

## Appendix 4 – monitoring within the ministries

### Ministry of the Interior and Kingdom Relations (BZK)

The diversity objectives with regard to the influx of women (in top management positions) and the composition of the workforce (in top management positions) are monitored annually on the basis of the Government Personnel Key Data and the data of the ABP (General Pension Fund for Public Employees). This data is published annually on the day of the Queen's speech in the Trend Memorandum on Government Labour Affairs. With regard to the remuneration discrepancies between men and women in the government (compared to the market) the BZK refers to the study into the employment-market position of employees conducted every 2 years by the Ministry of Social Affairs and Employment. In 2008 the report entitled 'The employment-market position of employees in 2004, Health & Safety Inspectorate (2006)' will be updated.

### Ministry of Education, Culture and Science (OCW)

1. Major international comparative assessment studies, such as PIRLS<sup>1</sup>, TIMSS<sup>2</sup> and PISA<sup>3</sup>, collect data on gender and the country of origin of students and parents.
2. In addition a bi-annual quality monitor among the participants in intermediate vocational education (ODIN) is used to obtain an insight into the quality of the education from the point of view of the participant. Data on gender and ethnicity is also included in this monitor.
3. The personal education number (new) gives the Ministry of Education, Culture and Science a large number of new options. Because of the identification through the personal education number it is possible to monitor a participant throughout his entire education. This makes it possible to conduct research into efficient learning pathways, particularly in the professional column, and into early school leaving. Statistics Netherlands, which receives all the data of the Informatie Beheer Groep (Information Management Group), can also link the education to socio-economic data, like the profession of the parents, getting a job, duration of unemployment etc.
4. The publication 'Knowledge mapped out' outlines the results achieved in Higher Education. To get a picture of the performance of the higher education and science system a number of indicators are included, such as:
  - personnel in higher vocational education by gender and salary scale level;
  - number of professors and senior university lecturers by gender, per institute;
  - the development of the number of students in higher education by gender.

### Ministry of Economic Affairs:

- For all subsidy schemes in which the applicant is a natural person it is documented whether the applicant is a male or female entrepreneur. The implementing bodies of SenterNovem and the Netherlands Foreign Trade Agency report on this to the key Ministry, at least on the following schemes: Programme Starters on Foreign Markets (PSB), Promotion of Research and Development Act, Energising Development, Biogas for better Life, Eureka/GL/OM, European Framework Programmes and the new scheme for Micro credits. If these reports give cause for policy changes (for instance more targeted information to networks of female entrepreneurs), the appropriate report will be made in the budget.
- Where relevant, the aspect of *gender mainstreaming* is incorporated in evaluations of subsidy schemes and task assignments for advisory bodies.
- In the progress report of the National Reform Programme (Nationaal HervormingsProgramma), attention is paid to *gender mainstreaming* in guidelines 18, 19 and 20 and, where relevant, also in other guidelines.

### Monitoring, Defence policy cycle

From the moment that the Gender Action Plan was formulated, work has been done on a structure along which the realisation could take place. The gender ambassadors, who had already been appointed, have now fully familiarised themselves with their role. This role is fulfilled by the deputy commanders of the defence departments and their task is to bring gender issues to the attention of their own defence department and to aim for the implementation of the actions and the achievement of

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<sup>1</sup> Progress in International Reading Literacy Study

<sup>2</sup> Trends in International Mathematics and Science Studies

<sup>3</sup> Programme for International Student Assessment

the objectives and target figures. They are supported by employees, which is a very important factor in achieving success. The defence departments have made resources and manpower available for this purpose.

Monitoring, coordination and observation of the activities and the results takes place in the main Personnel Department of the Ministry of Defence / Genderforce project. Here reports are formulated and, where necessary, adjustments, additions and new initiatives are prepared and defined. The policy cycle is completed by a six-monthly consultation with the State Secretary and the gender ambassadors and the person from the main Personnel Department responsible for implementing Gender policy. During this consultation the results are accounted for and new agreements are made.

In this reporting period a network of experts, executors, responsible persons and involved persons has also been built up around the subject of gender. This group is still growing, which makes giving direction to the subject matter increasingly easy. The Ministry of Defence has gratefully utilised the expertise that can be found outside its own walls. The expertise of, among others, the police, the fire brigade, the Ministry of Foreign Affairs, various NGOs, the Emancipation department and many other organizations have contributed to the success of the Genderforce project. In a transnational context there has also been collaboration with Sweden, Scotland and Austria.

#### Ministry of Foreign Affairs (BZ)

The Personnel and Organisation department (HDPO) of the Ministry of Foreign Affairs has been charged with monitoring the progress of the advancement of women (target figures). This department reports to the Ministry directorate, the Works Council, other ministries and other interested parties. Via the Personnel Policy I Commission and the Personnel Policy II Commission an affirmative action policy is pursued, and the results of the placement rounds are also monitored. In addition the key team periodically reports to HDPO on diversity in a broad sense (advancement of women, multicultural diversity and age-focused personnel policy).

#### Ministry of Social Affairs and Employment (SZW)

As much as possible, the Ministry of Social Affairs and Employment includes emancipation effects and gender mainstreaming of the proposed policy in the policy preparation. Policy employees are assisted by means of the Ministry of Social Affairs and Employment assessment. This assessment contains a step-by-step plan that maps out the policy process and draws attention to the aspects of the policy and regulation process. One of these aspects is gender. For instance, in the Occupational Health & Safety agreements and the life course saving scheme, gender mainstreaming and the effects of the policy on emancipation have been expressly taken into account.

Within the Ministry of Social Affairs and Employment, the Ministry Emancipation Consultation (DOE) exists, in which different policy departments participate via their directors and a policy employee. Consultation and the promotion of expertise in the area of gender mainstreaming take place in the DOE. Every director is responsible for gender mainstreaming in his own department. The participants in the DOE took a master class on gender mainstreaming in 2008. The purpose of this class was to refresh/reinforce knowledge and commitment at the top, transfer knowledge on gender mainstreaming and increase the understanding of gender aspects in the individual policy dossiers.