, but can be renewed. If the case culminates in a sentence for the perpetrator, then the victim is always, in principle, eligible for continued residence. If the criminal proceedings are still underway after three years, an application for continued residence is, in principle, always granted. If the criminal proceedings are dismissed within three years, then the victim can also apply for a residence permit on humanitarian grounds (continued residence). This scheme is also available to EU citizens, as well as to foreigners that are not victims, but who are witnesses and officially testify to the fact (report).

Since 2011, the IND has also been able to grant a victim of human trafficking a residence permit if the victim demonstrates that he cannot or will not make a report of a crime or otherwise cannot or will not cooperate in the criminal investigation and prosecution of the human trafficker due to:

- a serious threat; and/or
- a medical or psychological constraint.

The IND considers the following as evidence which proves that a victim of human trafficking cannot or will not report a crime or cannot or will not cooperate in the criminal investigation and prosecution of the human trafficker due to a serious threat and/or a medical or psychological constraint:

- a statement from the police to the effect that the foreigner is the victim of human trafficking; and
- b if this applies: a statement from the police to the effect that the foreigner cannot be expected to cooperate in the criminal proceedings due to serious threats in the Netherlands by the human trafficker; or
- c if this applies: medical information that shows that a physical or psychological disorder prohibits cooperation in the criminal proceedings. The medical information must come from a practitioner that is registered either in the register of Professions in Individual Health Care (Beroepen in de Individuele Gezondheidszorg) or in the register of the Netherlands Institute of Psychologists (Nederlands Instituut van Psychologen).

In follow-up to the recommendation of the 5th CEDAW report to open the residence scheme for victims of human trafficking also to victims that cannot cooperate in the criminal proceedings, the CEDAW committee adapted the policy framework on this point in 2011. The adaptation has since been brought to the attention of different bodies involved on a regular basis. This permit can be granted (on humanitarian grounds) without a temporary permit having to be granted first, for which cooperation with the police is a condition. Victims that have cooperated with the police and, based on this, have been granted a temporary residence permit can also be granted a residence permit on humanitarian grounds if their case is dismissed. This permit is granted if a return to their country of origin is not desired. Through a project of the Dutch NGO FAIRWORK, the personnel in detention centres have been made more aware of the possible presence of victims of human trafficking in detention centres. An active effort is being made to identify them and victims are then referred on to this NGO. In cooperation with the International Organisation for Migration (IOM), FAIRWORK has launched a new project to increase the knowledge and identification skills of detention centre personnel during detention and to continue to advise and support detention centre personnel from a distance.

Act for regulating prostitution and combating abuse in the sex industry (Wet regulering prostitutie en bestrijding misstanden seksbranche - WRP)

In its concluding observations of 31 February 2010, the Committee called on the Netherlands to provide more comprehensive and concrete information in its next periodic report on the measures taken to improve the working conditions of prostitutes and to enhance their autonomy, privacy and safety. In November 2009, a legislative bill⁹ was submitted to the House of Representatives that, among other things, provided for the mandatory registration of all prostitutes in order to gain greater insight into and control over the industry. The Senate had an objection to a general registration requirement for prostitutes and adopted a resolution to petition the Minister of Security and Justice to drop the element of the registration requirement in the Act for regulating prostitution and combating abuse in the sex industry.

The Act for regulating prostitution and combating abuse in the sex industry will provide for a national, uniform licensing system for all sex businesses in the Netherlands. The necessity of this licensing

⁹ Kamerstukken 32 211 (Parliamentary Documents 32 211) Wet regulering prostitutie en bestrijding misstanden seksbranche, Wrp (Act for regulating prostitution and combating abuse in the sex industry)

system is endorsed by all parties. The current situation, with local and regional differences, is undesirable and results in the flight of sex businesses to those regions with fewer (and less strict) rules. With the national uniform licensing system, each commercial operation of prostitution in each municipality will become subject to a variety of licensing obligations. The minimum conditions with which the sex businesses must comply in order to receive a licence will be uniform in every municipality. This will ensure that sex businesses cannot move to other municipalities with less strict licensing rules. A few of the rules with which sex businesses must comply in order to receive and/or keep a licence are:

- The owner and operator of a sex business must be older than 21;
- The owner and operator must not have ever been convicted of violence, a sex crime or of human trafficking;
- The owner of a prostitution business is required to maintain a business plan which describes the actions the owner takes regarding:
 - hygiene;
 - the protection of the health, safety and right to self-determination of the prostitutes;
 - the protection of the health of the clients;
 - the prevention of criminal acts.

The licensing system will regulate the situation and conduct within the sector. Any operator who fails to abide by the rules will no longer be able to run a sex business. This

tackles one source of abuse. Moreover, the licensing system will improve the working conditions of prostitutes and will enhance their autonomy and safety due to the fact that the measures the owners of sex businesses take to protect the health, safety and right to self-determination of the prostitutes are screened before the licence is issued. Amongst other things, these measures must include:

- the availability of enough condoms;
- the possibility to be tested for STDs on a regular basis;
- no obligatory medical examinations;
- the freedom to choose one's own doctor;
- the freedom to refuse sexual acts.

The owner or operator of the sex business is required to supply the prostitute with the above-mentioned information in a language the prostitute understands. In addition to the uniform licensing system, a register of all escort licences and all withdrawn/rejected and suspended licences will be introduced by the WRP. This will enable an easier control of legal and illegal businesses by the police and other agencies responsible for regulation.

Empowerment of prostitutes

The Ministry of Security and Justice and the Ministry of Social Affairs and Employment have subsidised an organisation for the past two years to research the needs of prostitutes, ways to detect and combat abuse, and the possibility of setting up a self-help organisation or pressure group. Prostitutes can access information in many ways concerning work-related health issues,

support for the victims of abuse, their rights and obligations as independent workers or employees, and support should they wish to leave the sector, etc. Organisations visit prostitutes at work to provide counselling and information. Moreover, cities such as Utrecht, Amsterdam and The Hague have specific centres where prostitutes can go for information and support. Furthermore, throughout the Netherlands there are several programmes that provide help for prostitutes who want to stop working in the sex sector. The website www.prostitutiegoedgeregeld.nl provides information in many different languages for prostitutes working in the Netherlands. Improving the position of prostitutes in the Netherlands is one of the topics on which municipalities and the ministries work together as a part of a national programme.

E. Women and Armed Conflict

	Indicators developed by the EU:
E1.	Proportion (number and percentage) of men and women trained specifically in the subject of gender equality among: diplomatic staff, and civilian and military defence staff employed by the EU Member States and Community institutions; and staff participating in UN peacekeeping operations (PKOs) and ESDP missions, including military and police staff ¹⁰ .
E2.	Proportion (number and percentage) of women and men among: heads of diplomatic missions and EC delegations; staff participating in UN peacekeeping operations and ESDP missions, including military and police staff.
E3.	Funding (as a total amount and as a percentage of cooperation programmes) allocated by the EU Member States and the European Commission in countries affected by armed conflict or in post-conflict situations in order to support gender equality – broken down, where possible, to reflect funding to support: female victims of violence; and the participation of women in peace-building and post-conflict reconstruction. Indicator E3a. Proportion of funding for these programmes allocated to NGOs working for gender equality and women's empowerment.
E4.	Proportion (number and percentage) and country of origin of female and male asylum seekers who have obtained the status of refugee, or who benefit from subsidiary protection.

Proportion of men and women among diplomatic staff, and civilian and military defence staff

The Senior Civil Service (De Algemene Bestuursdienst – ABD) consists of the approximately 550 senior civil servants of the Dutch Government. Since 2007, the percentage of women in the ABD has risen from 18% to 27% in 2013. The goal of the Cabinet is for at least 30% of the ABD to consist of women by 2017. On 18 November 2013, the Minister for Housing and Public Service (Wonen en Rijksdienst) sent a plan of approach to the House of Representatives which sets out how this objective can be realised. In this plan, special attention is

given to three closely related features, namely

- 1 talent development;
- 2 retention of female managers and talents and;
- 3 goal-oriented outflow, in which space is created for talent (intake) and sitting female ABD directors (promotion).

The Ministry of Education, Culture and Science (OCW), the Ministry of the Interior and Kingdom Relations (BZK) and the Ministry of Foreign Affairs (BZ) have signed the “Talent to the Top” Charter. The charter is a public commitment and a code with clear agreements for the realisation of male-female diversity at the top.

With respect to the gender balance at the Dutch Ministry of Defence, a positive trend

¹⁰ No specific data available

has been visible in recent years. Although the proportion of women is still much lower than the proportion of men, in all ranks and scale groups it is cautiously rising (Section III, Tables 7 up to and including 12).

Asylum applications and female asylum seekers (Section III, Tables 13 up to and including 20)

The Netherlands has no separate procedures for vulnerable groups (such as unaccompanied women and children) to apply for asylum. A period of eight days applies in the General Asylum Procedure, which in principle pertains to everyone. If it appears likely that it will not be possible to come to a decision in a careful manner within these eight days, then the applicant can be referred to the Extended Asylum Procedure. The Netherlands' asylum procedure provides a rest and preparation period of at least six days, which is observed before the General Asylum Procedure begins. During this period, the asylum applicant has the opportunity to settle down and prepare himself or herself for this procedure. No questions about the motives for applying for asylum are asked yet during this period. For its part, the Immigration and Naturalisation Service (Immigratie en Naturalisatiedienst - IND) assesses during this period whether or not the applicant, in view of his or her individual situation, is in need of special procedural guarantees. Such a situation may lead to the application not being completed within the eight days of the General Asylum Procedure and the applicant being referred to the Extended

Asylum Procedure. This can be the case, for instance, if it is concluded that the applicant is not able to give a clear explanation during the hearing or if a hearing cannot be given in the short term for other reasons.

Providing satisfactory housing throughout the asylum procedure

The rejection of an application for asylum, in principle, means that the applicant loses his legal residence in the Netherlands. This means that he or she must leave the Netherlands within four weeks and, after this term has expired, no longer has any right to facilities. If the application is denied in the Extended Asylum Procedure, lodging an appeal results in the decision to deny being deferred. In this case, the applicant retains his or her legal residence and therefore also the right to shelter. In the case of applications that are denied in the General Asylum Procedure, this is not the case. In those cases, the applicant can submit a petition to the court for provisional relief (temporary permit). If this petition is granted, then the appeal is given suspensive effect and the applicant retains his right to shelter.

Domestic violence and regarding gender-related prosecution as grounds for asylum

1 In the Netherlands' asylum policy, the grounds for prosecution are interpreted in accordance with the EU Directive 2011/95 (Qualification Directive). In the Netherlands' policy, it is also recorded that an asylum application must be assessed

with special attention given to “gender”. This concept stands for the social sense of masculinity and femininity.

- 2 Under asylum as practised in the Netherlands, a woman can be designated as a refugee if, in the country of her origin, she would be persecuted in the sense of the Convention relating to the Status of Refugees:
 - a for a violation by the woman of sex-discriminatory social customs, religious regulations or cultural norms for women;
 - b for a violation by the woman of penal provisions that contravene universal human rights.

Furthermore, the risk of genital mutilation can also lead to international protection. Cases of domestic violence involve acts of violence that are not committed by authorities. It must therefore be investigated whether the victim is being persecuted by third parties and whether the victim can rely on the authorities in the country of origin for protection. It constitutes a case of persecution under refugee law if the violence is prompted by one of the persecution grounds named in the Convention relating to the Status of Refugees and if the authorities are not willing or able to offer the victim protection. If the woman in question appeals to a case of discrimination, it will always be assessed whether the discrimination can be considered as persecution in the sense of the Convention relating to the Status of Refugees. This is the

case if the experienced discrimination produces such a serious restriction to the woman’s possibilities to exist that it is not possible for her to function in society or socially.

6. Illegal refugees that are the victim of domestic violence or honour-related violence can be granted refuge and protection and can be eligible for a residence permit. During the period of the application for the permit, they have the right to shelter and a temporary social benefit from the Ministry of Security and Justice. They can only submit an application from a women’s shelter organisation. Placement in the shelter is an indication that a threat of violence is present and that protection is necessary. The Immigration and Naturalisation Service (IND) assesses, based on a report of domestic violence made to the police and on a medical statement, whether there is a good reason to permit residence on the grounds of domestic violence. The permit (temporary humanitarian permit) is granted for one year. With a residence permit, it is possible for victims to live independently, provided their safety permits. After a year, it is assessed whether the threat on which the residence permit was based still exists. In that case, a continued residence is granted for an indefinite period. If it concerns a victim of honour-related violence, then the IND always asks for advice from the LECC (the national expertise centre for honour-related violence run by the police). Based on a positive

recommendation, a decision is then taken to grant a residence permit for one year. If the threat of honour-related violence still exists after a year, then continued residence for an indefinite period is possible. If a foreigner lives in the Netherlands with a partner and if he/she has a residence permit that is dependent on the partner, then a specific policy applies to cases in which violence occurs in the relationship. If the relationship is ended due to domestic violence or the threat of honour-related violence, then an independent legal residency can be granted. With this residency, the person in question can be eligible for a social benefit and housing so that he/she can extract himself/herself from the violent situation and build up an independent existence in the Netherlands.

Implementation of Resolution 1325

Succession to MDG3 Fund

After the success of the MDG3 fund, the Netherlands is again investing € 80 million euros in Funding Leadership and Opportunities for Women (FLOW). Via FLOW, the Netherlands supports the work of thousands of women's organisations worldwide in the battle to combat violence against women and to promote political participation and economic independence. At the same time, the international women's movement is strengthened.

Action Plan 1325

On 19 December 2011, the second Netherlands Action Plan 1325 (NAP;

2012-2015) was launched, in which the Dutch government and social organisations cooperate. In the NAP, funds are made available for women's organisations in the area of "political participation & female leadership" in a number of developing countries and regions.

In 2007, the Ministry of Foreign Affairs and the Ministry of Defence launched the first Dutch National Action Plan for the implementation of UNSC resolution 1325 (the NAP1325). The second Dutch National Action Plan (NAP) on United Nations Security Council Resolution 1325 (2012-2015) was signed on 19 December 2011 by 44 stakeholders, including the Ministry of Foreign Affairs, the Ministry of Defence, the Ministry of Education, Culture and Science, four research institutes, and 37 other civil society organisations. In the last quarter of 2013, a midterm review was carried out on the joint activities undertaken by the NAP 1325 signatories between October 2012 and October 2013 to assess their collaboration, to identify obstacles and to formulate recommendations on the way forward.

The review showed that signatories have worked together on many occasions to ensure equal participation by men and women at all levels of decision-making (objective one). The collaboration between the signatories took various forms, such as between the ministries and NGOs, or between a larger NGO and women's and/or diaspora organisations. The signatories' joint initiatives focused, among other

things, on strengthening the capacity of national governments to guarantee women's rights under national law and to produce gender-just legislation; on ensuring that gender aspects are taken into account in transitional justice phases; on increasing the skills and knowledge of men and women to enable them to act effectively as leaders and peace builders; and on acknowledging the different needs of men and women by integrating a masculinity perspective in UNSCR 1325 projects. On a local level, new multi-stakeholder partnerships are beginning to appear in the sense that several Dutch, international and local organisations are collaborating to implement NAP projects in order to promote female leadership and a greater involvement of women in peace processes.

Furthermore, all signatories are mainstreaming UNSCR 1325 within their own organisation (objective two). Some signatories have integrated UNSCR 1325 in their vision and mission statement, while others have integrated gender and/or women's rights in many or all of their project activities. Signatories' joint initiatives have further contributed to increased awareness in the Netherlands for UNSCR 1325 and within international institutions (objective three). Activities have included the organisation of events and debates, active lobbying at government level, and the development of shadow reports for the UN on the Dutch implementation of UNSCR 1325. Most of the joint projects and independent projects

involved awareness-raising within international institutions to draw attention to the issue of women, peace and conflict. This ranged from the organisation of seminars and panel discussions to the integration of a gender perspective in military exercises, and the launch of a Summer School programme. Among other things, these activities focused on integrating a "masculinity perspective" into the UNSCR 1325 agenda; on encouraging collaboration among CSOs, ministries and knowledge institutes in other countries following the Dutch example; and on calling attention to the additional protection needs of female human rights defenders, as well as to the importance of the gender dimension in transition processes. Some of these projects were quite innovative and enabled signatories to reach a new and wide audience. Signatories clearly recognise the added value of country group cooperation (objective four). Every signatory possesses unique experience, knowledge, expertise and resources that contribute to the implementation of UNSCR 1325. Linking and learning from these experiences, capacities and resources enhance effectiveness and efficiency. A need is felt, particularly by the smaller and diaspora organisations, for a more equal participation within the country groups.

Projects in the NAP 1325

The implementation of the NAP 1325 is clearly progressing. A great number of projects have been approved and are now in

the implementation phase. In the Netherlands, strong political support has been built and almost all organisations are working to increase both internal and external support for NAP 1325. At the same time, there is room for improvement, particularly regarding the collaboration within country groups. There is also a need for better information-sharing and the sharing of lessons learned to increase cross-fertilisation, and a need for the increased involvement of diaspora organisations. These observations have resulted in a number of recommendations being made to the Dutch Government and the NAP 1325 signatories.

F. Women and the Economy

	Indicators developed by the EU:
F1.	Employed men and women on parental leave (paid and unpaid) within the meaning of Directive 96/34/EC on the framework agreement between the social partners on parental leave, as a proportion of all employed parents
F2.	Allocation of parental leave between employed women and men as a proportion of all parental leave
F3.	Children cared for (other than by the family) as a proportion of all children of the same age group: before entry into the non-compulsory pre-school system (during the day); in the non-compulsory or equivalent pre-school system (outside pre-school hours); in compulsory primary education (outside school hours)
F4.	Comprehensive and integrated policies, particularly employment policies, aimed at promoting a balance between work and family life for both men and women (including, for example, a description of available childcare facilities, parental leave and flexible working time arrangements, of services offered by companies for their employees and of flexible office/business hours for public services such as local authority offices, post offices, crèches, and shops)
F5.	Dependent elderly men and women (unable to look after themselves on a daily basis) over 75: living in specialised institutions; who have help (other than the family) at home; looked after by the family; as a proportion of men and women over 75.
F6.	Total “tied-down” time per day for each employed parent living with a partner, having one or more children under 12 or a dependent: paid working time; travelling time; basic time spent on domestic work; other time devoted to the family (upbringing and care of children and the care of dependent adults).
F7.	Total “tied-down” time per day for each employed parent living alone, having one or more children under 12 or a dependent: paid working time; travelling time; basic time spent on domestic work; other time devoted to the family (upbringing and care of children and the care of dependent adults).
F8.	Ratio for all employees
F9.	Ratio for the total sum of wages
F10.	Ratio for part-time work
F11.	Ratio by age and education
F12.	Segregation in the labour market
F13.	Ratio according to personal characteristics
F14.	Breakdown of the hourly wage gap between men and women using the Oaxaca technique
F15.	Measures to promote equal pay and combat the gender pay gap

F16.	Influence of collective bargaining on the promotion of equal pay and the elimination of the gender pay gap
F17.	Effect of part-time work, parental leave, time-credit systems and career breaks on the gender pay gap

Legal framework against discrimination by sex

The Equal Treatment of Men and Women Act (Wet gelijke behandeling van mannen en vrouwen) and the General Equal Treatment Act (Algemene wet gelijke behandeling) both prohibit discrimination based on a person's sex. These laws also state that this prohibition prohibits sexual intimidation as well. Based on both laws, a person that thinks that an instance of prohibited discrimination has occurred can supply facts that could suggest an instance of discrimination, after which the other party must prove that a violation of the law has not occurred. In addition, acting contrary to the laws governing equal treatment can constitute an illegal act (based on the civil code).

Article 1, first paragraph, under e of the Working Conditions Act (Arbeidsomstandighedenwet) also contains a definition of psychosocial stress at work (psychosociale arbeidsbelasting – PSA). Sexual intimidation also falls under PSA. Based on Article 3, second paragraph, an employer should have a policy in place to prevent psychosocial stress at work and, if this is not possible, to limit it. The Working Conditions Decree (Arbeidsomstandighedenbesluit) places the obligation on the employer to assess, in the

context of the risk-inventory and evaluation, the risks of PSA and to establish and implement measures. The employer is also required to give employees information and instruction about the risks of PSA and about these measures. If the employer has no policy or has an insufficient policy, then this constitutes a violation of the law and the Inspectorate SZW (Ministry of Social Affairs and Employment) can impose a fine on the employer.

The Netherlands has promoted the system for the protection and promotion of human rights, including the fight against discrimination, by taking concrete measures. The effort of the Government is focused not only on improving the framework for equal treatment before the law, thus streamlining, harmonising and making legislation more accessible; it also stresses the importance of diversity in society and in the labour market. The Netherlands Institute for Human Rights (College voor de Rechten van de Mens) assesses cases of sexual intimidation that arise and are reported in the Netherlands. In 2012, 212 rulings were issued, 44 (21%) of which pertained to and were based on a person's sex. In 63% of all cases (38 cases) in which the Institute established that prohibited discrimination had occurred

based on a person's sex, the assessment was complied with (Section III, Table 28).

Parental leave

The total number of people entitled to parental leave remained virtually the same in the years 2008-2012. There was a decrease in the number of men who were entitled to parental leave (from 138,000 in 2008 to 129,000 in 2012), while the number of qualifying women increased (from 119,000 in 2008 to 132,000 in 2012).

Labour participation of women and men

The Dutch government wants all people in the Netherlands, as full citizens, to be able to participate in our society and in the economy. In government policy, for instance the labour market policy, and in the struggle against unemployment, no distinction is made between the sexes. There is no goal-oriented policy to promote the participation of women in the labour market or to promote entrepreneurship among women. The government assumes that the general policy followed will sufficiently benefit women in these areas. Labour and information services and funding are equally accessible to women and men.

The position of women in the labour market in the Netherlands has improved further in the last five years (Section III, Figure 7).

The average gross labour participation¹¹ of women has increased further. In 2008, the gross labour participation of women was at a level of 62.1 per cent. This increased to 65.4 per cent in 2013. The gross labour participation of men decreased, measured over the same period, from 79.7 to 78.7 per cent of the active male working population. The difference in labour participation between women and men fell in this period from 17.6 to 13.3 per cent¹².

The gross labour participation of women is highest in the age group of 25-34 years (Section III, Figure 8). Between 2008 and 2013, the gross labour participation of women in the age group of 25-34 fell slightly from 82.1 to 81.7 per cent. The gross labour participation generally decreases the older the age group, but the growth of the gross labour participation between 2008 and 2013 actually increased the older the age group. The increase of the labour participation of the age groups of 35-44, 45-54 and 55-64 was 2.6, 4.7 and 12.6 per cent, respectively. In the lowest age group (15-24), the labour participation in this period decreased by 1.1 percentage points.

¹¹ Gross labour participation: The proportion of the (working and unemployed) working-age population (15 to 65 years in age) in the potential working population.

¹² CBS press release, "Labour participation fell in 2013" ("Arbeidsparticipatie in 2013 gedaald"), 14 February 2014 (<http://www.cbs.nl/NR/rdonlyres/ABD617D4-1C2F-4193-81F3-F053BB4DF950/0/pb14n011.pdf>).

The net labour participation¹³ of women increased slightly from 59.2% in 2008 to 59.9% in 2013. The labour participation of mothers with young children (0 – 12 years) increased from 69.4% to 71.5%. The net labour participation of fathers is high. The labour participation of fathers with young children was 93.2% in 2012. The net labour participation of men fell between 2008 and 2013 from 77.1% to 72.3%.

Economic independence of women and men

In absolute terms, the income difference between men and women has remained roughly the same (Section III, Table 25). The average income of women increased from 15,000 euros in 2005 to 19,400 euros in 2010 and to 19,800 euros in 2011 (provisional figure). The average income of men also increased from 35,400 to 40,000 euros in 2010 and 2011 (provisional figure). In 2007, 57.9 per cent of the population in the age group 15 to 65 were economically independent¹⁴. In 2009, this percentage increased to 58.4 per cent. For 2011, a limited decrease was registered at 57.6 per cent. This runs parallel with increased unemployment among men and women during the same period. Seventy per cent of men were economically independent in 2007, 69.1 per cent in 2009 and 67.4 per cent in 2011. The percentage of economically

independent women increased from 45.8 per cent in 2007 to 47.6 per cent in 2009 and 47.8 per cent in 2011. The difference in economic independence between men and women fell by 4.6 per cent in the period of 2007 to 2011. The economic independence of women is higher in the middle age groups and lower in the lower and higher age groups.

Never before has the starting position of the young generation of women in the Netherlands been so good. Women outnumber men among young university graduates (43% and 37%, respectively). Eighty-four per cent of these women (excluding students) have a job. For the first time, it is no longer “a given” that the mothers will work for a shorter time and the fathers will not, because both partners often earn the same. As long as there are no children, women and men are equally often economically independent. The young women of today attach great importance to being autonomous and independent. Still, we see that the differences continue to exist when children come into the picture. Among mothers of young children currently, only 63% are economically independent, compared with 90% of the fathers of these children. In addition to family formation, the education level is a determining factor when deciding to give up one’s economic independence. Women with a university degree are nearly just as often economically independent as male university graduates: 74% and 83%, respectively. Women and men with an

¹³ Net labour participation: The employed labour force, i.e. working population, (15 to 65) as a proportion of the potential working population.

¹⁴ Among persons 15–64 years old.

intermediate level of education have an “average” score when it comes to being economically independent: 53% and 74%, respectively. The percentage of women and men with a low level of education who are economically independent is alarming: 28% and 66%, respectively.

The one-and-a-half income household model has replaced the breadwinner’s model as the standard situation for a two-parent family. This usually manifests itself in a situation in which the man is the “main breadwinner” and the woman “earns a bit on the side”. In the Outline Memorandum, this situation is seen as a problem, among other reasons, due to the fact that one in three marriages fail and the financially dependent partner often is then forced to apply for social benefits. Studies and experience have shown that women tend to refrain from explicitly factoring in such a worst-case-scenario and therefore invest little in their future once they start to work part-time. A temporary choice to work fewer hours often turns out to have permanent consequences. Women start to work fewer hours when children arrive on the scene. Women regaining their economic independence once the children grow up happens much less often in the Netherlands than in other countries.

Among women from a native Dutch background, the percentage of those who were economically independent rose from 47.6 per cent in 2007 and 49.9 per cent in 2009 to 50.5 per cent in 2011 (Section III,

Table 21) . Also among women from a Western foreign background, the percentage of those who were economically independent increased from 45.9 per cent in 2007, and 45.8 per cent in 2009 to 46.1 per cent in 2011. Among women from a non-Western foreign background, the percentage of those who were economically independent was 32.1 per cent in 2007, 32.8 per cent in 2009 and 31.9 per cent in 2011. The economic independence of a group corresponds with its labour participation. Women with a non-Western foreign background seem to have been hit harder by the economic crisis than women from native Dutch and Western foreign backgrounds.

For native Dutch women, the nominal annual income rose from 15,400 euros in 2005 to 20,100 euros in 2010. The average income of Western immigrant women is structurally higher than that of native Dutch women. This income, too, rose from 16,200 euros to 20,300 euros. For non-Western immigrant women, the average income was the lowest in the period between 2005 and 2010. It rose from 10,700 euros to 13,900 euros. The income difference between men and women among people from non-Western foreign backgrounds is smaller than it is among native Dutch people. It should be noted here that the average income of men with non-Western foreign backgrounds is relatively low in comparison with the average income of native Dutch men. The percentage of women from a native Dutch background who are

economically independent is higher than that of women from a foreign background. Although economic independence has increased among women from a native Dutch background and women from a Western foreign background, it has decreased slightly among women from a non-Western foreign background.

In urban areas there is greater economic independence than there is in non-urban areas. In most areas, economic independence rose sharply between 2007 and 2011 (by more than 2 per cent, on average). An exception to this trend was seen in the highly urbanised areas, where a small decline could be observed. The difference between the non-urban areas and the highly urbanised areas in this respect has more than halved.

To move women towards (part-time) jobs with more hours, the DeeltijdPlus (Part-time Plus) Task Force was founded at the start of 2008. Its aim was to initiate a cultural change in the Netherlands, so that it becomes more common for women to work in part-time jobs with more hours or in full-time jobs. The DeeltijdPlus Task Force and the SER¹⁵ have issued recommendations in recent years to the Dutch government, companies and other institutions concerning the possibilities for combining work and family care more efficiently. The most important

recommendations pertained to possibilities for sound daytime arrangements, more flexible working hours and the implementation of a (regional) office hours policy, i.e. the coordination of the office hours for a wide range of social services with the reality that today often both partners in a family work. For the Netherlands, it is also important that the task of ensuring the ease of combining work and family care is not solely the responsibility of government, but also (and particularly) the responsibility of employers and employees sitting around the negotiating table for the Collective Labour Agreement and on the work floor. They would benefit from the recommendations to improve the combination of work and family care for women and men.

Unemployment among women and men

Overall, unemployment in the Netherlands rose from 3.8% in 2008 to 8.3% in 2013. Among both men and women, unemployment rose over this period, but the growth in unemployment was a little higher among men than it was among women. On the other hand, more women than men are unemployed. Among women, unemployment rose from 4.7% in 2008 to 8.4% in 2013. The larger increase among men is the result of the fact that employment for men is more sensitive to cyclical trends than is the case for women: in a growing labour market (as seen in the years 2005-2007), men benefit earlier than do women, while during a recession

¹⁵ SER (2011) Times adhered to by Society (Tijden van de samenleving).

unemployment among men increases more than it does among women, so that it comes closer to the – generally higher – level of unemployment among women. Employment in sectors in which, traditionally, many women work has been less affected by the economic crisis. Examples of this are the health care sector and education.

Measures taken to improve the opportunities for the elderly and young people also benefit women, as evidenced from the increase in labour participation among women aged 55-65. An example of this is the policy aimed at promoting the labour participation of senior citizens and combating unemployment among youth. Towards this end, the Cabinet made €102 million available on 19 December 2012 in consultation with social partners for a two-year scheme aimed at helping unemployed people 55 and older and young people find work. An amount of €67 million was earmarked for activities aimed at unemployed senior citizens; the other €35 million went to combating unemployment among young people.

The Government Cabinet will temporarily reintroduce the reintegration budget under the Unemployment Insurance Act (Werkloosheidswet – WW). With this budget, the Uitvoeringsinstituut Werknemersverzekeringen (UWV – government agency implementing employees' insurance) can, for example, pay for the necessary retraining or for

certification to be earned. A part of the resources will also be spent on a so-called job placement bonus. Agents (including employment agencies) can receive a bonus for helping to find jobs for an unemployed senior citizen. The Cabinet intends to improve the labour market position of people 55 and older through the introduction of mobility bonuses for elderly people who are entitled to social benefits. This makes it more attractive financially for employers to hire unemployed senior citizens (who receive social benefits). The Cabinet will also intensify the reintegration of people 55 and older by means of network groups. UWV data show that 30% of senior citizens who have participated in the network training have found work within six months after the training; without the network training, the percentage is only 5%. The Cabinet also wants to bring older unemployed people and employers with job vacancies into direct contact with one another on so-called inspiration days. This direct contact is much appreciated by both sides. Unemployed senior citizens learn about handy tips, gain insight into the labour market and attend job application workshops as a result.

Parental leave

The total number of people entitled to parental leave remained virtually the same in the 2008-2012 period. There was a decrease in the number of men who were entitled to parental leave (from 138,000 in 2008 to 129,000 in 2012), while the number of women entitled to parental leave

increased from 119,000 in 2008 to 132,000 in 2012. Table 24 in Section III shows how many women have been entitled to parental leave in recent years and how they have made use of this.

There was an increase in the number of women that took leave as compared with the number of women entitled to take leave. Whereas in 2008, 37.8 per cent of women entitled to leave actually took it, in 2012 more than 53 per cent did so. Women more often take parental leave than do men. Only 18.1 per cent of men entitled to take parental leave actually took it in 2008. This percentage rose to 20.9 per cent in 2012. Among men, nearly half of those taking leave went on paid parental leave and, among women, a little more than half of those who took leave went on paid parental leave. Women take more hours per week in parental leave, on average, than do men. In contrast, among men there is a longer average length of the parental leave taken (17 months in 2012 compared with 13 months among women).

In March 2012, the Work and Care Act (*Wet arbeid en zorg*) was amended to implement the EU Directive concerning parental leave (Directive 96/34/EC). The legal protection against disadvantaging employees based on their request for or use of parental leave has thus been established. The amendment also introduced the legal right of employees, after making use of the legal entitlements to parental leave, to request an adaptation to their working hours pattern and a requirement for the employers to consent

to this request, in so far as this can reasonably be required.

Pregnancy discrimination

Pregnancy discrimination is still a common problem in the Netherlands. Research conducted by the Netherlands Institute for Human Rights (*College voor de Rechten van de Mens - CRM*) in 2012 showed that more than 45% of working women have had negative experiences with pregnancy in relation to work that possibly involved discrimination. The word “possibly” is used because it cannot be ascertained whether there was a case of discrimination in the legal sense. The number of questions and the number of judgements on this subject have risen in recent years. In 2013, the Institute processed 316 questions and 44 requests. It also issued judgements on 20 cases (see Section III, Table 25).

Women are not always informed about their rights and obligations in regard to pregnancy. The recommendations of the CRM to the government focus on providing good information. At rijksoverheid.nl, under the subject “leave (including pregnancy leave) and holiday” (“*verlof (waaronder zwangerschapsverlof) en vakantie*”), a dossier is recorded in which all rules for pregnant women are collected. The Ministry of Social Affairs and Employment (SZW) has also contacted the government site for employers: “*Antwoordvoorbedrijven.nl*” in order to add to the existing information on the website on the subjects of dismissal and pregnant women.

Childcare

To help cover the costs of childcare, Dutch parents that work, or that are following a path that leads to employment, and make use of registered childcare receive a financial subsidy (Section III, Table 23). The amount of the subsidy received depends on the income, on the number of children in a family, on the costs of childcare, the number of hours the parents work and the maximum rates for the subsidies. Parents receive this subsidy for a maximum of 230 hours per month per child. Government expenditures on childcare rose in the period between 2005 and 2011 from €1 billion in 2005 to €3.2 billion in 2011. Due to cuts and due, in part, to higher unemployment, expenditures on childcare are currently €2.5 billion. It is expected that costs will continue to rise to €3.7 billion in 2015. It should be noted that, despite the reduction in expenditures, the Dutch expenditure on childcare services is still above the OECD average. The budgetary measures for childcare subsidies are designed in such a way that the loss of labour force participation will be as limited as possible. Moreover, parents with a low-income and parents who work full-time will be exempted from substantial income effects.

As of 1 January 2014, the Cabinet is making 100 million euros extra available for childcare. Half of this sum will be used to increase the allowance for parents with an income between 47,812 and 103,573 euros. The allowance for the first child is thus

increased. The other half will be used to give parents with an income at and above 103,574 euros the right again to a fixed allowance of 18% to cover the costs of childcare for their first child.

In comparison with 2008, the number of households that made use of the childcare allowance increased from 46 per cent to 48 per cent in 2012 for children ages 0 to 4. For children ages 4 to 12, a stronger increase has been registered: from 16 per cent to 23 per cent.

The number of children that make use of childcare fell by 4% in 2012. The number of hours per child was 6% lower. The total decrease in the use of childcare was 10% in 2012. The labour participation of mothers and fathers with young children remained reasonably stable in 2012. The figures for the labour participation of women show a reasonably stable picture. For mothers with young children (0-12 years-old), there was a slight increase from 71.1% to 71.5%. Only the labour participation of single mothers fell in 2012, from 64.6% to 63%.

Work and care

The provisions included in the Work and Care Act contribute to making it easier for parents to combine work and family care. In 2008, the Balkenende-IV Cabinet published the results of a policy study focused on the work and care regulations (Work and Care Act [Wet arbeid en zorg] and the Adjustment of Working Hours Act [Wet aanpassing arbeidsduur – WAA]). As a result of this study, the legislative bill Modernising

regulations for leave and working hours (Modernisering regelingen voor verlof en arbeidstijden) was drafted and sent to the House of Representatives for plenary consideration. The bill aims to remove obstacles in the Work and Care Act and in the WAA so that the provisions included in them can be used more flexibly. The bill contains changes in the existing legal regulations for work and care, such as more flexible ways to make use of parental leave and an immediate right to its continuance with a new employer, extension of maternity leave in the case of hospital admission of the child and making the use of nursing care leave and adoption leave more flexible.

On 18 November 2013, a meeting was held on work and care. This meeting was organised by the Minister of Social Affairs and Employment (SZW) in cooperation with the State Secretary of Health, Welfare and Sport (VWS) and the state secretaries for the Ministry of Education, Culture and Science (OCW). During the meeting, they had discussions with representatives of social partners, social organisations, academics and other experts in regard to promoting the combination of work and care. In view of the attention points identified at the meeting, the government Cabinet would like to focus on four themes in the coming period:

- Agreements on the work floor concerning the combination of work and caregiving/ childcare;
- A legal system of leave regulations that address the changing needs in society;
- Preconditions, such as good, affordable childcare and flexible office/business hours in society;
- The division of care tasks between men and women.

Pay differences between women and men / gender pay gap

The Ministry of Social Affairs and Employment (SZW) has biennial studies conducted into pay differences. The last study conducted by Statistics Netherlands (CBS) was done in 2012 and pertained to the figures for 2010. Studies covering the years 2008 and 2010 show that women, just as in earlier periods, earned less on average than men. The pay gap, or the difference between the average gross hourly wage of men and women, is becoming smaller.¹⁶ More than half of the pay gap can be explained by the fact that women in the Netherlands often work part-time.¹⁷ In the research models, the differences in the hourly wage cannot entirely be accounted for. So there is always an unexplained remaining part of the gap

¹⁶ CBS, Equal pay for equal work?, Jobs and salaries in government and business (Gelijk loon voor gelijk werk?, Banen en lonen bij overheid en bedrijfsleven), 2008 and CBS, Equal pay for equal work?, Jobs and salaries in government and business (idem.), 2010. Strategic objective B.2. Eradicate illiteracy among women

¹⁷ OECD, Closing the Gender Gap, 2012.

that is called the “corrected pay gap”.¹⁸ Pay differences between men and women should be interpreted with due care and do not always indicate discrimination in pay levels. There are instruments (wage guide, management tools) for employees and employers to ascertain the differences in pay.

There was a 15% pay gap between men and women working in government in 2008. The corrected pay gap, the part of the difference in pay that cannot be explained by the background characteristics that are carried in the research model of Statistics Netherlands (CBS), was 7.7 per cent. In 2010, the pay gap between men and women working in government fell to 12.9 per cent and the corrected pay gap fell to 7.0 per cent. In business, the uncorrected pay gap decreased from 22.1 per cent in 2008 to 20.4 per cent in 2010. The corrected pay gap fell from 9.3 per cent in 2008 to 8.1 per cent in 2010.

There was a pay gap in government in the youngest age group (15-23) in 2010 that was slightly to the advantage of women. This was also true for the age group of 23-35. This pertained to a pay gap of 0.7% to the advantage of women. In business, the pay differences in 2010 in all age groups were to the disadvantage of women, but here too there was a much smaller pay gap in respect of young women (23-35). This seems to indicate that the current generation of young

women have the same career opportunities as men.

The current Cabinet wants to actively work on removing the existing pay differences between men and women doing equal work. In this context, a request for a recommendation was submitted to the Social and Economic Council (SER) concerning discrimination in the labour market. Here specific attention was asked for the role that social partners can play with respect to the problems surrounding the pay gap between men and women doing equal work. The recommendation of the SER is expected at the beginning of 2014. In follow-up to this recommendation, it will be ascertained whether and, if so, what subsequent actions in the area of labour market discrimination are necessary.

Also, in response to a study conducted by the Netherlands Institute for Human Rights (CRM), a look was taken into the causes of the differences in pay between men and women working in hospitals. The difference seemed primarily to come from the application of pay standards that have no relation to the value of the work done, such as those corresponding with the last-earned salary, salary negotiations, etc. By identifying such pay standards, a more honest pay regime can be set up. The aim is to share the outcomes of the study and the new approach with other sectors. The CRM indicated in 2014 that it wanted to conduct an additional study into pay differences in two other sectors.

¹⁸ CBS, Equal pay for equal work?, Jobs and salaries in government and business (Gelijk loon voor gelijk werk?, Banen en lonen bij overheid en bedrijf-sleven) 2010, 2012

Pensions of men and women

All people entitled to a pension receive a State Old-age Pension (Algemene Ouderdoms Wet - AOW) allowance. This is a universal standard allowance that all men and women in the Netherlands receive based on the number of years that they are registered as residents. The nominal amount of the AOW allowance is a little higher than the universal national assistance benefit. The pension entitlements of women still lag behind the pension entitlements of men. In 2011, 60 per cent of women had a supplementary pension, compared with 92 per cent of men. In 2011, the AOW allowance was the main source of income for 40% of women above pension age. This group did not receive any supplementary pension. The percentage of men without a supplementary pension in 2011 was 8%.

The build-up percentage for the AOW is the actual number of insured years as a proportion of the maximum number of years potentially insured based on the age of the person in question. Not everyone in the Netherlands has a full old-age pension build-up percentage. There are people with an incomplete AOW-build-up. This happens, for example, because they have not always lived in the Netherlands and therefore have not built up full entitlements. The pension build-up percentage for both men and women in the 2007 - 2011 period increased from 98.3 to 98.6 per cent for native Dutch people and from 72.8 to 73.8 for residents with a foreign background. This is in relation to the average incomes of native Dutch women versus women with a foreign

background. Women with a foreign background have a higher build-up percentage than men with a foreign background, with 74.3 per cent for women and 73.3 per cent for men.

To supplement the AOW state old-age pension, most people in the Netherlands build up a supplementary pension. Sixty per cent of the women have a supplementary pension, compared with 92% of men. Women build up, on average, half the supplementary pension that men build up; 8,000 euros a year versus 16,000 euros a year. Thirty-four per cent of women receive a supplementary pension of 100-500 euros a month. Thirteen per cent of women receive a supplementary pension of 500-1000 euros a month. Six per cent receive 1,000-1,500 euros a month. Five per cent receive 1,500-2,000 euros and 4 per cent receive 2,000 euros a month or more in supplementary pension to supplement the AOW state old-age pension. The annually built-up entitlements are higher for women with a native Dutch background than they are for women with a foreign background. The pension entitlements of women have increased in the last eleven years by 10 percentage points; in 2,000 only 50 per cent of women had a supplementary pension. The increase in the percentage of women can primarily be explained by the increased labour participation of women.¹⁹

¹⁹ <http://www.cbs.nl/nl-NL/menu/themas/inkomen-bestedingen/publicaties/artikelen/archief/2012/2012-3555-wm.htm>

G. Women in Power and Decision-making

	Indicators developed by the EU:
G1.	The proportion of women in the single/lower houses of the national/federal parliaments of the Member States and in the European Parliament
G2.	The proportion of women in the regional parliaments of the Member States, where appropriate
G3.	The proportion of women in local assemblies in the Member States
G4.	Policies to promote a balanced participation in political elections
G5.	The proportion of women among the members of the national/ federal governments and the proportion of women among members of the European Commission
G6.	The number of women and men among senior/junior ministers in the different fields of action (portfolios/ministries) of the national/federal governments of the Member States
G7.	The proportion of the highest ranking civil servants who are women
G8.	The distribution of the highest ranking female civil servants in different fields of action
G9.	The proportion of women among the members of the Supreme Courts of the Member States
G10.	The proportion and number of women and men among governors and deputy/vice-governors of the Central Banks
G11.	The proportion and number of women and men among members of the decision-making bodies of the Central Banks
G12.	The proportion and number of women and men among ministers and deputy ministers/ vice-ministers of the Economic Ministries
G13.	The proportion and number of women and men among presidents and vice-presidents of the Labour Confederations ²⁰
G14.	The proportion and number of women and men among members of all governing bodies of the Labour Confederations ²¹
G15.	The proportion and number of women and men among presidents and vice-presidents of the Employer Confederations
G16.	The proportion and number of women and men among members of all governing bodies of the Employer Confederations
G17.	The proportion and number of women and men among chiefs of executive boards of the top 50 firms publicly quoted on the national stock exchange
G18.	The proportion and number of women and men among members of executive boards of the top 50 firms publicly quoted on the national stock exchange

Women within political parties

The Dutch Government does not use target figures and quotas for women serving in political positions. The principle followed in this area is that political parties themselves are responsible for recruiting and nominating candidates for political positions. The freedom of political parties is one of the basic conditions of the Netherlands' democratic system and there are no rules or objectives active that promote the recruitment of women. Many political parties do have their own policy to promote a representative proportion of women, men and minorities. The figures on the proportion of women serving as administrators and politicians in local governments are presented once every two years in the State of Administration ("Staat van het Bestuur") (Section III, Table 26).

To some extent, in response to a recommendation of the CEDAW committee to take measures in this regard, legal action has been taken in the Netherlands concerning discrimination within the SGP party based on the fact that women were not eligible to stand for election within this political party. In 2013, the SGP acted on a judgement of the Supreme Court handed down on 9 April 2010 in the so-called SGP case and a decision of the European Court of Human Rights issued on 10 July 2012 in which the SGP's appeal against the aforementioned judgement of the Supreme Court was

declared inadmissible. The SGP executive council changed its General Regulations such that, in the nomination of candidates for elections of a city council, the Provincial States, the House of Representatives, the Senate, and the European Parliament, the sex of candidates cannot abrogate the candidate's right to run. The date this change took effect was 1 April 2013. Concretely, this means that, henceforth, women from the SGP can stand as candidates for their party. With the decision of the SGP, which was followed by an exchange of letters with the Cabinet and discussions with the executive council of the SGP, the candidate nomination procedure of the SGP was brought into line with the law as stipulated by the Supreme Court. This removed the need for the State to take any (further) measures. In the municipality of Vlissingen, the first female candidate has been included on the list of candidates from the SGP in the position of party leader.

Women in the Senior Civil Service

The Senior Civil Service (De Algemene Bestuursdienst – ABD) consists of the approximately 550 senior civil servants of the Dutch Government. Since 2007, the percentage of women in the ABD has risen from 18% to 27% in 2013. The goal of the Cabinet is for at least 30% of the ABD to consist of women by 2017. On 18 November 2013, the Minister for Housing and Public Service (Wonen en Rijksdienst) sent a plan of approach to the House of Representatives which sets out how this objective can be

²⁰ No data are available for this indicator.

²¹ No data are available for this indicator.

realised. In this plan, special attention is given to three closely related features, namely 1) talent development, 2) retention of female managers and talents and 3) goal-oriented outflow, in which space is created for talent (intake) and sitting female ABD directors (promotion). The Ministry of Education, Culture and Science (OCW) and the Ministry of Foreign Affairs (BZ) have signed the “Talent to the Top” Charter. The charter is a public commitment and a code with clear agreements for the realisation of male-female diversity at the top.

Mayors

The Minister of the Interior and Kingdom Relations (BZK and the Netherlands Association of Mayors (Nederlands Genootschap van burgemeesters) think it is important for there to be more female mayors. The position of mayor is one of the most visible positions in the local government. An instrument to bring this about is the mayoralty orientation programme, which is subsidised by the Ministry of BZK and which is aimed at giving likely mayoral candidates from trade and industry the opportunity to orient and prepare themselves for applying for a job opening as a mayor of a municipality.

Diplomats

On 31 December 2012, overall female participation in the Ministry of Foreign Affairs, including diplomats, stood at 50%. Yet women occupy only 18% of the highest ranks in the diplomatic service. The aim is to increase this to 30% by 2017. A

programme of supporting measures for talented women has been put in place (MFA Policy on Diversity, December 2012). Numerical targets have been set for each year and will be monitored closely according to the principle of “comply and explain”.

Women in senior positions in the private sector

Women are still underrepresented in senior positions in companies (Section III, Table 27). On 1 January 2013, the government introduced a target figure for large companies, which is to have the membership on their executive boards and supervisory boards be made up of at least 30% women and the same percentage for men. The target is not mandatory, but progress will be monitored by the government and companies will be asked to explain the reasons for not complying with the target.

To encourage a better gender balance and the appointment of women in top positions at companies, the government further supports the Talent to the Top Foundation, which supports companies with information and other managerial tools in order to increase the number of female managers. More than 200 companies have now voluntarily signed the so-called Talent to the Top Charter.

H. Institutional Mechanisms for the Advancement of Women

	Indicators developed by the EU:
H1.	Status of governmental responsibility to promote gender equality
H2a.	Personnel resources of the governmental gender equality body
H2b.	Personnel resources of the designated body or bodies for the promotion of equal treatment for women and men
H3.	Gender mainstreaming

The Gender Minister

Human rights and equality between men and women are seen by the Cabinet as fundamental of the democratic constitutional state. The promotion of women's rights and LGBT rights, and the emancipation of women, men and LGBT people are therefore transecting themes for the entire Cabinet policy. The Minister of Education, Culture and Science has a policy coordinating responsibility for the theme of emancipation in the Netherlands. There are five roles for the coordinating Minister for Emancipation to distinguish:

- 1 The Minister has an agenda-making role in establishing the general framework for the emancipation policy;
- 2 The Minister has a supporting role to fulfil in anchoring the emancipation policy in the ministries. Where necessary or preferred, the Minister reaches agreements with the responsible ministries on contributing to the achievement of the emancipation objectives. An example of this is the

cooperation with the Minister of Social Affairs and Employment (SZW) in the area of equal pay and the division of work and care;

- 3 The Minister supports the emancipation process in society with a good knowledge infrastructure and goal-oriented subsidies. There is, for example, cooperation with municipal governments, which are supported with the development and implementation of an emancipation policy.
- 4 The Minister coordinates for the Netherlands the implementation of UN agreements in the area of gender by the Netherlands. It therefore coordinates the reports submitted by the Netherlands to the CEDAW committee on the compliance with the UN Convention on Eliminating all Forms of Discrimination Against Women, as well as the present report in the context of the Beijing Platform for Action.
- 5 The Minister is generally responsible for monitoring and verifying progress in the area of emancipation in the Netherlands.

In this connection, she sets up an Emancipation Monitor every two years.

The Dutch government has outlined the main points of the policy up to 2016 in its Emancipation Outline Memorandum 2014-2016²². The Outline Memorandum also indicates which ministries and social organisations have entered into alliances. Through the interministerial coordination, the involvement of all senior politicians and senior civil servants will be guaranteed in the international and national reports on gender. In current themes, explicit emancipation policy will be created and responsibilities established in each ministry.

Personnel resources and organisation

The coordinating Minister for Emancipation is supported at official level by an “Emancipation Directorate”. The directorate has a staff of 20 FTEs to coordinate and support the government-wide emancipation policy. The Ministry of Foreign Affairs has an Emancipation Department/Task Force within the Directorate of Social Development (Directie Sociale Ontwikkeling) involving 5 FTEs. In some other ministries as well there are gender experts present, such as at the Ministry of Defence. For the main themes of the emancipation policy, interministerial steering committees

will be set up. In addition, the Emancipation Directorate will take part in relevant interministerial consultation, e.g. in the areas of work and care, human rights and transgender people.

Knowledge infrastructure and women’s organisations

The government subsidises institutions that strengthen the knowledge infrastructure for women’s emancipation. Three types of institutions are recognised in this regard: (i) Knowledge institutions that have set themselves the goal of making data on the position of women and girls in society and the heritage of the women’s movements accessible: The knowledge institute Atria, which is subsidised in this context, was established in 2013 after a merger between two leading knowledge organisations in the areas of women’s studies and history.

(ii) Institutions with a national and regional platform function for women of all ages, cultures and disciplines: WOMEN Inc. receives a subsidy in this context. In 2014, WOMEN Inc. is organising activities that are closely related to the subject of the economic independence of women under the theme “women and money”. The emphasis lies at the regional and local levels. A second theme which the organisation aims specifically at professionals is the theme of “women and health”.

(iii) Institutions that promote the emancipation of women and girls in society

²² Hoofdlijnenbrief Emancipatie 2013-2016 Vergaderjaar 2012–2013. 30 420.

by fulfilling an international role as representative, a national role as agenda-setter, and a consultative and supporting role in the area of promoting the emancipation of women and girls in society: In this context, the Netherlands Women's Council (Nederlandse Vrouwen Raad - NVR) is subsidised. Many women's organisations that are regionally active are members of the NVR. The largest of these organisations are Vrouwen van Nu and FNV vrouw.

I. Human Rights of Women²³

Women's rights are human rights and equality between men and women is one of the foundations of the democratic constitutional state. Equal opportunities and rights for women, their full participation in society and decision-making are also essential for international security and stability, for the creation of prosperity and for stable growth. In its domestic and foreign policy, the Cabinet promotes gender equality on two tracks that reinforce one another. The first track is a coordinating gender policy that is aimed at development, safety and economic and political participation for women. The second track focuses on the integration of gender concerns in the other parts of the foreign policy.

The Netherlands Institute for Human Rights protects, monitors, spotlights and promotes human rights in the Netherlands through research, advice, information provision and the individual assessment of cases of discrimination. The Institute reports annually on the situation related to human rights in the Netherlands. In order to be able to monitor the international recommendations from organisations such as the United Nations, the Institute has collected the recommendations and placed them in a knowledge bank. The Netherlands Institute for Human Rights has taken over

all the activities of the Equal Treatment Commission (Commissie Gelijke Behandeling). This means that the Institute oversees the equal treatment laws and, in individual cases, assesses whether someone is being discriminated against at work, in education or as a consumer.

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

CEDAW is the most important document for promoting and guaranteeing the rights of women internationally. CEDAW serves as a guide for both the national emancipation policy in the Netherlands and the efforts made in an international context. Again and again we have seen that the convention, although widely supported, has not yet been sufficiently implemented in many places in the world. As a result, women cannot yet make use of their human rights throughout the world. Examples of this include the abuse of and violence waged against women, women's poor access to decision-making and education, and a denial of the economic importance of the female labour potential.

In May 2014, the Kingdom of the Netherlands issued its sixth periodic national report on the progress of implementation of the CEDAW convention. The Dutch UN women's network, a collaboration between NGOs focused on the theme, were actively involved in drafting

²³ In this area, no EU indicators have yet been developed.

this report. The report was also sent to Parliament.

Mainstreaming gender equality in the EU

Gender equality is an important transecting theme of the EU 2020 Strategy and the EU Cohesion Policy 2014-2020. In the country-specific recommendations of the EC, recommendations were made on repealing the tax disadvantages for double income families and making the labour market more flexible. These recommendations were considered by the Ministry of Social Affairs and the Ministry of Economic Affairs in consultation with the Emancipation Directorate.

Convention on preventing and combating violence against women and domestic violence (CAHVIO)

An important milestone was the signing by the Netherlands of the CAHVIO Convention of the Council of Europe on 14 November 2012. The legislative process for the ratification of the convention was launched in 2014.

Forced marriage

The right to self-determination, to make one's own choices concerning one's life, is a fundamental human right. Phenomena such as forced marriage, marital imprisonment, abandonment abroad and honour-related violence are a consequence of the failure to recognise a person's right to self-determination and constitute serious forms of violence. On 6 June 2013, the

Minister of Social Affairs and Employment sent a letter to the House of Representatives, on behalf of himself and four other ministers, concerning the manner in which the Cabinet wishes to strengthen the chain approach to forced marriages. In the letter, measures are announced to strengthen the approach to tackling forced marriages and abandonment abroad in the areas of identification, reporting and providing better, faster assistance, including taking more immediate action in complex cases of women being left behind in foreign countries (abandonment abroad). With regard to the prevention of forced marriages, in July 2012 the House of Representatives was informed about a plan of approach for 2012 – 2014 that focuses on preventing people from becoming victims of forced marriages. The primary lines of approach are that awareness-raising has to be brought about within the communities themselves and that promoting expertise among professionals in the environment of young people is essential. Twelve projects are linked to these main points, including making taboo subjects discussable within families and a multi-media campaign “Als niemand iets weet” (If no-one knows) aimed at young people between the ages of 14 and 25; the group that is at risk of being married off. An e-learning module has also been developed for professionals in social work, in youth care and in health care. On 1 July 2013, the Act for broadening the criminal prosecution of forced marriages, polygamy and female genital mutilation

took effect. This law will expand the possibilities for criminal prosecution.

Sexual and reproductive rights international

Ever since the early 1990s, the Netherlands' international policy has been steadfast in its commitment to supporting and advancing sexual and reproductive health and rights (SRHR). In recent years, there has been greater focus on priorities. The current priorities within the SRHR agenda are:

- Young people's access to information;
- Increased access to sexual and reproductive health commodities;
- Increased access to high-quality sexual and reproductive health care services;
- Greater respect for the sexual and reproductive rights of people to whom these rights are denied;
- The allocation for SRHR from the Netherlands' Official Development Aid (ODA) budget stood at 380 million in 2013; or almost 10% of total ODA.

J. Women and the Media

	Indicators developed by the EU:
J1.	The proportion of women and men in decision-making posts in media organisations
J2.	The proportion of women and men on the boards of media organisations
J3.	Policies to promote gender equality in media organisations

Policies to promote gender equality in media organisations

The role of the media has always been considered crucial for the promotion of gender equality. The media not only reflects, but also creates sociocultural patterns and norms. It is increasingly seen as a powerful player in shaping public opinion and culture. In the Netherlands, the Woman & Media Foundation is an independent organisation that provides a platform for women in journalism. More than 1,100 media women subscribe to its newsletter. The foundation monitors public debate and intervenes regarding the position of women in journalism. Women in the Media produced a 2009 survey focused on the position of women in broadcasting in the Netherlands.

Recently, the theme of women and the media was taken up for the first time as an explorative theme for the Dutch emancipation policy. The Gender Equality Committee of the Council of Europe, which is being chaired by the Netherlands, organised a conference entitled Women and their Image in the Media for the 47 Council of Europe member states in Amsterdam on

4 and 5 July 2013. Focus areas were “women in top media positions” and “stereotyping in the media”. The conference formulated recommendations for governments, international organisations and the media. These recommendations have been passed on to a platform of journalists and media organisations. This platform is actually elaborating on subsequent steps to take to improve the image of women in the media. Proportion of women and men in decision making in the media

Proportion of women and men in decision making in the media

The Netherlands also took part in the review on women and the media conducted by the European Institute for Gender Equality (EIGE)²⁴. Within the EU, the area of Women and the Media had not been reviewed before and the need for comparable data to

²⁴ Review of the implementation of the Beijing Platform for Action in the EU Member States: Women and the Media — Advancing gender equality in decision-making within media organisations. EIGE Publication, Fri, 21-06-2013 <http://eige.europa.eu/content/document/advancing-gender-equality-in-decision-making-in-media-organisations-report>

monitor women's participation in the decision-making processes in the media sector became urgent. The study of EIGE was the first comparative study conducted of data on the number of women in decision-making positions across major media organisations in the 27 EU Member States and Croatia. The report furthermore identified the extent to which these same organisations have developed gender equality policies, monitoring mechanisms and specific initiatives to support women's career development. The report proposes useful indicators in the area of Women and the Media for the Beijing Platform for Action.

The findings of the 1995 study showed that the greatest progress booked by women globally was in Estonia and Lithuania, where, in both countries, women had become 50 % of the media workforce. In Western Europe, women fared best in broadcasting (e.g. 40 % of workforce in the UK, 39 % in Germany) and in the Nordic countries of Europe women were well over 40 % in all four countries surveyed. Yet at executive producer levels, where decisions about media content can be made, women's advancement has been strong only in Estonia (48 %) and Romania (40 %), but ranges from 4 % (in Germany) to 33 % (in Bulgaria) in the rest of Europe.

1 While women have considerably outnumbered men in university-level and practice-based journalism programmes and the employment of women in the

media is increasing, the organisational culture of the media remains largely masculine and women are still significantly underrepresented in managerial positions at the decision-making level. In the public media sector, women occupy only 22 % of strategic decision-making positions in the EU-27. In the private sector the percentage is even lower, with women occupying only 12 % of strategic decision-making positions. However, there is evidence of progress in the gender equality self-regulation of media organisations. This may lead to strengthening the position of women within media organisations if supported at national and EU policy level by definitive action.

2 The same pattern has been seen at the national level in the Netherlands. National data show that the comparative proportions of women and men in decision-making managerial positions and on boards in media organisations overall are still very uneven. Decision-making in private media organisations in the Netherlands, especially, is still completely dominated by men. There is evidence of progress, however, in the gender equality self-regulation of media organisations, which may lead to strengthening the position of women (Section III, Figure 9-12).

K. Women and the Environment

	Indicators developed by the EU:
K1.	Proportion of women and men in climate change decision-making bodies at the national level in the EU Member States
K2.	Proportion of women and men in climate change decision-making positions in the European Parliament and on the Commission
K3.	Proportion of women and men in climate change decision-making bodies at the international level
K4.	Proportion of women and men among tertiary graduates of all graduates (ISCED levels 5 and 6) in the natural sciences and technologies at the EU and Member State levels

The Government actually does not carry out targeted monitoring of female participation in this area, nor have specific policies been developed or proposed. Although many women are involved or interested in environmental careers or studies, little data is available on the position of women in environmental science and policy-making. Some Dutch NGOs are managing projects targeting women's environmental activities, participation and gender mainstreaming in environmental policies, i.e. WECF (<http://www.wecf.eu/>) and the Milieunet Foundation/Women and the environment (<http://www.stichtingmilieunet.nl/vrouwenmilieu.html>).

According to the National Network of Female Professors in the Netherlands (Nationaal Netwerk Vrouwelijke Hoogleraren), the percentage of female professors/high-level academic staff in environmental areas does not represent the actual number of female students and graduates in these fields. In the field of

“Nature”, only 9.5% of the professors were women in 2011, while the percentage of female students in this field was 37.1% in the same year. In agriculture, the percentage of female professors is slowly increasing and reached a level of 8.9% in 2011. In the same year, however, more than half of the agricultural students were female (55.4%). Specific data about the position of women in environmental technology are not available. Yet the overall picture in technology is that, while 20.4% of technology students are girls, only 7.4% of the professors in these fields are women²⁵.

²⁵ Source: Monitor Vrouwelijke Hoogleraren 2012, Stichting de Beauvoir <http://www.stichtingdebeauvoir.nl/>

L. The Girl Child

	Indicators developed by the EU:
L1.	Sex and relationship education: parameters of sexuality-related education in schooling (primary and secondary)
L2.	Body self-image: dissatisfaction of girls and boys with their bodies ²⁶
L3.	Educational accomplishments: comparison of 15-year-old students' performance in mathematics and science and the proportion of women students in tertiary education in the fields of science, mathematics and computing and in the fields of teacher training and education science

Sex and diversity education

With the adaptation of the attainment targets for primary education, special education and the lower years of secondary education, all such schools are required as of 1 December 2012 to give attention to sexuality and sexual diversity. For special secondary schools, this requirement enters into force as of 1 August 2013. The attainment targets for primary education, special (secondary) education and the lower years of secondary education have been supplemented with an attainment target component which is aimed at teaching pupils to treat the subjects of sexuality and diversity with respect within society – this includes sexual diversity. These attainment targets give schools the opportunity to give attention to the sexual development of both boys and girls.

Achievements of girls and boys in primary and secondary education

At the end of primary education, boys do not perform less well than girls (or the other

way around) if one looks at the average CITO scores (from National Institute for Educational Measurement). Boys are a little better in arithmetic, girls somewhat better in language skills. On average, boys earn just a little higher CITO scores, but are also enrolled more often in special education and fall a little more often into the group of children that do not participate in the regular CITO test.

In secondary education, a difference arises in the lower years. In their choice of a secondary school, boys and girls depart from the Cito advice given roughly just as often, but girls enrol in a secondary school of a higher level more often than boys, while for boys this scenario is the other way around. Girls transfer to a higher level of education in the first three years of secondary education more often, whereas boys transfer to a lower level of education more often (in relative terms compared with each other). This leads to a situation in which girls more often enrol in senior general secondary education (HAVO) or pre-university education (VWO), while their

²⁶ There are no data available for this indicator.

standard Cito score is, on average, a little lower than that of boys.

From the figures of the Dienst Uitvoering Onderwijs or DUO (the government implementation agency for the education sector) for the 3rd year, it seems that girls do indeed enrol relatively more often in HAVO/VWO while boys tend to enrol more often in pre-vocational secondary education (VMBO). Over the last 10 years there has been no visible change in this trend: both groups enrol in HAVO/VWO more often and the difference between them is not increasing further. However, a change can be observed with respect to the choice of study: in VMBO increasingly fewer pupils choose the technology sector (which primarily can be attributed to the decreasing interest of boys), and the same applies to health care (in respect of girls).

In regard to final examinations, boys and girls do not differ much when it comes to pass rates. The pass rates for girls and boys are 92% in VWO, 88% in HAVO and 94% in VMBO. The decrease in the pass rates in recent years is due to a significant degree to the number of pupils from non-Western foreign backgrounds that do not pass. Their pass rate in VWO is 12 percentage points lower, in HAVO it is 10 to 14 percentage points lower (with non-Western boys performing a little better than non-Western girls) and in VMBO it is 7 to 11 percentage points lower (with the same distinction). In 2009/10, only three-quarters of the pupils from non-Western foreign backgrounds met

the examination requirements; that is 9 percentage points lower than four years earlier and is well below the average pass rate of native Dutch pupils.

Girls gender stereotypes and self-esteem in study careers

With respect to gender stereotyping in terms of study careers, in recent years the percentage of girls in senior general secondary education (HAVO) or pre-university education (VWO) that opt to study science and technology has increased. In the 2010/11 school year, 29% of girls chose to enrol in a science cluster. In VWO, almost half of all girls (49%) opted for a science cluster. In the 2006/07 school year, these scores were significantly lower: 20% and 41% respectively. This increase is not evident in pre-vocational secondary education (VMBO) however. The percentage of girls that opt to study technology has been fluctuating around 5% for years now and an upward trend is not visible.

By organising specific information activities for girls at secondary and pre-secondary schools (the role-model approach, Careers guidance processes, a so-called “Girls Day” organised by the Dutch National Expert Organisation on Girls/Women and Science and Technology), more girls are opting to study science and technology. This autumn, an independent evaluation of ongoing projects in pre-university and advanced secondary education will be carried out. As a part of this, consideration will be given to the impact of and safeguards for the

activities undertaken. Projects in primary education and pre-vocational secondary education (VMBO) will continue until mid-2014 and will be evaluated afterwards.

Together with secondary schools and universities, the Netherlands government established a so-called Technology Pact. The objective of the Technology Pact is to promote collaboration between the education sector and the business sector, to improve the quality of technology education and to interest more young people, including girls, in technology. The Minister for Economic Affairs, the Minister for Social Affairs and Employment, and the State Secretary and the Minister for Education, Culture and Science signed the Technology Pact on behalf of the government in 2103.

Section III. Data and statistics



List of figures and tables:

A. Women and Poverty

- Table 1: Proportion and number of women at risk of falling into poverty
Table 2: Economic self-reliance of women in different age groups
Table 3: Economic self-reliance of women in urban and non-urban areas

B. Education and Training of Women

- Figure 1: Students in academic and professional higher university as a percentage of the population ages 18-25, disaggregated by sex
Figure 2: Tipping point for first-year university students 1999
Figure 3: Tipping point for total number of students 2006
Table 4: Participants in senior secondary vocational education, 2011/12

C. Women and Health

- Figure 4: Cardiovascular diseases disaggregated by gender

D. Violence against Women

- Table 5: Registered possible victims of human trafficking
Table 6: Complaints of aggression, violence and intimidation lodged with the Inspectorate of the Ministry of Social Affairs

E. Women and Armed Conflict

- Table 7: Breakdown of military personnel as of 1 January 2012
Table 8: Breakdown of military personnel as of 1 January 2013
Table 9: Breakdown of civilian personnel as of 1 January 2012
Table 10: Breakdown of civilian personnel as of 1 January 2013
Table 11: Trend in proportion of women in by rank and scale groups
Table 12: Personnel composition at the Ministry of Defence, including agencies as of 1 January 2013
Table 13: Total number of asylum decisions on asylum requests submitted by women by type of decision
Table 14: Total number of asylum decisions after asylum requests submitted by men by type of decision
Table 15: Asylum decisions on asylum requests submitted by women from Somalia by type of decision

- Table 16: Asylum decisions on asylum requests submitted by women from Syria by type of decision
- Table 17: Asylum decisions on asylum requests submitted by women from Iraq by type of decision
- Table 18: Asylum decisions on asylum requests submitted by women from Afghanistan by type of decision
- Table 19: Asylum decisions on asylum requests submitted by women from Iran by type of decision
- Table 20: Asylum decisions on asylum requests submitted by women from Eritrea by type of decision

F. Women and the Economy

- Figure 5: Gross labour participation of women and men
- Figure 6: Gross labour participation of women by age
- Table 21: Labour participation (in %) of women with non-Western foreign background
- Table 22: Working hours of women per week, 2008 and 2012, by age group
- Table 23: Use of childcare allowance (x 1000)
- Table 24: Parental leave of women, rights and use of this leave from 2008 to 2012
- Table 25: Average income of men and women

G. Women in Power and Decision-making

- Table 26: Women in politics
- Table 27: Number of women at the top (boards of management and supervisory directors) of Dutch trade and industry

I. Human Rights of Women

- Table 28: Assessments of the Netherlands Institute for Human Rights of complaints about discrimination in the labour market based on sex, by goods and services and mixed

J. Women and the Media

Figure 7: Proportion of women and men at different decision-making levels in public media organisations

Figure 8: Proportion of women and men on the boards in media organisations

Figure 9: Proportion of women and men at different levels of decision-making in public media organisations

Figure 10: Proportion of women and men on the boards in media organisations

A. Women and Poverty

Table 1: Proportion and number of women at risk of falling into poverty

Number x 1000	Total number in NL	In house-holds with low incomes (number)	In house-holds with low incomes (%)	In house-holds with long-term low incomes (number)	In households with long-term low incomes (%)
2000	7,535	873	11.6	335	5.0
2005	7,715	739	9.6	221	3.2
2010	7,923	546	6.9	157	2.2
2011	7,969	607	7.6	166	2.3
2012	7,992	700	8.8	182	2.5

Source: CBS/SCP (from poverty description 2012)

Table 2: Economic independence of women in different age groups

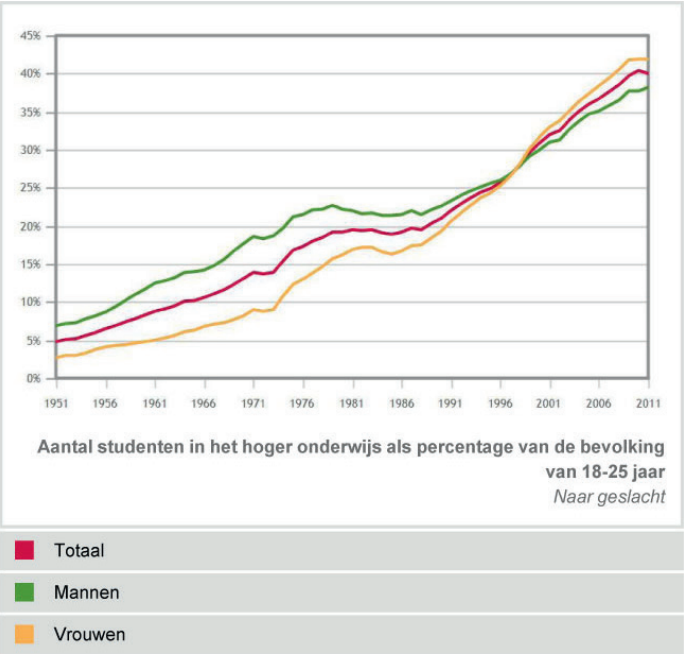
	Ages 15-20	Ages 20-25	Ages 25-30	Ages 30-35	Ages 35-40	Ages 40-45	Ages 45-50	Ages 50-55	Ages 55-60	Ages 60-65
2007	1	35.3	69.6	65.9	59.8	56.6	56.6	50.5	36.8	14.6
2009	0.6	33.4	68.8	68.7	62.2	59.8	58.5	55.8	41.7	18.2
2011*	0.5	28.5	64.6	68.9	62.5	61.3	58.9	55.5	45.5	22.9

Table 3: Economic independence of women in urban and non-urban areas

Area / Year	2007	2009	2011
Highly urban	48.4%	48.8%	48.0%
Strongly urban	46.6%	48.5%	48.7%
Moderately urban	46.0%	48.1%	48.6%
Sparsely urban	44.1%	46.5%	46.7%
Non-urban	42.7%	44.3%	45.7%

B. Education and training of women

Figure 1: Number of students in higher education as a percentage of the population ages 18-25 by sex.



Source: Statistics Netherlands (CBS)

Figure 2: Tipping point for first-year university students 1999

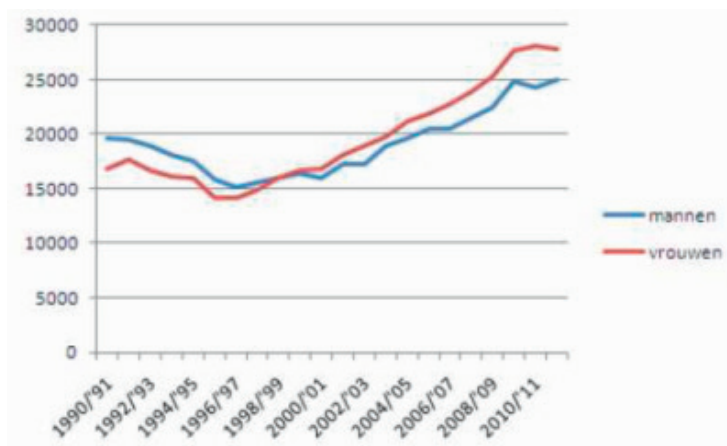
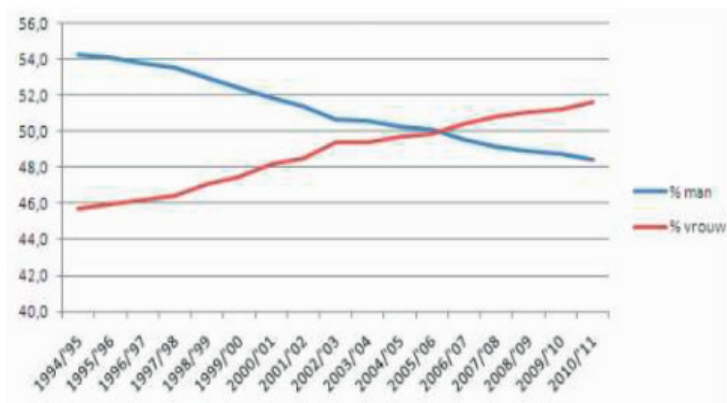


Figure 3: Tipping point for total number of students 2006



Notes on Figures 2 and 3

The number of first-year students has increased by more than half in the last 15 years to 129 thousand in 2009/10. The percentage of women in this period (since 96/97) rose above 50 per cent and the proportion of students with a foreign background also increased relatively rapidly.

Source: Ministry of Education, Culture and Science

Table 4: Participants in senior secondary vocational education, 2011/12

Sex	Total	Level 1: Assistant worker level training	Level 2: Basic vocational training	Level 3: Professional training	Level 4: Middle- management and specialist training
Men	53	61	65	49	48
Women	47	39	35	51	52

Source: Statistics Netherlands (CBS)

C. Women and Health

Figure 4: Cardiovascular diseases disaggregated by gender

% Causes of death		2007	2008	2009	2010
All cardiovascular diseases	men	29.8	28.9	28.0	27.7
	women	31.5	30.4	29.9	29.6
Coronary heart disease (CHD)	men	10.4	10.0	9.5	9.1
	women	7.5	7.0	6.5	6.2
Stroke	men	5.7	5.5	5.2	5.2
	women	8.4	8.0	8.1	7.7
Other CVDs	men	13.7	13.4	13.3	13.4
	women	15.7	15.5	15.3	15.7

Source: Eurostat

D. Violence against Women

Table 5: Registered possible victims of human trafficking

	Number (of possible) victims of human trafficking	Number of (possible) female victims	Number of (possible) male victims (percentage of the total)
2000	341		
2001	284		
2002	343		
2003	257	257	0
2004	405	404	1 (0%)
2005	424	422	2 (0%)
2006	579	549	30 (5%)
2007	716	664	49 (7%)
2008	826	779	46 (6%)
2009	909	770	138 (15%)
2010	993	879	113 (11%)
2011	1222	996	226 (19%)

Source: Figures 2001 – 2006: *National Rapporteur on Human Trafficking (2010). Human trafficking – 10 years of National Rapporteur on Human Trafficking in the Netherlands – Eighth report of the national rapporteur.*

Figures 2007 – 2011: *National Rapporteur on Human Trafficking and Sexual Violence against Children (2012). Human trafficking, visible and invisible. Report in figures (2007-2011).*

The Hague: BNRM

Table 6: Complaints of aggression, violence and intimidation lodged with the Inspectorate of the Ministry of Social Affairs

Year	2010	2011	2012
Total number	11	7	10
Well-founded	1	1	1
Partially founded	1		3
Unfounded	3	4	1
Withdrawn	4	1	2
No decision yet	2	1	3

E. Women and armed conflict

Table 7: Breakdown of military personnel as of 1 January 2012²⁷

	Men		Women		Totaal	
	Persons	FTEs	Persons	FTEs	Persons	FTEs
Rank and file						
men	13,666	13,666	1,480	1,480	15,146	15,146
non-commissioned officers	18,386	18,386	1,768	1,768	20,154	20,154
Officers	9,125	9,123	1,004	1,004	10,129	10,127
TOTAL	41,177	41,175	4,252	4,252	45,429	45,427

Table 8: Breakdown of military personnel as of 1 January 2013¹

	Men		Women		Totaal	
	Persons	FTEs	Persons	FTEs	Persons	FTEs
Rank and file						
men	12,687	12,687	1,298	1,298	13,985	13,985
non-commissioned officers	18,142	18,142	1,796	1,796	19,911	19,911
Officers	8,808	8,806	1,013	1,013	9,821	9,819
TOTAL	36,637	39,635	4,080	4,080	43,717	43,715

Notes to Tables 7 and 8

These tables show the division of military personnel as of 1 January 2012 and 1 January 2013 by rank and subdivided by men/women. The results are expressed in the number of persons and full-time hours. The results pertain to all military personnel working at the Ministry of Defence, including agencies, project organisations and military personnel working for third parties.

Table 9: Breakdown of civilian personnel as of 1 January 2012¹

	Men		Women	
	Persons	FTEs	Persons	FTEs
Up to salary scale 5	4,967	4,900	1,735	1,336
Salary scale 6 – 8	3,811	3,773	1,524	1,313
Salary scale 9 and higher	5,599	5,510	1,381	1,251

²⁷ Source: National Budget 2013. Budget set for Defence <http://www.rijksbegroting.nl/2013/kamerstukken,2013/4/12/kst180815.html>

Table 10: Breakdown of civilian personnel as of 1 January 2013¹

	Men		Women	
	Persons	FTEs	Persons	FTEs
Up to salary scale 5	4,640	4,584	1,598	1,229
Salary scale 6 – 8	3,542	3,509	1,435	1,421
Salary scale 9 and higher	5,306	5,233	1,331	1,203

Notes to Tables 9 and 10

These tables show the breakdown of civilian personnel as of 1 January 2012 and 1 January 2013 by scale group and subdivided by men/women. The results are expressed in numbers of persons and full-time hours. The results pertain to civilians working at the Ministry of Defence, including agencies, project organisations and civilians working for third parties.

Table 11: Trend in proportion of women by rank and scale groups¹

	End 2009	End 2010	End 2011	End 2012
Military personnel				
Up to but not including the rank of Lieutenant Commander/Major	9,5%	9,6%	9,6%	9,5%
Starting at rank the rank of Lieutenant Commander/Major	6,6%	6,8%	7,4%	7,6%
Starting at rank of Colonel	2,4%	2,6%	3,7%	4,0%
Civilian personnel				
Starting at scale 10	26,8%	26,6%	26,4%	26,4%
Up to but not incl. scale 10	19,3%	19,2%	19,4%	19,8%
Starting at scale 14	10,2%	10,5%	11,4%	12,8%

Notes to Table 11

This table shows the trend in the percentage of women by rank and scale groups in the upper echelons of military and civilian personnel. The results are expressed as a percentage of the total of the ranks or scale groups. The results pertain to personnel working at the Ministry of Defence, including agencies, project organisations and personnel working for third parties.

Table 13: Total number of asylum decisions on asylum requests submitted by women by type of decisions

CITIZEN	Total females				
Decisions	2008	2009	2010	2011	2012
Geneva Convention status	190	195	265	235	205
Humanitarian status	1,430	1,970	1,455	1,020	810
Rejected	1,475	2,340	2,930	2,710	2,600
Subsidiary protection status	845	1,695	2,175	2,055	1,550
Temporary protection status	0	0	0	0	0
Total number of decisions	3,935	6,200	6,825	6,025	5,165
Total positive decisions	2,460	3,860	3,890	3,315	2,565

(Source: Eurostat)

Table 14: Total number of asylum decisions after asylum requests submitted by men by type of decision

CITIZEN	Total males				
Decisions	2008	2009	2010	2011	2012
Geneva Convention status	325	500	545	475	425
Humanitarian status	2,120	2,305	1,730	1,030	740
Rejected	3,770	6,980	6,645	6,255	5,565
Subsidiary protection status	765	1,575	1,835	2,010	1,775
Temporary protection status	0	0	0	0	0
Total number of decisions	6,985	11,360	10,755	9,770	8,505
Total positive decisions	3,215	4,380	4,110	3,515	2,935

(Source: Eurostat)

Table 15: Asylum decisions on asylum requests submitted by women from Somalia by type of decision

CITIZEN	Somalia Females				
Decisions/Year	2008	2009	2010	2011	2012
Geneva Convention status	15	20	30	5	5
Humanitarian status	440	1,110	665	220	105
Rejected	255	500	525	260	165
Subsidiary protection status	235	670	1,065	635	355
Temporary protection status	0	0	0	0	0
Total number of decisions	945	2,300	2,285	1,125	630
Total positive decisions	685	1,800	1,760	865	465

(Source: Eurostat)

Table 16: Asylum decisions on asylum requests submitted by women from Syria by type of decision

CITIZEN	Syria Females				
Decisions/Year	2008	2009	2010	2011	2012
Geneva Convention status	0	5	0	0	10
Humanitarian status	0	0	5	10	10
Rejected	20	20	20	15	10
Subsidiary protection status	5	5	5	0	170
Temporary protection status	0	0	0	0	0
Total number of decisions	25	30	35	25	200
Total positive decisions	5	10	10	10	190

(Source: Eurostat)

Table 17: Asylum decisions on asylum requests submitted by women from Iraq by type of decision

CITIZEN	Iraq Females				
Decisions/Year	2008	2009	2010	2011	2012
Geneva Convention status	75	60	45	40	40
Humanitarian status	515	365	195	160	220
Rejected	200	480	245	215	170
Subsidiary protection status	175	450	360	390	345
Temporary protection status	0	0	0	0	0
Total number of decisions	965	1360	840	805	775
Total positive decisions	765	880	600	590	610

(Source: Eurostat)

Table 18: Asylum decisions on asylum requests submitted by women from Afghanistan by type of decision

CITIZEN	Afghanistan Females				
Decisions/Year	2008	2009	2010	2011	2012
Geneva Convention status	0	5	10	20	15
Humanitarian status	45	55	100	210	125
Rejected	65	185	305	335	335
Subsidiary protection status	45	75	165	255	160
Temporary protection status	0	0	0	0	0
Total number of decisions	155	320	580	820	635
Total positive decisions	90	135	275	485	300

(Source: Eurostat)

Table 19: Asylum decisions on asylum requests submitted by women from Iran by type of decision

CITIZEN	Iran Females				
Decisions/Year	2008	2009	2010	2011	2012
Geneva Convention status	15	25	65	60	75
Humanitarian status	25	35	70	90	85
Rejected	55	100	125	200	260
Subsidiary protection status	25	20	50	80	55
Temporary protection status	0	0	0	0	0
Total number of decisions	120	180	310	425	480
Total positive decisions	65	80	185	230	220

(Source: Eurostat)

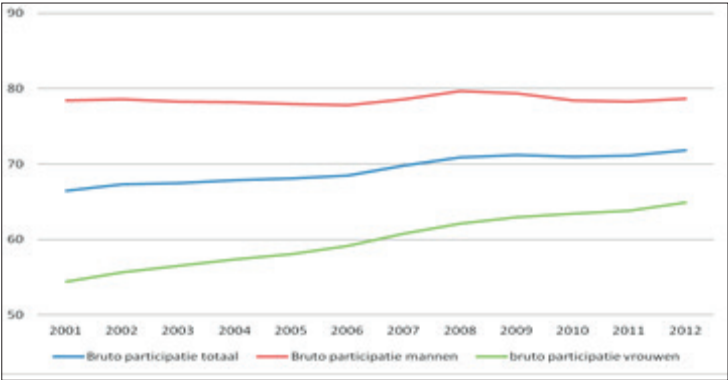
Table 20: Asylum decisions on asylum requests submitted by women from Eritrea by type of decision

CITIZEN	Eritrea Females				
Decisions/Year	2008	2009	2010	2011	2012
Geneva Convention status	10	10	20	15	10
Humanitarian status	20	15	20	35	10
Rejected	15	45	70	80	95
Subsidiary protection status	50	85	105	155	135
Temporary protection status	0	0	0	0	0
Total number of decisions	95	155	220	280	250
Total positive decisions	80	110	150	200	155

(Source: Eurostat)

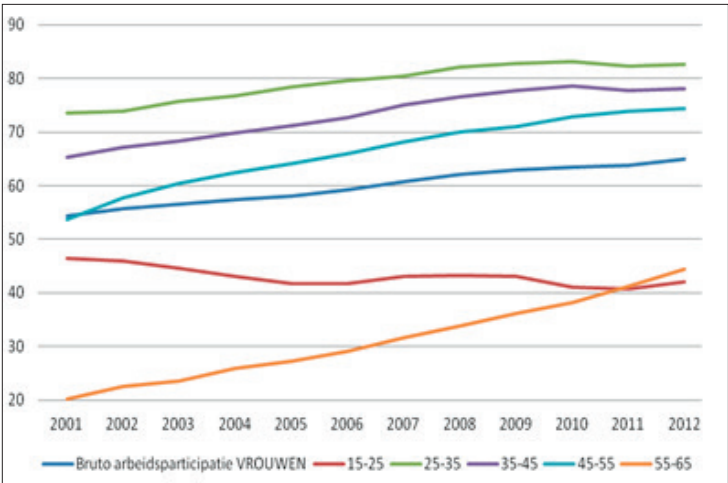
F. Women and the Economy

Figure 7: Gross labour participation of women (green line), men (red line) and total (blue line)



Source: Statistics Netherlands (CBS)

Figure 8: Gross labour participation of women by age



Source: Statistics Netherlands (CBS)

Table 21: Labour participation (in %) of women with non-Western foreign background

	2008	2012
Surinam	67.6	68
Neth. Ant. or Aruba	59.6	63.5
Turkey	47.3	49.3
Morocco	44.3	44.4

Source: Statistics Netherlands (CBS)

Table 22: Working hours of women per week, 2008 and 2012, by age group

Working hours per week women	Ages 15-25	Ages 25-35	Ages 35-45	Ages 45-55	Ages 55-65
2008	28.3	31.1	27.4	27.7	26.7
2012	26.9	31	27.9	27.9	27.3

Source: Statistics Netherlands (CBS)

Table 23: Use of childcare allowance (x 1000)

	2008	2009	2010	2011	2012
Total average number of children	600	696	715	738	709
Child day-care centres	262	290	314	323	303
Out-of-school care	198	246	283	305	303
Childminding	140	160	118	110	103

SZW calculation based on information from Tax Administration (key figures SZW)

Table 24: Parental leave of women, rights and use of leave in 2008 to 2012

	Number of persons entitled to leave	Total number of women that took parental leave	Total number of women that took paid parental leave	Duration of parental leave	Hours of parental leave per week
2008	119,000	45,000	25,000	10 months	11 hours
2009	128,000	53,000	30,000	10 months	12 hours
2010	122,000	52,000	30,000	11 months	10 hours
2011	128,000	63,000	32,000	12 months	10 hours
2012	132,000	70,000	37,000	13 months	10 hours

Source: CBS, Statline

Table 25: Average annual income of men and women

	Men	Women	Difference
2005	35,400	15,000	20,400
2010	40,000	19,400	20,600
2011 (provisional figure)	40,000	19,800	20,200

Source: CBS, 26 November 2013

G. Women in Power and Decision-making

Table 26: Women in politics

Percentage of women	2006	2008	2010	2012
European Parliament	44	52	48	46.2
Dutch Senate	29	35	35	36
Dutch House of Representatives	39	39	41.3	40
Provincial States	28	36	34.8 (2009)	34.5
City Councils	26	26	26.8	26.7
Executives of district water boards	11	?	19	20
Ministers	33	31	25 / 25*	33.3 / 38.5**
State Secretaries	40	55	63.6 / 12.5*	12.5 / 42.9**
Royal Commissioner	8	17	8.3 (2009)	16.6
Provincial Executive	17	30	30.4 (2009)	29.3
Mayors	20	18	19	21
Aldermen and Alderwomen	16.7 (2005)	18 (2007)	18.1	19.5

Source: Ministry of the Interior

Notes to Table 26:

* Cabinet Balkenende IV / Cabinet Rutte I (ended on 14 October 2010)

** Cabinet Rutte I / Cabinet Rutte II (ended on 5 November 2012)

Table 27: Number of women at the top (boards of management and supervisory directors) of Dutch trade and industry

Largest companies	2001	2007	2009	2011
Top 25	4.6	8.9	10.6	11.7
Top 100	5.1	7.3	9.3	10.2
Top 500	3.9	5.6	6.8	7.5
Top 5000	3.1	4.5	4.2	6.0

Source: Emancipatiemonitor 2012 (SCP/CBS)I. Human Rights of Women

I. Human Rights of Women

Table 28: Assessments of the Netherlands Institute for Human Rights of complaints about discrimination in the labour market based on sex, by goods and services and mixed.

Labour market					Goods and services	Several domains per assessment	Total
Recruitment and selection	Appointment	End of employment relationship	Conditions of employment	Labour other	unspecified	unspecified	
17	2	7	9	3	5	1	44

Source Netherlands Institute for Human Rights.

J. Women and the media

Figure 9: Proportion of women and men at different levels of decision-making in media organisations in 2012

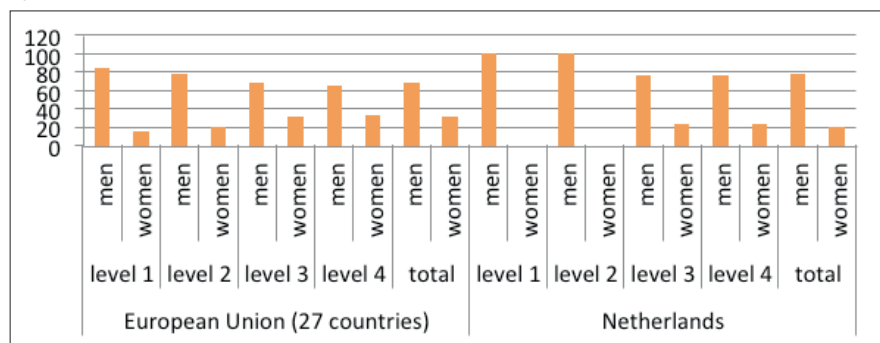


Figure 10: Proportion of women and men at different levels of decision-making in private media organisations, in 2012

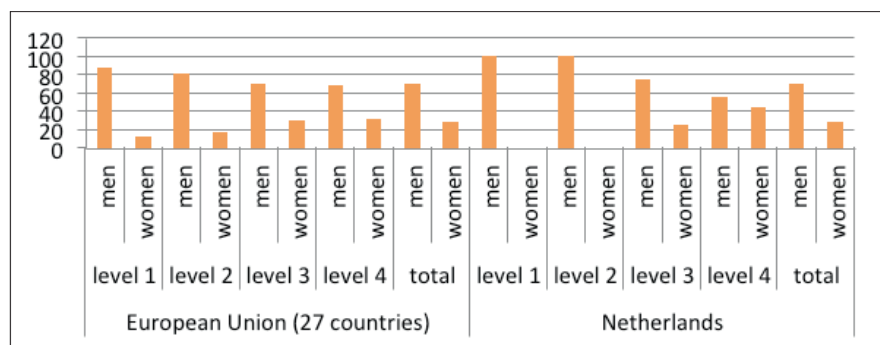


Figure 11: Proportion of women and men at different levels of decision-making in public media organisations in 2012

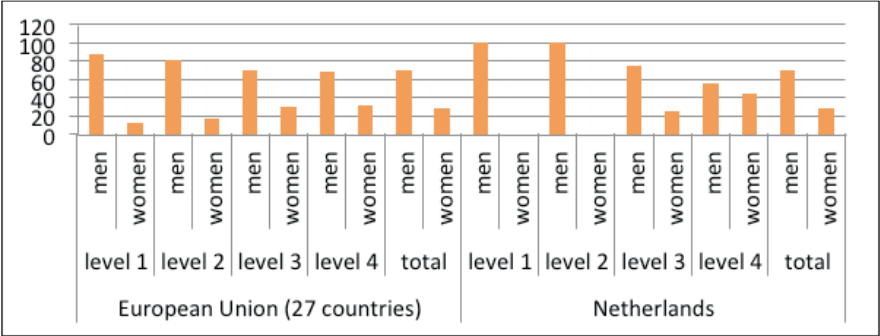
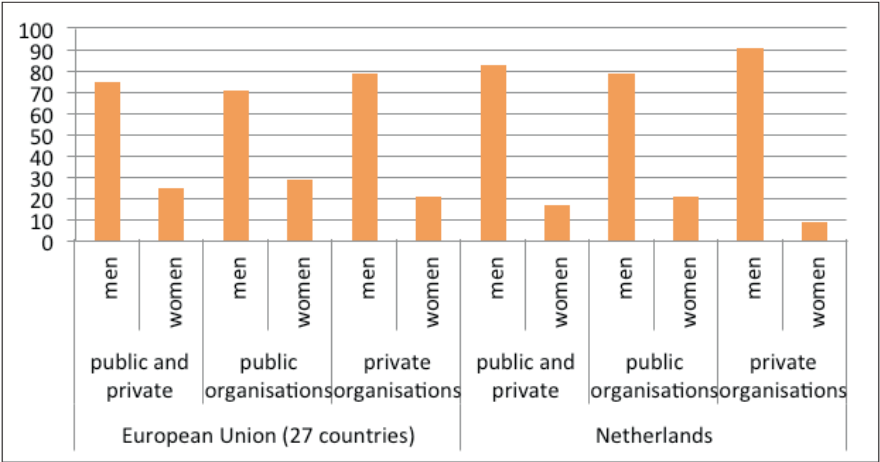


Figure 12: Proportion of women and men on the boards in media organisations 2012



Notes to figures:

- 1 Data collection and analysis: EIGE Review of the implementation of the Beijing Platform for Action in the EU Member States: Women and the Media — Advancing gender equality in decision-making in media organisations (<http://eige.europa.eu/content/document/advancing-gender-equality-in-decision-making-in-media-organisations-report>)
- 2 The indicator encompasses four different decision-making levels, from the highest strategic roles to middle managers as follows:

Level 1: The highest decision-making level covering all strategic decisions related to the organisation. The titles that may be covered under this level are: Chief Executive Officer, Chairperson, President, Director or similar positions. The person holding this position is likely to chair the most senior strategic or policymaking board or committee(s) of the organisation.

Level 2: The chief senior operational managerial position, which operates at the top decision-making level and has under her/his responsibility budgetary control, overseeing programmes and editorial policy. The titles that may be covered under this level are: Director-General, Executive Director, Editor-in-Chief or similar positions. The person holding this position is likely to chair the most senior operational decision-making committee(s).

Level 3: The senior operational management positions, which operate as decision-makers and have oversight of specific programmes/media content and execution of budgets. The titles that may be covered under this level are: Heads of Departments, Acting Directors, Management team members or similar positions. These positions are likely to be members of the operational decision-making committee(s).

Level 4: The managerial positions that entail responsibility for one of the main operational units of the organisation — for example, television, radio, sports, entertainment, news or significant areas of responsibility, e.g. digital services, finance, HR. The titles that may be covered under this level are: Heads of Divisions which are responsible for sub-areas: Head of News, Head of Sports, Head of Culture, Head of HR and Head of a Management Unit, etc.

Source: EIGE Review of the implementation of the Beijing Platform for Action in the EU Member States: Women and the Media — Advancing gender equality in decision-making in media organisations <http://eige.europa.eu/content/document/advancing-gender-equality-in-decision-making-in-media-organisations-report>

The first part of the paper discusses the importance of understanding the local context in which a project is implemented. This involves a thorough analysis of the social, cultural, and economic factors that may influence the project's success or failure. It is essential to engage with the local community and stakeholders from the outset to ensure that the project is relevant and sustainable.

The second part of the paper explores the challenges of implementing a project in a resource-poor environment. Limited access to funding, skilled personnel, and infrastructure can significantly hinder progress. However, these challenges can be mitigated through creative problem-solving and the utilization of local resources and expertise.

The third part of the paper focuses on the importance of monitoring and evaluation (M&E) in project implementation. M&E allows project managers to track progress, identify areas for improvement, and ensure that the project remains aligned with its goals. Regular communication and reporting to stakeholders are also crucial for maintaining transparency and accountability.

The fourth part of the paper discusses the role of leadership in project implementation. A strong leader is essential for inspiring the team, making difficult decisions, and ensuring that the project stays on track. The leader should also foster a collaborative environment where team members feel valued and motivated to contribute their best efforts.

The fifth part of the paper examines the importance of flexibility in project implementation. Projects often encounter unforeseen challenges and changes in circumstances. A flexible approach allows project managers to adapt to these changes without losing sight of the project's overall objectives.

The sixth part of the paper discusses the importance of documentation in project implementation. Detailed records of project activities, decisions, and outcomes are essential for accountability and for learning from the project's experiences. This documentation should be accessible to all relevant stakeholders.

The seventh part of the paper explores the importance of building local capacity. Projects should aim to transfer knowledge and skills to local community members, ensuring that they are equipped to manage and sustain the project's benefits long after the project team has departed.

The eighth part of the paper discusses the importance of maintaining a positive attitude and resilience throughout the project implementation process. Projects often face setbacks and challenges, but a positive mindset and the ability to bounce back from adversity are crucial for achieving the project's goals.

The ninth part of the paper examines the importance of communication in project implementation. Clear and consistent communication is essential for ensuring that all team members and stakeholders are informed and aligned. Regular meetings and updates are key to maintaining effective communication.

The tenth part of the paper discusses the importance of celebrating successes and milestones. Recognizing and rewarding the team's achievements can boost morale and motivation, encouraging continued effort and commitment to the project.

In conclusion, the paper emphasizes that successful project implementation requires a combination of careful planning, effective leadership, flexibility, and a commitment to the project's goals. By following these principles, project managers can increase the likelihood of achieving their objectives and creating a lasting positive impact on the community.



Colophon

Ministry of Education, Culture and
Science

P.O. Box 16375
2500 BJ The Hague
The Netherlands

The Hague, May 2014

Review Report of the Netherlands
Government in the context of the
twentieth anniversary of the
Fourth World Conference on Women and
the adoption of the Beijing Declaration
and Platform for Action.