



Annual Report 2020

Contents

Chapter 1

Management Report

3

Chapter 2

Supervisory Board Annual Report

5

Chapter 3

**WO=MEN Dutch Gender Platform,
structure and methods**

7

Chapter 4

WO=MEN Organisation

9

Chapter 5

The 2020 results for WO=MEN

13

Chapter 6

Annual financial statements

37

Chapter 7

Annex 1: Theory of Change

54

Annex 2: Members

55

Annex 3: Abbreviations

56

The image features a large, stylized white number '1' centered on a black background. The '1' is composed of a vertical stem and a short horizontal top bar. The background is decorated with two horizontal rectangular bands: a darker magenta band at the top and a lighter pink band at the bottom. The text 'Management Report' is positioned to the right of the vertical stem of the '1'.

1 Management Report

This is the annual report of the WO=MEN Dutch Gender Platform association for 2020.

2020 was a special year in many respects. I had the privilege of taking over from Edith van der Spruit from 15 January. Not long after I assumed the position of director, Covid-19 broke out. At that time no-one could see how great the impact of the virus would be on our personal and working lives. We followed the government rules meticulously. We stayed at home, maintained a 1.5 metre distance and those with school-age children provided home schooling. At the same time, we had to maintain the bond with the team, members and partners and closely monitor the consequences of Covid-19 for women's rights and gender equality, both nationally and internationally.

But it was also a year in which we transformed obstacles into opportunities. Covid-19 has highlighted structural power imbalances and exclusion. In the Netherlands this is reflected, for example, in the distorted care and work responsibilities, the increase in violence in the home and the over-representation of women in financially vulnerable positions. However, worldwide too: for example, the political backlash against women human rights defenders grew, and the pandemic was seized on in order to restrict access to safe abortion. No-one could avoid it. The worldwide political, financial and social pressure on women's rights and gender equality organisations is a fact.

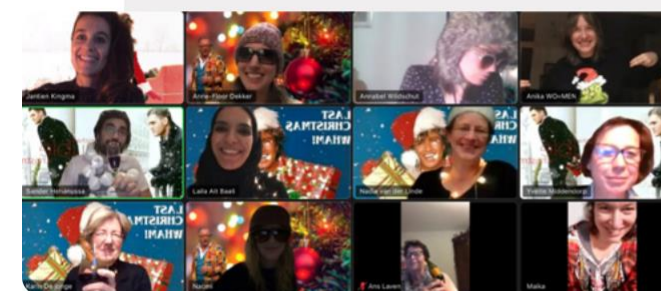
These national and international developments have strengthened our resolve to implement our platform of activities more vigorously: exert influence on policy and public opinion in the Netherlands and worldwide, monitor policy, share knowledge, combine forces and connect and mobilise people. We held discussions with journalists and opinion makers, lobbied members of the Tweede Kamer (Netherlands House of Representatives) and political parties, organised meetings, advised the Netherlands representative to the UN Security Council, spoke at conferences, launched the Fourth National Action Plan on UN Security Council Resolution 1325, influenced the election manifestos and celebrated Beijing +25.

As a result of two new strategic partnerships, good project administration, the implementation of various measures and cuts, we have managed to clear the negative equity from before 2016. We can now go on to build a continuity reserve.

These positive results reinforce our confidence that WO=MEN together with all its members is visible as the network for women's rights and gender equality; a network which is marked by solidarity, openness, transparency, professionalism and empowerment.

Laila Ait Baali

Director WO=MEN, Dutch Gender Platform
The Hague, 1 February 2021



2

Supervisory Board
Annual Report

In 2020 WO=MEN was able to welcome a new director: Laila Ait Baali. The Supervisory Board (RvT) is delighted to have Laila as director to continue the development of WO=MEN and to ensure equal rights for all of us.

And that is certainly necessary. 2020 once again showed us that human rights and women's rights are under pressure. Even job security is at stake for many women. Covid-19 leads to a rise in domestic violence. Sexual and reproductive rights in particular are restricted; as are the rights of those who challenge the traditional gender patterns. This means that the work of WO=MEN is and remains relevant.

In 2020 the members of WO=MEN showed that, in spite of home-working and other Covid restrictions, their efforts for equal rights for men and women, heterosexuals and gays, girls and boys have continued as usual. All members deserve great credit for that! In spite of all restrictions, WO=MEN has had a good year. It has successfully helped to cement women's rights and gender equality firmly in the strategic partnerships Power of Voices. In 2020 WO=MEN is a part of CMI 2.0 and a new consortium Our Voices Our Future. These are two programmes for the next 5 years which are supported by the Dutch Ministry of Foreign Affairs.

As of 31 December 2020 the RvT is made up of the following people:

- = Heleen Schrooyen, chair
- = Elise Kant
- = Blanca Méndez
- = Nathalie Veenman

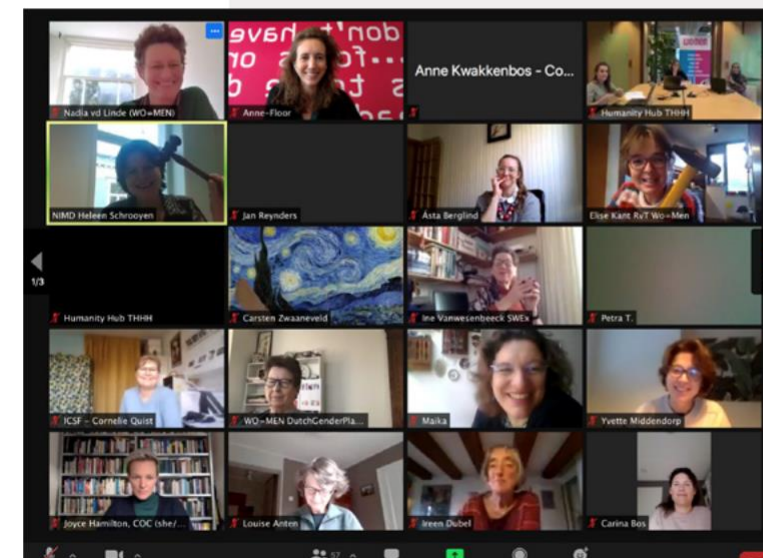
The RvT focuses on:

- = providing support and advice for the director,
- = being a good employer,
- = financial sustainability of the organisation,
- = ensuring that programmes and activities respond to a changing social context.

At the General Meeting of Members on 24 November, after 4 years Elise Kant handed over the chair to Heleen Schrooyen. The RvT is very grateful to Elise for her efforts on behalf of WO=MEN, certainly in difficult times. She has helped to ensure that WO=MEN as an organisation is in a better position, particularly by improving the financial position and sustainability. As a result, WO=MEN can concentrate on consolidation and growth. In 2021 the staff of WO=MEN will set about implementing the new programmes and working on a multi-annual strategy. The RvT would like to thank the staff for their unflagging commitment and looks forward to a year with good results.

Heleen Schrooyen

Chair, Supervisory Board of WO=MEN, Dutch Gender Platform, The Hague, 9 February 2020



3

WO=MEN Dutch
Gender Platform
Structure and methods

WO=MEN is the largest gender platform in the Netherlands. WO=MEN works in the Netherlands and worldwide for equal power relations between women and men, irrespective of sexual orientation, faith, disability, ethnicity and class.

3.1 Structure of WO=MEN

The support base of WO=MEN is unique: 116 individual members and 51 institutional members are affiliated to WO=MEN: development and peace organisations, women’s and gender rights organisations, diaspora organisations, trades unions, police, journalists, knowledge institutes, academics, military personnel, business people, students and opinion makers. Together we are working for a fair world in which gender equality and the rights of women and girls are respected and in which there is space for sustainable development. In this way we contribute to the Sustainable Development Goals (SDG) 2030, and in particular SDG 5.

As a broad network we are well informed and we can have an effective influence on decision-making. For more than fourteen years WO=MEN has worked for a strong and independent gender policy as part of Dutch foreign policy. Members are active in the working groups on Sustainable Political, Financial and Social Support for Gender Equality and Women’s Rights, Gender and Sustainable Economy and Gender, Peace and Security.

3.2 How does WO=MEN work?

WO=MEN does what a lobbying platform has to do: influence laws and policy in the Netherlands and worldwide, monitor policy, share knowledge, combine forces and connect and mobilise people.

We are lobbyist, advisor, a network, watchdog, activist as well as ‘linking pin’. Our main activities are:

- = Lobbying & Advocacy: setting the agenda for, informing, advising and influencing society, ministries, institutions and politics.
- = Connecting & Strengthening: connecting and strengthening our members and strategic partners; both with each other and with relevant activists, organisations, academics or businesses.
- = Watchdog: pointing out gender inequality and infringement of women’s rights, as well as the shrinking space for civil society. Monitoring of the development and implementation of laws and policy. Exposing unequal power relations, stereotyping and inconsistency in policy measures.
- = Gathering & sharing knowledge: making research and policy advice available. Highlighting social and political trends. Making the lessons learned and examples of good practice accessible. Translating knowledge, research and experience of members into advice for relevant ministries and/or the Dutch Parliament.

Tear:

“Via the Dutch platform WO=MEN, among others, we share the knowledge and experience acquired by Tear in Congo with other organisations in the Netherlands which work for gender equality; religious and non-religious, because non-religious organisations also need support from religious leaders in order to make successful change possible. That is what I find so nice about that platform: in the media the discussion about religion and equality is often so polarised, just think of the reports on the Nashville statement, and recently the demonstrations at abortion clinics. People are unwilling to make any concessions. But here there is room for discussion and dialogue.”

4

WO=MEN

Organisation

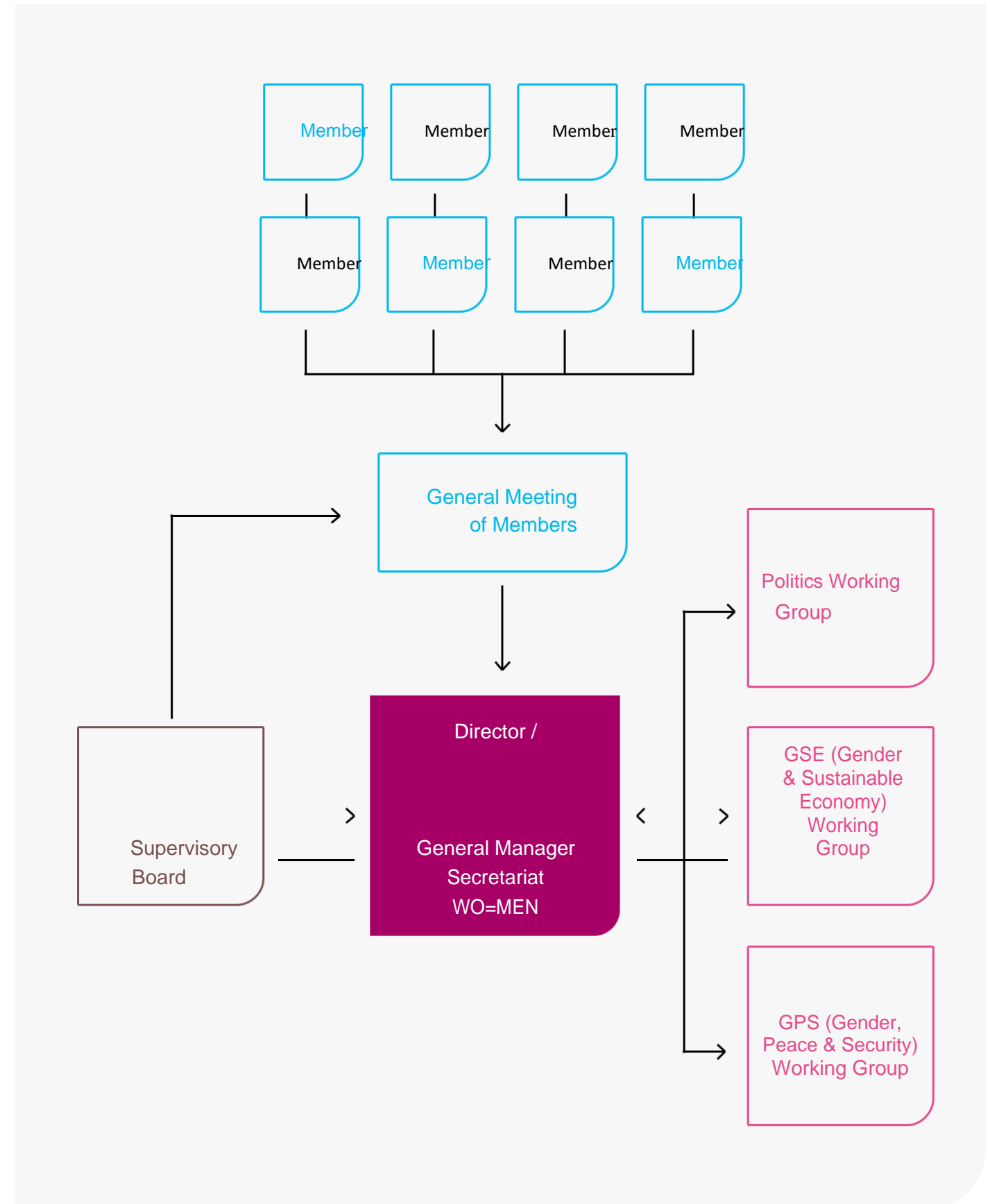
4.1 WO=MEN small and functional

Edith van der Spruit retired in 2020. Laila Ait Baali succeeded her as director on 15 January. In 2020 we said goodbye to Margriet van der Zouw and Yvette Middendorp. We welcomed Anika Snel (political coordinator), Nadia van der Linde (International Processes) and Maika Kuhn Münch (controller).

A performance review is held with all employees, in which the results achieved and development opportunities are discussed. The KPIs are determined again and set out in the personal files. Particular attention is paid to personal and professional growth. With every vacancy that we open up, we aim for diversity among our staff.

In autumn 2020 a strategic session was held in order, as a team, to identify and clarify the opportunities and challenges in 2021. The time frame for various lobbying events was set out, including the elections for the Dutch House of Representatives, drawing up of the Coalition Agreement, UN processes. In addition, the Multiannual Plan ends in 2021. A prompt start has been made on writing a new plan.

As well as a strategic session, a team-building day was organised. After many months of home-working, it was once again possible in September to meet up with each other, while complying with the COVID-19 restrictions. This did the team good.



4.2 Staff

As of 31 December 2020 WO=MEN comprises the following members of staff:

Director	Laila Ait Baali		36 hours
Programme managers	Anika Snel	Political coordinator	32 hours
	Anne Floor Dekker	GPS/ NAP1325	36 hours
	Nadia van der Linde	CSW/ international	32 hours
	Sander Hehanussa	GSE/ ASWH!	32 hours
Project leader	Karin de Jonge	NAP 1325	16 hours
Project worker	Annabel Wildschut	GSE	24 hours
Marketing and communication	Jantien Kingma		32 hours
Controller	Maika Kuhn Münch		24 hours
Board secretary	Ans Lavèn		32 hours

4.3 Members and Partners

The WO=MEN network comprises 116 individual members and 51 institutional organisations (Annex 2). Our members determine the choice of strategies and (sub) themes. In 2020 we held several discussions with current institutional and individual members. The link with our members is essential. In 2020 the Power of Voices and the SDG 5 funds were announced by the Ministry of Foreign Affairs. Following full discussions with our members, we responded to the requests of members and international partners to participate in the strategic partnerships as a platform. We now participate in the Count me in Consortium (CMI!) and Our Voices Our Future partnership.

Members of WO=MEN cooperate functionally in working groups, sub-networks, ad hoc coalitions, during meetings, for specific questions or special campaigns on current themes. The various working groups regularly adjust the strategic agenda.



A General Meeting of Members (GMM) was held in 2020. In the light of the Covid-19 outbreak in the spring, the management board submitted the annual report and the annual accounts for 2019 by means of an email procedure. In the autumn the GMM, which was held on-line, adopted the budget and the plan of activities for 2021.

Despite the strong bond with members and good working relationships with cooperation partners, there are always risks which may damage the foundations on which WO=MEN is based. We shall examine this in more depth under Risk Management and Continuity (page 32).

4.4 Supervisory Board

Our Supervisory Board (RvT) monitors the policy of the director, implementation of that policy and general affairs within the association. The RvT is the director's employer. The Supervisory Board advises the director and assists in developing new focus areas for WO=MEN. The chair and members of the Board are selected via public procedures for relevant background, strategic insight and profession.



The Supervisory Board appoints its own members. The four members of the Board remained unchanged. However, Elise Kant handed over the chair to Heleen Schrooyen during the General Meeting of Members in November.

4.5 General Meeting of Members

As well as formal subjects, the GMM is also the place to consider the direction and priorities of WO=MEN together; by identifying gaps, starting new initiatives and pointing out interesting subjects and developments to colleagues. A digital General Meeting of Members (GMM) was held in 2020. Because of the Covid-19 outbreak, the management board submitted the 2019 annual report and annual accounts in the spring via email. In the autumn the GMM adopted the annual plan and budget for 2021.

We organised a substantive session during the GMM in the autumn: 'Beijing+25: what next? Recent research commissioned by WO=MEN Dutch Gender Platform shows that Covid-19 is increasing the existing gender inequality in the world. As with other crises, people in vulnerable positions, including women and gender-nonconforming people, are hard hit. A worldwide conservative opposition is active in this, contesting and overturning laws and policy intended to promote gender equality and women's rights.

Pascalie Grotenhuis, director of DSO and also Gender Equality and Women's Rights Ambassador at the Ministry of Foreign Affairs, gave an introduction on the impact of Covid-19 on women's rights and gender equality. Together with guest speakers, members and interested parties we looked forward to new opportunities and challenges.



WO=MEN, Dutch Gender Platform

@genderplatform

'What the patriarchy does is a problem for everyone. Men act as if it is not a problem that they barely participate in care roles and the stress. That is how they are brought up. We want men to think about that.'

Jan Reynders @emancipator_nl



WO=MEN, Dutch Gender Platform

@genderplatform

'We must remain vigilant to ensure that civil society organisations can do their advocacy work worldwide, precisely in times of COVID-19 when everything happens online and access to the internet is crucial.' @PMGrotenhuis @NLWomensright during GMM WO=MEN.





5

The 2020 results
for WO=MEN

In this annual report we set out the results for 2020 on the basis of our Theory of Change. Our activities and partnerships all contribute to our long-term objective: *worldwide gender equality and respect for women's rights*.¹ Thus we have continued the trend and thematic focus of WO=MEN in 2020. At all times, we stress that we are working for social transformation, to bring about equal power relations between women and men and other gender identities. This calls for a long-term process in which underlying mechanisms of exclusion and power are exposed. This is also a process which does not always take place in a linear fashion and requires continual adaptation and adjustment. In 2020, together with our members and partners, we contributed to this via the following outcomes from our Theory of Change:

5.1 Sustainable support (financial, political and social) for gender equality and women's rights

Our activities in 2020 were largely planned around Beijing+25: the 25th anniversary of the Fourth World Conference on Women and the approval of the Beijing Declaration and Platform for Action, the most extensive agenda in the field of gender equality and women's rights. Sustained support for the Beijing agenda continues to be necessary since no single country in the world has achieved complete gender equality.

The Covid-19 crisis acutely exposed existing inequalities and exacerbated them. Gender equality and women's rights organisations and activists continued their work worldwide in spite of lockdowns and repressive measures, as advocate, ally and watchdog. Consequently, with the political lobby working group we committed ourselves in 2020 to securing political and financial support for gender equality and the rights of women in Dutch foreign policy.



¹ See annex for the full ToC

2020 was also the year of preparations for the House of Representatives elections in March. WO=MEN and its members worked hard to develop and deliver joint input for those election manifestos. This was successfully achieved, in spite of the fact that, because of the pandemic, this had to be done digitally and remotely to a large extent.

5.1.1 Sustainable support, financial, political and social for gender equality and women's rights (national)

Outcome 1: National and international standards, laws, policy and implementation for gender equality and women's rights are inclusive and sustainable

Outcome 1.1: Politics focuses actively on the implementation of (inter)national standards and laws on inclusive gender policy in the Covid-19 response

The Covid-19 crisis has put particular pressure on gender equality and women's rights. Marginalised groups and people in vulnerable positions, including women and girls, are disproportionately affected. In cooperation with our members, therefore, in 2020 we worked for inclusive gender policy in the Dutch international response to Covid-19.

Since the start of the Covid-19 crisis members of the House of Representatives have structurally pursued an intersectional gender lens in the Dutch international approach to Covid-19.² Members of the House have focused actively on the fight against gender-related violence and the dangers for women human rights defenders during the Covid-19-related lockdowns.

During debates and written consultations on the Dutch international approach to Covid-19, members of the House pointedly called the cabinet to account regarding the absence of a structural gender lens. In December 2020 this led to a widely adopted motion during the budget debate for



WO=MEN, Dutch Gender Platform

@genderplatform

Strong input by [@kirstenvdhul](#) during the #BuHaOs debate: "Women and girls are particularly hard hit by the pandemic. They are the first to lose their job in the informal economy, there is a worldwide increase in violence against women, the number.." (1/2)



² The cabinet is targeting three areas internationally in the fight against Covid-19: prevention, humanitarian aid and socio-economic resilience. An intersectional gender lens means that: from the outset, policy and intervention measures take into account various forms of inequality, discrimination and marginalisation. Structural application of an intersectional gender lens ensures that (emergency aid) programmes actually reach marginalised groups and people in vulnerable positions, including women, girls and gender-nonconforming people.

Foreign Trade and Development Cooperation (BHOS). The motion called for a clearer cabinet commitment to preventing gender-related violence as a consequence of the Covid-19 pandemic. The motion was initiated by Kirsten van den Hul, Member for the PvdA (Dutch Labour Party) and also co-chair of the Gender Multi-Party Initiative (Gender Meer Partijen Initiatief) (GMPI).

Contribution of WO=MEN

- = At the start of the pandemic WO=MEN commissioned a study of the effects of Covid-19 on gender equality and women's rights. This resulted in a quickscan on each of the three WO=MEN themes:
 - 'Hold the Line - Covid-19 and the pushbacks on gains made on gender equality and women's rights'. The quickscan is based on literature, organisations' statements and news articles (in the period April-July 2020), webinars and 17 interviews with (member) organisations and partners. For each theme, the quickscan produced recommendations for Dutch politics and government, such as:
 - = The need for an intersectional gender lens in all areas of the Netherlands' international Covid-19 assistance.
 - = Recognition of the equal role of (female) human rights defenders in international and national forums.
 - = Focusing on a feminist economic recovery plan both worldwide and in the Netherlands.
 - = The combating of gender-related violence as a starting point for Dutch international Covid-19 assistance.
- = WO=MEN provided input for House of Representative members regarding the use of an intersectional gender lens in the Netherlands' international Covid-19 response, the increased gender-related violence and the risks for women human rights defenders. This input was based on insights from our members and the findings from the aforementioned quickscan.



- = Together with our members we have written a letter to the Minister for Foreign Trade and Development Cooperation (BHOS) Sigrid Kaag about the impact of Covid-19 on gender equality and women's rights.
- = We proactively provided input to the Advisory Council on International Affairs (AIV) for their recommendation on 'The Netherlands and the worldwide approach to Covid-19'. In the end the AIV stated that particular attention to the position of women and girls is necessary.
- = We generated media attention through opinion articles and interviews about the effects of Covid-19 measures on women and gender equality.

Significance

High. While Covid-19 has further reinforced the existing inequalities worldwide, the cabinet initially believed that support for gender equality and women's rights was sufficiently safeguarded via existing policy and subsidy frameworks. The recommendations from the 'Hold the Line' quickscan are used by various parliamentarians to focus actively on gender policy in the international Covid-19 response by the cabinet. Although the cabinet has released a limited amount of financial resources for the international Covid-19 response, the cabinet is more clearly calling the combating of gender-related violence a priority. In addition, internationally the cabinet is advocating at least a gender-sensitive Covid-19 response.

Outcome 1.2: House of Representatives members have been convinced and are ready to tackle the harmful conservative policy of a number of EU Member States regarding gender equality and women's rights.

In 2020 several members of the House, across broad political lines, advocated a robust Dutch (and European) counter-argument to the harmful, conservative-nationalist politics of a growing number of European states in the field of gender equality and women's rights.

The Covid-19 crisis has reinforced the trend in a number of EU Member States to undermine gender equality and women's rights – including Poland, Hungary, Bulgaria and Slovakia, as well as neighbouring Turkey. The growing discord within Europe as regards gender equality and women's rights has also had an impact of the Netherlands; certainly in view of the conservative counter-pressure from the aforementioned Member States against new policy of the European Commission. Consequently, together with our members we have focused on contributing to House of Representatives committees which are working on gender equality in a European context.

The co-chairs of the Gender Multi-Party Initiative (GMPI), Kirsten van den Hul (PvdA) and Zohair el Yassini (VVD) (People's Party for Freedom and Democracy) were important allies. For example, both politicians (as well as representatives of D66 and GroenLinks) spoke up during the legislative consultations on emancipation on 2 November 2020 for the position of women, girls and gender in all diversity such as in conservative EU Member States Hungary and Poland. They called on the cabinet to continue to speak out forcefully on these subjects internationally and to continue to work proactively for sustainable and inclusive international standards and norms regarding gender equality and women's rights.

Contribution of WO=MEN

WO=MEN provided input for House of Representatives members and policy makers prior to relevant debates and general or written consultations. In

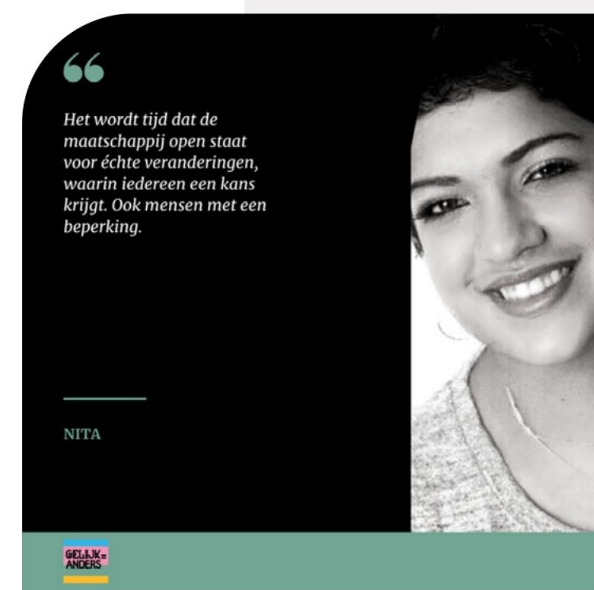
cooperation with members WO=MEN coordinated, for example, input for a discussion between the House of Representatives Education, Culture and Science (OCW) Committee and EU Commissioner Dalli on gender equality. Unfortunately, because of a poor online connection with the European Commission in Brussels the discussion could not continue. However, the input on, among other things, increasing online gender-related violence and the need not to surrender on progressive agreed language at European level was used by members of the House in the aforementioned legislative consultation on emancipation.

Significance

High. The continuing focus of the House of Representatives on gender equality and women's rights at international level is important for the work of gender equality and women's rights organisations and activists worldwide. In addition, this makes a tangible contribution to awareness in political circles of the effect which international developments have on the Netherlands, and vice versa what the Netherlands can represent as an advocate. The proactive GMPI is instrumental in raising the issue of violations of women's rights and harmful social norms, and consistently spotlighting this in the House of Representatives.

Outcome 2: Individuals and groups have an inclusive and positive image of gender equality and women's rights

The 2020 annual plan did not include any specific activities on this outcome. Nevertheless, we have contributed substantially to increasing knowledge about harmful social and cultural norms regarding gender equality and women's rights.



Outcome 2.1: Young people are more aware of gender equality and inclusivity via the Equal = Different campaign

The first version of the Equal = Different [Gelijk = Anders] campaign was launched in 2015, 20 years after the last World Conference on Women in Beijing. In 2020 we had to conclude that there was still a considerable amount of work to be done. Therefore, on 1 November 2020 the second version of the Equal = Different campaign started. This campaign is a collaboration between WO=MEN, ActionAid, WOMEN Inc., Rutgers, Cordaid, COC, Simavi and WECF. The campaign focuses on the themes of sustainability, representation, money & work, stereotyping and an inclusive society.

Via social media we have managed to speak to a wide new public (146,000) of young women and men (ages 18 - 35) about both the positive effects of gender equality and the consequences of harmful social norms and inequalities in the Netherlands and elsewhere. An opinion piece was put on jooop.bnnvara.nl. In that piece WO=MEN and organisation member WECF argue on behalf of the Equal = Different alliance for a worldwide system change in which equality is the norm. In this way we made a young target group aware of the importance of inclusivity and equal rights. In 2021 we are continuing to focus on this target group, on proactively advocating international solidarity and an equal, inclusive society.

Outcome 2.2: Awareness of the imbalances of power has grown among a wider public via the Vice Versa Gender Special

In September 2020 the journalistic platform for world issues Vice Versa and WO=MEN launched a gender special on the theme of Beijing +25. The gender special was the result of cooperation with Amref Flying Doctors NL, Cordaid, Milieudefensie, PAX, WECF Nederland - Women Engage for a Common Future, NIMD, GAGGA and the Fair, Green and Global Alliance.

The special includes interviews with people who have to deal with oppression



on a daily basis: Afghan peace activists who want to get women to the negotiating table for the peace agreement, and Alba Zepeda, deputy mayor of La Ceiba in Honduras, who is bringing about change in a machismo culture. In addition, the special includes a round-table discussion about the role of men in the gender debate and power imbalance between the women's movements.

Outcome 3: A strong and active civil society plays a crucial role in the transformation of (power) relations in the field of gender equality

Outcome 3.1: Election manifestos for the House of Representatives elections in March 2021 were influenced with respect to gender equality and women's rights

In 2020 we worked hard to get gender equality and the empowerment of women and girls firmly established in the election manifestos of various political parties for the House of Representatives elections.

In the period January - April 2020 the members of WO=MEN worked together on formulating input to the three overarching themes on which WO=MEN focuses. The Covid-19 outbreak and the negative consequences for women, girls and gender- nonconforming people worldwide led to a joint review of various points and priorities.

For example, there is an even more urgent need to protect women human rights defenders and social welfare for women and girls at the bottom of world production chains.

Nationally, trends in the election manifestos appeared to be strongly focused on post-Covid-19 socio-economic recovery, with more attention to solidarity and security at international level. Together with allies such as internal women's networks and our members, we worked to achieve major adjustments. Almost all political parties adopted texts from WO=MEN. As a result, most election manifestos now include sufficient awareness of and specific action points for, among other things:

- = Full implementation of the UN Convention on women's rights;
- = Achieving SDG-5;
- = The importance of assistance for women's rights organisations and their role in peace processes;
- = Protection of women's rights activists and women human rights defenders;
- = The need to stand up for gender equality and women's rights in view of the growing conservative reaction;
- = Review of the international CSR policy based on binding international and national legislation, for the purpose of improving the position of women and girls working at the bottom of world production chains.

Involve women in peace processes, crisis response and reconstruction

Continue to champion gender equality and women's rights internationally

Promote gender equality and involvement of women in sustainable economic development



Blijf internationaal voorvechter gendergelijkheid en vrouwenrechten



Bevorder gendergelijkheid en betrokkenheid vrouwen in duurzame economische ontwikkeling



Betrek vrouwen bij vredesprocessen, crisisrespons en wederopbouw

Contribution of WO=MEN

- = WO=MEN coordinated the process of joint input by our members for the election manifestos. WO=MEN presented the joint input to the election manifesto committees, allies such as internal women’s networks and international working groups, as well as to individual members of the House of Representatives and of the European Parliament.
- = WO=MEN launched a brief social media campaign to increase awareness of the election input aimed at political parties.
- = WO=MEN has analysed on behalf of its members how the joint input is reflected in election manifestos.
- = In cooperation with the aforementioned allies and our members, WO=MEN drew up proposals for amendments to tighten up various manifestos regarding gender equality and women’s rights. In addition, WO=MEN was proactive in involving its members in gathering support within political parties for amendments which were comparable to our input.

Significance

High. Members have contributed significantly to successfully influencing political parties on questions concerning gender equality and women’s rights. Clear support in election manifestos for our themes contributes to wider awareness among political representatives and policymakers. Attention to gender equality and women’s rights in election manifestos is also an important step towards establishing these themes in a new coalition agreement and their continuation in the broad foreign policy of the Netherlands.

Outcome 4: Public and private institutions promote, facilitate and respect equal participation and women’s rights

Outcome 4.1: The European Parliament has greater knowledge of gender equality and women’s rights and promotes equal participation

The relationship with various members of the European Parliament was further deepened in 2020. Here we drew on the Great European Debate which we organised in 2019 with Vice Versa. In 2020 several Dutch MEPs called for a structural focus on the repercussions on gender equality because of the Covid-19 pandemic. For example, in July 2020 Samira Rafaela of the D66/Renew Europe group presented an action plan to combat gender-related violence because of the Covid-19 crisis.

Contribution of WO=MEN

- = WO=MEN provided input through discussions, the election input and the quickscan ‘Hold the Line’ for groupings in the European Parliament (S&D, Renew Europe and the Greens) on the risks and consequences of the Covid-19 crisis for gender equality and women’s rights. In this respect, we also made recommendations on the opportunities for tackling structural inequalities.
- = On 25 August 2020 D66/Renew Europe MEP, Samira Rafaela discussed with diaspora members of WO=MEN peace and security, the importance of continuing support for diaspora women’s rights organisations and the involvement of diaspora women in devising policy. WO=MEN also arranged a working visit to a refugee women’s organisation in Rotterdam.



WO=MEN, Dutch Gender Platform

@genderplatform

Thanks for the invitation and a good meeting @samiraraf! We would like to continue discussions on these important subjects.



Samira Rafaela @samiraraf • 25-08-2020

Had an inspiring meeting with various representatives of women’s organisations [#vrouwenorganisaties] which work for peace and security [#vrede & #veiligheid]. We discussed the importance of continuing support for this kind of organisation and the involvement of more women in formulating policy.





- = Director Laila Ait Baali and political coordinator Anika Snel took part in two panel discussions at European level. On 17 October a panel discussion organised by D66 Europa took place on the subject of gender equality and Covid-19. On 18 November 2020 there was a panel discussion led by Samira Rafaela on women’s participation at the top of (European) business. At both panels WO=MEN stressed the importance of meaningful, inclusive participation by women in political and economic decision-making processes at all managerial levels.

Significance

Average. By strengthening our links with Dutch MEPs we have further increased access to the European Parliament for gender equality and women’s rights organisations. By taking part in panel discussions we have helped specifically to promote equal participation and women’s rights on the European playing field. These MEPs incorporated our insights on the Covid-19 crisis via discussions and studies as well as the quickscan ‘Hold the Line’ into their work.

5.1.2 Sustained support, financial, political and social, for gender equality and women’s rights (international)

Outcome 1: National and international standards, laws, policy and implementation for gender equality and women’s rights are inclusive and sustainable

Outcome 1.1: The cabinet actively targets a progressive political statement during the 64th session of the Commission on the Status of Women

Dozens of Dutch civil society organisations provided input for the joint priorities which were presented to the Dutch delegation for the 64th session of the Commission on the Status of Women (CSW64). There have been various instances of public interaction between civil society organisations and members of the government delegation. In addition, the delegation received specific proposals for wording during the negotiations on the ‘political declaration’ which was to form the outcome of this CSW64. Joyce Hamilton represented Dutch civil society in the delegation and was directly involved in the negotiations.

The delegation worked hard – in part successfully – to retain in the wording specific terms such as gender equality and human rights, which were under severe pressure. They were successful, as far as possible, in referring specifically to girls as well as women, citing diversity of women and girls, emphasising intersectionality and recognising and supporting the importance of civil society. When the CSW64 had to be cancelled at the last minute, the government delegation followed the call by WO=MEN, together with its members and partners, and worked for postponement of the meeting instead of cancellation. In this respect, the importance of participation by civil society was seen as crucial.

Members of the PvdA:

“The members of the PvdA group point out that even the working method of the UN General Assembly is affected by the corona pandemic. Although it is necessary and logical to adjust the working method in some aspects, the crisis is also being used to restrict participation by human rights organisations and other non-governmental organisations (NGOs) in UN sessions. As a result of this, it is no longer always possible for these organisations to make statements or to speak effectively, where that was the case previously. Is the minister prepared to commit to maintaining this space for civil society as well? In addition, the *Commission on the Status of Women* (CSW) could not take place this year, and thus a crucial element in the work of the Commission was lost. Has the minister seen an opportunity to take on board the comments of the participating NGOs?”

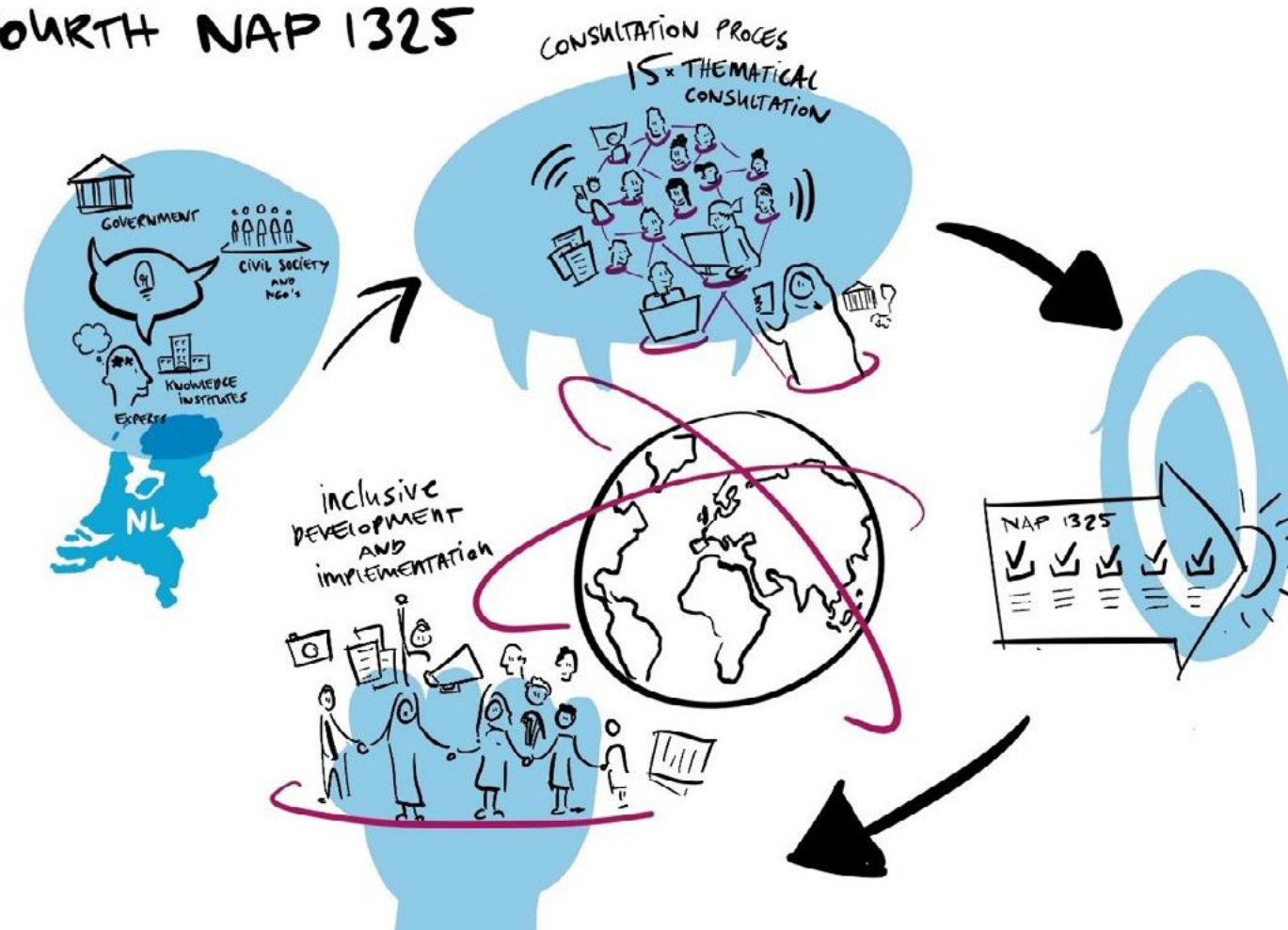
Contribution of WO=MEN

- = In 2020, as in previous years, WO=MEN undertook civil society process coordination for the international emancipation policy, in cooperation with Atria and the UN Women's Convention Network. WO=MEN coordinated the contribution from the civil society point of view for the annual meeting of the CSW. WO=MEN also informed organisations and involved them in the processes. WO=MEN organised the selection process for the NGO representative, who formed part of the Dutch government delegation. In addition, WO=MEN coordinated the pitches which were made by civil society organisations during the NGO briefing organised by the Ministry of Education, Culture and Science (OCW).
- = In January 2020, together with Share-net Nederland, WO=MEN organised the round table meeting "Looking back at ICPD+25 and ahead at Beijing+25". During this well attended meeting, information was shared about the ICPD and Beijing processes and input was gathered for the recommendations for the CSW.
- = At the end of 2020 WO=MEN organised a debriefing on developments in 2020 and kick-off for the new CSW process in 2021.

Significance

High. As a gender platform WO=MEN has a crucial role in facilitating knowledge sharing and strategic cooperation and in supporting, stimulating and inspiring an effective international lobby by civil society organisations in the Netherlands. WO=MEN is the Dutch process coordinator and contact for the CSW on behalf of the government. Because there is a growing push-back in the field of women's rights and gender equality in the international arena, it is even more important that progressive countries and NGOs speak out against this. In this, meaningful participation by the diverse civil society in the Netherlands, as watchdog, expert and lobbyist, is important both for a good process and for a good outcome.

DEVELOPMENT OF THE FOURTH NAP 1325



5.2 Gender, Peace & Security and NAP 1325

2020 was a special year for the Gender, Peace and Security Working Group of WO=MEN and for the NAP 1325 community. Firstly because this year marked the 20th anniversary of UN Security Council Resolution 1325 on Women, Peace and Security, and secondly because the fourth National Action Plan 1325 (NAP 1325) was developed.

2020 was also a difficult year for the Women/Gender, Peace and Security community, as it was for virtually everyone. Because of the Covid-19 crisis members and partners of WO=MEN had to organise their work differently. WASH programmes and emergency aid were given priority, and peace work sometimes came to a halt temporarily. People no longer dared to or were no longer allowed to enter the areas, or to travel to the international forums where decisions are taken.

Donors re-allocated funds, previously allocated to inclusive peace and security and women’s rights, to Covid-related programmes. The impact was and is enormous for the Women, Peace and Security agenda and is described in the quickscan ‘Hold the Line’.

Nevertheless, the Covid-19 crisis also offered opportunities. Online working took off. As a result, it became easier to have direct consultation with and involvement of local partners and grassroots peace activists and women human rights defenders in discussions and the development of the NAP 1325-IV.

In spite of and sometimes thanks to the Covid-19 crisis, in 2020 we still had a considerable impact on the implementation of the GPS/WPS agenda. We describe a number of milestones below.

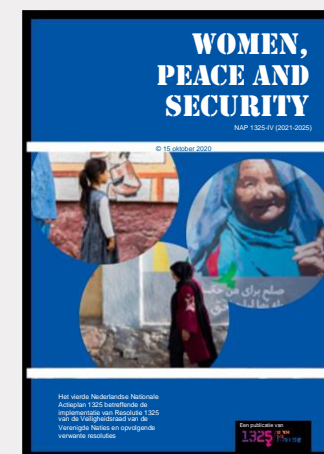
Outcome 1: National and international standards, laws, policy and implementation regarding gender equality and women’s rights are inclusive and sustainable/ Outcome 4: Public and private institutions promote, facilitate - and respect equal participation and women’s rights

The sub-outcomes achieved below apply to outcome 1 and to outcome 4.

Outcome 1.1: On 16 Dec 2020 the NAP 1325 community, coordinated by WO=MEN and the Ministry of Foreign Affairs, launched the 4th National Action Plan 1325

Together with the Ministry, WO=MEN coordinated the development of the Dutch NAP 1325-IV in 2020 via an inclusive process of consultations and discussions with representatives of the Dutch government, civil society, academics and local women’s rights and peace activists. As a result of this:

- = NAP 1325-IV includes new elements and a domestic (national) focus which is the result of sustained advocacy by civil society organisations: a national pillar has been incorporated with an important role for the Ministry of Justice and



Minister Kaag:

“I have argued continuously in an EU and UN context, and will continue to do so, for this gender-responsive response to be incorporated and secured precisely in emergency aid and for the specific needs of women and girls to be met. We must do that in the context of prevention for everything that is allocated. In that respect, of course, I have again recently signed an appeal with, I think, about 58 other countries and organisations, calling for protection for and access to sexual rights and health care for women and girls. I did that precisely because of the corona crisis, as there are perhaps fewer resources and as there is a shift within the resources. The SRHR agenda should not suffer as a result!”

Security, for example, as well as 16 sub-objectives within the WPS agenda to which the government and civil society have committed themselves.

- = NAP 1325-IV is a strategic framework for all signatories and no longer reflects primarily the WPS funding policy of the Ministry of Foreign Affairs.
- = NAP 1325-IV covers (for the first time) a framework for monitoring, evaluation, accountability and learning (MEAL) with clearly defined qualitative and quantitative indicators, which call to account both the

government and civil society. They are aimed at mutual learning and improvement of WPS work.

- = NAP 1325-IV received (for the first time) cabinet-wide approval via the Council of Ministers. In this way, other ministries, such as the Ministry of Social Affairs and Employment, the Ministry of the Interior and Kingdom Relations and the Association of Netherlands Municipalities, can be held accountable for implementation of the WPS agenda.
- = NAP 1325-IV laid the basis for the 2nd Defence Action Plan 1325 (2021-2025) which was published on 10 December 2020.
- = 60+ civil society organisations (at least 10 more, compared to NAP 1325 III), 4 ministries and the national police are committed to NAP 1325- IV.
- = NAP 1325-IV was launched publicly online on 16 December 2020; shared 285 times on Twitter (likes, tweets and retweets).

Contribution of WO=MEN

WO=MEN compiled an overview of all national and international WPS resolutions and commitments by the Netherlands and analysed NAPs of other EU countries. This formed the basis for an analysis of the gaps in and opportunities for Dutch WPS implementation. Together with the Ministry of Foreign Affairs, WO=MEN facilitated and coordinated 15 thematic consultation sessions and dozens of bilateral discussions with civil society organisations, local activists, government representatives, academics, lawyers and other experts. WO=MEN and the Ministry coordinated two external consultants, a MEAL group, the organisation of a MEAL framework, a dedicated readers group and wrote and evaluated texts. WO=MEN proactively involved the NAP 1325 community during the development process. WO=MEN and the Ministry coordinated the NAP 1325-IV launch event, including (social) media coverage for the NAP 1325. WO=MEN also developed a film about a series of initiatives under NAP 1325 for communication purposes.

Significance

High. This NAP 1325-IV extends accountability with respect to implementation of the WPS agenda and facilitates a joint learning agenda between government and civil society.

Outcome 1.2: An NAP IV Oversight Board was set up on 5 March 2020

An Oversight Board (OB) was set up to monitor the development and implementation of NAP 1325-III and IV, to increase support for NAP 1325-IV and to ensure improved accountability and mutual learning. The OB met for the first time on 5 March 2020. Members represent signatory ministries, the national police, WO=MEN and two (annually rotating) civil society organisations. This is the first time that such a structure has been set up and it worked constructively in 2020.

Contribution of WO=MEN

WO=MEN advocated such a structure to contribute to wider ownership and better implementation and monitoring of the NAP 1325-IV. WO=MEN helped to draw up the terms of reference of the OB, is co-chair of the OB, prepares meetings and proactively follows outcomes. WO=MEN also facilitated the online election process of the 2 rotating CSO OB members.

Significance

High. This is an important step towards meaningful M&E of NAP 1325-IV, as well as accountability of the government and active involvement of civil society and other important players.

Outcome 3: A strong and active civil society plays a crucial role in the transformation of (power) relations in the field of gender equality

Outcome 3.1: On 27 October 2020, UN Women and the Gender Equality Forum Core Group launched the Women, Peace and Security and Humanitarian Aid Compact, with WO=MEN as one of the Catalytic Members

The Generation Equality Compact for Women, Peace and Security and Humanitarian Action (WPS-HA Compact) was launched on 27 October 2020. Various countries and networks of civil society organisations are represented in it. The purpose of this Compact is to promote coordination and implementation of the existing agreements in the field of Women, Peace and Security and humanitarian action. The Compact also provides the other 6 Action Coalitions of the Generation Equality Forum (GEF) with input in the WPS field. Together with more than 100 other civil society partners WO=MEN lobbied for this Compact. Now WO=MEN is directly involved in the WPS-HA Compact as one of the ‘catalytic members’.

Contribution of WO=MEN:

Initially WPS did not seem to form part of the GEF and so was not high on the international agenda. Also, *local women and youth peacebuilders* were hardly involved in setting up the 6 Action Coalitions. Subsequently, WOMEN and more than 50 civil society organisations organised themselves into the worldwide ‘Beijing+25 WPS-YPS CSO Action Coalition’. Together we drafted lobbying letters to Member States, UN Women and the Core Group of the GEF, and we consulted our members and local partners about their wishes and requirements. The Action Coalition has meanwhile expanded to more than 100 CSOs worldwide. When the GEF Core Group seemed willing to launch a Compact, together with the 100+ CSOs we developed recommendations on organisation, aims and governance. WO=MEN was also selected as one of the CSO Catalytic members. These Catalytic members advise the board of the Compact, represent the voice

of local women and young people from the regions and increase awareness of the Compact.

Significance

High. It is crucial that the voice of women and young people from and in conflict is heard in international forums such as the GEF, currently one of the most important forums concerning gender equality and women’s rights. Through the pooling of forces by the worldwide WPS movement, these women and young people now have a platform for the coming years. In addition, it is crucial for full implementation of the WPS agenda that the various national and international agreements relating to implementation of the WPS agenda are coordinated, made transparent and are monitored.



WO=MEN, Dutch Gender Platform

@genderplatform

Starting in a few minutes: Beijing+25: Is the Generation Equality Compact on Women, Peace and Security (#WPS) and #Humanitarian Action fit for purpose?



Outcome 3.2: On 28 October 2020 a large majority of the UN Security Council rejected the weakening of the WPS agenda, and a resolution by the then president Russia failed to win support

In October 2020, the month when the 20th anniversary of UNSC Resolution 1325 was celebrated worldwide, Russia held the presidency of the UN Security Council. Russia tabled a new WPS resolution in which the WPS agenda would be greatly weakened in negotiated language. In particular, the support for women human rights defenders, the rights of female victims of conflict-related violence and support for civil society organisations were at stake. In addition, it is important that member states, including Russia, work on implementation of the WPS agenda, instead of adding yet another resolution. Civil society organisations and WPS activists called on their member states and permanent missions worldwide to vote against this resolution; which is what ultimately happened: only 5 out of 15 UNSC members voted for the resolution.

Contribution of WO=MEN:

WO=MEN mobilised and coordinated its own members and networks in the US, UK and Central and Eastern Europe, among others, to stand up against the expected resolution from Russia. We wrote lobbying letters, agreed jointly and discussed our concerns with various stakeholders.

Significance

High. It is fundamental that the UN Security Council, the highest international body concerned with peace and security, listens to the messages from civil society. It is fundamental that WPS resolutions are not seen as symbolic statements which only have the value of ‘profilings’, are used to ‘whitewash’ one’s own activities internationally, or are used as geopolitical currency.



WO=MEN, Dutch Gender Platform @genderplatform
Friday 10 July minister @SigridKaag sent the #IMVO covenants evaluation to the House of Representatives. Gender is dealt with as a cross-cutting theme in only 2 covenants. rijksoverheid.nl/documenten/kam... (1/3)



WO=MEN, Dutch Gender Platform @genderplatform
Whereas the sector risk analysis carried out by KPMG on behalf of the Cabinet (2014) shows that gender equality is a priority for all sectors (2/3)



WO=MEN, Dutch Gender Platform @genderplatform
Read more about the importance of #gendergelijkheid [gender equality] and #vrouwenrechten [women’s rights] in agreements on international business and our (@hivosNL, @ActionAid_NL and WO=MEN) recommendations in this publication: wo-men.nl/k-bestanden/1... (3/3)

5.3 Gender and Sustainable Economy

2020 was an eventful year for the Gender and Sustainable Economy

Working Group of WO=MEN. At international, European and national level there were

processes aimed at mandatory measures in International Corporate Social Responsibility (ICSR) and due diligence legislation. The European Commission also started a comprehensive review of EU Trade Policy.

The GSE working group of WO=MEN had to organise the first months of its work differently as a result of the Covid-19 crisis. In addition, the subsequent economic crisis has had a major impact on the economic emancipation of women. Women working in the informal economy, the flower sector and the clothing industry,

among others, had to deal with a sharp fall in income. The Covid-19 crisis has shown that there is an accountability gap in international business activities and that voluntary agreements do not enforce human rights due diligence with a gender lens. The impact is enormous and is described in the quickscan ‘Hold the Line’. The main results are set out below:

Outcome 1: National and international standards, laws, policy and implementation for gender equality and women’s rights are inclusive and sustainable

Outcome 1.1: Motion on stricter safeguarding of women’s rights and gender equality in ICSR policy

The motion by members of the House of Representatives Lammert van Raan (Partij voor de Dieren [Party for the Animals]), Kirsten van den Hul (Partij van de Arbeid [Dutch Labour Party]) and Tom van den Nieuwenhuizen (GroenLinks [Green Left Alliance]) was adopted on 2 December 2020. The motion calls for stricter safeguards for women’s rights and gender equality in further developments of ICSR policy and for this to be reported to the House.

Contribution of WO=MEN

On 16 October 2020 the new ICSR memorandum From educating to requiring: a new impetus for corporate social responsibility was sent to the House of Representatives by the cabinet. Gender equality and women’s rights did not feature strongly in it. WO=MEN and its members raised this with members of the House and their policy staff. This eventually resulted in the aforementioned motion, which was adopted.

Significance

High. Women and girls often face business-related infringements of human rights in unique ways and are often disproportionately affected by them. In addition, they are frequently affected by intersectional forms of discrimination. These infringements of human rights and discrimination are quickly overlooked. Consequently, it is important for ICSR policy to pay particular attention to them.

Outcome 2: A strong and active civil society plays a crucial role in the transformation of (power) relations in the field of gender equality

Outcome 2.1 set out below has contributed to outcome 2.2: part of the wording of the motion of outcome 3.1.2 comes from the SER Advisory Report ‘Together towards sustainable lifestyle impact’.

Outcome 2.1: SER Advisory Report ‘Together towards sustainable lifestyle impact’ states that in future ICSR policy must focus more on gender

The advisory report Together towards sustainable lifestyle impact was published by the Social and Economic Council (SER) on 18 September. That publication states, among other things, that in future ICSR policy must focus more on the gender dimension of policy. In addition, the significance of the report on the Gender Dimensions of the Guiding Principles on Business and Human Rights is highlighted and that sector-overarching themes such as gender equality continue to be neglected in the application of the OECD guidelines and due diligence.

Contribution of WO=MEN

WO=MEN and member-organisation ActionAid brought the aforementioned points to the attention of the ICSR committee of the SER via Anne Dankert from WO=MEN member CNV International.

Significance

High. The SER advisory report states that it seems to be difficult to include structural risks such as absence of gender equality and freedom of association fully in the practice of due diligence.

Outcome 2.2: Motion on the involvement of civil society organisations and trade unions in the ICSR support point to be set up

On 8 December 2020 a motion submitted by Kirsten van den Hul (Dutch Labour Party) and Tom van den Nieuwenhuijzen (Green Left Alliance) was adopted in the House of Representatives regarding the involvement of civil society organisations and trade unions in the ICSR support point to be set up (also comes under outcome 1.1).

Contribution of WO=MEN

Gender equality barely appears in the final ICSR memorandum of the cabinet; in spite of the SER report mentioned under outcome 3.1.1, which states that sector-overarching themes such as gender equality continue to be neglected in the application of OECD guidelines and due diligence. WO=MEN and its members have brought this to the attention of various members of the House of Representatives. This led to the aforementioned motion that was adopted.

Significance

High. The SER Advisory Report ‘Together towards sustainable lifestyle impact’ states that structural risks such as absence of gender equality and freedom of association are difficult to include fully in the practice of due diligence. Civil society organisations and trade unions have the right expertise for this and are active at the grassroots of society, meaning that a negative impact on gender equality can be avoided. This motion can ensure that civil society organisations and trade unions can supply their expertise and knowledge.



WO=MEN, Dutch Gender Platform

@genderplatform

Today is World Day for Decent Work #WDDW20. Part of this is formed by gender equality, fair pay and good working conditions. Read more about what government and businesses can do in this publication: wo-men.nl/kb-bestanden/1... @ActionAid_NL @hivosNL



Outcome 3: Public and private institutions promote, facilitate and respect equal participation and women’s rights

Outcome 3.1 below has contributed to outcome 3.1: following a critical National Baseline Assessment in the field of gender, minister Kaag promised that the review of the National Action Plan will make use of a gender lens and tools such as the report on Gender Dimensions of the Guiding Principles on Business and Human Rights.

Outcome 3.1: The Business and Human Rights National Baseline Assessment states that the current instruments pay scant attention ‘to the specific risks to which vulnerable groups such as women are exposed’ and refers to the report on the Gender Dimensions of the Guiding Principles on Business and Human Rights

The Business and Human Rights National Baseline Assessment, which was written by the College voor de Rechten van de Mens [College of Human Rights] was published on 11 September. That report stated among other things that, in the instruments studied, relatively little attention is paid to the specific risks faced by vulnerable groups such as women, children (apart from the Child Labour Due Diligence Law [WZK]), indigenous groups and people with disabilities, and reference is made to the report on Gender Dimensions of the Guiding Principles on Business and Human Rights.

Contribution of WO=MEN

On 12 June WO=MEN together with its member ActionAid spoke with researchers from the College voor de Rechten van de Mens, which wrote the National Baseline Assessment. During the discussion, the aforementioned points were raised, and these were eventually included in the publication by the College.

Significance

High. The College voor de Rechten van de Mens was asked by the Ministry of Foreign Affairs to carry out a study of the implementation of the 2014 NAP. The minister should then have given a response to the research. If the study shows that the gender dimension is not firmly established, the minister will have to respond to this and will have to take action.

Outcome 3.2: The Business and Human Rights National Action Plan is reviewed with a gender lens

In answer to questions about the Foreign Trade and Development Cooperation (BHOS) budget, Minister Kaag said on 20 October that a gender lens would be used in the review of the NAP and use would be made of the available tools, such as the Gender dimensions of the Guiding Principles on Business and Human Rights. She confirmed this on 1 December 2020 in her letter concerning the cabinet response to the business and human rights national baseline assessment (NBA) to the House of Representatives (also comes under outcome 1.1).



WO=MEN, Dutch Gender Platform

@genderplatform

Today @BuHa_OSTK debates policy coherence in development cooperation. #SDG5, as an objective within the BuHaOS agenda, does not appear in the Annual Report on Policy Coherence for Development 2019. See our response to this at @WECF_NL & @DefenceChildren (1/3)



Contribution of WO=MEN

At various times during 2020 WO=MEN provided input for members of the House of Representatives concerning the need to incorporate the aforementioned report on Gender dimensions in the Business and Human Rights National Action Plan, for example prior to the ICSR General Consultation of 3 March. In part as a result of this input, factual questions were asked concerning the BHOS (Foreign Trade & Development Cooperation) budget for 2021. In addition, in its report 'Together towards sustainable lifestyle impact' the SER also advised that the gender dimensions report should be taken into consideration when drawing up future ICSR policy. This too was part of the input which WO=MEN shared with the ICSR committee of the SER (see also outcome 3). Finally, in 2018 via consultations of the UN Working Group on Business and Human Rights WO=MEN provided input for the report on the gender dimensions of the UNGPs.

Significance

High. Human rights violations which may be linked to business activities often have a disproportionate impact on women. This results in part from existing gender inequality. If human rights violations through business activities are not examined with a gender lens, it may be the case that this impact on women is not seen or is underestimated. Consequently it is very important that policy is not gender-blind, but prevents a negative impact on gender equality and promotes a positive impact.

Outcome 4.2: Commitment by the minister to report more explicitly on gender/ SDG5 as a cross-cutting theme in the annual reporting on policy coherence

Each year the cabinet reports on the theme of policy coherence for development. In the annual reporting the link is made between policy

coherence themes and SDGs. Although SDG5 is a cross-cutting objective within the broad policy of the Minister for Foreign Trade and Development Cooperation, this did not appear in the annual report. On 22 June Minister Kaag made a commitment to report more explicitly on SDG5 and about gender aspects of policy coherence in the next annual report (also comes under outcome 1.1).

Contribution of WO=MEN

Prior to the legislative consultation on the Annual Report and Final Act for foreign trade and development cooperation on 22 June, WO=MEN in cooperation with its members sent input to various members of the House of Representatives with the aim of getting this explicitly included in the next annual reports on SDG5. Members of D66 and the Dutch Labour Party, among others, questioned the minister on this point, after which the commitment was made.

Significance

High. Without reporting on SDG 5 it is impossible to see how the ministry has worked for SDG5, and coherent policy is only possible when gender equality and women's rights are taken into consideration in all reports.

5.4 Count me in!

In the feminist consortium Count Me In! (CMI!) WO=MEN works as a strategic lobby partner together with Mama Cash, Red Umbrella Fund, CREA, Just Associates (JASS), AWID and Urgent Action Fund. Here WO=MEN provides the link between the work of the consortium in the programme countries with international processes and developments and the Dutch political arena. This five-year partnership came to an end in 2020 and has been selected for new funding from the Ministry of Foreign Affairs for the 2021-2025 period.



Contribution of WO=MEN

- = In 2020 much of the lobbying work by WO=MEN on behalf of and with CMI! focused on the consequences of the Covid-19 crisis for women's rights organisations and activists. For example, WO=MEN provided input for members of the House of Representatives concerning the risks of reduced access and meaningful participation by women's rights organisations and activists in international forums as a result of the Covid-19-related lockdowns and the *gender digital gap*.
- = WO=MEN has targeted the theme of economic fairness and has provided the House of Representatives with input on the binding UN Treaty on Business and Human Rights. Partly on the basis of this, the Foreign Trade and Development Cooperation committee asked the cabinet for an assessment of the second revised draft of the treaty.
- = Over the next five years CMI! together with the Netherlands is co-lead of the Generation Equality Forum Action Coalition 6 - Feminist Movements and Leadership. Consequently, at the beginning of October 2020 WO=MEN facilitated knowledge-sharing between members and other civil society organisations involved in the Action Coalitions with the Ministry of Foreign Affairs. The aim of this knowledge-sharing was to support effective participation by civil society organisations and activists in the Action Coalitions. This is continuing in 2021.

Significance

High. Members of the House used the input by WO=MEN to raise the importance of good (digital) access and meaningful participation by women's rights organisations and activists in international forums. The successful work on the binding UN Treaty on Business and Human Rights has helped to further consolidate inclusive and sustainable national and international standards and decision-making in Dutch politics. Facilitating knowledge-sharing concerning the new Action Coalitions contributes to a strong and active civil society.

DIT WERKT WEL .NL **CHECKLIST** Genderngelijkheid **WOMEN** Dutch Gender Platform

Hoe zit het met genderngelijkheid in jouw organisatie?

Genderngelijkheid is belangrijk voor organisaties. Via deze checklist krijg je een eerste idee over hoe het met genderngelijkheid en vrouwenrechten (SDG 5) gesteld is binnen jouw organisatie. Per thema krijg je een aantal vragen. Na elke vraag vind je het subdoel van SDG 5 waar die vraag betrekking op heeft. Aan het eind krijg je concrete tips om met genderngelijkheid en vrouwenrechten binnen je eigen organisatie aan de slag te gaan.

Thema's:

- Leiderschap
- Balans werk/privé
- Vergoedingen en promotie
- Fysieke en sociale veiligheid
- Werving, selectie en opleiding
- Bevorderen van genderngelijkheid

Deze tool is ontwikkeld door WO=MEN Dutch Gender Platform in samenwerking met Ditwerktwel.nl.

Als je deelneemt ga je ermee akkoord dat wij jouw anonieme data mogelijk gebruiken om te analyseren.

DOE DE CHECK!

5.5 Alliantie Samen Werkt het! ['Together it works!' Alliance]

As well as influencing Dutch foreign policy, WO=MEN is also working to increase gender equality and awareness of it within the Netherlands. A strong policy in favour of gender equality at national level ensures that the Netherlands also has credibility internationally when it speaks out in favour of gender equality and women's rights.

Accordingly, WO=MEN is active in the Alliantie Samen Werkt Het! (ASWH!), which is a partnership between WOMEN Inc., Bureau Clara Wichmann, Movisie, the Nederlandse Vrouwen Raad [Dutch Women's Council] and WO=MEN. The aim of ASWH! is that in 2022 women and men should actually have equal opportunities to combine paid employment and unpaid care. The Alliantie focuses particularly on women in financially vulnerable positions. The focus is on improving individual, social and institutional opportunities in the medium term. We show below the contribution made by WO=MEN in 2020 for each ASWH! objective.

Contribution of WO=MEN

- = WO=MEN coordinates the lobby group of the Alliantie. The input for the House of Representatives elections was drawn up jointly and brought to the attention of political parties.
- = Various points of view, such as broadening of leave arrangements, and (virtually) free childcare have been adopted by several political parties.
- = Before debates touching on the subjects, members of the House of Representatives were provided with input by ASWH!. In this WO=MEN focused explicitly on the link between international developments in the field of gender equality and the national context. For example, members of the House were informed about the ratification of ILO Convention 190 on violence and harassment in the world of work and ILO Convention 189 on decent work for domestic workers. As a result, factual questions were asked in the House.
- = On SDG Action Day WO=MEN together with WOMEN Inc. gave a webinar on gender equality as a business case. During that event, the SDG 5 Employers' Tool was launched. Several member and partner organisations and FrieslandCampina contributed to the development of that Employers' Tool. It is a checklist and is intended to create awareness among employers regarding the importance of gender equality in their own organisations. Questions must be answered on some six themes. At the end you get a report in which you are given an initial idea of the gender equality situation in your own organisation and related tips.
- = On 1 November the Equal=Different (Gelijk=Anders) campaign was started (see also 4.1.1). One of the themes of this online awareness campaign is Money & Employment. The starting point is a world in which unpaid care tasks are valued equally and where women and men can make free choices about combining paid and unpaid work. The subject of Money & Employment is considered via a video and infographics, among other things, on the Equal=Different social media channels, as well as on the channels and newsletters of the associated organisations.



Significance

High. With the input on new international standards such as ILO Convention 189 and ILO Convention 190 WO=MEN, as part of ASWH, has provided members of the House with information about social inequalities in the world of work. Members have also questioned the cabinet about progress on ratification by the Netherlands. Through the Equal=Different campaign a new target group of young Dutch people has been given a positive image of an equal distribution of work and care. In addition, the SDG5 Employers' Tool has been completed 32 times since its launch. In this way, the Employers' Tool is contributing to greater awareness among private organisations about the importance of a care-friendly policy and a more level playing field in the workplace for women and men.

5.6 Impact of Covid-19 on stated objectives

The Covid-19 crisis required both the secretariat and our members and partners to work in a completely different way; sometimes with reduced capacity because it was necessary to combine work and care at the same time. We needed time to assess the impact of the pandemic on our work and that of our members and partners, to formulate new recommendations and lobbying messages, for example about the negative impact of the pandemic on women and girls. We are constantly looking at other possibilities for informing and supporting members and partners.

This has led to restructuring of the form of events, lobbying and other activities. Instead of offline events with local activists and training courses we switched to organising webinars and online tools and have built up a significant amount of experience of this. This resulted in more inclusive events: local partners,

activists and ambassadors had the opportunity to join events where, generally speaking, that would not have been the case. Because the general meeting of members took place online, members from throughout the country could join in more easily. At the same time, it was also easier for the secretariat to join in the various activities, webinars and events as journey times and distances vanished.

Programme-overarching physical activities such as the SDG5 escape room and the 4D Gender Fact Game could not be launched. These activities are aimed at making participants aware of the various roles, role patterns and stereotyping of women and men. Within ASWH! we would have liked to use these tools to increase the awareness of a wider Dutch public about their own ideas on gender equality in the context of work/care distribution.

By shifting the Equal=Different campaign described above to the digital domain and generating considerable attention on social media, we were able to overcome this in part via the subject Money & Employment. In addition, in ASWH!, a study trip to Sweden did not go ahead. The purpose of the trip was to learn about the work/care distribution from the Swedish domestic context. This was chosen because a high percentage of women in the Netherlands work part-time for many years, whereas Sweden has a more equal male/female distribution when it comes to part-time work.

Lobbying and advocacy were able to proceed fully in spite of Covid-19, although contacts took place mainly online because of the lockdown. Meetings in the House of Representatives were not possible. For example, because of the Covid-19 crisis no events could be held with the Gender MPI. We have worked with both chairs on alternative ways of exchanging knowledge between the House of Representatives, our members

and partners, and the wider Dutch public. We remain committed to this in 2021. For example, in March 2021 a hybrid event of the Gender MPI took place, at which (prospective) members of the House were physically present and held discussions with each other for an online public.

Because online sessions focus principally on formal contact and online working is, for all those involved, directly dependent on secure access to the internet and computers, establishing new contacts proved to be more difficult. Nevertheless, the new online way of working offers many opportunities for 2021. For example, local activists are more involved in consultations, which is more in keeping with the principle of *nothing about us, without us*. In addition, it is anticipated that it will be possible for hybrid and perhaps even offline events to take place in 2021. For each activity, it will then be possible to examine which method of meeting is the most effective.

5.7 Communication

In 2020 we called in particular for attention to be paid to the impact of Covid-19 on women's rights and gender equality worldwide. We challenged the shrinking space for gender equality and women's rights activists. When we communicate in writing, we try to do so via clear, short sentences. We want the reader to be part of our mission and provide tools so that they can make a contribution.

We have done this by:

- = Sharing statements by members of the House of Representatives and by the Ministries of Foreign Affairs, Foreign Trade and Overseas Development, Defence and Economic Affairs, and Education, Culture and Science showing that they give their political support to women's rights activists and endorse the importance of women's rights and gender equality;
- = Responding to political policy papers;
- = Making our presence felt on social media (Twitter, Facebook, LinkedIn, Instagram) and during events by WO=MEN and its members in the Netherlands and abroad;



WO=MEN, Dutch Gender Platform @genderplatform

'We unite and mobilise people to influence Dutch and foreign policy. We genuinely do this jointly with our grassroots and that is great: we see the result.' WO=MEN's communication officer @jantienkingma in de @Libelle: [wo-men.nl/idm-bericht/li...](https://www.libelle.nl/idm-bericht/li...)



WO=MEN, Dutch Gender Platform @genderplatform

On 10-2 our director @LAitBaali talked about the importance of an inclusive democracy #democratie and about democracy as a prerequisite for effective international cooperation. More info on this and sign up for the talk show by @ViceVersaNL & @WeAreNIMD: bit.ly/31ISZz1.



WO=MEN, Dutch Gender Platform @genderplatform

'As a rule, various conservative parties have an organised grassroots of young, highly educated women. They often form the defence against allegations of sexism, because they as 'women' call the criticism nonsense.' @AnneFloorDekker in @oneworldnl

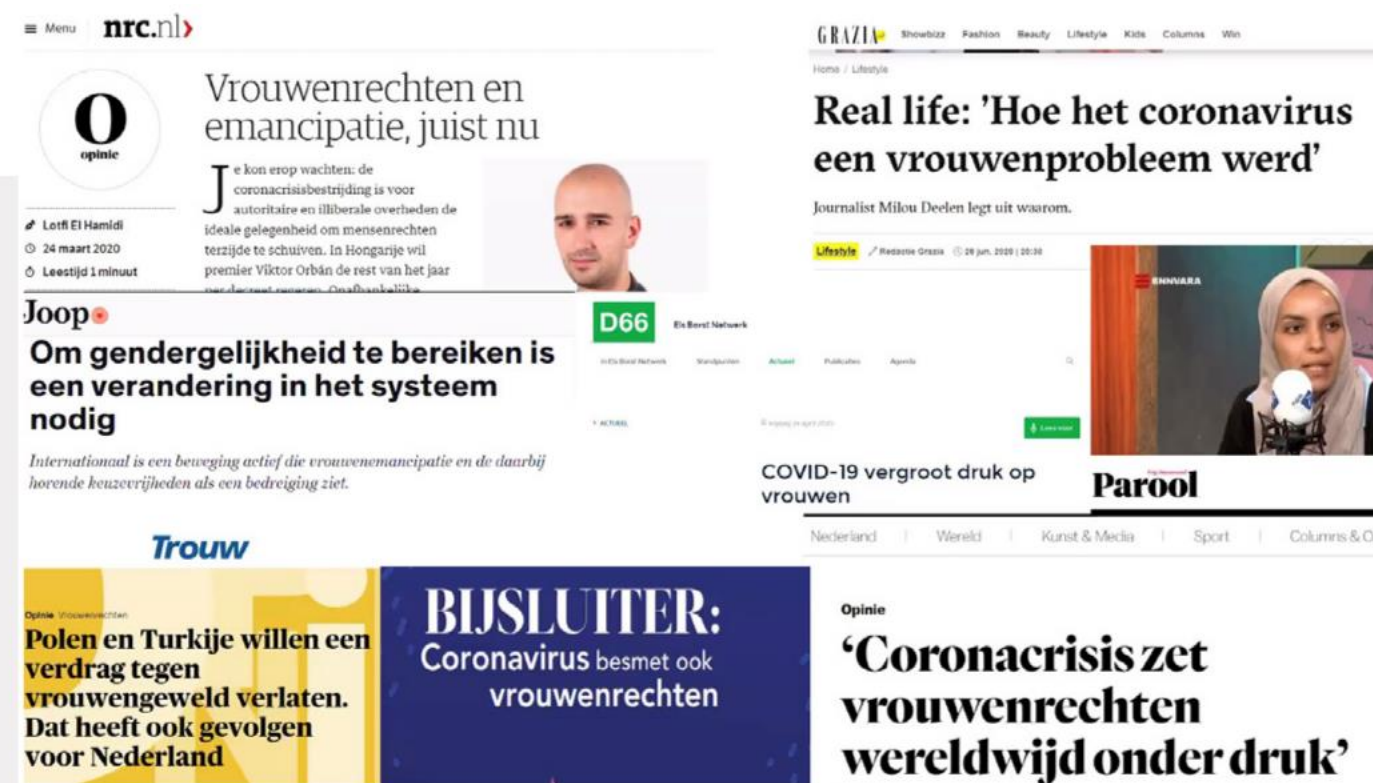


- = Publishing opinion papers on international developments concerning women's rights and gender equality, interviews with women in armed conflict situations in Gender en Duurzame Vrede [*Gender and Sustainable Peace*] in De Groene Amsterdammer, about the CSW in De Volkskrant;
- = Acting as a speaker;
- = Sharing relevant information (articles on the website and on social media) about sustainable, political and financial support for gender equality and women's rights, climate agreements, trade and conflict.

This has led to an expansion of our public and a greater awareness among the Dutch public. In addition, we get more invitations from opinion makers and journalists. The following concrete results have been achieved in the **field of communications**:

- = Our opinion papers on the impact of Covid-19 on women's rights and gender equality worldwide and in the Netherlands were published in Het Parool. Our opinion paper on the Istanbul Convention was published in Trouw. We were also mentioned in the NRC. (<https://www.imvoconvenanten.nl/>)
- = We were interviewed by Libelle about the work that we are doing and about WO=MEN as a platform. Interviewed by Opzij, Grazia, NRC and Els Borst Netwerk about the impact of Covid-19 on gender equality and women's rights and by One World about sexism.
- = On 26 October we were guests on Radio 1 to talk about the worldwide shrinking space for women's rights activists and the anti-abortion declaration by the US.
- = On 3 August we were guests on Nieuws BV to discuss the protest against sexual violence in Egypt.
- = Jointly with Vice Versa we made a Gender Special as part of Beijing +25, which attracted the attention of various members online.
- = We have reached the international media. Deine Korrespondentin wrote about WO=MEN.

- = We have a collaboration with the website of Eva Jinek, where interviews with our members are being published with effect from 2021.
- = The number of followers on social media continues to rise. On Instagram the number of followers has doubled since 2019, and as of October 2020 we have 1097 followers. On Twitter we have gained more than 1000 new followers since 2019 and there are 5618 followers. Facebook numbers 3391 followers – a rise of 500 – and LinkedIn has 3642 followers (adding 200 new followers a month). The reach of our reports is also increasing.
- = The bi-monthly newsletter is widely read. 50% of registered people open the newsletter. This is higher than average according to the statistics from MailChimp.



6

Annual Financial
Statements

The budget for 2020 had forecast a positive result of € 4,562. The result achieved, at € 20,555, is higher than was budgeted and will be used to reduce the association's negative equity capital. As a result, the equity capital is € 14,790 as at 31 December 2020, a first step towards formation of a reasonable continuity reserve.

Looking back at a remarkable year, this positive result demonstrates our flexibility and proper management of planning and control. We are delighted that we were able to welcome new members in 2020 and as a result have received 7.8% more in members' contributions than was anticipated.

Because of the Covid-19-related restrictions relating to physical meetings we have in part incorporated Ministry of Education, Culture and Science (OCW) Status of Women project activities and the Alliantie Samen werkt Het! ASWH programme in the 2021 planning. In spite of IT costs resulting from intensive use of online tools, in terms of project costs we remained in line with the budget, which also took into account coordination of the 'Equal is Different' campaign. Because of a high level of efficiency, we have managed to achieve our targets with just 96.8% of the budgeted staff costs.

In addition, within the Ministry of Foreign Affairs funding, we achieved our targets with respect to the election manifestos (Outcome 1, see 4.2.1) and the launch of the 4th National Action Plan (Outcome 2, see 4.3) by making more focused use of staff. In this way, we remained in line with the budget of the 2020 annual plan with an accrued subsidy of € 5,540.

Budgeted / realised	Budget 2020	Result 2020	as % 107.8%	Explanatory note
Income				
Members' contributions	140,500	151,401	107.8%	New members
Ministry of Education, Culture & Science (OCW)	67,484	35,999	53.3%	Subsidy carried forward to 2021
Alliantie ASWH	128,940	106,463	82.6%	Subsidy carried forward to 2021
Expenditure				
Staff costs	617,000	597,178	96.8%	Lower because of efficiency and occupancy rate
Organisational costs	107,500	109,843	102.2%	IT costs instead of physical meetings
Project costs	132,570	139,875	105.5%	Including coordination of 'Equal is Different'
Project activities				
OCW Status of Women	65,200	35,999	55.2%	Underspending due to Covid-19, see 4.2.2
ASWH	128,940	106,463	82.6%	Underspending due to Covid-19, see 4.6
Dutch Gender Platform	411,955	406,359	98.6%	In line with budget, recurrent subsidy

Risk Management and Continuity

The association's continuation is guaranteed for the next few years by the promised subsidies and project funds. In addition, in our budget over the next few years we shall focus on the formation of a continuity reserve.

The strength of WO=MEN as a platform stands and falls with the financial, personal and political support of members, partners and donors. As an association WO=MEN focuses continuously on recruiting new individual and institutional members and new funds. In 2020 WO=MEN was asked by our partner Mama Cash to participate in the follow-up programme of Count Me In, the CMI 2.0!, and we are a partner in the strategic partnership Our Voices Our Future (OVOF). Both CMI 2.0! and OVOF are funded from budget lines other than the Dutch Gender Platform. This benefits the diversification of our income.

In 2021 we shall follow up our application to the National Postcode Lottery. At the same time, we shall continue our work to recruit new members in order to achieve a broader base for our funding. In particular, we shall strengthen ties with the business community.

WO=MEN is very environmentally aware. The platform operates in a 'problematic' and politically sensitive playing field. The platform identifies the following risks and opportunities to anticipate this as far as possible:

= Strategic risk & Funding

It is possible that, in the political landscape following the House of Representatives elections, women's rights and gender equality will fall off the political agenda. In addition, there is the risk that our members and partners will inevitably have to cut back. In our lobbying and communications, we continue to emphasise the importance of women's rights and gender equality and to work to diversify and broaden our sources of income.

= Commercial risk & Compliance

Our structure and HR policy contribute to flexible and powerful engagement in a problematic and politically sensitive playing field. We employ quarterly financial reports and internal control processes including strict compliance with the four eyes principle with regard to financial transactions and a zero-tolerance policy concerning fraud, conflict of interests and breach of the integrity rules. In 2020 WO=MEN revised and tightened up the code of conduct.

WO=MEN endorses the Qualification System and the Partos Code of Conduct.

Balance sheet

BALANCE SHEET AT 31.12.2020 AFTER APPROPRIATION OF THE RESULT in euros

ASSETS		31-12-2020	31-12-2019
Fixed assets	Tangible fixed assets	4,524	5,387
		4,524	5,387
Current assets	Accounts receivable	5,000	10,000
	Other accounts receivable and accruals	31,670	43,234
		36,670	53,234
Liquid assets	Bank and cash in hand	416,977	372,439
TOTAL ASSETS		458,171	431,060
LIABILITIES			
Equity capital			
	Other reserves	14,790	-5,765
		14,790	-5,765
Short-term debts			
	Trade creditors ¹	27,831	38,670
	Tax and social security charges / contributions	35,582	36,351
	Other payables and accrued liabilities	379,967	361,804
		443,380	436,825
TOTAL LIABILITIES		458,171	431,060

¹ Trade creditors for 2019 adjusted by EUR 36,670 to EUR 38,670 in connection with reconciliation to the total.

Income and expenditure account

INCOME AND EXPENDITURE ACCOUNT FOR 2020

INCOME	Budget 2020	Result 2020	Result 2019
Subsidies	467,484	442,413	519,067
Programmes	244,648	214,608	236,054
Other income ¹	10,000	61,878	29,565
Members' contributions	140,500	151,401	131,775
Total income	862,632	870,302	916,460
EXPENDITURE			
Staff costs	617,000	597,178	601,370
Organisational costs ²	108,500	112,692	145,308
Project costs ¹	132,570	139,875	160,318
Total expenditure	858,070	849,746	906,996
Total operating result	4,562	20,555	9,464
Appropriation: General reserve	4,562	20,555	9,494
Result after appropriation	-	-	-

¹ Project costs and Other income include the Equal is Different campaign.

² Organisational costs include other expenditure (depreciation and bank charges)

Principles for financial reporting

WO=MEN Dutch Gender Platform is an association set up in 2006, which has its registered office in The Hague. The association is registered at the Chamber of Commerce under number 27293385. The financial statements have been drawn up in accordance with the provisions of RJ 640.

Unless otherwise stated, revenue and costs are allocated to the period to which they relate. Liabilities and potential losses originating before the end of the reporting year are taken into account if they became known before the annual accounts were prepared.

Principles for valuation of assets and liabilities

Tangible fixed assets

The tangible fixed assets are valued at cost price with deduction of 5-year straight-line depreciation.

Accounts receivable

Accounts receivable are included at nominal value, where necessary with deduction of a provision for bad debts. The other accounts receivable consist of subsidies/contributions not yet received and prepaid expenses for the next financial year.

Liquid assets

Unless otherwise stated, liquid assets are at the free disposal of the association.

Pension scheme

The association has arranged an external pension scheme for its employees, which is qualified as a pension scheme under which the

defined pension benefits are based on the average pay. This pension scheme is placed with the St Pensioenfonds Zorg en Welzijn. The contributions due over the financial year are recognised as costs. The cover ratio of the pension fund at 31.12.2020 is 92.6 % (31 December 2019: 99.2%).

Short-term debts

The short-term debts have an anticipated life of a maximum of one year.

Principles for determination of the result

The result is determined as the difference between income and all associated expenditure attributable to the reporting year. Expenditure is determined in compliance with the aforementioned valuation principles. Results are recognised in the year in which a surplus is achieved. Expenditure is recognised in the year in which it is foreseeable.

Other income and expenditure are allocated to the reporting period to which they relate.

Allocation of costs to projects

The costs of actual direct hours spent on project activities increased by a premium which includes staff costs, other staff costs and general organisational costs. These costs are allocated to the projects on the basis of actual costs. In this, the same rate is used for all function groups.

In 2020, to cover the project costs, we work on the basis of EUR 75.79 per hour with respect to the Dutch Gender Platform, lower than the budgeted figure of EUR 79.26 per hour and in line with EUR 75.74 in 2019. This was achieved through higher productivity and lower staffing levels.

Appropriation according to the articles of association

In anticipation of a decision of the General Meeting of Members, the positive result for 2020, at € 20,555, is added to the other reserves. The result has already been incorporated into the financial statements for 2020.

Notes to the balance sheet at 31 December 2020

FIXED ASSETS	in Euros
Acquisition value of business inventory	33,971
Cumulative depreciation	28,584
Book value	5,387

Changes in 2020

Investments	1,237
Depreciation	2,099

Position at 31 December 2020

Acquisition value of business inventory	35,208
Cumulative depreciation	30,683
Book value	4,525
Depreciation rate	20%

CURRENT ASSETS	31-12-2020	31-12-2019	CURRENT LIABILITIES	31-12-2020	31-12-2019
Accounts receivable			Equity capital		
Trade accounts receivable	5,000	10,000	Other reserves at the beginning of the financial year	-5,765	-15,229
	5,000	10,000	Appropriation of the result	20,555	9,464
Accruals			Balance at 31 December	14,790	-5,765
Prepaid invoices	31,670	40,234	Short-term debts		
To be invoiced	-	3,000	Trade creditors ¹	27,831	38,670
	31,670	43,234	Income tax and social security contributions	35,582	36,351
Liquid assets			Reserve for holidays	6,827	11,524
Triodos	266,784	372,245	Reserve for career budget	8,842	5,888
SNS	149,999	-	Pension contributions to be paid	-522	524
Cash in hand	194	194	Reserve for SCM	844	-
	416,977	372,439		15,991	17,936
TOTAL CURRENT ASSETS	453,647	425,673	Accrued liabilities		
			Auditing costs to be paid	18,304	15,367
			Invoices receivable	35,614	17,198
			Min. of Foreign Affairs subsidy received in advance	5,540	11,955
			Min. of Educ., Cu. & Sc./CSW subsidy received in advance	152,303	136,918
			Alliantie Samen werkt het! subsidy received in advance	22,477	39,284
			Count Me In subsidy received in advance	97,842	103,146
			Members' contributions subsidy received in advance	10,000	20,000
			Contributions of 'Equal=Different' partners received in advance	18,725	-
			Other accrued liabilities – staff overtime	3,171	-
				363,976	343,868
			TOTAL CURRENT LIABILITIES	458,171	431,060

¹ Trade creditors 2019 adjusted from EUR 36,670 to EUR 38,670 in connection with reconciliation to the total.

Off-balance sheet obligations

The lease for Korte Poten 9b has been concluded up to and including 15 October 2022. As of 1 March 2018 WO=MEN has been renting the whole floor, and with effect from 31 December 2020 the rent is € 2,040.80 per month.

There is also a lease for the copier currently in use. This contract was extended from 16 September 2019 for a period of 60 months (€ 200.07 excl. VAT per month). A bank guarantee to the amount of € 6,754 has been provided with respect to the lease agreement. This amount is not at the free disposal of the Association.

Notes to the statement of income and expenditure - Income

INCOME	Budget 2020	Result 2020	Result 2019
Subsidies			
Min. of Educ., Cu. & Sc./CSW (2018-2021)	67,484	35,999	74,021
Ministry of Foreign Affairs (2018-2021)	411,955	406,415	445,046
	479,439	442,413	519,067
Programmes			
Count Me In (2016-2020)	100,000	108,146	91,854
Alliantie Samen werkt het! (2018-2022)	133,648	106,463	104,199
Gender & Duurzame Economie [Gender & Sustainable Economy] (2018-2019)			40,000
	233,648	214,608	236,053

Members' contributions

Institutional members			
Amref Flying Doctors	10,000	10,000	10,000
CARE	10,000	10,000	10,000
Cordaid	20,000	20,000	20,000
ICCO ¹	10,000	10,000	10,000
HIVOS	10,000	10,000	10,000
Oxfam Novib	10,000	10,000	10,000
Pax	10,000	10,000	10,000
Plan Nederland	10,000	10,000	10,000
Rutgers WPF	10,000	10,000	10,000
IUCN National Committee of the Netherlands	10,000	10,000	10,000
Other institutional members	25,000	36,570	21,775
Individual members	5,500	4,831	5,154
	140,500	151,401	131,775
Other income			
Provision of services (training courses and workshops)	10,000	2,215	29,565
Contributions from 'Equal is Different' Partners ²		59,663	
	10,000	61,878	29,565
TOTAL INCOME	863,587	870,302	916,460

¹ ICCO merged with Cordaid in December 2020.

² In 2020 EUR 63,350 was received by partner organisations for coordination of the Equal is Different campaign, which may be used in 2020 and 2021 on the basis of implementation. After offsetting of the contributions from ASWH and the association, EUR 18,725 is still available for 2021.

Notes to the statement of income and expenditure - Expenditure

EXPENDITURE	Budget 2020	Result 2020	Result 2019
Staff costs			
Wages and salaries	585,000	454,926	451,229
Social security contributions		73,825	77,932
Other staff costs ¹	32,000	31,829	78,734
Pension contribution		36,598	34,433
	617,000	597,178	642,328
Organisational costs			
Depreciation costs of inventory	3,000	2,099	2,614
Accommodation costs	32,000	33,652	28,147
Administrative costs ²	8,000	5,396	6,904
Auditing costs	15,000	13,862	12,618
Administration	3,000	2,153	1,888
Consultancy costs	5,000	3,367	3,630
Communication	3,000	4,731	3,330
Hiring of third parties/volunteers	3,000	3,925	920
Insurance	2,500	2,816	1,620
Office costs	4,000	5,688	4,895
ICT	22,000	25,801	24,570
Other operating costs	2,000	2,403	1,258
Unforeseen costs	5,000	6,050	11,956
Bank charges		750	
	107,500	112,692	104,350

Project costs

Room hire and catering	8,000	1,735	6,014
Travel and accommodation costs	25,000	1,908	17,908
Hiring of third parties	5,000	4,539	23,327
Representation	2,000	312	424
Digital mailing costs	2,000	690	1,645
Auditing costs	3,570	5,323	3,025
Website/media	10,000	18,586	31,412
Events	45,000	15,622	49,567
Communications	25,000	11,785	18,946
Other project costs	5,000	2,696	4,073
Project costs of Equal is Difference	-	74,702	-
	132,570	139,875	160,318
TOTAL EXPENDITURE	857,070	849,746	906,996

¹ In 2019 'other staff costs' were shown under the heading 'organisational costs'

² Administrative costs cover remuneration of Supervisory Board members

Staff costs

During 2020 there were on average 10 members of staff working an average of 8.75 FTEs at the association compared to 8.1 FTE in 2019.

Staff costs	Budget 2020	Result 2020	Result 2019
Wages and salaries incl. social security contributions and pensions	617,000	565,349	563,594
Other staff costs		31,829	78,734
	617,000	597,178	642,328

Members of the Supervisory Board receive EUR 250 per meeting, and the chair receives EUR 325. The statement of the average remuneration for management at WO=MEN in 2020 is shown below. Laila Ait Baali took over the role of director from Edith van der Spruit with effect from 15 January 2020.

As a result of more focused deployment and higher FTE percentage by management in 2020 compared to 2019, management remuneration in 2020 is higher compared to 2019.

	2020	2019
Management pay incl. holiday pay and pension charges	69,976	54,018

Income and expenditure per project

Project overview	Dutch Gender Platform Min. Foreign Affairs (2018-2021)	Commission Status of Women Min. Educ/Cu/Sci (2018-2021)	Count me In Mama Cash (2016-2020)	Alliantie Samen Werkt Het! Women Inc. (2018-2022)
Income				
Subsidy 2019	400,000	73,984	100,000	105,520
Subsidy 2020	400,000	65,484	100,000	89,656
Carried forward from 2019 to 2020	11,955	-284	8,146	39,284
Subsidy 2020 incl. carried forward from 2019	411,955	65,200	108,146	128,940
Expenditure				
Staff costs	375,475	34,713	101,031	75,905
Project costs	30,885	1,286	5,323	30,558
Total expenditure	406,359	35,999	106,354	106,463
Balance Income/Expenditure, carried forward to 2021¹	5,596	29,201	0	22,477

¹ No CMI subsidy carried forward because programme completed as of 2020

Dutch Gender Platform – Ministry of Foreign Affairs (2018-2021)

	Impact 1 Lobby	Impact 2 GSE	Impact 3 GPS-NAP	Budget 2020	Result 2020 Total
Project costs per outcome					
Hourly costs per outcome					
International and national standards	35,547	27,664	50,174		113,385
Individuals and groups		10,384			10,384
Civil Society	27,513	17,432	87,919		132,864
Political & private institutions	26,527	24,632	58,587		109,747
SDG5 coordination	9,095	-	-		9,095
Total costs direct hours	98,682	80,112	196,681	337,955	375,475
Project costs	14,406	8,617	7,861	74,000	30,885
TOTAL COSTS HOURS AND PROJECTS 2020	113,088	88,729	204,542	411,955	406,359
Subsidy 2020 incl. surplus 2019 (EUR 11,955)					411,955
Balance of 2020 subsidy carried forward to 2021					5,596

Commission Status of Women - Min. of Education, Culture & Science (OCW)(2018-2021)

Hourly costs per outcome	Budget 2020	Result 2020
Organisation of CS events subject-wide	6,480	2,956
Organisation of CS events for CSW	1,440	2,046
Formulation of recommendations for CSW	1,800	1,061
Coordination and lobbying for CSW	18,270	15,310
Day-to-day lobbying NY	2,700	-
Coordination with international CSO	4,950	4,093
Consultancy for OCW side event	1,800	-
PR and social media	12,150	2,046
Support for UN Women's Representative	1,800	1,592
CSW debriefing	3,600	758
Reporting	1,350	1,440
Activities in connection with Beijing +25	-	3,411
Carried forward from 2019 to 2020	-284	-
Total costs direct hours	56,056	34,713
Project costs	9,144	1,286
TOTAL COSTS HOURS AND PROJECTS 2020	65,200	35,999
Subsidy 2019		73,984
Subsidy 2020 incl. 2019 subsidy carried forward (-2.84EUR)		65,200
Subsidy 2020 carried forward to 2021		29,201

Alliantie Samen Werkt Het! – Women Inc. (2018-2022)

Hourly costs per outcome	Budget 2020	Result 2020
Total costs direct hours	85,755	75,905
Project costs	43,185	30,558
TOTAL COSTS HOURS AND PROJECTS 2020	128,940	106,463
Subsidy 2020 incl. subsidy carried forward (-39,284 EUR)		128,940
Subsidy 2020 carried forward to 2021		22,477

Count Me In – Mama Cash (2016-2020)

Hourly costs per outcome	Budget 2020	Result 2020
Total costs direct hours	104,576	101,031
Project costs	3,570	5,323
TOTAL COSTS HOURS AND PROJECTS 2020:	108,146	106,354

¹ No CMI subsidy carried forward because programme completed as of 2020

AUDIT REPORT OF THE INDEPENDENT AUDITOR

To: the board and the Supervisory Board of WO=MEN Dutch Gender Platform

A. Opinion on the 2020 annual accounts included in the annual report

We have audited the 2020 annual accounts of WO=MEN Dutch Gender Platform in The Hague. In our opinion, the annual accounts included in this annual report give a true and fair view of the extent and composition of the assets of WO=MEN Dutch Gender Platform at 31 December 2020 and of the result for 2020 in accordance with Dutch Accounting Standards Board Guideline 640 for non-profit organisations.

The annual accounts consist of:

- = the balance sheet at 31 December 2020;
- = the profit and loss account for 2020; and
- = the notes with a summary of the principles applied for financial reporting and other explanatory notes.

The basis for our opinion

We conducted our audit in accordance with Dutch law, to which Dutch audit standards are also subject. Our responsibilities in this respect are described in the section headed 'Our responsibilities for auditing of the annual accounts'. We are independent of WO=MEN Dutch Gender Platform as required in the Regulations concerning the independence of auditors in respect of the assurance assignments (ViO) and other rules on independence in the Netherlands which are relevant for the assignment. In addition, we have complied with the Regulation on a code of ethics for professional accountants (VGBA).

We find that the audit information obtained by us is sufficient and appropriate as a basis for our opinion.

B. Opinion on the other information included in the annual report

In addition to the annual accounts and our audit report on them, the annual report contains other information consisting of:

- = management report;
- = report of the Supervisory Board;
- = and a narrative report.

On the basis of the activities set out below, we are of the opinion that the other information is compatible with the annual accounts and does not contain any material misstatements. We have read the other information and, on the basis of our knowledge and understanding obtained from the audit of the annual accounts or otherwise, we have considered whether the other information contains material misstatements.

In our work we have complied with the requirements of Dutch Standard 720. This work does not have the same depth as our audit work on the annual accounts. The board is responsible for drawing up the other information in accordance with Dutch Accounting Standards Board (RJ) Guideline 640 for non-profit organisations.

C. Description of responsibilities with regard to the annual accounts Responsibilities of the board and the Supervisory Board for the annual accounts

The board is responsible for the preparation and fair presentation of the annual accounts in accordance with Dutch Accounting Standards Board (RJ) Guideline 640 for non-profit organisations, which is applicable in the Netherlands. Under this, the board is responsible for such internal control as the board deems necessary to allow the annual accounts to be prepared without any material misstatements due to errors or fraud.

When preparing the annual accounts, the board must consider whether the association is in a position to continue its work as a going concern. Under the stated reporting system, the board must prepare the annual accounts on the basis of the going concern presumption, unless the board intends to liquidate the association or to terminate business operations or if termination is the only realistic alternative. The board must give an explanation in the annual accounts of the events and circumstances which could give rise to reasonable doubts as to whether the association can continue its business operations as a going concern. The supervisory board is responsible for supervising the process of financial reporting by the association.

Our responsibilities for auditing of the annual accounts

Our responsibility is to plan and carry out an audit assignment in such a way that we obtain sufficient and appropriate audit information for the opinion to be delivered by us.

Our audit is carried out with a high, but not absolute degree of certainty, which means that it is possible that we do not detect all material errors and fraud during our audit. Misstatements may occur as a result of fraud or errors and are material if it can be reasonably anticipated that, either separately or together, they may influence the economic decisions which users take on the basis of these annual accounts. Materiality affects the nature, timing and scope of our auditing work and the evaluation of the effect of acknowledged misstatements on our opinion.

We have carried out this audit professionally and critically and, where relevant, have used our professional judgement in accordance with Dutch accounting standards, ethical rules and requirements regarding

independence. Our audit consisted of, among other things:

- = identification and assessment of the risks that the annual accounts contain material misstatements due to errors or fraud, determining and carrying out audit activities in response to those risks, and obtaining audit information which is sufficient and appropriate as a basis for our opinion. In the case of fraud, the risk of a material misstatement not being detected is greater than in the case of errors. Fraud may involve conspiracy, falsification of documents, intentional failure to record transactions, intentional misrepresentation of business or breach of internal control;
- = obtaining an understanding of internal control, which is relevant for the audit, with the objective of selecting audit activities which are appropriate in the circumstances. It is not the purpose of these activities to express an opinion on the effectiveness of the internal control of the foundation;
- = evaluation of the suitability of the principles used for financial reporting and evaluation of the reasonableness of estimates by the board and the explanatory notes set out in the annual report in this respect;
- = establishing that the going-concern assumption applied by the board is reasonable. At the same time, establishing on the basis of the audit information obtained whether there are any events and circumstances which could give rise to reasonable doubts as to whether the enterprise can continue its business operations as a going concern. If we conclude that there is material uncertainty, we are obliged to draw attention in our audit report to the relevant related notes in the annual accounts. If the explanatory notes are inadequate, we must modify our opinion. Our conclusions are based on the audit information which is obtained up to the date of our audit report. However, future events or

circumstances may mean that an enterprise is no longer able to continue as a going concern;

- = evaluation of the presentation, structure and content of the annual accounts and the notes set out in them;
- = evaluation of whether the annual accounts give a true and fair view of the underlying transactions and events.

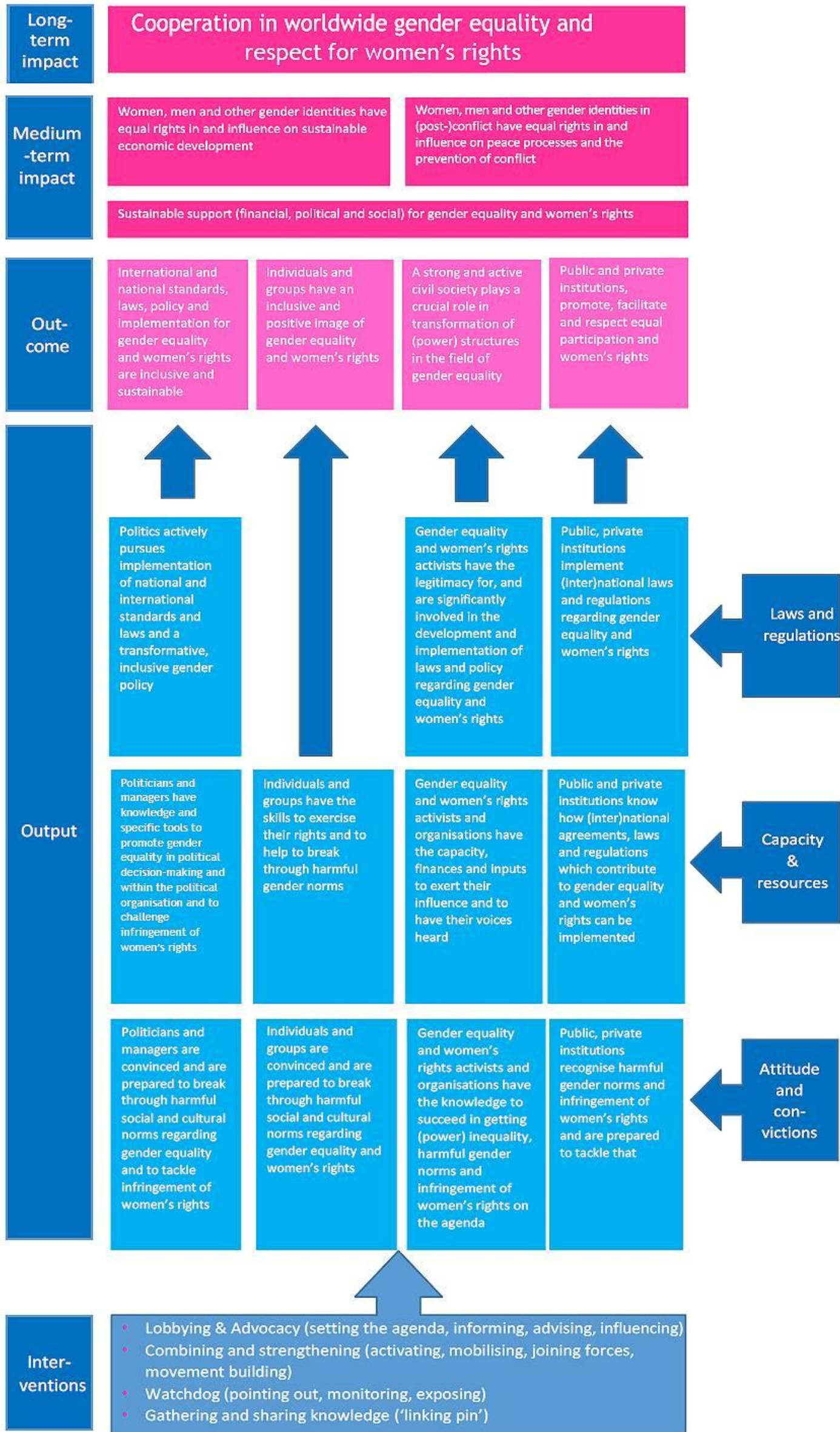
We communicate with the Supervisory Board *inter alia* about the planned scope and timing of the audit and about the significant findings which have emerged from our audit, including any significant weaknesses in the internal control.

Vigilate Accountants B.V.

Ruud Kuiper RA

Nieuwerkerk aan den IJssel, 30 March 2021

Annex 1 Theory of Change



In 2020 WO-MEN welcomed 5 new institutional members. As at 31 December 2020, in addition to 116 individual members, including 12 free memberships, WO=MEN has the following institutional members

Action in Resilience and Empowerment (ARE)

ActionAid

Amref Flying Doctors

Belink Academy

Both Ends

Brijante Onderneemster

CARE

CENDDOW

Center for Civil Society and Democracy Europe - CCSDE

Choice for youth & sexuality

CNV Internationaal

Cordaid

Defence for Children

Edukans

Fairspace

Free Press Unlimited

Global Network of Women's Shelters

HIVOS

ICCO

IMPACT

IUCN

IWPR - The Netherlands

Karama

Koerdische Vrouwen Stichting Helin

Koninklijk Instituut voor de Tropen

MamaCash

Mensen met een missie

Mercy Corps Netherlands

MUCOP

Mukomeze

Multicultural Women's Peacemakers Network

Oxfam Novib

Palestine Link

Partos

PAX Nederland

PBI Nederland

Plan Nederland

Prisma

Rutgers

See You Foundation (Light for the World)

SeksWerkExpertise

Support Trust for African Development (STAD)

Tear

Tosangana

Umoja ni Nguvu

Unie van Soroptimistclubs

Victory for Equality

Vrouwenorganisatie Nederland Darfur (VOND)

VSO Nederland

Wadi

White Ribbon NL

Wide+

WILPF Nederland

Women Engage for a Common Future (WECF)

Women on Waves

Women's Initiatives Network

WomenWin

YWCA Nederland



*Free one-year membership is for individuals who have contributed to activities of WO=MEN, as an award for activities or for colleagues who have left employment.

AIV	Advisory Council on International Affairs
ALV	General Meeting of Members
ASWH	Alliantie Samen Werkt Het!
BHOS	Foreign Trade and International Development
BZ	Ministry of Foreign Affairs
CMI	Count Me In
CSO	Civil Society Organisations
CSW	Commission on the Status of Women
DSO	Social Development Department
EP	European Parliament
GDE / GSE	Gender and Sustainable Economy
GEF	Gender Equality Forum
GMPI	Gender Multi-Party Initiative
GVV / GPS	Gender, Peace and Security
ICPD	International Conference on Population and Development
ICSR	International Corporate Social Responsibility
KPI	Key Performance Indicator
M&E	Monitoring and Evaluation
MEAL	Monitoring, Evaluation, Accountability and Learning
NAP	National Action Plan
NGO	Non-Governmental Organisation

OB	Oversight Board
OCW	Education, Culture and Science
OVOF	Our Voices Our Future
RvT	Supervisory Board
S&D grouping	Group of the Progressive Alliance of Socialists and Democrats in the European Parliament
SDG	Sustainable Development Goal
ToC	Theory of Change
WASH-programme	Water, Sanitation and Hygiene
WHRD	Women Human Rights Defenders
WPS	Women Peace and Security
YPS	Youth Peace and Security



