

Annual Report

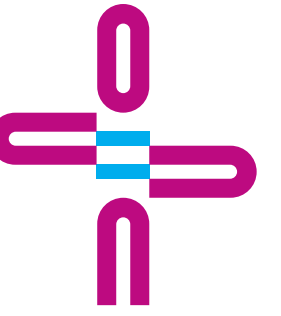
2024

wemen
DUTCH GENDER PLATFORM



GENDER
WIJ STRIJDEN VOOR
GELUKHEID

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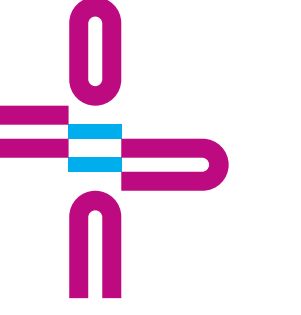
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1



Management Report

2024: A year of challenges and resilience

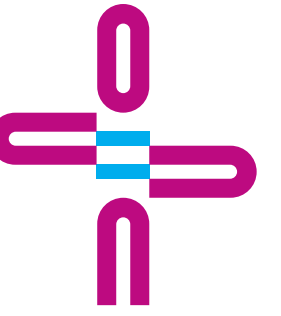
2024 was a socially and politically turbulent year. Our members and secretariat had a lot to deal with: the massive budget cuts in the development cooperation sector. The uncertainties surrounding a new funding framework for civil society organisations that are committed, among other things, to promoting respect for women's rights and gender equality internationally. The Dutch cabinet's [proposed end](#) to funding for international advocacy and policy influencing. The accumulation of measures that [increase the regulatory burden](#), such as the end of tax deductions for charitable donations. Additionally, the Civil Society Organisations Transparency Act imposes far-reaching disclosure requirements on NGOs and grants powers to mayors to act without the intervention of the Public Prosecution Service.

Furthermore, the election of Donald Trump as President of the United States, with his Project 2025. A growing, well-funded anti-rights movement that is the driving force behind an uninterrupted wave of societally disruptive gender misinformation and (online) hate against women's rights defenders. As a result, transgender and intersex people are being turned into enemies. Proper sexual education and access to abortion are under pressure. Events and offices in the Netherlands also need to be protected.

And finally: an unprecedented number of humanitarian crises, as a result of, among other things, an almost irreversible climate crisis and armed conflicts in the countries where our members operate.

From a temporary platform to lasting impact

In 2005, the Netherlands was internationally far behind in implementing the agreements made on women's rights and gender equality during the Fourth World Conference on Women in Beijing in 1995.



A group of Dutch organisations and individuals therefore combined forces in the temporary platform Beijing+10, Time for Action. The collective goal was the empowerment of women, gender equality, and to act as a watchdog. Gradually, it became apparent that this temporary platform needed to become permanent. That is how the organisation WO=MEN, Dutch Gender Platform, came about on 2 November 2006.

WO=MEN today: A strong network for gender equality

Nearly 20 years later, WO=MEN has grown into the platform that keeps worldwide gender equality and the rights of women and girls on the Dutch civil and political agenda. There are now 58 organisations and 119 professionals affiliated with WO=MEN: emergency, development and peace organisations, women's and gender equality organisations, diaspora, trade unions, police, journalists, knowledge institutes, academics, military personnel, business people, students, and opinion makers.

Our collective goals

Together with our members and partners, we work on:

1. A society in which a fair economy, climate, and gender justice are central.
2. Improved safety, equal rights, and inclusive participation in the prevention of conflict and crisis, as well as sustainable peace, security, and humanitarian processes.
3. Increased space and support for gender equality and women's rights defenders.

The power of collaboration

Together, we monitor policy, share knowledge, combine forces, and connect and mobilise organisations and people. As part of our platform, members enjoy greater influence. WO=MEN's access points and activities enable members, Southern partners, politicians, directors, and other networks to connect more quickly and effectively. Thanks to our close ties and collective expertise and experience, our members and partners have quick access to relevant information. Because of our overarching programme and cross-border employment, we see and know more together.

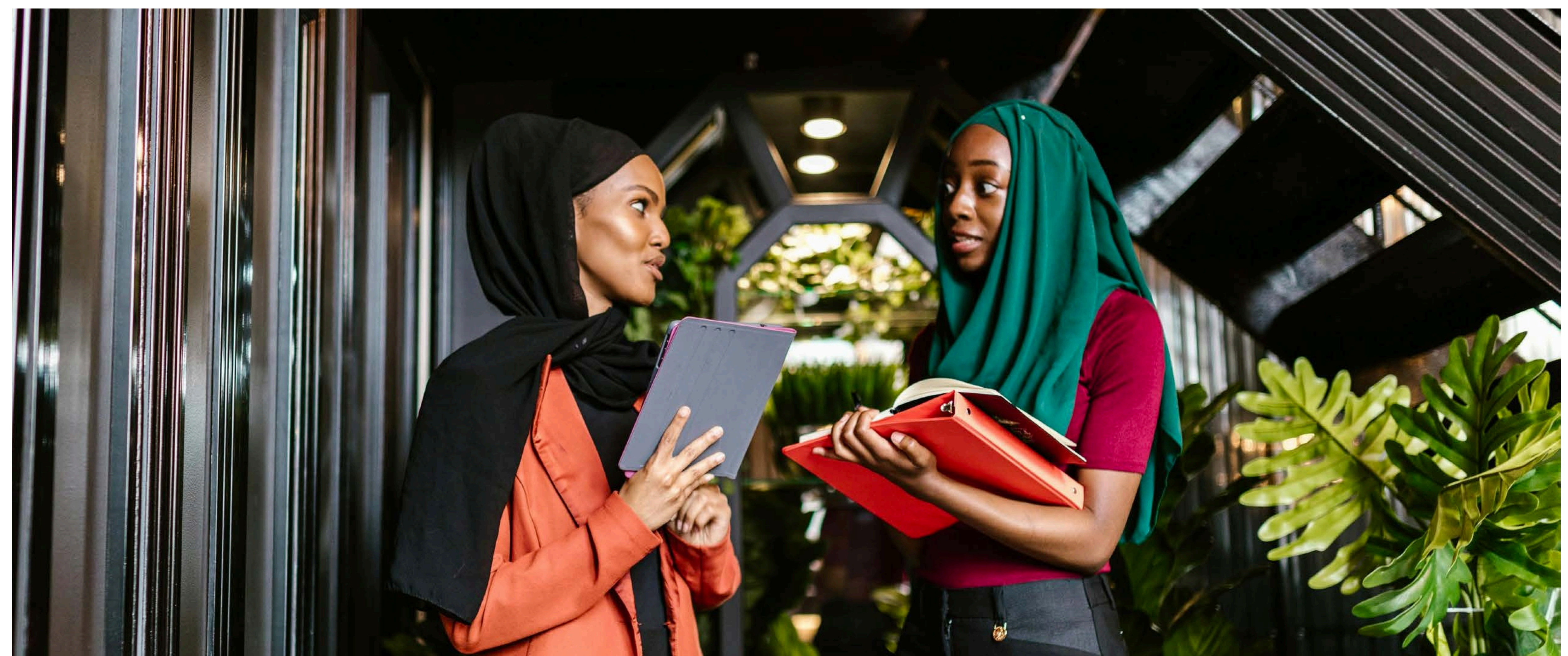
As a member of WO=MEN stated during our Mid-Term Evaluation (MTE), "At WO=MEN 1+1=3".

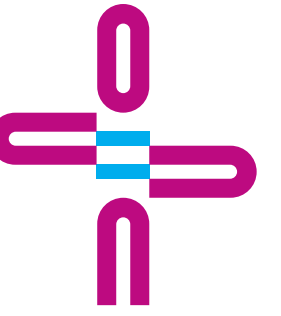
In short, with WO=MEN, we are stronger together. You can read how this pays off in achieving the goals of our platform in Chapter 4.



At WO=MEN 1+1=3.

- WO=MEN member stated in the Mid-Term Evaluation





Outlook and approach

Of course, the aforementioned accumulation of developments impacts our platform: at an organisational and a human level. Together with our members, we are at the centre of society and at the heart of the international women's rights and gender equality movement. More than ever, we see the benefit and necessity of collaborating, bringing people and organisations together. We also recognise the importance of building social resilience, ensuring safety, and taking care of yourself while looking out for others. These developments also bring about programmatic and organisational risks. In 2024, together with our members, we were able to mitigate those risks. In various settings, we continued to receive political support for the work of women's rights defenders and Women, Peace and Security. That is why these topics will be included in the policy and financial instruments in the coming years. To ensure the continuation of our collective work, we organised a series of strategic sessions with members at the start of 2025. We are also extending our fundraising hours.

Protecting the red lines more often

We are still on track to achieve our goals from the multi-year plan. We have achieved quite a few already, as was also evident from the MTE. This MTE was carried out by MDF as commissioned by

the Dutch Ministry of Foreign Affairs. We also realise that we may need to safeguard our red lines more often in the coming years. As we had to do for the first time in 2024, after a debate arose about the use of the word "gender". This led to an urgent letter (brandbrief) calling for continued support for internationally contested narratives and rights. Ultimately, this led to renewed expressions of support from a broad range of ministries at the Director-General level.

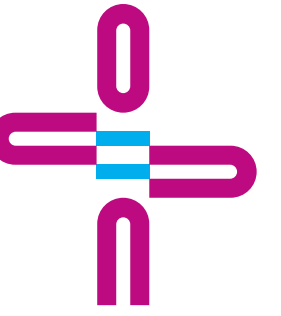
Anne-Floor Dekker

The Hague, March 2024



We also recognise the importance of building social resilience, ensuring safety, and taking care of yourself while looking out for others.





2



A few words from...

The Supervisory Board

In the report on the year 2023 from the Supervisory Board, I wrote, “What the election results mean for gender equality and the Feminist Foreign Policy is not yet known at this time.” Now we know. And unfortunately, it is not good news.

Minister Klever has stated that she does not wish to fund gender equality and women’s rights. She also calls an end to advocacy in The Hague, Brussels, and New York. This results in the voices of brave women who speak up, often at the risk of their own lives, no longer being heard internationally. This weakens public debate because an essential source of knowledge and information is lost this way.

In this complex national and international context, Anne-Floor Dekker became the new director of WO=MEN in April 2024. Coming from WO=MEN, Anne-Floor uses her years of experience and knowledge to guide the organisation and support members and colleagues. Over the past year, she and the team demonstrated that there are still opportunities for success, despite the attacks on gender equality.

It is thanks to WO=MEN that the topic Gender, Peace and Security has been added to the priorities for Dutch development policy for the coming years.

In 2024, the Supervisory Board oversaw the change of director together with colleagues of WO=MEN. The Supervisory Board was also present at the General Meeting of Members. The focus of the RvT was on finance, the involvement of members and coordination with other organisations, staff matters, and the Mid-Term Evaluation.

Heleen Schrooyen

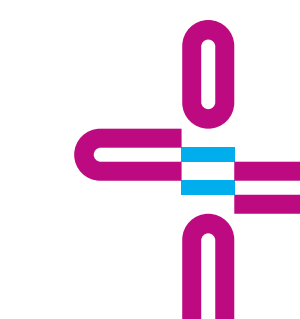
Chair, Supervisory Board of WO=MEN

The Hague, March 2020



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Organisation



3.1 WO=MEN as a member platform and organisation

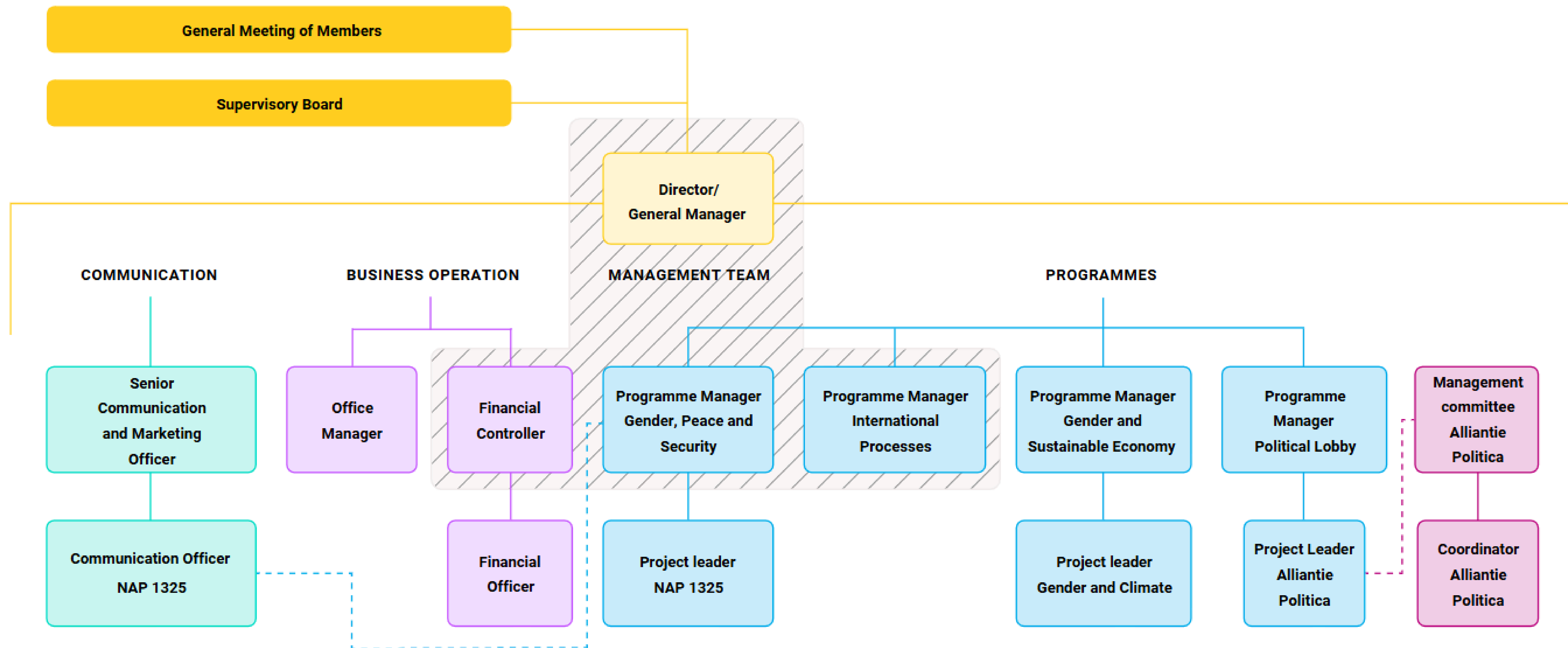
WO=MEN is the biggest platform of its kind in the Netherlands and Europe. The composition of our platform is unique. In 2024, 58 organisations and 119 professionals are affiliated to WO=MEN: emergency, development and peace organisations, women's and gender equality organisations, diaspora, trade unions, police, journalists, knowledge institutes, academics, military personnel, business people, students, and opinion makers. It is done for and by members: for nearly 20 years, we have kept gender equality and the rights of women and girls on the agenda within the comprehensive foreign and security policy.

3.2 Staff and Structure

The secretariat of WO=MEN consists of 12 experienced and motivated staff members, together approximately 10 FTE. We respond to the wishes of our members, collaborating partners, and donors, as well as to the changes in society and politics. Our approach is based on a small and effective secretariat that collaborates with our members on all issues. In doing so, we are complementary to our members and reinforce our shared objectives.

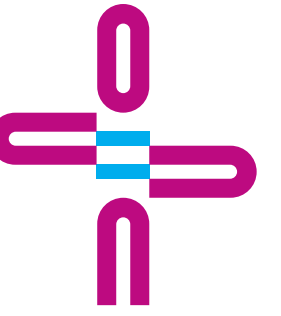
The management team (MT), consisting of the director, financial controller, and senior programme manager for international processes, is responsible for day-to-day management. The senior programme manager also plays a key role in fundraising. The programme managers and project leaders discuss the substantive strategic issues every week. This structure ensures widespread support and more informed, high-quality decisions.

The director has final responsibility and is accountable to the Supervisory Board and the General Meeting of Members. The director directly supervises the office manager, financial controller, senior communications officer, programme managers and the coordinator Alliantie Politica. The programme managers Gender, Peace and Security (GPS), Gender and Sustainable Economy (GSE) and Political Lobby each supervise their own project leader and, if applicable, interns. The senior communication officer also supervises any interns. The financial controller supervises the financial assistant.



On 1 April 2024, Laila Ait Baali stepped down as director/general manager after four years. On 1 April, Anne-Floor Dekker (former programme manager Gender, Peace and Security) succeeded her. On 15 September, Emine Kaya joined the team as the new GPS programme manager. Up until that moment, Anne-Floor and Nadia van der Linde, programme manager

International Processes, had been sharing the director's duties. During this time, Karin de Jonge, project leader NAP 1325, and temporary junior GPS officer Roseanne Trijsburg took on additional tasks at GPS. Thanks to this flexibility and mutual solidarity, programme objectives were not jeopardised. However, it did lead to extra pressure on team members.



3.3 Supervisory Board

The Supervisory Board (RvT) consists of four members, including a chair. Members are selected based on their expertise and background. It is their task to monitor the policy of the director/general manager, the implementation of that policy, and general affairs within the association. The Board also advises the director/general manager. In 2024, the second term of the Supervisory Board began.

The current members are:

- ⊞ Heleen Schrooyen, chair
- ⊞ Machteld Ooijens
- ⊞ Blanca Méndez
- ⊞ Nathalie Veenman

3.4 General Meeting of Members

The General Meetings of Members (GMM) are an essential part of an organisation or member platform. WO=MEN organises a GMM twice a year: one in spring for the submitted annual report and annual accounts, and one in autumn for presenting the annual plans. Aside from the formal agenda, the GMM is also the place to consider the direction and priorities of WO=MEN collectively. Here, we identify gaps, initiate new projects, and highlight interesting developments to colleagues.



WO=MEN is a bridge-builder, with real substance.

- Midterm review multi-year plan 2022-2026



The secretariat facilitates this by always incorporating space for substantive sessions with ample opportunity for knowledge sharing, discussions, and networking.

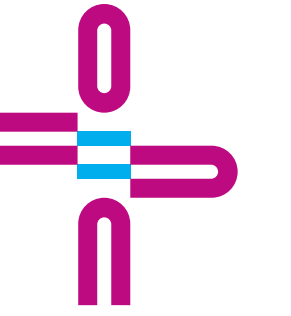
In addition, WO=MEN members regularly meet in working groups such as: Gender, Sustainable Economy and Climate, Gender Peace and Security and Political Lobby. Aside from these monthly working groups, WO=MEN also organises lunch readings, campaigns and other activities to boost knowledge sharing and the connection between members and partners.

Photo: The WO=MEN General Meeting of Members in November 2024. Photo by Nina Akollo



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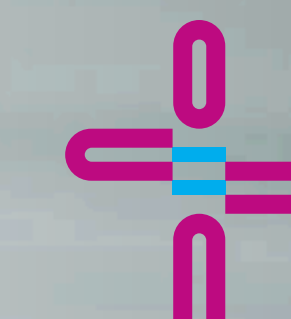
Our impact



Through our long-term outcomes and corresponding specific sub-outcomes, we contribute to the majority of impact areas 2,3, and 4 of the results framework of the Taskforce on Women's Rights and Gender Equality of the Dutch Ministry of Foreign Affairs. This chart shows the three baskets of indicators we report on.

WO=MEN Impact area	Basket indicator	# realised in 2022	# realised in 2023	# realised in 2024	Benchmark indicator 2026
Increased space and support for defenders / overarching outcomes on the integration of gender equality in the comprehensive Dutch Foreign Policy.	# of laws, policies, and strategies blocked, adopted, or improved to promote women's voice, agency, leadership, and representative participation in decision-making processes in public, private, and civic spheres (2.1.)	9	1	8	5 <ul style="list-style-type: none"> At least five policy papers, funds and/or action plans/implementation plans have created space and support for gender equality, and/or their advocates.
A society in which a fair economy, climate and gender justice are central.	# of laws, policies and strategies blocked, adopted or improved to promote women's economic rights, empowerment and entrepreneurship (3.1.)	3	6	9	5 <ul style="list-style-type: none"> At least five policy papers, funds and/or action plans/implementation plans promote women's economic rights, empowerment and entrepreneurship.
Improved safety, equal rights and inclusive participation in the prevention of conflict and crisis, as well as sustainable peace, security and humanitarian processes.	# of times that CSOs succeed in creating space for CSO demands and positions on promoting women's meaningful and equal participation and leadership in conflict prevention and peace- and state-building and protecting women's and girls' rights in crisis and (post-)conflict situations, through agenda setting, influencing the debate and/or movement building (link SCS3) (4.2.)	17	4	2	3 <ul style="list-style-type: none"> At least three times, CSO has succeeded in creating space for the demands and positions of civil society organisations in conflict prevention and/or peace processes, through agenda setting, influencing the debate and/or movement building.

Gender and Sustainable Economy



What WO=MEN wants

A society in which a fair economy, climate, and gender justice are central.

WO=MEN works towards an honest and sustainable economy with equal rights and opportunities. An economy in which businesses do not cause human rights violations or environmental damage. Where it is the most natural thing in the world for both economic and climate policy to be developed in close cooperation with women's organisations and trade unions, and for funding to be accessible to (local) women's groups and female entrepreneurs.

In reality, we see that all over the world, women in all their diversity still have a considerably worse economic position and fewer rights. As a result, they are more severely affected by the climate and biodiversity crisis. And yet, working towards equal rights is a win-win situation. Countries where women's rights and gender equality are well established have more resilient economies and sustainable growth.

“

In reality, we see that all over the world, women in all their diversity still have a considerably worse economic position and fewer rights.

”

We have achieved the following

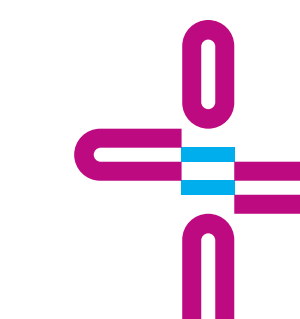
Outcome 1:

Increased commitment and accountability in the field of international corporate social responsibility (ICSR, or IMVO in Dutch), international trade & investment policy and climate & biodiversity policy



1.A. The Dutch government verifiably supports the equal representation and participation of women, men, girls, boys and gender-nonconforming persons, including female human rights defenders and peace activists, when entering international trade and investment agreements.

On 13 February 2024, the informal working group on Trade and Gender of the World Trade Organisation (WTO), of which the Netherlands is also a member, made a significant commitment to consult women's rights organisations. This is an important step, given that civil society has limited access to WTO decision-making. This commitment was made after WO=MEN repeatedly emphasised the importance of meaningful participation by women's rights organisations to the WTO's Gender & Trade office in 2022 and 2023.



1.B. National and EU ICSR policy has an improved gender perspective in accordance with the OECD guidelines and the UNGPs (UN Guiding Principles on Business and Human Rights), including gender responsive due diligence as a requirement for businesses.

The Ministry of Foreign Affairs has included a “gender-aware approach to due diligence” in the Explanatory Memorandum to the Dutch draft bill for the International Responsible Business Conduct Act. It is essential that the upcoming law explicitly addresses gender-related risks in the value chain of internationally operating businesses. In 2024, WO=MEN facilitated an introduction to the legislative team early in the implementation process, during which recommendations for the process and the draft legislation were shared. WO=MEN coordinated a [joint analysis and recommendations](#) with members, some of which have also been included in the draft bill.

1.C. Within the foreign policy, the Dutch government is actively committed to combating the disproportionate impact of climate change and biodiversity loss on women, men, girls, boys and gender-nonconforming persons.

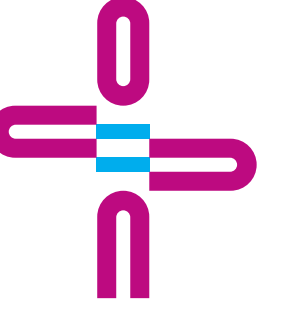
On 3 October, the Dutch Minister of Climate Policy and Green Growth stated, during the Energy Council Committee debate, that the Netherlands will continue to promote inclusivity and gender equality both during the international climate summit and at other times. This ensured that a red line was maintained. This commitment was partly achieved thanks to input from WO=MEN and its members, given to members of the House of Representatives (Tweede Kamer) on the importance of gender equality and women’s rights in international climate policy.

In 2024, the Dutch UNFCCC delegation approached WO=MEN for the first time, for structural advice and knowledge sharing on gender mainstreaming within the international climate negotiations. WO=MEN travelled to the climate negotiations in Bonn again in 2024, and also participated in the climate summit in Azerbaijan for the first time. This involvement strengthened cooperation between the delegation and WO=MEN members in integrating gender equality into the Dutch climate agenda. In Bonn, WO=MEN organised a knowledge exchange about gender equality between delegation members and its own members.

On 24 September, a large delegation of members of the Dutch House of Representatives, from both the coalition and the opposition, met with WO=MEN members to discuss the link between gender equality and climate and biodiversity policy in the House of Representatives. Various members of the House of Representatives received the [paper](#)¹ coordinated by WO=MEN, with concrete policy recommendations for inclusive decision-making, climate funding and policy coherence (see outcome Space and Support for Defenders 2.A). They expressed their willingness to continue to advocate for inclusive climate and biodiversity policies in the new political environment. In addition, a knowledge session with the management of Inclusive Green Growth on this theme led to the inclusion of one of the recommendations in the management’s strategic annual plan.

Photos: MEPs Ingeborg ter Laak (above) and Marit Maij (below) receive the climate paper.





Outcome 2:

Strengthened civil society that actively contributes to an inclusive trade & investment policy and climate & biodiversity policy

2.B. Civil society organisations working on gender equality and women's rights have the knowledge, capacity, and access to participate meaningfully in decision-making processes on trade and investment policy, international financing and the due diligence process of private actors.

In 2024, WO=MEN created opportunities for members to participate meaningfully and provide input in various decision-making processes, specifically on trade policy and in the WIVO (Draft Bill on International Corporate Responsibility) legislative process. For example, the Ministry of Foreign Affairs organised its first round table discussion on the gender equality impact assessment conducted for new legislation, to which many WO=MEN members made an active contribution.

Outcome 3:

Implementation of gender-responsive due diligence and transparency in investments by financial actors

See 1.B. for activities and results in the field of gender-responsive due diligence.

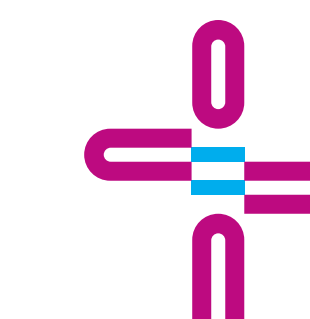
3.A. The Dutch internationally operating private financial actors take steps to implement gender-responsive due diligence in value chains and transparency in investments.

UN Global Compact Netherlands, in cooperation with WO=MEN, has made explicit recommendations for gender equality in its input for the WIVO. It is pertinent that businesses communicate the importance of gender equality in due diligence to the government.

Photo: Together with our members, ActionAid Netherlands, Both ENDS, Milieudefensie, WECF, CARE Netherlands, and Simavi, we handed over the paper "Honest, sustainable and effective – Gender equality as a basis for climate and biodiversity policy" to various members of the House of Representatives



Gender, Peace and Security



What WO=MEN wants

Improved safety, equal rights and inclusive participation in the prevention of conflict and crisis, as well as sustainable peace, security and humanitarian processes.

WO=MEN works on improved safety for everyone in crises and conflict zones. But also on equal rights and access to decision-making. To ensure that women, girls and LGBTQI+ people can also meaningfully contribute to preventing and solving crises and conflicts. That is not just their right. Research shows that countries where women's rights and gender equality are well established are safer and more stable. The smaller the gender gap, the smaller the chance that a country will end up in violent conflict or in conflict with other countries.

Increased violence against women and LGBTQI+ people also appears to be an indicator of social instability and violent extremism.

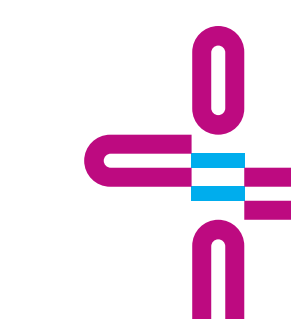
Within the GPS programme, we help coordinate the Dutch National Action Plan (NAP) 1325. The NAP 1325 is a strategic collaboration between the Ministries of Foreign Affairs, Defence, Education, Culture and Science, Justice and Security and more than 60 civil society organisations in the Netherlands. Together, we work on the implementation of Resolution 1325 from the UN Security Council and subsequent resolutions, as well as other international obligations and commitments in the field of Women, Peace and Security. WO=MEN coordinates the implementation of the NAP 1325 together with the Ministry of Foreign Affairs.



The smaller the gender gap, the smaller the chance that a country will end up in violent conflict or in conflict with other countries.



Photo: Ruben Brekelmans, at the time a member of Parliament, spoke with representatives of a Ukrainian delegation.



We have achieved the following

Outcome 1:

Implementation and accountability on the WPS agenda

1.A. The Dutch government is demonstrably accountable for the implementation of and investment in the WPS agenda, in line with the agreements made at national, EU and UN levels.

2024 was a year of significant challenges when it came to Women, Peace & Security (WPS) and Gender, Peace & Security (GPS). The Minister of Foreign Trade and Development (BHO) announced that the WPS fund would no longer be continued as part of the general cuts in development aid. The bi-annual government report on the progress of the implementation of NAP 1325 in 2022-2023, to the House of Representatives (Tweede Kamer), was also delayed and had not yet been approved by the Minister of Foreign Trade and Development at the end of 2024.

WO=MEN has worked hard, together with its members, to preserve the WPS fund. After all, the WPS agenda cannot be realised without a mandate and a budget. Meaningful participation of women in conflict resolution and peace building is made impossible by eliminating the WPS fund, and the security risks for female peace activists and human rights defenders are increased. The Boswijk motion adopted on 20 November 2024 was an important turning point for the preservation of the WPS fund.

1.F. Civilian, military, and police mission leadership demonstrably promotes and invests in diversity at the senior level, as well as in capacity on gender knowledge in missions.

NAP 1325

In 2024, collaboration between women's organisations and the Ministry of Defence was strengthened, and the added value of this collaboration was recognised. For each planned foreign mission, organisations from the NAP 1325 community, members of WO=MEN and their local partners are now consulted on the content of pre-deployment gender analysis and gender training. According to the gender experts at the Ministry of Defence, this has significantly improved the quality of gender analyses and training, and recognises the expertise and added value of working together with (local) women's organisations. WO=MEN supports this collaboration by providing the relevant (local) expertise and partners and obtaining their consent in advance.

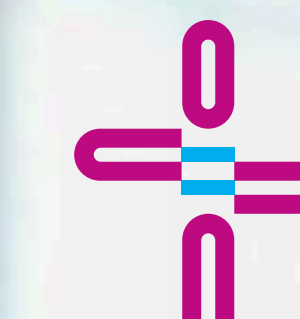


Photo: Minister of Defence Kasja Ollongren speaks during a NAP 1325 Signatory Event in 2024. Photo: Holland Park Media.



WO=MEN has worked hard, together with its members, to preserve the WPS fund. After all, the WPS agenda cannot be realised without a mandate and a budget.





1.G. The Netherlands monitors the impact of international and national counterterrorism measures in the operational space of women's rights and gender equality organisations.

In October 2024, the National Coordinator for Security and Counterterrorism (NCTV) established a gender focal points network for the first time. WO=MEN played an active role in this by advising the network coordinator and facilitating workshops with our members, PAX, CARE, and Mensen met een Missie, for the National Crisis Team, the Cybersecurity Unit and the Analysis Unit.

The purpose of the workshops was to make gender focal points aware of the gender dimensions within Dutch national security. Within the NCTV's field of work, issues regularly arise in which gender norms and perspectives play a crucial role in security challenges. Knowledge about this contributes to more effective policy, knowledge sharing and support in the security sector. Secondly, lessons learned were exchanged to better recognise gender aspects within these three domains.

Furthermore, the first evaluation of the [New Sector Standard](#) of the Dutch Banking Association (NVB) followed in the second quarter of 2024. This standard was developed in collaboration with (umbrella organisations of) civil society organisations, following years of discussions about the negative impact of excessive financial counterterrorism measures taken by banks. In collaboration with Human Security Collective, Goede Doelen Nederland, CBF, FIN, CIO, NOV, Partin and others, WO=MEN sent out a review to its members. At the same time, NVB conducted a review among banks.

The evaluation showed that banks are still not sufficiently integrating the guidelines from the Sector Standard into their protocols. The evaluation also showed that small (volunteer) organisations, working in fragile states in particular, are still encountering problems as a result of banks' de-risking.

Outcome 2:

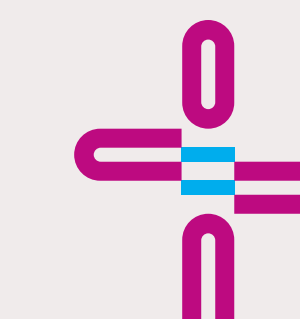
Strengthened civil society that advocates, is actively involved, and is heard in humanitarian, peace, and security processes.



2.A Female human rights advocates have knowledge, resources, capacity and access to participate meaningfully.

NAP 1325

There is growing interest in the unique Dutch strategic cooperation model between government and civil society for the planning, implementation, and monitoring of NAP 1325. This is relevant because it enables the Netherlands to contribute to international awareness of the importance of cooperation between government and civil society on Gender, Peace and Security. WO=MEN (sometimes together with the Ministry of Foreign Affairs) is increasingly being invited to explain this model and the added value of this cooperation in international forums. In 2024, this was the case for a WPS conference in Central and Eastern Europe and during visits to the Netherlands by delegations from South Africa, Montenegro, and North Macedonia.



2.C. Humanitarian programmes with Dutch actors/funds are demonstrably gender sensitive and responsive

On 12 June 2024, the Dutch Relief Alliance (DRA) discussed during its Annual Learning Event an “Inclusion Insight Piece.” This was a step in the right direction towards improving the gender and inclusion lens in humanitarian programmes run by Dutch organisations and their local partners. Humanitarian programmes funded by the Netherlands are still not structurally gender-responsive. In recent years, this has not been systematically imposed or monitored by DSH / Foreign Affairs. Internal changes to standards are necessary to bring about systemic improvement. WO=MEN has been highlighting the need for a gender lens in humanitarian programmes since 2016. Together with its members, WO=MEN developed a think piece for the DRA to inspire the integration of a gender lens in humanitarian programmes and joint responses. The [Insight Piece](#) is based on this.






WO=MEN has been highlighting the need for a gender lens in humanitarian programmes since 2016.

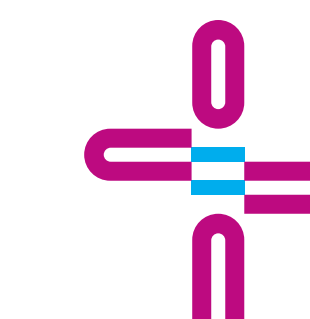


Partnership with Ukrainian Women Fund (UWF) 2022-2024

In 2022, WO=MEN initiated a partnership with the Ukrainian Women’s Fund (UWF) for the project “*Women, Peace and Security Agenda (WPS) Brings Results Locally in Ukraine*,” led by UWF. Within this project, we exchange knowledge with Ukrainian women’s organisations and (local and national) authorities about the localisation of the WPS agenda. These were the important results in 2024:

-  On 12 June 2024, the Netherlands became a member of the international [Alliance for Gender-Responsive and Inclusive Recovery in Ukraine](#) during the Ukraine Recovery Conference. The increased awareness of and commitment to the gender inclusive recovery of Ukraine has been partly advocated by the Ukrainian (government and women’s organisations) delegation visits in 2023-2024 as part of this programme. WO=MEN initiated these conversations with the Ministry of Foreign Affairs and also organised talks with various members of the House of Representatives (Tweede Kamerleden). This contributed to outcomes 1A, 1D, and 2C.
-  Inspired by the communication and the website of the Dutch NAP 1325, Ukraine is currently developing a similar NAP 1325 website. The communication officers of WO=MEN have actively contributed by providing online and in-person sessions on NAP 1325 communication. This contributed to outcomes 1A, 1B, and 2A.
-  In 2023, and especially in 2024, WO=MEN and UWF laid the foundation for a structural collaboration between gender experts of the Dutch Ministry of Defence and gender experts from the comprehensive security sector of Ukraine. Relevant experience and expertise are now regularly exchanged and are mutually beneficial. This collaboration is expected to continue on a long-term basis after the end of this programme. This contributed to outcome 1F.

Space and Support for Defenders



What WO=MEN wants

Increased space and support for gender equality and women's rights defenders.

WO=MEN works on increasing the space and support for gender equality and women's rights defenders. So our brave women, men, boys and LGBTQI+ persons can continue to stand up for human rights, even in often difficult and dangerous circumstances.

In the spring of 2024, our member platform shared collective input for the development of the policy framework Strengthening Civil Society (Samenwerking Maatschappelijk Middenveld) with the Ministry of Foreign Affairs. However, in autumn, the new cabinet announced [drastic cuts](#) to development cooperation and civil society. The minister of BHO has also [stated](#) that she considers the financing of advocacy and policy influencing in the Netherlands and at the international level to be undesirable.

This change, of course, required our members to be adaptable. Nevertheless, as a resilient network, we have been able to shift our focus to maintain the red lines on the political support and commitment of the Netherlands in favour of advocates of gender equality and women's rights.

We have achieved the following

Outcome 1:

Increased financial and political commitment, support, and accountability for expanding the space for gender equality and women's rights defenders.

1.A. The Dutch government allocates more independent funding for the support and protection of (local) gender equality and women's rights organisations and female human rights defenders worldwide.

On 25 June 2024, the House of Representatives adopted a motion ([Dobbe cs. 32735, nr. 388](#)) in which the government was asked to take additional measures to protect and support the work of women's rights and female human rights activists.

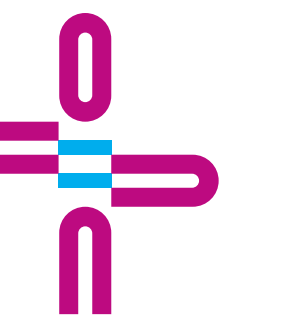
WO=MEN formulated advice and consolidated input from members, and shared this with members of the House of Representatives for a technical briefing on Support for Human Rights Defenders (12 June 2024) and the deliberative meeting on the Human Rights Policy (17 June 2024).

This motion — which no fewer than [13 political parties](#) supported — is crucial at this moment, as organisations and individual advocates fighting for gender equality and women's rights are increasingly [left to face these challenges on their own](#). The announced budget cuts in the Netherlands, the US, the UK, and other countries are also limiting the operating room of the international civil society movement that advocates gender equality and women's rights.



Photo: The Feminist European Elections Bingo.

Space and Support for Defenders



It is crucial that Dutch political parties explicitly include support for gender equality and women's rights in their European election programmes.



With the motion, the House of Representatives drew a crucial red line: we remain committed to the political support and effort of the Netherlands for the position and rights of women and girls worldwide.

On 11 November 2024, the Minister of BHO announced that she would follow up on the motion by introducing a [new instrument](#) for the protection of female human rights defenders in the forthcoming policy framework, Strengthening Civil Society (Samenwerking Maatschappelijk Middenveld). Nevertheless, it remains necessary to proactively inform members of the House of Representatives about how the motion is being implemented. Especially when the budget cuts that the cabinet has set itself seem [at odds](#) with the motion.

Together with our members and allies in parliament, we will closely monitor the implementation of the motion in 2025 and what the new instrument for the protection of female human rights defenders will look like.

1.C. The Netherlands, the EU, and UN institutions implement and promote legislation and policy that support advocates in mobilising and speaking out, both physically and digitally.

Eight political parties* (D66, CDA, CU, GL/PvdA, PvdD, SP and Volt) explicitly expressed their support for gender equality and women's rights in their election manifestos in the run-up to the European Parliament elections on 6 June 2024.

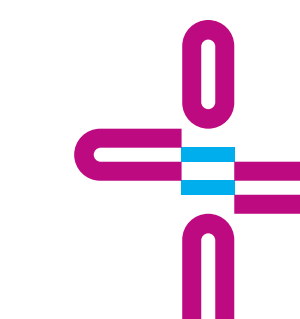
In 2023 and early 2024, WO=MEN, together with its members, provided recommendations to political parties for their European Election programmes. The result:

- ⊞ D66, GL/PvdA, PvdD and Volt want political and (flexible European) financial support for civil society organisations that advocate for human rights, including gender equality and women's rights.

- ⊞ CDA, CU, SP, GL/PvdA, PvdD and Volt want to combat gender related violence;
- ⊞ GL/PvdA want women to be able to participate in peace processes;
- ⊞ D66, GL/PvdA and PvdD want local communities and civil society in the Global South to be involved in international decision-making bodies;
- ⊞ GL/PvdA and Volt want to strengthen the rights and position of sex workers;
- ⊞ D66, GL/PvdA and Volt want a European Feminist Foreign Policy (FFP);
- ⊞ D66, GL/PvdA and Volt want political and financial support for Sexual and Reproductive Health and Rights (SRHR);
- ⊞ D66, GL/PvdA, PvdD, SP and Volt want a gender-inclusive trade policy;
- ⊞ CDA, D66, GL/PvdA, PvdD, SP and Volt want to counterbalance the anti-rights and anti-democracy movement.

It is crucial that Dutch political parties explicitly include support for gender equality and women's rights in their European election programmes. At the European level, decisions will be made in the coming years on, among other things, the follow-up to the European Gender Equality Strategy and the third European Gender Action Plan (GAP III). MEPs must continue to prioritise the position and rights of women and girls in the Global South, including organisations that advocate for them.

*	
D66	Democrats 66
CDA	Christian Democratic Appeal
CU	Christian Union
GL/PvdA	Green Left-Labour Party
PvdD	Party for the Animals
SP	Socialist Party
Volt	Volt



Another positive outcome of our work was that in August 2024, an informal collaboration was initiated between the Ministry of Foreign Affairs/DMM, WO=MEN, and our members Cordaid and Peace Brigades International (PBI). The purpose of the collaboration is to [improve](#) the support and protection of female human rights defenders by diplomats in Dutch missions. Such as providing safe spaces at embassies and incorporating more systematic awareness-raising about female human rights defenders into onboarding and human rights training for embassy staff. This initiative builds on [recommendations](#) previously shared by WO=MEN, Cordaid and PBI.

Outcome 2:

Strengthened strategic cooperation and policy advocacy from organised advocates for gender equality and women's rights on (inter)national issues.

2.A. Members and partners of WO=MEN strengthen the network and each other by sharing knowledge, resources, and experience and working together.

In 2024, a diverse group of members developed a joint lobbying strategy to strengthen the rights and position of women and girls in the Global South in climate and biodiversity issues.

This strategy is based on a collectively developed paper, containing specific recommendations for the Dutch Government to work towards a more inclusive, effective and coherent comprehensive climate policy. The paper focuses on the themes of inclusive decision-making, access to climate funding and policy coherence. The publication builds on an earlier joint knowledge product written by WO=MEN in 2021. What is new is that the strategy has been drawn up by a larger and more diverse group of organisations.

This process of enhancing and disseminating knowledge among members contributed to strengthened cooperation on these themes, responding to the changed political context in the Netherlands and in the run-up to the climate summit. This outcome also contributed to our objectives under GPS 1.C and 2.A: in addition to nine other member organisations, non-member organisations, such as the World Wildlife Fund, IUCN and Mercy Corps, also signed this publication. Mercy Corps became a member shortly afterwards. This contributes to strengthening gender mainstreaming in the work of Dutch climate and environmental organisations.

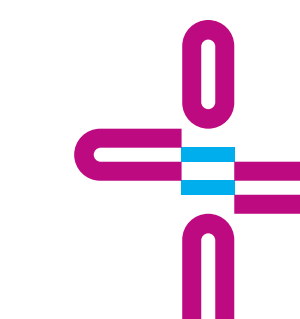


The purpose of the collaboration is to [improve](#) the support and protection of female human rights defenders by diplomats in Dutch missions.



Photo: Crowded CMI! side event during CSW68: Feminist Financing Practices: Funding Movements to Make Change





Count Me In! (CMI!)

Count Me In! (CMI!) is an international consortium of women's rights organisations, funds, and networks that is committed to strengthening feminist movements with money, knowledge, and skills. WO=MEN is a strategic partner in the field of knowledge sharing and policy relating to the Dutch and international processes. The consortium consists of Mama Cash (lead partner), AWID, CREA, Urgent Action Fund, Urgent Action Fund Africa, JASS, and Red Umbrella Fund as another strategic partner.

In 2024, CMI! worked on feminist financing and countering anti-gender and anti-rights movements. We also promote feminist economic alternatives. In 2024, WO=MEN's specific activities with CMI! contributed to our outcomes on Increased Space and Support for Defenders, specifically outcome 1 (increased financial and political commitment, support, and accountability on expanding the space for gender equality and women's rights defenders) and Gender and Sustainable Economy, specifically outcome 2 (strengthened civil society that actively contributes to an inclusive trade & investment policy and climate & biodiversity policy). In addition, they contributed to the overarching outcome 1d (the Dutch government promotes gender equality and women's rights in collaboration with EU institutions and in international agendas).

In 2024, WO=MEN's efforts resulted in, among other things:

- On the 4th of June, the Netherlands (once again) expressed its support for a rapid ratification of the ILO C190 Convention on violence and intimidation in the world of work in the short term.

This happened during the annual conference of the International Labour Organisation in Geneva at an event organised by WO=MEN, CNV Internationaal and Mondiaal FNV. During this meeting, a large group of trade unions that advocate worldwide for the ratification and implementation of ILO C190 exchanged their experiences and lessons learned. During a meeting in The Hague, Dutch members of Parliament also spoke out in favour of ratification and implementation.

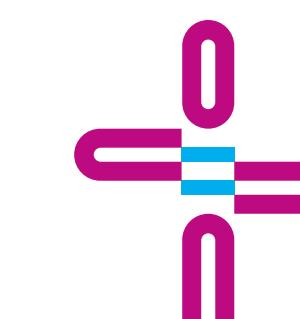
- A substantive submission from the Netherlands in response to the call by the UN Special Rapporteur on Violence Against Women and Girls regarding prostitution and violence against women and girls.

WO=MEN brought the call to the attention of the relevant ministries and provided substantive advice. WO=MEN also contributed to CMI!'s submission and the follow-up work to make submissions that recognised sex workers' rights, accessible via a Sex Workers Rights Tool.

Photo: The Count Me In!
booth during the AWID
FORUM



Photo: CMI - Marjolein
Quist in Geneva for the
International Labour
Conference.



Our Voices Our Futures (OVOF)

Our Voices Our Futures (OVOF) is an international feminist consortium of CREA (lead partner), Association for Progressive Communications (APC), UHAI and WO=MEN, with IM-Defensoras as a strategic partner. OVOF focuses on increasing the social, political, and digital space for structurally excluded women and girls, such as LGBTQI+ persons, sex workers and female human rights defenders. WO=MEN acts as a watchdog and policy strategist for Dutch and international processes.

In 2024, WO=MEN's work with OVOF contributed to Increased Space and Support for Defenders, particularly outcome 2b (gender equality and women's rights defenders in and outside the Netherlands can organise themselves safely and participate meaningfully in relevant policy processes).

In 2024, WO=MEN's efforts resulted in, among other things:

- Support and visibility for structurally excluded and stigmatised activists from the Global South during the 68th UN Commission on the Status of Women (CSW) in New York.** WO=MEN, together with OVOF, organised a successful two-day safe space and public exchange on *artivism*: the use of

art in activism. Through art exhibitions, a photo exhibition, poems, documentary screenings, and hands-on workshops, experiences, knowledge, skills, and advice were shared on movement building, human rights, and policy change.

- The first international delegation of sex workers at the UN Human Rights Council in Geneva.**

In collaboration with OVOF, Sexual Rights Initiative (SRI) and Network of Sex Work Projects (NSWP), WO=MEN supported sex worker rights activists to enable them to participate effectively in this UN process. Together, we organised a side event with a strong message to delegations and the Special Rapporteur on Violence Against Women and Girls: stigmatising language and a biased report on prostitution and violence, and women do not reflect the reality experienced by sex workers and victims of human trafficking in the sex industry. In fact, it exacerbates stigma and violence against these groups.

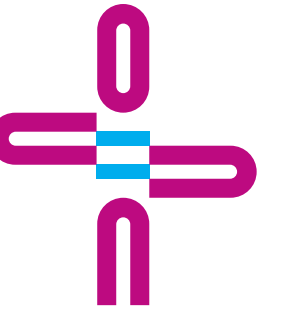
In 2025, we will once again support sex worker rights activists to participate in the Human Rights Council. A key takeaway from 2024 is the importance of providing participants with more extensive training about the Council in advance and planning our visit to be less crammed.



OVOF focuses on increasing the social, political and digital space for structurally excluded women and girls, such as LGBTQI+ persons, sex workers and female human rights defenders.



Overarching Outcomes



What WO=MEN wants

For gender equality and women's rights (SDG 5) to be permanently anchored in policy and legislation.

WO=MEN is working towards a government that systematically anchors gender equality and women's rights (SDG5) in its national and international policy and treaties. Women's rights are human rights, and human rights are universal. Almost all UN member states have signed the Universal Declaration of Human Rights, including the Netherlands, which has further committed itself to international legal obligations such as the Istanbul Convention and the UN Women's Convention. However, proper implementation requires permanent anchoring and accountability in legislation and policies.

We have achieved the following

Outcome 1:

The Dutch government has gender equality and women's rights (SDG 5) systematically anchored in its (inter)national policy and treaties.

1.A. In the Dutch comprehensive foreign policy, a gender equality perspective is systematically applied in every policy area.

In the autumn of 2024, ministries across the board at the director-general level spoke out in favour of language use and respect for international agreements on gender equality.

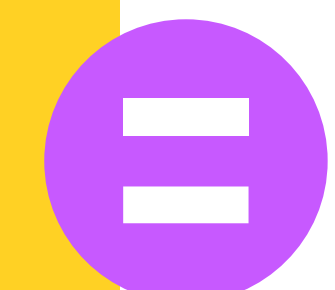
WO=MEN, together with its members, drafted an urgent letter (brandbrief) calling on various ministries to continue to uphold international laws and agreements, both in terms of agreed language and commitment to gender equality and women's rights. This came after members of the House of Representatives had [noted](#) that internationally agreed language on gender equality had been removed from parliamentary letters².

This course of action caused our platform great concern. International agreements are only given shape in national legislation, regulations, and policy. Words matter in such cases. Laws, policies, and programmes that are gender-blind do not consider the different roles and diverse needs of women and men in all their diversity. Watering down language is, therefore, the first step on a slippery slope in which large groups of people are no longer acknowledged in decision-making and policy.

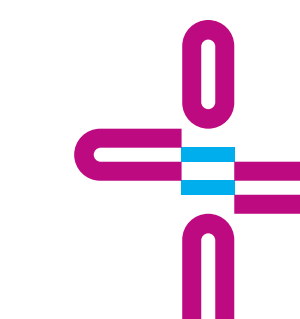
It is of great importance that multiple ministries, at a director-general level, commit to the preservation of language and international commitments on gender equality. This is especially important now that these long-fought agreements are at risk of being undermined even faster and on a larger scale due to international developments. A request from one of the ministries to WO=MEN, to continue monitoring and exerting pressure on this issue, is a recognition of our role as a watchdog for civil society organisations. It emphasises the need for us to monitor and raise awareness of any (political and administrative) undermining of international agreements, language, and commitment to gender equality and women's rights even more closely in 2025.



Laws, policies, and programmes that are gender-blind do not consider the different roles and diverse needs of women and men in all their diversity.



Overarching Outcomes



Alliantie Politica (For Equal Political Representation)

Alliantie Politica has been active since 2023 and consists of WO=MEN (lead organisation), Vote for a Woman (Stem op een Vrouw), the Dutch Women's Council (de Nederlandse Vrouwen Raad/NVR) and Emancipator (as a strategic partner). Alliantie Politica works towards lasting equal representation of women in all their diversity in Dutch politics. Within the alliance, WO=MEN focuses on international policy and legislative processes, as well as commitments to political participation.

In doing so, Politica contributes to the Overarching Outcome 1B: the Dutch government is accountable for policy on international commitments for gender equality and women's rights.

The most important outcomes in 2024:

- De Independent Expert Sexual Orientation & Gender Identity (SOGI) incorporated input from Politica into the [report "Electoral participation and sexual orientation and gender identity" for the Independent Expert Sexual Orientation and Gender Identity:](#)**

*"Women politicians, especially from minority groups, including LGBT people, experience disproportionate hate speech online, which has a chilling effect on their likelihood to participate in politics."*³ This is based on the research ["Anyone still wanting to enter politics?"](#) by Politica.⁴

- During a webinar on the CSW68 NGO Forum, speakers from the Netherlands, Sweden, Spain and Mexico shared their insights on political participation.**

This continued from the Politica knowledge exchange to Sweden in 2023 and led to new connections for the knowledge exchange to Spain in 2024. Thanks to the webinar, a similar physical event will take place during the CSW69 NGO Forum in New York in 2025.

- In October 2024, civil societies and political parties from the Netherlands and Spain shared knowledge and expertise on political participation during an exchange in Madrid, which Politica facilitated.**

It laid the foundation for closer cooperation between the alliance and the Dutch women's political networks. Together, we wrote an opinion piece on ["Hoe vrouwenhaat de democratie ondermijnt."](#)⁵ In 2025, a Feminist Protocol will be implemented for political parties, following the Spanish example.

- On 9 December 2024, [members of the Senate explicitly expressed their views on the significance of women in political decision-making processes and the obstacles they experience.](#)**

This happened during a Gender MPI in the context of the new UN recommendations on political participation (CEDAW GR 40). Politica endorsed this event.

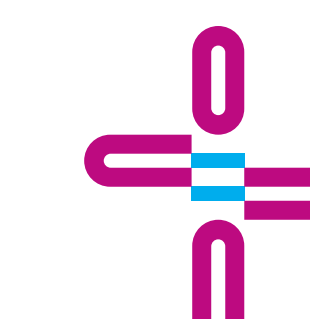
1.B. The Dutch government is accountable for its international commitments on gender equality and women's rights.

On 19 March 2024, the House of Representatives' standing committee on Foreign Trade and Development Aid (BHO) organised a [Round Table Discussion](#) on Women's rights and Sexual Reproductive Health and Rights (SRHR). At which multiple civil society organisations spoke about the commitment of the Dutch government to these themes.

The round table discussion was organised on the initiative of SP Member of the House of Representatives Sarah Dobbe. In addition to Dobbe, other members of Parliament, such as Danielle Hirsch (PvdA/GroenLinks), Derk Boswijk (CDA), Mpanzu Bamenga (D66) and Femke Zeedijk (NSC) were present. The key point of the discussion featuring WO=MEN director Anne-Floor Dekker, our members Oxfam Novib and Rutgers and partners Amnesty and Aidsfonds, was the importance of sustainable support for women's rights and SRHR. WO=MEN coordinated recommendations from our members in advance for our input.

The round table discussion was particularly relevant because it was the first time in years that a Member of Parliament had explicitly initiated a parliamentary meeting on women's rights and SRHR. It also showed that members of Parliament from various political parties consider women's rights and SRHR to be a priority within the Dutch development cooperation policy and take their role as a supervisory authority towards the government seriously. This role of Parliament will remain essential in 2025 for upholding commitments made on gender equality and women's rights, as well as the accountability that the Netherlands should demonstrate in this regard.

Overarching Outcomes



International emancipation policy

Together with Atria and the Network UN Women's Convention, WO=MEN works on strengthening the Dutch international emancipation policy. WO=MEN is the coordinator of Dutch civil society, supports NGO representatives at the annual UN women's rights meeting, the Commission on the Status of Women (CSW) and is the contact person for the delegation.

1b. The Dutch government is committed to gender equality and women's rights organisations at the international level and involves them in a structural and meaningful way in relevant international policy processes.

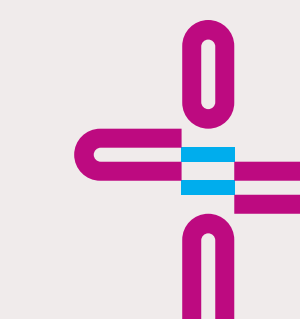
In 2024, the following results were achieved:

- ⌘ **In 2024, the space for civil society at the CSW was increased thanks to the addition of a youth representative in the Dutch delegation.** This had been a recommendation from WO=MEN for years. Aside from the youth representative, there has also been an NGO representative in the delegation for years. WO=MEN has been coordinating this process since 2018.
- ⌘ **Before, during and after the CSW, WO=MEN and the delegation organised a dozen exchange meetings with civil society organisations.** One of these meetings, in New York, was with the minister responsible for emancipation policy in the Netherlands, Minister Dijkgraaf. During the regional Beijing+30 meeting, in October 2024 in Geneva, WO=MEN organised a substantive briefing with the Dutch ambassador for Women's Rights and Gender Equality, Peter Derrek Hof, about the NGO forum and the plans of the delegation.

- ⌘ **The Dutch CSW delegation received solicited and unsolicited substantive and procedural advice and input from WO=MEN for the negotiations on a closing agreement for the conference.** WO=MEN coordinated this with our extensive CSW network and specialised core group. For our core group, WO=MEN organised, together with a few member organisations, a training on UN language in advance of the negotiations. An analysis by Atria shows that a significant proportion of the input from civil society on these texts has been incorporated by the Dutch delegation, the EU, or other countries. As a member of the European Economic and Social Committee (EESC), WO=MEN advised the EESC on the content and process of the CSW. The EESC plans to be more involved in the CSW.
- ⌘ **At the end of April, WO=MEN coordinated written input from civil society on the Dutch concept report for Beijing+30.** A large portion of this input has been incorporated into the final report submitted by the government to UN Women.
- ⌘ **In October, our Beijing+30 campaign started.** This program contains nine interactive meetings on various topics, including gender and handicap, women and poverty, sex work, men as allies, gender and climate, movement building, and power dynamics. The joint campaign with our members and partners will continue in 2025: the 30th anniversary of the Fourth World Conference, also known as the Beijing Conference.

There have been plenty of lessons learned and adjustments made to our plans in 2024, such as:

- ⌘ **As a member of the CSW's executive committee in 2024, the Netherlands' delegation had a more limited role in the negotiations.** To achieve the best possible results and to ensure that our recommendations were discussed in the multilateral process, we strengthened our ties with other delegations. This approach proved effective and offers opportunities for the coming year.
- ⌘ **Although good results were achieved in 2024, the space for civil society in UN processes must be fought for again and again.** To illustrate: at the start of the CSW, the benches in the corridors outside the negotiating room had disappeared. Anyone who did not have a UN or delegation badge was ordered to leave by the security guards. However, "the corridors" were supposed to be accessible to representatives of civil society organisations and trade unions so that they can fulfil their role as watchdogs and advise the delegation members. WO=MEN fought hard for our right to be in "the corridor". This campaign quickly gained support from other organisations. Within a day, this resulted in a change to the instructions given to security guards. Not long after, the benches returned.



WO=MEN: Communication is the driving force for gender equality

Our communication plays a crucial role in our work. We inform and involve our members, ensure transparency about our activities and expenses, and continuously work on the visibility and impact of WO=MEN.

In 2024, the focus was on increasing support for and knowledge about gender equality and women's rights. We developed a series of explainers and videos on the importance of investing in women's rights and gender equality and shared these via our social media platforms. In addition, we drew attention to these themes in a creative and impactful way at strategic moments, such as the Feminist Bingo in the run-up to the European elections and ring tossing at the presentation of our climate paper.

We also further improved our corporate identity and gave our website, which was six years old, a significant update. WO=MEN now has a fresh and recognisable corporate identity that is easy to apply to all kinds of communication channels.





Politica: Enhancing reach and networks

Within alliantie Politica, the focus in 2024 was on expanding our reach through social media (Instagram and LinkedIn), the newsletter, and the launch of the new website in September. These digital channels have both a knowledge and a networking function and reinforce each other in achieving the goals of the alliance.

WO=MEN as an amplifier for members

WO=MEN uses its communication power to give women's rights organisations and activists a platform and increase their impact. We generate media attention and support them through our campaigns, social media and meetings.

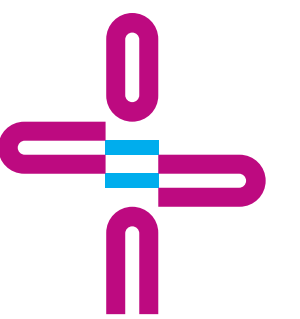
In 2024, we empowered our members by:

-  Using our communication channels to highlight the work of our members.
-  Structurally highlighting members during COP29, both online and in the media.
-  Sharing job postings from members via our social media and newsletters.
-  Broadly highlighting stories of human rights defenders, women's rights and gender equality activists in our communications.



WO=MEN uses its communication power to give women's rights organisations and activists a platform and increase their impact.





Our communication plays an important role in connecting members and partners, both within the organisation and outside.



Connection and collaboration within WO=MEN

Our communication plays a vital role in connecting members and partners, both within the organisation and outside. This is achieved through working groups, alliances, and meetings, accompanied by newsletters and member meetings.

In 2024, we contributed to connecting members through:

- ⊞ Coordinating collective social media campaigns surrounding WO=MEN events, and those from our members such as NAP 1325 events, CSW and the UN Security Council Open Debate on Women, Peace & Security.
- ⊞ Communicating about the General Meeting of Members via newsletters and social media.
- ⊞ A monthly newsletter for members, as well as NAP 1325 Signatory Updates, in which we inform and involve members in our work.



Photo: het klimaatpaper

WO=MEN as watchdog and knowledge base

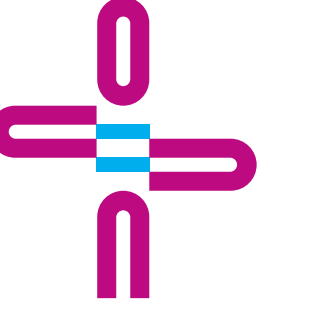
WO=MEN points out trends, exposes misconduct and shares knowledge with members and a wider audience. Via our website and social media, we make current insights accessible and act as a connecting link within civil society.

In 2024, we acted as a watchdog by:

- ⊞ Generating media attention for urgent themes, including gender and climate, as well as the impact of governmental budget cuts and feminist foreign policy.
- ⊞ Acting as an expert on gender equality in the media. We appeared, among others, in the [Volkskrant](#), [Telegraaf](#), [Argos](#), [RTL Nieuws](#), [Joop](#), [Vice Versa](#) and online magazines, such as [Feminer](#).

In addition, we shared knowledge by:

- ⊞ Publications like [het klimaatpaper](#) and a [business case](#) for investing in women's rights.
- ⊞ Live updates and interviews during CSW via our [WO=MEN in New York blog](#).
- ⊞ Further developing our social media approach with strategic content that fits the interests and needs of our members and current events.
- ⊞ Enhancing our presence on BlueSky. Although we have significantly more followers on X (over 6,000) than on BlueSky (almost 600), we have observed more interaction on BlueSky compared to X. We will continue to evaluate the effectiveness of our channels and discuss this with our members.



5

Annual Financial Statements

In the 2024 budget, we aimed to achieve a positive result of €13,748 to further supplement our equity capital. The actual result amounts to €231, indicating that in 2024, there was significantly greater awareness and knowledge of the figures.

In 2024, WO=MEN once again received income from the bequest of Justine Borkes. This generous contribution will enable WO=MEN to strengthen its work including staffing and public campaigns. WO=MEN is grateful to Stichting Justine Borkes for this financial support.

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 become known before the annual accounts are prepared.

The 2024 financial report relating to the multi-year budget of the Ministry of Foreign Affairs is provided in an appendix.

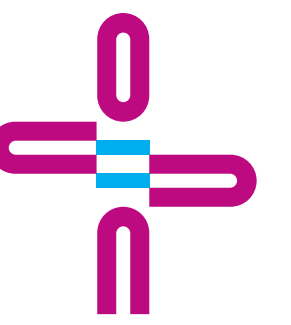
Principles for valuation of assets and liabilities

Tangible fixed assets

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

Accounts receivable

Accounts receivable are included at nominal value, where necessary, with a 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.

Short-term debts

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

Principles for the 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

WO=MEN applies actual, budgeted and adjusted rates in accordance with agreements made. 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.

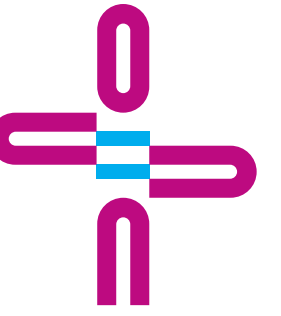
The hours are allocated to the projects based on the estimated hourly rates ($p \times q$); the same rate is used for all job groups.

Appropriation according to the articles of association

In anticipation of a decision of the General Meeting of Members, the positive result for 2024, at €231, is added to the continuity reserve (in 2023 also referred to as the “other reserves”). The result has already been incorporated into the financial statements for 2024. Notes to the balance sheet at 31 December 2024.

Off-balance sheet obligations

The lease for Korte Poten 9b has been concluded up to and including 15 October 2023 and is automatically renewed every year. The lease term runs until 15 October 2028. As of 1 March 2018, WO=MEN has been renting the entire second floor, and with effect from 1 October 2024, the rent is €2,452.61 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. 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 and amounts to €784.95 every quarter.



Risk Management and Continuity

The association's continuation is guaranteed until at least 2027 thanks to the promised subsidies and project funds. For the next few years, we shall also focus on the formation of a continuity reserve in our budget. WO=MEN is very environmentally aware. The platform operates in a "challenging" and politically sensitive environment. It requires strict financial management and strategic decision-making on our part, so that we can remain a healthy, resilient and adaptable organisation. The platform identifies the following risks and opportunities to anticipate them as far as possible:

⊞ Fundraising

In 2024, the management team continued developing a fundraising plan for the coming years. In addition to membership fees and, in the past year, a few small or short-term subsidies from various funds, WO=MEN derives its income from several multi-year subsidies from the Dutch Ministry of Foreign Affairs and the Dutch Ministry of Education, Culture and Science. Most of these subsidies will end after 2026. It is therefore imperative to attract new financing promptly. It is not about growing the budget, but about securing relevant income for the future. Our attention is mainly focused on potential new multi-year subsidies from the Dutch government, the EU and (inter)national funds. In reality, it remains a challenge to find (institutional) funding for a platform that works on (inter)national advocacy and influencing policy. Our members are also struggling with a shortage of institutional funding, which in turn reduces the space available to allocate financial membership contributions to WO=MEN within project-based work. That is why we are constantly discussing the possibilities

with our members and partners. We seize opportunities wherever possible, but we are also realistic.

⊞ Commercial risk and compliance

Our structure and HR policy contribute to flexible and powerful engagement in a challenging and politically sensitive environment. We employ monthly financial reports and internal control processes, including strict compliance with the four eyes principle concerning financial transactions and a zero-tolerance policy concerning fraud, conflict of interest, and breach of the integrity rules. In 2020, WO=MEN revised and tightened up the code of conduct. WO=MEN endorsed the Qualification System and the Partos Code of Conduct. See the annexe for a complete overview of the risk analysis, including the mitigating measures taken in 2024.

Photo: Politica event in Arnhem about the importance of EU legislation for the position of women



5.1 Balance sheet at 31-12-2024 after appropriation of the results

The budget for 2024 had forecast a positive result of €13,748. The achieved result of €231 will be used to further supplement our equity capital. As a result, the equity capital is €105,149 as of 31 December 2024, another step towards the formation of a reasonable continuity reserve.

Assets	31/12/2024	31/12/2023
Fixed assets		
Tangible fixed assets	5,642	9,646
Subtotal tangible fixed assets	5,642	9,646
Current assets		
Accounts receivable	5,334	9,417
Other accounts receivable and accruals *	55,159	78,152
Subtotal current assets	60,493	87,569
Liquid assets		
Bank	726,929	571,810
Subtotal bank	726,929	571,810
Total assets	793,064	669,025
Liabilities		
Equity capital		
Continuity reserve	104,918	37,377
Appropriation of the result	231	67,541
	105,149	104,918
Short-term debts		
Trade creditors	53,853	17,522
Tax and social security charges/contributions	79,122	90,409
Other payables and accrued liabilities	107,555	74,287
Subsidies and programmes carried forward	447,385	381,889
	687,915	564,107
Total liabilities	793,064	669,025

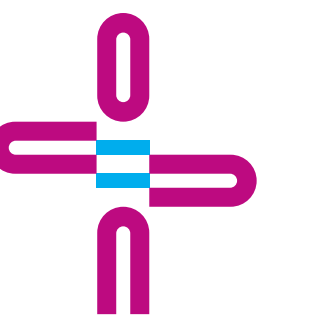
* The other accounts receivable and accruals consist of the amounts still to be claimed from the partners in the alliance (GRIP)

5.2 Income and expenditure

In 2024, institutional members such as Milieudefensie joined. The rates of other institutional members have increased, which is why they are now included in the annual accounts. Individual membership contributions have risen slightly compared to 2023. The realised revenues are lower, but are in line with the budget. The revenues from the programmes have been balanced with the expenditures from these programmes. The difference between the actual income and expenditure in the programmes is included in the subsidy amounts received in advance. Total expenditures, in particular staff costs, are lower than those included in the budget.

Income	Result 2024	Budget 2024	Result 2023
Subsidies	491,781	514,500	516,287
Programmes	755,066	759,289	666,398
Other income	17,847	6,500	15,676
Members' contributions	167,930	136,500	129,196
Total income	1,432,624	1,416,789	1,327,557
Expenditure			
Staff costs	967,198	1,022,097	900,231
Organisational costs *	207,323	162,000	189,976
Project costs	257,872	218,944	169,809
Total expenditure	1,432,393	1,403,041	1,260,016
Result	231	13,748	67,541
Appropriation:			
Continuity reserve	231	13,748	67,541
Result after appropriation	-	-	-

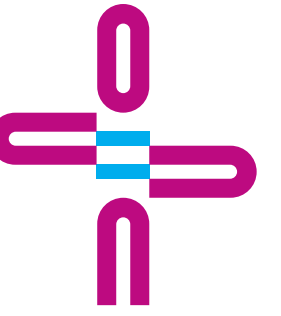
* Organisational costs include other expenditure (depreciation and bank charges)



5.3 Notes to the balance sheet

Fixed Assets	Result 2024	Result 2023
Position as of 1 January 2024		
Acquisition value of business inventory	50,779	48,904
Cumulative depreciation	41,133	36,463
Book value	9,646	12,441
Changes in 2024		
Investments	0	1,875
Depreciation	4,003	4,670
Position as of 31 December 2024		
Acquisition value of business inventory	50,779	50,779
Cumulative depreciation	45,137	41,133
Book value	5,642	9,646
Depreciation rate	20%	20%

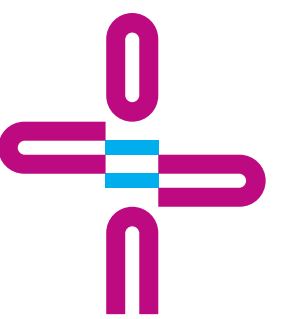




5.4 Assets and Liabilities

Current assets	31/12/2024	31/12/2023
Accounts receivable		
Trade accounts receivable	5,334	9,417
	5,334	9,417
Other accounts receivable and accruals		
Accruals	6,638	223
Subsidies not yet received - ASWH	-	22,415
Subsidies not yet received - UWF	21,643	28,009
Subsidies not yet received - Min. van OCW	-	7,807
Subsidies not yet received - Other	25,120	19,698
Other receivables	1,758	-
	55,159	78,152
Liquid assets		
Triodos	726,636	571,683
Cash in hand	294	-
SNS	-	127
	726,929	571,810
Total current assets	787,422	659,379

Current liabilities	31/12/2024	31/12/2023
Short-term debts		
Trade creditors	53,853	17,522
Income tax and social security contributions	79,122	90,409
Other debts and accrued liabilities		
Other staff costs to be paid	60,486	36,787
Auditing costs to be paid	47,069	38,470
Other short-term debts	-	-970
	107,555	74,287
Other debts and accrued liabilities		
Min. van BuZa subsidy received in advance	194,220	169,714
Min. van OCW subsidy received in advance	92,300	172,075
ASWH subsidy received in advance	-	20,547
CMI! subsidy received in advance	109,856	1,391
OVOF subsidy received in advance	21,195	7,442
Porticus subsidy received in advance	-	-
Members' contributions received in advance	-	-
Other subsidies received in advance	29,815	10,720
	447,385	381,889
Total current liabilities	687,915	564,107



5.5 Notes to the statement of income

Income	Result 2024*	Budget 2024	Result 2023*
Subsidies			
Ministry of Foreign Affairs 2022-2026 NAP	491,781	450,000	516,287
2022-2026	-	64,500	-
	491,781	514,500	516,287
Programmes			
Alliantie Samen werkt het! (2018-2022)	-	-	5,443
Count Me In! (2016-2020)	82,327	97,842	113,376
GRIP penvoerder	142,476	141,550	137,550
GRIP WO=MEN	341,329	314,525	166,846
Min. van OCW / CSW (2018-2023)	-	-	637
Min. van OCW / CSW (2022-2025)	81,135	78,067	65,251
Our Voices Our Futures (2021-2025)	86,157	99,724	98,259
Porticus	-	-	50,000
Ukraine Women's Fund (2022-2024)	21,643	27,581	29,037
	755,066	759,289	666,399
Members' contributions			
Institutional members		132,000	
Amref Flying Doctors	11,000		11,000
CARE	11,000		11,000
Cordaid	11,000		11,000
HIVOS	11,000		11,000
Oxfam Novib	11,000		11,000
Pax	11,000		11,000
Plan Nederland	11,000		11,000
Rutgers WPF	11,000		11,000
Mondiaal FNV	11,000		11,000
MamaCash	11,000		-
Milieudefensie	11,000		-
Simvavi	5,500		5,500
Koninklijk Instituut voor de Tropen	5,500		-
Mensen met een missie	5,500		5,500
The Hunger Project	5,500		-
Other institutional members	20,840		10,733
Individual members	4,090	4,500	8,463
	167,930	136,500	129,196

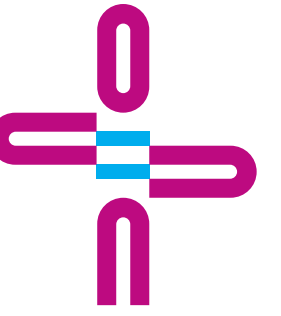
* Including NAP 2022-2026

Income	Result 2024*	Budget 2024	Result 2023*
Other income			
Provision of services *	2,495		540
Contributions from Partners Gelijk is Anders			-
WIDE+			-
Others	12,391	6,500	15,136
	14,886	6,500	15,676
Other income - Interest received	2,961		
Total income	1,432,624	1,416,789	1,327,558

* These are knowledge sessions

WO=MEN now has several approved multi-year subsidies. The subsidy provided by the Dutch Ministry of Foreign Affairs runs until 2026. In 2024, there is a small under-expenditure, partly because the KVO fund has not yet received the full contribution for 2024 due to under-expenditure by Platform Women & Sustainable Peace (Platform Vrouwen voor Duurzame Vrede). This sum has therefore been reserved as a subsidy received in advance, to be paid in 2025. The programme with the Ministry of Education, Culture and Science has also been granted multi-year funding until 2025. The programme with the Ministry of Education, Culture and Science (2018-2023) will continue in 2025 with a new, small subsidy for one year. In 2023, alliantie Politica started (formerly known as GRIP). This project, which is subsidised by

the Ministry of Education, Culture and Science, will run until 2027. The coordination of this project is in the hands of WO=MEN. The consortium consists of Vote for a Woman (Stem op een Vrouw), the Dutch Women's Council (de Nederlandse Vrouwen Raad), and Emancipator. The Ministry of Education, Culture and Science has committed to indexing the rates for 2024 in line with the collective labour agreement increase. This indexing has been included in the subsidy received in advance from the Ministry of Education, Culture and Science. In 2024, WO=MEN received income for the second time from a bequest from Justine Borkes in the amount of €5,000. This generous contribution will enable WO=MEN to strengthen its work including initiatives relating to staffing and public campaigns. We understand that we can count on receiving the remaining part of this contribution before 2025.

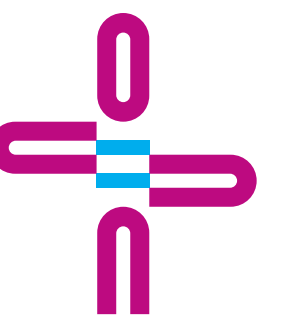


5.6 Notes to the statement of expenditure

Expenditure	Result 2024	Budget 2024	Result 2023
Staff costs			
Wages and salaries	698,546	974,597	682,340
Social security contributions	116,006	0	120,475
Other staff costs	85,792	47,500	35,875
Pension contribution	66,854	0	61,542
	967,198	1,022,097	900,231
Organisational costs			
Depreciation costs of inventory	4,003	3,500	4,670
Accommodation costs	35,397	50,000	31,992
Office costs	3,932	4,000	5,332
ICT/ Hosting	21,507	38,000	19,101
Bank charges	1,627	2,500	1,585
Insurance	-	-	1,026
Administrative costs *	5,380	3,500	4,300
Room hire GMM (ALV) Auditing costs	4,510	4,000	-
	27,107	25,000	39,075
Salary administration	3,136	2,500	3,020
Hiring of third parties and advice	54,362	4,000	36,702
Communication	13,826	12,500	12,201
Other operating costs	2,116	8,000	30,719
Unforeseen costs	-	3,000	-
Fundraising	-	1,500	-
Corrections from previous years	30,420		
	207,323	162,000	189,724

Expenditure	Result 2024	Budget 2024	Result 2023
Project costs			
Room hire and catering	0	0	22,874
Travel and accommodation costs	51,579	56,264	29,649
Knowledge development/ hiring of third parties	85,227	11,600	13,216
Printed matter & promotional material	197	0	4,473
Website/media	36,181	0	18,262
Events & Campaigns	20,508	58,000	15,745
Communication	1,916	32,000	13,225
Other project costs	14,089	16,780	13,725
Project costs Equal = Different (Gelijk is Anders)			211
NAP1325 KVO fund *	11,486	24,500	24,500
Financial statement	36,500	19,800	11,193
Representation	188	0	2,735
	257,872	218,944	169,808
Other expenditure - Interest expenditure		0	252
Total expenditure	1,432,393	1,403,041	1,260,017

* The remainder of the KVO fund 2024 (13K) will continue into 2025



5.6.a Director's / management remuneration

Details	2024
Sums x €1 A.F. Dekker	
Function details	director
Start and end of employment	01/04/2024 - 31/12/2024
Scope of employment (as part-time factor in FTE)	1
Employed?	yes
Remuneration	
Remuneration plus taxable income allowances	69,146
Remuneration payable in instalments	N/A
Subtotal	69,146
Individual applicable remuneration cap	174,750
-/-Amount paid in error and not yet recovered	N/A
Remuneration	69,146
The amount of the overspending and the reason why the overspending is or is not permitted	N/A
Clarification on the claim for the amount paid in error	N/A

Details	2024	2023
Sums x €1 L. Ait Baali		
Function details	director	director
Start and end of employment	01/01/2024 - 31/03/2024	01/01/2023 - 31/12/2023
Scope of employment (as part-time factor in FTE)	1	1
Employed?	yes	yes
Remuneration		
Remuneration plus taxable income allowances	14,630	94,516
Remuneration payable in instalments	N/A	N/A
Subtotal	14,630	94,516
Individual applicable remuneration cap	58,250	223,000
-/-Amount paid in error and not yet recovered	N/A	N/A
Remuneration	14,630	94,516
The amount of the overspending and the reason why the overspending is or is not permitted	N/A	
Clarification on the claim for the amount paid in error	N/A	

Top executives with a total remuneration of €1,800 or less

2024

Name Top executive	Function
H. Schrooyen	Chair Supervisory Board
N. Veenman	Member Supervisory Board
B. Mendèz	Member Supervisory Board
M. Ooijens	Member Supervisory Board

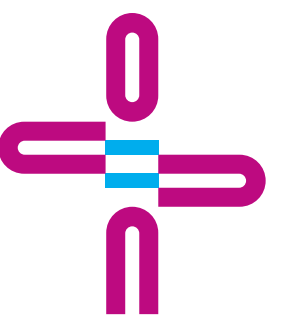
Staff costs

As of 01/01/2024, the second part of the salary increase under the Collective Labour Agreement for Social Work has been included; this was taken into account in the budget. We ended up having fewer staff at the association in 2024, resulting in wages, salaries and social security contributions in 2024 being €54,899 lower than budgeted. At the end of the year, 12 staff members are working an average of 9.56 FTE at the association (compared to 8.5 FTE in 2023). Members of the Supervisory Board receive €250 per meeting, and the chair receives €325. In 2024, the salary for the position of director/manager (divided between two people, due to a change in management in 2024), including holiday pay,

year-end bonus and healthcare insurance allowance, was €83,776 (€94,516 in 2023). Within the framework of the Standards for Remuneration Act (WNT), the remuneration of the director/manager is further detailed in the financial notes to the statement of expenditure.

Organisational costs

The increased organisational costs are mainly due to our decision to be more transparent in the hiring of third parties, to the extent that these costs cannot be included in the project costs. These hours are accounted for by hiring an external auditor. In 2025, this will be more in line with the budget. All other expenditures are in line with or lower than budgeted.



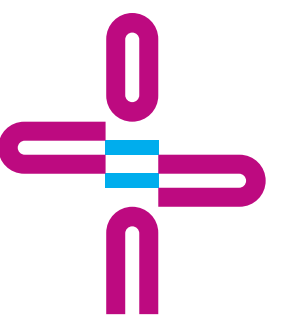
5.7 Income and expenditure per project

	Dutch Gender Platform Min. Foreign Affairs (2022-2026)	Ukraine Women's Fund UWF (2022-2024)	Commission Status of Women Min. Educ/Cu/Sci (2018-2022)	Commission Status of Women Min. Educ/Cu/Sci (2022-2025)	Count Me In! Mama Cash (2021-2025)	Our Voices Our Futures CREA (2021-2025)	Alliantie Politica (GRIP) Wo=Men Edu/Cu/Sci (2023-2027)	Alliantie Politica (GRIP) coordination Edu/Cu/Sci (2023-2027)
Income								
Actual income 2024	516,287	28,009	0	70,260	190,792	99,910	282,604	151,395
Subsidy 2023 carried forward to 2024	169,714	-28,009	11,126	29,564	1,391	7,442	106,181	36,331
Total income	686,001	0	11,126	99,824	192,183	107,352	388,785	187,725
Expenditure								
Staff costs	415,800	21,600	0	64,149	72,633	77,855	272,866	78,460
Project costs	75,981	43	0	16,986	9,694	8,302	68,463	64,016
Total expenditure	491,781	21,643	0	81,135	82,327	86,157	341,329	142,476
Subsidy 2024 carried forward to 2025	194,220	-21,643	11,126	18,689	109,856	21,195	47,456	45,249

Based on expenditure vs. actual income (not based on the contracted amount)

Underspending projects

In 2025, the underspending from 2024 will be included in projects to carry out activities that have not yet been accomplished.



5.8 Specification Ministry of Foreign Affairs (2022-2026)

Project costs per outcome	Gender & Sustainable Economy	Gender, Peace & Security / National Action Plan	Space and support	Overarching	Total
Hourly costs per outcome					
Government and politics	47,280	90,360	11,160	34,040	182,840
Civil Society	17,040	129,920	62,280		209,240
Private sector	720				720
Public, support women's rights	5,080			14,480	19,560
Program support	0	3,440	0	0	3,440
SDG5 coordination/ overarching					
Total costs direct hours	70,120	223,720	73,440	48,520	415,800
Project costs	16,905	36,237	12,182	10,658	75,981
Total expenditure	87,025	259,957	85,622	59,178	491,781

* The remainder of the KVO fund 2024 (13K) will continue into 2025

5.9 Specification Commission on the Status of Women – Min. Edu/Cu/Sci (2022-2025)

Hourly costs per outcome	Budget 2024	Result 2024
1. Meeting Civil Society/CS	6,660	9,528
2. CSW “Kick off” meeting	2,220	4,533
3. CSW recommendations	2,775	1,295
4. Substantive support delegation	18,685	9,898
5. CSW briefings	2,775	1,018
6. International coordination	7,308	9,435
7. Side events	1,950	463
8. Public communication	13,598	18,731
9. Representatives	1,850	1,203
10. Debriefing and follow-up	3,600	8,048
11. Program support	0	-
Total costs direct hours	61,420	64,149
Project costs	16,554	16,986
Total expenditure	77,974	81,135

Vaderschaps
verlof

Ouderschaps
verlof
vaders
verlof met

gender
2019 +
onderzoek
2019 (gender tools)

NAP Seksueel
Geweld & Grensover-
schrijdend Gedrag
+ Mariëtte Hamer

Wet Seksuele
Misdrijven: update
Consent & online

Meer vrouwen
& diversiteit
in NL
politiek +
als lijsttrekker

open
over
pushback
vrouwelijke
politici

Vrouwelijke
bedrijven

Landacht
gransoverschrijdend
gedrag op de
werkdag
#BOOS

AANPAK +
discussie
seksueel
geweld

Feministisch
Buitenland-
Beleid

Me too

She Decides

CONTINUERING
Strategische
partnerschappen

meer
zuidelijk
leiderschap

Global South
partnerschappen

50/50
kabinet

Representatie
Bi-culturele
vrouwen politiek

Vrouwelijke
lysttrekkers

vrouwen
gekozen met
voorkeursstemmen

tem op een vrouw

Vrouwelijke
ministers
Fin

dat
gender,
vrouwenrechten
niet van
de agenda
gevallet
zijn

Verbreding
Feminisme
intersectioneel

Lea
from
the
South

Roger
Boog
Akteoord

aanpassingen
leiding voor-
schrijven
vrouwen in
sport

(langzaam)
meer aandacht
voor gender in
academisch
onderzoek &
medische wereld

Racisme
&
Seksisme
debat aangewakkerd

Tronouns
non-binaire
taalgebruik

verbetering in
toegang
bloeddonoratie
homomannen

Excuses
gedwongen
sterilisatie
transpersonen

X in
paspoort

AANPASSING
zwarte
piet

Aanpassing
transgenderwet
2014
(zonder
sterilisatie)

AANPASSING
ART. 1
GRONDWET

meemoeders
2014

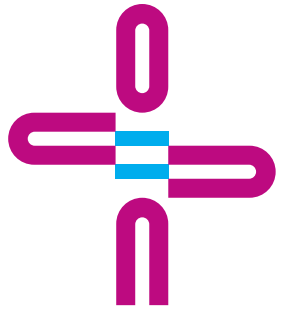
Excuses
Slavernijverle-

GAP

• brede (media)

Annex

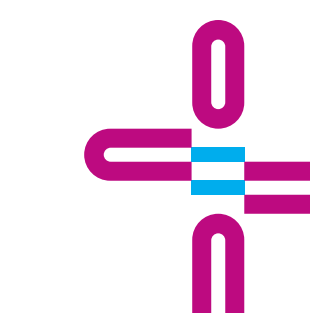
Members



At the end of 2023, WO=MEN consists of 120 individual members, and the following 58 institutional members:

75inQ	Koninklijk Instituut voor de Tropen (KIT)	Stichting Mukomeze
ActionAid	Liliane Fonds	Stichting Vrouwenorganisatie Nederland Darfur (VOND)
Advocates Who Thrive	Mama Cash	Stichting Wadi
Amref Health Africa NL	MenEngage	Support Trust for African Development (STAD)
Both ENDS	Mensen met een missie	Syrische Vrouwengroep Emmen
Briljante Ondernemster	Mercy Corps	The Hunger Project Nederland
CARE	Milieudefensie	Unie van Soroptimistclubs
Center for Civil Society and Democracy Europe - CCSDE	Mondiaal FNV	Vereniging Prisma
CHOICE for youth & sexuality	New Women Connectors	VSO Nederland
CNV Internationaal	Oxfam Novib	White Ribbon NL
COC Nederland	Partos	Women Engage for a Common Future (WECF)
Cordaid	PAX Nederland	Women In Development Europe+ (WIDE+)
DCDD	PBI Nederland	WomenWin
Femmes for Freedom	Penal Reform International	YWCA Nederland
Global Network of Women’s Shelters	Plan International Nederland	Women In Development Europe+ (WIDE+)
HIVOS	Platform Vrouwen & Duurzame Vrede (VDV)	Women’s Initiatives Network (WIN)
IMPACT - Center against human trafficking and sexual violence in conflict	Rutgers	Women’s International League for Peace and Freedom
Karama	SekswerkExpertise	Dutch Section (WILPF NL)
Kongolese Vrouwen Stichting Tosangana	Simavi	WomenWin
	Stem op een vrouw	YWCA Nederland

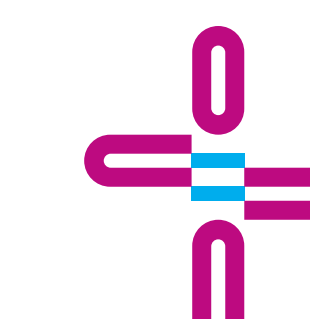
Abbreviations



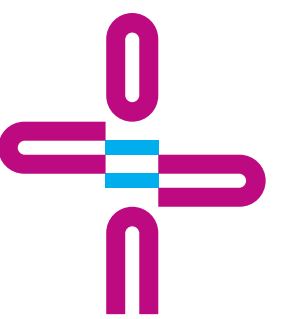
Abbr.	
GMM	General Meeting of Members
UNGA	United Nations General Assembly
AWID	Association for Women's Rights in Development
Beijing	Fourth World Conference on Women, 1995
Beijing+30	30th anniversary of the Fourth World Conference on Women
BHO	Foreign Trade and Development
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CMI!	Count Me In! Consortium
EU	European Union
FBB/FFP	Feminist Foreign Policy
fte	Full-time equivalent
GMPI	Gender Multi-Party Initiative
GIA	Gender-Trade Impact Assessment
GPS	Gender, Peace & Security
ILO	International Labour Organisation
(I)RBC/(I)CSR	(International) responsible business conduct, also known as (International) Corporate Social Responsibility
LGBT	Lesbian, Gay, Bisexual, Transgender
LGBTQI+	Lesbian, Gay, bisexual, transgender, queer, intersex, and other sexual and gender identities
MT	management team

Abbr.	
NAP	National Action Plan
NAP 1325	National Action Plan 1325
NATO	North Atlantic Treaty Organisation
NGO	non-governmental organisation
NVR	Nederlandse Vrouwen Raad/ the Dutch Women's Council
OCW	Dutch Ministry of Education, Culture and Science
ODA	Official Development Assistance is the transfer of loans and grants from governments to developing countries.
OECD	Organisation for Economic Co-operation and Development
RVO	Rijksdienst voor ondernemend nederland/ Netherlands Enterprise Agency
RvT	Raad van Toezicht/ Supervisory Board
SDG	Sustainable Development Goals
SRHR	Sexual and Reproductive Health and Rights
UN	United Nations
UNGP	UN Guiding Principles on Business and Human Rights
UNSC	United Nations Security Council
WIVO	legislative proposal for (I)RBC
WO=MEN	Women Equals Men
WPS	Women, Peace & Security
DSH	Directie Stabiliteit en Humanitaire Hulp Stabilisation and Humanitarian Aid Department
DMM	Directie Multilaterale Instellingen en Mensenrechten Multilateral Organisations and Human Rights Department

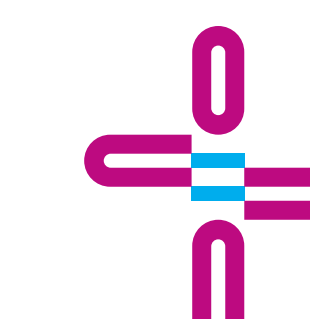
Risk Analysis



Organisational risk	Chance	Impact	Control measures
1) Strategic risk Due to increasing pressure on funding, competition within civil society is growing. Diversification of our income sources is influenced by our role as an organisation, as well as our relations with cooperation partners and members.	High	High	<ul style="list-style-type: none"> • Planning and Budgeting fundraisers. • Expanding contacts with strategic actors as potential partners for financing and cooperation. • Strengthening joint advocacy for continued support and accessible and direct funding for gender equality and women's rights organisations worldwide.
2) Liquidity risk The organisation is liquid based on the multi-year budget. A liquidity risk arises if we cannot meet our payment obligations due to changing maturities of funding and pending funding applications.	Small	High	<ul style="list-style-type: none"> • Preparation of liquidity statement every quarter.
3) Operational risk WO=MEN is a small team, which means there are potential operational risks that affect internal control.	Small	High	<ul style="list-style-type: none"> • Establishing a backup system for urgent core office tasks. • Establishing work instructions and transfers. • Establish accountability mechanisms towards the Supervisory Board and the General Meeting of Members.
4) ICT risk In the area of infrastructure, there may be systemic risks (cyber risks and information security)	Small	High	<ul style="list-style-type: none"> • Service agreement with external ICT service provider. • Procedures for passwords and computer and network access. • ICT infrastructure risk analysis in cooperation with the provider.

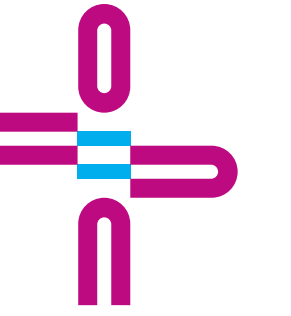


Organisational risk	Chance	Impact	Control measures
5) Planning & Control risk <p>The budget system carries the risk that, after the end of the financial year, actual costs may differ from the budget.</p>	Small	Medium	<ul style="list-style-type: none"> • Processing timesheets every month. • Preparing monthly and quarterly project reports. • Checking financial entries as part of monthly reports.
6) Credit risk <p>For membership contributions and project funds, there is a credit risk in the sense that members and partner organisations also depend on (Dutch) political and financial declines; therefore, member organisations may contribute less.</p>	Medium	Medium	<ul style="list-style-type: none"> • Monitoring late payments. • Liaison management and support members towards internal prioritisation of gender equality and women's rights. • Recruiting new members.
7) Fraud risk <p>Short communication lines and direct supervision are typical for a small organisation and limit the risk of fraud.</p>	Small	High	<ul style="list-style-type: none"> • The chair of the Supervisory Board approves management expense claims. • The four eyes principle applies to financial transactions, including credit cards, staff changes and signing contracts.
8) SEAH risk <p>The Dutch Ministry of Foreign Affairs requests that the risks of SEAH and the mitigating measures to prevent it be included in the risk analysis. These risks have not occurred at WO=MEN before. They are very minimal, given the nature of the organisation (a flat organisational structure where work is almost always team-based and always transparent) and the size of the team (small).</p>	Small	High	<ul style="list-style-type: none"> • WO=MEN and its employees have their own WO=MEN code of conduct based on the Partos Code of Conduct, which employees know and must agree to. • Both an internal and an external confidential advisor have been appointed, who are regularly brought to the attention of staff members. • WO=MEN has a small team and a flat consultation and decision-making structure, so there is a lot of transparency and insight into everyone's working methods and interactions with each other and members.

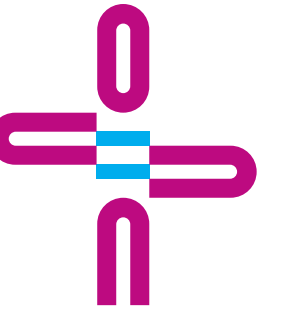


Programmatic risk	Chance	Impact	Control measures
A significant decrease in Dutch political and financial support for the work done by civil society organisations to strengthen gender equality and women's rights in the Global South.	High	High	<ul style="list-style-type: none"> • Coordinating continued lobbying to keep women's rights and gender equality on the political agenda in the Global South. • Strengthening mutual solidarity and coordination of joint advocacy for continued support for gender equality and women's organisations in the Global South. It includes various lobbying campaigns, continued investment in a close-knit and well-informed international network of women's rights and gender equality organisations, coordination of mutual strategy and knowledge exchanges, and the establishment of new strategic partnerships.
Further erosion of democratic values and growing counter-pressure to the rights of LGBTQI people, migrants, women and girls, preventing members and local partners from doing their work.	Medium	High	<ul style="list-style-type: none"> • Coordinate, collect and publicise reports of intimidation and violence, as well as the negative impact of legislation and measures taken by authorities and extremist groups on members and partners. • Coordinate exchanges between women's rights and gender equality organisations and activists on mitigating strategies and measures. For example, how to continue working safely online, where to obtain protection (and funding for protection), where to find safe shelter, etc. • Joint advocacy with other relevant human rights and civil society networks to ensure continued support for and protection of women's rights and gender equality, as well as for those who defend and implement them, towards relevant stakeholders (embassies, UN organisations, EU, etc.).

Theory of Change



Endnotes



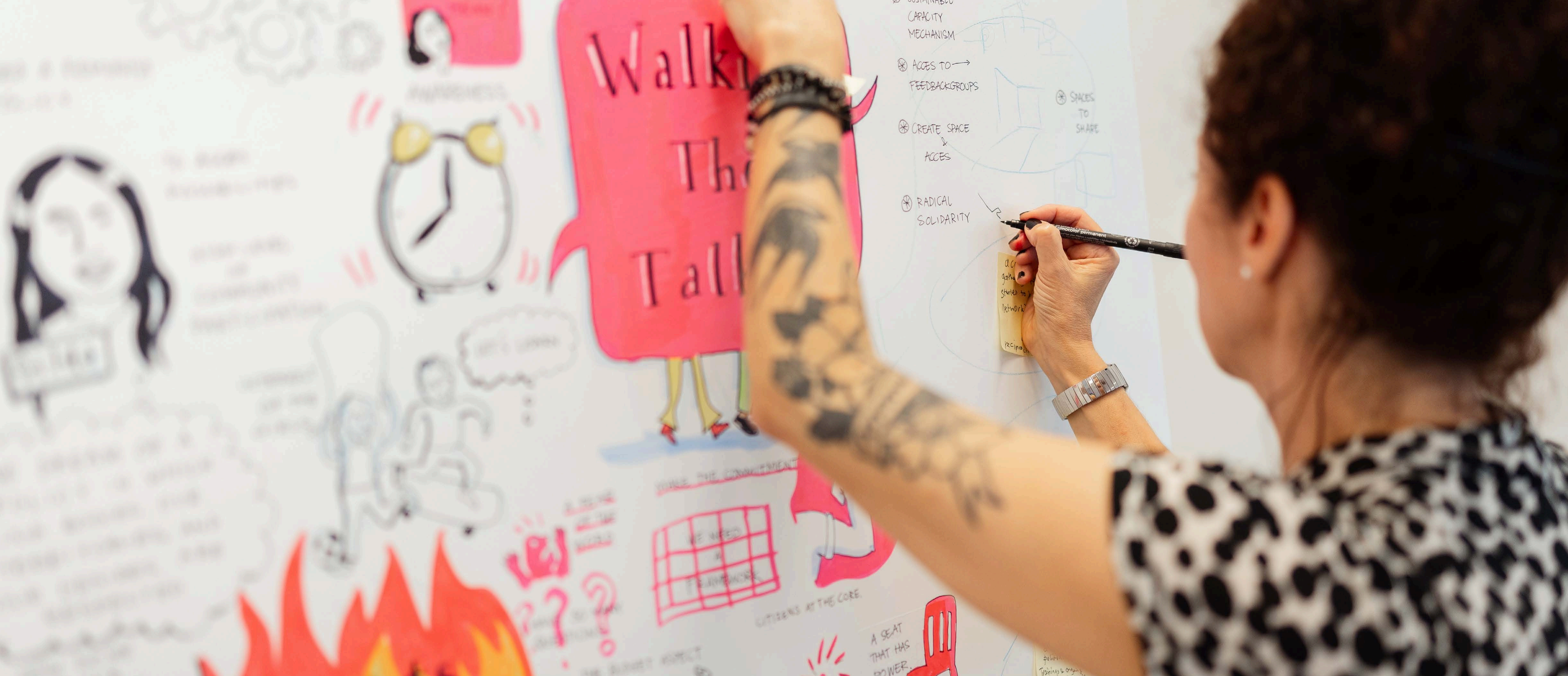
- ¹ ActionAid Nederland, Both ENDS, CARE Nederland, Milieudefensie, Simavi, WECF, WO=MEN Dutch Gender Platform (2024)
Eerlijk, duurzaam en effectief – Gendergelijkheid als basis voor klimaat- en biodiversiteitsbeleid <https://www.wo-men.nl/kb-bestanden/1729501443.pdf>

- ² Zie antwoorden en beslisnota op vragen van het Kamerlid Dobbe over het bericht dat in Gambia genitale verminking weer legaal dreigt te worden: <https://www.tweedekamer.nl/downloads/document?id=2024D30428> & <https://www.tweedekamer.nl/downloads/document?id=2024D30429>
Zie antwoorden en beslisnota op vragen van het Kamerlid Boswijk over de Ukraine Recovery Conference en de Oekraïense State Emergency Services: <https://www.tweedekamer.nl/downloads/document?id=2024D31012> & <https://www.tweedekamer.nl/downloads/document?id=2024D31013>
Zie vragen van de Kamerleden Boswijk en Dobbe over het wegschrijven van verwijzingen naar genderbeleid en SRGR in antwoorden op schriftelijke vragen: <https://www.tweedekamer.nl/downloads/document?id=2024D31701>

- ³ Graeme Reid (15 juli 2024). Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity. Report on Electoral participation and protection against violence and discrimination based on sexual orientation and gender identity. blz. 22.
https://digitallibrary.un.org/record/4058920/files/A_79_151-EN.pdf?ln=en

- ⁴ Zahra Runderkamp, Judith de Jong & Nanda van der Poel (2023). 'Wie wil er nog de politiek in?'. Alliantie Politica. <https://politica.nl/kennisbank/wie-wil-er-nog-de-politiek-in/>

- ⁵ Devika Partiman & Anna Bomhof (14 oktober 2024), Vrouwenhaat ondermijnt de democratie: <https://www.volkskrant.nl/columns-opinie/opinie-vrouwenhaat-ondermijnt-de-democratie~bdfaa1a7/>



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