

Annex

Question 3

Women who do have a paid job are more likely than men to have a permanent contract (64% of women compared with 61% of men) but less likely than men to be entrepreneurs (13% of women compared with 20% of men).

Question 3

- May 2020 marked the introduction of a code word as an alert for use at pharmacies. Initial experiences led to the conclusion that this is a useful additional tool that makes it easier for victims to ask for help.
- In 2020, the Safe at Home advisory and reporting centre introduced a nationwide chat function. Over 350 serious conversations take place on this chat each week. This function reached a new, young target group.
- During the COVID-19 curfew (January 2021) it was announced through news media that in an emergency, victims of domestic violence and child abuse had a valid reason to leave the house.
- In the Netherlands, the Mandatory Reporting Code (Domestic Violence and Child Abuse) Act has been in force since 2013. New guidelines were drawn up for professionals on how to apply the Reporting Code during the strict measures that applied during COVID-19.

Question 4a

The Minister of Social Affairs and Employment has drawn up a compensation scheme for women who gave birth between 7 May 2005 and 4 June 2008 and who were self-employed. This time span was chosen explicitly because before 7 May 2005 the target group had been entitled to benefit related to pregnancy and childbirth on the basis of the Invalidity Insurance (Self-Employed Persons) Act. After 4 June 2008 the same people were entitled to benefit under the Work and Care Act.

Question 5

Improvements in NAP-WPS-IV (2021-2025) relative to prior NAPs include, but are not believed to be confined to:

- Addition of a Monitoring, Evaluation, Accountability and Learning (MEAL) Framework, including indicators;
- Institutionalisation of an Oversight Board with representatives from government and civil society;
- Agreement on an annual progress reporting obligation to Parliament;
- Addition of a national policy focus to the existing international focus.

Question 6f

Enumerated below are the alliances supported by the Gender and LGBTIQ+ Department of the Ministry of Education, Culture and Science (DE).

Act4respect¹

This alliance works with young people and professionals to build a future in which gender-based violence is no longer tolerated. It conducts a campaign on social norms with and for youth and young adults, with the goal of achieving a new social norm: respect for gender differences so that they can never be a reason or justification for violence. The alliance also focuses on promoting expertise and supporting professionals in practice and policy. One way this is done is by developing a checklist that organisations and policymakers can use to assess whether their methods and products are sensitive to gender differences. In addition, effective interventions undergo further development, giving the alliance evidence-based and scalable interventions aimed at helping to prevent young people becoming either victims or perpetrators of gender-based violence. Finally, in consultation with professionals from the field and from policy, the alliance is creating an interactive knowledge and action hub where knowledge and experience can be shared.

¹ [Act4Respect](#)

*Sources of Change*²

The Sources of Change alliance consists of one party – Atria. Its aim is to make topical and historical information about women and gender relations in society available to the public. To do so, it seeks to preserve and expand its library and archive collections, making material available to groups such as academics, opinion makers, women’s organisations, activists and networks, young feminists and feminist networks. In addition to its library in Amsterdam, the alliance also provides a digital network of national and international gender resources. Finally, the Alliance also takes part in the social debate on gender equality and diversity.

*Shared Pride, Shared Happiness*³

The alliance Shared Pride, Shared Happiness strives for a diverse and inclusive society that focuses on equality and equal rights, so that people can be completely themselves, participate and develop to their full potential, regardless of sexual orientation, gender identity or expression, or sex characteristics. To achieve this, the Alliance seeks to mobilise the LGBTIQ+ community, civil society and government. Representative LGBTIQ+ organisations implement the policy agenda supported by their grassroots supporters in partnership with the government and civil society. Parties in civil society are committed to working in an LGBTIQ+ inclusive manner. The alliance also strives to ensure that the government enshrines LGBTIQ+ equality in legislation and regulations, encourages the participation of LGBTIQ+ people in society, and promotes this policy.

*Personalised Healthcare*⁴

According to the organisations in the Personalised Healthcare alliance, the current healthcare system still has insufficient knowledge of differences between patients in terms of gender, sexual orientation, sex and age. This alliance develops knowledge about these differences and transfers it to others. The aim is to make society, the care sector and the government aware of the importance of health care that is sensitive to gender and to LGBTIQ+ people. The alliance carries out extensive research on these topics. It disseminates its knowledge through public campaigns and targeted information sharing with patients and doctors.

*LGBTI Heritage*⁵

The LGBTI Heritage alliance is a single party (IHLIA). It strives for an inclusive Dutch society, in which LGBTIQ+ people are accepted, where there is equality between the sexes, and where there is also equality regarding sexual orientation, gender identity and sex characteristics. The alliance tries to achieve this by making optimal use of LGBTIQ+ heritage. The alliance promotes the use, expansion and preservation of LGBTIQ+ heritage. Resources are accessible both in the library and online.

*Working together works best*⁶

The alliance ‘Working together works best’ strives to achieve a society in which women and men have equal opportunities to combine paid employment and unpaid care responsibilities. To achieve this, the alliance seeks to achieve changes at societal and institutional as well as individual level. More specifically, it tries to dismantle the stereotypical images that exist about the roles of men and women, for instance through media producers and by influencing public debate. It also engages with government bodies by focusing on leave regulations and flexible working hours. The alliance also wants to encourage women to make explicit choices in relation to employment and care. In this context it sets out to strengthen the financial resilience of women and develops activities and tools to help women develop skills.

*Change from Within*⁷

The purpose of the alliance Change from Within is to increase the equality, safety and acceptance of women and LHBTI people in migrant and refugee communities in the

² [Bronnen van Verandering | Programma’s \(atria.nl\)](#)

³ [Gedeelde trots, gedeeld geluk NNID-Theory-of-Change-V1.2.pdf](#)

⁴ [Alliantie Gezondheidszorg op Maat – Rutgers](#)

⁵ [IHLIA – LGBTI Heritage](#)

⁶ [Alliantie Samen werkt het! - WO=MEN \(wo-men.nl\)](#)

⁷ [Verandering van binnenuit | Movisie](#)

multicultural society of the Netherlands. It seeks to impose change from within rather than top-down. The alliance gathers and orders knowledge and experience gained in the field, and publishes information about methodologies in trade journals and the national media. It also trains professionals in care and social services in diverse themes relating to gender equality. To ensure that activities are solidly embedded, the alliance involves municipal authorities in its approach, motivating them to incorporate ‘Change from within’ into their policy and giving them the tools to do so.

*A Working Future*⁸

The alliance ‘A Working Future’ sets out to dismantle gender stereotypes in the labour market and to improve the scope for combining employment, care and study. To achieve this, the alliance aims to ensure that young people are no longer hemmed in by gender stereotypes and feel free to make ‘non-gender-conforming’ choices in their educational career. It also wants to encourage people’s ability to make use of legislation and social provisions that increase the scope for combining employment, care and study. It conducts the following activities to achieve its goals: (a) developing knowledge through research; (b) identifying stereotypes; (c) presenting role models; (d) sharing good examples of breaking gender stereotypes and creating scope for combining work, care and study; and (d) ensuring that this topic is placed on the agendas of government bodies, social partners, educational establishments and employers.

The table below shows the organisations that are involved in the alliances described above:

Alliance	Organisations involved
Act4Respect	Rutgers (lead party) Atria, institute for gender equality and women’s history
Sources of Change	Atria, institute for gender equality and women’s history (lead party)
Shared pride, Shared Happiness	COC (lead party) Transgender Network Netherlands NNID
Personalised Healthcare	WOMEN Inc. (lead party) COC Rutgers
LGBT Heritage	IHLIA (lead party)
Working Together Works Best	WOMEN Inc. (lead party) Movisie WO=MEN Proefprocessenfonds Clara Wichmann (test case fund) Dutch Women’s Council (NVR)
Change from Within	Movisie (lead party) Consortium Zelfbeschikking (self-determination consortium)

⁸ [Werk.en.de Toekomst](http://Werk.en.de>Toekomst) | Programma’s (atria.nl)

A Working Future	Atria, institute for gender equality and women's history (lead party) VHTO Emancipator Dutch Women's Council (NVR)
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Additionally, an overview of funding by the Ministry of Foreign Affairs:

- Under NAP-1325 II (2012-2016), the Netherlands financed 10 consortia on Women, Peace and Security (WPS) in Afghanistan, Colombia, Sudan, Burundi, DRC, South Sudan and the Middle East. A special feature of this fund was the collaboration between diaspora organisations and/or smaller Women's Rights Organisations (WROs) based in the Netherlands and more mainstream international NGOs based in the Netherlands and their Southern partners.
- Small Seeds Big Baobabs (2014-2016): A fund working through Cordaid. It focuses on smaller WROs and diaspora organisations and is a member of the NAP-1325 community in the Netherlands. Through these organisations, 12 grants were provided to WROs and diaspora organisations contributing to women's leadership and participation.
- Funding by the Ministry of Foreign Affairs, under the NAP-1325 policy framework of eight consortia consisting of Dutch NGOs, Dutch knowledge institutions, and local NGOs operating in eight countries (Afghanistan, Colombia, Democratic Republic of Congo, Iraq, Libya, South Sudan, Syria and Yemen) (2016-2020). Two of the consortia included women's rights diaspora organisations.
- Funding by the Ministry of Foreign Affairs under the 'Peace and Security for All' Framework (2018-2020), focusing on diaspora and smaller women's rights organisations in the Netherlands, members of the NAP 1325 community, in collaboration with their Southern counterparts. Three consortia were financed, consisting of a total of seven Netherlands-based organisations.
- Funding by the Ministry of Foreign Affairs of the Dutch gender platform WO=MEN for their multi-annual programme 2018-2021 (Official Development Assistance (ODA) part) and their multi-annual programme.
- Funding by the Ministry of Foreign Affairs of a Fund for small volunteer organisations (FKVO) – including those operating in the diaspora – to enable them to participate in and contribute to 1325 / NAP-1325. This Fund was financed from NAP 1325-II (2012-2015) until December 2020.
- Funding by the Ministry of Foreign Affairs of ten programmes under Funding Leadership and Opportunities for Women (2016-2020), aimed at creating opportunities for women and girls and fostering a transformation towards an enabling environment in which women's rights are better protected.
- Funding by the Ministry of Foreign Affairs of the policy framework 'Dialogue and Dissent' for civil society organisations, including women's rights organisations, consisting of 25 Strategic Partnerships aimed at developing the lobbying and advocacy capacity of civil society organisations in low-income and lower-middle-income countries.
- Funding by the Ministry of Foreign Affairs of the Voice Fund which was set up to strengthen the voices of the most marginalised groups, in particular those who are excluded because of disability, ethnic origin, religion, socioeconomic status, sexual orientation or gender.
- Funding by the Ministry of Foreign Affairs of the Accountability Fund – support through Embassies to local civil society organisations (CSOs). This approach recognises the

increased importance of CSOs in these countries and their growing capacity to achieve results independently.

- Funding by the Ministry of Foreign Affairs for Leading from the South (LfS 2017-2020): Core funding for Southern women-led organisations/feminist movements. Target groups: women with disabilities, indigenous women, African-descent communities, migrant women and LGBTIQ+ people.
- Funding by the Ministry of Foreign Affairs of the SRHR Partnership Fund in which MFA has formed seven partnerships with civil society organisations on sexual and reproductive health and rights (SRHR), with a special focus on young people.
- The Ministry of Foreign Affairs has allocated EUR 510 million to the SDG5 Fund for the period 2021-2025. This makes the SDG5 Fund the largest fund for gender equality and women's rights worldwide. The SDG5 Fund is part of the [Strengthening Civil Society \(SCS\) Policy Framework](#), which aims to strengthen civil society organisations in their lobbying and advocacy activities. The SDG5 Fund comprises four complementary instruments:
 - Power of Women (PoW)
 - Women, Peace and Security (WPS)
 - SRHR Partnership Fund (SRHR)
 - Leading from the South (LfS)

Question 7

The target and transparency part of the act covers all public and private limited companies that are 'large legal persons' according to accounting law. This is the case if a company meets at least two of these three criteria on two consecutive balance sheet dates:

- 1) the value of the assets exceeds €20 million;
- 2) the net turnover exceeds € 40 million;
- 3) the average number of employees is 250 or more.

Question 8a

A Working Future is a collaborative project of Atria (Institute for Gender Equality and Women's History); Emancipator; Dutch Women's Council (NVR); and VHTO (National Expert Organisation on Girls/Women and Science/Technology), supported by the Ministry of Education, Culture and Science.

Question 8c

The media operate within a social context, however, rendering it essential for them to be aware of changing opinions concerning (gender) stereotyping and the influence they have in this regard. Accordingly, the Ministry of Education, Culture and Science encourages and facilitates self-regulation within the sector. The public broadcasting system has an ombudsman who handles complaints about journalistic content and ensures that broadcasting organisations are reminded of their responsibilities. In addition, the Advertising Code Committee (Reclame Code Commissie, RCC) examines individual advertisements when it receives complaints alleging breaches, for instance, of good taste or decency.

Nevertheless, representation is an important subject worth investigating. In this light, the Netherlands examines how the representation and portrayal of women is evolving. The first report was published in November 2020⁹. The follow-up report was published in November 2021. This report shows that the representation of women has increased.¹⁰

Question 8e

⁹ J. Scholtens and E. Lauf (2020), *Representatie van mannen en vrouwen in Nederlandse non-fictie televisieprogramma's*, Hilversum: Commissariaat voor de media, available online: [Representatie vrouwen op tv 2019 - Mediamonitor.nl](#)

¹⁰ Scholtens, W. Ruysenaars and E. Lauf (2022), *Representatie van mannen en vrouwen in Nederlandse non-fictie televisieprogramma's*, Hilversum: Commissariaat voor de media in 2019 en 2021, available online: [Representatie vrouwen op tv 2021 - Mediamonitor.nl](#)

FGM: The World Health Organisation distinguishes four forms of FGM, all of which are criminal offences in the Netherlands. FGM that is performed abroad is also a criminal offence in the Netherlands if those involved had a link to the Netherlands at the time of the procedure. If women do not come to live in the Netherlands until after they have been subjected to FGM, the act cannot be prosecuted.

Forced marriage: Since 5 December 2015, the Forced Marriage (Prevention) Act has been in force. Forcing someone to marry is a criminal offence in the Netherlands and offenders can be sentenced to up to two years in prison. A Dutch national who forces someone to marry abroad can be prosecuted in the Netherlands, even if forced marriage is not an offence in the country concerned. The same applies to non-Dutch nationals with permanent residence in the Netherlands.

Question 10c

In 2020, the ground of discrimination ‘hetero- or homosexual orientation’ applied in 9% of the specific discrimination offences that were registered with the Public Prosecution Service. In 2019, the figure was 6%. As far as CODIS offences are concerned (criminal offences with a discriminatory motive), the number of cases in which the grounds were sexual orientation likewise increased in 2020 compared to 2019; they accounted for 16% of the total in 2019, rising to 29% in 2020. No disaggregated figures can be given specifically for LBTIQ+ women and girls.

Question 11a

The Ministry of Justice and Security coordinates an interdepartmental programme that develops legislation and policy pertaining to human trafficking. This programme, called ‘Together Against Human Trafficking’ (‘Samen tegen Mensenhandel’), was developed in cooperation with a large number of partners, such as municipalities, the Public Prosecution Service, the police, the Social Affairs and Employment Inspectorate, the Royal Military and Border Police (KMar), the Immigration and Naturalisation Service (IND), shelter and care institutions, youth services, schools, NGOs, private parties and international partners. It encompasses a wide range of procedures, projects and initiatives that complement and reinforce one another. In this regard, the existing approach to human trafficking is being further developed and expanded with concrete new initiatives. The programme bolsters existing efforts to fight human trafficking in the Netherlands as well as internationally.

The following five lines of action are central to the integrated approach to human trafficking:

1. Further development of the basic approach to tackling human trafficking: This line of action focuses on further improving efforts to identify victims and perpetrators, and improving care services for victims of human trafficking.
2. Further development of the approach to tackling labour exploitation: The Netherlands has ratified and is committed to upholding the International Labour Organisation (ILO) protocol on forced labour. This line of action looks at ways to strengthen the approach to tackling labour exploitation in consultation with the social partners.
3. Victim and perpetrator prevention: preventing people from becoming victims in the Netherlands and in countries of origin and transit is one of the central objectives of this programme.
4. Strengthening the municipal approach to tackling human trafficking: An integrated approach to human trafficking requires customised solutions and therefore good cooperation between all partners involved in the system at the local level. Municipal authorities have an important role to play here. They are responsible for the administrative side of tackling the problem and for organising adequate support and shelter for victims. They are also indispensable as catalysts of the local approach to fighting human trafficking. For this reason, concrete agreements have been made in this connection in the Intragovernmental Programme for Central and Subnational Authorities. As a result, several tools have been developed to strengthen the human trafficking detection capacity of municipal bodies.
 - a. The ‘Compass’ provides municipal authorities with information about human trafficking and administrative tools.
 - b. The Human Trafficking Framework for municipalities gives municipal authorities a better idea of the effectiveness of their efforts in the fight against human trafficking.

5. Sharing knowledge and information: In order to be able to tackle human trafficking adequately, it is necessary to know the nature and scope of the problem. In this line of action, we also consider the need for the effective sharing of knowledge and information between the professionals involved, both within the Netherlands and across the border.

Question 11b

As mentioned in the Netherlands' sixth report in 2014, but repeated here for convenience, the maximum sentences for human trafficking have been raised twice. On 1 April 2013, the maximum sentence for the offence of trafficking in human beings was raised from 8 to 12 years imprisonment. The maximum sentence in cases of serious bodily injury or danger to life was raised from 12 to 18 years' imprisonment. The maximum sentence in cases involving death was raised from 15 to 30 years' or life imprisonment.

On 15 November 2013, legislation implementing the EU anti-trafficking directive entered into force. This entailed a few mainly technical amendments to the Criminal Code:

- Two new elements were added to the definition of exploitation in article 273f, paragraph 2 of the Dutch Criminal Code – that is, 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 in cases involving victims over the age of 18 has been abolished (the requirement had already been scrapped for victims under 18).
- The aggravating circumstance ground in article 273f, paragraph 3 (2) has been extended to human trafficking in cases involving a person under 18 years of age or someone whose vulnerable position has been abused.
- The Bill further embeds the National Rapporteur on Trafficking in Human Beings in legislation: the National Rapporteur on Trafficking in Human Beings and Sexual Violence Against Children Act. The National Rapporteur periodically reports about developments in the field of human trafficking and makes recommendations to the government.

Question 12

The Ministry of Justice and Security finances exit programmes through the Decentralised Grants for Exit Programmes for Prostitutes (DUUP). These grants are provided for a particular purpose, without being strictly earmarked. For more information, see the following two reports:

- *Evaluation Exit Programmes for Prostitutes*¹¹
This report dates from 2019, when it was still a grant. The evaluation discusses the factors affecting the success and failure of the different exit programmes. This evaluation was used in part as input for the decision to switch to structural funding through an decentralised grant.
- *Quitting Sex Work – Reconciliation between Needs and Support*¹²
This report from 2021 is about the wider issue of exiting sex work (in other words, not only through exit programmes; the report also contains recommendations for the exit programmes).

Question 13b

In a 2019 letter to Parliament, the Minister of the Interior and Kingdom Relations set a goal for the representation of women in public administration, announcing target figures for a male-female balance between 40% and 60% of either gender. To this end, measures have been taken on three fronts: working on inclusive selection procedures; actively inviting talented women to apply for jobs; and boosting the skills of women in political and public office. More concrete examples include, but are not confined to:

- Funding orientation courses for aspiring municipal politicians, with a focus on attracting a diverse group of candidates.

¹¹ Eindrapport Evaluatie Regeling uitstapprogramma's prostitutie | Rapport | Rijksoverheid.nl

¹² Stoppen met sekswerk - Aansluiting tussen behoeften en ondersteuning | Rapport | Rijksoverheid.nl

- Funding a course on ‘selecting without bias’ in public administration. This was offered to selection committees of political parties, selection committees to choose mayors, and King’s commissioners.
- Funding a research report (Runderkamp, 2021) on women in political and public office resigning from their positions. This was a follow-up to an earlier report on the male-female balance in public administration in the Netherlands.¹³
- In 2019, the government set up a Political Women’s Network. In 2020, several training sessions were held for women who were already (or aspired to be) politicians, along with networking and mentoring events. At the mentoring events, women considering entering political and public office were paired up with women who are experienced political and public office holders.

Question 21

At the beginning of 2021, an independent committee chaired by Professor Alex Brenninkmeijer researched the scope for civil society fora on climate policy and issued an advisory report on it. The committee concluded that civil society fora have the potential for improving citizen engagement with climate policy, but cautioned that a number of key preconditions must be met to ensure their success. It is up to the present government to follow up on this report. Several municipal and regional authorities are currently at work putting this form of participation into practice. In the case of civil society fora, it is particularly important to ensure a good, representative group of residents – including women. This must be made possible by, for example, putting financial compensation in place for participation, childcare, transport and accommodation.¹⁴

Question 22

In the context of this question, appropriate care and support for the elderly are defined as follows. The reference is to care arising from the provisions of the Social Support Act (WMO), the Health Insurance Act (ZVW), and in some cases the Chronic Care Act (WLZ). In addition, action has been taken to boost the implementation of the guidelines on vulnerable elderly people. These guidelines describe in six stages how to provide proactive, person-specific cohesive care for vulnerable elderly people.

Question 24c

The work instruction of the Immigration and Naturalisation Service states that if the specific individual circumstances of a family migrant reveal that he or she is incapable of taking or passing the civic integration examination, or part of it, he or she may be exempted from this obligation. The family migrant’s efforts – in terms of attempts and preparations – should not take so long that it becomes extremely difficult or impossible for the person to exercise the right to family reunification.

¹³ Z. Runderkamp (2021), *Schaken op meerdere borden tegelijk: de selectieve uitval van raadsleden en wethouders beter begrijpen*, Amsterdam: University of Amsterdam, available [here](#).

¹⁴ Brenninkmeijer Committee (2021), *Betrokken bij klimaat: burgerfora aanbevolen*, Brenninkmeijer Committee: The Hague, available online: [Adviesrapport Betrokken bij klimaat | Publicatie | Rijksoverheid.nl](#)